

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

**MINUTES OF
MONDAY, MAY 20, 2024
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector
Cathy Fitzpatrick, Sr. Warden

Alice Alexander
Carol Alvis
Sue Ann Averett
Leslie Criss

Marcie Morgan
Joellen Murphree
Richard Pate
Margaret Anne Robbins
Ann Springfield

Tommie Moore, Clerk

ABSENT: Mike Fitzpatrick, David Alford, Nathan Duncan, Cindy Hudnall, Leila Keel

The Rev. Phillip Parker opened the meeting with a prayer at 6:03 p.m.

CHECK IN

ADDITIONS TO THE AGENDA:

- Discussion of back taxes on the NCADD building
- Discussion of forming a website redesign committee
- Discussion of forming an outside Columbarium committee

CONSENT AGENDA:

- April 2024 financial reports
- April 15, 2024 Vestry minutes
- May 13, 2024 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report

MOTION: (Pate/Murphree)

Approve Consent Agenda as submitted.

APPROVED.

PROGRESS REPORTS ON VESTRY OBJECTIVES:

- **Reimagine and resurrect the Men's Group and ECW**
Richard Pate advised the men met for breakfast on April 27, with 25 in attendance. He noted they decided to meet once a month on the 4th Saturday morning of each month. Their next breakfast is scheduled for May 25.

Cathy Fitzpatrick reported that ECW (Episcopal Church Women) is planning a Wine & Cheese gathering for May 23 at 5:00 p.m. in the Parish Hall. ECW will also meet on Sunday, June 2 following the service to cook for the Care Team freezer.

➤ **Further engage with members/newcomers/visitors**

Phillip reported that he has had several positive conversations with visitors and newcomers who have been impressed with the warm welcome extended to them.

➤ **Website refresh/redesign**

Cathy Fitzpatrick advised she and Tommie Moore met with Lance Moore, the owner of MooreSites Design Studio to discuss the process of redesigning our current website. Cathy reported that the first step in the process will be to form a website committee of four or five parishioners to study what is needed in the redesign of our site and to work with MooreSites to produce the vision. Cathy and Tommie will work on recruiting a chair for the committee.

➤ **Potluck dinners/programs**

Cathy presented the results of the potluck survey that was sent to all parishioners in April. In total 54 responses were received.

61% of the respondents are currently attending Potluck suppers.

34% of the respondents are attending twice a month and 37% are attending once a month.

89% of the respondents were in favor of food being provided at a minimal cost.

28% of the respondents favored monthly Potluck suppers and 15% favored twice a month.

96% of the respondents favored either a 5:30 or 6:00 start time.

Most who responded that they did not attend Potluck suppers were due to work or time related issues.

There were 30 great responses with great programming ideas. A copy of the full survey is available in the church office.

Cathy continued by advising the Vestry there will not be a potluck dinner in June due to VBS. There will be one potluck in July (July 10) and one in August (August 14). She asked for 3 volunteers from the Vestry to study the survey and formulate a plan for our Wednesday night gatherings to be implemented in September. Leslie Criss, Sue Ann Averett and Alice Alexander volunteered to work on this project and report their progress in July.

BUSINESS

Treasurer's report

On behalf of Treasurer, Mike Fitzpatrick, Sr. Warden, Cathy Fitzpatrick gave an overview of the written financial reports as of April 30, 2024 which are attached to these minutes.

In his report to the Executive Committee, Treasurer Mike Fitzpatrick advised that the April books closed with a net deficit of \$3,361 and pledges continue to fall short of budget. We currently have a net deficit YTD of approximately \$34,000. Mike reported he is working with the bookkeeper to catch up the monthly bank drafts from earlier in the year.

In his report, Mike noted that per Vestry approval, \$275,000 has been moved to an investment account at Renasant Bank. He reported we have approximately \$104,000 in cash in the Capital Campaign account. "Burn the Note" pledges continue to be received and our building loan balance is \$501,591.

Cathy advised we received a written notice from Church Mutual that due to “the frequency of claims” our insurance policies with them would be cancelled effective June 19, 2024. Mike Fitzpatrick is working to secure two insurance premium quotes to present to the Vestry.

MOTION: (Pate/Robbins)

Approved Treasurer’s report as submitted and updated.

APPROVED.

Discussion of outside columbarium

Cathy Fitzpatrick reported that the Chapel Columbarium, with only four niches open for purchase, is close to being completely full. She would like to appoint a Columbarium committee to study the details around the placement and implementation of an outside columbarium. The Vestry agreed that forming a Columbarium Committee was a good next step in the process. Cathy will work to recruit a chair for the Columbarium Committee. In Mike Fitzpatrick’s report to the Executive Committee, he made a recommendation to the Vestry to consider consolidating the funds in the Memorials Restricted accounts: \$7,360 in line item 8101, “Memorials Designated” and \$3,056 line item 8103, “Memorials Undesignated” and transferring those funds to Restricted accounts, line item 8153, “Columbarium Completer Package”. Mike noted that the money in the “Memorials Designated” fund, was not designated for one particular purpose but rather a designation of the person for which the money was given. Any funds that are designated for a specific purpose (i.e., Saints’ Brew, Music fund, etc.) are immediately placed in that requested fund when received.

