

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

**MINUTES OF  
TUESDAY, JANUARY 25, 2022  
VESTRY MEETING**

**PRESENT:**

The Rev. Phillip Parker	Caleb Bedillion	Mark Maharrey
Dinetia Newman, Sr. Warden		Mary Jane Meadows
Fred Cannon, Jr. Warden	Karen Dieckmann	Kamme Riddle
Bud Nelson, Treasurer	Anna Fleming	Grant Smith
Tommie Moore, Clerk		Donna Timmons
	Mickey Gray	

**ABSENT:** Michelle Hester, Art Chambers, Stan Furr, Paul White

The Rev. Philip Parker called the meeting to order with a prayer at 6:04 p.m.

**CHECK IN**

**ADDITIONS TO THE AGENDA:** Discussion of ice machine

**CONSENT AGENDA:**

- December 2021 Financial reports
- December 13, 2021 Vestry minutes
- Christian Growth Commission report
- Christian Service Commission report

**MOTION:** (Newman/Timmons)

Approve Consent Agenda as submitted.

**APPROVED.**

**MEDIATION IMPLEMENTATION TASK FORCE REPORT:**

Donna suggested that the mediation agreements be reviewed during the Vestry Retreat.

**MOTION:** (Dieckmann/Riddle)

Approve Mediation Implementation Task Force report as given.

**APPROVED.**

**STEWARDSHIP COMMITTEE REPORT:**

Report will be covered in the budget discussion.

**BUSINESS:**

**Treasurer's report**

Bud began his report by giving an overview of our financial status as of December 31, 2021. The written financial reports have been made a part of these minutes. Bud reported that total expenses were under budget for 2021 resulting in a \$6,500 surplus. He stated that the cash flow for the year was about what he expected.

**MOTION:** (Timmons/Cannon)

Approve Treasurer's report as given.

**APPROVED.**

### **Review/discussion of 2022 operating budget**

Phillip advised that the discussion of the **Evans' estate gift** and the **curate position** agenda items would be included in the discussion of the 2022 operating budget proposal.

### **2022 Operating Budget**

Phillip advised that the Budget Committee met and reviewed the information included in the 2022 operating budget and made recommendations that are reflected in the draft proposal.

### **Revenue:**

Bud began the discussion by reviewing each line within each section of the 2022 operating budget proposal. He noted that there are two versions of the proposal: one that does not reflect expenses associated with a curate on staff; and one that does reflect expenses associated with a curate on staff. He also noted that he budgeted 95% of 2022 pledges to allow for attrition. The proposal without a curate reflects \$555,856 total revenue; the proposal with a curate reflects \$562,356 total revenue.

### **Expenses:**

Proposed staff salaries assumes a 3% cost of living raise as recommended by the Compensation Review Committee.

Curate expense assumes six months of expenses for the first year (2022). The Diocesan curate subsidy will be \$6,500 for the first year if the proposed Diocesan budget is approved or \$5,000 if the proposed Diocesan budget is not approved. The Diocesan budget will be submitted for approval at the Annual Council of the Diocese of Mississippi on January 29, 2022.

Office expense includes replacement of several computers that are aging out of network upgrades and support.

Outreach expense includes 14.5% voluntary proportionate giving to the Diocese of Mississippi; Servant Ministry committee request of \$15,000; Neighborhood Life committee request of \$1,500; Pack and Troop 85 requests of \$1,000 each.

Physical Plant includes, along with normal maintenance and utilities, the replacement of our ice machine, which is broken and beyond repair. See Fred Cannon's request and explanation as an agenda item.

All lines listed under "Worship and Programs" are budget requests from committees and ministries of the church.

Bud noted that an anonymous gift of \$30,000, over and above the donor's pledge, was received in mid-January. The donor asked that Phillip determine how best to use the gift. In discussion with the Wardens and the Budget Committee, Phillip asked that the gift be included in the 2022 operating "Total Revenue". The gift from the estate of Tom Evans is not included in the 2022 operating "Total Revenue". Bud stated that without the curate expenses we would have a deficit budget of \$633.; with the curate expenses we would have a deficit budget of \$36,028.

### **Discussion of curate position**

Points of discussion:

The balance on line 8043, "Vestry Capital/Discretionary fund is \$115,132.48.

The gift from the estate of Tom Evans in the amount of \$45,314.25 has not yet been designated by the Vestry.

Parishioners gave sacrificially to the 2022 operating budget in hopes the Vestry would call a curate. We have had a history of growth when we have had more than one clergy on staff.

Dinetia advised that she researched past budgets from 2010 – 2021 and noted that eight of those years carried deficit budgets; two years the budget was balanced. In each case, the deficits were covered either through reserve funds, cutting expenses and/or gifts.

Role of the curate: Phillip expressed the opinion that the curate would be involved in enhancing Christian formation for children, youth and adults; be involved in worship, preaching; and be involved with out-reach and inreach efforts.

After further discussion, the following motion was made:

**MOTION:** (Dieckmann/Timmons)

Approve the 2022 operating budget with curate expenses included.

