

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

**MINUTES OF  
MONDAY, OCTOBER 23 2023  
VESTRY MEETING**

**PRESENT:**

The Rev. Phillip Parker, Rector	Alice Alexander	Joellen Murphree
The Rev. Becca Walton, Curate	Carol Alvis	Richard Pate
Cathy Fitzpatrick, Sr. Warden	Sue Ann Averett	Margaret Anne Robbins
	Caleb Bedillion	Ann Springfield
Mike Fitzpatrick, Treasurer	Karen Dieckmann	
Tommie Moore, Clerk	Leila Keel	Donna Timmons

**ABSENT:** Stephen King, Grant Smith

**VISITOR:** Ty Robinson

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

**CHECK IN**

**ADDITIONS TO THE AGENDA:** Venturing Unit

Ty Robinson, chair of BSA Unit 85 Committee, attended the meeting to advise the Vestry of the possible creation of a Venturing Crew through Unit 85. He wanted the Vestry to be aware of the possibility before beginning discussions and planning with interested parties. Ty advised the Crew would involve boys and girls ages 14-20 who have achieved the highest rank in Troop 85. He reported it would probably be several months before interest could be discerned and a plan devised. After a discussion, the following motion was made:

**MOTION:** (Timmons/Alexander)

Support moving forward with discussions regarding organizing a Venturing Crew.

**APPROVED.**

**PROGRESS REPORTS FROM VESTRY**

**Vestry goals/objectives:**

- Be intentional about engagement with parishioners or newcomers (personal connection, lunch, coffee, etc.); Share social media posts
- Help to communicate liturgy explanations to the Parish.
- Increase Vestry attendance at services, events, programs, classes.
- Start each Vestry meeting by reviewing goals and reporting on specific progress.

Vestry members reported they took the opportunity to introduce themselves and visit with newcomers during the Oktoberfest celebration. It was noted that the bread delivered to newcomers has been well received.

Phillip advised he would like to meet with all committee chairs to develop ideas to be implemented over the next few years.

**CONSENT AGENDA:**

- September 2023 financial reports
- September 18, 2023 Vestry minutes
- October 9, 2023 Executive Committee minutes
- Christian Growth Commission report - written
- Christian Service Commission report - written  
As an update to the Saints' Brew report, Tommie Moore reported that Deepika Dey is asking the Vestry to let her know if they give to United Way through their employer. It is Deepika's understanding that United Way will be asking the leadership in the partnering agencies to pledge to United Way. It was noted that leadership would be asked to pledge only if they are not currently pledging through their employer.
- Christian Stewardship Commission report - written
- Jr. Warden's report – part of the Executive Committee minutes
- Sr. Warden's report – part of the Executive Committee minutes
- Rector's report – part of the Executive Committee minutes

**MOTION:** (Timmons/Robbins)

Approve Consent Agenda as submitted and updated.

**APPROVED.**

**BUSINESS:**

**Treasurer's report**

Treasurer Mike Fitzpatrick advised that September was a particularly good financial month. "Plate" and "Pledge" offerings were approximately \$7,600 over budget for September, with approximately \$52,000 in "Total Monthly Revenue" of a budget of \$45,672.89. Total expenses for September were under budget by approximately \$7,000, \$27,000 YTD. Mike noted the Curate salary subsidy from the Diocese of Mississippi was mistakenly credited to the Curate's Discretionary Fund for two months and will be corrected at the end of October.

Mike advised we will be starting a "Burn the Note" building campaign in early 2024.

Phillip noted Sharon LaRue died on October 20 and the family will be having private services. He stated the family is asking for any memorials given in Sharon's memory to be sent to All Saints' Episcopal Church. Phillip asked the Vestry to determine how any undesigned memorials should be designated. After a brief discussion, the following motion was made:

**MOTION:** (Timmons/Averett)

Undesignated memorials received in memory of Sharon LaRue should be designated for the "Building Fund". Approve Treasurer's report as given.

**APPROVED.**

### **Discussion of gift from NCADD**

Phillip advised that NCADD will be closing their organization and will be vacating the building next door to All Saints' over the next few weeks. NCADD has gifted the building and the furnishings to All Saints', stating that All Saints' has been very supportive of them any time NCADD expressed a need and they wanted to show their gratitude to All Saints' with this gift. Phillip advised that our Chancellor, Reed Hillen has completed all of the necessary paperwork. NCADD will be turning the keys over to All Saints' in the next few weeks. Phillip suggested the Vestry take November and December to think about how to proceed with this most generous gift.

**MOTION:** (Alexander/Alvis)

The Vestry gave thanks for the work of NCADD in Tupelo and surrounding area and for the generosity of the gift they have made to All Saints'. The Vestry tabled the discussion regarding next steps with the building and will reopen the discussion in January 2024.

