

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

**MINUTES OF  
MARCH 16, 2020  
VESTRY MEETING**

**PRESENT**

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

**ABSENT:** Mark Maharrey, Cathy Sparks

The Rev. Phillip Parker opened the meeting with a prayer at 6:04 p.m.

**CHECK-IN**

**ADDITIONS TO THE AGENDA:** Security update

**CONSENT AGENDA:**

- February 2020 Financial report
- February 17, 2020 Vestry minutes
- March 9, 2020 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report

**MOTION:** (Dieckmann/Alford)

Approve Consent Agenda as submitted.

**APPROVED.**

**JR. WARDEN REPORT:** No report

**SR. WARDEN REPORT:** No report

**RECTOR REPORT:**

Phillip reported that the suspension of all face to face worship services continues. He stated that all scheduled activities at All Saints' have been suspended, with the exception of Saints' Brew. The suspension includes church services/programs/events that are church related, as well as those that are not church related but use our building. We will serve a "to go" breakfast from the Saints' Brew entrance each morning from 7:00 - 8:30 a.m. as long as we are able. There will be no seated dining inside or restrooms available. Beginning Wednesday, March 18, the church office will be closed to the public and the office staff will be working from home as much as possible. They will be checking voicemails and emails on a regular basis. Phillip stated that he is working on streaming worship

services on Facebook and our You Tube channel. He noted that ServiceMaster will be deep cleaning all areas of the Church, Chapel and the Program Facility during this “down time”, at no extra charge to All Saints’. Phillip will also be contacting and checking on those All Saints’ and Christ the King parishioners who are isolated or self-quarantined.

### **STEWARDSHIP COMMITTEE REPORT**

Stephen King reported that the Stewardship Committee will be meeting in April and will be focusing on a 2021 debt reduction strategy. The committee is also considering online giving options as well as the possibility of offering an estate planning workshop. More details will be shared as they are developed.

**MOTION:** (Alford/Meadows)

Approve Stewardship Committee report as given.

**APPROVED.**

### **MEDIATION IMPLEMENTATION TASK FORCE REPORT**

Harry distributed an updated version of the Mediation Agreements and an EYC schedule asking Vestry members to choose an EYC gathering to attend as per the Mediation Agreement G.2.a. He noted that he met with Phillip to bring him up to date on the work that has been done and to review the agreements that were prioritized for the Rector.

**MOTION:** (Alford/Meadows)

Approve Mediation Implementation Task Force report as given.

**APPROVED.**

### **BUSINESS:**

#### **Treasurer’s report**

Treasurer, Mike Fitzpatrick, gave an overview of our financial status as of February 29, 2020. A copy of the financial reports is attached to these minutes. Mike noted that we are in a good cash flow position, even though several pledges are behind. He reported that he will be writing an article for the newsletter asking parishioners to keep their pledge current even though services and programs have been suspended temporarily. Mike reported that pledge statements will be sent after the March books are closed.

**MOTION:** (Furr/Cannon)

Approve Treasurer’s report as given.

**APPROVED.**

### **OLD BUSINESS:**

#### **Approve finalized delegation to the 194<sup>th</sup> Annual Council in Jackson in 2021**

Tommie advised that we now have a complete 194<sup>th</sup> Annual Council of the Diocese of Mississippi delegation to submit for approval. Delegates to consider are: Darcy Strickland, Cathy Sparks and Harry Dieckmann. Alternates to consider are: Paul White, Albert White and Amanda Parker.

**MOTION:** (Meadows/Cannon)

Approve 194<sup>th</sup> Annual Council of the Diocese of Mississippi delegation as submitted.

**APPROVED.**

**Discussion of website redesign**

Deanna advised that she is working with a website developer that might be interested in redesigning our website at a deep discount in exchange for being able to use our website to promote his business. More details will be shared as they are developed.

**MOTION:** (Furr/King)

Table discussion of website redesign until more details are available from the website developer.

**APPROVED.**

**Consider financial support for seminarian**

Phillip asked the Vestry to consider financial support for Rufus Van Horn, who has been accepted as a postulant in the School of Theology in Sewanee. He referred the Vestry to the financial sheet that was sent with their Vestry packet. Since the financial help is not needed immediately, the matter was tabled.

**MOTION:** (Alford/Furr)

Table discussion of financial support for Postulant, Rufus Van Horn until further information is available about the needs of the Postulant.

**APPROVED.**

**Consider policy for supporting causes outside of the main program of the church**

Deanna reminded the Vestry that in February they agreed to consider a policy regarding financially supporting causes that fall outside of the main program of the Church such as, Breast Cancer Awareness, Colon Cancer Awareness, etc. She suggested that those types of requests be channeled to the Servant Ministry committee for consideration.

**MOTION:** (Alford/Furr)

Channel requests for financial support for non-church related causes through the Servant Ministry committee for consideration.

**APPROVED.**

**Approve changes to the Legacy Society form**

Tommie advised that several minor changes to the Legacy Society form were being submitted for approval. The changes center on the addition of listing a designation of the gift and whether the donor would like their name published on the Legacy Society plaque.

