

**ALL SAINTS' EPISCOPAL CHURCH
608 JEFFERSON STREET
TUPELO, MISSISSIPPI 38804**

**MINUTES OF
JUNE 17, 2019
VESTRY MEETING**

PRESENT

Rev. Dr. Sarah Gaede, Interim Rector	Les Alvis	Betty Lee Marshall
Deanna Alford, Sr. Warden	Art Chambers	Mary Jane Meadows
Wayne Averett, Jr. Warden	Harry Dieckmann	
	Stan Furr	Cathy Sparks
Tommie Moore, Clerk	Stephen King	Paul White
Michelle Hester, CtK representative		Manuela Wilson

ABSENT: Treasurer, Mike Fitzpatrick, Dana Maharrey, Bud Nelson

VISITOR: Susan Hyatt, Mark Maharrey, Dinetia Newman and Cindy Smith

Jr. Warden, Wayne Averett opened the meeting with a prayer at 6:03 p.m.

CHECK-IN

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

- May 2019 Financial reports
- May 20, 2019 Vestry minutes
- May 24, 2019 Vestry via email vote minutes
- June 10, 2019 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Jr. Warden report

MOTION: (Marshall/King)

Approve Consent Agenda as submitted.

APPROVED.

VOCATIONAL DISCERNMENT COMMITTEE REPORT

Susan Hyatt attended the meeting in her capacity as chair of the Vocational Discernment Committee. The committee was formed in February 2019 to enter a period of discernment with an All Saints' parishioner regarding a call to the priesthood. Members of the committee include Sue Ann Averett, Grant Smith and Tom and Fredda Robinson. The parishioner in discernment met with the committee every other week and with Bishop Duncan Gray, III monthly for in depth discussions and spiritual direction. Susan reported that the committee was recommending the parishioner advance to the next step in the discernment process. Process steps include:

Conversation with Bishop Seage; Psychological exam; meeting with Commission on Ministry. She noted that if the Vestry endorses the parishioner for the next step in discernment, they will need to sign an Endorsement for Postulancy for the Priesthood. It is the parishioner's hope to attend seminary full-time, possibly as early as the Fall of 2020. A discussion followed. After the discussion, the following motion was made:

MOTION: (King/Averett)

Endorse the parishioner to move to the next step in the discernment process for a call to the priesthood.

APPROVED.

STEWARDSHIP COMMITTEE REPORT

Stephen King opened the discussion by advising that there are twelve members of the Stewardship Committee. The committee has determined that it would be best to combine the 2020 pledge drive and the next Capital Campaign into one stewardship drive, which will be introduced to the parish in August. He stated that all of the information that the Stewardship Committee is gathering will be shared with the Search Committee.

Les distributed a handout outlining essential facts about All Saints' financial needs for 2020. He then gave an overview/explanation of the following facts: All Saints' depends on financial commitments from parishioners for day-to-day operations; Parishioner support of the Operating Fund has decreased by 25% since 2013; Not having a full-time permanent rector for the last three years has disguised the sharp decline in financial commitments; For the first time since 2017, the 2020 Operating Fund will plan for compensation for a full-time permanent rector for the entire year; Current levels of financial commitments to the Operating Fund aren't adequate to support a full-time rector in 2020. To address that, growth in 2020 giving must increase by a minimum of 14%; Growth significantly beyond the required minimum will greatly ease the transition into 2021; All Saints' depends on separate financial commitments from parishioners for debt reduction payments of approximately \$17,000 per month; Because of current financial commitment to debt reduction are completed or are very near completion, new and renewed financial commitments to debt reduction are needed now; Contingency funds are in place to make monthly debt payment while we await new and renewed commitments; New and renewed multi-year financial commitments to debt reduction in the total amount of approximately \$1 million, to be paid over the next five years, are needed to enable the payment of All Saints' debt on schedule; The challenge for 2020 is a steep one, but All Saints' and Christ the King can't afford to fall short. Les then outlined plans that the Stewardship Committee is currently working on to build excitement among parishioners as we look ahead to 2020 – a new rector/pastor arrival, hosting the 193rd Annual Council of the Diocese of Mississippi and celebrating the 150th anniversary of the founding of All Saints'.

MOTION: (Furr/Chambers)

Approve Stewardship Committee report as given.

APPROVED.

SEARCH COMMITTEE REPORT

Deanna Alford advised that the nomination phase of the Rector Search is now complete and the committee will be sending packets to the names that were submitted for consideration. Along with

the Parish Profile and information about Tupelo, a letter will be sent to the submitted names to invite them into a process of mutual discernment. Once the committee hears back from all the nominees as to their interest in being considered, the screening process will begin. She noted that they anticipate beginning that phase of the process in early July.

