

CLERK OF THE VESTRY
Tommie Moore

Canon 22, of the Episcopal Church:

“SECTION 4; Before the annual Parish meeting, the Vestry shall cause to be written and delivered to the Rector, or if there be none, to the Wardens, a full, accurate and faithful statement of the number of meetings held by the Vestry during the year, and the number of such meetings attended by each Warden and member of the Vestry. At the annual Parish meeting, said statement shall be presented and read to the parishioners there assembled and the statement duly filed and recorded in the Minutes and Records of the Parish. The statement shall also declare what money, lands or other property had been received during the preceding year, and from what source, what money has been expended, and for what objects; and what property has been purchased, exchanged, or mortgaged, and for what purposes.”

February 17, 2020 – January 18, 2021

Name	# of Meetings*	# Attended
Deanna Alford, Sr. Warden	12	12
Fred Cannon, Jr. Warden	12	10
Art Chambers	12	8
Harry Dieckmann	12	12
Anna Fleming	12	11
Stan Furr	12	11
Mickey Gray	12	9
Manuela Hayden	12	11
Stephen King	12	10
Mark Maharrey	12	8
Mary Jane Meadows	12	8
Kamme Riddle	12	11
Cathy Sparks	12	8
Paul White	12	11

There were 12 regular scheduled monthly Vestry meetings
February 2020 – January 2021.

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

**MINUTES OF
APRIL 20, 2020
VESTRY MEETING VIA "ZOOM"**

PRESENT

The Rev. Phillip Parker
Deanna Alford, Sr. Warden
Fred Cannon, Jr. Warden
Mike Fitzpatrick, Treasurer
Tommie Moore, Clerk
Michelle Hester, CtK representative

Harry Dieckmann
Anna Fleming
Stan Furr
Mickey Gray
Stephen King

Mark Maharrey
Mary Jane Meadows
Kamme Riddle
Cathy Sparks
Paul White
Manuela Wilson

ABSENT: Art Chambers

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

CHECK-IN: Due to the shelter-in-place order from Governor Reeves, the Vestry met for their regular meeting via "Zoom".

ADDITIONS TO THE AGENDA

CONSENT AGENDA:

- March 2020 Financial reports
- March 16, 2020 Vestry minutes
- April 8, 2020 Vestry meeting via email minutes

BUSINESS:

Treasurer's report

Mike reported that in March our revenue showed an improvement over the first two months of the year. This resulted in a surplus of approximately \$4,000 for March and reduced our deficit to date to under \$10,000. Included in the month's revenue was over \$4,000 received through our online giving option. He noted that Saints' Brew received a \$10,000 donation from United Way through the CREATE Foundation. Mike reminded the Vestry that they voted to designate the gift from the Estate of Mary Lou Parks, less \$1,000 to the principal on our building loan. Up to \$1,000 of the \$10,000 gift will be used to purchase new torches. He reported that he is holding the balance of this gift in reserve instead of applying the funds to the principal on our building loan, as the funds may be needed to make a payment on our loan. He stated that due to the COVID-19 Pandemic and the uncertainty of how the Pandemic will affect our cash flow, he felt a more conservative approach is needed during this time. The Vestry agreed with this approach.

Mike reported that at the direction of the Vestry, he applied for a grant from the Payroll Protection Program and All Saints' was approved to receive \$51,400. He noted that the funds have been received.

A discussion followed concerning how to figure payroll for our Nursery workers, since they have not been able to work at the church due to the Pandemic quarantine. It was suggested that the payroll for the Nursery workers, Myra Morrow, Carolyn Shumpert, Liz Stone and Dorothy Hughes be paid at their normal hourly rate based on an average of the last 12 months of hours worked. Noting that Vestry approval would be needed to figure the Nursery payroll, Phillip suggested that all Vestry business be voted on via email after the meeting to allow time for check in during the "Zoom" meeting with Vestry members.

Phillip gave an overview of the remaining business on the agenda and the Vestry agreed to vote via email on these items after the meeting. In addition to the Nursery workers payroll, other business items included: Approve Consent Agenda; Consider rent suspension for Pathway Montessori School; Consider rent suspension for Mississippi United To End Homelessness; Approve Treasurer's report; Approve chair of the website redesign committee.

At that time, Phillip invited each member to share their concerns, feelings about the Pandemic, the quarantine and anything else for which they may need support.

With no further business, Phillip closed the Vestry meeting with a prayer at 6:58 p.m.

After the meeting, Clerk of the Vestry, Tommie Moore sent the following email to the Vestry:
It was good to "see" everyone tonight! As promised, here are the motions that need to be voted on from the business portion of our meeting. Please respond to this email with your "yes" or "no" vote no later than 5:00 p.m. Tuesday, April 21, 2020. Please vote on each motion separately.

- 1. Approve Consent Agenda as presented.*
- 2. Approve Treasurer's report as presented.*
- 3. Approve payroll for Nursery workers for March 2020: Figure payroll for Myra Morrow, Carolyn Shumpert, Liz Stone and Dorothy Hughes to be paid at their normal hourly rate based on an average of the last 12 months of hours worked.*
- 4. Approve suspension of rent payable to All Saints' Episcopal Church from Pathway Montessori School until COVID-19 quarantine is lifted and Pathway is able to resume their normal school schedule.*
- 5. Approve Donna Timmons as chair of the website redesign committee.*
- 6. Consider suspension of rent payable to All Saints' Episcopal Church from MUTEH until COVID-19 quarantine is lifted and MUTEH employees are able to resume their normal office work schedule.*

The Vestry voted on these business items, the results of which follow:

- 1. Approve Consent Agenda as presented. This motion was approved by the Vestry on April 21, 2020.**

2. Approve Treasurer's report as presented. **This motion was approved by the Vestry on April 21, 2020.**

3. Approve payroll for Nursery workers for March 2020: Figure payroll for Myra Morrow, Carolyn Shumpert, Liz Stone and Dorothy Hughes to be paid at their normal hourly rate based on an average of the last 12 months of hours worked.

This motion was approved by the Vestry on April 21, 2020.

4. Approve suspension of rent payable to All Saints' Episcopal Church from Pathway Montessori School until COVID-19 quarantine is lifted and Pathway is able to resume their normal school schedule. **This motion was approved by the Vestry on April 21, 2020.**

5. Approve Donna Timmons as chair of the website redesign committee.

This motion was approved by the Vestry on April 21, 2020.

6. Consider suspension of rent payable to All Saints' Episcopal Church from MUTEH until COVID-19 quarantine is lifted and MUTEH employees are able to resume their normal office work schedule.

With 14 Vestry members voting, 7 voted for the motion and 7 voted against the motion. We will table the motion until the May Vestry meeting where a more in-depth discussion can be held.

