

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

**MINUTES OF
MONDAY, JUNE 15, 2020
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker	Art Chambers	Mark Maharrey
Deanna Alford, Sr. Warden	Harry Dieckmann	Mary Jane Meadows
Fred Cannon, Jr. Warden	Anna Fleming	Kamme Riddle
	Stan Furr	Cathy Sparks
Tommie Moore, Clerk	Mickey Gray	Paul White
Michelle Hester, CtK	Stephen King	Manuela Wilson

ABSENT: Mike Fitzpatrick

The Rev. Phillip Parker opened the meeting with a prayer at 6:01 p.m.

CHECK IN

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

- May 2020 Financial reports
- May 19, 2020 Vestry Minutes
- June 8, 2020 Executive Committee Minutes
- Christian Service Commission report

A typographical error was addressed in the Servant Ministry section of the Christian Service Commission report (page 2), noting that their actual balance \$3,176.64.

MOTION: (Riddle/King)

Approve Consent Agenda as submitted and corrected.

APPROVED.

BUSINESS

Treasurer's Report

A written report was submitted. At the Executive Committee meeting last week, Mike reported that our total revenue for May was down approximately \$12,000, with pledge offerings accounting for approximately \$8,000 of that deficit. Expenses were \$2,280.95 below budget. Mike noted that our Property & Casualty premium was paid in May. There were very few

program expenses in May. Mike reported that we were able to meet our expenses for the month without having to use any of the funds we received from the Payroll Protection Program. Mike reported that the funds we are receiving for the Capital Campaign are about what he projected to receive at this time of year.

MOTION: (Sparks/Alford)

Approve Treasurer's report as submitted.

APPROVED.

Seminary support for Rufus Van Horn

Phillip opened the discussion by advising that he has received information from Rufus Van Horn regarding his expenses for the School of Theology at Sewanee. He reported that in conversation with Rufus, Phillip concluded that he would be comfortable offering \$1,200 - \$1,500 yearly for his support. He advised that after a discussion at the Executive Committee meeting, they agreed to recommend to the Vestry to pledge \$1,500 yearly to Rufus Van Horn's support during his time in seminary. Our Treasurer, Mike Fitzpatrick suggested at the Executive Committee meeting that this support be sent each year in one lump sum at the beginning of August.

MOTION: (Furr/Sparks)

Approve seminary support for Rufus Van Horn to the School of Theology, Sewanee for the 2020/2021 academic year in the amount of \$1,500 yearly to be paid at the beginning of August 2020.

APPROVED.

Discussion of Pathway Montessori School rent suspension

Phillip opened the discussion by advising that the Executive Committee discussed suspending the June rent for Pathway Montessori School. He advised that he had a conversation with Marsha Kiste, owner of the school, about the payment of rent for June. He stated that Marsha is very willing to pay the full rent due for June now that PMS has reopened. He stated that they have resumed their normal summer days/hours of Tuesdays and Thursdays, 9:00 a.m. – 2:30 p.m. Phillip asked the Vestry their thoughts on suspending the rent for PMS for the month of June, due to the fact that the school has experienced a decrease in enrollment due to the COVID-19 closure/quarantine which lasted approximately three months. A discussion followed. Phillip noted that the Executive Committee agreed they would recommend to the Vestry that the June rent for Pathway Montessori School be suspended for the month of June with full rent payment resuming in July.

MOTION: (Furr/Dieckmann)

Suspend the rent for Pathway Montessori School for the month of June with full rent payment resuming in July.

APPROVED.

The Vestry agreed to revisit this issue at the July meeting.

Distribution of G.I.R.L.Y. Camp funds

Deanna opened the discussion by advising that several months ago All Saints' asked Warner Wills King, Founder and Director of G.I.R.L.Y. Camp how she intended to use the funds that were left over from the operation of G.I.R.L.Y. Camp. Warner indicated that she was not going to be able to continue offering the camp for young girls and would like to see the funds donated

to another organization whose mission is helping people. It was noted that there is \$1,952.60 remaining in the G.I.R.L.Y. Camp fund. Warner researched several organizations and has asked that \$1,500 be donated to “Wear it Well”. “Wear it Well” is a non-profit 501(c)3 organization that is dedicated to providing dignity, hope and self-confidence to those facing cancer and other life altering events through educational programs. This includes men, women and children regardless of race, color or creed. Warner would like the balance of \$452.60 to be paid to All Saints’ debt reduction. After a brief discussion, the following motion was made:

MOTION: (Maharrey/Riddle)

Approve distribution of G.I.R.L.Y. Camp funds of \$1,500 to “Wear it Well” and \$452.60 to be paid to All Saints’ debt reduction.

APPROVED.

It was suggested that in July, the Vestry consider a policy of how to distribute funds left over from future fundraisers.

Discussion of mediation agreements “F. 1., 2., 3.”

F. To address CARING CONFLICT TRANSFORMATION, we agree:

1. That the congregation be reminded in a variety of ways that conflict is normal, that the leadership is receptive to concerns, and that conflict can lead to progress when addressed.

• *Implementation timeline: During the Vestry retreat and following the call of the new rector.*

2. That the Vestry and congregation be educated on ways to address conflict directly and when to invite the help of a third party.

• *Implementation timeline: During Vestry retreat following the call of the new rector.*

3. That the Vestry covenant be revisited to include and implement skills learned from the mediation process as a way of addressing concerns, using Matthew 18 as our guide.

• *Implementation timeline: During Vestry retreat following the call of the new rector.*

Harry opened the discussion by reviewing Alice Perry’s handouts regarding conflict resolution given to the Vestry at their retreat in February. He noted several healthy behaviors in which to handle conflict: go directly to the person with whom you have a conflict; use non-confrontational language such as “help me to understand”. Harry also pointed to the Vestry Covenant as a means of handling conflict within the Parish. He continued by advising that we can offer several educational events for the wider parish using the time to teach healthy behaviors. A discussion followed. After the discussion, Harry suggested that the Vestry consider hiring The Rev. Peter Gray to conduct a “Zoom Retreat” to help them address specific ways in which to teach/educate the Parish on conflict resolution.

MOTION: (Furr/Fleming)

Approve contacting The Rev. Peter Gray to determine the cost and discuss the possibility of conducting a “Zoom Retreat” to address specific ways in which to teach/educate the Parish on conflict resolution.

APPROVED.

Update on website redesign

Deanna advised that due to the COVID-19 Pandemic she has not been able to reach anyone to

discuss the cost and timeframe for redesigning our website. She suggested that she meet with Phillip and Tommie to determine how involved the redesign would be so she would have a better idea of how to steer the conversation when she speaks to someone. She will report the progress to the Vestry in July.

CHECK OUT

With no further business, The Rev. Phillip Parker closed the Vestry meeting with a prayer at 7:31 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO THE MINUTES OF THE JUNE MEETING:

May 2020 financial reports and Bookkeeper's report

May 19, 2020 Vestry minutes

June 8, 2020 Executive Committee minutes

Christian Service Commission report

Conflict resolution handout

Mediation Agreements F. 1., 2., 3.