

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
January 11, 2026 [Corrected 2-1-26]

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

EXCUSED Greg Adams, Gloria Pitzer

ALSO PRESENT Karen Meier, Amanda Baughman, Mark Chase, Sarah Nolan, Susan Russell, Jonathan Stoner, Kathy Onoye

GUEST Terry Knowles

The meeting was called to order at 12:08 p.m. by Priest-in-Charge Tim Rich in person in the Forum and via Zoom. Rich then offered an opening prayer.

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

Hughes welcomed the visitors.

Rich thanked the staff for their attendance at the meeting.

BUSINESS ITEMS

Approval of Meeting Minutes

It was moved by Thomas, seconded by Folz, and the vestry unanimously approved the minutes of the December 7, 2025, meeting.

Approval of Committee Reports

It was moved by Tony Jackson seconded by Cavena, and the vestry unanimously accepted for the record the committee reports as submitted.

Keig commended the amazing work of the committees and work being done.

Giving Report

Nolan shared that the report is a snapshot as of January 6th. Nolan gave a huge thank you to Amanda McCormick, Marilyn Coffman, and Nancy Naecker for lots of data work in a very short time. She reported on the 2023-2025 pledge summary looking at each year, total pledge, and household information. The information is not as up-to-date as she would like because there are still 2025 pledge payments and special gifts that need to be processed and some manual checking that needs to be done. As of December 16th we are towards meeting our budget of \$2.6 million, and she anticipates that we will reach that.

For 2026 there is \$322,000 in increased pledging over those same pledges last year. Nolan thanked everyone for their efforts and the sense of community and personal support to the pledgers. She feels we are ahead of the past two years. Phone calling continues. Martin commended Nolan and Thomas for their work. It is a community effort. There is a thank you party for the volunteers next Sunday. Rich shared the importance of a faith community in the face of challenges.

Nolan shared about the All Saints Spring Gala, which is a fundraiser designed to garner support from the community beyond All Saints and draw people in. Tables can be sponsored by individuals or organizations. Baughman shared that we are looking for sponsorships and organizations to help underwrite the event. We are also looking for auction items and donations. There will be both online and in-person auctions. Volunteers are needed for the event.

Rich thanked the team for the work they are doing. It was moved by Folz, seconded by Briggs and the vestry unanimously approved putting the Giving Report on record.

Finance Report

Knowles reported that at the end of 11 months, income is strong, with November pledge income exceeding budget by about \$100K. Plate income is under budget significantly, but online giving is over budget by about the same amount so those variances cancel each other out. YTD Net Operating Income is about \$170K better than budget, which is a good base for going into the final – and typically most robust – time of the year. As reported at the December vestry meeting, funding for Safe Haven was depleted, while at the same time the City of Pasadena required significantly enhanced security, resulting in Justice and Organizing expense being over budget. As a point of information, the Finance Committee will convene on January 22 to receive preliminary information about FY2025 results.

It was moved by Keig, seconded by Chung and the vestry unanimously approved to put the November Financials on record.

LED Project

Background: The Climate Crisis Task Force was established by Ed Bacon in 2015 to craft All Saints' response to the climate crisis. The only meaningful outcome was a recommendation to invest in All Saints becoming a carbon-neutral church. A Buildings & Grounds working group developed a plan to begin energy savings by replacing light bulbs with LEDs. It was ultimately determined to replace the entire dimmer system and all light bulbs on the campus with LEDs with a total project cost of \$130K. Two gifts were made to fund the entire project, less a \$45K rebate from the City. Upon completion, the project was projected to save \$10K/year in energy costs. On April 4, 2017, Vestry approved a resolution to put this \$10K/year savings into a Sinking Fund to be used for future energy-saving steps. This occurred in each of the two subsequent years. Vestry minutes note the adoption of the resolution but do not include the actual text of the resolution.

In May 2020 there was approximately \$41K in the Sinking Fund. An audit adjustment later in 2020 corrected that number to be approximately \$36K. On May 30, 2025, the Sinking Fund balance was \$2,122.72. How the intervening funds were deployed has not been able to be determined.