CHECK-OUT

With no further business, the Rev. Phillip Parker closed the meeting with a prayer at 6:58 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO MINUTES OF THE APRIL MEETING

March 2020 Financial reports

March 16, 2020 Vestry minutes

April 8, 2020 Vestry meeting via email minutes

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

**MINUTES OF
MONDAY, AUGUST 17, 2020
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker	Art Chambers	Mark Maharrey (Zoom)
Deanna Alford, Sr. Warden	Harry Dieckmann (Zoom)	Mary Jane Meadows
Fred Cannon, Jr. Warden	Anna Fleming (Zoom)	Kamme Riddle
Mike Fitzpatrick, Treasurer (Zoom)		
Tommie Moore, Clerk	Mickey Gray (Zoom)	Paul White (Zoom)
Michelle Hester, CtK representative	Stephen King	Manuela Wilson

ABSENT: Stan Furr, Cathy Sparks

VISITORS: Chris Winders, Donna Timmons

The Rev. Phillip Parker opened the meeting with a prayer at 6:05 p.m.

CHECK IN

ADDITIONS TO THE AGENDA: Update on Youth Director position

CONSENT AGENDA

- July 2020 Financial reports
- July 20, 2020 Vestry Minutes
- Christian Service Commission report

MOTION: (Riddle/Cannon)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT

Harry submitted a written report which gave an overview of the meeting with the Rev. Peter Gray and revised timelines for implementing “Conflict Caring Transformation”. No action was required of the Vestry.

MOTION: (Alford/Wilson)

STEWARDSHIP COMMITTEE REPORT

Stephen King, co-chair of the Stewardship Committee, advised that the committee has met several times to plan for the fall stewardship campaign. Several objectives are in progress such as improving the audio/visual quality of the weekly worship service and beginning the redesign work on the website. Other objectives to implement are promoting our 150th Anniversary coming up in October; sending of a postcard/having a banner made promoting our online offerings; online opportunities to help parishioners connect to one another. At the next meeting, the Stewardship Committee hopes to set deadlines for the implementation of these objectives.

MOTION: (Alford/Meadows)

Approve Stewardship Committee report as given.

APPROVED.

BUSINESS

Treasurer's Report

A written report was submitted giving an overview of our financial status as of June 2020 and have been made a part of these minutes. Mike reported that we had another good month in July and giving exceeded our pledge budget by approximately \$4,200. He noted that we were able to meet our expenses without having to use any of the funds we received from the Payroll Protection Program.

MOTION: (Cannon/King)

Approve Treasurer's report as submitted and reviewed.

APPROVED.

Consider appointment for Assistant Treasurer

Phillip reported that in consultation with Mike Fitzpatrick, current Treasurer, he was nominating Bud Nelson as Assistant Treasurer. Bud's vast financial background and past service on the Vestry gives him a solid working knowledge of church finances. Mike will complete his term as Treasurer in January 2021 and pending Vestry approval, Bud will assume the duties of the Treasurer's position. Until that time, Bud will serve in the Assistant Treasurer's role.

MOTION: (Alford/Cannon)

Approve Bud Nelson as Assistant Treasurer, to assume the duties of Treasurer in January 2021.

APPROVED.

Consider quotes for digital and electronic upgrades

Taylor Sparks submitted a request for \$3,380 to upgrade some of the equipment needed to improve the audio/visual aspects of recording the Sunday worship service. He also noted that this equipment would have multiple uses in other program areas. Equipment needed is as follows:

- New iPad Pro - \$900 (available for parish access through Tommie - priorities during recording hours)
- iPad accessories - \$200 (case, adapters, software)
- Vimeo subscription package \$15/month for 12 months (this is specific to Mevo)
- Editing software (\$500) Flip Grid (free) - (not necessarily sure this is necessary yet)
- Mevo Start x 2 - \$800 (one in the nave permanently and one in the office for parish check-out)

- HDMI-USB adapter - \$100
- Temporary router and cable - \$100 (will establish temporary Wi-Fi in the nave)
- Hard cases for organization and storage - \$300 (flexible)
- Assorted audio cords - \$300

MOTION: (King/Wilson)

Approve purchase as outlined above in the amount of \$3,380 with funding from line 5055 “Computer Expenses”).

APPROVED.

The discussion then moved to Chris Winders advising that he gathered two quotes, one from Exceed Technologies and one from McFarling Technologies/ASI to upgrade the internet and Wi-Fi capabilities campus wide. He noted that the requested upgrades would not only enhance the capabilities of recording our worship services, but also be useful in other committee and programming gatherings. Chris reviewed the quotes from both companies noting that they were similar in objectives and pricing. A discussion followed about the technical offerings of both companies. Chris advised that both companies are well respected in their field and would provide quality service. He recommended using McFarling Technologies with ASI supplementing some of the work for a total cost of \$6,385.95 plus tax.

MOTION: (Wilson/King)

Accept quote from McFarling Technologies and ASI to upgrade the internet and Wi-Fi capabilities campus wide for a total cost of \$6,385.85 plus tax, with funding from line 5055 “Computer Expenses”.

APPROVED.

Update from the website committee

Donna Timmons advised that the committee has met with Wil Oakes of Oakes Creative Agency to look at several designs for our new website. She showed a mock-up design of the homepage the committee chose. Donna reported that the new site will be mobile friendly. She noted that the committee will meet again soon to begin work on updating the text and pictures on the website. Wil advised that he could have a design of the complete website ready approximately two weeks after receiving the updated photos and text.

MOTION: (Riddle/Cannon)

Approve report from the website committee as given.

APPROVED.

Activate Budget, Nominating and Compensation Review Committees

Tommie advised that it was time to activate the Budget, Nominating and Compensation Review Committees in order to begin the work preparing for the Annual Meeting.

MOTION: (Alford/Meadows)

Activate Budget, Nominating and Compensation Review Committees.

APPROVED.

Update on Youth Director position

Phillip advised that he has been in conversation with Stacy White, our current Youth Director, about whether she will return to her position in the fall. He said Stacy is in discernment about her

decision and he hopes to visit further with her regarding this subject in the coming week. He noted that Stacy would like to have some input from the Vestry about how they see fall programming for EYC working. Several suggestions were offered: reach out to other parishes in our diocese for ideas about how they are handling fall programming; contact Whitney Robinson, Missioner for Children and Youth Ministries in the Diocese of Mississippi for thoughts/ideas; look for in-person ways to meet.

CHECK OUT

With no further business, The Rev. Phillip Parker closed the Vestry meeting with a prayer at 8:00 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO THE MINUTES OF THE AUGUST MEETING:

July 2020 financial reports and Bookkeeper's report

July 20, 2020 Vestry minutes

Christian Service Commission report

Mediation Implementation Task Force report

Exceed Technologies quote

McFarling Technologies/ASI quotes

Equipment quote from Taylor Sparks

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

**MINUTES OF
MONDAY, DECEMBER 14, 2020
VESTRY MEETING VIA "ZOOM"**

PRESENT:

The Rev. Phillip Parker	Art Chambers	
Deanna Alford, Sr. Warden	Harry Dieckmann	Mary Jane Meadows
	Anna Fleming	Kamme Riddle
Mike Fitzpatrick, Treasurer	Stan Furr	Cathy Sparks
	Manuela Hayden	Paul White
Tommie Moore, Clerk	Stephen King	
Michelle Hester, CtK		

ABSENT: Fred Cannon, Bud Nelson, Mickey Gray, Mark Maharrey

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

CHECK IN

ADDITIONS TO THE AGENDA:

