

All Saints' Parish Beverly Hills
Minutes of the Meeting of the Vestry
On November 19, 2019

Attendees: Clergy – Janet Broderick, Nat Katz and Will Stanley
Vestry – Theresa Amy, Chris Cook, Marissa Flaxbart, Millie Hansen, Lisa Holguin, Susan Humphreville, Bill Lincoln, Gerrie Maloof, Dennis McGuckian, Gary Roberts and Kevin Yoder.

Other Attendees: Jody Giles [Stewardship] Steve Fleenor, Coleen Baker and Katie Moyer from the Vestry Nominating Committee

Meal: Kevin Yoder

Minutes: Dennis McGuckian

Janet called the meeting to order at 7:11pm. The attendees were asked if they would like prayers for a difficult situation or they wanted to mention something that they were grateful for. After some attendees shared on this Janet offered a prayer covering those requests.

Minutes for October were approved.

Janet then lead a discussion on how Wednesdays were progressing and how people were responding and being moved by the teaching. She shared what some parishioners had told her about its impact on them.

Next Steve Fleenor explained the process the Vestry Nominating Committee had used to come up with three nominees to join the Vestry in 2020. The three nominees and their backgrounds were presented to the Vestry and were unanimously accepted. The new Vestry will have 6 women and 6 men in it.

Rector's Report

- We expect to have a new employee who will take over Liz's position on January 20, 2020.
- Currently we are short staffed with Liz's retirement and Karlyn's leave.
- Janet noted we need to take an audit of all needed tasks to ensure they are all covered.
- Recently she read a book on teamwork, entitled "5 Problems of a Team" and she feels we have too many organizational silos at All Saints. The author recommended getting teams to first communicate, then agree on goals and eliminate silos which are inefficient and limit 'fun'.
- We also want to be inclusive and help parishioners take risks and emphasize who are the stakeholders and how are you contributing
- She related that at the recent Episcopalian Convention in Riverside the Bishop was prescriptive about how to be a good Christian and we don't want to be prescriptive.
- Then there was a discussion on what are we doing to doing to promote joy, change, risk and open to the Holy Spirit
- Gary shared a story about his day in court and how the Holy Spirit "gave expression" to him that helped him resolve a very unpleasant court situation in a peaceful manner.

Stewardship Report

- Chris and Jody reported that there had been 8 Thursday receptions and they had been a big success and 4 more were planned for January and February. In response to a query it was noted that the only zip code where there have been 2 receptions was 90024 [West Los Angeles].
- Jody noted there would be a Sunday Supper at the rectory for newcomers and Jody and Will are focused on them and those infrequent visitors who "need a touch".
- Jody reported that as of November 18 we had received 195 pledges [totaling \$756k] and an amazing 53% of them had raised their pledges by an average of 35%. This included 24 new pledges that averaged about \$2,000.
- Jody then noted that we have 92 pledges still missing. These are folks who pledged before but haven't pledged for 2020 yet. Chris passed out a suggested script and Jody asked each Vestry member to select 3 or 4 names to call and just encourage them to get their pledges in.
- It was then noted that the plate collections are about \$150k a year and we are hoping to convert some of those who donate this way to pledge as those who do pledge typically give more.
- Jody noted the average pledge was \$3,900.

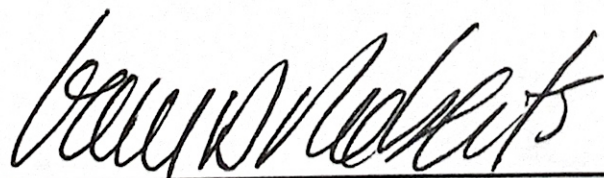
Finance Report

- Susan summarized the September financial statements.
- She reported that the Vestry action at the October meeting authorizing allocation of \$300k of the \$1 million year-end 2018 donation for 2019 operating revenues has enabled us to reduce our Line of Credit balance by \$250k.
- She noted we should have sufficient cash flow to manage through the end of the year.
- We have a received tax-exempt status for the backhouse at the rectory which will reduce annual property taxes by approximately \$12,000. We are now working on getting a refund of past property taxes on the backhouse.
- Work has begun on the 2020 budget. 2020 expenses are likely to be about the same as 2019. As always, generating revenues sufficient to cover expenses will be a challenge. She asked the vestry for some fund-raising ideas. Seeking targeted gifts was mentioned during an ensuing discussion and Bill Lincoln and Gerrie Maloof noted that unrestricted gifts are preferable over designated ones.


Janet mentioned that next month December 2nd Sandye Wilson will join us for 3 months. She is retired and a friend of Michael Curry's and will live in the back of the rectory. We will also have a guest who will live in a 506 guest room for 12 weeks while he is in a UCLA test paraplegic program. He is one of 3 folks selected for this so need to be sure it is accessible for him. Lastly in March 2020, the Archbishop of Australia will be visiting us for one month. Janet noted while some of his beliefs might be a bit different than ours, he is very bright.

The next Vestry meeting will be December 17th.

Janet closed the meeting at 8:40 pm.



Gary Roberts, Senior Warden



Lisa Holguin, Clerk