

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
March 29, 2026

PRESENT Greg Adams, Patrick Briggs, Blaine Cavena, Connie Chung, Barbara Andrade
DuBransky, Mehdi Emrani, Chris Folz, Clara Hill-Williams, Al Hughes, Tony Jackson,
Mark Moreno, Nancy Naecker, Gloria Pitzer, Billie Rainer, Tim Rich, Monique
Thomas

EXCUSED Oscar Alcantara, Jonathan Berry, Cress Diehl, Luca DiMassa, Cathy Keig, Ben Martin,
Christy Stickney

ALSO PRESENT Karen Meier, Susan Russell, Kathy Onoye

GUEST: Terry Knowles

The meeting was called to order at 12:15 pm by Priest-in-Charge Tim Rich in the Forum and via Zoom. Rich then offered an opening prayer.

Chung acknowledged the Tongva land used by All Saints, and led the vestry in reading the Mission Statement aloud together.

Jackson welcomed the visitors.

BUSINESS ITEMS

Approval of Meeting Minutes

It was moved by Cavena, seconded by Hughes, and the vestry unanimously approved the minutes of the February 1, 2026 vestry meeting.

Approval of the Committee Reports

Mark Moreno is monitoring the facilities for needs. There is a process for approval of capital expenditures.

It was moved by Thomas, seconded by Folz and the vestry unanimously accepted putting the committee reports on file.

Giving Report

Rich shared Nolan's report. 2026 Pledges to Date are \$2,822,506 from 519 households. Notable Trends: 36% of pledges include an increase, totaling \$304,062 in additional giving, which puts us on track towards \$2,900,000 in pledges for 2026, assuming there are no major significant decreases or non-pledges. New pledges will be picked up throughout the year as new people join the church.

Rich shared that tickets for the Gala are sold out. Gala chair Mehdi Emrani reported it will be held at the University Club of Pasadena on Saturday, April 25, 2026 at 6:00pm. The theme is Turning Hope Into Action: An Evening of Magic and Meaning. The program will include a pre-dinner mixer, magician, dinner, auction/paddle raise and post-dinner DJ and dancing.

- Projected Revenue Goal: \$75,000-\$100,000
- Confirmed Sponsors/Donors: 15 (\$48,750)
- Tickets Sold (including sponsors): 177 (non-sponsor ticket sales: \$18,300)
- Total raised so far: \$67,050
- Next Milestones: Currently soliciting auction items and underwriters.

Rich commended Sarah Nolan, Amanda Baughman and Mehdi Emrani for their work.

Gloria Pitzer reported on Planned Giving efforts. The committee is reaching out to individuals currently listed as part of Heritage/Legacy Society to confirm their continued participation, inviting new members; developing one or two stories of recent bequests for outreach purposes; updating the wall (hopefully by summer 2026) including a small gathering for participants. They will be asking the Vestry to write thank you notes to donors.

It was moved by Andrade Dubrabsky and seconded by Jackson to put the giving report on record. The vestry unanimously approved the motion.

Finance Report

Knowles recognized the exceptional and committed work of staff and the Finance Committee to bring FY2025 to a close. As noted, the results presented at the February Vestry meeting were preliminary, as it always takes extra time to close the fiscal year. The news can go either way, but in this case there is very good news.

The unaudited results for FY2025 are significantly better than anticipated, with a year-end deficit of \$184K (vs a budgeted deficit of \$583K). This is 17% of the FY2024 year-end deficit, which is a remarkable result after just 12 months. This extraordinary outcome is due primarily to the generosity of All Saints' parishioners, who demonstrated their commitment to this community and its future in a very tangible way. It is important to acknowledge the heroic efforts of Sarah Nolan and her staff team, Ben Martin and Monique Thomas and their campaign team, as well as the many volunteers who dedicated themselves to this sacred and grace-filled work. Thank you.

- January 2026 Financials: both income and expenses were better than budget. It should be noted that forecasting the pace of contributed income is challenging, and a best effort is made looking at trends and patterns. Going forward, expenses will be presented on a functional basis – meaning personnel expenses are allocated among departments – resulting in a more meaningful year-over-year comparison.
- February 2026 Financials: February financials were not available for the Finance Committee to review at its March 19 meeting. February and March will be presented to the Finance Committee at its next meeting on April 30, and to the Vestry at its May 10 meeting.
- Financial Policies: A process is underway to review All Saints' various financial policies, which has not been done in a comprehensive manner for about 4 years.