- Consider gift to EYC
- Consider upgrade to security system

CONSENT AGENDA

- November 2020 Financial reports
- November 16, 2020 Vestry minutes
- Christian Service Commission report

MOTION: (Riddle/Dieckmann)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT

Harry Dieckmann, co-chair of the Mediation Implementation Task Force opened the discussion by advising that of the 47 priorities identified by the Vestry from the mediation sessions, 38 have been completed; 4 are in process; 5 are pending post-COVID. He noted that some of the priorities are ongoing and should be reviewed from time to time. Harry reported that last month the Vestry reviewed how to improve communication to the Parish. He suggested that the Vestry also needs to consider how to improve the congregation's communication with the leadership. Harry reminded the Vestry that Phillip's mutual ministry review should be completed prior to seating a new Vestry on February 10, 2021. The Mutual

Ministry Review committee will consist of the Senior Warden, the Junior Warden, one Vestry member, one All Saints' parishioner at large, and one Christ the King member at large. This committee shall meet with the Pastor semi-annually with a recommendation of February post council/pre-Easter and August middle of ordinary time.

MOTION: (Alford/Riddle)

Accept Mediation Implementation Task Force report as submitted and reviewed.

APPROVED.

STEWARDSHIP COMMITTEE REPORT

Stephen King, co-chair of the Stewardship Committee advised that a list of parishioners who have not yet pledged for 2021 have been assigned to each Vestry member to personally contact and encourage them to turn in a 2021 pledge to the Operating budget. They should also be encouraged to turn in a pledge to Debt Reduction if they have not already done so. Stephen noted that there are some names on the list that have not been assigned to a Vestry member. He asked that those with only two parishioners to contact consider adding one or more of the unassigned names to their list.

MOTION: (Alford/Riddle)

Approve Stewardship Committee report as submitted.

APPROVED.

BUSINESS

Treasurer's Report

A written report was submitted and is attached to these minutes. Mike gave an overview of our financial status as of November 30, 2020. Mike advised that we had a good revenue month in November, with actual receipts totaling \$44,480. He noted that we have not had to use the Payroll Protection Program grant funds so far. Mike reported that he and Hannah have submitted a grant request to the CARES Act Funding program to cover the costs of our technology upgrades that were necessary in order to offer our services online and the extra expenses of Saints' Brew serving to-go meals.

Mike continued his report by advising that gifts to debt reduction have been received from the estate of Tom Prather, as well as miscellaneous gifts. We have received \$26,800 in new pledges to debt reduction. Mike projects that we will have enough cash to make our loan payments through 2021.

MOTION: (Meadows/Dieckmann)

Approve Treasurer's report as given.

APPROVED.

Consider additional names as possible candidates for Sr. Warden and Vestry

Sr. Warden, Deanna Alford advised that the Nominating Committee has had difficulty finding enough candidates to agree to stand for election as Sr. Warden or Vestry. Deanna presented a list of additional names to the Vestry to be considered.

MOTION: (Sparks/Chambers)

Approve list of additional names to be contacted as potential candidates for Sr. Warden or Vestry as submitted.

APPROVED.

Consider gift to EYC

Phillip advised that a parishioner would like to gift EYC with an air hockey table that her family no longer uses. The parishioner is willing to deliver the table to the EYC room.

MOTION: (Alford/Dieckmann)

Gratefully accept the gift of an air hockey table for EYC.

APPROVED.

Consider upgrade to security system

Tommie Moore reported that there was an issue with the fire system and our internet connection on December 10. She called ADS, the company that monitors our fire and security systems to report the issues. While she was speaking to a representative at the company, she informed Tommie that all security companies would be required to install an upgrade to dialer regulators by the end of December 2021. They discussed the possibility of installing the upgrade while the technician was at All Saints’ to investigate the supervisory alert on the fire system. ADS quoted \$522.00 plus tax to install the upgrade to the two dialer regulators in our system. After a brief discussion, the following motion was made:

MOTION: (Furr/King)

Approve installation of a required upgrade to two dialer regulators at a cost of \$522.00 plus tax.

APPROVED.

With no further business, The Rev. Phillip Parker closed the Vestry meeting with a prayer at 7:20 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO THE MINUTES OF THE DECEMBER MEETING:

- November 2020 Financial reports
- November 16, 2020 Vestry minutes
- Christian Service Commission report
- Mediation Agreement revisions
- Mediation Status summary

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

**MINUTES OF
FEBRUARY 17, 2020
VESTRY MEETING**

PRESENT

The Rev. Phillip Parker	Art Chambers	Mark Maharrey
Deanna Alford, Sr. Warden	Harry Dieckmann	
Fred Cannon, Jr. Warden	Anna Fleming	Kamme Riddle
Mike Fitzpatrick, Treasurer	Stan Furr	Cathy Sparks
Tommie Moore, Clerk		Paul White
Michelle Hester, CtK representative	Stephen King	Manuela Wilson

ABSENT: Mickey Gray, Mary Jane Meadows

The Rev. Phillip Parker opened the meeting with a prayer at 6:02 p.m.

CHECK-IN

ADDITIONS TO THE AGENDA

- Discussion of updating website
- Elect delegates and alternates to the 194th Annual Council

CONSENT AGENDA:

- January 2020 Financial report
- January 13, 2020 Vestry minutes
- January 27, 2020 Vestry minutes via email vote
- Christian Service Commission report

MOTION: (King/Riddle)

Approve Consent Agenda as submitted.

APPROVED.

STEWARDSHIP COMMITTEE REPORT

Stephen King reported that the Stewardship Committee met recently to continue planning how to implement year-round stewardship. He stated that debt reduction will be a priority for 2020. The committee will present a program at the March Potluck Dinner which will touch on advanced gifts to the Capital Campaign and legacy giving. Stephen reported that considering the success of the 2020 Stewardship campaign, the committee would like to kickoff the effort to meet the needs of 2021 in August of 2020.

MOTION: (Alford/Furr)

Approve Stewardship Committee report as given.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT

Harry reported that implementation of the mediation agreements was put on hold until after the 193rd Annual Council. He stated that the Task Force would like to meet with Phillip to bring him up to date on their work thus far. Harry indicated that there might be some agreements that the Vestry could discuss at the All Saints' Vestry Retreat.

MOTION: (Furr/King)

Approve Mediation Implementation Task Force report as given.

APPROVED.

BUSINESS:

Treasurer's report

Treasurer, Mike Fitzpatrick, gave an overview of our financial status as of January 31, 2020. A copy of the financial reports is attached to these minutes. Mike noted that expenses were over budget by approximately \$4,000 in January. This was mainly due to timing of several large expenses. Mike expects expenses to even out over the next few months. He reported that our coffee system broke during January and was not able to be repaired due to the part being obsolete. A new system had to be purchased. Saints' Brew Director, Hannah Maharrey made a plea for donations through Facebook and received several large donations toward the purchase of the new coffee system. Hannah agreed that Saints' Brew should bear the brunt of the cost of the new system, since they use the coffee system every weekday to make approximately 200 cups of coffee. The total cost of the system was approximately \$2,700. She offered for Saints' Brew to pay 90% of the total cost, with All Saints' paying 10% of the total cost. After a brief discussion, the following motion was made:

MOTION: (Furr/Sparks)

Affirm purchase of new coffee system at a cost of approximately \$2,700, with 90% of the funding from Line 8048, "Saints' Brew" and 10% of the funding from line 5041, "Miscellaneous Repair and Maintenance".

