

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

February 1, 2026

PRESENT Jonathan Berry, Patrick Briggs, Connie Chung, 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, Gloria Pitzer, Billie Rainer, Andie Reid, Tim Rich, Erica Tamblyn, Monique Thomas, Lorynne Young

EXCUSED Greg Adams, Blaine Cavena, Cress Diehl

ALSO PRESENT Karen Meier, Mark Chase, Susan Russell, Kathy Onoye

GUEST: Terry Knowles

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

DiMassa acknowledged All Saints' use of Tongva land and led the vestry in reading the Mission Statement aloud together.

Hughes welcomed the visitors.

BUSINESS ITEMS

Approval of January 11, 2026 Minutes

During discussion, Briggs added to the minutes that Berry suggested All Saints invest in warm lighting. It was moved by Keig, seconded by McCarrel, and the vestry unanimously approved the minutes of the January 11, 2026 meeting with that change.

Approval of the Committee Reports

Keig asked about prospective work from Buildings & Grounds on demolition of buildings. Rich shared that the committee is exploring costs. Keig also thanked Safe Haven and Erica Tamblyn for providing the youth dinner. Berry asked about attendance on Sunday.

After discussion it was moved by Tony Jackson, seconded by Berry, and the vestry unanimously approved accepting the committee reports on record.

Giving Report

Pitzer reported that December was amazing. 2025 pledge payments received as of January 28 total \$2,650,439 of the \$2,703,731 that was pledged for 2025. The \$52,292 in outstanding payments is about a 2% non-fulfillment rate, which is very good.

2026 pledges to date total \$2,746,350 from 502 households. 36% of these pledges include an increase \$299,674 of the pledge amount is additional giving. Assuming no major significant decreases or non-pledges, the campaign is on track to reach \$2.9M in pledges for 2026.

The Giving Department hosted a celebration on January 18 to thank the Walk in Love Pledge Campaign volunteers. Gratitude was expressed for everyone involved: campaign co-chairs, calling facilitators, callers, witnesses, committee members and more. A retrospective analysis of this year's campaign will be done in the coming months by the pledge committee and others, and planning will begin soon for the upcoming fall campaign.

It was moved by Folz, seconded by Keig, and the vestry unanimously approved putting the report on file.

Finance Report.

Knowles recognized the exceptional and committed work of two groups:

First, Tim Rich and the staff undertook an entirely new process of budgeting and financial monitoring in 2025, and the Finance Committee is so grateful for their willingness to jump into the deep end, learning on the run and accomplishing so much. These efforts made an enormous difference.

Secondly, Ben Martin, Monique Thomas, Sarah Nolan, and the entire Giving team were extraordinary. A primary reason the 2026 Campaign has been so successful is that the leaders had a vision for what was possible and acted on that, and the response was tremendous.

Also, through its generosity, the congregation is demonstrating its increasing trust, as well as its belief in All Saints' mission and this community's future.

FY2025 Year-End Results (unaudited)

- As always, Erin's Notes & Highlights tell the story.
- The budgeted deficit for FY2025 was \$523K, slightly less than half of the prior year's deficit.
- The actual – although unaudited – deficit will be \$271K, approximately \$250K better than budget. While it is strange to celebrate a deficit, this is huge and very encouraging as we continue our season of moderation, moving toward financial sustainability.
- As Erin points out in the notes, the better-than-budget net operating loss is generated almost entirely from higher than anticipated income.
- Actual expenses were 0.2% over budget: \$8900. For a budget this size, that is essentially right on the mark, and a sign of good budgeting and good financial management.

This news will be shared with the congregation at the February 22 Annual Meeting. Rich commended the staff and Erin Sacco Pineda. It was moved by Thomas, seconded by Andrade DuBransky and the vestry unanimously accepted the December 31, 2025, financial report.

Clergy Housing Allowance

Meier briefly explained the background of the tax requirement for approving clergy housing allowances. She then read the following into the record:

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

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

Resolved, that of the total compensation paid for calendar year 2026, the following amounts are hereby designated to be a housing allowance pursuant to Section 107 of the Internal Revenue Code:

- 1) Timothy Rich -- \$30,000 per year*
- 2) Mark Chase -- \$55,000 per year*
- 3) Jonathan Stoner -- \$46,332 per year; and it is further*

Resolved, that the designated amounts as housing allowances shall apply to calendar year 2026 and all future years unless otherwise provided.

It was moved by McCarrel, seconded by Keig and the vestry unanimously approved the above clergy housing resolution.

