

**REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA**

August 18, 2024

PRESENT Greg Adams, Jonathan Berry, Blaine Cavena, Connie Chung, Rainer Colombo, Barbara Andrade DuBransky, Elisabeth Eilers, Chris Folz, Bernard Garcia, Nicole Gatto, Al Hughes, Crystal Jones, Cathy Keig, Walter Little, Karen Meier, Gloria Pitzer, Billie Rainer, Andie Reid, Claudia Shields, Erica Tamblyn

EXCUSED Bill Gould, Cruz Jackson, Tony Jackson, Eliza LeMoine, Janet Carol Norton, Mark Chase, Alfredo Feregrino

ALSO PRESENT Thomas Diaz, Melissa Hayes, Keith Holeman, Sally Howard, Samantha Kramer, Sarah Nolan, Tim Rich, Susan Russell, Erin Sacco Pineda, Verna Zamora, Kathy Onoye

The meeting was called to order at 12:05pm by the Senior Warden in the Forum and via Zoom. Howard then offered an opening prayer.

Hughes welcomed all to the vestry meeting.

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

PRIEST-IN-CHARGE INTRODUCTION

Hughes welcomed the Rev. Tim Rich as All Saints' new Priest-in-Charge.

BUSINESS ITEMS

Approval of the Consent Agenda

- › Report of the Clerk: It was moved by Keig, seconded by Pitzer and the vestry unanimously approved the minutes of the July 21, 2024 meeting and the current committee report sheet.

EPISCOPAL FUN FACTS

Russell shared facts about the election cycle. She shared about Episcopal public policy. They are developing the Election Tool Kit. Her presentation is included with these minutes.

FINANCE: June & July Financials

Sacco Pineda reviewed the June and July Financials.

Summary of June:

- A. The net operating loss of \$138,895 for June is approximately \$20k better than projected. Year-to-date results are \$38k better than the six-month budget that was adopted in May.
- B. As indicated in prior months, Personnel expenses have been less than budget primarily because of voluntary resignations in two positions and one budgeted position that was open at the beginning of the year has not been filled.
- C. Pledge income is off-pace from budget by \$82k. As previously mentioned, this is attributable to significant pledges that are normally prepaid. One of these pledges was paid in full in July.
- D. The Change in Operating Fund Net Assets chart at the bottom of the Statement of Financial Position shows that net operating losses have continued to reduce the Operating Fund balance essentially in line with budget. In Q3 and Q4, we have updated our projections with estimates related to the known personnel transitions (see "B" above) and the Rector transition. It represents that we can expect the Operating Fund Net Assets to be in a negative position at some point in Q3. The Vestry may want to consider an extraordinary draw from the Quasi-Endowment Fund to maintain a positive balance in the Operating Fund.

Summary of July:

- A. In July we are seeing a switch in how actual Personnel expense compares to budget. Be reminded that the proposed budget included a plan to reduce staff by \$150k mid-year (\$25k/month starting in July). The variance in July is actually \$14k because of the savings from vacant positions that has been discussed in prior months. Be reminded that the impact of the Rector transition won't show up in the financial statements until August and September.
- B. A significant pledge was paid via a one-time payment in July. This skews the budget variance analysis for the month. For the year-to-date, pledge income is nearly on budget and all Giving taken together is actually about \$40k ahead of budget. Online/Other Offering is about \$80k ahead of budget because this is where we are recording regular giving in 2024 from folks who do not have pledges recorded for 2024. This is a change in practice from prior years. While we understand that process improvements can make historical comparison difficult, we continue to consider how to report operating results in ways that are most meaningful.
- C. In June we transferred \$2mil from our operating checking account to a brokerage account to generate additional income on funds not currently in use. Income on the Program Income & Grants line should increase while interest rates are high.

- D. In July we received \$150k in support for staffing expenses.
- E. The Long-Term Maintenance Fund balance is just \$15,945 at June 30th. The Buildings & Grounds Committee should be able to do final reporting shortly on the deferred maintenance projects approved in 2022 & 2023.

The Finance Committee accepted the June and July financials at their Finance Committee. Following vestry discussion, it was moved by Keig, seconded by Gatto and the vestry unanimously accepted the June and July Financials.

GIVING / STEWARDSHIP

Nolan reported that there are \$2.651 million in current pledges. We anticipate \$2.806 million which is \$100,000 less than projected. We estimated \$145,000 in non-fulfillment and partial fulfillment. We will have a better sense of it in October.

Pitzer reported that The Giving Committee will meet Monday, August 19. We are currently recruiting Team Leaders and Connecters/Callers for our peer-to-peer fall campaign. The goal is to reach out to lapsed givers for 2024 and encourage 2025 giving.

- Kick Off – 10/06/2024 (tentative Congregational Forum held following worship)
- Presentation Sunday – 11/17/24

ChMS Transition: We have contracted with ChurchStaq/PushPay for our new church management system. Our database transition team is meeting weekly to begin the transition.

