



2024 ANNUAL REPORTS

**Presented at the
February 12, 2025
Annual Meeting**

2025 OPERATING BUDGET

| | |
|--------------------------------------|-------------------|
| Total Revenues | \$ 526,878 |
| Expenses | |
| Clergy Compensation/ Expenses | \$ 114,847 |
| Staff Compensation/ Expenses | \$ 178,639 |
| Office Expense | \$ 19,150 |
| Physical Plant | \$ 137,065 |
| Community Outreach | \$ 61,313 |
| Worship & Programs | \$ 15,864 |
| Total Expenses | \$ 526,877 |

**MINUTES
2024 ANNUAL MEETING**

**ALL SAINTS' EPISCOPAL CHURCH
TUPELO, MISSISSIPPI
Wednesday, February 7, 2024**

The Annual Parish Meeting of All Saints' Episcopal Church was held on Wednesday, February 7, 2024. The meeting was held in-person and a "Zoom Webinar" was offered for those physically not able to attend. A potluck dinner was held prior to the meeting.

The Rev. Phillip Parker called the Annual meeting to order at 6:11p.m. He certified that a quorum was present as defined by Diocesan Canon.

2023 MINUTES – The minutes of the 2023 Annual Meeting were presented. On a motion made by Cathy Fitzpatrick and seconded by Bob Moore the minutes, as submitted, were approved by a majority of the members voting both online and in person.

PROPOSED RESOLUTION REGARDING MORTGAGES, DEEDS OF TRUST AND SECURITY AGREEMENTS

Phillip advised that each year the parish must approve the resolution regarding the authority of the Wardens, Rector, and Vestry to execute mortgages, deeds of trust and security agreements in order to assure compliance with applicable state law. This proposed resolution formally empowers and recognizes as the standard practice of All Saints' and authorizes its Vestry, Wardens, and other officers to execute necessary legal documents with respect to mortgages, deeds of trust and other obligation documents.

RESOLUTION AUTHORIZING THE GRANTING OF MORTGAGES, ETC.

RESOLVED, that all mortgages, deeds of trust and security agreements heretofore granted by and in the name of this Parish and presently enforceable are hereby ratified, adopted and approved for all purposes; and

FURTHER RESOLVED, that the Wardens, Vestry, Rector and such other officers of this Parish as may be required, are hereby authorized and directed to execute and deliver all such mortgages, deeds of trust and security agreements as the Vestry, in its discretion, may approve in order to secure payment of any and all indebtedness of the Parish which has heretofore been or may hereafter be approved and contracted by the Vestry.

On a motion made by Billy Walton and seconded by Joellen Murphree the resolution attached hereto was adopted by a majority vote of the members present, both online and in person.

ELECTION OF JR. WARDEN

On behalf of the Nominating Committee, Phillip presented the slate of nominees for Jr. Warden: David Alford and Don Pate. There were no further nominations "from the floor" as allowed for in our By-Laws.

David Alford was elected Jr. Warden on the first ballot for a two-year term by a majority vote of the members present, both online and in person.

ELECTION OF VESTRY MEMBERS

On behalf of the Nominating Committee, Phillip presented the slate of nominees for Vestry to each serve a three year term:

George Booth, Leslie Criss, Nathan Duncan, Leesha Faulkner, Cindy Hudnall, Marcie Morgan, Mark Swanberg, Alex Watson. It was noted that no further nominations “from the floor” as allowed for in our By-Laws were submitted.

On the first ballot, Leslie Criss, Nathan Duncan, Cindy Hudnall and Marcie Morgan were each elected to three-year terms on the Vestry by a majority vote of the members present, both online and in person.

