

All Saints' Parish Beverly Hills
Minutes of the Meeting of the Vestry on November 27, 2018

Attendees: Clergy: Bob Dannals
Vestry: Theresa Amy, Chris Cook, Bob Craft, Marissa Flaxbart, Lisa Holguin, Susan Humphreville, Gerrie Maloof, Dennis McGuckian, Sydney Nichols, Maggie Reid, Gary Roberts, Ken Sulzer
Vestry Nominating Committee Chairs: Steve Fleenor and Colleen Dodson Baker.

Staff: Liz Ladizinsky and Craig Phillips

Meal: Maggie Reid

Minutes: Chris Cook

Sydney Nichols called the meeting to order at 7:00pm.

Dennis McGuckian led the group in an opening prayer on Thanksgiving.

Music Program: Craig Phillips presented the All Saints' Music Guild Charter. See attached charter document. Ken Sulzer asked what the fund actually takes care of financially. Craig explained that they paid for additional concerts, additional instruments featured at various services, and recordings. Craig explained that they had reduced the number of charter members from 12 to 8 to make the work of the guild more manageable. They usually raise around \$30,000-\$35,000 each year and that comes from a wide variety of donors making \$1,000 and less gifts. The guild's budget each year is around \$30,000-\$35,000. They have a separate bank account which has a \$50,000 balance. They have moved their fundraising mailing to June so that it doesn't conflict with the fall pledge campaign for the parish.

Presentation of Vestry Nominees: Steve Fleenor and Colleen Dodson Baker. Steve referenced the minutes that were included in the Vestry packet. See attached committee minutes. Steve thanked Sydney Nichols and Theresa Amy who also served on the committee. They began meeting in mid-July by first meeting with Bob Dannals. They determined what were the characteristics for the strongest vestry members. They received 37 nominations and researched each one. They had excellent candidates, but had to narrow the list. They removed people who had previously served on the Vestry, and people who had not pledged to the church. They narrowed the field to 10 prospects. They had three nominees and three alternates. Two of the top nominees declined to be nominated. Two alternates were then moved up into the nominee positions. We discussed the three candidates in detail with different Vestry members sharing their own feedback. Lisa Holguin asked about the diversity of the candidate pool. Sydney explained that some of our diverse candidates served on the Vestry nominated committee therefore not being eligible to be nominated.

Study: Lisa Holguin led the study by reading Gratitude by Anne Lamott.

The October minutes and executive session minutes were both approved.

Rector's Report:

- Bob has looked at all areas of work being done.
- There are no areas of concern for Bob.
- Though he is not directly involved in the search efforts, he feels like there is a great attention being paid to All Saints' on a national level.
- They are busy planning Advent and all the way through Easter.
- He's working with Nat and Will on planning past Bob's departure after Easter.
- Bob has worked closely with Sydney & Susan and complemented them on their strong leadership.
- He's projecting we're going to complete the year on budget without a deficit.
- He will be attending the Diocesan Convention and feels like All Saints' is in a good position within the diocese.
- Gerrie Maloof asked about the previous job descriptions that were presented. Bob described how the positions would be structured and the timing of those hires based on the arrival of the new rector.
- Jennifer Hill has accepted the job of adding the management of events at the parish and will begin that position on January 1, 2019. The position is titled: Director of Parish Administration and Parish Life.

Update on Invite-Welcome-Connect: Theresa Amy and Dennis McGuckian
Dennis shared that they are going to add a button to the website that you click on if you're new. They will add videos for those to watch. There will be new cards on Sunday for people to complete. There will be a process in place for people to actually be followed up with once they complete the card. They will add a banner to the table that says "welcome". They have discussed table placement so that there is more visibility at the church. Some of this will happen in December and more will be introduced in January. Theresa says they are making an effort to keep the people who attended the training to stay involved.

Parish Administration: Jennifer Hill

Jennifer was out sick so there is no update from Jennifer at this meeting.

Stewardship Update: Elizabeth Ladizinsky

Liz has statistics from this year's pledges for 2019. Please refer to the attached report.

Financial Report: Susan Humphreville

Susan presented an update with projections on how we are going to finish the year in the black. Please see her report included in the minutes. Susan discussed the process of preparing the 2019 budget. Tuesday, December 11th we have a budget planning meeting with the Vestry to go through the budget in detail.

Search Process Update: Sydney Nichols

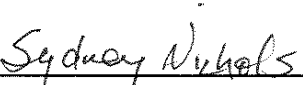
There are 78 candidates being vetted for consideration.

Feb. 23, 2019 is the retreat when the search committee will decide who the final three candidates are. March 2, 2019 is when the Vestry will meet with the search committee to review the three final candidates.

Other Business:

We discussed the timetable for new Vestry members and the process for electing the Sr. and Jr. Warden. The next regular Vestry meeting is Tuesday, December 18th at 6:15pm.

The meeting was adjourned at 8:35pm.



Sydney Nichols, Senior Warden



Chris Cook, Clerk

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