

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

June 29, 2025

PRESENT Greg Adams, Jonathan Berry, Patrick Briggs, Blaine Cavena, Connie Chung, Cress Diehl, Luca DiMassa, Barbara Andrade DuBransky, Chris Folz, Bill Gould, Clara Hill-Williams, Al Hughes, Tony Jackson, Cathy Keig, Ben Martin, Dan McCarrel, Mark Marino, Nancy Naecker, Gloria Pitzer, Billie Rainer, Andie Reid, Tim Rich, Erica Tamblyn, Monique Thomas, Lorynne Young

EXCUSED Cruz Jackson, Karen Meier

ALSO PRESENT Susan Russell, Kathy Onoye

GUESTS Terry Knowles, Jeff Nickell

The meeting was called to order at 12:00 p.m. in the Forum and via Zoom by Priest-in-Charge Tim Rich. Rich then offered an opening prayer.

Keig acknowledged the Tongva land All Saints sits on, and Young led the vestry in reading the Mission Statement aloud together.

Hughes welcomed the visitors.

BUSINESS ITEMS

Juneteenth Celebration

Rich commended the Juneteenth Celebration. He thanked everyone involved with special acknowledgement to Mark Chase, Clara Hill-Williams, and Steve Williams. He thanked everyone involved in the placement and dedication of the icon of the Black Christ. The Vestry sends a special thank you to the Rev. Guy Leemhuis for gifting us the icon, and a very special thank you to the artist, the Rev. Warner Traynham, for its creation.

Approval of the Consent Agenda

- Report of the Clerk: It was moved by DuBransky, seconded by Folz, and the vestry unanimously approved the minutes of the June 1, 2025 meeting.
- Committee Reports: It was then moved by Berry, seconded by Pitzer, and the vestry approved the current meeting committee reports.

Financial Report

Knowles reported that the continued trend of performing better than budget means that the positive variance for the year-to-date continues to increase. After five months we are ahead of budget by \$217k. Pledge income is strong and filming revenue is now and is expected to continue to be better than budget.

As is typical, as we move into summer months we expect outflows/expenses to exceed income. Fortunately, we have collected more income than projected through May which puts

operating cash in a better than expected position. Regardless, active cash management is in the works presently to move endowment funds held in cash to investments and release sufficient cash for operating needs and church roof repair as approved by Vestry on June 1.

Personnel expenses are over-budget for the year-to-date by \$20,374. We do expect there to be a negative variance of approximately \$40k by the end of the year because one of the positions that was going to be eliminated when the budget was approved was able to be retained due to the unexpected preschool rental income of \$66k in 2025.

Justice & Organizing Expense includes Safe Haven expenses. The expenses have been less than budget, but vestry was reminded that the 2025 budget includes income transferred from the Safe Haven designated fund to offset expenses as incurred so there is no impact on the operating budget.

Note that fundraising for the Trouvères/Children's Choir trip that is happening in June was successful as reflected in the \$1,162 balance in the Children's Choir fund after all expenses were paid.

We are working on the development of the 2026 budget, and will ask vestry to accept the draft at its September 7 meeting so that a 2026 campaign goal can be announced that aligns with this draft budget. Final approval of the 2026 budget will be sought at a January meeting. It will be critically important that vestry members pledge their financial support for 2026 before the campaign is launched.

It was moved by Martin, seconded by Keig and the vestry unanimously accepted the May financials.

SACRED RESISTANCE AND SACRED BEING UPDATE

Rich reported Sacred Ground has around 80 people enrolled under the leadership of Lori Kizzia and MaryAnn Ahart. Hughes shared that they have a waiting list for January.

Thomas reported that Sacred Being has 40-50 people. Sacred Ground and Sacred Being will come together to be in conversation some time in the future.

Briggs shared that the vestry needs to lead by participating. He shared work on resistance and organizing with community groups. Pasadena Job Center and Pasadena Unified students have taken the lead. On June 14 they were expecting 2300 people and over 10,000 showed up and walked through Pasadena. Francisco Garcia is leading from the diocese. There are signal chats to inform people of activity. Briggs shared that communication is key and better coordination is needed. There needs to be a hub for communication. Martin suggested that we have a place on our website for prayers, calendaring, events, resources and stories. Our website task force will be meeting to discuss some of these ideas. We are called to justice and peace. We are a spiritual center and need to think about the long game. Young shared ways to get involved including joining sacred resistance, and other groups to keep involved. She keeps current information on the table on the lawn.

