

**All Saints' Beverly Hills**

**Minutes of Vestry Meeting on**

**May 23, 2017**

**Attendees:**

**Clergy:** Steve Huber

**Vestry:** Theresa Amy, Joe Becci, Bob Craft, Chris Cook, Susan Humphreville, Ruth Loomis, Jean-Marc Madelon, Dennis McGuckian, Sydney Nichols, Ken Sulzer, Maggie Reid and David Van Iderstine.

**Staff:** Jennifer Hill, Debbie Gauer, Jason Franklin and Courtenay Hrubesky.

**Excused/Absent:** None.

**Theresa Amy** provided dinner.

**Joe Becci** called the meeting to order at 7:02pm.

**Jason Franklin** introduced Courtenay Hrubesky, who recently joined the All Saints' communications team, after working for 20 years at a large church in the San Fernando Valley.

**Dennis McGuckian** led the group in prayer.

**Bob Craft** led the monthly study, which was an interesting quiz intended to assess our literacy about various religions.

**Jason Franklin** informed the Vestry about the All Saints' Brand Refresh initiative and distributed the attached one-sheet. We are currently in the Discovery Phase (Phase 1) of a five-stage process, which will provide data to inform subsequent phases, culminating in a refreshed website by fall and an overall All Saints' brand refresh by All Saints' Sunday. The Discovery Phase includes a completed Social Media Audit (attached), "Secret Shopper" surveys completed by people who Jason asked to attend a service, pretend to act as church shoppers and provide input on that experience, and a Targeted Survey Report based on our strategic plan. All Vestry members were requested to fill out the Targeted Survey Report and enlist 4 people familiar with All Saints' to do so as well by June 15. In response to a question, Jason also committed to seeking and accepting specific input on the website redesign and content. This input will be important in part because most staff were not included in the vestry retreat at which this was identified for action.

**Minutes** of the May 23 meeting were approved unanimously.

**Steve Huber provided the Rector's Report.**

- Choir members are excited about their trip to England, which involves a rigorous schedule of practices and services at Salisbury Cathedral, Wells Cathedral and the Tower of London.
- The "Making a Life at All Saints" series has been successful, with approximately 30 participants.
- Lots of good ideas were provided by the Staff and Vestry Retreat. In particular, small groups will be tied into adult formation in the fall, with a menu of opportunities.
- Steve gave a "shout out" to Chris Cook who is helping Debbie Gauer with fundraising and will help

- Steve with individual asks where there is St. James School/All Saints' overlap.
- There will be a church-wide appeal for giving on Pentecost. Parishioners will receive materials in the mail prior to Pentecost.
- Ed and Marianne Burnside are moving to Oregon and will be stepping down as the leaders of the Sages group after many years of service. Committee members, Joy Moyer, Beryl Jelley and Nan Williams will also step down, and a new team to lead the Sages will be assembled.
- Clergy conference was Monday, Tuesday and Wednesday of the week preceding the vestry meeting.

The Parochial Report to the Diocese of Los Angeles was passed around the table and unanimously approved by the vestry.

**Administration:** **Jennifer Hill** requested that vestry members attend Safe Church training, as required by the Diocese, on June 3 from 9 a.m. to 1 p.m. Members who are unable to attend may complete the training on-line and should let Jennifer know they need to do so.

**Joe Becci** distributed the attached summary of output from vestry retreat, and informed the group that planning next steps would be a topic on the June vestry agenda.

**Vestry Nominating Committee:** Prior to this vestry meeting, members had been asked to make suggestions for the Vestry Nominating Committee which needs six non-vestry members who will serve alongside Joe Becci and Ruth Loomis. Consistent with the practice of having one member from the previous year's committee serve again for continuity purposes, Jean Dillingham has already been selected. Names of potential committee members were presented, and vestry members voted on those names. There was then discussion about whether spouses of current vestry members should be on the committee. While not necessarily creating a conflict of interest, several vestry members expressed concern that inclusion of spouses might create an unfortunate perception of concentration of influence. Joe Becci will send a follow-up e-mail, with discussion on this subject to be continued. It was also suggested that a staff member serve as a non-voting member on this year's committee, as a trial practice.

**Sydney Nichols** distributed the attached financial report, which was approved as drafted.

**Joe Becci** distributed the attached Vestry Dashboard, currently projects a \$191,000 shortfall for the full year 2017.

**Debbie Gauer** distributed the attached Pledge Performance report and informed the group that the attached Descriptive Budget is being mailed to All Saints' entire mailing list of 650+ in anticipation of the Pentecost outreach.

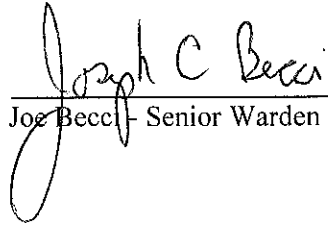
**David Van Iderstine** told those present that as required by the parish's contract with the rector, there will be a Mutual Ministry Review (MMR) in the fall facilitated by Canon Joanna Satorius from the Diocese. October 21, 8:30-3:00 was selected for the process, which is required to occur annually, participation in which is limited to the vestry and the rector. There being no information available on the Diocese of Los Angeles website about the MMR process, David distributed the attached Mutual Ministry Review guidelines taken from the Diocese of Northern California website as a potential example of expectations for our review. A questionnaire developed by the Diocese will be distributed to vestry and rector approximately one week before the review date.

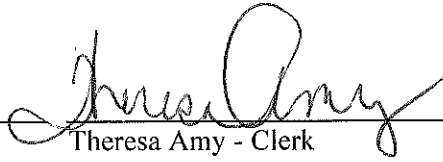
**Other Business:** On behalf of herself and Jean-Marc Madelon, Maggie Reid read a prepared statement voicing dismay that the December art and gift auction had impinged on results for the subsequent Cast Youth Auction. After constructive discussion, it was agreed that better communications are needed to optimize results.

The next meeting of the vestry will be June 27, 2017.

Steve Huber led the attendees in a closing prayer. The meeting adjourned at approximately 9:00 pm.

Susan Humphreville prepared the minutes.

  
Joe Becci - Senior Warden

  
Theresa Amy - Clerk