

**REGULAR MEETING OF THE VESTRY**  
**ALL SAINTS CHURCH, PASADENA**  
May 21, 2024

- PRESENT** Greg Adams, Jonathan Berry, Blaine Cavena, Connie Chung, Rainer Colombo, Barbara Andrade DuBransky, Elisabeth Eilers, Chris Folz, Bernard Garcia, Nicole Gatto, Bill Gould, Al Hughes, Cruz Jackson, Tony Jackson, Crystal Jones, Cathy Keig, Mike Kinman, Walter Little, Karen Meier, Janet Carol Norton, Gloria Pitzer, Billie Rainer, Andie Reid, Claudia Shields, Erica Tamblyn
- EXCUSED** Eliza LeMoine, Keith Holeman
- ALSO PRESENT** Mark Chase, Thomas Diaz, Alfredo Feregrino, Melissa Hayes, Sally Howard, Samantha Kramer, Sarah Nolan, Susan Russell, Erin Sacco Pineda, Verna Zamora, Kathy Onoye

The meeting was called to order at 6:04 pm by the Rector in the Learning Center and via Zoom. Kinman asked the vestry take a moment of silence and grounding. He shared Samuel 8:19. He then offered an opening prayer.

Hughes welcomed the visitors.

Hughes led the vestry reading the mission statement of All Saints Church aloud together.

Kinman announced that we have received the resignation of Tim Stratz and Staci Kennelly from the vestry.

**BUSINESS ITEMS**

Approval of the Consent Agenda

- Report of the Clerk: Corrections are needed. In the Wardens Report the consultant for the vestry/staff conference was Rob Voyle. The Finance committee also met on April 11 and 18. It was moved and seconded, and the vestry approved the committee reports as submitted, and the minutes of the April 23, 2024 meeting with the noted corrections.

Episcopal Fun Facts

Russell gave the vestry a quick lesson and review about the Episcopal Church.

**FINANCE REPORT**

Sacco Pineda reported on the first Quarter Financials. She reviewed the notes on the March Financials. Pledge income was \$36 thousand more than budget in March. They have been setting clear policy about clarifying plate, special gifts, and other non-pledge giving. Giving expenses are down compared to 2023 because we made changes to online giving providers so transaction fees are reduced. Printing for Easter asks saved \$5,000 and the Easter ask made \$10,000 more than last year.

Nolan reported that we currently have 546 pledgers at \$2.608 million. She gave a five-year review inflation adjusted. She reviewed the pledge change statistics. The anticipated annual fund giving support is \$2.958 million. Pitzer who is chair of the Giving Committee shared that this year all vestry members and more parishioners will be actively involved in the giving outreach.

#### **WARDENS REPORT**

Hughes shared that the vestry received a letter of concern from Marsha and Pat Dawe. The vestry had time to discuss the letter. Many issues and concerns were expressed.

Little reminded the vestry that they are required by Cannon to take the Safe Church training.

#### **RECTOR'S REPORT**

Kinman read a statement regarding the planned joint choir concert "Songs of Freedom: A Joyous Celebration of Spirituals and Gospel Music." He shared that "he directed the Director of Music to remove the spirituals and Gospel music from the concert because they are the primary pain points for the members of our community who are expressing that pain." Discussion followed from the vestry.

Kinman reminded the vestry that Christian Nationalism: American Democracy's Looming Threat, moderated by Bradley Whitford, is on Thursday, May 23, 6:00pm-8:30 p.m., in the Church. The panel will include: Rachel Laser, president & CEO Americans United for Separation of Church and State; Rev. Traci Blackmon, AU Board of Trustees member and former Associate General Minister of Justice and Local Church Ministries for the United Church of Christ; Eddie Tabash, Esq., AU Board of Trustees member, constitutional lawyer, expert in church-state separation, and atheist advocate; Rev. Mike Kinman, rector of All Saints Episcopal Church in Pasadena; Salam al-Marayati, president and co-founder of the Muslim Public Affairs Council; Rabbi Susan Goldberg, founder of Nefesh, a progressive spiritual community in Los Angeles' east side.

