

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
September 7, 2025

PRESENT Jonathan Berry, Patrick Briggs, Blaine Cavena, Connie Chung, Chris Folz, Bill Gould, Clara Hill-Williams, Al Hughes, Cruz Jackson, Tony Jackson, Cathy Keig, Ben Martin, Dan McCarrel, Mark Moreno, Nancy Naecker, Gloria Pitzer, Billie Rainer, Andie Reid, Tim Rich, Erica Tamblyn, Monique Thomas, Lorynne Young

EXCUSED Greg Adams, Cress Diehl, Luca DiMassa, Barbara Andrade DuBransky

ALSO PRESENT Susan Russell, Karen Meier, Kathy Onoye

GUEST Terry Knowles

The meeting was called to order at 12:01 p.m. by Priest-in-Charge Tim Rich in the Forum and via Zoom. Rich then offered an opening prayer.

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

Hughes welcomed the visitors.

BUSINESS ITEMS

Approval of August 3, 2025 Meeting Minutes

It was moved by Briggs, seconded by Folz, and the vestry unanimously approved the minutes of the August 3, 2025 meeting.

Approval of the Committee Reports

It was moved by Briggs and seconded by Chung, and the vestry unanimously approved placing the committee reports on record.

Giving Report

Pitzer reported that the Giving Report was sent to the vestry ahead of the meeting and asked if there were any questions.

2025 Pledge Campaign Report

Monique Thomas and Ben Martin are co-chairing the annual giving campaign. Martin shared that Walk in Love is the theme. Sarah Nolan and Amanda McCormick are the staff representatives and doing tremendous work on the campaign. We want to inspire and reassure. Some traditional means such as calling campaign led by Nancy Naecker and Cynthia Nickell, and witness statements on Sunday. Youth will be doing social media clips. Marianne Ryan will be working on whimsical footsteps around the campus. It kicks off on October 19. We will also have the Financial Town Hall that Sunday. November 23 is Presentation Sunday. Martin spoke on the importance of pledging. We need 100% of our vestry pledge participation.

The campaign discussion was underscored by Thomas and Rich. Rich commended the campaign team.

Financial Report

Knowles shared the July financials. Net income is \$40,000 better than budget. There was an unanticipated filming project in July which put this income line \$45,000 over budget. The final payout of staff layoffs was in July, causing a negative variance for Personnel expense. One less layoff was made than planned when the FY2025 budget was approved, resulting in a likely negative variance for the year. The Mission Investment Fund, which is comprised of the net proceeds from the sale of the rectory, was transferred to a money market fund in July and interest began accumulating in August at about 4%. The investment committee is discussing revision of All Saints' investment policies as well as more optimal investment of the proceeds of the rectory sale. It was moved by Pitzer and seconded by Thomas to put the July financials on record. The vestry unanimously approved the motion.

Budget Timeline

Knowles reported that the budget subcommittee hoped to have a draft FY2026 budget ready for the vestry now but that proved impossible for a variety of reasons. Instead, a draft will be reviewed by Finance Committee and brought to vestry for its October 5 meeting. This draft will be presented to the parish at the October 19 Town Hall.

Rich thanked Knowles for her leadership and the staff for taking ownership of their budgets.

REVIEW OF UPCOMING MAJOR EVENTS

Naecker shared that Homecoming will be next Sunday, September 14th. Jim Jansen and Parish Celebrations have planned wonderful activities following the service. Celebration of Ministries Sunday will be on September 21 and October 5 will be St. Francis Day and Blessing of the Animals. Rich commended Nancy Naecker, Dan McCarrel and Ben Martin for the Leadership Training and recharging leadership on Saturday. It is very important work.