APPROVED.

MOTION: (Furr/Sparks)

To the extent that donations are received from the Saints' Brew Facebook plea, deposit those funds to line 8048 "Saints' Brew" to offset the purchase cost of the coffee system.

APPROVED.

MOTION: (Cannon/Alford)

Approve Treasurer's report as given.

APPROVED.

Discussion of Celebration of New Ministry details

Phillip advised that he is working with the Diocesan office to set a date and time for the Celebration of New Ministry service with Bishop Seage presiding. He will advise the Vestry as soon as the date is confirmed.

Discussion of 2019 Parochial report

Tommie Moore submitted the 2019 Parochial report for review and comments. It was suggested on page 5 #7 "Community organizing, organized social issue advocacy" be marked to include Troop and Pack 85 with 30 volunteers monthly. No other changes were noted.

MOTION: (Dieckmann/Alford)

Approve 2019 Parochial report as amended on page 5, #7 “Community organizing, organized social issue advocacy” to include Troop and Pack 85 with 30 volunteers monthly.

APPROVED.

Consider financial support for seminarian

Phillip advised that it is customary for the sponsoring parish to contribute financially toward the postulant’s expenses during their time in seminary. He noted that the Diocese of Mississippi will also contribute financially toward the postulant’s expenses. Phillip reported that Rufus Van Horn is in the process of visiting several seminaries to determine which one will be a good fit for him. Once Rufus decides and is accepted at seminary, Phillip will have a better idea of an amount to offer as support to Rufus, along with suggestions of ways to solicit gifts toward this support.

MOTION: (Cannon/King)

Table discussion of financial support for Postulant, Rufus Van Horn until further information is available about the needs of the Postulant.

APPROVED.

Discussion of Vestry Retreat details

Phillip advised that Saturday, February 29 has been confirmed as the date for the Convocation Vestry Retreat at All Saints’. He asked the Vestry if they saw a need to have a Vestry Retreat with just the All Saints’ Vestry to deal with issues that are specific to All Saints’. It was suggested that time might be needed to work on implementing some of the mediation agreements. Phillip will look at the church calendar and find a time for the All Saints’ Vestry to meet regarding issues specific to All Saints’. He will report back to the Vestry at their March meeting.

MOTION: (Furr/Dieckmann)

Set February 29 as the date for Convocation Vestry Retreat, with a date for the All Saints’ Vestry Retreat to be suggested by the March Vestry meeting.

APPROVED.

Elect two Endowment Trustees

Phillip advised that the Vestry needed to elect two new Endowment Trustees to fill the expired terms of Natalie Sparks Bullock and Grant Smith. He noted that inasmuch as Grant filled the unexpired term of Wayne Averett, left vacant when Wayne was elected Jr. Warden, Grant is eligible to serve a full three-year term of his own.

MOTION: (King/Cannon)

Elect Wayne Averett and Grant Smith to full three-year terms each as Endowment Trustees.

APPROVED.

Consider special Diocesan collection for Breast Cancer Awareness

Tommie advised that the Susan G. Komen Memphis-MidSouth Mississippi affiliate is inviting Churches and faith communities across the state of Mississippi and West Tennessee to join in their efforts to prevent and cure breast cancer by designating one Sunday as “Pink Sunday” and asking for special donations for this cause. This effort has been endorsed by Bishop Seage, among others. After a discussion, the following motion was made:

MOTION: (Dieckmann/Riddle)

Channel request for donations for the “Pink Sunday” effort through the Servant Ministry committee and ask them to consider a donation on behalf of All Saints’. At the March Vestry meeting consider establishing a policy for supporting causes such as Breast Cancer awareness, Colon Cancer, etc.

APPROVED.

Elect delegates and alternates to the 194th Annual Council (2021 in Jackson)

Phillip reported that it is time to elect delegates and alternates to the 194th Annual Council to be held in Jackson in 2021. He noted that Darcy Strickland mentioned she would be willing to serve in some capacity. Several Vestry members and parishioners volunteered to serve as part of the delegation from All Saints’. Deanna Alford volunteered to recruit two delegates to serve as part of the delegation. After a discussion the following motion was made:

MOTION: (Furr/Dieckmann)

Approve election of the following parishioners to serve as delegates and alternates to the 194th Annual Council of the Diocese of Mississippi: Delegate: Darcy Strickland.

Alternates: Paul White, Cathy Sparks and Amanda Parker.

APPROVED.

Discussion of updating website

Deanna Alford suggested that it is time to update/freshen our website. Information and photos on the site need to be updated and/or changed. A discussion followed. It was suggested that someone research website design companies that are used in our Diocese. Deanna suggested that the Vestry consider forming a committee to work on this project and asked that Vestry members suggest parishioners who could serve on the committee by the March Vestry meeting.

MOTION: (Furr/Cannon)

Form committee to redesign/freshen our current website.

APPROVED.

CHECK-OUT

With no further business, the Rev. Phillip Parker closed the meeting with the Lord’s Prayer at 7:57 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO MINUTES OF THE FEBRUARY MEETING

- January 2020 Financial reports
- January 13, 2020 Vestry minutes
- January 27, 2020 Vestry minutes via email vote
- Christian Service Commission report
- 2019 Parochial report

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

**MINUTES OF
JANUARY 13, 2020
VESTRY MEETING**

PRESENT

The Rev. Phillip Parker	Les Alvis	Betty Lee Marshall
Deanna Alford, Sr. Warden	Art Chambers	Mary Jane Meadows
Wayne Averett, Jr. Warden	Harry Dieckmann	Bud Nelson
Mike Fitzpatrick, Treasurer	Stan Furr	
Tommie Moore, Clerk	Stephen King	Paul White
Michelle Hester, CtK representative		Manuela Wilson

ABSENT: Dana Maharrey, Cathy Sparks

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

CHECK-IN

ADDITIONS TO THE AGENDA Update on Vestry Retreat

CONSENT AGENDA:

- December 2019 financial reports
- December 17, 2019 Vestry minutes
- Christian Growth Commission report
- Christian Service Commission report
- Jr. Warden report

MOTION: (Alford/Dieckmann)

Approve Consent Agenda as submitted.

APPROVED.

STEWARDSHIP COMMITTEE REPORT

The Stewardship Committee report is incorporated into the Treasurer's report.

MEDIATION IMPLEMENTATION TASK FORCE REPORT

Harry reported that implementation of the mediation agreements is ongoing.

BUSINESS:

Treasurer's report

Treasurer, Mike Fitzpatrick, gave an overview of our financial status as of December 31, 2019. A copy of the financial reports is attached to these minutes. He noted that the Capital Campaign collected approximately \$305,000 in 2019, with \$87,745 of that collected in December. He

advised that the total amount collected in 2019 includes the proceeds from the sale of the Goodman home. He reported that more focused efforts to secure additional pledges to the Capital Campaign will begin immediately.