Staffing Updates: Along with Marilyn Coffman (volunteer giving support) and Debbie Daniels (Admin support), Amanda McCormick will be working with the Giving Dept. to take the lead on rolling out our new ChMS system, as well as providing additional support to run reports, develop lists and help manage giving technical needs during our fall campaign.

Budget: Discussion followed on the budget for the end of 2024. The clear consensus was we need to have an end-of-year budget to approve at the September vestry meeting.

CHANGE IN INVESTMENT ADVISOR

Hughes and Sacco Pineda shared the immediate need to change investment advisors. The vestry had been given a copy of the Investment Management Service Agreement between The Episcopal Church Foundation and All Saints Church. There is a need to update our investment to align with the ECF investments. Mike Puls has researched possible advisors and this agreement can be ended in 30 days. Other vestry members are encouraged to join Puls. After brief discussion, Keig moved that All Saints engage ECF, with the understanding that All Saints' Investment Policy Statement would require adaptation. Folz seconded the motion, and the vestry approved the agreement with two abstentions.

CENTENNIAL UPDATE

Nancy Naecker updated the vestry on the upcoming events. The celebration of the 100th anniversary of the church building is on September 14 and 15. The 14th will be a reunion of vestry and staff members over the years. She encouraged any current vestry to attend the reunion. The 15th is Homecoming and the parish-wide Centennial celebration. There will be only one service, at 10:00am. Bishop Taylor will preach and the staff will be commissioned. There will be a festive reception on the lawn following the service. Information will be on the front page of our website.

RJAB REPORT

Bonnie Rice gave a comprehensive report on the history of the Racial Justice Ministry and the Racial Justice Advisory Board, COLORS, and the resolutions. Rice was able to share the differences and the many leaders involved over the years. In 1991 Black and White Together and COLORS began. In 2015 Racial Justice Advisory Resolutions were written and in 2016 the resolutions were approved by the vestry. In 2016 the Racial Justice Advisory Board was formed. In 2017 the concept of Beloved Community was introduced at the Vestry/Staff Conference. RJAB serves as an advisor to the vestry. Bonnie's report is attached.

WARDENS' REPORTS

Hughes thanked those who have participated in the listening sessions. Over 450 parishioners have participated. They will have several zoom sessions and the link will be on the web. Staff is now coming back to campus.

PRIEST IN CHARGE REPORT

Rich shared his busy first few days at All Saints. He has attended meetings, met with parishioners and staff, and listened to many people. The staff is returning and there will be a live voice on the phone. He asked the vestry and visitors to consider what is your gift to All Saints now.

COMMENTS

Parishioners had an opportunity for open comment.

The regular meeting was adjourned at 2:05 p.m. with a closing prayer by Sally Howard, and the vestry moved into Executive Session.

Respectfully submitted,
Kathy Onoye

Racial Justice Advisory Board Presentation to All Saints Pasadena Vestry August 18, 2024

Introduction:

Good afternoon Vestry, Clergy and welcome Rev. Rich, staff, visitors and those on Zoom.

My name is Bonnie Rice – my husband, Howard Heard, and I have been active/pledging members at All Saints Church (ASC) since 1997. I joined Christians Offering Love to Overcome Racism in Society in 2000 (COLORS which has since been renamed to Racial Justice Ministry (RJM)). In 2017, I became a founding member of the Racial Justice Advisory Board (RJAB).

At recent “Listening Sessions”, a couple of common themes emerged:

- Many participants were not aware of either RJM or RJAB
- Others asked why All Saints has two groups focusing on anti-racism?

To get the answer to that question, Al Hughes spoke with several members of RJM and RJAB including Claudia Shields, Monique Thomas, Clara Hill-Williams and me. I’ve included their input as well as that provided in the late Helen Cooper’s and Johari DeWitt Roger’s written histories of COLORS and RJAB in my remarks today.

Al requested that we share this information with the Vestry and all of you. I’ll begin with the origin, history and purpose of each group, then describe the major differences and the interactions between them and hopefully have time for questions at the end.

History and Purposes of RJM->RJAB:

In Spring 1991, Maya Angelou participated in a Lent event here at All Saints. After that event, a group called “Black & White Together” began planning next steps for starting an anti-racism ministry at ASC.

A year later, in the Spring/Summer of 1992, COLORS was “born” after the acquittal of LAPD officers who were charged with the beating of Rodney King. COLORS joined Praises of Zion Missionary Baptist Church in collecting food/supplies for the residents of Watts.

Per their web page, the Racial Justice Ministry’s Mission is to “challenge bias and racism in ourselves and in our communities both locally and nationally. Building on the decades old foundation of the work of COLORS (Christians Offering Love to Overcome Racism in Society) we use our faith and spirituality as catalyst to change the culture of privilege and power. We intentionally embrace, model and create opportunities for radical inclusivity and social justice to increase awareness, understanding, appreciation and celebration of our

diverse society. We commit to the elimination of all forms of oppression and recognize God’s love for all.”

