

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

**MINUTES OF  
MONDAY, JANUARY 18, 2021  
VESTRY MEETING VIA "ZOOM"**

**PRESENT:**

The Rev. Phillip Parker		Mark Maharrey
Deanna Alford, Sr. Warden	Harry Dieckmann	Mary Jane Meadows
Fred Cannon, Jr. Warden	Anna Fleming	
Mike Fitzpatrick, Treasurer	Stan Furr	
Bud Nelson, Ass't Treasurer	Mickey Gray	Paul White
	Manuela Hayden	
Tommie Moore, Clerk	Stephen King	

**ABSENT:** Michelle Hester, Art Chambers, Kamme Riddle, Cathy Sparks,

The Rev. Phillip Parker opened the meeting with a prayer at 6:02 p.m.

**CHECK IN**

**ADDITIONS TO THE AGENDA:** None

**CONSENT AGENDA**

- December 2020 Financial reports
- December 14, 2020 Vestry minutes
- January 11, 2021 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report

**MOTION:** (Alford/Dieckmann)

Approve Consent Agenda as submitted.

**APPROVED.**

**MEDIATION IMPLEMENTATION TASK FORCE REPORT**

Deanna advised that the Mutual Ministry Review Committee will be scheduling a meeting with Phillip for the semi-annual review very soon. There was no other business to report from the Task Force.

**MOTION:** (Cannon/Gray)

Accept Mediation Implementation Task Force report as given.

**APPROVED.**

## **STEWARDSHIP COMMITTEE REPORT**

Stephen King, co-chair of the Stewardship Committee asked for an update from Vestry members of calls they are making to encourage those parishioners who have not yet pledged for 2021 to make their pledge as soon as possible. A discussion followed with Vestry members giving updates.

**MOTION:** (Cannon/Furr)

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 December 31, 2020. He advised that December was a strong month for pledge receipts noting that we finished the year with small surplus. He reported that he instructed our Bookkeeper to transfer the Payroll Protection Program funds to Restricted Accounts, line 8043, "Vestry Capital/Discretionary Reserve Fund".

Mike advised that \$250 should be deposited in the Rector's Sabbatical Reserve Fund, line 8060, as this is part of the Letter of Agreement between Phillip and All Saints'. This amount reflects funds due in 2020.

**MOTION:** (King/Cannon)

Deposit the 2020 payment of \$250 to the Rector's Sabbatical Reserve Fund, line 8060.

**APPROVED.**

**MOTION:** (Meadows/Cannon)

Approve Treasurer's report as given.

**APPROVED.**

### **Discussion of 2021 proposed Operating budget**

Mike opened the discussion by reviewing the 2021 Operating budget, line by line:

#### **Revenue:**

Mike advised that he set the Total Pledges and Offerings/Total Revenue at \$500,585. He noted that 83 pledges have been received in the amount of \$446,000, which includes Christ the King's pledge to the Operating budget. Mike reported that there are 23 households that have not made a pledge for 2021. Of those 23 households, he expects to receive 13 pledges and has allowed for those pledges in the "Total Revenue" line.

#### **Expenses:**

Mike advised that in working on the 2021 budget he kept in mind that due to the Pandemic, the first half of the year might look different than the second half of the year. Hopefully by early summer, in-person services and programs can resume a more normal schedule. If this is the case, then expenses may increase in the second half of the year over expenses in the first half of 2021.

**Staff:**

Mike advised that no staff raises were given for 2021. Phillip’s package was decreased by approximately \$10,000 now that Phillip is covered by Amanda Parker’s employer, Tupelo Public School District.

Mike advised that he budgeted \$4,000 for a supply Organist for 17 Sundays and 3 additional services during Holy Week. He budgeted 8 months of a permanent Organist salary in the amount of \$13,333.

Mike reported that he budgeted \$6,667 for 8 months of the EYC Youth Director salary, in the event someone is hired to fill that position.

**Office:**

Mike noted that approximately \$10,000 was spent in 2020 to upgrade our technology and was a one-time expense.

**Physical Plant:**

Mike reported that he adjusted some expenses in this category to be fully operational beginning in June. He noted that he will be looking at bank charges for credit and debit card use and researching less expensive options.

**Programs:**

Mike reported that he budgeted programs at the 2020 rate as fully functional for 6 months of the year.

After a discussion, the following motion was made:

**MOTION:** (Meadows/Dieckmann)

Approve 2021 Operating budget as submitted and reviewed with a deficit of \$18,535.

**APPROVED.**

**Discussion of organist candidate and job description**

Phillip advised that Debra Atkinson, former Music Director at All Saints’, will be retiring from her teaching job at Mississippi Gulf Coast Community College in May and will be moving back to Tupelo. Debra served as Music Director/Organist at All Saints’ from July 2006 – December 2008. She has interviewed with the Organist Search Committee and Phillip. Her resume is attached to these minutes. Phillip advised that he is in agreement with the recommendation of the Organist Search Committee to hire Debra Atkinson as our permanent, part-time Organist. Phillip will be discussing salary with Debra as he continues the conversation with her. The Organist salary has been made a part of the 2021 Operating budget and the Vestry asked that her salary not exceed that amount. The Organist job description was included in the Vestry’s January packet for their review.

**MOTION:** (King/Meadows)

Approve hiring Debra Atkinson as our permanent, part-time Organist at a negotiated salary not to exceed \$20,400, with a start date to be determined by Phillip and Debra.

**APPROVED.**

**CHECK OUT:**

Phillip thanked the outgoing Vestry members, Harry Dieckmann, Stephen King, Cathy Sparks and Manuela Hayden and Sr. Warden, Deanna Alford for their service to All Saints’. Deanna Alford presented

Phillip with a gift card to a local restaurant as a thank you for his ministry to All Saints' and Christ the King.

With no further business, The Rev. Phillip Parker closed the Vestry meeting with The Lord's Prayer at 7:20 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

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

December 2020 Financial reports

December 14, 2020 Vestry minutes

January 11, 2021 Executive Committee minutes

Christian Growth Commission report

Christian Service Commission report