APPROVAL OF REPORTS

Phillip called for approval of annual reports as submitted in their entirety. On a motion made by Richard Pate and seconded by Donna Timmons the following reports were approved as submitted in their entirety:

2023 Bank Balances
2024 Operating Budget
2023 Annual Meeting Minutes
Rector
Curate
Senior Warden
Junior Warden
Clerk of the Vestry
Adult and Children’s Choir
Altar Guild
The Care Team
Christian Formation
College Care
Daughters of the King
Flower Guild
Hospitality
Office
Property
Saints’ Brew
Stewardship

Reports not submitted:

Acolytes
ECW
Nursery
Neighborhood Life

REVIEW OF 2023 FINANCIALS

Treasurer, Mike Fitzpatrick, presented the 2023 financial report.

2023 Revenue and Expenses

| | 2024 Budget | 2023 Actual | 2023 Budget | 2022 Actual |
|------------------------------|----------------|-------------------|--------------------|--------------------|
| Total Revenues | | \$ 605,129 | \$ 548,075 | \$ 538,298 |
| Expenses | | | | |
| Clergy Compensation/Expenses | | \$ 205,009 | \$ 204,598 | \$ 163,523 |
| Staff Compensation/Expenses | | \$ 170,970 | \$ 180,497 | \$ 174,413 |
| Office Expense | | \$ 12,571 | \$ 13,700 | \$ 13,303 |
| Physical Plant | | \$ 114,125 | \$ 132,579 | \$ 130,528 |
| Community Outreach | | \$ 58,490 | \$ 61,847 | \$ 97,492 |
| Worship & Programs | | \$ 8,781 | \$ 13,745 | \$ 25,289 |
| Total Expenses | | \$ 569,946 | \$ 606,966 | \$ 604,547 |
| Net Total | | \$ 35,182 | \$ (58,892) | \$ (66,249) |

2023 Balance Sheet

| OPERATING BANK BALANCES as of DECEMBER 31, 2023 | | |
|---|----------------------|----------------------|
| | December 2022 | December 2023 |
| Operating Account | \$ 43,806.13 | \$ 93,307.79 |
| Memorial Savings Account | \$ 12,873.49 | \$ 12,963.99 |
| Money Market Savings | \$ 403,784.02 | \$ 355,297.21 |
| Payroll Account | \$ 1,559.72 | \$ 1,559.72 |
| Deacon Discretionary Account | \$ 124.89 | \$ 1,256.87 |
| Curate Discretionary Account | \$ 4,904.65 | \$ 396.21 |
| Rector Discretionary Account | \$ 1,311.11 | \$ 2,719.70 |
| Total Operating Cash | \$ 468,364.01 | \$ 467,501.49 |
| CAPITAL CAMPAIGN BANK BALANCES as of DECEMBER 31, 2023 | | |
| | December 2022 | December 2023 |
| Money Market Account | \$ 211,118.99 | \$ 103,516.49 |
| Total Capital Campaign Cash | \$ 211,118.99 | \$ 103,516.49 |
| Notes as of 12/31/2023 - | | |
| Money Market - 2024 Prepaid Pledges | | \$ 27,667.20 |
| Endowment \$\$ in Capital as of 12/31/23 | | \$ 14,234.06 |
| Merrill Lynch Endowment Fund | | \$ 6,970.77 |
| Capital Campaign Loan balance | | \$ 560,950.13 |

CAPITAL CAMPAIGN

Mike gave an overview of the Capital Campaign status for 2023. He stated our current loan balance is \$560,950 and we could have the loan paid off in December 2026. He noted that we will soon begin a capital campaign to retire the debt.

| | <u>12/31/2023</u> | <u>12/31/2022</u> |
|----------------------------------|-------------------|-------------------|
| Capital Cash Balance | \$ 103,516 | \$ 211,119 |
| Loan Balance | \$ 560,950 | \$ 740,098 |
| Annual Payments | \$ 194,793 | \$ 194,793 |
| Payoff Date | 12/27/2026 | |
| Interest Paid to Community Bank | \$ 15,646 | \$ 24,885 |
| Interest Rate | 2.97% | 2.97% |
| Interest to Payments | 8.0% | 12.8% |
| Capital Revenue | \$ 88,007 | \$ 231,162 |
| Anticipated Vision Receipts 2024 | \$55,103 | |
| Anticipated Vision Receipts 2025 | \$0 | |

2024 BUDGET

Mike gave an overview of the 2024 operating budget categories. He noted the 2024 budget was approved by the Vestry on January 16, 2024 with a deficit of \$15,308. Mike reported 8 new pledges were received and 46 pledges were increased for 2024. A total of 99 pledges were received for 2024. Mike stated the Vestry approved a 3% raise for staff for 2024.

