

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

**MINUTES OF
JANUARY 21, 2025
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector
Cathy Fitzpatrick, Sr. Warden
David Alford, Jr. Warden
Mike Fitzpatrick, Treasurer
Tommie Moore, Clerk

Alice Alexander
Carol Alvis
Sue Ann Averett
Leslie Criss
Nathan Duncan

Marcie Morgan
Joellen Murphree
Richard Pate
Margaret Anne Robbins
Ann Springfield

ABSENT: None

The Rev. Phillip Parker opened the meeting with a prayer at 6:04 p.m.

CHECK IN

ADDITIONS TO THE AGENDA: NCADD funds resolution

CONSENT AGENDA:

- December 2024 financial reports
- December 16, 2024 Vestry minutes
- December 28 & 29 2024 minutes of Action of Vestry by written consent
- January 14, 2025 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Jr. Warden report (*See Executive Committee minutes*)
- Sr. Warden report (*See Executive Committee minutes*)
- Rector report (*See Executive Committee minutes*)

MOTION: (Pate/Duncan)

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 and ECW had a joint holiday gathering in December which was for the sole purpose of fellowship. Both groups hope to have the same type of gathering sometime in the late summer or fall.

Richard advised that the men will be meeting for breakfast on January 25 and will be goal setting for 2025.

Update from ECW

Cathy Fitzpatrick reported on behalf of ECW, stating they met in January, with 19 in attendance. Ms. Green Jeans (Mary Jane Medows) presented a program on planning and planting spring gardens. New ECW co-chairs for 2025 will be Carol Alvis and Judy DeShong. The program for the February meeting will be learning how to play mahjong. Cathy said members of ECW will need to be more intentional about inviting others to their meetings.

Update on engaging with members/newcomers/visitors

Phillip continues to visit with newcomers attending on Sunday mornings. He emphasized Cathy's recommendation of being more intentional in inviting visitors and newcomers to services, events and programs.

Update on Wednesday night dinner & programs

Cathy advised that there were 54 people in attendance at the January Wednesday night dinner and program. It was suggested that the group hosting the Wednesday night dinner serve the plates cafeteria style to assure we have plenty of food to feed everyone. On Wednesday, February 12, the program will be our Annual Parish Meeting, with no charge for the dinner.

Update on website redesign

Sue Ann Averett reported that Lance Moore has several sections of the website finalized. It is still a work in progress. Sue Ann and Marrion Winders will give the parish a sneak peek of the new website at the Annual Meeting, but there will still be work to accomplish. They expect to launch the new website in the next month or so.

BUSINESS

Treasurer's report

Treasurer Mike Fitzpatrick gave an overview of our financial status as of December 31, 2024. Mike advised we received approximately 91% of our budgeted pledged income in 2024 - \$536,116 received vs. \$563,000 budgeted. He reviewed each line of the 2024 operating budget noting areas that were over budget mainly due to rising operating costs. Mike noted the increase in our insurance premiums (also noting our insurance deductible increased to \$25,000). He also reported that we had to put freon in our HVAC system at a cost of approximately \$6,000. Mike advised we budgeted for a \$15,300 deficit in 2024 and ended the year with a \$32,044 budget deficit. A complete 2024 financial report is attached to these minutes.

2025 budget

Mike began his report stating that we have received 80 pledges totaling \$460,000 for 2025. Of the 20 pledges that were made in 2024 but have not yet responded as to their intent for 2025, he expects to receive 5 or 6 additional 2025 pledges. Mike estimated that of the 20 pledges, 12 pledges were lost due to attrition.

Mike also noted that MUTEH, Mississippi United to End Homelessness, will be vacating the office spaces they rent from us on January 31, 2025. MUTEH advised they will be hiring more employees and will need more office space. Mike advised that the lease agreement with Pathway Montessori School is now on a month to month basis. He reported that he has researched rental space cost in Tupelo and found the rent we are charging Pathway is far below the industry standard of \$14 per square foot. For the three rooms that Pathway rents from All Saints', we are currently charging \$705 per month. With the size of the 3 rooms at \$14 per square foot, we should be charging \$1,600 per month. In consultation with the Sr. Warden, Cathy Fitzpatrick and the Rector, The Rev. Phillip Parker, Mike recommended a tiered raise in rent for Pathway. In March, 2025,

raise Pathway's rent to \$1,000 per month, in March, 2026 raise Pathway's rent to \$1,300 per month and in March, 2027 raise Pathway's rent to \$1,600 per month. After a discussion, the following motion was made:

MOTION: (Duncan/Alexander)

Approve a tiered increase in rent for Pathway Montessori School in the following way:

In March, 2025, raise Pathway's rent to \$1,000 per month

In March, 2026 raise Pathway's rent to \$1,300 per month

In March, 2027 raise Pathway's rent to \$1,600 per month.

