

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

November 9, 2025

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

EXCUSED Greg Adams, Connie Chung, Tony Jackson, Lorynne Young, Kathy Onoye

ALSO PRESENT Karen Meier, Susan Russell

GUEST Terry Knowles

The meeting was called to order at 12:22 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 Meeting Minutes

It was moved by Keig, seconded by Andrade DuBransky, and the vestry unanimously approved the minutes of the October 5, 2025 meeting.

Approval of Committee Reports

It was moved by Berry, seconded by Pitzer, and the vestry unanimously approved accepting the committee reports on record.

Giving and Stewardship Campaign Report

Pitzer reported that the Giving Report was sent to the vestry ahead of the meeting. 2025 is close to coming in on budget. Pledges for 2026 have increased by \$100,000 at this point. New pledges are coming in and vestry was asked to make phone calls or write thank you notes before Thanksgiving. Rich spoke about Nolan and McCormick working so hard and good progress is being made.

Financial Report

Knowles reported that the September 2025 Financials show that income is on target and that there are significantly increased security costs related to Safe Haven. After a motion by Cavena and a second by Keig, the September 2025 Financials were accepted.

2026 Budget Committee

Knowles shared the current draft of the FY2026 budget, and Rich reminded the vestry to hold this information in confidence. The budget focuses on Mission, Program, and Growth. A next draft will be presented at the December Vestry meeting, with final approval requested at Vestry's January meeting. She articulated the primary assumptions on which this budget is based. While the FY2026 budget will have a deficit, it will be reduced to approximately one-third of the FY2024 deficit of \$1.1M.

FINANCE COMMITTEE UPDATE

Hughes shared that Tony Jackson will share the way to function for more effective use the committee structure. More information at the next meeting.

LAND REPARATION RECOMMENDATION

Hannah Earnshaw shared the land reparation report and recommendations. The report was submitted in 2024 after convening in 2021. It was comprehensive and commended by the vestry. Vestry was able to ask questions. The vestry recommended that ASC needs more parish education and it is bigger than a small committee can meet to make progress. Rich commended the work of Earnshaw.

STEPHANIE SPELLERS DEBRIEF

Rich shared that Stephanie Spellers met with the wardens, Sacred Being, Sacred Grounds, RJAB, members and advisory board, Advisory Board for Liturgy and Representation, Chase, Russell, Rich, and Weicheng Zhao and members of choir. An executive summary is coming. Vestry was given time for questions and comments and discuss future visits and her work.

VESTRY BYLAWS REVIEW AND DISCUSSION

Hughes presented a proposed revision to the Bylaws, changing the number of both adult and youth Vestry members. Additionally, the amendments change the language from "Board of Directors" or "Board" to "Vestry", a change that, when approved, would be made throughout the entirety of the Bylaws. Discussion and questions followed.

It was moved by Briggs, seconded by Keig and Folz, and the vestry unanimously approved the following Bylaw revision:

ARTICLE II.

Vestry Members

Section 1.1. The corporation shall have a Board of Directors (the "Vestry") consisting of 20 adult Vestry members, 2 youth representatives 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.

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 will be determined as those needed to maintain 20 adult members on the Vestry. Terms of youth representatives shall conclude in March of their senior year of high school. Youth representatives shall be elected to the Vestry at the annual meeting as necessary to maintain 2 youth representatives on the Vestry.

SACRED GROUND

Russell reported that Sacred Ground just completed its first cohort. We had 11 sessions beginning with 92 people, with 84 people completing the course. Co-leaders were MaryAnn Ahart and Lori Kizzia. The mini retreat led by Stephanie Spellers had 50 participants. The follow-up survey indicated that people found the course worthwhile and would recommend it to others. Registration for the next cohort opens on MLK Sunday, with sessions beginning during Lent and ending in July. There are 42 people who have indicated interest. Kizzia and Ahart were commended for their work. It was expressed that vestry members should lead by example and attend the training. Positive survey input should be shared through social media. Staff training is also needed.

