



All Saints' Episcopal Church, Beverly Hills

Minutes of a Meeting of the Vestry

Meeting held on Tuesday, May 23, 2023, in Lower Sweetland Hall

ATTENDEES: The Rev. Canon Andrea McMillin (Priest-in-Charge, presiding); Carolyn Allport; Carl Anderson (via Zoom); Tom Fleming; Susan Humphreville (Treasurer, via Zoom); Karen Woodward Ide; Gerrie Maloof; Bonnie McClure; Clarke Morrow (arrived late at 7:30 pm); Jeff Smith (Junior Warden); Lisa Schwab, John Tan (Senior Warden); Randy Whittell; Kevin Yoder (Clerk).

Guests: The Rev. Michael Sahdev; Deacon Daniel Tamm

Absent: Lonnie Hinckley

1. With a quorum, the meeting was called to order at 7:02 pm by Canon Andrea.
2. Canon Andrea opened the meeting by leading the vestry in the hymn, "O Gracious God."
3. Kevin introduced the minutes of the special vestry meeting held on Tuesday, April 11, 2023, and upon introduction into the meeting, asked if there were any comments or edits. There being none, a motion to approve said minutes was made by Randy, seconded by Bonnie, and approved unanimously by the Vestry. Kevin then introduced the minutes of the vestry meeting held on Tuesday, April 11, 2023, and upon introduction into the meeting asked if there were any comments or edits. There being none, a motion to approve said minutes was made by Carolyn, seconded by Tom, and approved unanimously by the Vestry.
4. A lesson, discussion, and workshop on the dynamics of group decision making (using Sam Kaner's *Facilitator's Guide to Participatory Decision Making*) was led by Canon Andrea. Handouts were distributed to the assembled Vestry and posted online for those on zoom. A general conclusion to avoid situations where loud voices and bold proclamations that lack nuance should be avoided when quick decisions are made. Such situations leave dissent silent, and too much wisdom on the table. The importance of knowing decision rules, such as canons or other rules covering when majority or super-majority votes are required, was also discussed. Vestry members were advised to approach discussions believing each has something to learn, to listen to understand, and to not jump in when a person stops speaking just so an opinion on what was said can be stated.
5. At 7:32 a motion was made and seconded to move the meeting into executive session, with Michael and Daniel invited to stay. A recap and debrief of Story Day (which occurred on Sunday, April 30, 2023) was led by John, Jeff, and Kevin. The vestry and guests were divided into groups of three, including those on zoom, and the groups were instructed to discuss among themselves (and then share with the assembled) the common themes they observed, and also what they heard that came

as a surprise. The responses of each group were memorialized on large flip-chart pads by Jeff. At 8:25 upon motion duly made and seconded, the meeting exited executive session.

6. Kevin then gave an update on the work of the Profile Committee, also focusing on a discussion of the organization of the profile itself. The outline laid out four key sections: Introduction and History; Who We Are; The Ministries We Offer (both outreach and inreach); and the Qualities and Qualifications Sought in our Next Rector. A financial report will be included in the appendix. There was a brief discussion of questions and comments, but no disagreement with the proposed outline.
7. Susan offered a finance report, focusing on a discussion of the deficit through March, and on revenues generated, excluding Holy Week.
8. Jeff updated the vestry on Communications and the search for a Communications Director. Ninety-three candidates applied for the position via LinkedIn, from which six were screened, five were scheduled for in person meetings, and one moved forward to meet with staff (an additional two withdrew from consideration). Jeff also noted that the communications team was moving forward on updating the website.
9. A briefing on Facilities was made by John and Tom, focusing on the repair of the gas leak discovered at the rectory.
10. As the meeting closed, Lisa led the assembled vestry in Compline, after which a motion was duly made by Clarke and seconded by Randy to dismiss the meeting.
11. The meeting was dismissed at 9:17 pm by Canon Andrea.

Submitted by Kevin Yoder