Mike continued his overview by noting the funding of Servant Ministry in 2023 was paused to allow time to re-envision their mission and focus. In 2023, Servant Ministry partnered with the Neighborhood Life committee to focus on having a bigger impact on our surrounding neighborhood and the wider Tupelo community. He noted the Vestry funded Servant Ministry at \$10,000 for 2024. Mike reported “Worship & Programs” were funded at the amount they requested for 2024.

| | 2024 Budget |
|------------------------------|------------------------|
| Total Revenues | \$ 565,503 |
| Expenses | |
| Clergy Compensation/Expenses | \$ 130,460 |
| Staff Compensation/Expenses | \$ 185,267 |
| Office Expense | \$ 14,720 |
| Physical Plant | \$ 142,966 |
| Community Outreach | \$ 77,680 |
| Worship & Programs | \$ 29,719 |
| Total Expenses | \$ 580,811 |
| Net Total | \$ (15,308) |

“BURN THE NOTE” CAPITAL CAMPAIGN

Phillip introduced Wayne Averett and Donna Timmons as the “Burn the Note” capital campaign co-chairs.

For those that were not familiar with the All Saints' capital campaign, Wayne and Donna explained our efforts to construct the parish hall, kitchen, program space and offices began in 2004. Soon after the parish raised \$1.4 million required to start building, we committed as a congregation to borrow the remaining \$2.9 million in 2007. The total project cost was \$4.3 million.

Since 2007, we have had to rely on three follow-up capital campaigns, renegotiation of loan terms when interest rates have gone down, and several estate gifts from Tom Evans, Betty Lee Marshall, and Ray and Shirley Goodman to keep up with our monthly payments of approximately \$17,000. It has been challenging at times for us to make these payments.

Wayne continued that he and Donna have been asked by Phillip, the Wardens, Mike, and the Vestry to coordinate our "Burn the Note" Capital Campaign. He stated we are currently on a good course, with the payoff date for our current note being December 27, 2026, but advised that in order to maintain our momentum new and renewed pledges are needed. Our anticipated capital campaign income this year is only \$55,103 which is far short of what we need to keep making our monthly payment of \$17,000 between now and December 2026. It is time for us to get to work, make some new pledges, and enable All Saints' to BURN THE NOTE! at the end of 2026.

We need pledges of \$500,000 over the next 3 years to burn the note. Donna advised that we started our initial campaign with small gatherings in the homes of parishioners. They are hoping to recreate that spirit of community for our final push to pay off our debt and asked parishioners to please consider helping by hosting a small group presentation at their home.

RECTOR'S REMARKS

Phillip noted upcoming calendar events and encouraged everyone to attend:

- Shrove Tuesday, February 13 at 5:30 p.m. Pancake Supper, Parade and "Pancake Olympics".
- Ash Wednesday, February 14 Imposition of Ashes at noon and 5:30 p.m.

RECOGNITION

The following were recognized for their service as members of the Vestry and their contributions of time and talent to All Saints': Caleb Bedillion, Karen Dieckmann, Grant Smith and Donna Timmons. They were presented with small tokens of appreciation.

Phillip recognized Jr. Warden, Dr. Stephen King and gave thanks for his ministry and service over the last two years. Stephen was presented with a gift certificate.

Phillip recognized The Rev. Becca Walton, Curate and gave thanks for her ministry and service with us since June 2023. Becca has been called as Associate Rector at St. Luke's Episcopal Church, Birmingham. She was presented with a check from the parish.