MOTION: (Sparks/Furr)

Approve Search Committee report as given.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT

Harry Dieckmann opened the discussion by noting that the proposals from our mediation work, compiled by The Rev. Peter Gray, required attention from the Vestry. The individual items proposed in each of the ten sections needs refinement and approval by the Vestry so they can be written up as “agreements” rather than “proposals”. Six of the sections have been revised and approved by the Vestry. The four remaining sections to be reviewed at the June Vestry meeting were “Caring for the Pastor”, “Caring Conflict Transformation”, “Communication & Decision Making” and “Structures & Leadership”. Copies of each section, with proposed wording changes, were emailed to the Vestry prior to the meeting for their review. A copy of the proposals is attached to these minutes. A detailed discussion followed, and suggestions were made regarding the wording of the four sections. Harry noted that once the changes are made, he will send the final document with all revisions of the ten sections to the Vestry for their review.

MOTION: (Furr/Marshall)

Approve the revised wording as noted in the discussion on mediation section: “Caring for the Pastor”.

APPROVED.

MOTION: (Meadows/Wilson)

Approve the revised wording as noted in the discussion on mediation section: “Caring Conflict Transformation”.

APPROVED.

MOTION: (Marshall/King)

Approve the revised wording as noted in the discussion on mediation section: “Communication & Decision Making”.

APPROVED.

MOTION: (King/Furr)

Approve the revised wording as noted in the discussion on mediation section: “Structures & Leadership”.

APPROVED.

BUSINESS:

Treasurer’s report

A written report was submitted. No action was required of the Vestry.

MOTION: (Marshall/Furr)

Approve Treasurer’s report as submitted.

APPROVED.

Consider Saints' Brew Director job description

Tommie Moore opened the discussion by reminding the Vestry that Hannah Maharrey has been serving as the Interim Saints' Brew Coordinator since November 1, 2018. Tommie stated that she, Hannah, Albert White, chair of the Saints' Brew Task Force and Les Alvis have been working on forming a job description for the position, which she presented to the Vestry for consideration. Tommie stated that Hannah will be considered an employee of All Saints' and her salary of \$1,000 monthly will continue to be paid from the Women First gift reflected in the Restricted accounts line #8048. She asked the Vestry to also consider changing Hannah's title to Saints' Brew Director. A brief discussion followed.

MOTION: (King/Furr)

Approve Hannah Maharrey as the Saints' Brew Director and the job description for the position as submitted.

APPROVED.

Consider Eucharistic Minister License

Tommie asked the Vestry to endorse Betty Lee Marshall as a Eucharistic Minister pending final approval of the Bishop.

MOTION: (Wilson/Furr)

Endorse Betty Lee Marshall as a Eucharistic Minister to be sent to the Bishop for final approval.

APPROVED.

Elect new Endowment Fund Trustee

Deanna nominated Fred Page to serve as an Endowment Fund Trustee for a three-year term ending in February 2022.

MOTION: (Marshall/Furr)

Approve Fred Page as an Endowment Fund Trustee for a three-year term ending in February 2022.

APPROVED.

Approve signers on the 193rd Annual Council bank account

Tommie advised that the Diocesan office is recommending three signers for the 193rd Annual Council of the Diocese of Mississippi bank account at Trustmark Bank in Tupelo. Brian Ponder suggested the three signers be the two co-chairs and the All Saints' Treasurer.

MOTION: (King/Furr)

Approve Betty Lee Marshall, Sue Ann Averett and Mike Fitzpatrick as signers on the 193rd Annual Council of the Diocese of Mississippi bank account at Trustmark Bank in Tupelo.

APPROVED.

Appoint Employee Roster Officer for Church Pension Group

Tommie advised that changes are being implemented in reporting employee and congregational information to the Church Pension Group. The Church Pension Group (CPG) has designed a web-based application, called the Employee Roster, that makes it easier to access, update, and manage the congregation's demographic and employee information. The Roster will include ways to maintain an up-to-date listing of current employees; enroll eligible employees in pension plans;

update compensation; maintain the institution's demographic information and description. Tommie reported that the Vestry needs to appoint an Employee Roster Officer to manage this data base for All Saints'. She recommended Michele McBride be appointed as the Church Pension Group Employee Roster Officer for All Saints'.

MOTION: (Furr/Sparks)

Appoint Michele McBride as the Church Pension Group Employee Roster Officer for All Saints'.

APPROVED.

Approve ECW expenditure for Camp Bratton-Green scholarship

Tommie advised that two parishioners have applied for scholarships to help with Camp Bratton-Green summer camp registration fees. She stated that ECW has offered to pay \$650 from their Money Market account toward the camp registration fees.

MOTION: (Furr/Dieckmann)

Approve expenditure of \$650 from the ECW money market account line 8020, to be used toward two parishioners' Camp Bratton-Green registration fees.

APPROVED.

CHECK-OUT

With no further business, Sarah closed the meeting with a prayer at 8:06 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO MINUTES OF THE JUNE MEETING

General Fund and Capital Campaign Financial Reports 05/31/19

May 2019 Financial report

May 20, 2019 Vestry minutes

May 24, 2019 Vestry via email vote minutes

June 10, 2019 Executive Committee minutes

Christian Growth Commission report

Christian Service Commission report

Jr. Warden report

Stewardship Committee report

Mediation proposals:

 "Caring for the Pastor"

 "Caring Conflict Transformation"

 "Communication & Decision Making"

 "Structures & Leadership"

Saints' Brew Director job description