

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

**MINUTES OF  
MONDAY, NOVEMBER 16, 2020  
VESTRY MEETING**

**PRESENT:**

The Rev. Phillip Parker		
Deanna Alford, Sr. Warden	Harry Dieckmann	Mary Jane Meadows (Zoom)
Fred Cannon, Jr. Warden (Zoom)		Kamme Riddle (Zoom)
Mike Fitzpatrick, Treasurer (Zoom)	Stan Furr (Zoom)	Cathy Sparks (Zoom)
Bud Nelson, Assistant Treasurer (Zoom)	Mickey Gray (Zoom)	Paul White (Zoom)
Tommie Moore, Clerk		Manuela Wilson
	Mark Maharrey (Zoom)	

**ABSENT:** Michelle Hester, Art Chambers, Anna Fleming, Stephen King

**VISITORS:** Donna Timmons, Corey Jackson

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

**CHECK IN**

**ADDITIONS TO THE AGENDA:** None

**CONSENT AGENDA**

- October 2020 Financial reports
- October 16, 2020 Vestry minutes
- November 9, 2020 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Jr. Warden's report
- Sr. Warden's report
- Rector's report

**MOTION:** (Alford/Cannon)

Approve Consent Agenda as submitted.

**APPROVED.**

**MEDIATION IMPLEMENTATION TASK FORCE REPORT**

Harry Dieckmann, co-chair of the Mediation Implementation Task Force opened the discussion by noting that the Vestry was sent an updated Mediation Agreement document along with a

revised status report in their meeting packets. Harry reported that he worked with Sr. Warden, Deanna Alford to revise section E.4 of the Mediation Agreements to read:

That the Vestry should explore the creation of an annual or semi-annual Mutual Ministry Review with the rector in order to have structured opportunities to review how expectations in the Letter of Agreement have and have not been met and how the Vestry has and has not met the rector's expectations of their leadership.

- *Implementation timeline: Upon the arrival of a new rector. Wardens will coordinate and implement a semi-annual mutual ministry review*
- **STATUS:** The Mutual Ministry Review committee will consist of the Senior Warden, the Junior Warden, one Vestry member, one All Saints' parishioner at large, and one Christ the King member at large. This committee shall meet with the Pastor semi-annually with a recommendation of **February** post council/pre-Easter and **August** middle of ordinary times.

After a brief discussion, the following motion was made:

**MOTION:** (Sparks/Riddle)

Approve the status revision on section E.4 of the Mediation Agreements to read: **STATUS:** The Mutual Ministry Review committee will consist of the Senior Warden, the Junior Warden, one Vestry member, one All Saints' parishioner at large, and one Christ the King member at large. This committee shall meet with the Pastor semi-annually with a recommendation of **February** post council/pre-Easter and **August** middle of ordinary times.

**APPROVED.**

### **STEWARDSHIP COMMITTEE REPORT**

Treasurer, Mike Fitzpatrick advised that 21 pledges to the Operating budget have been received for a total of approximately \$157,000. He stated that he is encouraged by the early, positive trend in 2021 pledges. Mike noted that no new Capital Campaign pledges have been received so far. He advised that the next stewardship video to be released will focus on debt reduction.

**MOTION:** (Sparks/Cannon)

Approve Stewardship Committee report as given.

**APPROVED.**

### **BUSINESS**

#### **Treasurer's Report**

A written report was submitted and is attached to these minutes. Mike gave an overview of our financial status as of October 31, 2020. Mike advised that receipt of pledge offerings is looking better, but we are still below budget for plate and non-pledge offerings. He advised that a gift from the estate of Tom Prather has been gratefully received and will be applied toward debt reduction. Mike reported that he feels confident that we will end 2020 with a small surplus of funds.

**MOTION:** (Alford/Dieckmann)

Approve Treasurer's report as given.

**APPROVED.**

#### **Preview of new website**

Phillip welcomed Donna Timmons, chair of the Website Redesign Committee and Corey Jackson a member of the committee. Donna opened the discussion by advising that Wil Oakes of Oakes Creative

Agency is working on the redesign of our website. She stated that the committee hopes to have the redesign finished and the new website ready to launch by Advent I. She also stated that the “preview” is still a work in progress and some sections have not been finished. With Corey’s computer expertise Donna gave the Vestry a preview of the new design and an overview of the sections that have been completed. She noted that once finished, the new website will be user friendly on cell phones, laptops and desktop computers.

**MOTION:** (Dieckmann/Alford)

Accept report from the Website Redesign Committee and offer thanks for the committee’s work on this important project.

**APPROVED.**

### **Discuss Annual Meeting details and set date**

Phillip advised that Bishop Seage issued some general guidelines for parishes holding annual meetings. It is customary for the Vestry to set the date for a parish’s annual meeting and Phillip suggested postponing the meeting until Wednesday, February 10, 2021 at 6:00 p.m. He stated moving the meeting to that date would give the office staff extra time to plan for how the meeting and especially the elections would be conducted considering the Bishop’s guidelines.

**MOTION:** (Wilson/Dieckmann)

Schedule the Annual Meeting of All Saints’ Episcopal Church for Wednesday, February 10, 2021 at 6:00 p.m.