PLAQUE PROGRESS

Chase shared the background of Telling the Whole Story and the plaque. He presented a model of the plaque made by Chris Runco and Mark Moreno. The hope is to mount it at the cornerstone of the church at the end of Black History Month. Chase acknowledged the committee, including Lynndi Scott, Mary Bucci Bush, Bill Gould, Steve Williams, Mark Moreno, Chris Runco, Clara Hill-Williams, Al Hughes, Alma Stokes, Bonnie Rice, Carol Lundberg, and Gloria Antall. He thanked the vestry and Tim Rich for their support.

Briggs moved that the plaque be placed on the cornerstone above the existing cornerstone of the church. Rainer seconded the motion and it was approved unanimously. Rich thanked Chase for his work.

DIOCESAN CONVENTION DELEGATES

Russell explained the process for selecting delegates. Rich then asked for a motion. Pitzer moved, Folz seconded and the vestry unanimously approved the following slate of delegates and alternates to be presented for election at the annual meeting: delegates Oscar Alcantara, Connie Chung, Tony Jackson, Cathy Keig, Dan McCarrel and Lorynne Young; and alternates Matt Berkley, Thomas Diaz, Maddie Gavel-Briggs, Ben Martin and Sarah Nolan. Rich thanked Russell and the slate for agreeing to serve at convention.

STEPHANIE SPELLERS VISIT

Rich shared that he spoke with Spellers about her upcoming visit and the work to be done while she is here. She produced an executive summary following her first visit which Rich will share with the vestry. She will meet with the vestry on Saturday, February 28. She will meet with graduates of Sacred Being and Sacred Ground together, and she also plans to meet with some members of the choir that she met on her first visit. Her first visit was about surveying and listening. This visit is aimed at deepening and building capacity. She will be here one more time, in May.

Rich asked the vestry to consider how we continue the work of Becoming Beloved Community, which will be led by Tony Jackson and Susan Russell (whose new title is Associate, Becoming Beloved Community). Jackson and Russell each described their work. The goal will be to build a culture of belonging. Monique Thomas and Connie Chung described the work of Beloved Community Circles. Discussion followed.

SAFE PARKING PROJECT PROGRESS

Tamblyn reported that the Pasadena City Council has agreed to revisit approval of the Safe Parking Project on February 23 or March 2. The mayor is trying to change the location from All Saints to city-owned property.

Tamblyn announced that the Memorial for the Unhoused will be on February 23. Dinner will be served after the service. Tamblyn and Bruce Babcock will pay for the dinner, and all donations to mitigate the cost are appreciated. Rich commended Erica Tamblyn for her endless work on behalf of the unhoused.

PRIEST-IN-CHARGE REPORT

Rich shared that last Monday All Saints hosted immigration defense training for guidance on responding to ICE encounters in their neighborhoods. It was organized by Grupo Auto Defensa with help from Mark Chase and Patrick Briggs. Word was sent out and instead of the expected 100 people, 800 showed up for the training.

Thomas Diaz organized a memorial for Abby Loeb which took place last Saturday. It was a wonderfully moving service and a very safe place for trans people. 200 attended.

Jonathan Stoner is on board and meeting with leaders in his areas of responsibility. He is ready and willing to step in where needed.

In these times it is important to do a deep dive into campus security, and Rich has appointed a committee to assess All Saints' security risks.

WARDEN REPORTS

Jackson commended working and learning from Al Hughes who has been an amazing Senior Warden and the right person at the right time.

Jackson will be sending out vestry committee assignments, which will be finalized in the next month. We are not having a second reading of the bylaws now. Cathy Keig is doing a broad look at the bylaws. The process must go through the standing committee of the Diocese. Knowles has been investigating the process and will see the work that has already been done will get to the diocese for approval.

Hughes thanked the vestry for their work and support. He acknowledged the outgoing vestry members including Bill Gould, Erica Tamblyn, Lorynne Young, Andie Reid, Dan McCarrel and Cruz Jackson. He expressed thanks to Karen Meier and Terry Knowles for our financial transparency. The Beloved Community is coming to life. He encouraged the vestry to sign up for a group as part of leadership. He thanked them all.

APPRECIATION OF RETIRING MEMBERS

Rich thanked the retiring vestry for their work. He gave special thanks to retiring Senior Warden Al Hughes for calling forth the best in all of us.

The retiring vestry members were given time to share their thoughts and appreciations.

LOOSE ENDS

- Folz shared that vestry orientation training will be on March 22.
- Folz reminded the vestry that there is cake after the meeting to celebrate the retiring members.