Although it was written more recently, RJM’s Mission statement captures the history of the dizzying array of programs that were offered by COLORS over the years that were impressive in the depth, breadth and number of people touched by them both inside and outside of All Saints.

In 2014, Edna Trigg and Hilda Boulware facilitated a Lenten Book Study of Just Mercy by Bryan Stevenson. It became the inception of a new set of planning/action items including creating a Racial Justice Resolution (RJR).

At the COLORS Fall Retreat in 2015, Johari DeWitt-Rogers asked if All Saints had a Racial Justice Resolution. Senior Associate Pastor, Zelda Kennedy’s research established there was none.

In 2016, Johari, Edna, Monique Thomas and others wrote the RJR that was unanimously approved by the Vestry on April 12 of that year. Item #10 of the Resolution called for creating a Racial Justice Advisory Board whose purpose is to:

“Establish and maintain a Racial Justice Advisory Board (RJAB) comprised of ASC and community members who have demonstrated experience and commitment to effectively addressing matters of race, ethnicity, racism and racial justice, as well as other qualified and committed individuals. RJAB members will guide and assist in developing recommendations, metrics and action plans to support Vestry and staff in implementing the nine action points of the ASC Racial Justice Resolution and other action-related plans in order to become the Beloved Community. Members of the RJAB will reflect the current and emerging diversity of the parish and surrounding communities. This Board will report to the Vestry on a monthly basis.” (This amendment to item #10 of the RJR was adopted by the Vestry on June 26, 2018).

In May of 2016 under the leadership of Monique Thomas and Edna Trigg, COLORS was renamed the “Racial Justice Ministry” to ensure that people better understood the goals of the ministry and to align it with the RJR. RJM then developed five pillars that continue to guide the ministry today. They are:

- Activism
- Advocacy
- Community Engagement
- Cultural Celebration
- Education

On Sept. 12, 2017, the Vestry approved the first slate of 12 members and RJAB began meeting. The very first item in the 2018 Recommendations RJAB made to the Vestry was to use the Episcopal Church’s model “Becoming Beloved

Community.” RJAB recommended this process model as a paradigm to move ASC forward on issues of race, ethnicity, racism and racial justice. RJAB believed that using the national church’s model would facilitate implementation of the RJR. The Rector had introduced the concept of the Beloved Community at the 2017 Vestry/Staff Conference. There are four basic tenets of the “Becoming Beloved Community” Model:

- Coming Together (added by Rev. Kinman as a logical precedent)
- Telling the Truth
- Proclaiming the Dream
- Practicing the Way of Love
- Repairing the Breach

In addition to a number of recommendations RJAB made to the Vestry in 2018, additional recommendations were presented in 2021 and 2022. All were approved with the exception of one which remains deferred.

Differences between RJM and RJAB:

Racial Justice Ministry - As a ministry, it doesn't advise the vestry, and *is* parishioner facing. The Ministry coordinates, plans, and sponsors events, and its general meetings are open to all.

RJAB’s primary purpose is to advise the vestry. It is not "parishioner facing" and doesn't coordinate, plan, or sponsor events, nor is it responsible for implementing the RJR. Because it functions like other Vestry Committees and its’ products are recommendations to be reviewed and voted on by the Vestry, its meetings are limited to Board members.

Looked at another way (via the VISIONS Model):

RJM activities focus on the personal (internal), interpersonal, and cultural levels of eliminating racism.

RJAB is focused on the cultural and institutional levels of eliminating racism.

The two groups approach to the cultural aspects of racism differ in that:

- RJM’s activities emphasize sharing/celebrating cultural attributes such as food, music, literature, film.
- RJAB’s focus on the cultural level looks at the power dynamics of who determines what is “right” and beautiful.

Liaison between RJM and RJAB:

The Racial Justice Resolution (RJR) was a product of RJM. There would be no RJAB without RJM. I’ve always thought of RJM as a Johnny Appleseed who day after day and week after week over decades planted the seeds that brought

us to the point that we could begin to address issues of institutional racism. Because of this, we've always maintained liaison between the two groups:

- Johari DeWitt-Rogers was a member of RJM and instrumental in writing the RJR. I also was an active member of COLORS/RJM from 2000 through 2017 and have continued to participate in some of RJM's activities. Johari and I are both among several "founding members" of RJAB who continue as current members.
- Monique Thomas and Edna Trigg were Co-Chairs of RJM when RJAB was formed in 2017 and as such were Ex-Officio members of RJAB for the first couple of years.
- Clara Hill-Williams became a member of RJAB several years ago and has maintained liaison between the two groups as one of the RJM Co-Chairs.

Thank you:

As you can see this work continues to evolve. Those of us in both groups today "stand on the shoulders" of so many who carefully laid and built foundations here at All Saints over the last 3 decades (often in response to events in our larger communities). Thank you for inviting us to share a small portion of that work with you today. We look forward to continuing this discussion.