FAILURE OF ELECTRICAL SYSTEM

Knowles described the urgent need to repair the electrical equipment that feeds power to the entire campus. The B&G Committee has been working for nearly a year to find a solution to the problem of electrical equipment completely rusted out because of unaddressed leaks that

occurred over many years. The leaks have now been repaired. She presented the B&G Committee recommendation that this work proceed immediately, and their request that Finance and Vestry allocate the necessary funds. As with all such projects, it is appropriate to add budget for contingencies. A contingency of 25% was recommended for this project, and a budget allocation not to exceed \$45,000 was requested. It will come from capital improvement and columbarium funds. It was moved by Keig, and seconded by McCarrel. After discussion the proposal passed with one opposed.

RJAB ANNUAL REPORT

Norweeta Milburn gave the annual Racial Justice Advisory Board report:

1. Review of RJAB's Work from June 2024 to now

- a. RJAB has presented 3 times to the Vestry including a general presentation on the Racial Justice Resolution (RJR) and Recommendations in June 2024, a joint Vestry/RJAB meeting to introduce RJAB members, the role of RJAB, a review of the RJR, the Recommendations and status of each Recommendation in July 2024, and a presentation on the history of the RJR and RJAB in September 2024.
- b. RJAB presented the 2022 Recommendation pertaining to broadening the input and decision-making with respect to the liturgical and musical content to the Vestry in September 2024 for approval. The Recommendation, with some modifications, was approved. The Priest-in-Charge agreed at that meeting to implement the Recommendation ASAP. The Advisory Body for Liturgy and Representation was convened in November 2024 with 3 RJAB members part of this Body.
- c. RJAB has focused, since January 2025, on recruiting, interviewing and preparing a slate of new members for RJAB. We anticipate that the slate will be submitted to the Vestry for review and approval in July 2025. More details about the recruitment and interviewing process will be shared when the slate is submitted to the Vestry. RJAB membership is currently capped at 13 members. There is still room for additional members even with the new slate of members.

2. **RJAB's work for the rest of the year** includes prioritizing the Recommendations, identifying new Recommendations considering ASC's current building a beloved community work, and continue to be available to the Vestry and Priest-in-Charge as needed.

3. **RJAB suggests that the Vestry implement the 2021 Recommendation that the Vestry at least annually will review each Vestry-approved RJAB Recommendation not fully implemented and identify any impediments to fully implementing the Recommendation.** The Vestry needs to conduct this audit and institutionalize the process for conducting it. There had been some discussion with Wardens in June 2024 about developing an implementation plan for the audit but that did not come to fruition. Developing an implementation plan for the audit could be straightforward. For example, the Vestry currently has several Vestry members who are on RJAB who could be tasked with helping the Vestry create a plan (e.g., something as simple as a review of the implementation status of the Recommendations at a Vestry meeting annually in the last quarter of the program year and asking RJAB to prepare the audit documentation, for example, a table that provides an update of the status of each recommendation, for the review). Those Vestry members may have other ideas that are even more straightforward.

4. **To conclude, the Recommendations are action items toward achieving the goals of the RJR. Vestry really must be the lead driver for the implementation of the Recommendations.** RJAB can assist the Vestry with the development of implementation plans for the Recommendations. RJAB members can also serve on any working groups and/or activities that are created, initiated or leveraged by the Vestry to implement the Recommendations, including serving as a chair and/or lead contact.

Rich expressed his appreciation for the work. Discussion followed. There is a commitment that the Vestry will annually have a presentation, review and commit to the implementation of RJAB Recommendations.

VESTRY RETREAT REVIEW, RESPONSIBILITIES and MANUAL INTRODUCTION

Rich thanked Maren Tompkins for pulling the Vestry Manual together. Please take the time to read it even if you have been on the vestry for several years. It really defines the goals, roles and responsibilities of the Vestry. In August we will answer any questions that arise. In August let's return to looking at liminal time and how leaders can help what is waiting to emerge.