**APPROVED.**

### **Evaluate communications with Parish (per Mediation Agreement)**

Harry Dieckmann advised that per the Mediation Agreement, the Vestry is to evaluate communication with the parish on an annual basis. It was the consensus of the Vestry that the office staff is utilizing all communication avenues in a well-organized way. It was suggested that Vestry members remind parishioners to subscribe to and read the weekly email, “Saints’ News” and the monthly newsletter, “The Cross & Crown”, as well as following All Saints’ on our Facebook page, Twitter and Instagram.

### **Discuss moving the December Vestry meeting to December 14.**

Phillip suggested that the December Vestry meeting be moved to Monday, December 14 as the regularly scheduled meeting falls in the week leading up to Christmas.

**MOTION:** (Dieckmann/Alford)

Reschedule the December Vestry meeting for Monday, December 14, 2020 at 6:00 p.m.

**APPROVED.**

### **Close existing brokerage account at Baird Private Wealth Management**

#### **Open new brokerage account at Renasant Bank with new signer**

Phillip advised that it was the consensus of the Treasurer, Wardens and CPA, Fred Page that our brokerage account at Baird Private Wealth Management be closed and moved to Renasant Bank under the management of parishioner, David Alford.

**MOTION:** (Dieckmann/Alford)

Close brokerage account at Baird Private Wealth Management.

**APPROVED.**

**MOTION:** (Meadows/Wilson)

Approve opening a brokerage account at Renasant Bank with James M. (Bud) Nelson as the authorized signer. Authorize Michele McBride, Bookkeeper as a contact person on the account.  
**APPROVED.**

**Approve Accountable Reimbursement Policy**

Phillip advised that each year the Vestry must approve the “Accountable Reimbursement Policy” which outlines the terms and conditions of how reimbursements are made, tax reporting of reimbursements, record retention and the accountable expenses for the Rector, The Rev. Phillip Parker. After a brief discussion, the following motion was made:

**MOTION:** (Dieckmann/Sparks)

Approve 2021 Accountable Reimbursement Policy as submitted.

**APPROVED.**

**Approve Rector’s Housing allowance**

**MOTION:** (White/Cannon)

Whereas, the Reverend Phillip Parker is compensated by All Saints’ Episcopal Church exclusively for the services as a minister of the gospel; and

Whereas, All Saints' does not provide Fr. Parker with a rectory,

Therefore, it is hereby Resolved, that of the total compensation paid to Fr. Parker for calendar year 2021 \$25,000.00 is hereby designated to be a housing allowance; and it is further

Resolved, that the designation of \$25,000.00 as a housing allowance shall apply to calendar year 2021 and all future years unless otherwise provided.

This housing allowance is so designated in the official minutes of the Vestry of All Saints’ Episcopal Church.

**APPROVED.**

**Re-appoint officers of the Church**

Phillip submitted the following for approval as officers of All Saints’ for 2021:

Treasurer, Mike Fitzpatrick, until February 10, 2021; Bud Nelson, Assistant Treasurer, until February 10, 2021 then assuming the duties of the Treasurer on that date; Chancellor, Reed Hillen; Clerk of the Vestry, Tommie Moore.

**MOTION:** (Furr/Wilson) Approve the following as Officers of All Saints’ Episcopal Church, each for a one-year term: Treasurer, Mike Fitzpatrick, until February 10, 2021; Bud Nelson, Assistant Treasurer, until February 10, 2021 then assuming the duties of the Treasurer on that date; Chancellor, Reed Hillen; Clerk of the Vestry, Tommie Moore.

**APPROVED.**

**Consider request to Bishop Seage to appoint The Rev. Dr. Billy Walton as Deacon to All Saints’**

Phillip advised that each year, the Vestry must request the Bishop to reassign the Rev. Dr. Billy Walton to All Saints’ to serve as our Deacon. Phillip asked the Vestry to consider the assignment for 2021, pending the Bishop’s approval.

**MOTION:** (Furr/Wilson)

Request Bishop Seage to assign the Rev. Dr. Billy Walton to All Saints’ to serve as Deacon for one year.

**APPROVED.**

**Discuss Christmas bonuses**

Mike advised that it is customary to gift the staff and nursery workers a Christmas bonus in December. A brief discussion followed. It was suggested that each staff member be gifted \$250 and each Nursery worker be gifted \$100 as a bonus for 2020.

**MOTION:** (Dieckmann/Meadows)

Approve bonuses in the amount of \$250 each for Nancy Sweat, Taylor Sparks, Hannah Maharrey, Tommie Moore, Rick Armstrong and Michele McBride. Approve bonuses in the amount of \$100 each for Nursery workers, Myra Morrow, Dorothy Hughes, Elizabeth Stone, Carolyn Shumpert.

**APPROVED.**

With no further business, The Rev. Phillip Parker closed the Vestry meeting with a prayer at 7:18 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

**ATTACHMENTS TO THE MINUTES OF THE NOVEMBER MEETING:**

- October 2020 Financial reports
- October 19, 2020 Vestry minutes
- November 9, 2020 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Mediation Agreement revisions
- Mediation Status summary
- Accountable Reimbursement Policy
- Rector's Housing Resolution