

MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
February 16, 2025

- PRESENT Greg Adams, Jonathan Berry, Blaine Cavena, Connie Chung, Rainer Colombo, Barbara Andrade DuBransky, Elisabeth Eilers, Chris Folz, Nicole Gatto, Bill Gould, Al Hughes, Tony Jackson, Cathy Keig, Walter Little, Dan McCarrel, Karen Meier, Janet Carol Norton, Gloria Pitzer, Billie Rainer, Andie Reid, Tim Rich, Erica Tamblyn, Monique Thomas, Lorynne Young
- EXCUSED Cruz Jackson, Eliza LeMoine, Jonathan Stoner
- ALSO PRESENT Amanda Baughman, Mark Chase, Thomas Diaz, Melissa Hayes, Keith Holeman, Samantha Kramer, Sarah Nolan, Susan Russell, Erin Sacco Pineda, Verna Zamora, Kathy Onoye

The meeting was called to order at 12:09 p.m. by Senior Warden Hughes and the Priest-in-Charge in the Learning Center and via Zoom. Tim Rich then offered an opening prayer.

Hughes welcomed the visitors.

Little acknowledged the Tongva land and led the vestry in reading the Mission Statement aloud together.

BUSINESS ITEMS

Approval of the Consent Agenda

- Report of the Clerk: It was moved by T. Jackson, seconded by Eilers, and the vestry unanimously approved the January 19, 2025 minutes.
- Committee Reports: It was then moved by Folz, seconded by Eilers and the vestry unanimously approved the committee reports as submitted.

Giving Report

Nolan reported that as of February 11 we have \$2,509,678 pledged by 469 households. We still have about \$500,000 outstanding. Of the 83 households who lost their homes in the fire, 22 are pledging households, totaling \$90,000. Communication with parishioners and all the families that have been impacted continues.

Clergy Housing Allowance

Meier read the following into the minutes:

The following resolution was duly adopted by the vestry of All Saints Church at a regularly scheduled meeting held on February, 16, 2025, a quorum being present:

Whereas, the Reverend Timothy Rich and Reverend Mark Chase are compensated by All Saints Church exclusively for the services as ministers of the gospel; and

Whereas, All Saints Church does not provide Rev. Rich or Rev. Chase with a rectory; therefore, it is hereby

Resolved, that of the total compensation paid for calendar year 2025, the following amounts are hereby designated to be a housing allowance pursuant to Section 107 of the Internal Revenue Code:

- 1) Timothy Rich -- \$30,000 per year*
- 2) Mark Chase -- \$71,040 per year; and it is further*

Resolved, that the designated amounts as housing allowances shall apply to calendar year 2025 and all future years unless otherwise provided.

It was moved by Keig and seconded by Pitzer, and the vestry approved the resolution with one abstention.

December Financials

Sacco Pineda reported that at the end of 2023, the operating fund balance was \$1,111,390. At the end of 2024, the operating fund balance is \$10,343, due to operating expenses exceeding operating income by \$1,101,047. The actual unaudited loss for the year is \$1.1 million. The turmoil in 2024 affected the budget, especially in giving. The proposed budget presented in September accounted for a reduction in projected giving of \$100,000 based on the activities that happened over the summer. Unfortunately, pledge income at year-end came in \$215,000 less than that projection.

Meier asked for a motion to accept the December financials. It was moved by Keig, seconded by Gatto, and the vestry unanimously accepted the December Financials.

SACRED RESISTANCE

Russell shared that we are a Sanctuary Diocese by virtue of a resolution adopted by the diocese at the 2016 convention. This empowers us to stand up and speak up when anyone is in jeopardy of having their dignity marginalized, depressed, or otherwise messed with, including immigrant and refugee siblings, transgender and LGBTQ people, and people seeking reproductive health care. There will be Sacred Resistance training this afternoon at the diocese from 4:00-6:00 p.m. in person and on Zoom. All Saints will be represented and will receive a report about next steps. Russell indicated that this report is just advisory to make the vestry, as leaders in the church, aware this work is happening, and All Saints is part of it.

2025 DIOCESAN CONVENTION DELEGATES

Russell presented the slate of parish leaders who have agreed to serve as delegates: Greg Adams, Connie Chung, Al Hughes, Tony Jackson, Terry Knowles and Rosemary Muñiz. Those who volunteered to serve as alternates include Blaine Cavena, Nicole Gatto, Cathy Keig, Gloria Pitzer, Andie Reid and Monique Thomas.