Action: The Finance Committee recommends that Vestry approve the transfer of \$34K from Quasi-Endowment to the LED Project Fund as an expression of good faith to the donors and to honor the 2017 Vestry resolution.

After discussion, Cavena moved that \$34K be transferred from Quasi-Endowment to the LED Project Fund. Keig seconded the motion and the vestry unanimously approved the transfer.

[Berry suggested any new lighting installed at All Saints should be warmer and less harsh on the eyes.]

PLAQUE UPDATE

Chase presented the following proposed language for the plaque:

“This plaque honors the memory of the African Americans and people of color who were turned away from All Saints Church by its white parishioners during the Jim Crow era in Pasadena. Years before the laying of the church’s 1923 cornerstone, African Americans were not permitted to worship at All Saints Church. In response to this exclusion, eight courageous African American women gathered in their homes over several years to create a worship space of their own – founding what would become St. Barnabas Episcopal Church, a mile away in the northwest section of Pasadena. We acknowledge and repent of these racist actions, and we ask forgiveness from the descendants of those excluded. Today, as we commit to living out our mission that all are welcome, we recognize our past history so that such racist actions may never be repeated.”

There are two subcommittees for this project. The first, led by Chris Runco, is working on the physical infrastructure of the plaque. The second subcommittee is eliciting the participation of civic leaders and diocesan representation. Susan Russell and Connie Chung are working on this. The dedication of the plaque is set for February 22. Discussion followed.

It was moved by Martin, seconded by Thomas and with one abstention the Vestry approved the proposed language of the plaque.

BYLAWS

Change of Vestry Term Start/End Dates

Hughes explained the thought process behind the suggested Bylaws revision changing Vestry term start and end dates to coincide with the Parish Annual Meeting at which Vestry members are elected. The vestry did a second review of the proposed language.

ARTICLE II Vestry Members

Current language:

Section 1.1. The corporation shall have a Board of Directors (the “Vestry”) consisting of 20 dult vestry members, 2 youth vestry members and the Rector or Priest-in-Charge of the parish who shall be, without election, a member and Chair of the Vestry. The members of the Vestry, other than the Rector or Priest-in-Charge, shall be laypersons qualified to act as Vestry members in accordance with the provisions of the Diocesan Canons. Vestry members shall be elected by the vote of the voting members of the parish attending an annual meeting at which a quorum is present. *They shall take office at the first Vestry meeting in*

April in the year in which they are elected and shall hold office for the term of their election until their successors are elected and qualified.

Amend the last sentence of Section 1.1. (in *italics* above) to read:

Vestry members shall take office immediately upon the adjournment of the Annual Meeting at which they are elected and shall hold office for the term of their election until the adjournment of the annual meeting in the final year of their term.

Current language:

Section 1.2. At each annual meeting, adults *shall be elected to the Vestry for four-year terms*. The number of adult candidates each year shall be determined as those needed to maintain 20 adult members on the Vestry. Youth representatives shall be elected to the Vestry at the annual meeting each year as necessary to maintain 2 youth representatives on the Vestry. Terms of youth representatives shall *conclude in March of their senior year of high school*.

Amend Section 1.2. to read (changing sections in *italics* above):

At each annual meeting, the adult Vestry members shall be elected to terms of four years. The number of adult candidates each year shall be determined as those needed to maintain 20 adult members on the Vestry. Youth representatives shall be elected to the Vestry at the annual meeting each year as necessary to maintain 2 youth representatives on the Vestry. Terms of youth representatives shall begin immediately upon the adjournment of the annual meeting at which they are elected and shall conclude at the adjournment of the annual meeting of their senior year in high school.

It was moved by Thomas, seconded by Cruz Jackson and the vestry unanimously approved the Vestry term start/end date change to the Bylaws.

Change of Structure of Vestry Committees

Tony Jackson explained the purpose of this change to the Bylaws to define the committee structure, membership, and term length. The current Bylaws say that each standing committee should be comprised of not less than five members. The proposed change takes out the number requirement and says that the composition of each Vestry committee must include one member of the Vestry. The rector or priest-in-charge may want to appoint a three-person or two-person committee for a special task.