ELECTION ACTION

Russell gave an overview of the history of faith in action during election cycles and Lorynne Young spoke on how we decide on weekly "faith in action" actions. Russell shared All Saints' long-standing policy during election cycles, including our position on the Johnson amendment and the new IRS ruling carving out exceptions for places of worship. Policies in place include: prohibiting the wearing of buttons and supplying material supporting candidates by staff and ministry leaders, including clergy, vestry members, choir members and committee chairs and members. Resources regarding both sides of propositions are provided so people can make their own decision. On September 28 at 9:00 a.m. we will begin our fall season of Faith and Formation with a focus on faith in action and political engagement. Young explained the process of selecting what we will support. We cover local, state and federal propositions. The action table provides information as we move toward the election.

CORNERSTONE PLAQUE

Chase shared the St. Barnabas story and noted the annual joint celebration of Juneteenth between All Saints and St. Barnabas will continue. The Telling the Whole Story committee will

draft the wording of the plaque which will be placed at the cornerstone of All Saints' sanctuary. This can be amplified with other churches. Chase gave examples of similar plaques in Pasadena and nationally. St Barnabas will be brought into the discussion of the wording of the plaque. Rich shared a team will work on this, and the vestry needs to take ownership of this. Chung wants the communications committee to be involved in spreading word of the impact. Russell could be part of telling the story through the diocese.

BUILDINGS & GROUNDS PROJECTS

- › Roof Repair: Phil Naecker reported on the roofing project progress. He gave the background of the committee work and shared the two valid bids received. The bid provided by the preferred roofer has increased \$66,000 from the company's previous bid, so B&G recommends the vestry authorize additional funds to cover the cost above the \$750,000 previously authorized.

Blaine Cavena moved that \$66,000 be released from the New Building Fund to be used only if the cost of the church roofing project exceeds the \$750,000 previously authorized, with any unspent portion of the \$66,000 returned to the New Building Fund at the conclusion of the project. McCarrel seconded. Following discussion, the motion passed unanimously. Rich thanked Lonnie Shield, Phil Naecker, Jim White and the B&G Committee.

- › Chancel Railings: Rich introduced the concept with a photo and explanation of the proposed \$45,000 Chancel railing. It will be discussed further at a future meeting.

BECOMING A BELOVED COMMUNITY.

In September last year Mark Chase, Steve Williams, Susan Russell, and Tim Rich attended a national church conference at Virginia Theological Seminary on racial reckoning and reparation. One of the organizers was Stephanie Spellers. She is willing to spend time with us and has sent us a proposed contract for her services. McCarrel moved that the vestry endorse the independent contractor consulting agreement with Stephanie Spellers on becoming Beloved Community at All Saints Church, as presented by the priest-in-charge at today's meeting. The motion was seconded by Martin and the vestry unanimously and enthusiastically approved the contract.

PRIEST-IN-CHARGE REPORT

Rich is working with the Gala design subcommittee to plan an event to create a new revenue stream. He asked vestry to put April 25, 2026 on their calendar to attend the event. Mehdi Emrani is chairing the committee.

The Deferred Maintenance Working Group has held its first meeting. Members Lonnie Shield, Phil Naecker, Mark Moreno, Tony Jackson, Cathie Keig, Barbara Andrade DuBransky, and Mark Satterlee were in attendance. They will look at needs and timelines, considering relationship to the mission and not just urgency.

Rich has been working with Samantha Kramer on developing job descriptions and ministry reviews for all staff members. Rich also met with the Bishop for an All Saints year-in-review.

WARDENS REPORTS

Hughes deferred to executive session.

Jackson shared that Vestry members will now be paying for Vestry meeting lunches. The cost through April is \$75. He asked members to bring checks to the next vestry meeting.

LOOSE ENDS

- Question on use of the church for photos by outside groups.
- McCarrel shared that today there were 7 at the Newcomers coffee. We are attracting people.
- Russell shared that we are electing a new bishop. The slate of candidates will be announced next week. October will be time to question the candidates. All Saints has been selected to be the site for the consecration of the new bishop on July 11, 2026, because it is the largest church in the diocese. Rich commended Thomas Diaz for his work co-chairing the selection committee yesterday and preaching at 7:30 a.m. this morning.
- Thomas reminded the vestry that Young & Healthy is having their major fund raiser on September 27. Pickleball Palooza is the theme.

