

**All Saints' Beverly Hills
Minutes of Vestry Meeting Held on
June 23, 2015**

Attendees:

Clergy: Rev. Steve Huber

Vestry Members: Neville Anderson, Joe Becci, Bob Craft, Colleen Dodson-Baker, Steve Fleenor, Brian Ide, Ruth Loomis, Peter Lu, Jean Marc Madelon, Kim Meyer, Sydney Nichols.

Staff: Debbie Gauer, Jennifer Hill

Guests: Rev. David Norgard, Glenn German

Excused: Maggie Reid

Meal: Steve Fleenor provided a delicious dinner.

Opening Prayer: Brian Ide led the opening prayer.

Study: Peter Lu led the study. We read the chapter, "How a Daoist Fire Walking Ceremony made me an Episcopalian" from the book, My Neighbor's Faith: Stories of Interreligious Encounter, Growth, and Transformation and then discussed it.

Minutes: A motion was made, seconded and passed to approve the minutes of the May meeting.

Rector's Report: Reverend Steve Huber reported that we have had 2 powerful Sundays recently. First 2 weeks ago was Aaron's naming ceremony. The posting of the welcome message on Facebook received around 8,000 hits. This past Sunday, Rev. Andy Barnett gave a powerful sermon about the domestic terrorist tragedy in Charleston. Rev. Allison English also preached a wonderful sermon in AS2 about it. The Adult Formation Committee is exploring ways on how to lead the parish in a conversation about how to address the epidemic of fear and violence in the context of our Christian faith.

Rev. Huber reported that we are moving forward in the intentionality of hiring a new priest including forming a small committee to advise on this. Rev. Huber passed out the job description. It is on our website and in Episcopal clergy job search arenas. At the earliest, this priest would start in the late fall. The primary responsibility of this person isn't going to be just AS2 but rather will be a part of the team for all the services.

General Convention started today in Salt Lake City. On Saturday, the House of Bishops will elect a new presiding bishop for the next 9 years. There are 4 great candidates. Rev. Huber will be gone in July except he will return on July 11 for Olivia English's baptism which will be at All Saints' church and both congregations will be invited.

Open Discussion:

Strategic Plan: Glenn German, the chair of the Strategic Planning Committee, and Rev. David Norgard, our strategic planning consultant, presented the Strategic Plan to the Vestry (the full copy was electronically sent to Vestry members prior to the meeting to review). Mr. German presented the background history of this plan including the formation of the committee as a product of the Vestry Retreat in 2014. The first part was gathering information including a SWOT survey of vestry, clergy and staff members and inquiry interviews of ministry leaders. From this information, five themes were identified: community, worship/music, outreach, education/formation and children, youth and families. Then the AS2020 café was a forum for parishioners to discuss these priorities in depth. Using all this information, the committee came up with practical, measurable goals for each of the priorities. The committee also came up with an identity statement that is in essence the strategic priorities in a simple, understandable statement. Rev. Norgard discussed that the roll out and implementation of this plan are crucial to its success. These are the next steps to be taken. The vestry, staff and clergy will be responsible for the implementation. The clergy and staff will need to talk through the plan, understand it, create a timetable for the implementation, and identify project leaders. The vestry's role is to evaluate the progress in the next six months and then again every six months or twelve months thereafter. In evaluating the progress, they may need to adjust the plan as necessary. For both groups, the plan needs to be integrated into the agendas of their meetings. The roll out will be over the next six weeks. A motion was made, seconded and passed to unanimously approve the strategic plan.

Membership Program: Debbie Gauer discussed that she is working on how to reemphasize membership in our parish. She has been looking at what does membership of a church in the 21st century mean. The next issue of Ethos that comes out in Mid-Sept will focus on membership. It has four components:

- Pledging to support operational, ministerial and sacramental functions of the church
- Worshipping together to glorify God
- Being in community together with each other
- Being committed to service in the larger world

To fully live into life at All Saints and into the life of a Christian, you will need to be a member. This will be the theme of this year's annual pledge campaign. At the same time, membership isn't meant to be exclusionary and one can participate without being a member.

