

**All Saints' Beverly Hills**  
**Minutes of the Meeting of the Vestry**  
**Tuesday, December 17, 2019**

Attendees:

- Clergy -- Janet Broderick, Nat Katz, Will Stanley
- Vestry -- Marissa Flaxbart, Kevin Yoder, Gerrie Maloof, Lisa Holguin, Millie Hansen, Chris Cook, Theresa Amy, Bill Lincoln, Susan Humphreville, Gary Roberts, Dennis McGuckian
  - Excused -- Ken Sulzer
  - Meal -- Marissa Flaxbart
  - Minutes -- Kevin Yoder
- Other Attendees -- Peter White, member of the Finance Committee

Janet opened the meeting at 7:10 with a lesson, via a video introduction to the work of Patrick Lencioni, called The Five Dysfunctions of a Team. After watching the short video, the Vestry discussed the points raised therein. A short survey was administered, and the results were tabulated by Chris Cook. As the tabulation occurred, there was further discussion of the video and the precepts offered.

Before the tabulation period began, Janet formally opened the meeting with a serenity prayer.

Minutes of the November meeting were then introduced. There being no changes or edits to discuss, Gerrie Maloof moved and Marissa Flaxbart seconded the approval of the minutes. The minutes were approved by unanimous acclamation.

Janet then recognized Susan Humphreville, who introduced Peter White, a longtime member of the Finance Committee and former Vestry member.

Susan then proposed to transfer \$50,000 to 2019 operating revenues. After discussion Theresa Amy introduced a motion, which was seconded and approved by all in attendance.

A discussion of the proposed 2020 Budget then ensued, led by Susan. Discussion points included a review of the investment portfolio and its return at 6-7% on a blended basis, suggested draw downs in the normal course of the operation to fund budget for 2020, and targeted increases in key budget lines of approximately 4%, which are in line with current inflation.

During the discussion, Lisa Holguin, Vestry Clerk and Chair of the Building and Grounds Committee, made the point that some costs associated with maintenance and operations of the campus were still under review. This statement was acknowledged by Susan, who informed the group how these costs informed operational costs and expenses.

Revenue sources were discussed, including an increase in pledges as well as money in the plate, with pledging accounting for 72% of income. As of the date of the meeting, there were no concerns expressed about closing any gaps in revenue, since pledges and year-end commitments were still coming in.

In connection with the discussion of revenue, Susan and Janet invited Peter White to discuss a karma payment system he had witnessed in England. Peter discussed a new payment system called karma payments where users could tap their debit card or phone on the device to make a donation. Two portals were purchased for use on the fourth Sunday of Advent, prior to Christmas, enabling the parish to see how the system worked. Charges to use the system were minimal (a 3% fee, plus \$.15 per transaction), and signage was created to communicate that payments using the karma payment portal would not apply to pledges.

Peter left following this discussion, and then other revenue lines were reviewed. One-time gifts were also discussed, including additional gifts from parishioners that were to be used for purposes including paying down lines of credit, support of the music program, and general usage. Some of these gifts were being deferred and recognized in 2020.

Other revenue items were discussed, including former bequests still enuring to the benefit of All Saints' after 100 years, grants from Episcopal foundations such as the Zurlo Foundation gift, and other revenue streams in the portfolio.

Questions were then recognized.

Chris Cook introduced the idea of a spring event or other fundraising event that would not cannibalize giving during Pledge Season. This led to a discussion of ways Vestry members could deploy their own experience in service of commitment to the parish, such as calling or visiting with other parishioners and discussing what All Saints' brings to their individual lives and how it has affected them. The goal would be to listen to the experiences of parish members, and create a broad sense of the parish community as an involved and engaged place.

Examples of events such as an auction or an event with gambling for charity were discussed. Janet asked for next steps at the January meeting. In response to a request from Chris, Kevin and Bill volunteered to serve on a development committee to explore such initiatives and report back at the January meeting per Janet's request.

Further comments were made by Bill, who made the point that the revenue targets in the proposed budget did not appear to be out of reach.

There then occurred a discussion of other outreach programs, such as Monday Meal, Laundry Love, Project Angel Food and the Honduras Medical Mission, and their place in the budget. Millie and Lisa then introduced the idea of outreach to an organization helping protect children in Thailand from trafficking.

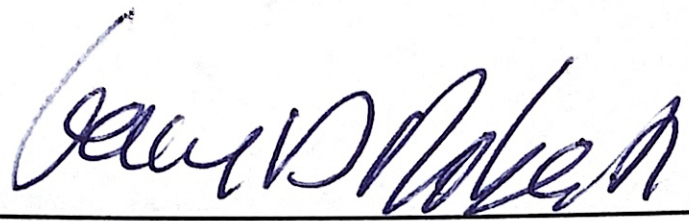
Following these discussions and questions, as well as discussions regarding the need for funds to improve communications (such as an improved website) and fill open staffing positions, Susan in the Annual Meeting of the Parish in February.

Following the discussion of the budget, the results of the small survey were presented by Chris and discussed by the Vestry.

The meeting then moved into Executive Session.

Upon motion duly made and seconded, the meeting was adjourned at 9:24 pm.

The next meeting will be Tuesday, January 28, 2020.



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Gary Roberts, Senior Warden



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Lisa Holguin, Clerk