This is the first reading of the proposed changes. Members were given an opportunity for input. The second reading will be presented at the February meeting.

Bylaw Review Committee Discussion

Rich is developing a committee to do a complete review of the Bylaws. He is looking for people interested in serving on this committee.

PRIEST-IN-CHARGE REPORT

Rich first thanked the Finance and Budget Committees that have met many times over the past few months to finalize the budget. He thanked Sarah Nolan and team including Amanda McCormick, Marilyn Coffman and Nancy Naecker for the tremendous work on bringing in the 2026 pledges and finishing the 2025 pledges.

We have just come through a full week of commemorating the one year anniversary of the Eaton fire. He thanked Susan Russell and Thomas Diaz and the whole team for their work to help the parish navigate this milestone. We had 70 at the healing service and a Taize service that night. It was a hard but inspirational week.

Sacred Being wrapped up in December. Rich thanked Mark Chase and the team of Monique Thomas and Connie Chung for their leadership as part of the steering committee. Sacred Ground under the leadership of Susan Russell, Lori Kizzia and MaryAnn Ahart has completed its first class and is preparing to begin a second class in the spring. Work continues

There is a lot of good work that is happening. Rich also thanked Patrick Briggs, Maddie Gavel-Briggs and the many All Saints people who showed up on the streets.

WARDENS REPORTS

Hughes thanked Susan Russell for the coordination of the Eaton Fire Commemoration. He reminded Vestry about the Diocesan Evensong happening this evening and invited all to come.

Tony Jackson reported that there are many things being planned for this year so stay tuned.

LOOSE ENDS

- Tamblyn shared that Homeless Connect Day will be on February 9. There will be 20-30 exhibitors and around 100 unhoused people are expected to attend. Safe Haven just housed the 64th person. Once a month the unhoused community has access to ophthalmology care and free glasses, and the first free dental clinic will be offered in February.
- Keig appreciated the staff for their work to make a wonderful Christmas. It was amazing.
- Thomas appreciated the staff and where we are now. Amazing work has been done. She acknowledged Marilyn Coffman and Nancy Naecker for their amazing volunteering.

COMMENTS FROM GUESTS

Parishioners had an opportunity for open comment.

It was moved by Folz that the regular meeting adjourn and Vestry move into Executive Session. Martin seconded the motion which was unanimously approved. The regular meeting adjourned at 1:35 p.m. after a closing prayer by Susan Russell.

Respectfully submitted,
Kathy Onoye

Executive Session

APPROVAL OF 2026 BUDGET

The proposed 2026 budget was presented and discussed. Thomas moved that the budget be adopted. The motion was seconded by Rainer and approved with one abstention.

APPROVAL OF VESTRY SLATE

The candidates for Vestry the Nominating Committee will present for election at the annual meeting are Oscar Alcantara, Mehdi Emrani and Christy Stickney.

It was moved by Rainer, seconded by McCarrel, and the slate was affirmed with one abstention.

APPROVAL OF INCOMING WARDENS

Tony Jackson has been named Senior Warden for the 2026-2027 Vestry session, and Chris Folz has been nominated as Junior Warden.

It was moved by McCarrel and seconded by Keig, and the Vestry approved Chris Folz as Junior Warden with one abstention.

Vestry Committee Reports

January Meeting 2026

Addendum to January 11, 2026 Vestry Meeting Minutes

NO REPORT:

Finance (separate agenda item)

Giving (separate agenda item)

Pastoral Care

Peace & Justice

Personnel

BUILDINGS & GROUNDS

Submitted by Rachel Barker, Buildings & Grounds Committee

Meeting Minutes from Thursday, December 11, 2025 @ 6:30pm

Attendance: Phil Naecker, Erica Tamblyn, Ryan Wijesinghe, Jerry Higgins (new committee member),
Chris Runco, Verna Zamora

Opening Prayer: God Dwells in You *by Erica Tamblyn*

Minutes Approval: Meeting Minutes – Editable version is [here](#). Please review.