COMMITTEE ASSIGNMENT UPDATE

Jackson shared that committee assignments have been distributed. Connie Chung has agreed to chair the Communications Committee. Chris Folz will chair the Pastoral Care Committee. Jackson will post committee assignments and a description of the work on the website. Adjustments will be made as needed. In the fall, Jackson will be asking the chairs for their committees' goals, and a description of how those goals support All Saints in achieving the church's North Star goals. We need to look at what we should do more of and what we should do less of. He will meet with the chairs in early fall and might have leadership training for them. Tony Jackson was commended for his work.

LOOSE ENDS / COMMUNICATION TO THE PARISH

- Rich is meeting with the head of the preschool to build a framework for next year. It is congruent with our mission.
- Jackson shared that beginning with the August meeting, members will be asked to pay for lunch.

It was moved by Thomas and seconded by Keig to adjourn the regular meeting, and the Vestry moved into Executive Session to discuss the sale of the Woodland Road property.

At the conclusion of the Executive Session, the meeting was adjourned at 2:00 p.m. with a closing prayer by Patrick Briggs.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

July Meeting 2025

Addendum to June 29, 2025 Vestry Meeting Minutes

NO REPORT:

Peace & Justice

Personnel

PASTORAL CARE, HEALING & HEALTH

Submitted by Thomas Diaz, Director of Pastoral Care

“God is our refuge and strength, a very present help in trouble.” — Psalm 46:1

As we mark six months since the Eaton Fires, the Pastoral Care team holds close the many households within our All Saints community who continue to carry the weight of grief, displacement, and loss. While the initial response phase has passed, the long journey of healing and rebuilding is ongoing, and we remain committed to walking alongside each individual and family affected.

Over the past six months, Pastoral Care has led and coordinated the following:

- **Three support groups** tailored for fire-impacted individuals and families.
- **Three self-restorative care days**, providing space for reflection, healing, and rest.
- **An Evening of Healing & Arts**, which brought together artists, musicians, and community members in shared lament and hope.
- **A gathering for youth and families** directly impacted by the fires, offering care, connection, and age-appropriate support.
- **Financial assistance and referrals**, extended to households who experienced property loss or were displaced.
- **Resource sharing and partnerships** with external community agencies offering continued support.

Each of these touchpoints has been a vital part of our broader care strategy, grounded in presence, compassion, and practical assistance. The journey is far from over, and we will continue to accompany our community with deep care and attentiveness.

Looking ahead, the Pastoral Care staff is actively planning a **one-year remembrance and healing service** to be held in January 2026. This will be a well-intentioned opportunity to honor what has been lost, witness what has been rebuilt, and renew our collective strength.

In parallel, Director of Pastoral Care, Thomas Diaz is working closely with Jr. Warden, Tony Jackson to **reshape the Pastoral Care Vestry Committee**. Early conversations have been energizing, and there is optimism for a more connected, responsive, and visionary approach to lay pastoral leadership.

CHILDREN, YOUTH & FAMILIES

Submitted by Jonathan Berry, CYF Committee Chair

- Youth enjoyed a game night and dinner after the 6/11 Choir Rehearsal
- A number of youth and families participated in the “No Kings” protest on 6/14
- Children participated in rock painting after the service on Father’s Day (6/15)
- CYF hosted a movie night on 6/20
- On 6/23, members of the Trouveres Choir embarked on a trip to "Sing a Mile High" Choral Festival in Denver, CO

CONGREGATIONAL LIEE

Submitted by Nancy Naecker, Congregational Life Committee Chair

Welcome Ministry

- Welcome Cards received for June 2025: 27
 - Interests checked:
 - AAPI: 0
 - CYF: 2
 - CYF Choirs: 1
 - Latino/Hispanic Ministry: 0
 - LGBTQ+: 8
 - Music: 7
 - PCHH: 4
 - Peace & Justice: 12
 - Senior Saints: 1
 - Spiritual Formation: 5
 - Small Groups: 4
 - 20/30's: 4
 - 40's, 50's & Friends: 1
 - Women's Community: 7
 - Volunteering: 9
- Welcome Emails were sent by our Welcome Team Volunteers - Charlotte Maya, Anina Minotto and Marianne Ryan to all those who filled out a welcome card.
- Newcomer Coffee will resume on July 6 immediately following the 10am service led by a staff member and a greeter.