**MOTION:** (King/Dieckmann)

Approve changes to the Legacy Society form as submitted.

**APPROVED.**

**NEW BUSINESS**

**Designate financial gift**

Phillip advised that the estate of Mary Lou Parks sent an undesignated financial gift of \$10,000. He stated that our torches, that have been missing since we hosted the 193<sup>rd</sup> Annual Council of the Diocese of Mississippi in February, will need to be replaced if they are not located. Since Mary Lou served as the chair of the Altar Guild for many years, he thought an appropriate use of a portion of the gift would be to replace our torches which would cost \$800 - \$1,000. A discussion followed.

**MOTION:** (Riddle/Cannon)

Designate Parks Estate gift in the amount of \$10,000 in the following ways: \$800 - \$1,000 for the purchase of new torches if our old ones are not located, with the balance of the gift designated for debt reduction.

**APPROVED.**

**Accept gift of painting**

Tommie advised that Nathan Duncan would like to give an original waterfall painting that he painted to the church.

**MOTION:** (Cannon/Dieckmann)

With grateful acknowledgement, accept generous gift of an original painting from Nathan Duncan.

**APPROVED.**

**Approve addition of chalice bearers to be sent to Bishop Seage for final approval**

Phillip asked the Vestry to consider asking the Bishop to approve Rufus Van Horn and Connor Harper as chalice bearers.

**MOTION:** (Alford/Cannon)

Approve submitting to the Bishop for approval as chalice bearers, Rufus Van Horn and Connor Harper.

**APPROVED.**

**Funding for Celebration of New Ministry dinner**

Mike Fitzpatrick advised that the Celebration of New Ministry service and dinner have been postponed due to the suspension of activities over the next few weeks. Mike suggested that once the suspensions are lifted and the service and dinner are rescheduled, we use funds from the "Hospitality Money Market" account line 8016 to cover the expenses of the dinner. Mark Swanberg, chair of the Hospitality Committee agrees with using the funds for that purpose.

**MOTION:** (Cannon/Wilson)

Pay expenses for the Celebration of New Ministry dinner from "Hospitality Money Market" account line 8016.

**APPROVED.**

**Appoint task force to review All Saints' mission statement**

Harry advised that one of the points in the Mediation Agreement A. "To Address Mission and Purpose", is to appoint a Task Force to review and possibly revise our mission statement. Harry asked for volunteers and/or suggestions from the Vestry. Mickey Gray and Phillip volunteered to serve on the Task Force. Other names suggested were Les Alvis and Connor Harper. Phillip will reach out to Les and Connor to see if they are able to serve in this capacity.

**MOTION:** (Furr/Cannon)

Form a Task Force to study our Mission Statement.

**APPROVED.**

**MOTION:** (Cannon/Riddle)

Appoint Phillip Parker, Mickey Gray, Connor Harper and Les Alvis to serve on the Task Force to study our mission statement.

**APPROVED.**

### **Discussion of cleaning bill increase**

Tommie advised that she received a letter from Matt Copeland, owner of ServiceMaster Commercial Cleaning Services, notifying All Saints' of a 4% increase in our cleaning fee. Matt advised that in the four years they have been cleaning All Saints', he has been able to keep the monthly rate at the same amount. Labor costs, insurance and other factors have made this increase a necessity. After a brief discussion, the following motion was made:

**MOTION:** (Alford/Cannon)

Approve increase in our cleaning fee from \$2,620 per month to \$2,725 per month and allocate the increase between All Saints' operating budget and Saints' Brew.

**APPROVED.**

### **Discussion of roof repair**

Fred Cannon advised that a portion of the roof near the main entrance to the Parish Hall has been leaking. Fred has been working with Deaton Roofing Company and they have tried three times to stop the leak, at no cost to All Saints'. The roofer determined that nails were put in the wrong place, causing the leak. Fred advised that the roof is no longer under warranty. Deaton Roofing Company has recommended that the shingles in the valley where the leak is occurring be removed, new metal installed, new tar paper installed in the valley, and new 30-year architect shingles be installed. Deaton Roofing Company submitted a quote of \$1,500 for the repair. Their quote, attached to these minutes, stated that the roof is guaranteed not to leak.

**MOTION:** (Wilson/Dieckmann)

Accept quote from Deaton Roofing Company to remove the shingles in the valley where the leak is occurring, install new metal, install new tar paper in the valley and install new 30-year architect shingles.

**APPROVED.**

### **Security Update**

Deanna advised that the Safety and Security Task Force has not met since their first meeting. She will be contacting the Task Force for an update before the next Vestry meeting.

### **CHECK-OUT**

With no further business, the Rev. Phillip Parker closed the meeting with a prayer at 7:33 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

### **ATTACHMENTS TO MINUTES OF THE MARCH MEETING**

February 2020 Financial reports  
February 17, 2020 Vestry minutes  
March 9, 2020 Executive Committee minutes  
Christian Growth Commission report  
Christian Service Commission report  
Roof repair quote  
ServiceMaster letter  
Mediation Agreements with revised timelines

Revised Legacy Society Form  
Seminarian Support worksheet