Mike advised that we collected \$487,000 in total operating revenue in 2019. He stated that we collected 96% of pledges for the year. We closed the year with a net deficit of \$14,196.

Mike then reviewed each section of the 2020 budget proposal. He stated that based on pledges collected in 2019, he budgeted All Saints' pledges at 96% and Christ the King pledges at 100%. Mike advised that the staff received a 2% increase in salary as recommended by the Compensation Review Committee and the Diocese. The Youth Director did not receive an increase in salary as she plans to resign in May 2020. Mike reported that our nursery workers received a significant increase in their hourly rate, from \$10 per hour to \$15 per hour, as they have not had an increase in years and the previous rate was not competitive in the market. Mike continued reviewing each section. He stated that under "Worship & Programs" he tried to give each committee the amount they requested, with the exception of Altar Guild's request of an extra \$2,000 for vestments and hangings. Cathy Sparks noted on her request that these items could be funded from Altar Guild's Money Market account.

Mike advised that total 2020 budgeted expenses are projected to be \$564,347, with total revenues projected to be 530,000, leaving a net deficit of \$34,274 for 2020. He advised that the accumulated surplus is \$109,000. We have 102 2020 operating pledges and 66 Capital Campaign pledges. More work is needed on advance gifts for the Capital Campaign. After a brief discussion, the following motion was made:

MOTION: (Marshall/Nelson)

Approve 2020 budget as submitted and reviewed.

APPROVED.

Consider 150th Anniversary logo

Natalie Sparks Bullock is working with Tom Robinson on a design for the 150th Anniversary logo. She advised earlier in the day that the design is not yet ready for the Vestry to review. This matter was tabled.

Accept gift of Easter photograph

Phillip advised that Nathan Duncan has donated a 24" x 36" framed photograph that he took of the altar area on Easter Sunday.

MOTION: (Averett/Furr)

Accept gift of framed photograph by Nathan Duncan, with grateful appreciation for Nathan's talent.

APPROVED.

Update on the Vestry Retreat

Phillip advised that he has confirmed February 29, 2020 for the Convocation Vestry Retreat to be held at All Saints'. He is working with the Rev. Sandra DePriest and Whitney Robinson, Diocesan Missioner for Children and Youth Ministries on the content for the retreat and will share more details as they are developed.

CHECK-OUT: On behalf of the Vestry, Phillip thanked the outgoing Jr. Warden, Wayne Averett and Vestry members, Les Alvis, Dana Maharrey, Betty Lee Marshall and Bud Nelson for their commitment to All Saints' during their term of service.

With no further business, the Rev. Phillip Parker closed the meeting with a prayer at 7:04 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO MINUTES OF THE JANUARY MEETING

December 2019 Financial reports
December 17, 2019 Vestry minutes
Christian Growth Commission report
Christian Service Commission report
Jr. Warden report
2020 proposed budget

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

**MINUTES OF
MONDAY, JULY 20, 2020
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker	Art Chambers	
Deanna Alford, Sr. Warden	Harry Dieckmann	
Fred Cannon, Jr. Warden	Anna Fleming	Kamme Riddle
Mike Fitzpatrick, Treasurer	Stan Furr	Cathy Sparks
Tommie Moore, Clerk	Mickey Gray	
	Stephen King	Manuela Wilson

ABSENT: Michelle Hester, Mark Maharrey, Mary Jane Meadows, Paul White

The Rev. Phillip Parker opened the meeting with a prayer at 6:05 p.m.

CHECK IN

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA

- June 2020 Financial reports
- June 15, 2020 Vestry Minutes
- July 13, 2020 Executive Committee Minutes

MOTION: (Cannon/Wilson)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT

Harry opened the discussion by advising that he contacted The Rev. Peter Gray who served as our mediation consultant in 2019 to further discuss next steps in implementing the mediation agreement "F. To address CARING CONFLICT TRANSFORMATION". He advised that Rev. Gray had three proposals:

1. Schedule a Zoom presentation with Peter Gray for the Vestry to renew / review conflict resolutions skills.

2. Recruit a few members of the congregations to take the LMPC Mediation Skills Training Institute.
3. Provide a presentation sharing the skills and concepts on C1 – C7, D2 for the congregation at large.

The Vestry discussed all three proposals and determined that the next step in this process would be to have a meeting, via “Zoom” with Rev. Gray acting as the facilitator to renew/refresh the Vestry in the skills needed to resolve conflict in the parish. Rev. Gray noted that it would take approximately two hours of prep time on his part and one hour of training with the Vestry. Additional materials would be needed for the training, but Rev. Gray estimated that the cost of the additional materials would not exceed \$50. Rev. Gray determined that the cost of the training plus the materials needed would be \$200. The Vestry agreed to move forward with the Vestry meeting with Peter via “Zoom” and the following motion was made:

MOTION: (Furr/Sparks)

Engage The Rev. Peter Gray at a cost of \$200 (includes materials) to conduct a conflict resolution training with the Vestry, via “Zoom” on August 10, 2020 at 6:00 p.m.

APPROVED.

Harry will make the arrangements for the meeting with Rev. Gray.

STEWARDSHIP COMMITTEE REPORT

Stephen King, co-chair of the Stewardship Committee, advised that the committee has met to begin mapping out the details for an all inclusive stewardship approach to include not only the pledging of money to our operating budget and debt reduction, but enhancing programs, services and events for 2020/2021. He noted that the redesign of our website is a part of that vision and work has already started on that front. Stephen recognized the work of Ty Robinson, All Saints’ parishioner and President/Chief Operating Officer of Robinson Marketing, whose expertise has been very valuable in helping to direct a course of action in raising All Saints’/Christ the King’s profile in our community.

He asked the Vestry to once again make calls to parishioners to check on them and how they are doing during the pandemic. Stephen also asked the Vestry to submit ideas for video programming and ways in which we could improve the quality of our online offerings. A discussion followed.

MOTION: (Alford/Gray)

Approve Stewardship Committee report as given.

APPROVED.

BUSINESS:

Treasurer's Report

A written report was submitted giving an overview of our financial status as of June 2020 and have been made a part of these minutes. Mike reported that we had a good month in June and giving exceeded our pledge budget by approximately \$5,000. He noted that we were able to meet our

expenses without having to use any of the funds we received from the Payroll Protection Program. Mike reported that the funds we are receiving for the Capital Campaign are a little more than what he projected to receive at this time of year.

MOTION: (Sparks/Dieckmann)

Approve Treasurer's report as submitted and reviewed.

APPROVED.

Redesign of website update

Phillip advised that the website redesign committee met with Wil Oakes of Oakes Creative Agency to determine how extensive the redesign of our current website needed to be. After their initial meeting, Wil submitted an estimate of the work that will be needed in the redesign:

\$1500.00 (Base price for website design, development, and six months updates/maintenance @ 2hrs/month - covers design for 2-template site as well as frontend coding [html, css, and minimal JavaScript]).

\$500.00 (Incorporation and styling of plugins/widgets [for image sliders/directories/donation modules]).

\$200.00 (Integration with facebook/instagram/twitter/other social media platforms for automatic posting).

