

**ALL SAINTS' BEVERLY HILLS  
VESTRY MEETING – UPPER SWEETLAND HALL  
NOVEMBER 16, 2021**

**ATTENDEES:**

Vestry: Ted Dodd, Gary Roberts, Bill Lincoln, Lisa Holguin, Jeff Smith, Gerrie Maloof, Kevin Yoder, Lonnie Hinckley, Lisa Schwab, John Tan, Lance Harding.

Clergy & Staff: Michael Sahdev and Hallie Foote

Guests: Finance Committee Members – Jim Keagy, Sydney Nichols, Susan Humphreville

Lynn Dodd

Bill Lincoln offered members of the Finance Committee the opportunity to express their opinions about the two budget proposals.

They all made comments. They shared their comments and left.

**OPENING PRAYER – JOHN TAN**

**TEACHING – LONNIE HINCKLEY**

Bill Lincoln advocated for a budget in which music is fully funded and the budget holds open spots for a Youth Director, Stewardship Director and Operations/Administration Director.

Overall, two new full-time positions.

Ted Dodd remarked that the thin staff is unsustainable, and the Personnel Committee has identified a series of HR practices to be implemented.

Bill Lincoln has gotten comps to inform pay levels. Invited anyone else to contribute relevant comps. Overall, we as a vestry will establish priorities in collaboration with the Priest in Charge when she comes. Bill Lincoln expressed his firm belief that we have to plug holes in this organization to have a chance to grow.

Other vestry members weighed in on their perspectives with appreciation for Bill Lincoln and his diligent and visionary work on the budget.

It was agreed that the vestry needs to help set benchmarks, goals and priorities for the coming year to guide staff.

Discussion of vestry nominations process. Gerrie Maloof raised the point that in our January meeting we need to discuss how to present the budget to the parish.

Discussion about the future of the Benevolence Fund.

Went into Executive Session.

Respectfully submitted,

Hallie Foote