

**All Saints' Beverly Hills
Minutes of Vestry Meeting Held on
November 17, 2015**

Attendees:

Clergy: Rev. Steve Huber

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

Staff: Debbie Gauer, Jennifer Hill, Karlyn Johnson

Excused: Steve Fleenor, Elizabeth Ladizinsky, Maggie Reid

Meal: Joe Becci - provided a delicious dinner.

Opening Prayer: Peter Lu –

Led us through the reading of “A Thanksgiving Prayer” by Roberts Godfrey Hannegan

Study: Neville Anderson –

We read the “Why Thanksgiving Matters” by Stan Guthrie, the story is found in Luke 17. *Ref: Jesus heals a leper* - We discussed how Jesus has the ability to heal. Through his healing Jesus was able to restore humanity’s faith. Jesus did not come to be thanked and worshipped, he came to celebrate and live life with us.

Kim Meyer -

Motion was made to approve minutes from October meeting – Approved with minor corrections
Motion was made to approve executive notes/session minutes – Approved

Rector Report: Rev. Steve Huber

Rev. Steve Huber is feeling better. All Saints’ Day was very successful kicking off a week of celebration and the brunch was successful as well. Rob Bell gave a great sermon. Imagine LA – is doing very effective work around the issues of homelessness. Imagine LA is making a difference where people are moving from homelessness to self-sustainability, through education and life learning skills and training. Joe Becci spoke about the work he does with Imagine LA. The rectory raised more than \$60,000 for Imagine LA. One of the largest donations made by a Church to Imagine LA. Joe mentioned that we are waiting to sponsor a family of five next year.

Jennifer and Elizabeth are working on 2016 All Saints’ Parish budget. Steve has been meeting with department staff to discuss next year’s budget requests. There will be a meeting with the finance committee sometime in the next month to review the budget with ASBH staff.

Steve mentioned that we are in the process of interviewing two candidates to join our clergy.

Gerrie Maloof – who was on the strategic planning committee – will work with the five staff members who are in charge of programming at AllSaints B.H. on the implementation of strategic planning goals.

Rev. Steve Huber – Presented our new church mission statement, which will be posted in the Narthax for all to see.

Rev. Steve had arranged a meet and greet between Christy Mossman and Bishop Bruno as part of the stages towards clergy.

Joe Becci – presented the award that ASBH received “2015 Outstanding Volunteer Team” award from LGBT center in Hollywood. Joe has also received an individual award from Hollywood LGBT Center for his work coordinating and volunteering at that center.

Family Ministries: (Karlyn Johnson)

What's going on with Family Ministries now/recently?

Information regarding All Saints Children's Ministries and Services:

- We have over 120 families, 200 kids from 0 to 18 years

Our weekly average attendance: 60 – 70 not including youth in church who serve in the choir and acolytes.

o Most recently, All Saints' Sunday.

□ 110 kids' tees distributed

32 babies born from 2014 - today

We have a staff of 25 volunteers who help out during Sunday services, unfortunately they are not always available.

These are the five groups within ASBH Children's ministries.

1. Tiny Church 0 - 2
2. Explorers 3 - 8 (pre-school - 3rd grade)
3. NEST grades 4,5,6
4. CAST grades 7 – 12 (Junior Cast: 7,8,9 Senior Cast 10,11,12)

Volunteers and Parents

One of the biggest challenges for family ministries is that we have 45 minutes to do what we do best. - 45 minute Sunday window

- pastoral
- education/formation
- fellowship
- fundraising
- parent involvement
- worship
- leadership (youth vestry)
- volunteer coordination
- child care worker coordination
- newcomer welcome
- emergency protocols/student sign in
- multiple spaces used, logistically: Tiny Church, Explorer Godly Playrooms, NEST and CAST rooms
- Kids in Church for at least 4 Sundays per year