Greeters

- New Greeter Connie Frady started in June. Thank you to Ben Martin for organizing the team.

Eaton Fire Response

- Laura Thompson called all the ASC folks who lost their home or have been displaced from their home after the Eaton Fire. Laura connected with many and encouraged them to apply for the ASC Fire Relief Grant.
- Scott Heringer and the Fire Response volunteers continue to check in periodically with those who have asked for help following the fire.

Senior Saints

- The Senior Saints gathered on **Thursday, June 5** in Sweetland Hall for a Movie Day! 35 seniors enjoyed the movie *Thelma* starring June Squibb and Richard Roundtree.
- We will take July and August off for the summer.
- Senior Saints Steering Committee: Carolyn Ellis, John Bulbrook, Marylouise Lau, Grace Galton and Nancy Naecker.

Small Groups

- **Women of Spirit** meets monthly from Sept to June and is facilitated by Margo Webb-Foltz. The group is thriving and at capacity.
- **Senior Saints Writing** restarted once a month and is facilitated by Lyn Cisneros.
- **Sacred Collage** introduces participants to the art medium of collage as a focus for meditations and prayer. Begins on Aug 3 for runs for 5 consecutive Sundays from 12-2pm in the Learning Center. Led by Dori Torrey.

LGBTQ+ Ministry – Pride Month Activities

- June 8 – the LGBTQ+ Ministry and Sacred Resistance marched in the LA Pride parade with the LA Diocese.
- **June 14-15 - Bishop Gene Robinson visited All Saints and participated in Noontime Tea on June 14 and preached on June 15**
- June 28 – All Saints Church Dance Party sponsored by the LGBTQ+ Ministry from 6:30-9pm in the Learning Cener. \$10 suggested donation.
- June 29 – Interfaith Pride Service 6pm in the church.

40's, 50's & Friends

- June 14 at 11am at CPK – Books & Beverages discussion of See No Stranger
- Weekend of July 12 (TBD) – Books & Beverages discussion of All about Love
- July 20 at noon in the Guild Room – July Potluck
- August 17 @noon in Sweetland Hall – Potluck, Karaoke, & Dance
- All organized the the 40's, 50's & Friends Leadership Committee: Connie Chung, Patti Coleman, Connie Frady, Albert Giang, Jose Gutierrez, Venus Herbito, Scott Heringer, Claudia Lopez, Ben Martin, Debra Shim, Karen Swanson and Alvin Yin.

Women's Community

- June 25 at 12-2pm - Voice from the Heart Luncheon Honoring Melissa Hayes: "A way with Music, Words and Faith" – over 80 participants celebrated and honored Melissa's 25 years as a congregant and staff member at All Saints Church with lunch, music and love.

Becoming Beloved Community

- Sacred Ground
 - The series builds around a powerful online curriculum of documentary films and readings that focus on Indigenous, Black, Latino, and Asian/Pacific American histories as they intersect with European American histories.
 - 60 folks are participating in 10 small groups. This is a series is 11 sessions over 22 weeks – May to Sept 2025.
 - Co-chairs: Lori Kizzia and MaryAnn Ahart.
 - Small Group Facilitators: Al Hughes, Wendy Edwards, Terry Moore, Hannah Earnshaw, Kaia Duke, Rick Thyne, Betty Cole, Marianne Ryan, MaryAnn Ahart, and Bonnie Rice and Billie Rainer.
- Sacred Being
 - Will provide an opportunity for people of color to come together to find a pathway of liberation from internalized racial oppression. The first session was postponed and will be rescheduled asap.