It was moved and seconded to adjourn the regular meeting at 1:45 p.m. Closing prayer was offered by Susan Russell.

Respectfully submitted,
Kathy Onoye

Executive Session

The Vestry then moved into Executive Session to discuss two issues:

- 1) A contract extension for Priest-in-Charge Tim Rich. It was moved and seconded and the vestry unanimously approved a two-year extension. Additionally, a motion to increase the compensation for the Priest-in-Charge was moved and seconded, and the vestry approved the motion with one abstention.
- 2) B'nai Simcha preschool. The current status of the preschool on campus was discussed, as well as possible future construction possibilities related to the preschool.

Vestry Committee Reports

September Meeting 2025

Addendum to September 7, 2025 Vestry Meeting Minutes

NO REPORT:

Finance
Pastoral Care
Peace & Justice
Personnel

BUILDINGS & GROUNDS

Submitted by Rachel Barker, B&G Committee member

August 14 Attendance: Lonnie Schield, Erica Tamblyn, Phil Naecker, Rachel Barker, Jim White, Craig Johnson, Ryan Wijeshinghe

Opening Prayer

God Dwells in You led by: Erica Tamblyn

Minutes Approval

Meeting Minutes from July 10, 2025 approved

SAFE Parking Status

Update on safe parking provided by Erica. An appeal has been filed to address the CUP condition that safe parking people are permitted to use campus restrooms, which is not possible due to staff and cost constraints - the hearing is tentatively scheduled for Sept 25th.

Status of Door and lock issues throughout campus

Many door closers need repair or replacement.
Some locks and latches need adjustment or repair.
Doors need re-finishing, especially main west doors in South Tower.

Tabled for the next meeting to circle back and discuss further.

Replacing fused disconnects in the Main Electrical Panel

Work scheduled for next Thursday and Friday with The Power Connection. Work requires complete campus shutdown and must take place on two consecutive days.

We will bypass and remove the failing transformer at the same time. Ryan's team must be coordinated so we can adjust the voltage supplied to the HVAC controls.

New Deferred Maintenance Task Force

Members: Priest-in-Charge, Jr. Warden, Lonnie Schield, Phil Naecker, Chris Runco, Mark Moreno (Vestry), Barbara DuBransky (Vestry), Cathy Keig (Vestry), Mark Satterlee

B&G hasn't met the new Deferred Maintenance Task Force yet. Discussion regarding deferred maintenance lists already in existence that B&G has/knows about to share with the new task force and support a unified effort to address projects and budgeting needs.

Holy Rakers update

Tabled for the next meeting while Chris Runco is out of town.

Labeling and documenting all valves and shut-offs

Update provided by Ryan - labeling project is nearing completion and the final list/map of shut off valves will be copied and shared with B&G and the ASC system.

Cost estimate for repairing Sanctuary Roof

Current Budget - \$700,000

Committee discussion regarding project and bidding status:

B&G has been studying and planning the re-roofing project for three years, with the latest re-roofing planning process that started in 2022 when two minor leaks in the Slate Roof in the Nave were discovered and repaired. Those repairs revealed that the roof underlayment, a tar-impregnated paper product, was failing in large areas of the roof. The existing and trusted ASC roofer and roofing consultant both informed B&G that these failures were because the underlayment product used was under-specified for the application, and that continued/increasing leaks should be expected as the product continues to age and fail.

The existing trusted ASC roofer, Martin Roofing of Santa Barbara, has successfully completed eight other re-roofing projects on the campus, including four projects on the church building.

An initial re-roofing quote for the work identified through Winter 2024 was obtained from Martin Roofing of Santa Barbara for a cost not to exceed \$480,000.