**APPROVED.**

A discussion followed about the process to issue a call to the curate. The Vestry determined that since Phillip and the Wardens had met with the curate and had very favorable impressions of her and others outside of the parish that know her also spoke favorably of her, they did not need to interview her prior to issuing the call.

**MOTION:** (Riddle/Maharrey)

Issue the call to Becca Walton to serve as a curate at All Saints' Episcopal Church in common mission with Christ the King Lutheran Church.

**APPROVED.**

Phillip stated he would start the process to issue the call on January 26.

### **Discussion of designation of Evans estate gift**

Phillip opened the discussion regarding the designation of the gift from the estate of Tom Evans in the amount of \$45,314.25. Many remembered Tom Evans' influence working with the Flower Guild, as well as his love of music. After a brief discussion, it was suggested that the money be placed in the reserve account, line item 8043, "Vestry Capital/Discretionary fund", with \$36,028 set aside to cover the 2022

operating budget deficit if needed and ask the Memorial Committee to research options for a memorial honoring Tom Evans.

**MOTION:** (Cannon/Dieckmann)

Place the gift from the estate of Tom Evans in the amount of \$45,314.25 in the reserve account, line item 8043, "Vestry Capital/Discretionary fund", with \$36,028 set aside to cover the 2022 operating budget deficit if needed. Ask the Memorial Committee to research options for a memorial honoring Tom Evans.

**APPROVED.**

### **Discussion of church safety**

Fred opened the discussion by advising he had received a quote from the City of Tupelo regarding the installation of additional lights on existing poles in the Jefferson Street parking lot and the Madison Street side of our campus. Fred suggested adding brighter bulbs to the existing poles would enhance the lighting in both areas and increase the safety factor as well. He noted this addition would add approximately \$20 to our monthly charge from the City of Tupelo.

After a brief discussion, the following motion was made:

**MOTION:** (Newman/Dieckmann)

Approve addition of more lights to existing poles (one in the Jefferson Street parking lot and one on the Madison side of our campus) with brighter bulbs at an additional cost of approximately \$20 to our monthly charge from the City of Tupelo.

**APPROVED.**

### **Discussion of MUTEH request**

Dinetia opened the discussion by advising that Marika Balako, Deputy Director of MUTEH had requested permission to install keyless entry locks on the two offices they rent from All Saints.' She reported that Marika indicated there had been no particular issue prior to this request from MUTEH. She reported that Marika said she is just making sure there were not any issues going forward. Dinetia advised that MUTEH would pay for the locks and installation and share the code with the office. A discussion followed. It was suggested that should MUTEH move their offices to another location, the keyless entry locks should be left intact on the doors. It was also suggested that All Saints' approve the company that would be installing the locks.

**MOTION:** (Cannon/Newman)

Approve keyless entry locks to be installed on the two MUTEH offices, with the following conditions:

- All Saints' will approve the company to install the locks.
- The locks should remain intact on the current MUTEH office doors should MUTEH move their offices to an off-site location.
- MUTEH will pay for the locks and the installation.
- The keyless entry code will be shared with the office.

**APPROVED.**

### **Consider endorsement of Rufus Van Horn as a candidate for ordination to the Diaconate and Priesthood**

Phillip advised that the Diocese requires Vestry members to give (or not) their endorsement of postulants for candidacy for Ordination to the Diaconate and Priesthood. Phillip offered postulant Rufus Van Horn as a candidate for Ordination to the Diaconate and Priesthood for their consideration. After a brief discussion, the following motion was made:

**MOTION:** (Cannon/Meadows)

Endorse postulant Rufus Van Horn as a candidate for Ordination to the Diaconate and Priesthood.

**APPROVED.**

After the vote was taken, the form for the endorsement was distributed to the Vestry for their signatures.

**Replacement of the ice machine**

Fred Cannon reported that our 22-year-old ice machine is broken and the technician from Ken Jeter advised as old as it is, not to repair it. Fred researched options for purchasing a new ice machine. He stated he did not think we needed one quite as large as our current one. Fred recommended an ice maker with bin, cube-style, 223 lb. production/24 hours, 77 lb. ice storage capacity. There is a 36- month parts and labor warranty, with an extra 24 months parts only warranty on evaporator and compressor. The cost of the unit would be \$2,841.00. Bud stated this amount has been included in the 2022 operating budget.

**MOTION: (Timmons/Newman)**

Accept recommendation to purchase a new ice machine with bin, cube-style, 223 lb. production/24 hours, 77 lb. ice storage capacity, as recommended by Jr. Warden, Fred Cannon at a cost of \$2,841.00.

**APPROVED.**

**CHECK-OUT**

**CLOSE:** With no further business, Phillip closed the Vestry meeting at 7:50 p.m.

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

December 2021 Financial reports

December 13, 2021 Vestry minutes

Christian Growth Commission report

Christian Service Commission report

2022 proposed operating budget

Summary of campus lighting review

Endorsement of Rufus Van Horn as a candidate for ordination to the Diaconate and Priesthood form

Ice machine quotes from Ken Jeter