

**All Saints' Beverly Hills**  
**Minutes of Vestry Meeting on**

**January 27, 2015**

**Attendees:**

**Clergy:** Rev. Steve Huber

**Vestry Members:** Desiree DeAscentis, Colleen Dodson-Baker, Glenn German, Joseph Becci, Steve Fleenor, Jean Marc Madelon, Neville Anderson, Kim Meyer, Ruth Loomis, Peter Lu, Brian Ide, Carol Potter

**Staff:** Glynis Horton, Debbie Gauer

**Excused:** 0

**Meal:** Delicious & hearty Mexican Dinner was provided by Kim Meyer.

Desiree called the meeting to order at 7:01 p.m.

**Prayer:** Meditation prayer lead by Carol Potter

**Study:** Desiree DeAscentis. Glenn and Carol & Des's last vestry meeting. Finishing a task (X17-28) – really like these words from Paul – speaking to us as a community, a church – moving through a commitment. She also shared a packet of fun facts about Paul and puzzles.

**Minutes:** Motion was made and seconded, and we approved the minutes from the December meeting.

**Rector's Report:**

**Christmas** was a glorious celebration, with 1860 people at all services. Just about even with last year. Acknowledged how the staff works very hard. People come not just for the service, but the welcoming experience. Discussion of the shift in children's service time.

**All Saints Cares** Last week was a wonderful success – 90 people came. Kudos to Allison and her crew. All of us have probably experienced situations where more prep would have helped.

**Children's fire drill** went well. Effort led by Joe Becci.

**Stewardship** Debbi in her new role as "director of development" is working on getting a letter out to people who pledged last year who have not pledged this year. Will also work on strategy for individual f/up.

**Adult Ed** for winter is off to good start: 11 in catechumen class. Financial peace U met with good response. Don Ellison continues to go on – people liking it a lot. Steve is working on program for Lent to bring in outside speakers. Pilgrimage to holy land plans in place – Des has taken leadership – next December leave on 28th.

Steve gave a big Thank You to Des and Carol for their leadership as Junior and Senior Warden, and also to Glenn for stepping in this year for Pat Gillis end of term – and for continuing to lead strategic planning committee.

Announcement that Kim Meyer will be new Senior Warden.

Lots going on: a lot of work ahead of us. Doable & exciting. Stewardship work is challenge but opportunity. People would say they love this place. Lack of education around what they could be doing. Building music endowment, 90<sup>th</sup> anniversary. All Saints cares – programs like these build sense of investment.

### **Open Discussion:**

#### **Carol Potter on Vestry Initiatives**

Create a sense of moving from year to year, so not starting from scratch each year.

1. **Engagement** – Colleen & Joe very involved in that. C – there was a dramatic change this year – have to embrace, not beat ourselves up. Engagement different – look at different ways in. Carol - Newcomer reception at 12:30 is great, and inviting people to show up spontaneously was great. New and old good discussions. Effective engagement technique – being available on the patio for spontaneous engagement with someone. C – moving into 90<sup>th</sup> anniversary. S – stories people write in with. J – turning away vols for LGBT brunch. SF acknowledged that Joe does a lot of work.

Debbie brought up 90<sup>th</sup> Anniversary, from Staff and Clergy level. Sunday April 12 is the actual date. Special Service, with AS BBQ. Idea of big stuff around the 90<sup>th</sup> celebration has fallen apart.

Nicole Gregory has offered to write most of Ethos – mailing on April 8.

Commemorative issue. Big story issue – people oriented. She will interview oldest of the old. Stories abound. Work with Colleen to gather and share these stories: we are AS, we made it to 90. Keep messaging thru to fall stewardship – how do we pay for another 90 years.

2. **Actively listening to the Parish.** No one is emailing us, no one is coming to the Vestry table. If you want to keep it going, think of something else.
3. **Vestry/Staff communication.** Des proposes maybe that is a conversation from the staff level – do they have ideas. SH – Joe is a great ambassador from the Vestry, working with staff on a number of programs. SH – think there is an easy flow back and forth. Glynis says she thinks it has improved. Debbie says she has started to attend V meetings, so she feels very engaged, but also the make up of the Vestry. Glynis does hear – does the V know what the staff is doing? She tells them to come make a presentation. G confirms – Joe is around a lot!
4. **5-year plan** – Glenn – very dynamic group, and with leadership of David Norgard & Sherry Wong very intentional. Discerning who we are. Going forward – prepare list of Qs for planning café.