It was moved by Briggs and seconded by Naecker to accept the Financials and put them on record. The vestry unanimously approved the motion.

Parochial Report Approval

It was moved by Thomas and seconded by Pitzer that the Parochial Report be approved. Meier noted several corrections on page 9 including correcting LA CADA (Los Angeles Center for Alcohol and Drug Abuse) and putting Dr. by Stephanie Spellers' name. After discussion the vestry unanimously approved the Parochial Report with corrections.

BELOVED COMMUNITY OF BELONGING

Russell explained the pulling together of groups to set coordination, communication and creation. A Round Table of representatives from RJAB, RJM, Sacred Ground, Sacred Being, ABLR, Latino Ministry, LGBTQ+ Ministry and Vestry will create a charter and institutionalize the parish's continuation of the work.

Jackson added that the Round Table will work toward creating a vision for fostering beloved community that will help us see what we are doing well now and what needs to change. There was time for vestry questions and comments.

Rich thanked Susan Russell, Tony Jackson and those involved in the round table. This is a long-term process that will get infused into all the work at All Saints.

VESTRY PROCEDURES

Jackson explained the purpose of the procedures is to clarify the vestry committees and how the system operates. It was moved by Briggs to approve the procedures and seconded by Folz. Following discussion, the vestry unanimously approved the procedures.

Rich commended Tony Jackson for his work, noting how blessed the system is by his expertise.

PRIEST-IN-CHARGE REPORT

Rich shared that he will be in conversation with Dr. Stephanie Spellers about her debrief and plans for her May visit. He spoke about the Safe Parking program. There is still resistance from residents of the Marilyn and the mayor. They are filing a complaint.

Rich spoke of Thomas Diaz's departure and celebration of his ministry on April 12. He is putting feelers out with the diocese to consider the desired characteristics of the right fit for the pastoral position.

Rich thanked Chris Folz for organizing the Vestry orientation training and the team of Nancy Naecker, Karen Meier and Ben Martin. It was a very good day.

WARDENS' REPORTS

Folz thanked Meier for explaining the budget and Tim for his leadership. She reminded the vestry that it is the duty of the vestry to give a thoughtful and constructive annual evaluation to the Priest-in-Charge. She will send more information soon and the vestry will have two weeks to complete it.

Jackson encouraged all vestry members to come to the retreat.

LOOSE ENDS

- Meier is working with Rev. Susan Stanton, the CFO of the Episcopal Diocese of Los Angeles who is setting up an audit review committee. All the treasurers in the diocese were invited. Material from the diocese will be available for review.
- Thomas will preach during Holy Week. She invited the vestry to attend the service. Thomas reminded the vestry that voting is critical and information needs to be provided.
- Andrade DuBransky asked about the retreat. Rich reported it will begin April 17 at 6:45pm, continuing at 8:15 Saturday morning. It will close with a Eucharist at 4:30pm on Saturday. He expressed thanks to Maren Tompkins for organizing it.
- Rich thanked Stoner and Chase for their outward work and Patrick and Maddie Briggs for their mobilizing work. There were many All Saints parishioners in attendance at the recent rally.

COMMUNICATION BACK TO THE PARISH

COMMENTS FROM GUESTS

Parishioners had an opportunity for open comment.

It was moved by Thomas and seconded by Folz to adjourn the regular meeting at 1:45 p.m. The motion was unanimously approved. A closing prayer was offered by Tim Rich.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

March Meeting 2026

Addendum to March 29, 2026, Vestry Meeting Minutes

NO REPORT:

Finance (separate agenda item)

Giving (separate agenda item)

Peace & Justice

AUDIT

Submitted by Blaine Cavena, Audit Committee Chair

The vestry audit committee is continuing its work with our auditor and church finance staff as the audit of 2023 continues. Once the audit is completed (this spring) the committee will review the audit and, when final, present it to vestry. The audit committee and auditor will then begin the audit of 2024. (The current auditor engagement includes the 2024 audit.)

An audit of 2025 will follow, although proposals for that audit (which may also include 2026) have not yet been requested. Once proposals have been requested, received, and reviewed by the audit committee, the committee will make its recommendation to vestry for the approval of an auditor proposal.