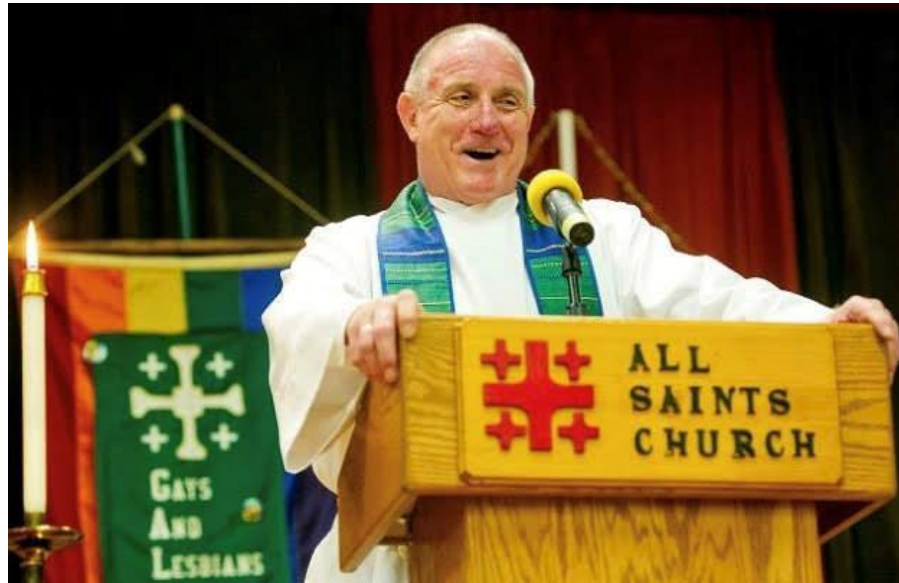
Questions?

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Election Cycle 101

All Saints Pasadena Vestry
August 18, 2024 | Susan Russell

All Saints Church has a long history of navigating the challenge of living out Gospel values with political implications without crossing the line into partisan politics.



- *“Faith in action is called politics. Spirituality without action is fruitless and social action without spirituality is heartless. Having a partisan-free place to stand liberates us to see clearly, speak courageously, and act daringly.” – Ed Bacon*



Staying on our side of the non-partisan line

- The federal tax code contains a single sentence that defines the prohibition of partisan political activities by 501(c)(3) charitable organizations.
- It states 501(c)(3) organizations are “prohibited from directly or indirectly participating in – or intervening in – any political campaign on behalf of or in opposition to any candidate for elective public office.”
- Churches, as nonprofit organizations may not campaign, openly or otherwise, for or against candidates for public office.
- IRS guidelines do, however, permit houses of worship to involve their members in the political process through education, voter registration, ballot initiative advocacy and candidate participation in town halls.

We stay on our side of the line not just to stay on the right side of the IRS Code but because it is the right thing to do



- *“We establish no religion in this country, we command no worship, we mandate no belief. Nor will we ever. Church and state are, and must remain, separate. All are free to believe or not believe, all are free to practice a faith or not, and those who believe are free and should be free, to speak of and act on their belief.”*
- *At the same time as our constitution prohibits state religion, establishment of it protects the free exercise of all religions. And walking this fine line requires government to be strictly neutral.”*
 - [Ronald Reagan: August 23, 1984]

Political Activity in an Election Season All Saints Church, Pasadena, CA Policy Adopted September 18, 2008 [revised 3/2020]



- All Saints Church has established the following procedures and policies for employees and for volunteers who are acting in a role representing All Saints Church or the ministries of All Saints Church:

- No buttons advocating for or against a particular candidate are to be worn.
- No clothing advocating for or against a candidate is to be worn.
- No advocacy for or against a candidate shall be expressed at a table on the lawn.
- No advocacy for or against a candidate shall be expressed in posts on ASC social media platforms.

This applies to volunteers working a ministry table, to lay Eucharistic ministers, ushers, acolytes, choir members and staff in worship, and to employees during their time on campus or representing the parish at events off-campus. Advocacy and the wearing of buttons or clothing expressing an opinion for or against propositions is permissible.