\$250.00 (Integration of live streaming via facebook on website) \$200.00 (Insertion of initial content into WordPress CMS.) \$150.00 (Creation of graphics, logos, icons, etc.).

This estimate covers design, development, and 6 months of updates and maintenance by Oakes Creative Agency (OCA) on behalf of All Saints' Episcopal Church (ASEC). If terms are agreed upon, a down payment of 25% of the estimate total will be due before design phase begins. Two design concepts will be presented to ASEC and three rounds of revisions are included. Additional revisions will be billed at \$50/hour. Once a design concept has been agreed upon, a second payment of 25% of the estimate will be due. Finally, development will begin on an OCA server available for ASEC to review. Once the functional version of the site is approved by ASEC, the balance of the estimate (and any additional charges) will be due, and upon payment, the site will be transferred to ASEC's server and go live.

The total cost of the website redesign as outlined in his estimate is \$2520. This amount includes a 10% Episcopal Church discount. It was noted that the Stewardship Committee would like for Wil to design a "landing page" for our website as soon as possible that would give information about offerings at All Saints' during the pandemic with links that would take visitors expressly to the service, bulletin, the lectionary podcasts, etc. A discussion followed. It was noted that the website committee needs to confirm with Wil the length of the maintenance period and the cost of continuing a maintenance agreement with his agency once the maintenance period has expired.

MOTION: (Alford/Cannon)

Approve Oakes Creative Agency estimate to redesign our current website as outlined in the proposal at a cost of \$2520. with an additional \$500 to create a "landing page" for our website as soon as possible that would give information about offerings at All Saints' during the pandemic

with links that would take visitors expressly to the service, bulletin, the lectionary podcasts, etc.
APPROVED.

Revisit Pathway Montessori School rent for July

After the June Vestry meeting, a Vestry member requested that the July rent for Pathway Montessori School (\$600) be revisited at the July Vestry meeting. Phillip reminded the Vestry that they agreed to suspend Pathway's rent for June. Marsha Kiste, owner of Pathway, has paid \$300 towards the July rent. After a brief discussion, the following motion was made:

MOTION: (Chambers/Alford)

Accept \$300 as payment of rent in July 2020 from Pathway Montessori School with full payment of rent in the amount of \$600 to resume in August 2020.

APPROVED.

Discussion of audit

Mike advised that All Saints' has not conducted an audit for several years due to budget constraints. He noted that a full audit could cost as much as \$15,000. Mike researched and discussed several options with the Rev. Brian Ponder, Canon for Finance and Administration for the Diocese of Mississippi. Brian proposed that an internal control review would satisfy the canon requirements for an audit and suggested Thomas Damman, who is well respected in his field, as someone to conduct the review. The review would be done remotely and should take a couple of weeks to complete. A full report of his findings will be submitted. The cost of the internal control review is \$450.

MOTION: (Cannon/Dieckmann)

Approve hiring Thomas Dannon to conduct an internal control review at All Saints' at a cost of \$450.

APPROVED.

Gray Center update

Phillip advised that Bishop Seage announced last week that The Gray Center has experienced challenging problems for decades, and the Board of Managers have faced unprecedented financial losses due to the advent of COVID-19, which forced the cancellation of all conferences and all sessions of Camp Bratton-Green during the spring and summer of this year. He noted that adding to the stress was the uncertainty of resuming business for the last six months of 2020. On July 6, the grim turn of events forced the Board to adopt a corporate resolution for the closure of The Gray Center. "It was with very heavy hearts that the Board of Managers adopted this resolution. The ministry of Gray Center has been formational for all of us who serve on the Board, and for so many around the diocese and beyond. Unfortunately, given the circumstances, we feel that suspending operations and engaging in a phase of visioning and discernment for the future of the conference center property is necessary at this time. We trust that this process will consider a wide range of possibilities, and we will look forward to summer camp at Camp Bratton-Green in 2021," said Scott Davis, president of the Board of Managers. Phillip stated that The Gray Center and the 500

acres it sits upon may be liquidated, with the cemetery and access to it protected and remaining as part of the Diocese of Mississippi. He noted that the Diocese of Mississippi will maintain Camp Bratton-Green with the camps and programs intact and will be reviewing how to do ministry going forward. Phillip also noted that Bishop Seage has requested that all parishes that made pledges to the “Seeds You Sow” campaign continue to honor their pledge. These pledges will not be used to shore up the Gray Center debt, but instead will be held to improve Camp Bratton-Green.

MOTION: (Alford/Cannon)

Continue to honor All Saints’ pledge to the “Seeds You Sow” campaign of \$10,000 per year for 5 years beginning in 2020, per Bishop Seage’s request.

APPROVED.

Consider policy for funds leftover from community fundraisers

Phillip reminded the Vestry that at the June Vestry meeting they recommended having some type of policy in place to account for community fundraiser funds that are held in an All Saints’ account for an indefinite period of time. The Executive Committee submitted the following policy for consideration:

Funds raised by community events and left on account with All Saints’ for a period of no longer than ninety (90) days after the conclusion of the fundraising period be given to All Saints’ debt reduction. If All Saints’ debt has been retired, then said funds would be distributed to the All Saints’ operating account.

MOTION: (Alford/Wilson)

Funds raised by community events and left on account with All Saints’ for a period of no longer than ninety (90) days after the conclusion of the fundraising period will be given to All Saints’ debt reduction. If All Saints’ debt has been retired, then said funds would be distributed to the All Saints’ operating account.

APPROVED.

CHECK OUT

Phillip expressed his gratitude for the leadership that the Vestry and others have shown during this uncertain time in the pandemic.

With no further business, The Rev. Phillip Parker closed the Vestry meeting with a prayer at 7:39 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO THE MINUTES OF THE JULY MEETING:

- June 2020 financial reports and Bookkeeper's report
- June 15, 2020 Vestry minutes
- July 13, 2020 Executive Committee minutes
- Oakes Creative Agency estimate
- Robinson Marketing suggestions

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

**MINUTES OF
MONDAY, JUNE 15, 2020
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker	Art Chambers	Mark Maharrey
Deanna Alford, Sr. Warden	Harry Dieckmann	Mary Jane Meadows
Fred Cannon, Jr. Warden	Anna Fleming	Kamme Riddle
	Stan Furr	Cathy Sparks
Tommie Moore, Clerk	Mickey Gray	Paul White
Michelle Hester, CtK	Stephen King	Manuela Wilson

ABSENT: Mike Fitzpatrick

The Rev. Phillip Parker opened the meeting with a prayer at 6:01 p.m.

CHECK IN

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

- May 2020 Financial reports
- May 19, 2020 Vestry Minutes
- June 8, 2020 Executive Committee Minutes
- Christian Service Commission report

A typographical error was addressed in the Servant Ministry section of the Christian Service Commission report (page 2), noting that their actual balance \$3,176.64.

MOTION: (Riddle/King)

Approve Consent Agenda as submitted and corrected.

APPROVED.

