

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

**MINUTES OF
MONDAY, NOVEMBER 18, 2024
VESTRY MEETING**

PRESENT:

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

Alice Alexander
Carol Alvis
Sue Ann Averett
Leslie Criss
Nathan Duncan

Marcie Morgan
Joellen Murphree
Richard Pate
Margaret Anne Robbins
Ann Springfield

Mike Fitzpatrick, Treasurer
Tommie Moore, Clerk

ABSENT: David Alford

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

CHECK IN

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

- October 2024 financial reports
- October 28, 2024 Vestry minutes
- November 12, 2024 Executive Committee minutes
- Christian Growth Commission report

MOTION: (Fitzpatrick/Pate)

Approve Consent Agenda as submitted.

APPROVED.

PROGRESS REPORTS ON VESTRY OBJECTIVES:

- **Update from the Men's Group**
Richard Pate reported that the Men's Group will be partnering with ECW to host a holiday gathering for the parish in December.
- **Update from ECW**
Cathy reported they had 24 in attendance at the November meeting. Tracy Proctor was the special guest showcasing holiday table decorations. She noted that new officers for 2025 will be elected soon.
- **Update on engaging with members/newcomers/visitors**
Phillip reported that we continue to have new visitors on Sundays who are also attending other parish functions, such as Men's Group, ECW and Wednesday Night Dinner & Programs.

➤ **Update on Wednesday night dinner & programs**

Attendance continues to grow at the revamped Wednesday Night Dinner & Programs with over 50 in attendance at the November offering. In December, Cathy and Mike Fitzpatrick will present a program on their summer pilgrimage to walk the Camino De Santiago. In January, 2025, Frank Anger will present a program on hot air ballooning.

➤ **Update on website redesign**

Sue Ann reported that there is a lot of work happening on the website behind the scenes. She noted that staff photos will be taken on November 20.

BUSINESS

Treasurer's report

Mike Fitzpatrick gave an overview of our financial status as of October 31, 2024. He reported the monthly revenue was over budget by approximately \$2,000. Mike is projecting at year end a deficit of approximately \$20,000 of a budgeted deficit of \$15,000.

Mike advised we have received 39 pledges toward our 2025 operating budget for a total of \$260,000. A letter to the parish will be mailed this week asking for those who have not responded to do so soon. Vestry members will be making follow-up phone calls after Thanksgiving.

MOTION: (Pate/Averett)

Approve Treasurer's report as given.

APPROVED.

Discussion of 2025 voluntary proportionate giving % to the Diocese of Mississippi (10% in 2024)

Phillip opened the discussion by advising All Saints' voluntary proportionate giving % to the Diocese of Mississippi is based on the "Total Operating Revenue" as reported on the previous year's Parochial report. Our 2024 VPG percentage is 10%. Our 2025 VPG percentage will be based on the "Total Operating Revenue" of \$611,549 as reported on the 2023 Parochial report. After a lengthy discussion, the following motion was made:

MOTION: (Cathy Fitzpatrick/Robbins)

Approve All Saints' voluntary proportionate giving percentage to the Diocese of Mississippi at 10% of the "Total Operating Revenue" of \$611,549 as reported on the 2023 Parochial report.

APPROVED.

Discussion of Flower Guild closet construction in east transept

Phillip advised that the Flower Guild has the funds to have the east transept storage space in the Nave enclosed, which will help organize that area more fully. Deanna Alford, chair of the Flower Guild has agreed to use the 2024 operating funds of \$1,000, with funds from the Flower Guild money market account in the amount of \$1,500, plus the Endowment Fund grant they received in the amount of \$500 to pay toward the construction cost of the enclosure. A discussion followed where everyone agreed that the enclosure should match the existing closet in that area. Phillip reported a construction quote had been submitted in the amount of \$3,500 by Lynn Bryan Construction.

MOTION: (Cathy Fitzpatrick/Averett)

Approve quote from Lynn Bryan Construction in the amount of \$3,500 to enclose the storage area in the east transept of the Nave using funds from the Flower Guild operating budget, the Flower Guild grant of \$500 and funds from the Flower Guild money market account, line item 8013.

APPROVED.