A Little All Saints History of Putting Faith Into Action

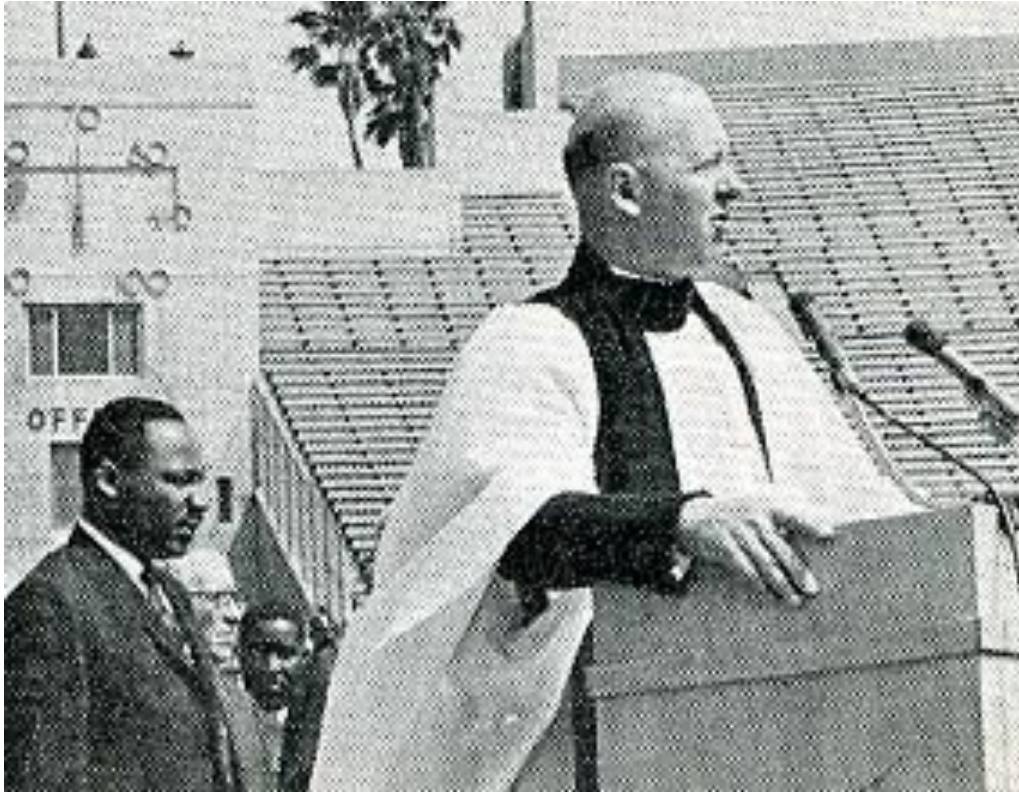


John Scott:

Rector 1936-1957

- During World War II, Dr. Scott ushered in an era of activism by protesting the relocation of Japanese Americans by protesting at Union Station.





- In 1963 ASC rector John Burt was a co-sponsor of the "Rally for Freedom" – Los Angeles's largest civil rights rally until that date where Dr. Martin Luther King spoke to 35,000 supporters.
- Burt received death threats at the rectory as a result.
- He was elected as the Bishop of Ohio in 1966

the IRS comes to church

An anti-war sermon preached during the 2004 presidential election cycle drew the ire of the IRS, which challenged All Saints' tax exempt status.

After a lengthy and very public process, the IRS ended the inquiry with both our tax-exemption and integrity intact.



A crushing season Tough losses put Dodgers' playoff dreams to rest / Sports 1

WARMING UP Climate summit draws Gov., Gore / News 10

PASADENA STAR-NEWS
Monday, September 24, 2007 www.pasadenastarnews.com 50c

IRS ends church inquiry

Clergy seeking answers

By Janette Williams
Staff Writer

PASADENA — The IRS has dropped an investigation into an anti-war sermon preached at All Saints Episcopal Church two days before the 2004 presidential election, the Rev. Ed Bacon said his clerical representative Sunday.

The sermon did amount to endorsing the Democratic candidate, the Internal Revenue Service said church officials in a letter received Friday, and could have jeopardized the church's tax-exempt status.

But Bacon said Sunday that the IRS gave no specific reason for the inquiry into the local Episcopal church but that it appears to have direct links to the White House and be rooted in partisan politics.

Last week's IRS response to the church's freedom of information request on what prompted the investigation was heavily redacted, Bacon said, but the documents "raised the specter of Department of Justice involvement in the crux of the inquiry."

"We want the [redacted] names of the IRS and DOJ officials and if any people in the White House were involved," Bacon said at a multi-denominational forum after the service.

The IRS cannot comment on specific cases, spokesman Steve Wicker said Sunday. But Steven T. Miller, representative of the IRS Tax Exemption and Government Relations Department in a statement that said the agency "is committed to ensuring that tax-exempt organizations understand and comply with the law."

In his sermon, Bacon said the documents the church obtained from the IRS — six months after making the request — showed the agency's chief counsel's office was "intensely coordinating" with the Department of Justice personnel to which their views on the IRS "policy" and sharing details of documents regarding months before any proceedings began.

"We must raise the question whether political appointees at the Department of Justice may have been involved in approving and planning the examination of our church," Bacon said in his sermon.

Miller wrote that the federal agency will assist churches and ministers in following federal guidelines.

"Our goal is to ensure that churches are treated fairly and that the IRS has dropped its two-year investigation of a quiet sermon that they said caused the line into political advocacy. Bacon said the church is seeking a correction and apology from the IRS.

Alternates gaining favor
Animal fats, algae among substitutes

By Sam Doyle
Staff Writer

GRAND VALLEY — A diesel substitute for trucks, Jack Wulff was preparing a speech about his job when he learned by an email exchange last week that the engine ran on peanut oil when first introduced at the 1990 Paris World's Fair.

Wulff started testing vegetable oil as fuel with engines in his own back yard. He said his wife, Rebecca, were astounded when they discovered the liquid easily worked as an alternative to diesel fuel.

