

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

**MINUTES OF  
MONDAY, SEPTEMBER 16, 2024  
VESTRY MEETING**

**PRESENT:**

The Rev. Phillip Parker, Rector	Alice Alexander	Marcie Morgan
Cathy Fitzpatrick, Sr. Warden	Carol Alvis	Joellen Murphree
David Alford, Jr. Warden	Sue Ann Averett	Richard Pate
Mike Fitzpatrick, Treasurer	Leslie Criss	Margaret Anne Robbins
Tommie Moore, Clerk	Nathan Duncan	Ann Springfield

**ABSENT:** Leesha Faulkner

The Rev. Phillip Parker opened the meeting with a prayer at 6:00 p.m.

**VISITOR:** Albert White

**CHECK IN**

**ADDITIONS TO THE AGENDA:**

- Tupelo Handyman quote

**CONSENT AGENDA:**

- August 2024 financial reports
- August 28, 2024 Vestry minutes
- September 9, 2024 Executive Committee minutes
- Christian Growth Commission report
- Christian Stewardship Commission report

As an update to the Stewardship Commission report, Cathy Fitzpatrick advised that the fall stewardship campaign will kick off later next month. Packets with a narrative budget and pledge information will be included. Vestry members will be responsible for following up on pledge cards not received.

**MOTION:** (Pate/Duncan)

Approve Consent Agenda as submitted and updated.

**APPROVED.**

**PROGRESS REPORTS ON VESTRY OBJECTIVES:**

- **Reimagine and resurrect the Men's Group**

The Men's Group will meet on Thursday evening September 19 for a fish fry and on October 26 for their monthly breakfast.

➤ **Reimagine and resurrect ECW**

Cathy reported that Amanda Walker with “Tupelo Tidy” will be the guest speaker at the September meeting. She asked Vestry members to promote attendance at ECW meetings by sending invitations via text groups to which they belong.

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

Phillip reported that a newcomers gathering will be held in October at the home of Fred and Kaye Cannon.

➤ **Website refresh/redesign**

Sue Ann Averett reported each member of the committee has been assigned a section of the website to streamline before their meeting with Lance Moore. Their goal is to have the new website ready to preview at the Annual Meeting.

➤ **Potluck dinners/programs**

Cathy reported that there were positive comments on the meal and program during the September Wednesday night gathering. Our next Wednesday night dinner and program will be held October 9.

**MOTION:** (Robbins/Fitzpatrick)

Accept progress reports as given.

**APPROVED.**

**BUSINESS**

**Treasurer’s report**

Treasurer Mike Fitzpatrick gave an overview of our financial status as of August 31, 2024. He reported that pledges fell a little short of budget in August but noted that several households that were behind caught up their pledges in the early part of September. Mike advised that the secretary salary line was over budget for July and August due to Nancy Sweat training our new Administrative Assistant, Anne Palmer. Mike noted that All Saints’ will have fulfilled its pledge to the “Seeds We Sow” campaign of \$10,000 per year for five years with the December 2024 payment. We currently have \$40,000 in “Pre-paid Pledges”.

Mike advised that Saints’ Brew will need to identify additional revenue sources such as grants and/or financial donations as the Restricted accounts, lines 8047 and 8048 are getting low on funds.

Mike distributed a graph which showed “Burn the Note” cash flow projections through December 2026. The projection assumes 100% collection of pledges. A copy of the graph is attached to these minutes.

Mike also distributed a chart showing the Columbarium financial status as of July 2024. He noted that All Saints’ will have approximately \$28,696 in Columbarium funds that could be used toward the construction of an outside Columbarium. This is a net figure after calculating the amount of funds needed to fulfill any obligation to the Chapel Columbarium.

Mike distributed and reviewed a chart showing the estimated annual expenses and projected income

associated with the NCADD house. This report is attached to these minutes.

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

Approve Treasurer's report as given.

**APPROVED.**

### **Tupelo Handyman Quote**

David Alford advised he has had trouble finding a plumber and electrician to take care of several small jobs on our campus. Tupelo Handyman is a company that handles all types of repairs and quoted \$1,104.82 for the various repairs that are needed. He reviewed the quote with the Vestry after which the following motion was made:

**MOTION:** (Morgan/Criss)

Approve quote from Tupelo Handyman to make the necessary repairs as outlined in the quote for \$1,014.82 with funding from line item 5041, "Miscellaneous repair/Maintenance".

**APPROVED.**

### **Discussion of solicitation of in-kind donations for Saints' Brew**

Tommie advised that Cindy Hudnall, Director of Saints' Brew would like to conduct a formal, targeted solicitation of area churches on behalf of Saints' Brew. She will be asking for in-kind items such as sugar, creamer, coffee and breakfast bars and hygiene items such as shampoo, conditioner, body lotion, deodorant, toothpaste, toothbrushes, combs and razors. She would also like to request reusable beverage containers to give to Saints' Brew guests that they can refill at Saints' Brew and take with them to use throughout the day in an effort to eliminate single use products. It was the recommendation of the Executive Committee that financial donations be included in the solicitation. They also recommended to not allow the reusable beverage containers to leave the building as they were concerned they would be left around our campus and other businesses in the area. After a discussion, the following motion was made:

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

Approve solicitation of in-kind items for Saints' Brew as outlined in the Director's letter, to include a request for financial donations. Do not allow Saints' Brew guests to leave our campus with reusable beverage containers.