Kinman had a great time at the Centennial Dance Party on Saturday. He encouraged the vestry to attend Juneteenth at St. Barnabas on June 16, Mark Chase will be preaching. Russell and Diaz will be at General Convention. Kinman will also be there from Monday-Thursday. He thanked Thomas Diaz for his work on the selection of the slate for Presiding Bishop.

Kinman shared that we had a film shoot this week. He thanked Janet Carol Norton, Veronica Flores, the Building & Grounds crew, Debbie Daniels, and many others for accommodating and welcoming them. It was very positive. He also announced that Jonathan Stoner has been hired as part-time interim director of CYF.

The meeting was adjourned at 8:40 p.m. so the Vestry could move into Executive Session.

Respectfully submitted,  
Kathy Onoye

## EXECUTIVE SESSION

Meier moved and it was seconded that the six-month budget be approved to authorize spending through June 30<sup>th</sup> and that church staff, in collaboration with members of the Finance Committee and/or the Economic Sustainability Task Force, produce a viable 3 year financial plan based on the ESTF's findings, in order to inform the budget requirements for the remaining six months of 2024.

Following discussion, the vestry approved the six-month budget with one abstention.

The meeting was adjourned at 9:08 p.m. with a prayer by Mike Kinman.

**Vestry Committee Report**  
May 2024  
Addendum to May 21, 2024 Minutes

**NO REPORT:**

Finance  
Giving  
Pastoral Care, Healing & Health  
Personnel

**BUILDING AND GROUNDS REPORT**

Buildings and Grounds Committee  
Submitted by Erica S Tamblyn

Minutes of the meeting held via Zoom on April 18, 2024

Attendees: Lonnie Schield, chair, Phil Naecker, Erica Tamblyn, Ryan Wijesinghe, Bon Whitson, Kirsten McDonald, Don Bergman  
Staff: Veronica Flores, Verna Zamora, Sarah Nolan

Opening Prayer: Erica Tamblyn

The minutes of the March meeting were approved.

**Regas House:** We are done with Regas. The very last step happened today. We got the Mitsubishi guys out to give us the warranty start in the new air conditioning system. It has all been uploaded and we are waiting for the response from the factory. That is the last step on the major stuff. One minor call that we had is that we had wires for the door system that ran through the window well and flooded so the wires were sitting in mucky water. The Access Control people are coming out in the next couple-of days to begin the process of correcting that. This is not related to the fire stuff. There are some issues with some sensors that are not working which has nothing to do with our project, so we are done with the Regas project. All of the corrected roof covers are on and everything looks beautiful. The roof is performing. The windows are performing well.

**Office Building:** We are down to the wire and down to the last dollar. We did find a number of failed masonry conditions. These are hard to spot because they had been “Papered over”. It was hard to see until we got up there and could see what was going on. We have identified the ones that we really really needed to fix, so we are going to fix those. We are leaving a few things unfixed because we probably do not have the money and think they will not be a problem. If they are a problem, we have a way to fix them that is not as invasive as all the scaffolding; we can do it from a lift. The new gutters are in. The new flashing is in. Most of the waterproofing work has been done. They will be finishing up because we will be out of money in the next couple of weeks. The scaffolding will come down, first on the north side. They are a small number of weeks from being done. There are two things remaining to be done on waterproofing the building: the roof itself and the new roof, which we are on schedule to get in June. It is a relatively modest project because it is a small area and because

we removed all of the roof penetrations, including all of the asbestos that was going through the roof. The other minor leak related thing to be done is something our handy man will take care of which is the attic vents, water intruded through those vents. We have a design to fix that, but it is too expensive to have our general contractor fix those, so we will deal with that with our inexpensive handy man. Phil will do some of the work himself to get it done inexpensively. It is not necessary to have Mike (the GC) return.