Faith Formation – Sunday Mornings in June

- June 1 – From Generation to Generation
- June 8 – Pentecost: The Feast of DEI with Susan Russell
- June 15 – Bishop Gene Robinson
- June 22 – Juneteenth with Nikki High
- June 29 – Judith Viorst in the Forum

Leadership Support & Development

- Ministry Leader Forum held on June 7 with 35 Ministry Leaders attending to learn about the new Church Management Software System.
- Leading a Ministry or Committee Training on Aug 24 from 11:45am – 1:45pm in the Forum.

Episcopal Night at Dodger Stadium

- August 29 at 7pm – Dodger take on the Arizona Diamondbacks. Tickets are \$42. Sponsorship tickets to send Foster Youth to the game available. Tickets must be purchased by July 13.

Church Management System (ChMS) migration

- ASC is moving to a new ChMS called ChurchStaq
- All giving records have now been migrated along with all groups.
- Under the direction of Amanda McCormick and Nader Eldahaby

BUILDINGS & GROUNDS

Submitted by Rachel Barker, B&G Committee member

Attendance: Lonnie Schield, Erica Tamblyn, Phil Naecker, Rachel Barker, Jim White, Craig Johnson, Ryan Wijesinghe, Chris Runco

ASC Consultant/Staff Attendees: Verna Zamora

Opening Prayer:

God Dwells in You

Minutes Approval:

Meeting Minutes 5/8/24

Update on the Jewish Preschool renting space in the Learning Center

Request for additional Space for “Open Air Campus” and status of Fire Department approval discussed. No new updates from anyone on B&G, but ASC & Jewish Preschool leadership are supposed to be meeting to keep moving forward. Karina from Jewish Preschool got fire department approval from the City of LA, not the City of Pasadena, which has caused conflicts between the fire departments and delays in permitting. PFD wants voice evacuation system upgrade because of children being on the 2nd Floor - proposal obtained by Verna for \$99k to perform the work. Clarity from the fire department needed to clarify requirements and scope of work, which Verna is working to obtain and report back on.

Update of easement for sidewalk widening

City of Pasadena modification to the sidewalk to solve the “sloping” issues at no cost to ASC discussed. Lonnie called the City of Pasadena, left a message for the person in charge to keep moving forward, and will advise back on their response. Communication with the city will include a reminder that notice is needed in advance and that ASC will not pay out of pocket for the work needed.

Parking Lot Tree Removal

Status of parking lot tree discussed. Per Erica, there’s a 5-page list of protected trees in Pasadena - applies to removal and trimming - inspector needed to authorize removal/trimming in advance. Creative solutions to the enclosure area by the tree are underway and Erica will revisit the tree removal. Removal not recommended by Holy Rakers. Full list of trees will be shared with B&G to save and have for reference.

Update on Woodland Road Rectory sale discussions

Sales process currently active with one offer over \$4.5 million discussed.

Status of Door and lock issues throughout campus

Status of door locking issues discussed. Per Verna - system was reset and is now working properly.

Update on leak issues

Specification currently being put together due June 13th for the Sanctuary bidding process. Update from Phil regarding scope of work and approach for performing repairs. California Restoration is advising it could be the stone work in addition to the liner underneath the stone that's compromised. Contracting will likely have to be on a time and material basis because the full cost and scope won't be known until work begins. B&G going to focus on getting bids for both stone work and restoration work to approach Finance Committee/Vestry with package for approval.

Cost estimate for repairing Sanctuary Roof

Current Budget - \$700,000. Currently in the process of developing specifications for the bidding process due June 13th

Safe Parking

Planning Dept Hearing scheduled for June 18th discussed, which Erica anticipates will be successful to being in August/September.

Cost estimates to replace fused disconnects in the Main Electrical Panel

Total cost proposed by The Power Connection for \$34,193. Approval to proceed by Vestry still needed. Investigation into transformer in the same room underway to see about addressing all electrical issues at the same time.

Should we go ahead and bypass the failing 208V to 240V transformer and remove that transformer?

Impacted equipment: (1) office building HVAC outdoor units, (2) Scott Hall HVAC Configuration changes discussed to be able to remove the transformer, which is making a lot of noise and at risk of failing. Bid being obtained by The Power Connection with Phil taking lead on meeting the vendor.