Based on the roofing inspections, feedback from both the roofing consultant and the roofing contractor, and the initial proposal received, B&G developed a project cost estimate of \$700,000. This project cost estimate included the proposed work along with \$220,000 for anticipated owner's expenses (e.g., scaffolding, stone and wall repairs and waterproofing) and a project contingency that will be needed to address longer-term leak areas that will require additional attention when uncovered.

In May 2025, B&G received authorization to spend \$750,000 from the Vestry to perform this work. The Vestry directed B&G to go back to the market and obtain at least three bids.

To ensure that multiple roofing bids received would be reasonably comparable, B&G engaged consultant Rick Snow of Waterproofing Envelope Consultants to prepare roof replacement specifications. Rick is a specialist in waterproofing, roof design, and leak forensics who ASC has previously used to assist with identifying and correcting leaks and inspecting roof and leak repairs. This specification cost \$15,000 to prepare and has been added to the total project cost for the roof.

With the roof replacement specification in hand, qualified roofing contractors were organized to bid the project. A list of six possible qualified roof contractors was obtained from a trusted contractor, CW Driver. Another list of three possible qualified roof contractors was obtained from a slate roofing product distributor. The combined list numbered seven possible qualified roofing contractors to contact for bidding the project.

B&G reached out to all seven contractors to describe the project and offer them a chance to bid. Six contractors responded, and each qualified contractor was given a copy of the specification and given instructions on how to submit a bid compliant with the provided specifications. The contractors were also invited to visit the site and walk the job with B&G team members. Five of the contractors who received the Project Specification and Bid Packet actually walked the job.

Three of the five contractors responded with bids. Two contractors were fully responsive to the bidding instructions and submitted competitive bids, one at \$601,000 and another at \$454,000. The third bidder was not fully responsive and gave a partial price from which the

B&G team estimated that the contractor's total roofing price would be approximately \$900,000, resulting in the removal of the incomplete bid from the review process.

The following two proposals are in review for consideration:

- **Martin Roofing of Santa Barbara.** Martin has been the trusted ASC roofing contractor for nearly 15 years, and has successfully completed eight other re-roofing projects on the campus, including four projects on the church building.
- **MJC Roofing of Los Angeles.** While ASC has not worked with MJC before, their bid was responsive and the contractor came as a recommendation by roofing consultant Rick Snow. With the knowledgeable business owner/roof contractor based out of Italy and only less experienced staff on-site in the US, B&G has concerns regarding potential project risks, delays, and change orders to increase overall cost if contracted.

Both MJC Roofing and Martin Roofing were contacted for detailed telephone conversations to fully explore and understand their bids. Both were responsive and professional in these discussions and answered all our questions.

In the original project design, before going out to bid, B&G anticipated that part of the contingency would cover waterproofing of the walls, masonry, stone work and parapets for approximately \$50,000.

In accordance with Vestry's request to obtain formal bids and to more precisely quantify the expected project costs, B&G decided to obtain a more detailed cost estimate from our trusted waterproofing contractor, California Restoration and Waterproofing. This firm has performed all of the major waterproofing projects on the campus and previously consulted with us to identify the likely sources of leaks in the building parapets, walls, masonry, and stone wall caps, and from that estimate the work that needed to be performed.

A time and materials cost estimate was obtained from California Restoration for \$75,000 for the necessary repairs and waterproofing. The nature of this work does not allow a reasonable request for a not-to-exceed bid, so the work will be sequenced to ensure the most critical elements are repaired first.

The B&G Team has examined the two qualified bids and has prepared a Bid Analysis. The analysis describes all of the factors considered in evaluating the contractors and their bids.

For the reasons presented in the prepared Bid Analysis, the B&G Team recommends that All Saints award the job to Martin Roofing.

After adjusting costs for scaffolding, Martin Roofing's new bid is about \$75,000 higher than their prior bid. The total project cost has also been increased due to the consultant's work to create roofing specifications for \$15,000. Finally, the revised estimate of the cost for stone and wall repairs and waterproofing is \$75,000, versus the prior estimate of \$50,000.