- Blessing of the Backpacks
- All Saints' Sunday
- Easter Sunday
- Last Sunday in December
- 90th Anniversary (last year)
- Database management and coordination for all families/kids
- Family ministries generates a LOT of paperwork because they work with children, probably more than any other ministry.
- Introduce kids to worship service by returning them to Church as Eucharist leaders
 - Emergency Protocols and Procedures
- Further developing the central sign in changed the face of Family Ministries, more present on the patio
 - Continued growth in patio presence
- Stroller Parking
- Tiny Church gateway
 - Family/Student led outreach
- St. Nicholas Food Drive
 - Transitioning NEST to CAST through outreach projects, shared experiences
- Advent Market Participation
- Youth Halloween Lock-In
 - Recruited/surveyed families in worship in the narthex to get a feel for the millennial parent, leading to:
- The understanding that families and their relationship to church (around their children, especially babies!) has changed.
- Soft space for kids at the back of the church another BIG shift in how we include/involve kids at church YAY
 - Social Media Presence – All completed by Karlyn Johnson
- All Saints' Parents and CAST FB pages
- Weekly Cha@t Newsletters
- CAST and NEST support/use of Instagram
 - Continued work with the Acolyte Ministry, Godly Play Support, CAST and Nest
 - Empowering volunteer leaders to lead mission trips
 - Recruiting new leaders to continue to grow the CAST and NEST in energy and spirit
 - Ongoing recruitment of dynamic summer children's ministry coordinator(s)
- Camp Camden has been highly successful and engaging for our kids
- Clergy representation in camp this summer!
 - Encouraging growth/greater leadership from the youth vestry
 - Mom's Bible Study
 - Family Ministries Outings (beach and marionette show)
 - Regular weekly interactions with SAGES and Monday Meal Volunteers for the good of the church family
 - All family/parent Meetings/fellowship events including Sunday morning Parent Mixers, Acolyte and Parent Luncheon at the Rectory and the Family Ministries Picnic
 - Greater communications re: marketing and promoting family ministries including but not limited to: social media, bulletin real estate, calendar items.

Stewardship Report: Debbie Gauer -

Looking at where we are – to date we’ve seen no additional pledges for 2015. We are predicting a shortfall from the lack of pledges.

Looks like we will lose one of our biggest pledges

16 people who reduced their pledges to ASBH – legitimate financial misfortune

Over time comparison pledges from new pledgers tend to be lower than those from longer term pledgers.

The average pledge has been \$4,003 but our current amount is \$3,792, a shortfall of \$211.

Debbie has been working with Jon Tan, for our Giving Tuesday Campaign theme is “*The Church that gives religion a good name*”

December 3rd we are sending out both email and hard mail to members to a call for action to thank them for completing their 2015 pledge.

There will be a picture make up day scheduled in January 2016, for members who were not able to make it to the last one.

The feedback from the ASBH brochure, is that people think it’s great. It was very successful and we had good feedback from everyone.

As of November 17, 2015 for 2015:

Pledge Goal: \$1,718,750

Revenue Goal: \$1,546,875

Pledges to Date: \$1,306,366

Difference (A-C): \$412,384

Difference (B-C): \$240,509

Historical comparison:

<u>Date</u>	<u>Number</u>	<u>Amount</u>
Nov. 27, 2012	260	\$1,124,000
Nov. 19, 2013	291	\$1,227,417
Nov. 18, 2014	249	\$1,018,073
Nov. 18, 2015	287	\$1,088,198

Financial Report: Sydney Nichols

September revenues of \$98,000 were approximately \$33,000 below budget, while the collections component of \$80,000 was \$41,000 below budget. Preliminary October collections of \$79,000 compare negatively to the budgeted \$140,000. In both cases, the negative variance is due to a large shortfall in Pledged Income. Through September, collections of \$970,000 were \$100,000 less than last year and \$170 less than budget.

Total YTD revenues of \$1.2 million are \$900K less than the 2015 budgeted income of \$2.1 million, creating a shortfall of \$900K. The budget anticipates collections of \$140,000 in October (preliminary \$79,000), \$150K in November and \$250K in December, special gifts of \$200K, and a \$200K transfer from the Music Guild Endowment Fund, for a total of \$880,000. So, if we meet the budgeted income targets and expenses continue to run \$100K below budget, we will conceivably break even as budgeted.