B&G Committee position on tearing down Scott Hall and the Print Shop/Corner Building

1. Convert forum to storage
2. Move Scott Hall storage to forum
3. Tear down both buildings in a single contract

Status of Scott Hall conversations discussed. Per Phil & Chris - recent conversations/meetings were had with Tim Rich, Al Hughes, and Anthony Jackson. Alternatives presented and B&G will be given additional direction.

Holy Rakers update

Update provided by Chris regarding plants on campus that are under investigation - fire stick plants have sap that's somewhat poisonous and can burn skin and eyes - removal will be performed by Verna's team.

Labeling and documenting all valves and shut-offs

Update provided by Ryan that additional assistance on campus will be needed to walk and identify all valves and shut-offs. Verna's team preference to meet is a Wednesday AM. Ryan will provide notice at least 1-2 weeks in advance and B&G committee members will try to be present for additional assistance.

New Business

- **Chancel Railing** - yes, we are going to pursue a new structure under the marble
 - › Chris Harney is "go-to" guy to crawl under the church - he's been busy but will be coming soon to investigate and find the stairs from underneath, which will lead us to the concrete girders, and then we can make a final plan. Investigatory work underway.
- **Electrical Outlets** - inside of Safe Haven Lockers might be possible
- **Filming** - 1 filming job completed (\$45k income) - Christine (location rep) working with ASC and going well so far.

GIVING

Submitted by Sarah Nolan, Director of Development, Giving and Economic Justice

2025 Pledge Overview

Pledge \$\$: \$ 2,637,536

(2024 Year End - \$2,727,847 pledged | \$2,609,118 actually paid towards pledges)

Pledge #s: 523 households

(2024 Year End – 587 households)

Median Pledge: \$2,080

Updates:

- **Immigration Legal Support:** We have raised \$15,691.55 from 65 donors for the Diocese of LA's Sacred Resistance legal support fund, which will help individuals from our diocese who have been detained by immigration enforcement.
- **Database Transition:** We have done the final migration and are doing spot checks for any issues with data, before fully launching. Amanda McCormick (associate for giving) will work with Terry Knowles, Connie Chung and others to develop a reporting rubric for future giving reports.
- **Giving Committee Updates** (If you would like to participate in any of our giving efforts, please reach out to Sarah Nolan):
 - **Vestry Giving Committee:** | Members include: Gloria Pitzer (chair), Blaine Cavena, Hannah Earnshaw, Nancy Naecker, Marianne Ryan, Anina Minotto, Al Hughes, Marilyn Coffman, Terry Knowles, Tim Rich (staff), Sarah Nolan (staff). Met June 24. Focus is on looking strategically at all of ASC's charitable giving efforts (including reports from the below subcommittees) and aligning/growing efforts. This group will meet quarterly.
 - **Heritage Committee (planned giving)** | Members include: Gloria Pitzer (chair), Blaine Cavena, Becky Thyne, Mary Bartlett, Marsha Dawe, Katherine Gfeller, Sarah Nolan (staff). First meeting on June 23. Next steps include updating Heritage Wall – following up with persons listed and expanding the opportunity for others; updating materials; increasing visibility and communications of planned giving program.
 - **2026 Pledge Campaign** | Members include: Ben Martin (co-chair), Nancy Naecker, Terry Knowles, Cathy Keig, Anina Minotto, Marianne Ryan, Sarah Nolan (staff), Amanda McCormick (staff). We still plan to add a co-chair and a few additional members. Met June 26. This effort will continue our peer-to-peer call campaign that we launched last year. Cynthia Nickell and Nancy Naecker will guide that effort. We are planning to work with 3-4 Affinity groups to host pledge events. Hoping to expand or rotate each year. We are also looking at doing a pre-campaign launch dinner for donors \$5,000+ and tithers to encourage a strong start to the campaign. We will continue with the theme, "Walk in Love."
 - **2026 Fundraising Event** | Members include: Mehdi Emrani (chair), Cynthia Nickell, Marianne Ryan, David Dean, Amanda Baughman (staff), Sarah Nolan (staff), Tim Rich (staff). Met June 25. Date of Event is April 25, 2026 and will be held at the University Club. Goal of this event is to expand and grow our connections beyond our membership, with the focus of the event on a ministry that has an impact on the wider community.