Discussion of 2025 Accountable Reimbursement Policy

Phillip advised that each year the Vestry must approve the “Accountable Reimbursement Policy” which outlines the terms and conditions of how reimbursements are made, tax reporting of reimbursements, record retention and the accountable expenses for the Rector.

MOTION: (Averett/Murphree)

Authorization and funding of 2025 accountable expenses for Rector, The Rev. Phillip Parker. For the calendar year 2025, up to \$4,400.00 is hereby set aside to pay for business expenses incurred by the Rector that are “accounted for” within the meaning of the aforementioned policy.

APPROVED.

Approve Housing Resolution for 2025

The following motion was offered concerning the 2025 Housing Resolution for The Rev. Phillip Parker, Rector.

MOTION: (Cathy Fitzpatrick/Alexander)

**HOUSING RESOLUTION
For The Rev. Phillip Parker, Rector**

Whereas the Reverend Phillip Parker is compensated by All Saints’ Episcopal Church exclusively for the services as a minister of the gospel; and

Whereas, All Saints' does not provide Fr. Parker with a rectory,

Therefore, it is hereby resolved, that of the total compensation paid to Fr. Parker for calendar year 2024 \$26,000.00 is hereby designated to be a housing allowance;

And it is further resolved that the designation of \$26,000.00 as a housing allowance shall apply to calendar year 2025 and all future years unless otherwise provided. This housing allowance is so designated in the official minutes of the Vestry of All Saints’ Episcopal Church.

APPROVED.

Update from Nominating committee

Cathy opened the discussion by advising that the Nominating Committee has not been able to secure a full slate of nominees for Sr. Warden and Vestry. On behalf of the Nominating Committee, she submitted additional names to be considered as possible nominees. Cathy advised the additional names have been vetted and meet the qualifications outlined in our Bylaws.

MOTION: (Pate/Alexander)

Approve additional names to be added as possible nominees for Sr. Warden and Vestry as submitted.

APPROVED.

Update from the Safety Committee

Richard advised that he will be reviewing and updating the All Saints' Safety plan and asked all Vestry members to review the current policy before the December meeting. Richard will distribute the current plan via email to all Vestry members.

Approve new chalice bearers

Phillip asked the Vestry to consider requesting Bishop Wells to approve Richard Pate and Josh Westmoreland as licensed chalice bearers.

MOTION: (Cathy Fitzpatrick/Duncan)

Approve recommendation of Richard Pate and Josh Westmoreland as licensed chalice bearers, to be sent to Bishop Wells for final approval.

APPROVED.

Appoint officers for 2025: Treasurer, Assistant Treasurer, Chancellor, Clerk

Phillip advised that each year, Officers of the church must be appointed. He recommended reappointing Mike Fitzpatrick, Treasurer, Dinetia Newman, Assistant Treasurer, Reed Hillen, Chancellor and Tommie Moore, Clerk of the Vestry for 2025.

MOTION: (Pate/Duncan)

Approve reappointing as officers of All Saints': Mike Fitzpatrick, Treasurer, Dinetia Newman, Assistant Treasurer, Reed Hillen, Chancellor and Tommie Moore, Clerk of the Vestry for 2025.

APPROVED.

Request assignment to All Saints' of The Rev. Dr. Billy Walton, Deacon

Phillip advised each year the Vestry must request the Bishop to reassign the Rev. Dr. Billy Walton to All Saints' to serve as our Deacon. Phillip asked the Vestry to consider the assignment for 2025, pending the Bishop's approval.

MOTION: (Robbins/Alexander)

Request Bishop Wells to assign the Rev. Dr. Billy Walton to serve All Saints' Episcopal Church as Deacon.

APPROVED.

Staff change

Phillip advised that our Choirmaster/Organist Dr. Debra Atkinson submitted her resignation effective December 31, 2024. Phillip gave thanks for Debra and for the gifts of her knowledge, skill, and talent that she has shared with us as All Saints' organist and choirmaster. He said a search will begin immediately to secure a replacement.

CHECK-OUT

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 6:50 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE NOVEMBER 18, 2024 MEETING:

October 2024 financial reports

October 28, 2024 Vestry minutes

November 12, 2024 Executive Committee minutes

Christian Growth Commission report

2025 Clergy Housing Resolution

2025 Accountable Reimbursement Policy