**APPROVED.**

### **Discussion of membership of Budget, Nominating and Compensation Review committees**

#### **Budget Committee:**

The Wardens submitted names of parishioners to fill the open membership slots on the Budget Committee. After reviewing the names and a brief discussion the following motion was made:

**MOTION:** (Murphree/Alford)

Approve membership of the Budget Committee as submitted.

**APPROVED.**

#### **Nominating Committee:**

The Wardens submitted names of parishioners to fill the open membership slots on the Nominating Committee. After reviewing the names and a brief discussion the following motion was made:

**MOTION:** (Robbins/Morgan)

Approve membership of the Nominating Committee as submitted.

**APPROVED.**

### **Compensation Review Committee**

The Wardens submitted names of parishioners to fill the open membership slots on the Compensation Review Committee. After reviewing the names and a brief discussion the following motion was made:

**MOTION:** (Pate/Duncan)

Approve membership of the Compensation Review Committee as submitted.

**APPROVED.**

### **Discussion of financial aspects of NCADD building**

Sr. Warden, Cathy Fitzpatrick reviewed the discussion process the Vestry has participated in regarding the NCADD house. When the NCADD house was donated to All Saints' in the fall of 2023, the Vestry chose to postpone any discussion on what to do with the house due to the immediate need to run a Capital Campaign to fund the outstanding debt payments on our Program Facility. Wayne Averett and Donna Timmons ran an extremely successful "Burn the Note" Campaign and due to everyone's generous response, we received pledge commitments of close to \$500,000. As those commitments are paid, All Saints' will be able to make our remaining debt payments which will be finished in December of 2026.

In June 2024, the Vestry charted out the process to begin the discussions on our options for the house. They Vestry knew they needed to take sufficient time to carefully explore all the possibilities. The three-step process started with a brainstorming session on whether to keep the house or to sell it, and the opportunities presented by each alternative. Next, they "kicked the tires" on the ideas that were presented to analyze their viability. The final step was to look at the financial aspect of keeping or selling the house.

Cathy continued by offering that throughout the process, the Vestry has had good, open dialogue and debated all the options available to them. During the conversation, the Vestry changed the lens of the focus from property to people. Cathy stated that All Saints' is here because of the people. We need to be able to attract new, young families with children to grow our church. We want our kids to invite their friends to All Saints', which in turn brings their parents. It was noted that every parent who brings their child to the Montessori day school is a potential new member.

As just one example of the many possibilities when we turn the focus to people rather than property, Cathy asked the Vestry to consider the longstanding need for a playground attached to the Parish Hall and the day school not only for our youth but the children that are in our church every day. Without funds from the sale of the house, needs and opportunities like that would continue to go unmet and unrealized.

Another example is that All Saints' has an aging population with our "over 60" age group contributing 65% of our annual operating income. She cited a need for an outside columbarium. The Chapel Columbarium is almost full. The Columbarium committee is looking at options to build an outside columbarium, with the possibility of incorporating an outside Chapel area, labyrinth and scatter garden. Again, the focus would be on people over property.

It was also noted that our program facility is 17 years old and we need to plan for capital expenses that will be encountered as the building ages, such as roof repair/replacement and HVAC repair/replacement. If the Vestry were to sell the NCADD house, there would be funds available to fund programs and areas for growth and capital expenditures.

Cathy advised that she studied Vestry minutes from 1997 and noted that All Saints' was given the

opportunity to purchase the house (which later was purchased by NCADD). At that time, the All Saints' leadership determined that there was not a need to purchase the property, as plans were already being made and studied to expand our facilities outside of and around the property at 602 West Jefferson Street.

A discussion followed thoroughly examining the options to keep the property or to sell it. Earlier, during his report, Mike distributed an overview of the 2025 projected expenses for the NCADD house, as well as the projected income that could be gained if the building was leased. This document has been made a part of these minutes.

If it is determined that the NCADD house should be sold, it was suggested that the proceeds from the sale of the house would not be used for operating expenses, but rather to invest in All Saints' growth and capital expenses.

After the discussion, Cathy asked the Vestry if they were comfortable voting on whether to keep or sell the NCADD house at the meeting or if they needed more time to weigh all of the options.

**MOTION:** (Alford/Criss)

Approve taking a vote at the September Vestry meeting.

**UNANIMOUSLY APPROVED.**

**MOTION:** (Pate/Springfield)

In the overall best interests of the parish's mission, place the NCADD house, 602 West Jefferson Street, Tupelo, Mississippi 38804 up for sale, with the contract to include All Saints' being given the right of first refusal should the property be sold at some time in the future. The proceeds from the sale of the NCADD house will not be used for day-to-day operating expenses, but rather for investing in All Saints' growth and capital expenses.

**UNANIMOUSLY APPROVED.**

It was noted that the Vestry would have to approve the terms and the selling price of the property, with final approval coming from the Standing Committee of the Diocese of Mississippi.

## **CHECK-OUT**

**CLOSE:** With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 7:55 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

## **ATTACHMENTS TO THE MINUTES OF THE SEPTEMBER 16, 2024 MEETING:**

August 2024 financial reports  
August 28, 2024 Vestry minutes  
September 9, 2024 Executive Committee minutes  
Christian Growth Commission report  
Christian Stewardship Commission report  
2025 budget projections  
Columbarium financial status chart  
"Burn the Note" cash flow projection graph  
NCADD house estimated annual expenses