

All Saints' Beverly Hills
Minutes of Vestry Meeting on
February 23, 2016

Attendees:

Clergy: Rev. Steve Huber

Vestry Members: David Van Iderstine, Ruth Loomis, Joe Becci, Colleen Dodson-Baker, Steve Fleenor, Bob Craft, Brian Ide, Ken Sulzer, Jean Marc Madelon, Theresa Amy Sydney Nichols, Maggie Reid

Staff: Jennifer Hill, Debbie Gauer

Excused: 0

Joe Becci called the meeting to order at 7:00pm.

Meal: Sydney Nichols provided a delicious dinner.

Prayer: Steve Fleenor

Study: Ruth Loomis led the group study focused on an excerpt from the book: 'A Primer of Christianity for Pew Sitters and Other People' by Sally Campbell.

Joe Becci officially welcomed the new Vestry members: Theresa Amy, Ken Sulzer and David Van Iderstine.

Minutes: Motion was made, seconded and we approved the minutes of the January meeting.

Officer elections were held with the following results: Jr. Warden- Brian Ide, Treasurer- Sydney Nichols and Clerk- Ruth Loomis.

Joe Becci mentioned that the Vestry Retreat was scheduled for March 18th and 19th. The focus would be on two areas: rollout of the 5 year plan and Vestry stewardship responsibilities. The retreat will be led by Gerrie Maloof and Chris Cook. All Saints' staff will attend on Saturday as well.

Financial Report: Steve Fleenor reviewed the 2015 results and the 2016 budget; highlights follow:

2015 Results

- Steve reviewed the major categories of the P&L, focusing on expense groupings: compensation, premises-related expenses, administrative, and ministries.
- For 2015, he explained that the negative revenue variance of \$371k related to the failure to (i.) meet our collective pledge goal, and (ii.) successfully launch the Music Endowment Campaign.

- The revenue shortfall was partially offset by a positive expense variance of \$168k related to (i.) budgeted headcount additions not filled, and (ii.) a suspension of our Mission Share payment. A discussion ensued re the importance of meeting our Mission Share payment.
- The negative revenue variance combined with the positive expense variance created a loss of \$202k.
- Steve explained that the loss was financed by borrowings under our credit line. Current balance = \$200k.

2016 Budget

- Steve explained how the 2016 budget was carefully created. Much of the work performed by Rev. Huber, Liz Ladizinsky, and Jennifer Hill, supported by a subset of the Finance Committee.
- He explained that there are no major expense increases other than to (i.) hire a much-needed 3rd priest, and (ii.) to resume our Mission Share payments.
- With regards to revenue, he explained that the “Risk Areas” are (i.) meeting the 2016 Pledged Income Goal, (ii.) successfully producing The Vestry Gala, budgeted to raise \$40k, and (iii.) successfully reaching out to certain parishioners to raise \$115k on a “one-time” basis, some of which has already been committed.

Moved and seconded acceptance of the financial report.

2016 Revenue Analysis: Sydney Nichols presented the early results of 2016 revenue, which revealed a positive variance of revenue over expenses for the month of January.

Stewardship Plan: Debbie Gauer presented an early draft of the Stewardship Plan for 2016. The plan is broken down into 5 main categories:

- Year Round Giving, Kid’s Giving, All Saints’ Fund, Major Gifts/Endowments, Planned Giving

Leadership teams for each of the categories are being identified and will be contacted. The focus of the campaign will be on year-round dialogue and participation beyond just the Annual Fund. There was acknowledgement that historically, pledges only cover 90% of the annual budget. Current stewardship results for 2016 were broken down and discussed.

Rector’s Report: Rev. Steve Huber announced and discussed the upcoming arrival of a new priest, Nathaniel Katz. His background was discussed and it was shared that he will be working with AS2 as well as a number of other areas.

A reminder of the upcoming Vestry Retreat was shared.

Rev. Huber shared about Scott Taylor’s upcoming discussions on gun violence, which will be on April 13th and 20th, and that Scott is heading up our potential assistance with a refugee family.

Joe Becci is heading up a fundraiser for the LGBT Center which be held on March 6th at the Rectory. They are looking to raise \$6000 to cover food costs for the year.

Debbie Gauer will be heading up a New Pledger Party at the Rectory on March 13th at 4pm.

Rev. Huber announced the new spring Adult Formation lineup. It will be unveiled next month.

It was announced that Suzanne Rheinstein will fund the new landscaping on Santa Monica Blvd. It will be completed in the spring.

The Honduras missionaries will be leaving on Thursday.

The April Vestry meeting will be moved to April 19th.

Administration Report: Jennifer Hill shared that the new front doors to the church should be installed soon. She shared that the tax reimbursement process for the Rectory is underway and the staff are preparing for job reviews. The church is looking to replace the AC maintenance company and she is starting to collect W9s from all contractors.

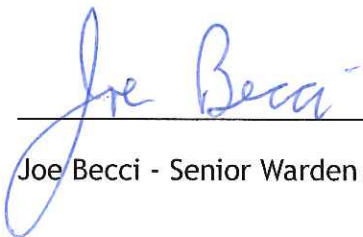
OTHER BUSINESS:

Colleen Dodson-Baker is passing out copies of the 'Handbook of the Heart' to new members. She continues to solicit stories for her 'Stories of Engagement' project and she shared the value of engagement and thanking others for their service.

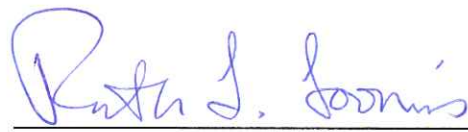
Maggie Reid requested dates for 2016 meetings.

At 9:15pm, Rev. Steve Huber led us out in closing prayer. The meeting was adjourned.

Minutes prepared by Brian Ide.



Joe Becci - Senior Warden



Ruth Loomis - Clerk