**Scott Hall:** Erica has been working with our counsel. On Sunday, he will have a draft of a building space use agreement between the church and the Artist in Residence. Phil and Lonnie will review and approve for this committee and Mike will review as well. Once that is executed, we will start working on the mold issue. He and Erica have an upcoming call to discuss she anticipates we may need to do another study, not just to determine the current state of affairs but to outline potential health concerns for those using the facility. I expect to make another update in our meeting in May. I have let Mike know that I am expecting to get that use agreement.

**Power Vault:** We need to replace the transformer that is aging out at a cost of about \$10k. Last meeting it was discussed that we will take that to Finance to determine where that money is going to come from. There was discussion about what was required - could we run 208 instead of 240? If it only feeds 3 phase, we may not need 240. Ryan and Phil will investigate and report back.

**Security Grant:** Sarah provided an update on the security grant. We received federal grant funding that comes through the state called a Cal OES grant. It's basically from Homeland Security to address any security improvements (called target hardening) on the property for places of worship that have received either terrorist or hate crime threats. We applied for it in the fall and did not expect to receive it as they were supposed to notify. In December, but they notified us last week. The grant is for \$176,000 to go towards various areas of improvement including security (guards), improved lighting, video surveillance, door locks and a few other things. Sarah has met with Verna and Phil to see what changes will need to be made since our application, which, was submitted 6 months ago. The question of improved lighting came up and will be discuss with the city as part of the Safe Parking Program.

There was discussion about the things that the parking vendor does to maintain the area it rents from us.

Erica discussed the Safe Parking Program. The expense was approved by the City Council. Next the city will work out its contract with the Shower of Hope (the operator) and then with All Saints. The draft will come to the B&G committee for review and then once approved, to Vestry, then to Mike for signature. This committee may want to consider making suggestions to the city about north parking lot lighting improvement. Ten years ago, we had a quote for replacing the lights in the entire parking lot. At that time, it was \$50,000 and that would surely need to be updated. That would be an All-Saints expense, not fall under the grant. We also discussed the successful open house, which was held for neighbors who were supportive. All Saints will have to apply for a Minor Conditional Use permit. Erica is working with the Housing and Planning Departments on this.

Sarah suggested that we look at what was proposed for the grant, figure out our priorities and request them to reallocate the funding to those priorities. One thing that makes sense is motion

lighting sensors. Some folks from Homeland security came through and noted some areas they saw as potential areas, also we need to talk with Melissa Hayes. These are specifically areas around the sanctuary and the alleyway between the vesting room sanctuary. We also discussed the need for an integrated security camera system so that should we suffer an incident, we would have video footage that would tell us what happened, and be able to do forensics to identify people. Other possible systems are to have personal clickers that would be issued to staff and ushers with a sophisticated system such as: one click means someone dangerous is here. two clicks: start a lockdown. Things like that are very feasible. Improving the door locks is very feasible. After Sarah finds out if we can reallocate, Phil will work with her, Nader and Verna and others to make a list. We need to identify the weak spots. Veronica offered her experience to identify the weak spots where we have had problems. We can also apply for additional funds if the program continues to exist. Sarah will convene a group to work on this.

**Print Shop:** We have talked about removing the print shop on the corner. Lonnie has 2 or 3 demo contractors who are getting back to him with costs. One said there will probably have to be an asbestos report on the bill. So we will get a cost on that see whether we will be able to do that or not. It was suggested that this was a great giving opportunity to be the one to smash it down! There is electronic waste in the building. Verna is working with her team and Nader to make sure they have it all pulled together before Homeboys come to pick it up.