September expenses were \$18,000 under budget, primarily due to the Vestry's suspension of Mission Share monthly payments (\$14,000). Unfilled yet budgeted staff positions were also a factor. On a year-to-date basis, expenses are \$110K under budget for the same reasons. Through September we have a loss of \$305,000, \$33,000 ahead of budget; however, in the month of September, it was \$15,000 below budget.

Questions and Comments:

Joe Becci – What if we were to receive all of the Music Endowment and collections, we might actually break even.

Jennifer Hill – we are expected to receive property tax exemption for the ASBH properties. Jennifer will send confirmation regarding our status by the end of the year.

*Motion to approve financial report (Kim Meyer) Approved

Administration: Jennifer Hill

Medical open enrollment for staff is in full swing

Cleaning the rectory and guest house and carpet floors

The new front doors for the church are ready, schedule for delivery and installation next month

December 9th - Schedule kitchen organization and cleaning day

1. We expect to be able to apply for the exemption from property tax for the rectory before the end of this year. If we are successful, we should be able to get a refund for all or a portion of the property taxes we are paying in December, and may (this isn't certain) also be able to get a refund for all or a portion of the property taxes for the prior year that were paid in in December 2014 and April 2015. This is the information orally given to Phil Nichols by Shannon Paresa, who is with the law firm specializing in non-profits we have engaged to help us with the property tax exemption, Rodriguez, Horii, Choi & Cafferata. This is the same firm that helped us when we amended All Saints' articles of incorporation to include the language necessary for the property tax exemption.

2. The preliminary step has to been to have SNK Company, LLC, and the entity that owns the rectory, put back into good standing California. SNK Company had not filed the required annual returns with the California Franchise Tax Board since its inception in 2002.

3. In early October, we submitted all of the tax returns to the California Franchise Tax Board for years 2002 through 2014. Phil and Jennifer Hill had a follow-up conversation with the Franchise Tax Board in late October. In the call, the FTB representative helped walk us through an expedited process we could now use to make SNK exempt from the annual \$800 fee – perhaps even retroactively.

4. Last week, All Saints' submitted its application for SNK to be exempt from the \$800 fee. Dave Ritchie, the tax attorney who pro bono prepared the tax returns and also identified the possible exemption, prepared the exemption application. In our conversation with the Franchise Tax Board, we were informed that the exemption might be processed within 10 days after receipt, if we request a rush handling (which we did). Our exemption application included 10 or so enclosures required by the FTB, including the Federal tax exempt status of the church.

5 Our outside counsel for the property tax exemption suggested to Phil that it would be easiest to get the property tax refund if we keep the rectory in the name of SNK Company, LLC, at least for the time being. Jennifer is going to send Phil the form of operating agreement to be adopted by SNK that has been pre-approved for this purpose by various state agencies.

Other Business:

Bob Craft – talked about planning and preparation for the upcoming Diocesan Convention. Convention is in first weekend of December 2015.

Rev. Steve Huber - led us in closing prayer.

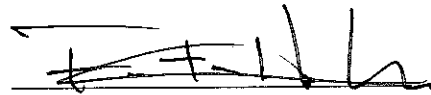
The meeting was adjourned at 9:46 p.m.

** The next meeting will be Tuesday, December 15, 2015 at 6:30 p.m.*

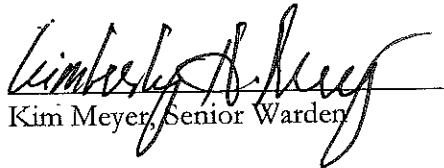
** Vestry Budget workshop – January 19, 2016 @6:30 p.m.*

** Annual Meeting – February 21, 2016*

Minutes prepared by Jean-Marc Madelon.



Peter Lu, Clerk



Kim Meyer, Senior Warden