

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

**MINUTES OF  
TUESDAY, JANUARY 17, 2023  
VESTRY MEETING**

**PRESENT:**

The Rev. Phillip Parker, Rector	Caleb Bedillion	Joellen Murphree
The Rev. Becca Walton, Curate	Karen Dieckmann	Richard Pate
Dinetia Newman, Sr. Warden	Cathy Fitzpatrick	Kamme Riddle
Stephen King, Jr. Warden	Anna Fleming	Margaret Anne Robbins
Mike Fitzpatrick, Treasurer		Grant Smith
	Mark Maharrey	Donna Timmons
Tommie Moore, Clerk		
Michelle Hester, CtK representative		

**ABSENT:** Harry Dieckmann, Mickey Gray

The Rev. Philip Parker called the meeting to order with a prayer at 6:06 p.m.

**CHECK IN:**

Christ the King Lutheran Church representative, Michelle Hester announced they will be closing their congregation and read a letter of explanation to the Vestry. The letter is attached to these minutes.

**ADDITIONS TO THE AGENDA:** None

**CONSENT AGENDA:**

- December 2022 Financial reports
- December 12, 2022 Vestry minutes
- January 9, 2023 Executive Committee minutes

**MOTION:** (Timmons/Riddle)

Approve Consent Agenda as submitted.

**APPROVED.**

**STEWARDSHIP COMMITTEE REPORT:**

Mike reported we received 97 pledges to the 2023 operating budget totaling \$510,000.

**MOTION:** (Pate/Newman)

Approve Stewardship report as given.

**APPROVED.**

### **SAFETY TASK FORCE:**

Cathy Fitzpatrick advised the Task Force is making the final edits to their report and will give an introduction to the full report at the Annual Parish meeting. The full report will be discussed at the February Vestry meeting.

**MOTION:** (Timmons/Newman)

Approve Safety Task Force report as given.

**APPROVED.**

### **BUSINESS:**

#### **Consider Amanda Reed as Nursery coordinator**

Phillip asked the Vestry to consider Amanda Reed as the new Nursery coordinator. After a brief discussion, the following motion was made:

**MOTION:** (Fitzpatrick/Timmons)

Approve Amanda Reed as Nursery Coordinator.

**APPROVED.**

#### **Update on returning to inside dining at Saints' Brew**

Phillip reported that he met with Saints' Brew Director, Deepika Dey and the Saints' Brew team leaders to develop written operational procedures and policies and to discuss how and when to return to inside dining. He advised the meeting was very productive and all present hope that we can reopen Saints' Brew to inside dining sometime in February. A first draft of an operational policy was distributed to each person in attendance and they were asked to add their thoughts to the document and be ready for further discussions at their next meeting on January 25. Phillip will continue to update the Vestry on the progress being made.

**MOTION:** (Newman/Murphree)

Approve Saints' Brew report as given.

**APPROVED.**

#### **Update on flood damage in Program Facility**

Stephen King advised that Absolute Cleaning and Restoration has completed the initial work in removing the water from the Program Facility which occurred due to a burst pipe on Christmas Eve. They have also completed drying the walls in all of the affected areas. The insurance adjuster has inspected the damage throughout the building and a claim has been opened with Church Mutual. Stephen has been in contact with a contractor about the repairs and painting that will be needed. Hopefully, that work will start soon. Tommie Moore has been in contact with Matt Copeland, owner of ServiceMaster about the cleaning, shampooing carpets and stripping and waxing the vinyl floors. She noted that the floor work would be the last part of the recovery effort.

#### **Treasurer's report**

Written financial reports giving an overview of our financial status as of December 31, 2022 were submitted and are attached to these minutes. Treasurer, Mike Fitzpatrick reported pledge offerings, which included a one-time financial gift, were approximately \$7,600 below budget for 2022. Without the one-time gift included, pledge offerings were 95% of budget. Total revenue was approximately \$24,000 short of the budgeted amount. There was a total deficit of \$66,584 for 2022, which was better than projected.

### **Review and discussion of 2023 draft budget**

Mike Fitzpatrick presented a draft of the 2023 operating budget. He reviewed and explained the draft budget, line by line, offering 3 different options. A copy of the draft budget is attached to these minutes.

The first option (column AD) included a 3.5% raise for all staff, as well as a 5% Diocesan minimum salary increase requirement for a curate. This option also included funding all committees at the level of their 2023 budget request. This option would create a deficit budget of \$89,891.62.

The next option (column AE) did not include raises for the staff, with the exception of the 5% Diocesan minimum salary increase requirement for a curate. It did include funding all committees at the level of their 2023 budget request. This option would create a deficit budget of \$80,757.86.

The third and final option (column AF) did not include raises for the staff, with the exception of the 5% Diocesan minimum salary increase requirement for a curate. This particular option did not include funding for Servant Ministry at \$15,000. Mike suggested a pause on the funding of this committee in 2023 to re-envision their mission for 2024. He continued by advising that this option funded worship and programs at the amount they requested for 2023 if they did not have any funds in a Restricted Money Market account. For those that have a Restricted Money Market account, their request was funded from that line item. This option would create a deficit budget of \$49,857.86.

Notes:

- All three budget options included our Diocesan Voluntary Proportionate Giving (VPG) percentage of 10% of our 2021 total revenue.
- Deficit could be closed by using funds from our accumulated surplus, funds from the Payroll Protection Program grant and the funds reserved for an audit. Mike advised the Diocese has approved the use of an in-house audit committee to handle our 2022 audit.
- Mike advised using these funds to close the 2023 deficit would deplete our reserves.

A lengthy discussion followed. It was the consensus of the Vestry that the budget deficit should not be decreased by the non-funding of raises. The Vestry recognized that staff is needed in order to develop congregational programs and services to promote growth.

After more discussion, the following motion was made:

**MOTION:** (King/Fitzpatrick)

Approve Option AF with the addition of funding for 3.5% raises for staff.

**APPROVED.**

Further discussion was had about guidelines in committee spending from their Restricted Money Market account. After the discussion, the following motion was made:

**MOTION:** (Dieckmann/Timmons)

For committees that either did not receive funding in the 2023 operating budget or only received partial funding in the 2023 operating budget, with the intent that they would use funds in their Restricted Money Market account:

Approve committee spending from the committees' Restricted Money Market account not to exceed the amount requested for 2023 for the 2023 calendar year only.

**APPROVED.**

## **CHECK-OUT**

**CLOSE:** With no further business, Becca dismissed the Vestry meeting at 7:38 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

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

- December 2022 Financial reports
- December 12, 2022 Vestry minutes
- January 9, 2023 Executive Committee minutes
- Letter from Christ the King Lutheran Church, ELCA
- 2023 Operating Budget draft