COMMUNICATION BACK TO THE PARISH

- The plaque is ready, and the vestry approved the wording and placement.
- Tamblyn will communicate the time of the city council meeting. Please come.

COMMENTS FROM VISITORS

Parishioners had an opportunity for open comment.

It was moved by Keig, seconded by McCarrel, and the vestry unanimously approved adjourning the meeting at 1:48 p.m. A closing prayer was offered by Tim Rich.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

February Meeting 2026

Addendum to February 1, 2026, Vestry Meeting Minutes

NO REPORT:

Finance (separate agenda item)

Giving (separate agenda item)

Personnel

BUILDINGS & GROUNDS

Submitted by Rachel Barker, B&G Committee

Meeting date: Thursday, January 8, 2026 at 6:30pm via Zoom

- ... Opening Prayer – God Dwells in You
- ... December 2025 Minutes Approval
- ... SAFE Parking Status
 - o Erica to give us update on the status
- ... State Security Grant Status
 - o This is the grant to harden ASC against hate crimes. We are now waiting on some approval paperwork.
- ... Status of Door and Lock issues throughout campus
 - o Rachel and Verna getting additional contractors out to bid repairs and refinishing needed
 - o Door schedule being developed for the existing doors
 - o Depending on costs, some of this might be paid for from our recently approved State anti-hate crime grant. We'll need a cost of the work to be approved by Vestry.
- ... Update on Sanctuary Roof Repair
 - o Concrete repairs are now complete in the area around Chapel.
 - o New downspout hole cored. Need to repair old downspout hole.
 - o Inspection completed via photographs.
 - o Roof complete and slate re---installed on section over north face of gable over South Transept.
 - o Waiting for scaffolding contractor to install slate storage scaffold on top of Chapel, then will proceed to gable face over north side of chancel.
- ... Scott Hall and the Print Shop/Corner Building
 - o We have demolition cost estimates in hand. To be reviewed at next meeting.
- ... Holy Rakers update
 - o B&G Committee needs to build a plan for the irrigation repair.
- ... New Business
 - o Discussion regarding water intrusion in Forum & Choir Room. Verna working closely with the insurance claim and contractors to assess damages to provide written proposals for repairs. Proposals will be shared with B&G for additional discussion as needed to ensure all areas of attention are addressed.

Next meeting: Thursday, February 12, 2026, at 6:30pm via Zoom

CHILDREN, YOUTH & FAMILIES

Submitted by Jonathan Berry, CYF Committee Chair

CYF Committee Highlights for January 2026:

- The Youth Lounge in the Jr High room is open the 4th Sunday of each month before the 10 am service.
- The “Shrove Tuesday” pancake dinner is being planned for February 17th at 6pm with crafts, games and live music.
- The Seekers program continues
- Attendance for January
 - Childcare: 1/4: 6, 1/11: 10, 1/18: 9, 1/25: 12
 - Godly Play: 1/4: 10, 1/11: 11, 1/18: 10, 1/25: 9
 - Youth Group: 1/7: 16, 1/14: 12
- Youth dinners provided by:
 - 1/7 & 1/21: Families - Thank you!
 - 1/14: Safe Haven - Thank you!
 - 1/28: Coventry Choir - Thank you!
- The search for “Youth Associate” position continues

COMMUNICATIONS

Submitted by Connie Chung, Communications Committee Chair

Meeting Date: January 12, 2026

Present: Lynndi Scott, Billie Rainer, Luca DiMassa, Ben Martin, Maddie Gavel-Briggs, Keith Holeman (staff), Connie Chung (Chair), Willow Baughman

Excused: Mark Moreno, Anna Proulx, Abby Austin, Susan Russell (staff)

Updates on Ongoing Projects

1. Collaboration with Love & Faith Podcast

The communications committee supports the exploration of ideas for collaboration. Ben will meet with Thomas Diaz, Billie, and Jonah from the *Love & Faith* Podcast to explore ideas and assess what resonates. Thomas will share these ideas with the rest of the ASC staff for consideration.

2. ASC Podcasts

ASC currently has two podcasts: one focused on sharing sermons and a second podcast that has lapsed.

- Billie will explore options for revitalizing the lapsed podcast.
- Keith will gather and share listener data for the sermon podcast (currently ranging from approximately 20–1,000 listens per episode).
- The committee discussed potential alignment between Jonah’s *Love & Faith* podcast/series and ASC’s podcast offerings.
- Opportunities to feature ASC podcasts within forthcoming social media outputs will also be explored.

