

**ALL SAINTS' EPISCOPAL CHURCH
608 JEFFERSON STREET
TUPELO, MISSISSIPPI 38804
MINUTES OF VESTRY MEETING
OCTOBER 21, 2013**

PRESENT:

The Rev. Paul Stephens, Rector	David Alford	Sandra Perkins
The Rev. Stanford Adams	Carol Alvis	
Stephen King, Sr. Warden		Pete Poland
	Art Chambers	Wayne Slocum
Mike Fitzpatrick, Treasurer	Amanda Foster	Donna Timmons
Kay Trapp, Ass't. Treasurer	David Hastings	Josh Westmoreland
Tommie Moore, Clerk		

ABSENT: Joellen Murphree, Julian Carroll, Paul Perry

The Rev. Stanford Adams opened the Vestry meeting with a prayer at 6:07 p.m.

CHECK-IN

ADDITIONS TO THE AGENDA: None

REVIEW OF MINUTES:

The September 16, 2013 Vestry minutes were reviewed.

MOTION: (Timmons/Perkins)

Approve September 16, 2013 Vestry minutes as submitted.

APPROVED.

The October 2, 2013 Vestry minutes for meeting via email were reviewed.

MOTION: (Slocum/Foster)

Approve October 2, 2013 Vestry minutes for meeting via email as submitted.

APPROVED.

The October 14, 2013 Executive Committee minutes were reviewed.

MOTION: (Slocum/Perkins)

Approve October 14, 2013 Executive Committee minutes as submitted.

APPROVED.

VISIONING AGENDA: Overview of Church size

Paul opened the discussion by advising that there are at least three different congregational size models illustrating ways in which churches can be studied. Measuring average Sunday attendance and number of members is one way a church may be studied, remembering that size is a frame of reference not a formula. According to studies, congregations in transition moving from one size to another may hold onto old ways of functioning. This type of behavior can cause stress for a congregation as the forces of change vs. forces trying to hold onto the past are at odds with each other. It is important to understand the internal dynamics of a congregation

and its programs. In smaller churches the matriarch or patriarch is the hub or center of the programs and decision making. In the next size church, the clergy is the hub of programs and decision making. In a larger church, the Vestry become the policymakers. It is also important to understand the external dynamics of a church. Saints' Brew is a good example of the outreach (external) component at All Saints'. As Saints' Brew has grown, we find ourselves needing to move into a new way of organizing and operating the program. Churches can be categorized in the following way:

Very small – less than 75 members with an average Sunday attendance of less than 50

Small – 75-200 members with an average Sunday attendance of 40-100

Middle – 200-350 members with an average Sunday attendance of 75-200

Moderately large – 350-800 members with an average Sunday attendance of 150-400

Very large – Greater than 800 members with an average Sunday attendance of greater than 350

Paul noted that All Saints' has been hovering between a middle size church and a moderately large church for almost 20 years.

Stephen King added to the conversation by sharing the article “8 Reasons Why Churches Have Difficulty With Transitions”. Reasons included: Pastor is the primary caregiver; Leaders lack a strategy; True leaders not leading; Volunteers are unempowered; Governance team micromanages; Too many meetings; Too many events/programs that lead nowhere; Pastor tries to please everyone. A discussion followed with the Vestry noting the following: Living in transition is the place of greatest stress; How do we move from place of stress?; How do we meet the needs of the community while focusing on what God calls us to do?; Paul is involved in most significant pastoral care issues, while in larger churches the rector would not necessarily be involved.

TREASURER'S REPORT:

Treasurer, Mike Fitzpatrick reported that we received \$48,934 in total revenue toward a budget of \$52,967 month-to-date. Total expenses = \$48,255 toward a budget of \$53,939 month-to-date. Total year-to-date revenue = \$415,638 of a budget of \$476,705. Total expenses year-to-date = \$457,129 of a budget of \$485,250. Mike noted that we are approximately \$61,000 short of our total revenue budget. He also noted that we have not used any 2013 pre-paid pledges.

Concerning the Capital Campaign, Mike advised that total income received in September was \$19,447.99. We currently have \$64,512.02 cash on hand in our Capital Campaign fund.

This report was approved at the Executive Committee meeting on October 14, 2013.

CHRISTIAN GROWTH COMMISSION:

Convener, Josh Westmoreland submitted a written report.

This report was approved at the Executive Committee meeting on October 14, 2013.

CHRISTIAN SERVICE COMMISSION:

Convener, Amanda Foster submitted a written report.

This report was approved at the Executive Committee meeting on October 14, 2013.

CHRISTIAN STEWARDSHIP COMMISSION:

Convener, David Hastings submitted a written report.

This report was approved at the Executive Committee meeting on October 14, 2013.

JR. WARDEN REPORT:

Jr. Warden, Joellen Murphree submitted a written report.

This report was approved at the Executive Committee meeting on October 14, 2013.

SR. WARDEN REPORT:

Sr. Warden, Stephen King gave an oral report. No action was required by the Vestry.

This report was approved at the Executive Committee meeting on October 14, 2013.