BUSINESS

Treasurer's Report

A written report was submitted. At the Executive Committee meeting last week, Mike reported that our total revenue for May was down approximately \$12,000, with pledge offerings accounting for approximately \$8,000 of that deficit. Expenses were \$2,280.95 below budget. Mike noted that our Property & Casualty premium was paid in May. There were very few

program expenses in May. Mike reported that we were able to meet our expenses for the month without having to use any of the funds we received from the Payroll Protection Program. Mike reported that the funds we are receiving for the Capital Campaign are about what he projected to receive at this time of year.

MOTION: (Sparks/Alford)

Approve Treasurer's report as submitted.

APPROVED.

Seminary support for Rufus Van Horn

Phillip opened the discussion by advising that he has received information from Rufus Van Horn regarding his expenses for the School of Theology at Sewanee. He reported that in conversation with Rufus, Phillip concluded that he would be comfortable offering \$1,200 - \$1,500 yearly for his support. He advised that after a discussion at the Executive Committee meeting, they agreed to recommend to the Vestry to pledge \$1,500 yearly to Rufus Van Horn's support during his time in seminary. Our Treasurer, Mike Fitzpatrick suggested at the Executive Committee meeting that this support be sent each year in one lump sum at the beginning of August.

MOTION: (Furr/Sparks)

Approve seminary support for Rufus Van Horn to the School of Theology, Sewanee for the 2020/2021 academic year in the amount of \$1,500 yearly to be paid at the beginning of August 2020.

APPROVED.

Discussion of Pathway Montessori School rent suspension

Phillip opened the discussion by advising that the Executive Committee discussed suspending the June rent for Pathway Montessori School. He advised that he had a conversation with Marsha Kiste, owner of the school, about the payment of rent for June. He stated that Marsha is very willing to pay the full rent due for June now that PMS has reopened. He stated that they have resumed their normal summer days/hours of Tuesdays and Thursdays, 9:00 a.m. – 2:30 p.m. Phillip asked the Vestry their thoughts on suspending the rent for PMS for the month of June, due to the fact that the school has experienced a decrease in enrollment due to the COVID-19 closure/quarantine which lasted approximately three months. A discussion followed. Phillip noted that the Executive Committee agreed they would recommend to the Vestry that the June rent for Pathway Montessori School be suspended for the month of June with full rent payment resuming in July.

MOTION: (Furr/Dieckmann)

Suspend the rent for Pathway Montessori School for the month of June with full rent payment resuming in July.

APPROVED.

The Vestry agreed to revisit this issue at the July meeting.

Distribution of G.I.R.L.Y. Camp funds

Deanna opened the discussion by advising that several months ago All Saints' asked Warner Wills King, Founder and Director of G.I.R.L.Y. Camp how she intended to use the funds that were left over from the operation of G.I.R.L.Y. Camp. Warner indicated that she was not going to be able to continue offering the camp for young girls and would like to see the funds donated

to another organization whose mission is helping people. It was noted that there is \$1,952.60 remaining in the G.I.R.L.Y. Camp fund. Warner researched several organizations and has asked that \$1,500 be donated to “Wear it Well”. “Wear it Well” is a non-profit 501(c)3 organization that is dedicated to providing dignity, hope and self-confidence to those facing cancer and other life altering events through educational programs. This includes men, women and children regardless of race, color or creed. Warner would like the balance of \$452.60 to be paid to All Saints’ debt reduction. After a brief discussion, the following motion was made:

MOTION: (Maharrey/Riddle)

Approve distribution of G.I.R.L.Y. Camp funds of \$1,500 to “Wear it Well” and \$452.60 to be paid to All Saints’ debt reduction.

APPROVED.

It was suggested that in July, the Vestry consider a policy of how to distribute funds left over from future fundraisers.

Discussion of mediation agreements “F. 1., 2., 3.”

F. To address CARING CONFLICT TRANSFORMATION, we agree:

1. That the congregation be reminded in a variety of ways that conflict is normal, that the leadership is receptive to concerns, and that conflict can lead to progress when addressed.

• *Implementation timeline: During the Vestry retreat and following the call of the new rector.*

2. That the Vestry and congregation be educated on ways to address conflict directly and when to invite the help of a third party.

• *Implementation timeline: During Vestry retreat following the call of the new rector.*

3. That the Vestry covenant be revisited to include and implement skills learned from the mediation process as a way of addressing concerns, using Matthew 18 as our guide.

• *Implementation timeline: During Vestry retreat following the call of the new rector.*

Harry opened the discussion by reviewing Alice Perry’s handouts regarding conflict resolution given to the Vestry at their retreat in February. He noted several healthy behaviors in which to handle conflict: go directly to the person with whom you have a conflict; use non-confrontational language such as “help me to understand”. Harry also pointed to the Vestry Covenant as a means of handling conflict within the Parish. He continued by advising that we can offer several educational events for the wider parish using the time to teach healthy behaviors. A discussion followed. After the discussion, Harry suggested that the Vestry consider hiring The Rev. Peter Gray to conduct a “Zoom Retreat” to help them address specific ways in which to teach/educate the Parish on conflict resolution.

MOTION: (Furr/Fleming)

Approve contacting The Rev. Peter Gray to determine the cost and discuss the possibility of conducting a “Zoom Retreat” to address specific ways in which to teach/educate the Parish on conflict resolution.

APPROVED.

Update on website redesign

Deanna advised that due to the COVID-19 Pandemic she has not been able to reach anyone to

discuss the cost and timeframe for redesigning our website. She suggested that she meet with Phillip and Tommie to determine how involved the redesign would be so she would have a better idea of how to steer the conversation when she speaks to someone. She will report the progress to the Vestry in July.

CHECK OUT

With no further business, The Rev. Phillip Parker closed the Vestry meeting with a prayer at 7:31 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO THE MINUTES OF THE JUNE MEETING:

May 2020 financial reports and Bookkeeper's report
May 19, 2020 Vestry minutes
June 8, 2020 Executive Committee minutes
Christian Service Commission report
Conflict resolution handout
Mediation Agreements F. 1., 2., 3.

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

**MINUTES OF
MARCH 16, 2020
VESTRY MEETING**

PRESENT

The Rev. Phillip Parker	Art Chambers	
Deanna Alford, Sr. Warden	Harry Dieckmann	Mary Jane Meadows
Fred Cannon, Jr. Warden	Anna Fleming	Kamme Riddle
Mike Fitzpatrick, Treasurer	Stan Furr	
Tommie Moore, Clerk	Mickey Gray	Paul White
Michelle Hester, CtK representative	Stephen King	Manuela Wilson

ABSENT: Mark Maharrey, Cathy Sparks

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

CHECK-IN

ADDITIONS TO THE AGENDA: Security update

CONSENT AGENDA:

- February 2020 Financial report
- February 17, 2020 Vestry minutes
- March 9, 2020 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report

MOTION: (Dieckmann/Alford)

Approve Consent Agenda as submitted.

APPROVED.