APPROVED.

Mike continued his review of the 2025 operating budget line by line. Highlights of his review included:

- Due to the age of our building, \$137,000 was budgeted for Physical Plant
- No staff raises for 2025
- No financial seminary support for 2025
- No financial support for Pack and Troop 85 as they have money in their accounts to cover their needs for the year.

Mike recommended reducing budget requests from committees by the balance in their Money Market Restricted account. For those that do not have a Money Market Restricted account, the committees were budgeted at the requested level. In taking the aforementioned notes and recommendations, the 2025 budget would be balanced.

MOTION: (Averett/Springfield)

Approve Treasurer's Report as given and approve the Treasurer's recommendations for balancing the 2025 operating budget.

APPROVED

Update on sale of NCADD building

Cathy advised that All Saints' will close on the sale of the NCADD building on January 31, 2025. After the realtor's commission, the net proceeds received will be \$235,000.

MOTION: (Duncan/Pate)

Accept NCADD report as updated.

APPROVED.

Discussion and review of All Saints' Safety plan

As co-chair of the Safety Committee, Richard advised that he would like to review the Safety Plan once the new Vestry is elected. At that time, he will propose changes to the overall plan. He invited current Vestry members to send him any changes they would like to see made.

MOTION: (Cathy Fitzpatrick/Alford)

Review the All Saints' Safety Plan and send any proposed recommendations to Richard Pate or Cathy Fitzpatrick for discussion.

APPROVED.

Set Vestry Retreat date

Phillip suggested Friday/Saturday, February 21, 22 for the Vestry Retreat. During this time, the Vestry will be goal setting and identifying objectives for 2025.

MOTION: (Springfield/Duncan)

Approve Vestry Retreat dates, February 21 & 22, 2025.

APPROVED.

Resolution of funds for NCADD

Cathy advised that she and Vestry member Joellen Murphree have worked on a resolution concerning how the funds received from the sale of the NCADD building could be spent. They offered the following resolution for consideration:

GUIDING PRINCIPLES FOR USE OF FUNDS FROM SALE OF NCADD HOUSE

Preface: In considering whether to keep or sell the NCADD house, the 2024 Vestry decided that while property is useful and enjoyed, the Church is ultimately about people. Our largest strength is people, and our largest need is people. To maintain and especially to grow, we must grow our congregation, particularly younger families. To that end, we set forth here guiding principles for the use of the funds from the sale of the NCADD house.

- I. The proceeds from the sale of the NCAAD house will be segregated in a new restricted account titled “NCAAD Vestry Discretionary/Capital Reserve Fund.
- II. Funds are to be used to fund projects, events, and/or property improvements that are intended to grow All Saints’ particularly attracting new young families and/or children, teenagers, and young adults.
- III. Funds are not to be used for the annual operating budget.
- IV. Funds can be used for capital expenditures, at the discretion of the Vestry.
- V. Interest income earned, if necessary, may be used for operating shortfalls at the discretion of the Vestry.

MOTION: (Pate/)

A discussion followed. An amendment was suggested in section IV. to read: “Funds can be used for capital expenditures, if no other funds are available, at the discretion of the Vestry”.

AMENDED MOTION: (Pate/Morgan)

Approve “Guiding Principles for Use of Funds from Sale of NCADD House” with IV. amended to read Funds can be used for capital expenditures, if no other funds are available, at the discretion of the Vestry.

APPROVED.

CHECK-OUT: Cathy thanked the Vestry for their commitment and work which has been accomplished over the last two years. On behalf of the Vestry, Richard Pate offered thanks for Cathy’s guidance, work and leadership as Sr. Warden.

With no further business, Rev. Parker dismissed the meeting at 7:28 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO MINUTES OF THE JANUARY MEETING:

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