CURATE REPORT:

Stanford Adams reported that the 2nd stewardship family group gathering went very well. He noted that there are four more gatherings planned over the next two weeks. Stanford continued his report by thanking everyone that helped plan the parish picnic, noting that it was a great time for our parish family. Stanford reported that he and Paul attended Clergy Conference at Gray Center October 7-10. He said much of their time was centered on the upcoming bishop selection and election process. Stanford advised that the work to design our new website continues with hopes that its debut will take place by Advent I, December 1. Stanford reported that he will be serving as the Chaplain at Happening #78 at St. Paul's, Meridian, October 18-20. Stanford advised the Executive Committee that the office needs one volunteer to help complete the data input for our ACS system and asked that suggestions be passed along to him.

As an update to the report he gave at the Executive Committee meeting, Stanford advised that the Communications Task Force continues their work on designing a new website. He hopes to have a draft of the website available for the Vestry's review at the November meeting.

This report was approved at the Executive Committee meeting on October 14, 2013.

RECTOR REPORT:

Paul advised that in addition to Stanford serving as the Chaplain for Happening #78 in Meridian, several All Saints' youth participated as Happeners. He noted that Ben Alford will be serving on the Happening staff in the fall of 2014.

Paul reported that "God in the Reel World, The Theology of Movies" class began Sunday, October 20, reviewing the movie, "*Chocolat*". He encouraged the Vestry to make adult Christian formation on Sundays a priority.

Paul advised that the stewardship campaign "I Will With God's Help" will be coming to a close on All Saints' Sunday, November 3. He noted that two remaining family group gatherings will be held within the next week. He stated that we have received 29 pledge cards for 2014 for a total of \$243,336.76. Paul said that there are 98 pledging units from 2013 that we have not yet heard from.

BUSINESS:

Discussion of charter organization of Boy Scout/Cub Scout Troop 85

Paul advised the Vestry that meetings between All Saints' and the local Boy Scout Association office have continued exploring the possibility of All Saints' becoming a charter organization for Troop 85. He stated that there is good volunteer support from All Saints' who are ready to serve. Paul reported that the BSA office estimates that 25-35 boy scouts with 2-4 leaders and 15-20 cub scouts with 3 leaders will be making the move with Troop 85. He noted that the boys that want to remain with Troop 85 are excited to have the opportunity to continue with that troop. Paul reported that if All Saints' were to become a charter organization of Troop 85 it will become effective on January 1, 2014. The troop meets on Monday evenings from 6:00 – 7:30 p.m. As a charter organization, All Saints' would be responsible for establishing a troop committee which would have the responsibilities of providing a safe place for the boys to meet, providing leadership and adequate programming. He said several parishioners have already volunteered to serve in some of these roles. He stated that there will be some start up costs involved with the sponsorship of the troop, adding that Bishop Gray has advised that the Diocese of Mississippi would be willing to help with some of those costs. Paul advised that a trailer that belongs to Troop 85 would store most of the equipment they would bring with them. He also advised that Troop 85 and All Saints' as the charter organization would be covered under the national Boy Scout of America's insurance policy. He noted that he would have a conversation with Church Mutual to see if anything additional would be needed in the way of insurance. A discussion followed. After the discussion, the following motion was made:

MOTION: (Foster/Slocum)

Approve All Saints' to become a charter organization for Boy Scout Troop and Cub Scout Pack 85.

APPROVED.

Update from the Nominating Committee

On behalf of the Nominating Committee, Sr. Warden, Stephen King, submitted for approval a slate of nominees for Jr. Warden and Vestry. He advised that all names on the list are pledgers of record and confirmed communicants.

MOTION: (Westmoreland/Foster)

Approve slate of nominees for Jr. Warden and Vestry as submitted.

APPROVED.

Set Voluntary Proportionate Giving % to the Diocese

Stephen King advised that each year the Vestry must consider the percentage of our net disposable budgeted income to pledge to the Diocese of Mississippi. He reported that for 2013 we are giving 14.5% of our NDBI. After a discussion, the following motion was made:

MOTION: (Chambers/Hastings)

Continue our Voluntary Proportionate Giving % to the Diocese of Mississippi at 14.5% for 2014.

APPROVED.

Set Annual Meeting date

Stephen King advised that each year the Vestry must set the date for the Annual Parish Meeting. It was suggested that the 2014 Annual Meeting be set for Sunday, January 19, 2014. A discussion followed concerning considerations for the budget committee and the work they will do after the first of the year. After the discussion, the following motion was made:

MOTION: (Westmoreland/Foster)

Designate Paul Stephens and Stanford Adams to set the date for the annual parish meeting at their discretion, calling a special meeting of the Vestry to approve the 2014 budget if necessary.

APPROVED.

Approve lay leaders for licensing renewal

Stephen King submitted a list of names for Licensed Eucharistic Ministers, Licensed Eucharistic Visitors and Diocesan Worship Leaders for the Vestry to approve to send to Bishop Gray for final approval.

MOTION: (Foster/Westmoreland)

Approve list of names for Licensed Eucharistic Ministers, Licensed Eucharistic Visitors and Diocesan Worship Leaders to be sent to Bishop Gray for approval.

APPROVED.

CHECK-OUT

With no further business, Fr. Stanford dismissed the meeting at 7:55 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO MINUTES OF THE OCTOBER MEETING:

September 16, 2013 and October 2, 2013 Vestry minutes

October 14, 2013 Executive Committee minutes

Financial reports – Operating and Capital Campaign 09/30/13

Christian Growth Commission report

Christian Service Commission report

Christian Stewardship Commission report

Jr. Warden report

Congregational Size Model

Licensed Eucharistic Ministers, Licensed Eucharistic Visitors and Diocesan Worship Leaders