3. Pilot Collaboration with Boston University’s PR Lab

Susan and Connie applied in the fall and subsequently interviewed with one of the PR Lab co-presidents (who had previously visited and was familiar with ASC). ASC has been accepted as a client for the spring semester.

- PR Lab students will engage with ASC from February through the end of April.
- Scope of work includes activities such as developing a social media calendar and a campaign in March (e.g. #WomensHistoryMonth & #BuildingBelovedCommunity)
- The committee hopes this pilot will lead to a longer-term partnership with this award-winning, longest-running student-run PR organization in the country.

4. Capacity Building & Training

The committee plans to offer **four workshops** in 2026 (one per quarter). Proposed workshops include:

- **Communications 101:** Communications kit and introduction to creating flyers (*already completed*)
- **Communications 102:** Social media guidelines and best practices
- **Communications 103:** Photo and video creation and editing
- **Communications 104:** Introduction to writing a newsletter for ministry leaders

Keith and Connie will develop a proposed calendar and dates for each workshop, with committee members supporting instruction as appropriate.

Additional Initiatives

5. Communications Survey

A draft survey will be developed by Connie, Maddie, and Lynndi.

6. CYF Communications

Luca, Willow, Abby, and Anna will continue exploring options for CYF communications, including CYF's Instagram presence.

7. Event Promotion Channels

The committee will build a comprehensive list of in-person and online venues where ASC events can be promoted.

8. Mark is working on developing signage on campus that is welcoming for newcomers and visitors

9. Retreats

- **Retreat 1:** Committee-only retreat on **Monday, February 2, 2026**, focused on community building and updates on projects.
- **Retreat 2:** A larger retreat to be scheduled post-Easter.

Core Focus for the Committee in 2026

To make concrete the structures, policies, practices, and processes that enable All Saints Church Pasadena to consistently produce strong communications and share the good work and good news of our community with the wider world. This includes:

- Building clear structures, processes, and content to support effective communications
- Piloting partnerships with external organizations (e.g., BU PR Lab, Love & Faith)
- Developing a roster of organizations and platforms for sharing ASC events
- Cleaning up and ensuring consistency across ASC's existing online presence (e.g., social media accounts, Wikipedia)
- Articulating and refining communications policies and practices to increase clarity and consistency
- Equipping ministry leaders and community members with foundational communications skills
- Remaining open to new opportunities and directions as guided by the Spirit

CONGREGATIONAL LIFE

Submitted by Nancy Naecker, Congregational Life Committee Chair

Welcome Ministry

- Welcome/Connect Cards received for December 2025 + January 2026: **33**
- Interests checked:
 - AAPI: 1
 - CYF: 6
 - CYF Choirs: 3
 - Latino/Hispanic Ministry: 0
 - LGBTQ+: 8
 - Music: 9
 - Pastoral Care: 2
 - Peace & Justice: 10
 - Senior Saints: 0
 - Spiritual Formation: 4
 - Small Groups: 8
 - 20/30's: 8
 - 40's, 50's & Friends: 5
 - Women's Community: 15
 - Volunteering: 12
- **Welcome Emails** were sent by Front Desk Volunteer – Merrily Dunlap to all those who filled out a connect card/welcome card. All the folks who filled out a Connect Card were added to the groups they indicated interest in.

Greeters

- **Newcomers Coffee** on Jan 11 after the 10am service had 4 attendees. Thank you and Cindy Bishop, Greeter, and Sarah Nolan for staffing the coffee.
- Next Newcomers Coffee is Feb 1 immediately following the 10am service in the Chapel.

Senior Saints

- The Jan 9 Senior Saints gathering featured photographer and parishioner, John Sullivan, retired chair of photography at the Huntington Library and Gardens with 40 Senior Saints attending.
- Next gathering is Feb 5 with Sarah Nolan speaking on Humanity, Faith and the Rise of AI.
- 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

- Racial Justice & LGBTQ+ Ministries Present: February Freedom Film Fridays, **Fridays in February 5:45–8:30 p.m., in the Learning Center.** Join the Racial Justice and LGBTQ+ Ministries on Fridays in February for screening of films that focus on the intersection of queer and racial liberation.
 - **Feb. 6: *My Name is Pauli Murray*** “a look at the life and ideas of Pauli Murray, a non-binary Black lawyer, activist, poet and Episcopal priest who influenced both Ruth Bader Ginsburg and Thurgood Marshall.”