5. **Stewardship** – Kim reports. Basically what done – 3 groups: one for campaign (traditional stuff) one for educational group (ministry) third was R&D – creative approaches to stewardship. Good news – having groups be smaller and more focused on certain tasks – at least the first two. First group met with Barry a lot – they were useful meetings. Came out with wonderful brochure. So different – really well received in the Parish. Followed up with ministry talks in services – also well received. Educational group is resp. for Financial Peace University. May try to offer in Fall again. Beginning of very necessary part of stewardship – bring people along, talk about what stewardship is. AS Cares feeds well into that, too. Kim wasn't able to keep R&D going. The one meeting was exciting. Debbie will bring her enormous creativity to this.
6. **Sunday Schedule** – did adjust time of AS2 to 11:30 – helped with that. Can revisit when have new clergy.
7. **Church Modernization, Ops, Tech** – Joe reported – gave credit to Glynis, Debbie, Jason. New IT support – saved \$10K. Built new website. Replaced phone with VOIP – save \$10K. New copiers that work. Implemented mobile giving. Put in place Emergency Prep class for school and meetings. Emailing  $\frac{3}{4}$  of Ethos, as opposed to printing. Peter – building and grounds. Cutting down energy bill from \$3K per month from Edison. Talked to Edison rep – spend money for equip and save \$\$ in long run. Lighting and AC are two biggest systems consuming energy

Carol concludes by saying we got a lot done this year. Would like to have someone to pass this on to for next year. Kim will pass it on to whoever needs to get it.

### **Stewardship Report:**

Kim passed out report.

For 2014, we are short of our goal by \$21,930. We had 372 pledges for a total of \$1,584,134. (from last month: \$1,582,203.

We have a lot of low pledges – think it is a lack of understanding, not lack of willingness to support. Encourage more freely discussion of what we are doing

SH – one of our bigger pledges was in January totals last year. Don't have it in yet this year. Confident that we will get it.

### **Annual Budget:**

Thanks to Steve Fleenor for budget planning meeting last week.  
Motion and second, Annual Budget for 2015 passes unanimously.

### **Financial Report – Steve Fleenor**

1. November report shows that we were behind our revenue budget (YTD) by \$309k.

2. Good news is that December was an exceptional month: we recognized \$429k of revenue (preliminary numbers). With this we have missed our revenue goal for the year by \$125k.
3. This negative revenue variance is offset by a positive variance with respect to expenses for the year. We spent \$75k less than budgeted, too early to tell you exactly where. Again, these are very preliminary numbers – received today at 2:30PM.
4. Taking all this into calculation, we missed our net operating income budget by only \$49,628. If you take into account the income from the endowment account, \$127k, we exceeded our budget by \$57k.
5. Also, since year end, paid line of credit down to zero.

Moved and seconded acceptance of November financial report.

**Administration:**

Glynis – new accountant starting next month. FMJ – Adam Jones is partner we are dealing with. Will be at next Vestry meeting. Manuel Castro will start this Sunday to be fulltime. Jason came on FT 1<sup>st</sup> of Jan. Making some internal changes before hiring asst to Glynis. Colin and Krystal did a huge amount of work for fire drill. Got all out in just over 5 minutes. Fire Marshalls gave some pointers. Will do children’s drill again before bringing to wider parish.

**Other Business:**

Glenn – been absolutely blown away by how incredible this group is and proactively using time and energy to do things. Know that 3 wonderful people coming in are going to have that example. Was fantastic to peek behind curtain again and see well taken care of.

Carol – new nomination process done an incredible job of bringing people up who have skills energy etc. Retreat set us up for a good year. Been building each year – more energy, focus, what get done, what are we about.

Coleen – might be good engagement thing if we put tribute in bulletin in gratitude to nominating committee. All thought it a good idea.

At 8:33 p.m., Steve Huber concluded with a closing prayer.

*Neville Anderson*  


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 Neville Anderson, Clerk

*Kim Meyer*  


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 Kim Meyer, Senior Warden