Review of New Technology/Organization

Committee review led by Phil of new platforms being used by ASC and our committee, including TEAMS where we're keeping documents to create ongoing historical file and MY ALL SAINTS, the home portal to all things All Saints Church accessible through <https://allsaints-pas.org/>

SAFE Parking Status

SAFE Parking project overview provided by Erica

State Security Grant Status

Security Grant overview provided by Phil and committee discussion regarding system capabilities and possibilities. Process will need to be phased over time.

Status of Door and Lock issues throughout campus

Both Verna and Rachel working on bringing in new contractors to move away from Access Doors. Additional potential vendors discussed. Depending on costs, some of this might be paid for from our recently approved State anti-hate crime grant. We'll need cost of the work to be approved by Vestry. Many doors need refinishing as well, which we're working to bring in contractors to bid on.

Update on Sanctuary Roof Repair

Roof repairs overview provided by Phil, including:

- Concrete repairs now complete in area around Chapel.
- New downspout hole cored. Need to repair old downspout hole.
- Inspection completed via photographs.
- Roof complete and slate re-installed on section over north face of gable over South Transept.

- Waiting for scaffolding contractor to install slate storage scaffold on top of Chapel, then will proceed to gable face over north side of chancel.
- Material layers of the existing roofing and securing of plywood down now completed

Scott Hall and the Print Shop/Corner Building

Lonnie has demolition cost estimates in hand and committee will review next month together.

Holy Rakers Update

Holy Rakers update provided by Chris, including use of allocated funds from Verna to start a drip system with a battery powered timer which will cover the whole flower and vegetable garden area. Repairs for the storage shed underway, including brainstorming ideas about the CYF kids creating a mural on the side. Development of irrigation plan is underway through meetings with Lonnie, Garden View, and Holy Rakers. Chris is also preparing to donate a cedar playhouse where the Jewish Preschool had something similar.

New Business

- Overview of recent water damage due to sump pump failure provided by Verna – the music office space and forum were affected. Flooring likely needs replacement. Proposals are being obtained for work needed which is anticipated to cost over \$10k. Insurance claim submitted and Verna is on standby for updates to keep B&G apprised. Deductible is 3% of the building value. Committee discussion regarding scope of repairs and risk mitigation.
- Discussion needed regarding the process of decision making around campus/with regards to facilities. B&G will add an agenda item for next month to discuss more.

MEETING ADJORNED

CHILDREN, YOUTH & FAMILIES

Submitted by Jonathan Berry, CYF Committee Chair

CYF Committee Highlights for December 2025:

- Advent I Service and wreath making on 11/30 was a hugely successful intergenerational experience with attendance greatly exceeding expectations!
- “White Elephant” Exchange during Youth Group on 12/17
- Cookies + Carols event in the Learning Center on 12/21
- Christmas Eve: 85+ people attending the cookie decorating in Sweetland Hall after the 3pm service and 30+ attending the Alumni “Cookie and Cocoa” after the 5pm service. 110 worship bags handed out. Yay!
- Acolyte Teams going above and beyond with a total of 13 services in December!
- Monthly Attendance Numbers:
 - Youth Group - 12/3: 19, 12/17: 21
 - Godly Play/Children’s Chapel - 12/7: 9, 12/14: 25, 12/21: 13, 12/28: 7
 - Childcare - 12/7: 8, 12/14: 8, 12/21: 4, 12/24: 1, 12/28: 3
- Updated job description for “Youth Associate” position with renewed search beginning in January.

COMMUNICATIONS

Submitted by Connie Chung, Communications Committee Chair

Short & sweet committee notes for December:

- 1) For ongoing projects, please see November's notes
- 2) Other ongoing discussions include:
 - a) Communications committee retreat in the spring (date TBD)
 - b) We're building a list of community organizations where we can regularly post/share events and hope to build a team of volunteers to do that
 - c) We're in discussion with Boston University's PR Lab to engage them in helping us with our social media presence (tentatively Feb-May 2026), TBC. Connie Chung has worked with them before, for another organization, so we hope this will be a successful pilot for ASC.
 - d) We're continuing to build out a training schedule for communications.