DIOCESAN CONVENTION REPORT

Russell shared that she and Diaz did a forum on the convention that can be viewed on YouTube. Antonio Gallardo was elected the eighth Bishop of the Diocese of Los Angeles. He is an alum of All Saints and a gay Latino man. The consecration will be here at All Saints on July 11. Thomas Diaz was elected Lay 2 delegate to General Convention. Sarah Nolan was elected to Corporation of the Diocese as a lay delegate and Francisco Garcia was elected as a clergy member. The diocese also passed two resolutions regarding sacred resistance. They include a stance against both the kidnapping of our neighbors by ICE and work targeting transgender youth. The keynote by Dr. Jeff Baker was brilliant. Russell will share the link.

Rich commended the members of All Saints who have leadership roles at the diocese. Wendy Edwards and Risë Worthy Deamer are on the Diocesan Commission on Ministry. Terry Knowles is on the Steering Committee. Thomas Diaz and Sarah Nolan are now elected to diocesan work. All Saints is part of the greater whole.

PRIEST-IN-CHARGE REPORT

Rich reported that he is beginning to research and talk with people about the full-time clergy position. He has also talked with Canon for Transition Ministries to research who is out there and who might be a fit. The position will be contracted for two years to give the new rector some choice in staffing. Rich spoke of the process for selection and the needs that he sees in the portfolio.

WARDEN REPORTS

Neither warden had a report at this time.

LOOSE ENDS

- Rich commended the weekend with Dia de los Muertos. It was spectacular with music, food and dance. Thanks to Carlos, Oscar and Rosemary. It was a great time for our renewal.
- Erica Tamblyn updated the vestry on the current issues with Safe Parking. It was approved by the Police Department, the Planning Department and the Zoning Commission. Residents of Maryland House have been opposed so it is going to the City Council on November 17. She asked vestry members to attend the meeting in support of the program. Rich thanked Erica for her work.
- Rich reported that the B’Nai Simcha preschool is scheduled to move at the end of November. There is wear and tear on the Learning Center.
- The vestry videoed congratulations to Antonio Gallardo.

It was moved by Keig and seconded by Diehl to adjourn the regular meeting at 2:13 p.m.

A closing prayer was offered by Monique Thomas

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports (Updated)

November Meeting 2025

Addendum to November 9, 2025 Vestry Meeting Minutes

NO REPORT:

Finance (separate agenda item)

Giving (separate agenda item)

Pastoral Care

Personnel

BUILDINGS & GROUNDS

Submitted by Mark Moreno, Buildings & Grounds Committee

Over the past month, we've been working to organize our digital systems and align our committee's documentation with the All Saints IT infrastructure. A new shared folder framework has been created to make our collective work more accessible and transparent — covering everything from current projects and maintenance logs to historic archives and campus infrastructure items such as doors, lighting, and security systems. This structure will ensure continuity as volunteers transition and new members join the committee.

We've also begun developing a Door and Architectural Hardware Schedule (and for the framework for an RFP for Consulting Services, if necessary), as part of a broader effort to inventory, assess, and plan for the campus-wide lifecycle of door and access systems. This will help standardize hardware specifications, improve ADA compliance, and support long-term campus security and maintenance planning.

In collaboration with ASC IT, we're transitioning this shared structure into the church-wide Microsoft Drive environment, so it can be fully supported and accessible to all authorized committees and staff.

Looking ahead, we'll continue focusing on:

- Cataloging and digitizing existing facility records;
- Supporting the Scott Hall and Print Shop redevelopment planning;
- Establishing a clear workflow for maintenance, safety, and capital improvements; and
- Coordinating with other ministries for project scheduling and communication.

Finally, I want to thank everyone on the committee for their dedication and teamwork. The amount of institutional knowledge and care for this campus is extraordinary, and these steps will make sure that work is better supported and more sustainable over time. Thanks.