**Sanctuary Roof:** There are two leaks right now. One is in front of the pulpit. The other is in the chapel. We are in the process of obtaining the number to repair those two leaks. In our current budget, we do not have space for that. When we have then number Phil will bring it up to the Finance Committee. Phil has done a deep dive with our very excellent roofer on what is likely to be possible fixing just parts of the roof. The problem is that where the leak is, there is no good stopping point. It is very complicated involving layers of slate and sheet metal overlapping. It is like tugging in the thread of a sweater. The roofer might be willing to try repairs like this, but he is dubious that wed can get away without a pretty major re-roofing. Thankfully, the leaks we have are not terrible.

**Residence Rectory:** Mike has put together a small committee that is looking at possible options of what to do with the rectory. They are looking at doing something other than selling the rectory. What needs to be done from a maintenance perspective, alternatives are being considered.

**Holy Rakers:** Phil will be meeting with them to review the types of plants they are planting to encourage use of plants that do not damage the buildings.

**Campus Signage:** We need a manual for utility shutoffs and valves and switches on campus so the staff has a resource go to item. Ryan discussed that Don did do a list of valves and switches and there was a box of ID Tags. Ryan can get the tags redone. Phil volunteered to work on that if the tags can be located. Ryan has some tags; Lonnie has the file, so this will be prioritized.

The Centennial Committee wants to place a large vinyl sign across the south tower advertising the 100<sup>th</sup> anniversary. The sign is about \$200. Safe installation of the sign is probably \$2000. Lonnie & Erica volunteered to work with Phil on this.

Don volunteered to work with Phil on a campus signage project.

5-9-24 (Learning Center – Dinner)  
6-13-24  
7-11-24  
8-8-24(Learning Center – Dinner)  
9-12-24  
10-10-24  
11-14-24(Learning Center – Dinner)  
12-12-24

### **CONGREGATIONAL DEVELOPMENT**

Submitted by: Nancy Naecker

Last Gathering: April 16, 2024

Next Gathering: May 28 at 5:30pm at CPK – annual program debrief

#### **Welcome Ministry**

- Welcome Cards received for April 2024: 13
    - Interests checked
  - AAPI: 0
  - CYF: 4
  - CYF Choirs: 1
  - Latino/Hispanic Ministry: 0
  - LGBTQ+: 6
  - Music: 6
  - PCHH: 2
  - Peace & Justice: 1
  - Senior Saints: 0
  - Spiritual Formation: 4
  - Small Groups: 6
  - 20/30's: 3
  - 40/50's: 2
  - Women's Community: 3
  - Volunteering: 4
- 
- Welcome Emails were sent by our Welcome Team Volunteers (Charlotte Maya, Marianne Ryan, Anina Minotto and Janet Stevenson) to all those who filled out a welcome card in April.
  
  - Welcome Coffee
    - May 13 Welcome Coffee with Alfredo Feregrino had one attendee in the Rector's Office.
    - Next Welcome Coffee is June 9 immediately following the 10am service.

#### **Congregational Development Vestry Committee Goal 2023-2024**

1. Improve volunteer engagement and interest by enhancing our volunteer experience.

#### **The Centennial Dance Party: 100 Years of Dance Tunes**

- This is a tent pole event to mark our Centennial journey --100 years since the foundation was laid for our All Saints Church sanctuary building.
- This is a perfect way to join in our community, to have fun, to celebrate with *JOYFUL SPIRITUALITY*.
- Organizers have put a ton of loving, musical care into finding tunes across the decades -- swing, salsa, ABBA, Whitney, and who knows what surprises are in store, to get you out onto the dance floor. What were people dancing to in 1932? 1951? 1969? 1988? 1999? And in 2024? Now's your chance to find out! To hear the tunes and to put on your dancing shoes!
- Heavy appetizers and festive beverages will be provided. RSVP and donations are encouraged to help with planning and cost, but neither are required.
- All. Are. Welcome.