It was moved by McCarrel, seconded by Berry and the vestry approved the slate of delegates.

PARKING LOT OVERNIGHT USAGE

Tamblyn reported that we have finally worked out a contract with safe parking provider Showers of Hope that has been signed by the Priest-in-Charge and the Senior Warden. The next step is to put together the complete package, for the second time, to apply for a minor conditional use permit from the city.

Participants will arrive at 7:00 p.m. and leave by 6:30 a.m. The people in this program will be pre-approved and go through background checks. They have to have a driver's license and carry insurance, and all vehicles have to be licensed. There will be a case manager and security on site, and a porta potty on site. Dinner will be provided to parkers as well as to Safe Haven members as long as they show they're all safe.

Discussion and questions followed. There is a need for a conversation separate from this particular initiative about how we care for and secure our space so that those who are coming onto the campus for evening meetings can be assured that parking is available.

Rich commended Erica Tamblyn on the great work she has done as a representative of All Saints. She has engaged the wider community, our intentional neighbors, as well as other stakeholders, through a justice lens, and this is the fruit of that work. This is a great example of how All Saints can leverage its privilege to care for those who are less privileged. We owe her such a debt of thanks. Tamblyn shared that we have just housed our 50th person through Safe Haven. She credits Union Station for their work.

LAW ENFORCEMENT RESPONSE POLICY

Chase presented All Saints' policy regarding response to law enforcement actions:

"It is the policy of All Saints Episcopal Church, Pasadena (ASC) to ensure that all of our parishioners and guests are safe and protected when they use our facilities and attend services and other events. ASC will take steps under the law to protect our people and their information. It is the policy of ASC to comply with the law and adhere to a legal warrant with specificity, while respecting the privacy of our parishioners and community. Please keep in mind that our staff and community have private, financial and health related information that they have not consented to disclose."

It was moved by McCarrel and seconded by Meier that the policy be approved. Following discussion, the vestry unanimously approved the policy.

PRIEST-IN-CHARGE REPORT

Rich continues weekly supervision of leadership team members as well as pastoral conversations with parishioners. He is working on the 2025 budget with the Budget Subcommittee and Erin Sacco Pineda. He is also working on the staff reorganization. He reported the leadership team and subcommittee have worked tirelessly. This work has taken lot of time and he expressed thanks and appreciation to all those involved.

The regular meeting was adjourned at 1:20 p.m. with a closing prayer by Mark Chase and the vestry moved into Executive Session.

Respectfully submitted,
Kathy Onoye

EXECUTIVE SESSION

Executive Session was called to order at 1:30 p.m. by Hughes

It was moved by Little, seconded by Folz and the vestry approved the minutes of the January 19, 2025 Executive Session.

T. Jackson spoke about the process for disposition of the rectory. The committee is working on the readiness package which will be submitted to the standing committee at the end of the month.

Rich asked the vestry for clarity, creativity, courage and confidentiality.

Meier explained the budget and assumptions. The focus is mission and money management. Discussion and clarification followed. It was moved by Thomas and seconded by McCarrel that the vestry approve the following resolution:

Be it resolved that on February 16, 2025, the Vestry of All Saints Church, Pasadena, approve the FY2025 Budget as proposed by the Finance Committee.

Both the resolution and the proposed budget were unanimously approved by the Vestry.

Rich presented his proposed reorganization plan.

The meeting was adjourned at 3:01 p.m.

Vestry Committee Reports

February Meeting 2025

Addendum to February 16, 2025 Vestry Meeting

NO REPORT:

Buildings & Grounds

CYF

Finance/Giving (report sent as a separate document)

Peace & Justice

Personnel

PASTORAL CARE HEALING & HEALTH

The Lord is my shepherd; I shall not be in want. You make me lie down in green pastures and lead me beside still waters. You revive my soul and guide me along right pathways for your Name's sake. Though I walk through the valley of the shadow of death, I shall fear no evil; for you are with me; your rod and your staff, they comfort me. You spread a table before me in the presence of those who trouble me; you have anointed my head with oil, and my cup is running over. Surely your goodness and mercy shall follow me all the days of my life, and I will dwell in the house of the Lord for ever. —Psalm 23 (Inclusive Language Version)

Dear Vestry Members,

Since January 7th, 2025 the Pastoral Care office has prioritized support for those affected by the Eaton Fire and related events. Under the guidance of Priest-in-Charge Tim Rich and Director of Pastoral Care Thomas Diaz, M.A., we collaborated with leadership staff to ensure our neighbors in Altadena and Northern Pasadena received shelter and care during the initial aftermath.

