

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

**MINUTES OF
TUESDAY, JANUARY 16, 2024
VESTRY MEETING**

The Vestry conducted their meeting via “Zoom” due to hazardous road conditions caused by a winter storm that moved into our area on Sunday, January 14.

PRESENT:

The Rev. Phillip Parker, Rector		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	Grant Smith
Tommie Moore, Clerk	Leila Keel	Donna Timmons

ABSENT: Stephen King, Alice Alexander

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

CHECK IN

ADDITIONS TO THE AGENDA: Stations of the Cross gift

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.

Donna Timmons reported that she, along with other members of the Stewardship committee, have been writing thank you notes to parishioners for sharing their time, talent and treasure with All Saints’. She stated she has received positive feedback from one of the notes she wrote.

CONSENT AGENDA:

- December 18 2023 Vestry minutes
- January 8, 2024 Executive Committee minutes
- Christian Growth Commission report - written
- Christian Service Commission report - written

MOTION: (Alvis/Robbins)

Approve Consent Agenda as submitted.

APPROVED.

Treasurer's report

Treasurer Mike Fitzpatrick, reported on our financial status as of December 31, 2023. He advised that our total revenue for 2023 was \$592,128.87, which exceeded our 2023 budget. With only a few exceptions, expenses were under budget for 2023. Mike reported we ended the year with a surplus of approximately \$35,000.

Mike advised that the Budget Committee met and reviewed the proposed 2024 budget. The following reflects their recommendations. He then presented the 2024 operating budget and reviewed each category with the Vestry.

Highlights from his review:

Mike budgeted 2024 pledges at 100%. He reported that several one-time gifts were made in 2023 which he did not budget for in 2024. He noted that once someone fulfills their pledge, any donation they make over and above their pledge, is placed into "non-pledge offerings". In effect, we collected 100% of the 2023 pledges. He also noted that we were able to convert some of the 2023 "non-pledge offerings" to pledge offerings for 2024. The 2024 Operating budget reflects a total revenue of \$565,503.20.

The Compensation Review Committee recommended a 3% raise for all staff.

Phillip and his children are now on his wife's insurance plan through the school system. This change reflects an approximate savings to All Saints' of \$7,000 yearly.

Mike noted that we did a good job in controlling our physical plant expenses in 2023. However, he felt it was prudent to fund the HVAC line at \$10,000 to cover any major repair expenses with our heating and cooling units.

Community Outreach was funded at \$77,679.80 for 2024.

Expenses include our Diocesan voluntary proportionate giving pledge of 10% of our 2022 total revenue, and our \$10,000 pledge to the Gray Center/Camp Bratton-Green capital campaign. Mike advised that our pledge to the Gray Center/CBG capital campaign should be fulfilled in 2024.

The seminary 1% pledge was funded at \$1,500.

Servant Ministry was funded at \$10,000. The Budget Committee recommended moving \$5,000 from Servant Ministry to the Youth Director salary line.

The Worship and Program category was fully funded at the levels requested by the committees.

Total revenue is projected to be \$565,503.20.

Total expenses are projected to be \$580,811.

Deficit projected \$15,307.80

A discussion followed. The Vestry agreed with the recommendations of the Budget Committee, particularly in the area of increasing the salary line for the Youth Director. Phillip updated the Vestry on the search for a new Youth Director during the discussion.

MOTION: (Timmons/Alvis)

Approve Treasurer's report on 2023 financials and the 2024 operating budget as submitted.

APPROVED.

Acceptance of gift

Tommie reported that Albert White has gifted to All Saints' a framed crucifix that his father purchased in Italy. The piece hung in the choir room of St. John's Episcopal Church, Memphis where his father was the organist for many years.

MOTION: (Timmons/Robbins)

With gratitude, the Vestry accepted and gave thanks to Albert White for this beautiful gift.

APPROVED.

Stations of the Cross

Phillip advised that the family of parishioner Jim Goodwin would like to give a gift to All Saints' in his memory. They asked Phillip for several suggestions and chose to give a set of Stations of the Cross. Phillip showed the Vestry a photo of the 10" x 11" Stations they would like to give.

MOTION: (Cathy Fitzpatrick/Dieckmann)

With gratitude, the Vestry accepted and gave thanks to the family of Jim Goodwin for the beautiful gift of Stations of the Cross.

APPROVED.

CHECK-OUT

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 7:20 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE JANUARY MEETING:

December 2023 financial reports and 2024 Operating Budget

December 18, 2023 Vestry minutes

January 8, 2024 Executive Committee minutes

Christian Growth Commission report - written

Christian Service Commission report - written