"It was an awakening," said Rebecca, who with her husband runs Veg Powered Systems, which converts diesel engines to run on recycled vegetable oil. "It's about not waiting for big companies or government to lead us forward. It's about individuals seeking answers."

Whether corn, soy, vegetable oil or animal fats, alternative fuels are emerging as a competitor to traditional gasoline. And they are also growing in popularity among consumers as oil prices have soared.

It is uncertain though if alternate fuel businesses will ever triumph over the oil industry.

Some researchers have begun looking for alternatives and trying alternatives — from hybrid cars to experimental fuels made from seaweed, cowpound seeds or algae.

"We are in a transition," said Jack Kryer, chief economist from the Las Vegas County Economic Development Corp. "It's not just them yet. We haven't found the answer."

While there has been little room for such alternatives to actually exist in a country as reliant on oil, in recent years the oil industry has felt growing pressure as refineries age.

The 183 major U.S. refineries can pump out a total of 27 million barrels of crude oil a day. But just a single major U.S. refinery has been built since 1975, and there are no plans for any — largely because of public opposition and a \$2 billion startup cost. Oil companies are bolstering their existing refineries, says Jay Cossentino, a spokesman for the American Petroleum Institute.

But despite the alternative fuel problems, they are gaining ground with consumers and some businesses.

More than 20 million gallons of biodiesel — a fuel produced from oil or soy — were sold in 2006, up from just 500,000 gallons in 1999, according to the National Biodiesel Board.

Alanford Thompson, executive director of the Alternative Fuel Vehicle Institute, wants to see big companies buy out and invest in the alternative fuels industry.

The Las Vegas-based company has specialized in development and use of alternative fuels such as compressed natural gas for fleets.

"We're waiting for the day we get bought out by the big companies," Thompson said. "They're

RELIEF: The Rev. Ed Bacon of All Saints Episcopal Church sits his heart during prayer after telling his congregation Sunday that the IRS has dropped its two-year investigation of a quiet sermon that they said caused the line into political advocacy. Bacon said the church is seeking a correction and apology from the IRS.

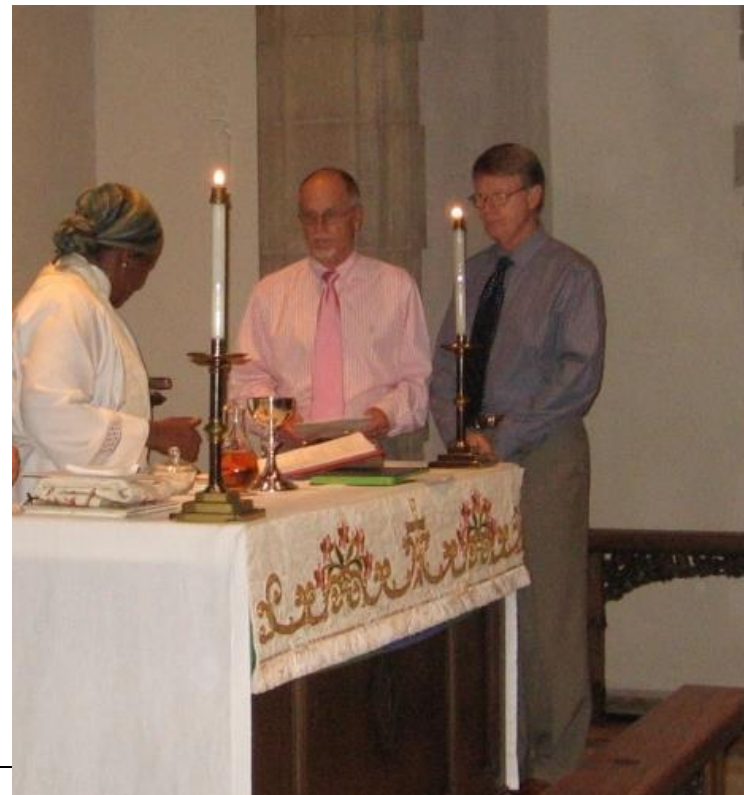
SARAH BRANCAWITZ/STAFF

Photo turn to CHURCH / Page 11

Marriage Equality

In 2008 All Saints was in the forefront of the marriage equality battle in California.

Between May & November of 2008, we married 46 same-sex couples, fought hard to defeat Proposition 8 and celebrated with great joy when marriage equality returned to California in June 2013.





The Office of Government Relations works to educate, equip, and engage Episcopalians through the Episcopal Public Policy Network. As a Church, we raise our voices to ensure that U.S. government policies are in line with our values as Episcopalians and Christians.

We engage in advocacy because federal government legislation and policies affect Episcopalians, our brother and sister Anglicans around the world, and the most vulnerable among us. Together, we can help our nation's legislation and policies to become more just.

<https://www.episcopalchurch.org/ministries/office-government-relations/about-us/>



The 2024 Election Cycle Tool Kit

<https://allsaints-pas.org/the-2024-election-cycle-tool-kit/>

VOTE FAITHFULLY

"We are blessed as a nation to vote. As citizens of this country, this is a right, an obligation, and a duty. Go vote. Vote your conscience. Your conscience informed by what it means to love your neighbor, to participate in the process of seeking the common good, to participate in the process of making this a better world. However you vote, go and vote. And do that as followers of Jesus."