- **Feb. 13: *Moonlight*** “a young African-American man grapples with his life as a Black homosexual man while experiencing the everyday struggles of childhood, adolescence, and burgeoning adulthood.”
- **Feb. 20: *Rustin*** “the story of charismatic gay civil rights activist Bayard Rustin, who overcame an onslaught of obstacles, and altered the course of American history by organizing the 1963 March on Washington.”
- **Feb. 27: *Origin*** “while grappling with tremendous personal tragedy, Pulitzer Prize winning journalist Isabel Wilkerson sets herself on a path of global investigation and discovery. Despite the colossal scope of her project, she finds beauty and bravery while crafting one of the defining American books of our time.”
- Thank you to the LGBTQ+ Leadership Team: Liz Burman-Supple, Kaia Duke, Hannah Earnshaw and Billie Rainer.

Becoming Beloved Community

- Sacred Ground: Spring 2026 Session launches on February 24 with both in-person and online options. This 11-part series is built around a powerful online curriculum with resources which include documentary films, articles, and book excerpts. Ministry leaders: Lori Kizzia and MaryAnn Ahart.

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.
- January 18 – Feb 8 from 12 – 2pm in the Learning Center with 45 attendees.
- Led by Thomas Diaz and Tim Rich

Faith Formation for January – 9am on Sundays

- Feb 1 | Diana Butler Bass
- Feb 8 | TBD
- Feb 15 | Lent with Susan Russell
- Feb 22 | Parish Wide Lenten Study, Thomas Diaz to launch

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 January 25 from 12-1:30pm was a success with 14 attendees (including Getting Connected Class facilitators and Sacred Ground facilitators).

The Way of Love

- Started on Sunday, Jan 11 at 12pm and will continue for 6 sessions of 2 hours each with 9 participants. Led by the Rev. Dori Torrey.

Small Groups

- Fiction Fun! Reads *The Heaven and Earth Grocery Store* by James McBride, Friday, January 23, in the Guild Room, 6:30 p.m. Early conversations; 7:00-8:30 p.m. Book discussion.

Super Bowl Watch Party 2026

- Sunday, February 8, 3:00 p.m., in the Learning Center. Friends and Football lovers are welcome to the 2026 Super Bowl party at All Saints Church.

Lenten Groups

- **Parish-wide Lenten Study:** *Scarred by the Struggle, Transformed by Hope* by Joan D Chittister
 - 9:00am Education Hour:
 - Feb 22 – Thomas Diaz
 - March 8 – Jonathan Stoner
 - March 22 – Susan Russell
 - March 29 – Tim Rich
 - Small Groups – Feb 22 to March 23
 - Tuesdays, 7:00 – 8:30pm with Tim Rich, Learning Center
 - Wednesdays, 10:00 – 11:30am with Wendy Edwards, Guild Room
 - Wednesdays, 12:00 – 1:30pm on Zoom with Susan Russell
 - Thursdays, 12:00 – 1:30pm with Jonathan Stoner, Learning Center
- **Lenten Small Groups**
 - *Holy Solitude*, Tuesdays, Feb 24 – Mar 24, 7:00 – 8:30pm in OCC Conference Room. Reflections with saints, hermits, prophets and spiritual rebels.
 - Telling the Whole Story: The Land We Are On, Mondays Feb 24 - Mar 24 6:00 – 7:30pm in Sr High Room. Reading and reflecting on the history of the land we use and our role in that history.
 - Courageous Justice: 6 week journey centered on the The Justice of Jesus by Joash P. Thomas.
 - Statecraft as Soulcraft: A Socratic Journey: Thursdays on Zoom. Centered on the readings from Plato's *Republic*.

PEACE & JUSTICE

Submitted by Lorynne Young, Peace & Justice Committee Chair

Alternative Christmas Market

It was a banner year for ACM with the return of Thistle Farms and Homeboy as vendors. Preliminary figures show a record of 22 vendors and total sales of \$35,873! A more detailed report will be available soon.

Committee to End Gun Violence

The 13th National Vigil for All Victims of Gun Violence took place in the second week of December, as people across the country remembered the 1.3 million Americans killed or injured by gun violence since the tragedy at Sandy Hook Elementary School in Newtown, Connecticut on December 14, 2012, while other events took place across the country, also aiming to honor the victims and survivors, provide support to impacted families and communities, and demand legislative and cultural changes to end gun violence.

The CTEGV tabled on the lawn on Dec. 14, speaking with interested parishioners about what the CTEGV does, what's going on in the wider world relating to guns, gun violence and gun safety, and signing parishioners up to receive the CTEGV's occasional email communications with our constantly growing mailing list.