**APPROVED.**

### **Update from the Nominating Committee**

On behalf of the Nominating Committee, the Wardens submitted names of parishioners who are possible candidates for Jr. Warden and Vestry for 2024. It was noted that all names on the list have been vetted and found to meet the qualifications as outlined in our Bylaws. After reviewing the names, a discussion followed. After the discussion, the following motion was made:

**MOTION:** (Timmons/Keel)

Approve list of possible Jr. Warden and Vestry candidates as submitted.

**APPROVED.**

### **Discussion of repairing refrigerator**

Stephen King reported that the oldest of our three refrigerators in the kitchen is in need of a new compressor and he expects the repair will be expensive. Stephen stated the refrigerator in question is not used very often and the other two refrigerators are able to handle all of our needs. A discussion followed. It was suggested that there might be some channels open to us to obtain a free commercial refrigerator through Viking. Leila Keel will research and advise the Vestry of progress at their November meeting. This agenda item was tabled until further information can be obtained.

### **Consider lay ministers for licensing**

Phillip submitted a list of licensed lay ministers for review by the Vestry, to be sent to Bishop Seage for license renewal.

**MOTION:** (Fitzpatrick/Timmons)

Approve list of Eucharistic Ministers, Leaders and Visitors to send to Bishop Seage for renewal of their licenses.

**APPROVED.**

### **Consider Seminary 1% pledge**

Phillip opened the discussion by advising that each year parishes in our Diocese are asked to pledge 1% of their net disposable budgeted income to a seminary of the Rector's choice. This request is not required by Canon but is recommended by the Diocese. The treasurer is projecting a \$53,000 deficit in the 2024 operating budget and suggested an amount of \$1,500 be pledged instead of the requested 1%.

**MOTION:** (Timmons/Cathy Fitzpatrick)

Pledge \$1,500 to the Seminary of the Southwest for 2024.

**APPROVED.**

**Update from the Safety Task Force**

Cathy Fitzpatrick opened the discussion by advising the steps taken this year to make our campus safer:

The keyless entry code on all doors has been changed.

CPR training was held.

Sunday School rooms and Nursery doors are kept locked when in use.

She reported that the Vergers will soon be trained in the 2 way radio use. Some of the members of the Safety Task Force have attended several seminars on church safety facilitated by local law enforcement. She noted that Saints' Brew continues to present some safety challenges from time to time. Cathy and Phillip are in discussion with Deepika Dey, Saints' Brew Director about how best to diffuse situations when they occur.

**MOTION:** (Bedillion/Timmons)

Approve Safety Task Force report as given.

**APPROVED.**

**Discussion of Safe Church training**

Tommie Moore advised that the Diocese of Mississippi is recommending that all church employees and certain volunteers engage in completing the Safe Church training as outlined by Praesidium Academy. Having employees and volunteers well trained in abuse prevention is essential in creating a safe environment for everyone. The more employees and volunteers know about prevention, the more comfortable they will feel reporting any concerns. She noted that all staff and children's Sunday School teachers have participated in this training and we are working toward compliance in having other groups of volunteers trained.

The next group of volunteers to be trained will be volunteers who are serving in elected positions. This would include all Vestry members and Officers of the Church. Tommie outlined the modules that Vestry members and Officers will need to take and stated soon she will be sending more detailed information about access to the modules.

**MOTION:** (Cathy Fitzpatrick/Robbins)

Approve Safe Church training report as given.

**APPROVED.**

**Consider date for November Vestry meeting**

Phillip advised the November Vestry meeting is scheduled for Monday, November 20. With that date being a few days before the Thanksgiving holiday, he asked the Vestry if they wanted to consider changing the meeting date to Monday, November 13. After a discussion, the following motion was made:

**MOTION:** (Cathy Fitzpatrick/Robbins)

Approve moving the November Vestry meeting to Monday, November 13 at 6:00 p.m. The Executive Committee will not meet in November.

**APPROVED.**

**CHECK-OUT:**

Phillip advised that All Saints' has been asked to host one of three "Meet and Greet" sessions with the Bishop candidates. The session at All Saints' will be held on January 18, 2024.

**CLOSE:** With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 7:26 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

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

September 2023 financial reports

September 18, 2023 Vestry minutes

October 9, 2023 Executive Committee minutes

Christian Growth Commission report - written

Christian Service Commission report - written

Christian Stewardship Commission report - written

Jr. Warden's report – part of the Executive Committee minutes

Sr. Warden's report – part of the Executive Committee minutes

Rector's report – part of the Executive Committee minutes