-Presiding Bishop Michael Curry



REGISTER MOBILIZE COMMUNICATE ADVOCATE

#VoteFaithfully

*“Holy God, to whom we must
account for all our powers
and privileges:
Guide the people of
the United States in
this election of
officials and
representatives;
that, by faithful
administration and wise
laws, the rights of all may
be protected and our
nation be enabled to
fulfill your purposes;
through Jesus Christ our
Lord. Amen.*

Vestry Committee Reports
August Meeting 2024
Addendum to August 18, 2024 Vestry Meeting

NO REPORT:

CYF

Finance/Giving (submitted as stand-alone report)

Pastoral Care, Healing & Health

Peace & Justice

Personnel

BUILDING & GROUNDS

Minutes of the meeting held in the Learning Center on July 11, 2024

Attendees: Phil Naecker, Erica Tamblyn, Ryan Wijesinghe, Jim White, Bob Whitson, Chris Runco, Rachel Barker
Staff: Veronica Flores, Verna Zamora

Opening Prayer: Erica Tamblyn

The minutes of the June meeting were approved.

Rachel Barker was introduced as a new member of B&G and Committee members introduced themselves

Phil gave an update on the leaks project (\$3.4 mil) . The office building roof repair will happen in August and we will squeak by under budget by about 1%

We haven't had money or time to tackle the south wall. There are some leaks on the south wall and the rest rooms which we are addressing patchwork. The sanctuary roof is leaking especially in the chapel area. Verna filed an Insurance claim, and the Insurance company is going to send a roofer to take a look and assess the damage. There has been talk of the possible need to replace the sanctuary roof. We do not yet have a price for doing that. We estimate it would be more than half a million dollars and \$700,000. It is estimated to be \$35 per tiles. The work is very delicate with much handwork. The tiles are now only available from China. The last time the roof was redone was 1990.

The committee approved repairing the ramp on the OCC trailer with bids ranging from \$25,000 to the one in which we settled at \$4500

Rachel discussed the group that has been working on the options for the rectory residence (sell, rent, etc). The group is putting together recommendations and a plan which could involve selling the rectory and creating an endowment. There was a lengthy discussion in this issue.

The archival project and storage was discussed. Including complexities of appropriate storage in the rectory office building attic. There is a proposal to move the photocopiers to the basement storage room and build shelving in the acolyte room. And create a conference room there. There is discussion of moving plans to Manny's office.

The options for the print shop were discussed.

The options for Scott Hall were discussed. Phil will ask Lonnie to make this an agenda item for the next meeting.

CONGREGATIONAL DEVELOPMENT

Last Gathering: May 28, 2024; Next Gathering: August 20, 2024

Welcome Ministry

- Welcome Cards received for July 2024: 20
 - Interests checked
 - AAPI: 0
 - CYF: 2
 - CYF Choirs: 0
 - Latino/Hispanic Ministry: 1
 - LGBTQ+: 5
 - Music: 3
 - PCHH: 2
 - Peace & Justice: 7
 - Senior Saints: 0
 - Spiritual Formation: 3
 - Small Groups: 5
 - 20/30's: 2
 - 40/50's: 2
 - Women's Community: 3
 - Volunteering: 7
- Weekly Welcome Reports were prepared by volunteer Cindy Bishop and distributed to the staff by Ana Camacho.
- 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 July.
- Welcome Coffee
- Welcome Coffee on August 11 had 3 attendees and was staffed by Thomas Diaz and greeter, Ben Martin.

Homecoming 2024: A Centennial Celebration

- Vestry / Staff Alumni Reception on September 14 in Sweetland Hall from 4-6pm – invitations have been sent by mail and email. We have 100 RSVPS so far.
- September 15 will mark our Centennial --100 years since the opening of our current All Saints Church building.
- Centennial Homecoming Festive Eucharist at 10am with Bishop Taylor followed by reception on the lawn with food, fellowship and fun for all.
- We have several Pasadena City officials and Pasadena Community Partners (Young and Healthy, Planned Parenthood, etc) joining us on Sunday for our Homecoming / Centennial Celebration.
- Thank you to Parish Celebration led by Leah Nelson for all their help to decorate the church and put on the festive reception on the lawn.
- Centennial Conversations: One Story at a Time – telling one story at a time with conversation with the saints of All Saints sent via email to parishioners monthly. July featured Sarah Tatum and August will feature Bob Suksanusasna. Many thanks to volunteers Clara and Steve Williams, Gillian Garcia, Ben Martin, Wendy Edwards and Anina Minotto for conducting interviews for the Centennial Conversations.

Greeters

- Jenn McGaw continues to host the online coffee after the 10am service with 5 – 8 attendees.
- Greeters have had two Transition Listening Sessions with vestry members Nicole Gatto and Gloria Pitzer.