EDEN Ministry

Meetings were held 12/7/25 and 1/4/26

The 4/19/26 date for Earth Day was approved by the Church. Reports were presented on: Pasadena 100's progress on PWP's Optimized Strategic Plan, the two stormwater retention projects in the City of Pasadena and the new monthly Episcopal Creation Care Complines on first Mondays on the Internet.

All Saints hosted the Diocesan Climate Evensong on Jan. 11 at 5 pm. Noted seismologist Lucy Jones spoke that morning as part of our Faith and Formation series.

The two EDEN car camps are now scheduled for 4/8,9 at Jumbo Rocks Campground in Joshua Tree NP and 7/10-14 at Summerdale Campground just south of Yosemite NP.

Immigration Task Force

It was a packed house for the Educational Forum on Current Immigration Policy and Ice Issues on Jan. 25. The event was co-sponsored by our Latino/Hispanic Ministry and featured Jonathan Fung, director of legal services and staff attorney at the Immigration Resources Center of San Gabriel Valley.

Interfaith Study Group

As we began another year, the Interfaith Study Group reflected on its origins in 2007 and its founder, Elizabeth (Betsy) Perry, Ph.D. Betsy was a Professor of History at Occidental College and the author of six books on Early Modern Spain. She took particular interest in uncovering and interpreting the histories of women, the poor, and other marginalized people, and she completed her doctoral thesis in Seville, Spain. Through her studies, she discovered a history of Muslims and Jewish people living in harmony and cooperation before the Inquisition, and she sought opportunities for those communities to rediscover one another in the present day.

In pursuit of this vision, Betsy convinced the Reverend Ed Bacon, Rector of All Saints Church, Pasadena, to allow her to organize an Interfaith Study Group—one that would provide space and encouragement for Christians, Jews, and Muslims to learn about one another's faiths, rediscover ways of living in harmony, and build genuine kinship. Sadly Betsy passed away this year, but her dream lives on.

Just before Christmas, we were introduced to Mariam Saada Ph.D. through her husband, Levent Akbarut. We were delighted to learn that Dr. Saada recently produced *Ojalá Supieras* (I Wish You Knew). The film brings to life her 22 years of research into Muslim and Jewish communities that once lived together in harmony, before being forced to convert to Christianity and expelled to the Spanish colonies in the New World. Dr. Saada's research was conducted in partnership with Jewish historians, Christian scholars of Colonial Latin America, and Muslim academics. Also, she was mentored by Betsy Perry.

Ojalá Supieras will be a timely celebration of the work of Dr. Perry and Dr. Saada, as well as our shared interfaith aspiration to bring our three Abrahamic faiths into deeper community. The film will be shown at our Feb. 15 meeting, 4-6:30 pm at the Islamic Center of Southern California.

Middle East Ministries

Pasadena 4 Palestine Monday Vigil—We continue to participate in the weekly street vigils for Gaza/Palestine on Colorado Blvd and a presence at City Council to request a broader Environment, Social and Governance (ESG) investment policy, to exclude fossil fuels and offensive weapons, and divestment by 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 6-7 pm) Beyond the weekly testimonials at City Council, the group has met twice with the FPRS Pension Board to make our case, and twice with the Legislative Policy Committee.

November 11- 21: FOSNA Witness Trip to Palestine led by Randy Heyn-Lamb and Rev. Joe Roos. 14 people traveled to Jerusalem and throughout the West Bank to investigate the situation on the ground, meeting religious leaders, activists and more. If you have interest in a future trip, contact Randy at heynlamb@gmail.com. (After the trip as Randy visited our friends in various areas, he also bought fair trade goods for our Alternative Christmas Market, see below.)

December 7: Alternative Christmas Market—a banner year for the MEM as we raised \$974 for the Palestine Heirloom Seed Library and sold \$ 8,081 in Palestinian goods to support Palestinian farmers and artisans. Grand total of donations and sales was \$9,055! 5 members of our MEM Leadership Team helped in this effort.

December 14, 2:30-4:30 PM: Advent Gathering: The MEM and FOSNA LA hosted an Advent Gathering featuring a report on the November trip to Palestine. Presenters were the 2 Witness Trip leaders, Randy and Rev. Joe Roos, along with trip participant John Eicher. The 55 people in the room all wanted to be part of the next trip!

December 28, 9 AM the Faith and Formation session featured Palestinian-American Michel “Michael” Bannura talking about the new illegal Israeli settlement being developed in his hometown of Beit Sahour, Palestine. Randy Heyn-Lamb then gave a presentation on the Kairos Palestine Conference which he attended in Bethlehem during his November visit. Kairos Palestine issued an updated document entitled “A Moment of Hope: Faith in a Time of Genocide.”