CHILDREN, YOUTH & FAMILIES

Submitted by Jonathan Berry, CYF Committee Chair

CYF Committee Highlights for October 2025:

- CYF welcomed Youth Associate Willa Caspole. We are thrilled to have her on staff!
- On 10/18 the 2025-2026 Seekers had a retreat on campus and attended the “No Kings” rally together. They were commissioned in the 10 am service on Sunday the 19th.
- CYF hosted a “Walking In Love” event at SPAT in South Pasadena on 10/19 where families had a wonderful time of fellowship, food, messy art and heard from Sarah Nolan about the importance of supporting All Saints Church financially.
- The annual “Stranger Things” themed Youth group was a huge hit on 10/29!
- Beautiful inter-ministry collaboration with Middle East & Labyrinth Ministries, Racial Justice Ministry and Hospitality/LGBTQ+ Ministries providing Wednesday night youth dinners in October.
- Youth Group Attendance - 10/01: 10, 10/8: 16, 10/15: 13, 10/29: 29
- Child Care Attendance - 10/5: 10, 10/12: 6, 10/19: 8, 10/26: 5
- Godly Play Attendance: 10/5: 14, 10/12: 7, 10/19: 12, 10/26: 15

COMMUNICATIONS

Submitted by Connie Chung, Communications Committee Chair

The Communications Committee met on Monday, Oct 6. Our next meeting will be Monday, Nov. 17.

Many thanks to Keith Holeman, Susan Russell, Jonathan Stoner, Sarah Nolan, and other staff for pulling together an All Saints representation/outreach at the October 16th event in front of city hall.

The communications committee is working on the following projects:

- 1) We’ve started to update our Yelp/ Google/ Wikipedia entries – Susan Russell will convene a small group to continue this work
- 2) We will look at our Instagram page with our youth members to propose content/ structure, and will also work on internal communications about/for CYF, partnering with that committee – Anna Proulx, Abby Austin, Willow Baughman, and Luca DiMassa will lead this effort, working with Keith Holeman
- 3) We will be conducting a communications basics workshop on Sunday Nov 16, 12-2pm for interested ministry leaders and congregants; this workshop will focus on flyer creation with the encouragement to advertise/ share in community spaces; a subsequent workshop (tentatively Jan) will focus on video/film creation and editing – Keith Holeman and Connie Chung are collaborating on this effort
- 4) We are exploring possible partnerships with the Episcopal Communicators and looking to find interns from universities who might support us in communications (e.g.social media campaign) and outreach (directed outward).

Communications Committee Members: Abby Austin, Anna Proulx, Ben Martin, Billie Rainer, Connie Chung (chair), Luca DiMassa, Lynndi Scott, Maddie Gavel-Briggs, Mark Moreno, Susan Russell (staff), Willow Baughman.

CONGREGATIONAL LIFE

Submitted by Nancy Naecker, Congregational Life Chair

Welcome Ministry

- **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.

Greeters

- **Newcomers Coffee** on Nov 2 had two new folks attend in the chapel. Thank you to Thomas Diaz, staff and Cindy Bishop, Greeter, for hosting the Newcomers Coffee. The next Newcomers Coffee is Dec 7 in the Chapel.

Senior Saints

- The October 2 lunch gathering featured Political Science UC Riverside Lecturer Parkes Riley speaking on India and Pakistan: Thoughts on Mahatma Gandhi's Birthday.
- 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

- All Saints Halloween Bash and Dance Party was well attended on October 31, sponsored by the LGBTQ+ Ministry.
- LGBTQ+ Ministry's Film Screening of Alice Júnior is schedule for Friday, Nov 14 at 6:45pm in the Guild Room. All are welcome.
- LGBTG+ Friendsgiving Potluck on Saturday, Nov 15 at 5pm in Sweetland Hall. Join the LGBTQ+ Ministry and the wider All Saints family for a Friendsgiving Potluck. Bring a dish to share with old and new friends!
- Transgender Day of Remembrance on Sunday, Nov 23 at 5pm in the Church.
- Thank you to the LGBTQ+ Leadership Team: Liz Burman-Supple, Kaia Duke, Hannah Earnshaw and Billie Rainer.