### **Greeters**

- Jenn McGaw continues to host the online coffee after the 10am service with 5 – 8 attendees.
- Greeters training and lunch on April 21 with 20 greeters in attendance. Thomas blessed and congratulated Dan McCarrel on his long tenure as the Greeter co-chair.
- Ben Martin was welcomed at the new co-leader of the Greeters Ministry and will work with continuing co-leader, Cindy Bishop.
- Greeter Guidelines were discussed as well as how to create a warm and welcoming environment for visitors, folks new to All Saints and long-time parishioners.

### **Latino / Hispanic Ministry**

- Misa de Sanación / Healing Service will be May 26 at 5PM. Anyone seeking hope and healing in body, mind and spirit for themselves or someone they love are invited to attend for service in Spanish with Laying on of Hands and Anointing. All are welcome.

### **Senior Saints**

- The May 2 in Sweetland Hall at 12:30pm, 45 Senior Saints enjoyed hearing a special guest speaker, the Rev Mel Soriano who is a longtime parishioner, on his travels to the Camino de Santiago, a 1200-year old walking pilgrimage that ends at the Cathedral of Santiago de Compostela in northwest Spain.

### **LGBTQ+ Ministry**

- LGBTQ+ Support Group continues to meet every Tuesday evening facilitated by Billie Rainer and Troy Wise.
- Pride Month activities:
  - Join us for a vibrant LGBTQ+ Social Hour on Sunday, May 19th from 12pm to 1pm in the Guild Room. Following the spirit of Pentecost Sunday, where all are welcome, we invite you to come as you are and celebrate in community.
  - GLEAM – The Garden Party is June 2, 2-4pm, at the Pasadena Gardens of the Episcopal Residence for an afternoon of food, fun and raising funds to support LGBTQIA+ Ministry in the Episcopal Diocese of Los Angeles.
  - The Interfaith LGTBQ+ Pride Prayer Service is June 30, 5pm at All Saints Church.



### **40/50's & Friends**

- 40s, 50s, & Friends Day Retreat in Echo Park - Saturday May 18th, 10-6pm with optional dinner. Theme: Come away to dream and deepen our spiritual practices and friendships. With Staci Kennelly, our ASC coordinator of spiritual direction, and Alfredo Feregrino, our Associate Rector, we will gather at St. Paul's Commons in Echo Park to learn about group spiritual direction and prayer practices.
- Summer Reading Group Discussion of Richard Rohr's book Falling Upward. Tentative dates: Sunday June 16, Sunday 7/14, and Sunday 8/25 with options to meet more frequently if our schedules allow.

### **20/30's Ministry**

- April 21 Social at the Congregation Ale House at 12pm following the the 10am service. Liz Berman-Supple and Fred Linda were the greeters/hosts along with staff member Thomas Diaz.
- All 20/30's are warmly invited to the Centennial Dance Party on May 17.

### **Spiritual Formation / Education**

- **Episcopal 101**
  - Episcopal Church 101 is a series of presentations, discussions, and small group meetings designed for anyone wanting to go deeper into the history, theology, and core values of the Episcopal Church.
  - Class is led by Alfredo Feregrino and Thomas Diaz with presentations by Susan Russell, Sally Howard, Mike Kinman and Mark Chase.
  - 22 All Saints members were confirmed by Bishop John Taylor on May 11 at St John's Cathedral.

### **Small Groups**

- **A Journey of Faith Sharing Group:** a new small group led by David Heckle called: A Journey of Faith – Sharing Group was started Sunday, April 21 immediately following the 10am service. Anyone is parish in welcome.
- **Sunday Lunch - Café and Community** – meets Sunday, May 19<sup>th</sup> at Urbane Café - 218 S. Lake Ave. Facilitated by Juliann Budimir.

### **Women's Community**

- Voices from the Heart Lunch is being planned for June 9, 12:30 – 3pm in Sweetland Hall honoring Robin Kinman.
- Descanso Gardens walking tour is planned for Saturday, May 18 at 1:30pm.
- Fundraiser for the children of GAZA is planned for June 29 from 3-5pm in the Learning Center with speakers Dr. Laila Al-Marayati and Dr. Riad Z Abdelkarim from KinderUSA. Join us for an afternoon of Mezze (hors d'oeuvres), music and a presentation on the work of KINDER USA to alleviate the famine, hunger, educational and developmental needs of Palestinian children in GAZA.