A brief commissioning service of the new Jr. Warden and Vestry members was held, with Rev. Parker officiating.

With no further business, The Rev. Phillip Parker concluded with prayer and adjourned the meeting at 7:21 p.m.

Submitted by: Tommie Moore, Clerk of the Vestry

ATTACHMENTS: The bound report distributed at this annual meeting
Resolution for handling Mortgages, Deeds of Trust, etc.

THE CARE TEAM
Joellen Murphree
Margaret Anne Robbins

CARE TEAM Budget: \$1000

CARE TEAM Expenses: \$598.43 (plus outstanding reimbursements)

Funeral Guild Budget: \$500

Funeral Guild Expenses: \$518.57

THE CARE TEAM is designed to provide for the pastoral care needs of church members. The clergy, office staff and team volunteers work together to connect with parishioners through:

- hospital and home visits (46 in 2024)
- check-in phone calls, texts and emails (64 in 2024)
- delivery of flowers (215 in 2024) and meals (60 in 2024)
- transportation (18 in 2024)
- written notes (187 in 2024)
- short term caregiver relief (21 in 2024)
- newcomers' welcome packet delivery (19 in 2024)
- organizing the monthly Lunch Bunch (average attendance of 12 in 2024)
- coordinating the meeting of family needs after a death and after or during a funeral (9 funerals/visitations and 8 meals provided in 2024)
- coordinating of the services of the Lay Eucharist Visitors (81 received Eucharist in 2024)

Providing services for fellow members gives joy to both the recipient and the provider. Please consider joining one or more of the teams to experience the joy of service. The service rotation is every six weeks.

Pastoral care only works if needs or potential needs are communicated to clergy, the church office or team coordinators. Thank you to everyone for your assistance.

CHRISTIAN FORMATION
Allison Bedillion
Director of Christian Formation

Budgeted: \$4,400

Spent: \$2,231.70

This money was spent on curriculum, VBS, and supplies.

Goals and Projects for 2024

Sunday School for adults continued to be Lectionary and Theology in the Library. Children's Sunday School went from three to two classes in the fall. We have a total of four teachers, two per class.

We attempted to create an EfM class with Kaye Cannon as the mentor, but the class did not make. There did not seem to be interest.

Goals and Projects for 2025

Children's Sunday School will continue to use Weaving God's Promise as the curriculum for both the Spring and Fall. Phillip and I are looking at continuing children's formation during the summer in a way that makes sense for our single service. We are hoping to incorporate various aspects of worship and ministry to form our children. This would be in partnership with Phillip's Theology in the Library Class. The goal is to broaden our children and adult's understanding of why we do what we do on Sunday mornings.

I am looking at recruiting new teachers for Fall 2025 and will hopefully be able to offer three children's Sunday School classes again.

Les Alvis and Caleb Bedillion are continuing to teach the Lectionary Class, and Phillip will continue Theology in the Library with modifications for the summer. Les, Caleb, and Frances plan to continue to offer extra classes throughout the year to provide different opportunities throughout the year.

Frances and I plan to work on the children's library to make it more accessible for children and parents to use and hopefully enhance their formation.

Continue to work with Kaye Cannon to see if EfM can meet in the fall.

CONCERT SERIES
Dinetia Newman
Lynn Nelson

In 2023, All Saints' established the All Saints' Concert Series as a part of the All Saints' community outreach efforts and supported by All Saints' parishioners. The All Saints' Concert Series is overseen and authorized by All Saints' Rector and Vestry (governing body).