To date, we have recorded 83 households that have lost their homes. Our hearts break at this news, and we pray for full recovery after such devastation. Many households remain displaced or unable to return to their neighborhoods.

We extend our deepest gratitude to the numerous fire relief and crisis response teams for their unwavering dedication to all impacted by the wildfires.

Our efforts have encompassed three main community care initiatives:

1. **Fire and Relief Center:** For two weeks, All Saints served as a distribution hub, providing essential resources to those in need.
2. **Calling Campaign:** To date, over 300 households in the Altadena, Northern Pasadena, and Sierra Madre zip codes have been contacted. Special thanks to all callers and to Christine Hartman for her leadership in this endeavor.
3. **All Saints Fire Coordination Team:** Led by Kaia Duke, Maddie Gavel-Briggs, Nancy Necker, and Scott Heringer, this team has assisted the Pastoral Care office in pairing households with "processing companions." These companions, equipped with deep listening skills, have provided referrals to vetted resources, including realtors, insurance agents, housing options, local Pasadena services, and the Red Cross.

We have now entered Phase 2 of our care: Wellness and Support. In this phase, we have initiated five six-week support groups titled "Rising from the Ashes." Two groups are designated for those who have lost their homes, two for general impact, and one for families and children. We are grateful to the professional therapists facilitating these groups.

Additionally, we will offer a one-day restorative self-care event, "Strength for the Journey," on Saturday, February 15th, open to the community.

We remain committed to prioritizing Phase 2 efforts and will continue to listen to the evolving needs of our community.

Respectfully submitted,
Thomas Diaz, M.A. Director of Pastoral Care and Connection
With Christ's Peace

CONGREGATIONAL DEVELOPMENT

Last meeting: November 24, 2024

Next meeting: February, 18, 2025

Welcome Ministry

- Welcome Cards received for October, November, December 2024 and January 2025: 68
 - Interests checked
 - AAPI: 1
 - CYF: 12
 - CYF Choirs: 3
 - Latino/Hispanic Ministry: 5
 - LGBTQ+: 20
 - Music: 26
 - PCHH: 6
 - Peace & Justice: 24
 - Senior Saints: 7
 - Spiritual Formation: 11
 - Small Groups: 15
 - 20/30's: 10
 - 40/50's: 5
 - Women's Community: 18
 - Volunteering: 28
- Weekly Welcome Reports were prepared by Front Desk volunteer Tina Crosby 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.
- Welcome Coffee
 - Welcome Coffee on January 19 had no attendees.
 - Next Welcome Coffee on February 16 immediately following the service in the Office Lobby.

Greeters

- Jenn McGaw continues to host the online coffee after the 10am service with 5 – 8 attendees.
- Greeter Ministry meeting held a lunch meeting on November 17, led by Ben Martin, to discuss the routine and welcome new greeters.
- Jason Kee is new greeter starting in February.

Eaton Fire Response

- All Saints Staff and volunteers formed a coordinated response to the devastating Eaton Fire:
 - All Saints became an impromptu evacuation center starting on Jan 8 through Jan 10 under the direction of Tim Rich with Verna Zamora, Susan Russell, Sarah Nolan,

Veronica Flores, Manny Carrillo and Keith Holeman. 180 evacuees were housed in the Learning Center and throughout Regas House.

- A Fire “Resource Center” organically formed on Jan 8 in Sweetland Hall as donations of bottled water, food, clothing and hygiene products poured in from the community which was managed with help from Jonathan Stoner, Thomas Diaz, Sarah Nolan, Billie Rainer, Troy Wise, Laura Thompson, Kaia Duke, Gloria and Bob Antall, Nancy Naecker, Maddie Gavel Briggs and Patrick Briggs with dozens of parishioner and community volunteers.
- Susan Russell was interviewed by various media outlets including the Pasadena Star News, Washington Post and Biola Student Newspaper.
- Amanda McCormick and Phil Naecker were able to collate lists of parishioners from the church database for the devastated area codes of 91001, 91107, 91004 and 91025.
- Thomas Diaz engaged the wardens, vestry and the former annual campaign calling team to call everyone in the affected areas to ask about their safety, home status and needs.
- Sarah Nolan directed an “Eaton Fire Donation” protocol and worked with Scott Heringer to developed a peer-to-peer resource and support connections.
- Amanda Baughman and Jenny Tisi reached out to the All Saints CYF community for check-ins and pastoral care.
- Thomas Diaz, Director of Pastoral Care, organized four 6-week group therapy with trained therapists in our community.
- Local restaurants sent food for the evacuees and volunteers staffing the resource center.
- 82 parishioners were identified as losing their home in the Eaton Fire and at least 35 parishioner’s homes were damaged. Many All Saints parishioners were evacuated for various lengths of time.

