

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

**MINUTES OF
MONDAY, APRIL 25, 2022
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector	Caleb Bedillion	Joellen Murphree
Dinetia Newman, Sr. Warden	Karen Dieckmann	Richard Pate
Stephen King, Jr. Warden	Cathy Fitzpatrick	Kamme Riddle
Bud Nelson, Treasurer	Anna Fleming	Margaret Anne Robbins
Tommie Moore, Clerk	Mickey Gray	Grant Smith
Michelle Hester, CTK representative		Donna Timmons

ABSENT: Mark Maharrey

The Rev. Philip Parker called the meeting to order with a prayer at 6:00 p.m.

CHECK IN

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

- March 2022 Financial reports
- March 28, 2022 Vestry minutes
- April 11, 2022 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Jr. Warden's report
- Sr. Warden's report
- Rector's report

MOTION: (Dieckmann/Timmons)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT: No report

STEWARDSHIP COMMITTEE REPORT: No report

BUSINESS:

Treasurer's report

Bud began his report by giving an overview of our financial status as of March 31, 2022. The written financial reports have been made a part of these minutes. Bud reported that pledge offerings were over budget for the month. Total revenue is slightly under budget year-to-date. Total expenses were slightly above budget for the month of March but remain under budget year-to-date. Bud reported he feels we are in a strong position regarding cash flow and expenses.

Bud reported the balance on our building loan is approximately \$867,000. He stated that cash flow projections indicate we need to begin planning for the next debt reduction campaign.

Bud advised the Vestry that procedures for handling the Sunday deposit need to be followed more closely. Several issues have occurred over the last several months. He asked the Vestry to please follow all instructions for handling the deposits. Procedures are posted on the outside of the cabinet in the workroom and Vestry members are sent a copy of the procedures with their quarterly schedule. He emphasized if you are not able to serve in the VPOD capacity, please find another Vestry member to sub and let your partner know in advance if at all possible. He also distributed a paper copy of the procedures to each Vestry member.

MOTION: (Gray/Dieckmann)

Approve Treasurer's report as given.

APPROVED.

Approve changing signers on our accounts to include Assistant Treasurer

The discussion of this agenda item was tabled, with details to be distributed at a later date.

Continue discussion of "Radical Hospitality"

Phillip opened the discussion by reminding the Vestry at their retreat earlier in April, they discussed Bishop Seage's expectations that all parishes and missions adopt some kind of overall safety plan developed by the process described in the Diocesan Task Force report. The Diocesan Task Force was charged with studying and ultimately addressing church safety. Creating a safe church would include not only forming a plan in the event someone was present on our campus to cause harm to others but having a plan in place for severe weather warnings, fire or medical emergencies, addressing lighting issues, having current background checks and Safeguarding God's Children on required volunteers and employees. The Task Force issued "Basic Considerations for Promoting Church Safety" that addressed:

- Creating a written Safety Plan
- Making decisions about reducing premises vulnerabilities
- Making decisions about promoting awareness
- Making decisions about response protocols
- Making decisions about parishioner communication
- Making decisions about armed presence
- Ground all decision-making and the creation and implementation of the Safety Plan in the Gospel

Phillip advised that the Bishop has requested safety plans be developed and a report submitted to him by the Annual Council in January 2023.

At that time, the Vestry agreed the next step would be to form a task force to study these matters. A discussion followed. Members of the Vestry suggested the following:

- Members of the task force should come from the Vestry and the parish at large, with having at least one member of the Task Force from each Vestry class (four from the Vestry; four from the parish at large; one chair).
- Task Force should report to the Vestry each month the progress being made to define the procedures. The report will be a part of the agenda each month.
- The task force should report the final plan/procedures to the Vestry no later than October 17, 2022 to give the Vestry time to study and review the plan and procedures ahead of submitting it to Bishop Seage in January 2023.

MOTION: (Newman/Newman)

Approve activation of a task force to study and devise a plan and procedures for overall church safety to be submitted to the Vestry by October 17, 2022.

APPROVED.

A discussion of the chair and members of the task force followed. Phillip encouraged the Vestry to submit to him or the Wardens names of parishioners to serve on the task force. After the discussion, the following motion was made:

MOTION: (King/Bedillion)

Authorize the Rector and Wardens to recruit the membership, including the chair, of the Safety Task Force.

APPROVED.

After the discussion of the task force, Phillip asked the Vestry to name ways in which “radical hospitality” could be defined:

- Making people feel at home, comfortable and accepted.
- Knowing names / remembering to wear nametags.
- Be welcoming to parents with young children.
- Add communion instructions in the appropriate place in the service bulletin.
- Introduce yourself to folks you don’t know.
- Improve signage outside specifically to include advertisement of services.

Discussion of Pastoral Watch/Welcoming committee

The Care Team is considering contacting parishioners they can identify who have not returned to church post-COVID. Margaret Anne Robbins, co-chair of the Care Team, asked Vestry members to forward names to either her or Joellen of those parishioners who they might need to contact. The contacts would be just to let people know they have been missed and that we hope to see them in church soon. Phillip will be meeting with Margaret Anne and Joellen soon to tweak some of the Care Team structure. Margaret Anne advised that Vestry members may be asked to make some of the calls to parishioners, depending on how many they determine need to be contacted.

Dinetia called for volunteers to be a part of the committee to welcome our Curate, Becca Walton to Tupelo and All Saints’/CTK. Becca will graduate from the School of Theology at Sewanee on May 7

and will be ordained on Saturday, June 18. Dinetia would like to put together a few folks to: provide meals for Becca's first few days in Tupelo; compose a list of "who to call" resources; help with any move-in chores; put together a welcome basket. Vestry members are asked to call Dinetia to volunteer. We will formally welcome Becca into our parish on Pentecost Sunday, June 5. We will have an old-fashion "pounding" with a modern twist of presenting Becca with gift cards from parishioners to restaurants, favorite stores and businesses.

Phillip advised he has been approached by several parishioners suggesting one service be held in the summer to help those who attend different services better know one another. The Vestry agreed with Phillip that one service during the summer would be a good opportunity to build community between parishioners who attend different services. Beginning Sunday, June 5 we will have one service at 9:30 a.m. through Sunday, August 4. Two services, 8:30 and 10:45 a.m. will resume on Sunday, August 14.

CHECK-OUT

CLOSE: With no further business, Phillip closed the Vestry meeting with a prayer at 7:23 p.m.

ATTACHMENTS TO THE MINUTES OF THE APRIL MEETING:

March 2022 Financial reports
March 28, 2022 Vestry minutes
April 11, 2022 Executive Committee minutes
Christian Growth Commission report
Christian Service Commission report
Jr. Warden's report
Sr. Warden's report
Procedures for counting the Sunday offering