Therefore, the new project estimate is \$816,000, which includes an appropriate project contingency of \$125,000. The Vestry has already approved \$750,000 for this work. B&G therefore would need to request that the Vestry approve an additional \$66,000 for this project, for a total of \$816,000.

B&G consensus is to request meeting with Lonnie, Phil, Jim, Terry Knowles, and Tim Rich to discuss project, bidding efforts, cost estimates, and considerations to continue moving forward.

Update on the Jewish Preschool

No new update at this time

Sidewalk and Ramp Repair

Repairs completed last week. (Five years since we started working on this!)

Discussion of Chancel Railing

After discussion with Craig and Chris, we completed a survey of the structure of the floor and determined we should be able to place the railing supports appropriately. A draft structural design has been completed. The project is tricky because there are no drawings of the chancel modifications made in 1991. So we will have to make some exploratory drill holes before we finalize the location of the cores to hold the railing supports. Estimated cost is \$30,000. Do we want to propose this budget to the Vestry?

Committee request for Chris to circulate latest visual rendering to see where the railings would be installed.

Motion by Erica Tamblin to propose \$30k expenditure to Finance Committee then Vestry for the exploratory drilling and finalization of railing installations. Motion second by Jim White. Committee vote conducted and approved.

Signs for Photographers Visiting Campus

Discussion following up on past discussions in this committee to craft and post signs regarding photography by non-parishioners. Past proposal is the following:

1. Post signs on stands at several locations, especially near the south entrance. The signs will be placed such that the sign must be moved to use the most photographed locations.
2. The signs will include a QR Code so that donations can be made directly.
3. The proposed language for the sign is as follows: "Photographers: We are happy you have chosen our beautiful buildings as the backdrop for your photograph. Please help us maintain these buildings by making a donation equal to at least 10% of the photographer's fee or 10% of the cost of the costumes."

Motion by Rachel Barker to propose new campus signage to Tim Rich for consideration. Motion second by Jim White. Committee vote conducted and approved.

New Business

N/A

CHILDREN, YOUTH & FAMILIES

Submitted by Jonathan Berry, CYF Committee Chair

CYF Committee Highlights for August 2025

- The search continues for a part-time Youth Associate.
- A new volunteer application is now required for all individuals working with children and youth.
- CYF ministry leaders received training on the new database system, led by Nancy Naecker.
- A successful CYF Pool Party was held on August 23.
- The "Just Try It" retreat on September 5th and 6th gave youth the opportunity to explore choir, youth group, game night, acolyte ministry, and more.
- Youth Group, Youth Dinner, and Choir programs kick off on September 10.
- Amanda Baughman's former office has been transformed into a welcoming *Parent Room* for use during Sunday services. Alongside the Childcare Room and the Creative Worship Space in the chapel, this provides meaningful options for caregivers of young children during worship.

COMMUNICATIONS

Submitted by Connie Chung, Communications Committee Chair

The Communications Committee met on Monday August 4, 2025 and discussed four potential areas of work: 1) Online public presence 2) In-person public presence 3) Capacity building 4) Messaging. For our next meeting on Monday September 8, 2025, we will continue these discussions.

Members: Connie Chung (Chair), Susan Russell (Staff), Patrick Briggs, Luca DiMassa, Maddie Gavel-Briggs, Ben Martin, Mark Moreno, Anna Proulx, Billie Rainer, and Lynndi Scott