To date, the Concert Series has held eight (8) concerts:

- A Musical Gathering in the Garden on April 30, 2023 - a string quartet performance, presented in memory of Mary Gardiner Tims
- A Summer Music Block Party on August 20, 2023 - featuring the Massey Tate band
- Annual Organ Concert on October 8, 2024 - featuring Jessica Nelson (with flutist Lynn Nelson)
- Advent Lessons and Carols on December 10, 2023 - featuring the choirs of All Saints' Episcopal Church of Tupelo and First Presbyterian Church of Oxford
- Winter Musicale on January 28, 2024 - performed by nationally and internationally known soloists, James Martin and Tessika McClendon, accompanied by David O'Steen
- Oxford Civic Chorus in concert on May 5, 2024
- Tom Kimmel in concert on August 18, 2024 - featuring nationally known musician, songwriter, and poet Tom Kimmel, former resident of Tupelo and member of All Saints'
- Annual Organ Concert on September 22, 2024 - featuring nationally known organist Dr. Jeff R. McClelland, from Birmingham, AL

All concerts are free and open to the public and followed by a reception where attendees have an opportunity to visit with the musicians.

Every concert presented by the All Saints' Concert Series has elevated, stimulated, and supported music and the allied arts in all their aspects in the Episcopal Church and the

larger Anglican tradition. The organ recitals are particularly geared toward that goal in their relationship to liturgy.

The Concert Series' goal of outreach to the community is realized at each concert with an average attendance that has grown to 150. The attendees are truly diverse in age, gender, race, and denomination and in their county of residence. We have a volunteer planning committee consisting of Dinetia Newman, Tommie Moore (Parish Administrator), Fr. Phillip Parker (Rector), Tracy Proctor, Lynn Nelson, and Debra Atkinson (prior to her departure). All Saints' choir and other All Saints' parishioners volunteer by hosting the reception, donating food and drink, and setting up and decorating the Parish Hall.

The popularity of the concerts has grown and with that popularity, the cost of presenting them has grown. As All Saints' budget does not fund the Concert Series, the volunteer planning committee applies for grants to provide concerts and requests (and appreciates) donations from attendees, members of All Saints' community and others in the community. The All Saints' music program received a generous grant from a former parishioner whose funds are managed by the Endowment Committee. The Endowment Committee "loans" to the Concert Series funds for concerts, which loans must be repaid through grant monies and donations.

Concerts scheduled so far for the 2025 season of the All Saints' Concert Series include:

- A March 2 concert by the Tupelo High School's "Structure," the band that supports the THS show choirs. Since this concert will precede Fat Tuesday by two days, the reception's food and decorations will reflect a Mardi Gras celebration.
- A May 4 return performance by the Oxford Civic Chorus featuring classics by George Gershwin, Cole Porter, Leonard Bernstein, Rogers and Hammerstein and Irvin Berlin.
- An August 17 Block Party featuring the local folk/soft rock band Tom Foolery
- October 19 – open, but considering either a blue grass band or a vocal concert

DAUGHTERS OF THE KING
Joellen Murphree, Outgoing President
Natalie Sparks-Bullock, Incoming President

Daughters of the King are committed to prayer and service. Each member prays for a list of parish members daily. The Daughter stays in contact with their families, letting them know that they are prayed for daily and often sending anniversary and birthday greetings. Parish members are encouraged to send prayer requests to their Daughter.

This year we added one new member. New members complete a 3-month, 12 classroom hours period of discernment. This year, we had four precious Daughters to die. We lost Darcy Strickland, Judy Zinn, Leesha Faulkner and Eileen Bailey. They will remain in our heart forever.

Other Activities:

We sponsor a church-wide one day retreat in October. Look forward to this next year. It is a wonderful time of retreat out in nature.

We stock and organize the pew racks monthly.

We maintain contact with each other through the “Group Me” app, sharing confidential prayer requests and member updates.

We meet monthly to support each other, review the current study book portion, have a time of prayer and learn about prayer.

If you are interested in participating in this ministry, please contact the office.

EPISCOPAL CHURCH WOMEN (ECW)
Joellen Murphree

Budget: \$0

Expenses: \$41.92

ECW was revived this year as a conduit for helping participants connect with others and find a place for the use of gifts and talents. We sponsored a social and or program gathering monthly beginning in May and held two cooking days for the CARETEAM freezer.