40's, 50's & Friends

- Step Back in Time: Fenyes Mansion Tour TBD in November

Women's Community

- Women's Community Christmas Party is planned for December 6 at a parishioner's home benefiting the Immigration Resource Center of San Gabriel Valley.
- Women's Community new ministry leaders are Kerin Cantwell and Alice Baklayan.

Hispanic/Latino Ministry

- Nov 1 – marked Día de los Muertos with a festive and colorful celebration at 5pm with local artists and musicians exhibited in the Guild Room and a special blessing for victims of the Eaton Fire.
- Nov 2 – Día de los Muertos Art & Culture Workshop was held at 11:30am led by Oscar Alcántara discussing customs such as ofrendas and beliefs centered around the Day of the Dead. The work of local artists and musicians were exhibited.

Getting Connected Class

- 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 from Sept 29 – Oct 26.
- Welcome Ceremony, Nov 9: 28 participants will be welcomed to All Saints at the 10am service.
- Welcome Reception, Nov 9: lunch and reception with participants and ministry leaders in the Learning Center. This is an opportunity for GCC participants to learn about the many grounds and volunteer opportunities at All Saints.
- Small Group Facilitators: Jenny Berman, Billie Rainer, Gabriel Ryder, Grace Jeffries, Yvette Chappel, Li Mei and Thomas Diaz.

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 in 10 small groups completed the Sacred Ground program and met with Stephanie Spellers.
 - 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
 - Provides an opportunity for people of color to come together to find a pathway of liberation from internalized racial oppression under the direction of Mark Chase.

Faith Formation for November – 9am on Sundays

- Nov 2 – *Requiem as Prayer* with Jeannie Cobb
- Nov 9 – *Looking Forward Together – Insights from the Diocesan Convention* with Susan Russell and Thomas Diaz.
- Nov 16 – TDOR with the LGBTQ+ Ministry Team
- Nov 23 – *A Beautiful Year – Meditations on Faith, Wisdom & Perseverance* with Diana Butler Bass in Forum
- Nov 30 – *Advent 1 The Irrational Season* with Susan Russell

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.
- Nov 16 – Communications Workshop for Ministry Leaders led by Keith Holeman and Connie Chung in the Learning Center at 12pm following the 10am service.

Small Groups

- Artist Guild: new facilitators are Troy Wise and Dori Torrey.
- An alumni small group is forming organically out of the Fall Getting Connected Class.

PEACE & JUSTICE

Submitted by Lorynne Young, Peace & Justice Committee Chair

EDEN Ministry

Meeting was held 10/12/25.

The final dates for the two EDEN camping trips were announced: 4/8-10/26 at Joshua Tree National Park and 7/9-12/26 at Summerdale Campground near Yosemite National Park. Everyone was urged to volunteer or attend the Repair Café in Arcadia on 10/25.

The new Church system for requesting the Earth Day celebration at All Saints on 4/19/26 was discussed. Other subjects of discussion included: the No Kings protest on 4/18, approval by the Pasadena City Council of the four “Greenways”, the Eco-Breakfast on 11/5, the new Optimized Strategic Plan by Pasadena Water and Power and its analysis by Pasadena 100, and the upcoming requirements by Cal Fire for increasing residential fire resistance (especially in the five foot “ember resistant zone”).

Foster Care Project

October 2nd FCP held a workshop on Information regarding Resource Parenting {foster/adopt} at All Saints. This was a joint venture with the agency Raise a Child. This was very successful with almost all who attended following up for more information.

October 11th the first Coach Monitoring session was held with the second one being on the 18th October 26th and November 7th FCP will have a table on the lawn and will be collecting grocery gift cards for needy foster families to purchase food for Thanksgiving.

Interfaith Study Group

The Interfaith Study Group convened an event on October 12th, 2025, at All Saints Church-Pasadena featuring Rev. Katerina Gia, the Pastor of the Pasadena Mennonite Church who introduced us to the Mennonite Faith in a program titled “The Mennonites; Radical Reformers, Resisters and Refugees”. Her presentation covered the history of their faith, its practices, beliefs, experiences as refugees and faith in action. Our event brought together more than forty participants from a diverse range of faith backgrounds. Attendees were highly engaged and attentive throughout the evening and provided an abundance of insightful questions during our question-and-answer session after our potluck dinner. Clearly the pleasure on the faces of the audience and the speaker was a clear sign that everyone was pleased by the content and delivery of the presentation.