CONGREGATIONAL LIFE

Submitted by Nancy Naecker, Congregational Life Chair

Welcome Ministry

- Welcome Cards received for August 2025: 11
 - Interests checked:
 - ✓ AAPI: 0
 - ✓ CYF: 3
 - ✓ CYF Choirs: 1
 - ✓ Latino/Hispanic Ministry: 0
 - ✓ LGBTQ+: 2
 - ✓ Music: 2
 - ✓ Pastoral Care: 0
 - ✓ Peace & Justice: 4
 - ✓ Senior Saints: 1
 - ✓ Spiritual Formation: 1
 - ✓ Small Groups: 3
 - ✓ 20/30's: 2
 - ✓ 40's, 50's & Friends: 0
 - ✓ Women's Community: 3
 - ✓ Volunteering: 5
- **Welcome Emails** were sent by our Welcome Team Volunteers - Charlotte Maya, Anina Minotto and Marianne Ryan to all those who filled out a connect care/welcome card.
- **Connect Cards** (aka Welcome Cards) are now in a process queue in ChuchStaq and the front desk volunteers are managing that queue. New folks are being automatically entered into the "interests checked" as well as receiving a personal welcome email. Ministry leader receives an email notification when new people have been added to their group.
- **Newcomers Coffee** on August 4 had 8 folks attend in the chapel. Thank you to Thomas Diaz, Director of Connection and Care, and Ben Martin and Cindy Bishop, Greeters, for staffing the Newcomers Coffee.
 - The next Newcomers Coffee is September 7 in the Chapel

Greeters

- **Usher/Greeter Orientation** is scheduled for Saturday, Sept 6 from 10:00-11:30am to train/review greeter guidelines and review emergency procedures.
- **New Greeters:** Brandon Kwong and Grace Young

Getting Connected Class – Fall 2025

- This five-week class is designed for anyone — from brand-new explorers to longtime seekers — interested in exploring the essence of All Saints and getting more connected through active engagement. Each class consists of a 35-minute in-person presentation by a staff member and a 35-minute small group experience. Together we consider the core values of All Saints Church ... Radical Inclusion, Courageous Justice, Joyful Spirituality, and Ethical Stewardship ... and develop a sense of belonging as we build connections to each other, ministries, and groups.
- Five consecutive Sundays: September 28, October 5, 12, 19, and 26, from 12:00 - 1:30pm.
- 13 folks have registered so far for the class.
- Getting Connected Team: Thomas Diaz, Jenny Berman and Nancy Naecker

Homecoming – A Parish Fair!

- Join us following the 10:00 a.m. service on Sunday, Sept 14 for an afternoon of classic carnival-style games, mouthwatering fairground treats, and the pure joy of reconnecting with the All Saints family as we kick off another exciting program year. This beloved tradition is a free event for the whole community—a time to laugh, play, and rejoice together. It's truly an event you don't want to miss!
- Thank you to Parish Celebrations: Jim Jansen, Stuart Rosen, Shannon Bankhead, Norweeta Milburn, Barbara Washington, Joe Lavy, Claudia Lopez and Leah Nelson for organizing this beloved event.

Celebration of Ministry

- September 21, immediately following the 10am service: Everything you ever wanted to know about All Saints ministries can be found at the tables on the lawn after our 10:00 a.m. service. Find ways to get connected and to serve the community and God through our work in the world.

Senior Saints

- Sept 11 is our Senior Saints gathering fall kick-off with presenter Tim Rich.

Small Groups

- **Sacred Collage** had 12 participants this summer which introduced participants to the art medium of collage as a focus for meditation and prayer. Led by the Rev. Dori Torrey.

LGBTQ+ Ministry

- Sun, Aug 17, 2025, 12:00pm - 1:00pm LGBTQ+ Summer Solidarity Social Hour: An after-church social! Many in the community came together to catch up with old friends and make some new ones.
- Led by the LGBTQ+ Leadership Team: Kaia Duke, Liz Supple-Burman, Billie Rainer, Hannah Earnshaw and Thomas Diaz, Director of Connection and Care.

40's, 50's & Friends

- Sunday, August 17, noon-3pm - Potluck, Karaoke, & Dance was a HUGE success!

Women's Community

- Welcome and thank you to the new Women's Community leaders Alice Baklayan and Kerin Cantwell!

Hispanic/Latino Ministry

- Reforming under the leadership of Carlos Carrillo and Rosemary Muniz. More details coming soon.