January 2, 7:45 AM Zoom presentation for the Interfaith Communities United for Justice and Peace (ICUJP). Rev. Joe Roos and Randy Heyn-Lamb reprised their presentations on their visit to east Jerusalem and occupied Palestine.

Coming Events

Saturday, Feb. 21, 2026, 5-6 PM in the Sanctuary, reception to follow in Sweetland Hall. “Rooted in Hope”-Bright Stars of Bethlehem at All Saints with Rev. Dr. Mitri Raheb, well-known Lutheran pastor and author; founder and director of Dar Al Kalima University, College of Arts and Culture in Bethlehem, Palestine. Their training center in Gaza was damaged by bombing, but classes and education are again continuing. Mitri is known as a brilliant speaker, theologian, and creative soul. Save the Date: You don’t want to miss this!

TBD Holy Innocents Day Commemoration. Due to difficulties in securing musical talent between Christmas and New Year’s Eve, and illness among the All Saints staff, we delayed our annual observance of Holy Innocents Day. We hope to reschedule this fundraiser event for children in Gaza, Sudan and families affected by ICE raids in the San Gabriel Valley.

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 Ministries

In November, the Racial Justice Ministry hosted the film “All the Walls Came Down” about the Eaton fire. The event included lunch, a panel with members of the film and production crew, and follow-up interviews with people who attended the event and who were impacted by the fire. About 90 people attended. More were interested, but we had to limit attendance due to space. We are considering offering it again.

The Racial Justice Ministry is partnered with the LGBTQ+ ministry to host a reading of Rev. Dr. Martin Luther King’s speeches, Sunday, Jan. 18, at 9 am in the Guild Room. In February we’re hosting a series of films on Friday evenings in the Guild Room, calling it the February Freedom Film Festival. Films are: My Name is Pauli Murray, Feb. 6; Moonlight, Feb. 13; Rustin, Feb. 20; and Origin Feb. 27. Doors open at 5:45, films start at 6 pm.

Safe Haven Bridge to Housing

Just Housed our 64th person. We have a full schedule of monthly medical clinics: 3rd Monday - County medical/mental health clinic, First Monday - Tzu Chi mobile vision clinic (ophthalmologist exams. Glasses made to order) Tzu Chi Dental Clinic (dental exams and repairs). Showers of Hope is there every Monday, and we are doing major clothing giveaways

Annual report will be prepared for Annual Meeting distribution. Preliminary figures for 2025: 3421 showers, 282 haircuts and 2900+ meals.

Our annual Memorial for Our Unhoused Neighbors will be held Monday, Feb. 23, 6 pm in the Sanctuary. Each year thousands of people experiencing homelessness die on the streets of our nation from illness, exposure or violence. Join us as we acknowledge their lives and membership in the human family.

Transformational Journeys

International trips are on hiatus till the world calms down and travel is safe. Dan McCarrell is working on a number of local TJs and will be working with Deb Vickroy on a Habitat/Altadena TJ and work day (with Eden and maybe CYF) including supporting Altadena restaurants. More info to come.

PASTORAL CARE

Submitted by Thomas Diaz, Director of Pastoral Care & Parish Life

January marked a significant and sacred moment in the life of All Saints Church as we observed one year since the Eaton Fire, a moment that continues to shape our communal memory, grief, resilience, and hope.

On January 4, we began our Week of Healing with Healing Sunday, followed by a week of intentional prayer held in the sanctuary. Throughout the week, the church was intentionally opened as a space of remembrance, reflection, and restoration. Special prayers were offered for those directly impacted by the fire, for first responders, for those still navigating loss, and for our wider community as we continue the long work of healing.

On the anniversary date, the community gathered for Noonday Prayer with Holy Eucharist, grounding ourselves in the sacramental reminder that God meets us in both brokenness and renewal. That evening, Taize service was offered as a gentle, contemplative space to hold grief, gratitude, and hope together.

A particularly meaningful expression of pastoral care took place through a community dinner, generously sponsored by Jane Brust. More than 20 volunteers helped prepare and serve a home-cooked meal, creating a space where people could gather, share stories, and be present with one another. This meal embodied the heart of pastoral care—reminding us that we are each other's rock, that we do not heal alone, and that we will continue to rebuild our lives and our community with hope and with love.