This satisfying event benefited from our advertisements in Temples, Mosques and Churches providing us with a well-balanced audience from each faith community. Getting the word out announcing our events is critical to our success in building kinship among our many faith traditions. Thank all of you for your help as we struggle through the new way of developing and promoting our events

Our next Interfaith event will be on Nov. 9th at All Saints Church and will feature Sarah Nolan who will present “Humanity, Faith, and the Rise of Artificial Intelligence”. Similar to our October event, our meeting will begin at 4 and end at 6:30pm. See attached flyer.

Middle East Ministries

- Pasadena 4 Palestine Monday Vigil—Weekly presence at City Council to request divestment of the Fire/ Police Retirement System (FPRS) from war profiteers, including

Chevron, Caterpillar, & Boeing. Every Monday 5-7 pm (on the street from 5 – 5:45; in City Council chambers from 6-7pm) We will also meet with the FPRS on Wednesday, October 15 to make our case (months of advocacy finally got our group on their agenda). Continuing to ask the City Council to agendize a broad divestment resolution.

- Sun. September 21: Celebration of Ministries Sunday. MEM participated, answering questions, adding some names to our email list, handing out fliers and brochures, talking about our ministry. Tasty Jordan almonds and mahmoul (date cookies) added to the occasion!
- Wed. October. 8: Youth Dinner with the MEM and Labyrinth Ministry. We served an amazing meal with help from Sitto's Kitchen, a Gazan grandmother who does catering to support family still in Gaza. Rave reviews! We spoke during dinner about the MEM and Nidal, her son, spoke about their migrant's journey.

Upcoming Events

November 11- 21: FOSNA Witness Trip to Palestine led by Randy and Rev. Joe Roos. For more info, contact Randy ASAP at rheynlamb@gmail.com OR Fosna.LAOC@gmail.com About 14 people so far have committed to the trip.

Sun. December 7: Alternative Christmas Market--our ministry will again be selling olive oil and Palestinian goods and raising funds for an NGO. (We are selling olive oil, za'atar, olive oil soap and keffiyehs now—if you need any of those, please contact us at ZatounLA@gmail.com.) See you all on December 7!

Tuesday, February 10 or Thursday, Feb. 12, 2026: Bright Stars of Bethlehem at All Saints with Rev. Dr. Mitri Raheb, founder of Dar Al Kalima University, College of Arts and Culture in Bethlehem, Palestine. More info to follow.

We are looking to partner with the diocese of L.A. to raise funds for St. Luke's Hospital in Nablus, Palestine, part of the healing ministry of the Episcopal Diocese of Jerusalem. We hope to hold an event in conjunction with the Women's Community at ASC (and possibly with some other ministries) as well. There will be events to fundraise in different areas of our diocese such as the Inland Empire, Santa Barbara and the O.C., as well as through an appeal to the entire diocese.

Racial Justice Ministry Report

Together with the AAPI Ministry, on September 27, we *screened* *The Evolution of Grace Lee Boggs*, a leader for labor, civil rights, feminism, Asian Americans, and the 'Black Power' movement. A panel discussion followed the film.

On Saturday, Oct. 11, St. Barnabas invited the Racial Justice Ministry to join them in visiting the California African American Museum's exhibit *Ode to 'Dena*, which highlights Black artists with roots in Altadena or whose work is about Altadena. It was the same day as a Sacred Ground event, so we had a small group in attendance, but it was a meaningful experience for those who attended. Others attended the exhibit on their own at other times.

Many in the Racial Justice Ministry have participated in the Sacred Ground small groups, and many others are part of Sacred Being. It has been a valuable experience to learn about systemic racism in our country through the small group structure, weekly homework, and reflective work.

We are planning a film screening of *All the Walls Came Down*, a film about the Eaton fire and its impact on the Altadena community. A possible date is Nov. 16, but that is not finalized yet.