Latino / Hispanic Ministry

- Misa de Sanación / Healing Service is on summer hiatus.

Senior Saints

- Senior Saints monthly gatherings will resume on Sept 5 with a presentation from Rev Tim Rich our Priest in Charge (gatherings are the 1st Thursday of the month).

LGBTQ+ Ministry

- LGBTQ+ Support Group continues to meet every Tuesday evening facilitated by Billie Rainer and Troy Wise.
- Service of Contemplation and Reflection on Aug 18 at 5pm sponsored by the LGBTQ Ministry. This event is dedicated to acknowledging the pain and injustices faced by the LGBTQ+ community, particularly the transgender community, in the current political climate.

40s & 50s & Friends Ministry

- Summer Reading Group Discussion of Richard Rohr's book Falling Upward: About a dozen folks have been meeting consistently throughout the summer on Sundays appreciating how Rohr's book speaks to our lives and this season in our church.
- LACMA Outdoor Picnic and Friday Jazz: Friday, July 19 at 6pm – was a fun and successful evening!
- Second Annual 40s, 50s, & Friends Retreat at Mater Dolorosa, Sierra Madre on Saturday, October 26 with day and overnight options. Space is limited to about 40 people, so it will be on a first come first serve basis.

20/30's Ministry

- All 20/30's are invited to Homecoming on Sept 15.

Summer Sundays: Education, Formation & Fellowship

- Join us in the Guild Room at 9am on Sundays during August. Donuts will be served.
 - Aug 4 – Caring Compassionately: Navigating Grief, Loss and Major Life Transitions with Jonathan Stoner.
 - Aug 11 – A Look Behind the General Convention Curtain with Susan Russell and Thomas Diaz.
 - Aug 18 – Welcome Rev Tim Rich to All Saints Church as our Priest in Charge
 - Aug 25 – Embracing Resilience: Climate Change and Community with Sarah Nolan, Director of Giving

Summer Fun @ All Saints Church

- Join us weekly on the lawn following the 10am service for the following fun options:
 - Aug 4 – Popcorn and Lemonade
 - Aug 11 – Games on the Lawn
 - Aug 18 – Welcome reception for Tim Rich with cookies and popsicles
 - Aug 25 – Splish / Splash Sunday hosted by the Children, Youth and Families department.

Episcopal Diocese of Los Angeles - Dodger Night

- Friday, Sept 6 at 7:10pm at Dodger Stadium
- 170 tickets were sold – 70 to be donated to Foster Youth (Five Acres, Hathaway-Sycamore, Hillside) and 100 for parishioners to enjoy the game!

Getting Connected Class: An Introduction to All Saints Church

- Starts **September 29** - This five-week class is designed for anyone — from brand new to long-time seeker — interested in exploring the essence of All Saints and getting more connected through active participation.
- Each class consists of a presentation by a staff member followed by a small group experience. Together we consider the core values of All Saints Church and develop a sense of belonging as we building connections to individuals, ministries and groups.

Small Groups

- A Journey of Faith Sharing Group: led by David Heckle called: A Journey of Faith – Sharing Group continues to meet every Sunday immediately following the 10am service. Anyone is parish in welcome.
- Diaspora Small Group – continues to meet on Zoom facilitated by Rebecca Adams.
- Living Our Lives Together Workshop: Sundays July 14, 21, 28, August 4, 11 from 12-2pm in the Guild Room facilitated by Dr Charles Foster. This workshop is designed for committed couples to strengthen their relationships.
- Artist Guild is preparing for their annual art show at Celebration of Ministry Sunday.
- 15 other small groups are currently meeting regularly throughout the year.

Leadership Support & Development

- Leading a Committee or Ministry Training that was scheduled for Sunday, August 25 has been postponed and will be rescheduled due to the Vestry-led Financial Town Hall.
- Program Year Kick-off for Ministry Leaders: Sunday, Sept 8 from 12-1:30pm. Agenda includes review of program year, communications guidelines and introduction of the new Church Management Software System.

Front Desk Volunteers

- The Front Desk is fully staffed M-Th from 9am-12pm and 1pm-4pm, and Fri 9am-12pm by Diane Wilson, Ken Roehrs, Sara McGah, Marshall Rutter, Cindy Bishop, Marilyn Coffman, Susan Houser, Nancy Naecker, Tina Crosby and Mary Pillot.

Archives Ministry

- The large-sized church ledgers and cash book from 1936 to 1967 have been boxed and labeled.
- Sally Layne, Kim Douglas and Monica Hubbard has been working on the history of women's groups at All Saints including: St Catherine's Guild, St Margaret's Guild and Women's Council (started mid 1980's by Anne Peterson).
- Lorynne Young and Kim Douglas have been working on Peace and Justice historic reports and descriptions of the ministries.
- Many thanks to the Archives Ministry team: Sally Layne, Kim Douglas, Jamie Castaneda and Gail Gunther.
- Anyone interested in visiting the ASC Archives are asked to please contact archives@allsaints-pas.org to make an appointment.