Stewardship Report: Debbie Gauer reported that unfortunately we are still in the red. Since last month we have had 3 new pledges totaling \$2,550 which brings us to 335 pledging households (vs. 372 in 2014). There is a potential to raise \$112,500 from people who pledged

in 2014 but haven't yet pledged in 2015. In 2014, 6 pledges for a total of \$12,150 were brought in between June and December. They are looking at who else might be able to either increase their pledge or start pledging.

Last Saturday, there was a thank you reception at the rectory for those who were new pledgers in 2015 and for people who increased their pledge (a lot of these were AS2 parishioners). There will be a reception at John and Cordelia Sweetland's home in mid August for former wardens, current vestry members and their spouses. They will be encouraged to remain leaders and pillars of our parish.

Ruth Loomis and Lynn Dodd will chair the 2016 Stewardship Program. Their committee comprises about 30 high energy people. The first meeting will be this coming Saturday at the rectory.

Financial Report: Steve Fleenor gave our financial report. We had an operating income loss of \$17,000 in April, and \$138,000 for YTD. Expenses are under control but revenue is down primarily because pledged income is down. For April, pledged income was \$39,000 below budgeted and for YTD, pledged income is down \$117,000. At this point, it is looking like pledged income and revenue for May will be lower than budgeted as well. In April, we drew \$120,000 from the line of credit and in May, we had to draw \$100,000 so a total of \$220,000 has been drawn from the line of credit. In 2014, we didn't have to draw from the line of credit until August. Fortunately, in June, we did get a full payment of a big pledge which has helped. Since our revenue is down so much we have to look at our expenses. Three positions that were budgeted for will not be filled right away and this will save us some money. These positions are new administrator, new clergy person, and a new sexton. With this we will save \$151,000. The finance committee has recommended suspending our mission share for seven months which would be a savings of \$99,000.

The Vestry went into Executive Session for 5 minutes and then returned to regular session.

A motion was made and seconded to approve the Financial Report for April.

Administration Report: Jennifer Hill reported that she had spent the last month observing All Saints' operations and has been looking at how to streamline processes. She also discussed all the repairs that have occurred as well as that she has set up a meeting with the Buildings and Grounds committee in July to do a walk through of the campus and discuss priorities of what needs to be done, including the irrigation and landscaping on the corner of Santa Monica and Camden.

Hospitality on Sunday morning is going to be changed to a \$200 tribute so that no one will have to pay for donuts and coffee anymore. If any parishioners would like to make a tribute, please let Jennifer know.

Other Business:

Joe Becci discussed that he has been working with Rev. Alison English to create Baptismal Mentor Teams. Each family that is having a child baptized will be assigned a mentor to help guide them in becoming more active at All Saints'. The next baptisms will be in September. He is also creating a buddy team of about 15 people to be assigned to newcomers who fill out a welcome card. They will be the newcomer's shepherds to help them navigate All Saints'.

Bob Craft discussed the work of the Education/Formation Committee. This next year (starting in September), there will be something every day of the week. They have a great course catalog and brochure which they are working on.

On Sunday October, 18, 2015, Theodacy, Rev. Andy Barnett's jazz group, will perform a jazz mass at All Saints' that Canterbury Cathedral commissioned. The Very Rev. Robert Willis, the Dean of Canterbury Cathedral, will be here visiting that day.

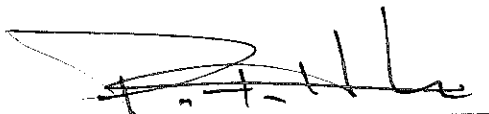
Robert Brown's discernment committee has concluded its work and submitted a letter unanimously endorsing him to proceed in the process towards ordination to the priesthood. The Vestry members signed a letter of support and commitment for Robert Brown.

Summer meeting schedule: there will be no meeting in July. Our next meeting will be Tuesday, August 25, 2015.


The rector led us in closing prayer.

The meeting was adjourned at 9:30 pm

Minutes prepared by Neville Anderson.



Peter Lu, Clerk



Kimberly Meyer, Senior Warden