BUILDINGS & GROUNDS

Submitted by Rachel Barker, B&G Committee

Meeting date: Thursday, March 12, 2026, via Zoom

City Council Approval of Safe Parking

Erica reported successful approval of the safe parking program after a contentious 5.5-hour city council meeting, with the program set to begin in approximately two months. The mayor's inconsistent voting pattern and confrontational behavior from opponents, including Martin Truett from Maryland Apartments, were highlighted during the discussion. The Safe Parking Program will allow up to 25 vehicles with people eating dinner in their cars. The program requires participants to have a license, registration, insurance, and pass a background check, with first-come, first-served access after meeting these requirements. Showers of Hope will operate the program and provide case management services to help participants access housing and employment resources.

Landscape Irrigation System Funding Plan

The committee discussed landscape irrigation system repairs and expansion. Verna agreed to fund the \$1,230 repair work for the existing system, while Jim offered to cover the additional \$5,400 needed for new irrigation along the Maryland Wall area. Motion was approved to pursue approval through the Finance Committee for the \$5,400 expansion, with Jim as a backup funding option if needed.

Regas House Mold Remediation Discussion

The meeting focused on addressing mold issues and flood prevention at Regas house that had water intrusion in November 2025 caused by a failed sump pump and clogged drains during heavy rains. The committee discussed implementing regular sump pump testing and considered adding alarm

systems, though this would require a building management system that was previously proposed but not implemented due to funding constraints. Verna reported that maintenance staff currently monitor sump pumps and check cameras after rains, while Phil noted that backup pumps are now in place for the most problematic areas.

The committee discussed a proposal that needs to be submitted to the Finance Committee, though funding is not currently available in the budget. Mold Master survey results were obtained for a cost of \$1395 for four samples and showed moisture issues in various areas, including excessive levels of aspergillus/penicillium mold in one area.

Mold Masters provides testing and remediation services and gave an estimated remediation cost of \$26,000. Phil agreed to send out the quotes. The committee agreed to review the mold findings and determine next steps for addressing the moisture problem.

Phil clarified that while the church received \$100,000 in insurance money, these funds must go through the same expenditure process as other church funds, requiring multiple bids for projects over a certain threshold, though the exact amount was discussed but not clearly established.

The committee discussed obtaining a second proposal for mold remediation work after receiving an insurance payout of \$100,000 for \$107,000 in damages. The committee agreed to use the existing scope of work from the Mold Masters to get a comparable bid from another vendor, ensuring apples---to---apples comparison. Motion was approved to direct Verna to obtain this additional bid, with the understanding that the remediation company would need to assess the site to determine specific requirements. Clarification provided that the insurance funds will need to go through normal church approval processes for spending, and that flooring decisions would be addressed after the remediation was complete.

The committee discussed floor repairs in the forum area that will be needed following mold remediation, with Mark expressing concerns about the impracticality of parquet floors and suggesting the \$100,000 insurance funds should repair the existing floors. Phil noted that while they received proposals including alternative flooring options, mold remediation would need to be completed first, after which Mark agreed to provide specifications for new quotes. The group also discussed using carpet tiles identical to those in the Learning Center.

New Committee Chair Announced

Phil announced that Jerry Higgins has been nominated as B&G Chair, succeeding Lonnie Schield.

Service Lighting Discussion

The committee discussed the possibility of using the existing sophisticated lighting system for different service phases, though Jim cautioned that any transitions should be gradual to avoid distraction.

Security Grant Updates

The committee discussed updates regarding the security grant. Phil announced that we received a \$176,000 grant for hate crime prevention, including funding for enhanced security services, security cameras, and a mass alert system. The group discussed potential security improvements, including controlling door access and protecting against vehicle---ramming attacks, though implementation details were still being determined.

Campus Beautification Discussion

Mark volunteered to lead a beautification committee to improve the campus grounds and discussed potential fundraising campaigns for specific projects.

Regas House Heat Pump Repairs Needed

The committee discussed an urgent issue with failed pumps in the Regas House water source heat pump system, which Ryan explained requires replacement and retrofitting of pipework. Ryan will provide a cost estimate by Monday, and the Building and Grounds Committee will vote via email to approve the necessary work before the next meeting.