CONGREGATIONAL LIFE

Submitted by Nancy Naecker, Congregational Life Committee Chair

Welcome Ministry

- **Welcome Emails** were sent by front desk volunteer, Merrily Dunlap, to all those who submitted a welcome card/connect card in December.

Greeters

- **Newcomers Coffee** is on Jan 11 immediately following the 10am service. Thank you and Cindy Bishop, Greeter, for hosting.
- Jim Brunjes joined Team 1 as a new greeter.

Senior Saints

- The December 9 Christmas party was a huge success with 60 seniors attending for lunch, welcome from Tim Rich, Christmas caroling with Sarah Nolan, pianist Mina Choi, and a special visit from Santa Claus (Thomas Diaz). Non-perishable food items were collected and donated to the ASC Food Ministry.
- Thank you to the Senior Saints Leadership Team: John Bulbrook, Carolyn Ellis, Cecelia Flynn, Grace Galton, Marylouise Lau, Nancy Naecker and Frank Wells.

LGBTQ+ Ministry

- Thank you to the LGBTQ+ Leadership Team: Liz Burman-Supple, Kaia Duke, Hannah Earnshaw and Billie Rainer.

40's, 50's & Friends

- Holiday Potluck, Karaoke, and a White Elephant Gift Exchange was a great success on 12/28 from 12-3pm in Sweetland Hall.

Women's Community

- Women's Community Christmas Party was held on December 6 at a parishioner's home benefiting the Immigration Resource Center of San Gabriel Valley. Thanks to the leadership of Alice Balakyan and Kerin Cantwell.

Hispanic/Latino Ministry

- Virgen de Guadalupe Service on Dec 9 at 6pm followed by the Convivio at 7pm with pan dulce and Mexican hot chocolate was well attended and much enjoyed. Organized by Carlos Carrillo and Rosemary Muniz.

Becoming Beloved Community

- December 21 9am Presentation on Becoming Beloved Community with Mark Chase, Susan Russell, Monique Thomas, Connie Chung, MaryAnn Ahart and Ben Martin

Episcopal 101 – Winter 2026

- Episcopal 101: Discover the Heart of the Episcopal Tradition. Episcopal 101 is an engaging introduction to Episcopal identity, created for anyone seeking to understand our liturgy, history, values, and way of life.
- This class is ideal for: Newcomers who want to learn how the Episcopal Church prays, believes, and organizes its communal life, and lifelong Episcopalians hoping to deepen or refresh their understanding of the tradition with a progressive, accessible lens.
- January 18 – Feb 8 from 12 – 2pm in the Learning Center.

Faith Formation for January – 9am on Sundays

- Jan 4 | Spiritual Healing: A Conversation About Wholeness with Thomas Diaz
- Jan 11 | Science & Faith as Tools for Resilience & Recovery with **Dr. Lucy Jones in the Forum**
- Jan 18 | The Sermons of MKL with members of the Racial Justice & LGBTQ+ Ministries
- Jan 25 | Immigration and Allyship led by the Immigration Task Force in collaboration with the Immigration Resource Center

Leadership Support & Development

- Individualized (one-on-one) Training on the new ChMS (ChurchStaq) platform for Ministry Leaders continues and is led by Nancy Naecker, Amanda McCormick and Samantha Kramer.
- Small Group Facilitator Training is planned for January 25 from 12-1:30pm. Come to learn skills and techniques to be an effective small group facilitator. Become proficient in creating a nurturing and safe environment for each individual in the group.

The Way of Love

- As the Episcopal branch of the Jesus Movement, we follow the Way of Jesus. His way is the Way of Love, and that love has the power to change lives and change the world. The Way of Love is a way of life More than a program or a curriculum, it is an exploration of spiritual practices that you can incorporate into your life bring you into a closer relationship with God our Creator and with Jesus helping us to live lives modeled after his
- Starts on Sunday, Jan 11 at 12pm for 6 sessions of 2 hours each. Led by Dori Torrey.