Becoming Beloved Community

- Sacred Ground
 - The series is entering Session 10 the week of Sept 3 followed by the large group Session 11 on September 28..
 - 60 folks continue to participate
 - 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, Bonnie Rice and Billie Rainer.
- Sacred Being
 - Provides an opportunity for people of color to come together to find a pathway of liberation from internalized racial oppression, under the direction of Rev. Mark Chase.

Faith Formation – Strength for the Journey – Summer Sunday Mornings at Saints: What are you reading, watching or listening to that is giving you strength for the journey this summer?

- Sept 7 – Amanda Baughman presents Celebrating Our Grandparent with MaryAnn Ahart, Alma Stokes and Carol Wallace.

Leadership Support & Development

- **Leading a Ministry or Committee Training** on Aug 24 from 11:45am – 1:45pm in the Forum was attended by 26 new and current ministry leaders. Tim Rich opened the meeting and Dan McCarrel, Nancy Reynolds and Nancy Naecker were the instructors.
- **Ministry Leader Program Year Kick-off** is scheduled for Saturday, Sept 6 from 9:00-10:30am.

Episcopal Night at Dodger Stadium

- Aug 29 at 7pm – was a huge success! 120 tickets were purchased by parishioners to attend the game and 58 tickets were purchased that were donated to Foster Care Youth (Five Acres and Sycamore/Hathaways) with enough donations to include refreshments for the Foster Youth.
- Thank you to front desk volunteer, Diane Wilson, for organizing the ticket sales and distribution.

Church Management System (ChMS) Migration

- The migration from Arena (old ChMS) to ChurchStaq is complete.
- All Saints is “officially” running on ChurchStaq (parent company is PushPay) now.
- All ministry leaders have received login credentials, ministry leader tools to update their group info, add new people to their group and request events, rooms and resources. All ministry leaders have received the basic “how to” training modules.
- Most of the parish has received the activation email to create their login.
- The new church app launched on Aug 10 and over 100 folks have created a login.
- Under the direction of Amanda McCormick, Nader Eldahaby, Sarah Nolan and Nancy Naecker

Archives Ministry

- The team of Kimberly Douglas, Sally Layne, Gail Gunther and Jamie Castaneda are currently working to curate and catalogue the early 20th century materials, the financial documents and the church’s giving documents.

GIVING

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

2025 Pledge Overview

Pledge \$\$: \$2,663,741

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

Pledge #s: 540 households

(2024 Year End – 587 households)

Median Pledge: \$2,100

2025 Payments (as of 9/3/25): \$1,486,783

2025 Payments Outstanding: \$1,192,477

Non-Fulfillment Anticipated: \$30,000 (due to death, move, change in finances)

Estimated Pledge Fulfillment for 2025: \$2,650,000

Other Updates:

- **Pledge/Giving Statements:** We plan to send Pledge Statements out mid-September to help promote pledge fulfillment. Normally we send statements quarterly, but faced issues with the database transition that have limited our ability to provide the information needed.
- Amanda McCormick is developing an updated Giving Reporting Rubric for finance and vestry meetings.
- **Giving Committee Updates** (If you would like to participate in any of our giving efforts, please reach out to Sarah Nolan):
 - **Vestry Giving Committee:** | Next Meeting – Sept 17 at 5:30 pm. This meeting will include a focus on Christmas and Easter Special Gift Asks and how to renew and realign those efforts. (Chair – Gloria Pitzer)
 - **Heritage Committee (planned giving)** | Updated Heritage Wall and re-establishing practices to engage current and potential heritage members (Chair – Gloria Pitzer)
 - **2026 Pledge Campaign** | Campaign Kickoff Date: 10/19/2025. Sustaining Donor Dinner (5,000+ and Tithers): 10/4/25 at 4:30pm at the church. (Co-Chairs – Ben Martin and Monique Thomas)
 - **2026 Fundraising Event** | 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. (Chair – Mehdi Emrani).