Senior Saints

- Senior Saints met for their monthly lunch gathering on Thursday, February 6 to listen to a presentation by Amanda Baughman our new Directory of Children, Youth and Families.
- Senior Saints will next meet on Thursday, March 6 with a presentation by Ken Gruberman on “Internet for Seniors Everyone”.

Small Groups

- Journey of Faith – Sharing Group meets 12-1pm in the OCC Conference Room. It is a welcome space where you can drop in as your schedule allows. No commitments or sign-ups required. Explore your faith, Share your story, and building meaningful connections in a supportive community.
- We have 16 ongoing small groups.
- Small Group Ministry is Robb Grimm, Nancy Reynolds, Jonathan Stoner, Juliann Budimir and Nancy Naecker.

Leadership Support & Development

- Small Group Facilitator Training scheduled for January was postponed due to the Eaton Fire. Will be rescheduled TBD.

Lenten Small Group / Study Groups

- Various Lenten Small Groups will be offered including:
 - Shrove Tuesday, March 4, organized by Leah Nelson and Parish Celebrations
 - “How we Learn to be Brave” by Bishop Budde led by Susan Russell
 - From Dark Wood to Mystic Rose: A Lenten Journey with Dante Alighieri led by Wendy Furman-Adams
 - Lenten Parish Supper on April 10 – potluck
 - Other offerings are in planning stage.

Latino/Hispanic Ministry

- Healing Service in Spanish: Sunday, Feb 16 at 5:00pm in the Guild Room

Women's Community

- A Wholistic View of Women's Health with Dr. Emily Dossett was postponed and will be rescheduled.

LGBTQ+ Ministry

- LGBTQ+ Support Group continues to meet every Tuesday evening facilitated by Billie Rainer and Troy Wise. Weekly meeting for the lesbian, gay, bisexual, transgender and queer community to check-in about the highs and lows in both our lives and the wider world.

40s & 50s & Friends Ministry

- Planning Workshop

20/30's Ministry

- January 26 Social at the Congregation Ale House with five attendees was staffed by Thomas Diaz.

Getting Connected Class: An Introduction to All Saints Church

- Starts on Sunday, **March 9 from 12:00 – 1:30pm in the Learning Center**- 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.

Faith, Formation & Fellowship

Sunday mornings in the Guild Room at 9:00am to gather for inspiration, formation and fellowship. All are welcome.

- Jan 5 – Sacred Resistance Task Force with Susan Russell
- Jan 12 – CYF in 2025 with Amanda Baughman
- Jan 19 – Launching Sacred Group with MaryAnn Ahart and Lori Kizzia
- Jan 26 – Grief in Many Forms: Healing Together Across Cultures with Jonathan Stoner
- Feb 2 – Sitting in the Ashes with Susan Brown and Beth Housekamp
- Feb 9 – The Historical Significance of Black Altadena with Nikki High, Founder and Owner of Octavia's Bookshelf with Mark Chase
- Feb 16 – Wellness is a Black History with Mark Chase

Front Desk Volunteers

- Cheryl O'Colmain started in January as our newest front desk volunteer.
- The Front Desk is fully staffed M-Th from 9am-4pm, and Fri 9am-12pm by Diane Wilson, Ken Roehrs, Sara McGah, Cheryl O'Colmain, Marilyn Coffman, Susan Houser, Nancy Naecker, Tina Crosby and Mary Pillot.

Archives Ministry

- Telling the Whole Story with Betty Cole is working with the Archives Team (Sally Layne) to learn the history of St Barnabas.
- Anyone interested in visiting the ASC Archives are asked to please contact archives@allsaints-pas.org to make an appointment.