Dana Maharrey, Outgoing President

Cathy Fitzpatrick, Outgoing Treasurer

Joellen Murphree, Outgoing Secretary

EPISCOPAL YOUTH of the CHURCH (EYC)
Allison Bedillion
Youth Director

Budgeted: \$3,000

Spent: \$1,351.33

The budget was spent on food and supplies for special events, storage and organizational things for the EYC room, and curriculum. I also used some of the budget to compensate Aidan Wilson to assist with Jr. EYC on Sundays. He comes about twice a month and is given a stipend and gas mileage.

Goals and Projects for 2024

Beginning in July 2024, I took over Sr. EYC/Jr. EYC. Before we began meeting, I worked with Wayne Averett and a group of other people to give the EYC room a thorough cleaning. Materials were purchased to organize the supplies in the room. Both Sr. EYC/Jr. EYC meets twice a month and includes activities, games, and Bible Study. We also had an All Hallowstide party, baked banana bread with Cindy Hudnall, and participated in other Parish wide events. During meetings of Sr. EYC, we focused on the topic of forgiveness. Jr. EYC focused on God's Creation and the seasons of the year/church.

Goals and Projects for 2025

Sr. EYC/Jr. EYC will continue to meet twice a month. More volunteers are needed to be recruited to work with the youth, and I've identified a few individuals to contact. In addition to regular meetings, I am planning for one special event a month for both groups to participate in. January was Burning of the Greens (which was rained out). February will be a Candlemas activity on February 2. March will be the Shrove Tuesday event that will probably take place the Sunday before. April will be a reflection on Lent and pretzel making. May will be busy with Youth Sunday, a pool party, and hopefully a youth retreat. The regular meetings of EYC are going to continue to focus on formation and building community and connection to the church.

FLOWER GUILD
Co-chairs
Deanna Alford
Amanda Parker

Flower Guild budget for 2024 was \$1,000. We used all our budget for Sundays that do not have a donor, for supplies (oasis, tape, etc.) and towards the closet renovation in the East Narthex.

A donation of \$85 for flowers in “honor of”, “thanksgiving for”, or “memory of” provides flowers for the altar and then flowers for the CARE team vases.

The Flower Guild works in teams. One person is assigned to arrange flowers for Sunday and the other person takes the flowers down from the altar and makes vases of flowers for the CARE team to take to parishioners.

We currently have 10 members and have a few more joining us this year. We are excited to add new talent. We are fortunate to have such a hardworking, talented group to create arrangements at a fraction of the cost that it would be from a florist.

We have fresh flowers on all Sundays with the exception of Advent and Lent.

This is a wonderful behind the scenes ministry. Anyone interested in joining the flower guild team in either job or both, please contact the office at 662-842-4386.

HOSPITALITY

Deanna Alford

The Hospitality Committee provides food for various events in the church.

- Epiphany—King cakes
- Easter Vigil reception---a meat and a dessert, along with heavy hors d'oeuvres provided by parishioners
- Oktoberfest, partnered with the Men's group—beer, brats and all the sides dishes and dessert
- All Saints Sunday/Bishop's visit—continental breakfast/brunch
- Lessons and Carols Reception, partnered with the choir—a meat and a dessert, along with heavy hors d'oeuvres provided by parishioners

The Hospitality Committee cooks, serves and cleans up for these events. I worked on expanding the committee and creating a clean-up crew but failed to keep it organized due to, well, life.

I am looking forward to ways to expand our committee and make it lighter work for my dedicated team. Alex Watson, cook extraordinaire, and Manuela Hayden, best right-hand person to Alex, make the best food. We would love to add some helping hands to assist in the cooking and cleaning. Basically, I ask, "Hey, what do y'all want to cook and serve?" and they come up with a menu. I grocery shop (Mike Fitzpatrick is a huge help to shop when either working with Men's group or I'm not available). Then Alex and Manuela create!! We could use an additional person or 2 for each event. If there is a time that you would be available and like to help, know that you do not have to assist at EVERY one of the events.

If you are interested in joining the Hospitality Committee in any role, please contact the office at 662-842-4386.