MOTION: (Cathy Fitzpatrick/Averett)

Transfer funds in the amount of \$7,360 in line item 8101, “Memorials Designated” and \$3,056 line item 8103, “Memorials Undesignated” to Restricted accounts, line item 8153, “Columbarium Completer Package”.

APPROVED.

Discussion of Director of Saints’ Brew staff position

Phillip reminded the Vestry that our current Director of Saints’ Brew, Deepika Dey has resigned her position effective May 31. Shortly after Deepika’s resignation was announced, Cindy Hudnall expressed interest in filling the position. Cindy has been a member of the Tuesday Saints’ Brew team for a number of years and has a deep love and understanding of the mission of Saints’ Brew. Cindy is currently employed by Red Cross and has “not-for-profit” experience. Phillip advised that the Director of Saints’ Brew is a part-time position and that Cindy will be leaving her position with the Red Cross to devote her time to the Saints’ Brew position. Phillip reported that in consultation with our Treasurer, he is recommending a salary for the Director of Saints’ Brew to be \$12,800 yearly.

MOTION: (Pate/Springfield)

Affirm the hiring of Cindy Hudnall as the Director of Saints’ Brew effective June 1, 2024 and approve the salary for the Director’s position of \$12,800 yearly.

APPROVED.

With Cindy taking the position of Director, a paid staff position, our Bylaws require her to resign from her position on the Vestry as it would be a conflict of interest. Phillip reported that he looked at the results of the Vestry election from our Annual Meeting in February and found that Leesha Faulkner had the next highest votes on the slate of nominees. Phillip recommended Leesha Faulkner to fill the open Vestry position, with her term expiring at the Annual Meeting in 2027.

MOTION: (Averett/Pate)

Appoint Leesha Faulkner to fill the unexpired Vestry term of Cindy Hudnall. The term shall expire at the Annual Meeting in 2027.

APPROVED.

Discussion of Christian Ed Director staff position

Phillip advised that for the past year, All Saints' has been without a Youth Director and a Director of Christian Education. During this time, he took on the responsibility of overseeing pre-EYC and EYC, noting it was great to spend this time with the youth. Also during that time, Tommie Moore took on the responsibilities of the Director of Christian Education in addition to her responsibilities as Program Administrator, to make sure All Saints' continued to offer Christian formation to both our children and adults. During this past year, Phillip has been working to find a person or people to fill these positions but has not been able to find the right fit. A few weeks ago, Allison Bedillion approached Phillip to express an interest in the Youth Director position. Phillip and Tommie met with Allison to explore the possibility of her taking on a combined role of managing Christian education and EYC. This position is a paid part-time position that will oversee both Christian Education and EYC. The position will also have oversight and work with those involved in Adult Christian Formation in making sure that we continue to have an excellent variety of programs for our adults. Phillip consulted with our Treasurer, and they are recommending a yearly salary of \$16,000 for the Director of Christian Formation.

MOTION: (Averett/Alexander)

Affirm hiring Allison Bedillion as Director of Christian Formation at a yearly salary of \$16,000.

APPROVED.

Discussion of baptismal banners

Cathy reported that Leila Keel has been researching baptismal banners and found a smaller version of a banner online that can be made and embroidered with the name of the child being baptized. Cathy presented the banner that Leila ordered for her child and the Vestry agreed it would be a wonderful option to give to mark the occasion. The banners will cost approximately \$35.00 which includes the embroidery, plus shipping cost. It was suggested that a darker font color be used as it would show up better.

MOTION: (Pate/Springfield)

Approve the use of new baptismal banners as outlined above.

APPROVED.

NCADD taxes

In a written report, Treasurer, Mike Fitzpatrick advised that approximately \$4,500 in back taxes are owed on the NCADD building. He recommended paying the taxes from the "Vestry Capital Reserve" fund, line item 8043.

MOTION: (Pate/Fitzpatrick)

Approve paying back taxes on the NCADD building in the amount of \$4,500 from line item 8043, "Vestry Capital Reserve" fund.

APPROVED.

Discussion of moving June Vestry meeting to June 24

Cathy reported that she and Mike will be out of town on June 17 and asked the Vestry to consider moving the Vestry meeting to June 24.

MOTION: (Averett/Alexander)

Approve moving the June Vestry meeting to Monday, June 24, 2024.

APPROVED.

Gifts

MOTION: (Morgan/Alexander)

The Vestry gave thanks for the talent of Nathan Duncan and gratefully accepted his donation of three framed photographs from his collection.

APPROVED.

CHECK-OUT

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 7:21 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE MAY 20, 2024 MEETING:

April 2024 financial reports

April 15, 2024 Vestry minutes

May 13 Executive Committee minutes

Christian Growth Commission report

Christian Service Commission report

Christian Stewardship Commission report

Potluck Survey results