### **Volunteers**

- Volunteer Appreciation Lunch was April 20 from 12 – 1:30pm on the quad lawn. Hamburgers and hot dogs, watermelon, chips and horchata was prepared by the All Saints Staff in appreciation of the many volunteers at All Saints Church. 120 volunteers attended.

## **Leadership Support & Development**

- Will be sending thank you notes and a \$5 Jones gift card to all ministry leaders and small group leaders.

## **Front Desk Volunteers**

- The Front Desk is fully staffed by Diane Wilson, Ken Roehrs, Sara McGah, Marshall Rutter, Cindy Bishop, Marilyn Coffman, Susan Houser, Nancy Naecker, and Mary Pillot. We welcome our newest front desk volunteer Christina (Tina) Crosby.

## **Archives Ministry**

- All of the liturgies from 1884 to 2020 have been collated, catalogued and rehoused in acid free folders and boxes and placed in the vesting room.
- Many thanks to the Archives Ministry team: Sally Lagne, Kim Douglas, Jamie Castaneda and Gail Gunther.
- Anyone interested in visiting the ASC Archives are asked to please contact [archives@allsaints-pas.org](mailto:archives@allsaints-pas.org) to make an appointment.

## **CYF Committee Report**

Submitted by Staci Kennelly:

1. **Youth Sunday:** On June 2nd, the youth will lead the service, including preaching and singing by the youth choirs. Activities will follow the service, open to everyone.
2. **Parents' Gathering:** Scheduled for June 9th at 9 am in the Learning Center, where all parents are invited. Updates on the CYF Director search will be provided, along with discussions about future plans.
3. **Youth Activities:** Recent events included a bowling night and a murder mystery night.
4. **CYF Director Search:** The search for the CYF Director continues. In the interim, Jonathan Stoner will serve as the interim CYF Director, bringing compassion and a love of learning to the role.

## **Peace & Justice Ministries Report**

Submitted by: Lorynne Young, committee chair

Peace and Justice Ministries kicked off its Get Out The Vote drive with a Forum featuring Rev. Gary Hall. GOTV opportunities in the coming months include voter registration, postcard writing and voter education. ASC new P&J Rapid Response What's App was also debuted. This will allow us to communicate with the congregation about last-minute involvement opportunities.

The Action Table/RRT continues to present weekly opportunities for our congregation to get involved in social justice issues and the local and national level. A delegation presented letters to the management at the Hilton and the Hyatt a few weeks ago asking them to sign a contract

with striking workers. The Hyatt signed the contract and a follow-up delegation presented thank you letters from ASC.

EDEN presented its annual Earth Day celebration, filling the lawn area with informational tables from various ecological groups, plus an eco-themed show by the ASC Artist Guild.

Foster Care continues its yearlong celebration of its 20th anniversary with special speakers and events. Supervisor Kathryn Barger, State Senator Anthony Portantino and Assemblyperson Chris Holden presented certificates honoring the great work that is being done.

Immigration Task Force has been re-activated under the leadership of Carlos Carrillo. They are working closely with IRIS, a program of our diocese.

Interfaith Studies Group had a program on Peace and Justice in Turbulent Times with Night Alikahn. She spoke about the challenges of promoting diversity, equity and inclusion amidst the re-emergence of the White Supremacy movement and ongoing economic inequities.

Middle East Ministries featured Dr. William Robinson speaking on Global Capitalism and Genocide in Palestine at a recent meeting. They continue to support the weekly ceasefire rallies outside Rep. Judy Chu's office and are hosted a dinner for guest preacher Rev. Leyla King, a Palestinian Episcopal priest.

Transformational Journeys currently has a group touring Japan. Some local tours are being planned for later this year.