The Pastoral Care Vestry Committee met for the first time under the guidance of Director of Pastoral Care, Thomas Diaz, and Vestry Chair for Pastoral Care, Chris Folz. This initial meeting focused on relationship-building, shared vision, and laying a strong foundation for the work ahead.

We are excited to continue developing a pastoral care ministry that is responsive, compassionate, and deeply rooted in the values of All Saints Church—meeting people where they are, especially in moments of crisis, transition, and healing. January set a meaningful tone for the year ahead, reminding us that pastoral care is not only a program, but a way of being church together.

Monthly Giving Report to the Vestry

Prepared by: Sarah Nolan, Director of Giving & Development

Month: February 2026

Annual Pledge Campaign

Key Metrics & Highlights: See below spreadsheet for more detailed comparisons

- **2025 Pledge Payments:** \$2,650,439 (as of 1/28/26) – Total pledged was 2,703,731 leaving \$52,292 in outstanding payments which is about a 2% non-fulfillment rate, which is very good. Most churches have a 3-5% non-fulfillment rate. All Saints has historically assumed a 3% non-fulfillment rate.
- **2026 Pledges to Date:** \$2,746,350 from 502 households
- **Notable Trends:** 36% of pledges include an increase, totaling \$299,674 in additional giving, which puts us on track towards \$2,900,000 in pledges for 2026, assuming no major significant decreases or non-pledges.
- **Thank you!** Hosted Thank You celebration on January 18th for Walk in Love Pledge Campaign volunteers. Thank you to everyone, our co-chairs, calling facilitators, callers, witnesses, committee members and more for the amazing effort. We will do a retrospective analysis of this year's campaign with our Pledge committee and others in the coming months and start planning for upcoming fall campaign.

2026 Pledge Campaign Analysis				
2026 Pledges	# of Households	Total \$ Amount	Total Difference	Notes
No Change	193	901,470	0	
Increased	185	1,556,552	299,674	
Decreased	51	151,291	(61,499)	
Lapsed/Returning	47	73,900	73,900	
New	26	63,137	63,137	
No longer Pledging	(16)	0	(44,760)	Deceased (9) or No Longer Attending (7)
Outstanding	106	284,253	N/A	Pledged last year, still need to pledge this year
Total 2026 Pledges	502	2,746,350	330,452	Median: \$2080
<i>If all outstanding households renew at same level</i>	608	3,030,603		
Total 2025 Pledges	555	2,703,731	N/A	
Compare to Jan 2025	447	2,445,533		
Compare to Jan 2024	457	2,300,000		
Compare to Jan 2023	400	1,900,900		

Planned Giving

Planned Giving committee (chair: Gloria Pitzer). Next meeting, February 9. We have done an initial overview of our current legacy wall and documents on file. We are also reviewing various recent bequests for the purpose of lifting up their stories. Discussion about quarterly newsletter (eblast) that lifts up legacy bequest stories, as well as other giving, volunteer and church highlights.

Key Metrics & Highlights

- **Bequests Received:**
 - **2025:** \$45,671 from 2 individuals
 - **2024:** \$597,252 from 4 individuals
- **Upcoming Priorities:**
 - Clean up and verify lists – currently going through old files, organizing and will digitize.
 - Reach out to individuals currently listed as part of Heritage society to confirm
 - Invite new members
 - Develop one to two stories of recent bequests for outreach purposes
 - Update wall (goal is to update by summer 2026), which would include a small gathering for participants.

2026 All Saints Gala

Committee, led by Mehdi Emrani, is meeting regularly. The goal of the event is to develop new revenue streams through sponsorships, community partnerships and individuals who are not parishioners. Early sponsorship conversations are underway.

Key Metrics & Highlights:

- **Location:** University Club of Pasadena
- **Date:** Saturday, April 25, 2026 @ 6PM
- **Projected Revenue Goal:** \$75,000-\$100,000
- **Confirmed Sponsors/Donors:** 1 (value: \$5,000)
- **Theme:** *Turning Hope Into Action: An evening of magic and meaning...*
- **Program:** The evening will invite people to put their hope into action. Program will include pre-dinner mixer, magician, dinner, auction/paddle raise and post-dinner DJ and dancing.
- **Next Milestones:** We are currently soliciting auction items, sponsors and underwriters. We will announce the Save the Date to the congregation at the Annual Meeting on February 22 and open ticket sales on March 15. However, people will be able to buy sponsorships that include tables and tickets prior to ticket sales launching.

Other Giving

- End of Year Giving – We ended the year in strong position with solid Christmas and end of year special gifts. Please see 2025 financials for details.
- Next Special Ask will be our Easter Ask, which we are still developing.