Next meeting: Thursday, April 9, 2026, 6:30pm

CHILDREN, YOUTH & FAMILIES

Submitted by Jonathan Berry, CYF Committee Chair

CYF Committee Highlights for February & March of 2026:

- Valentines Day Coffee House fundraiser for ASC choir program on 2/14
- Hugely successful and joyful “Shrove Tuesday” pancake dinner on 2/17
- Unidad Choir Parent Mixer in the Learning Center 2/22
- Youth Self-Care Day hosted by ASC on 3/7
- Family Game Day at Barcade LA on 3/8
- Seekers Retreat at Camp Stevens 3/13-3/15
- Youth Choir trip to San Diego 3/2–3/22
- Godly Play Attendance: 2/8: 5, 2/15: 2, 2/22: 18, 3/1: 9, 3/8: 10, 3/15: 7, 3/22: 4
- Childcare attendance: 2/1: 12, 2/8: 6, 2/15: 4, 2/22: 20, 3/1: 15, 3/8: 3, 3/15: 12, 3/22: 12
- Youth Group attendance: 2/4: 21, 2/11: 13, 2/18: 10, 2/25: 13, 3/4: 17, 3/11: 12, 3/18: 20
- Youth dinners provided by LGBTQ+ (2/11) Peace & Justice (2/25) Transformational Journeys (3/11) Foster Care Project (3/25)
- Search for “Youth Associate” Position resumes with a goal of getting the position filled by September 2026

COMMUNICATIONS

Submitted by Connie Chung, Communications Committee Chair

March 2026 Comms Committee Notes:

- 1) BU PR Labs student team has been doing amazing work. Highlights include:
 - a) setting up a Link Tree for CYF and for our church;
 - b) drafting brand guidelines,
 - c) Drafting a PR Kit
 - d) Drafting social media posts for Facebook & Instagram (event advertisement)
 - e) Converted our Annual Report into a PPT deck as well as social media posts
 - *) We may try to showcase them at upcoming meetings or events, so please stay tuned
- 2) Willow and Luca are spearheading a youth-led Humans of ASC campaign, supported by Jonathan Stoner, Amanda Baughman, Anna, and Maddie, along w/ PR Lab and Keith.
- 3) We have drafted a communications survey that will go to all Ministry Leaders and those involved in communications (sent 3/26, with turnaround by 4/3)

- 4) Results of the survey will be used to plan the Communications Retreat on Sunday 4/26 from 12-3pm
- 5) Maddie will spearhead a pilot of having a TWAAS table, perhaps as part of welcome/ greeters, where people can find out about upcoming events

CONGREGATIONAL LIFE

Submitted by Nancy Naecker, Congregational Life Committee Chair

Church Attendance

Week / Year	In-person Attendance	Online Attendance	Total
Feb 1, 2026	609	512	1121
Feb 8, 2026	581	414	995
Feb 15, 2026	512	566	1078
Feb 22, 2026	637	492	1129

Welcome Ministry

- Welcome/Connect Cards Feb 2026: 17 received
- Interests checked
 - AAPI: 1
 - CYF: 1
 - CYF Choirs: 1
 - Latino/Hispanic Ministry: 0
 - LGBTQ+: 2
 - Music: 2
 - Pastoral Care: 1
 - Peace & Justice: 5
 - Senior Saints: 1
 - Spiritual Formation: 3
 - Small Groups: 6
 - 20/30's: 2
 - 40's, 50's & Friends: 2
 - Women's Community: 6
 - Volunteering: 8
- **Follow up:** All Respondents received welcome email from Front Desk Volunteer, Merrily Dunlap and were added to the selected groups.

Greeters

- **Feb 1 Newcomers Coffee:** 2 attendees. Hosted by greeter, Cindy Bishop.
- **Next Newcomers Coffee:** April 12 following the 10am service in the Chapel.

Getting Connected Class

- March 1 - 29: Five-week series on All Saints values and pathways for connection.
- Registrants: 17 people.
- Small Group Facilitators: Billie Rainer, Gabriel Ryder, Paul Morgana.
- Led by Thomas Diaz; Admin: Nancy Naecker.

Ministry Highlights

AAPI Ministry

- Lunar New Year Celebration March 1 at Mama Lu's Dumpling House in Pasadena: 40 people celebrating.

40's, 50's & Friends

- First Friday's Gathering (March 6, Stone Brewery) ~ 13 participates.
- Monrovia Canyon Hike (Feb 21 from 10am – 12pm): strong participation.

Hispanic/Latino Ministry

- Convivio (March 15) Frida Kahlo: Tree of Hope - lecture on the life and work of Mexican artist Frida Kahlo, presented by **Dr. Gloria Arjona** + lunch; 100+ participants.
- Leadership Team: Carlos Carrillo and Oscar Alcantara

LGBTQ+ Ministry

- February Freedom Film Fridays with Racial Justice & LGBTQ+ Ministries Present; was a big success.
- Weekly Support Group meets Tuesday nights led by Billie Rainer and Troy Wise.
- Leadership Team: Liz Burman-Supple, Kaia Duke, Hannah Earnshaw and Billie Rainer.

Women's Community

- Portrait of a Lady Film Screening (March 13) with LGBTQ+ screening.
- Leadership Team: Kerin Cantwell and Alice Baklayan.

Senior Saints

- Feb 5 Meet & Greet with the Rev Jonathan Stoner: 50 attending.
- No April gathering; next meet up May 7.
- Leadership Team: John Bulbrook, Anna Davalos, Carolyn Ellis, Cecelia Flynn, Marylouise Lau, Nancy Naecker and Frank Wells.

Becoming Beloved Community

- Sacred Ground (Spring 2026) launch February 24; 45 participants.
- Ministry leaders: Lori Kizzia and MaryAnn Ahart.

Faith Formation for January – 9am on Sundays

- Mar 1 | Radical Welcome with Stephanie Spellers
- Mar 8 | Scarred by Struggle, Transformed by Hope – Session Three with Susan Russell
- Mar 15 | Oscars with Ken Turan
- Mar 22 | Scarred by Struggle, Transformed by Hope – Session Three with Jonathan Stoner
- Mar 29 | Scarred by Struggle, Transformed by Hope – Session Four with Tim Rich

Small Groups

- Urban Walkers: Robb Grimm stepped down; seeking new leadership.
- Café and Community: Juliann Budimir reports group is currently inactive.

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 – Susan Russell
- March 22 – Jonathan Stoner
- 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
- **Lenten Small Groups**
 - *Holy Solitude*, Tuesdays, Feb 24 – Mar 24; Led by Susan Adkins.
 - Statecraft as Soulcraft: A Socratic Journey: Thursdays on Zoom. Led by David Hunt.
 - The Good Place led by Mark Chase on Wednesdays, March 4, 11 and 18
 - African American Lenten Reflections led by Steve and Clara Williams, sponsored by the Racial Justice Ministry on Thursdays, March 5, 12, 19 and 26.

PASTORAL CARE

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

Pastoral Care

As I prepare for my final Sunday on April 12th, I offer this report as both an update and a sign-off, with deep gratitude for the shared ministry we have carried together. With deep thanks for the extraordinary leadership of our Jr. Warden, Chris Folz, who serves faithfully as Chair of the Pastoral Care Vestry Committee.

Pastoral Care Vestry Committee

Chair: Chris Folz Members: Maddie Gavel-Briggs, Patrick Briggs, Rise Worthy Deamer, Wendy Edwards, Nicole Gatto, and Claria Williams

The committee is currently engaged in Phase 1 of our missional goal planning process, focusing on Grounding, Identity, and Missional Discernment.

Phase 1 includes reflection on the following core questions:

- Who are we aspiring to be as a pastoral care ministry?
- What do we know is working well?
- Where are we called to grow and develop?

This foundational work is laying the groundwork for sustainable development and future innovation in our pastoral care ministries.

Lay Visitation Ministry

Our Lay Visitation Ministry continues its training and formation. In May, we will commission a new visitation ministry cohort, strengthening our culture of relational and presence-based care across the parish.

We also celebrate and give thanks for Nicole Gatto and her profound ministry leadership in guiding and sustaining the lay visitation ministry.

Gratitude and Prayer

It has been my honor to serve as Director of Pastoral Care & Parish Life. My prayer is that we continue to keep our hearts, minds, and spirits centered on Jesus Christ, who models pastoral care for us and shows us how to show up for one another and care for the human family. “Peace I leave with you; my peace I give to you... Do not let your hearts be troubled, and do not let them be afraid.” — John 14:27

All Shall Be Well... All Shall Be Well.

Peace be with you,
Thomas Andrew Diaz