JR. WARDEN REPORT: No report

SR. WARDEN REPORT: No report

RECTOR REPORT:

Phillip reported that the suspension of all face to face worship services continues. He stated that all scheduled activities at All Saints' have been suspended, with the exception of Saints' Brew. The suspension includes church services/programs/events that are church related, as well as those that are not church related but use our building. We will serve a "to go" breakfast from the Saints' Brew entrance each morning from 7:00 - 8:30 a.m. as long as we are able. There will be no seated dining inside or restrooms available. Beginning Wednesday, March 18, the church office will be closed to the public and the office staff will be working from home as much as possible. They will be checking voicemails and emails on a regular basis. Phillip stated that he is working on streaming worship

services on Facebook and our You Tube channel. He noted that ServiceMaster will be deep cleaning all areas of the Church, Chapel and the Program Facility during this “down time”, at no extra charge to All Saints’. Phillip will also be contacting and checking on those All Saints’ and Christ the King parishioners who are isolated or self-quarantined.

STEWARDSHIP COMMITTEE REPORT

Stephen King reported that the Stewardship Committee will be meeting in April and will be focusing on a 2021 debt reduction strategy. The committee is also considering online giving options as well as the possibility of offering an estate planning workshop. More details will be shared as they are developed.

MOTION: (Alford/Meadows)

Approve Stewardship Committee report as given.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT

Harry distributed an updated version of the Mediation Agreements and an EYC schedule asking Vestry members to choose an EYC gathering to attend as per the Mediation Agreement G.2.a. He noted that he met with Phillip to bring him up to date on the work that has been done and to review the agreements that were prioritized for the Rector.

MOTION: (Alford/Meadows)

Approve Mediation Implementation Task Force report as given.

APPROVED.

BUSINESS:

Treasurer’s report

Treasurer, Mike Fitzpatrick, gave an overview of our financial status as of February 29, 2020. A copy of the financial reports is attached to these minutes. Mike noted that we are in a good cash flow position, even though several pledges are behind. He reported that he will be writing an article for the newsletter asking parishioners to keep their pledge current even though services and programs have been suspended temporarily. Mike reported that pledge statements will be sent after the March books are closed.

MOTION: (Furr/Cannon)

Approve Treasurer’s report as given.

APPROVED.

OLD BUSINESS:

Approve finalized delegation to the 194th Annual Council in Jackson in 2021

Tommie advised that we now have a complete 194th Annual Council of the Diocese of Mississippi delegation to submit for approval. Delegates to consider are: Darcy Strickland, Cathy Sparks and Harry Dieckmann. Alternates to consider are: Paul White, Albert White and Amanda Parker.

MOTION: (Meadows/Cannon)

Approve 194th Annual Council of the Diocese of Mississippi delegation as submitted.

APPROVED.

Discussion of website redesign

Deanna advised that she is working with a website developer that might be interested in redesigning our website at a deep discount in exchange for being able to use our website to promote his business. More details will be shared as they are developed.

MOTION: (Furr/King)

Table discussion of website redesign until more details are available from the website developer.

APPROVED.

Consider financial support for seminarian

Phillip asked the Vestry to consider financial support for Rufus Van Horn, who has been accepted as a postulant in the School of Theology in Sewanee. He referred the Vestry to the financial sheet that was sent with their Vestry packet. Since the financial help is not needed immediately, the matter was tabled.

MOTION: (Alford/Furr)

Table discussion of financial support for Postulant, Rufus Van Horn until further information is available about the needs of the Postulant.

APPROVED.

Consider policy for supporting causes outside of the main program of the church

Deanna reminded the Vestry that in February they agreed to consider a policy regarding financially supporting causes that fall outside of the main program of the Church such as, Breast Cancer Awareness, Colon Cancer Awareness, etc. She suggested that those types of requests be channeled to the Servant Ministry committee for consideration.

MOTION: (Alford/Furr)

Channel requests for financial support for non-church related causes through the Servant Ministry committee for consideration.

APPROVED.

Approve changes to the Legacy Society form

Tommie advised that several minor changes to the Legacy Society form were being submitted for approval. The changes center on the addition of listing a designation of the gift and whether the donor would like their name published on the Legacy Society plaque.

MOTION: (King/Dieckmann)

Approve changes to the Legacy Society form as submitted.

APPROVED.

NEW BUSINESS

Designate financial gift

Phillip advised that the estate of Mary Lou Parks sent an undesignated financial gift of \$10,000. He stated that our torches, that have been missing since we hosted the 193rd Annual Council of the Diocese of Mississippi in February, will need to be replaced if they are not located. Since Mary Lou served as the chair of the Altar Guild for many years, he thought an appropriate use of a portion of the gift would be to replace our torches which would cost \$800 - \$1,000. A discussion followed.

MOTION: (Riddle/Cannon)

Designate Parks Estate gift in the amount of \$10,000 in the following ways: \$800 - \$1,000 for the purchase of new torches if our old ones are not located, with the balance of the gift designated for debt reduction.

APPROVED.

Accept gift of painting

Tommie advised that Nathan Duncan would like to give an original waterfall painting that he painted to the church.

MOTION: (Cannon/Dieckmann)

With grateful acknowledgement, accept generous gift of an original painting from Nathan Duncan.

APPROVED.

Approve addition of chalice bearers to be sent to Bishop Seage for final approval

Phillip asked the Vestry to consider asking the Bishop to approve Rufus Van Horn and Connor Harper as chalice bearers.

MOTION: (Alford/Cannon)

Approve submitting to the Bishop for approval as chalice bearers, Rufus Van Horn and Connor Harper.

APPROVED.

Funding for Celebration of New Ministry dinner

Mike Fitzpatrick advised that the Celebration of New Ministry service and dinner have been postponed due to the suspension of activities over the next few weeks. Mike suggested that once the suspensions are lifted and the service and dinner are rescheduled, we use funds from the "Hospitality Money Market" account line 8016 to cover the expenses of the dinner. Mark Swanberg, chair of the Hospitality Committee agrees with using the funds for that purpose.

MOTION: (Cannon/Wilson)

Pay expenses for the Celebration of New Ministry dinner from "Hospitality Money Market" account line 8016.

APPROVED.

Appoint task force to review All Saints' mission statement

Harry advised that one of the points in the Mediation Agreement A. "To Address Mission and Purpose", is to appoint a Task Force to review and possibly revise our mission statement. Harry asked for volunteers and/or suggestions from the Vestry. Mickey Gray and Phillip volunteered to serve on the Task Force. Other names suggested were Les Alvis and Connor Harper. Phillip will reach out to Les and Connor to see if they are able to serve in this capacity.

MOTION: (Furr/Cannon)

Form a Task Force to study our Mission Statement.

APPROVED.

MOTION: (Cannon/Riddle)

Appoint Phillip Parker, Mickey Gray, Connor Harper and Les Alvis to serve on the Task Force to study our mission statement.

APPROVED.

Discussion of cleaning bill increase

Tommie advised that she received a letter from Matt Copeland, owner of ServiceMaster Commercial Cleaning Services, notifying All Saints' of a 4% increase in our cleaning fee. Matt advised that in the four years they have been cleaning All Saints', he has been able to keep the monthly rate at the same amount. Labor costs, insurance and other factors have made this increase a necessity. After a brief discussion, the following motion was made:

MOTION: (Alford/Cannon)

Approve increase in our cleaning fee from \$2,620 per month to \$2,725 per month and allocate the increase between All Saints' operating budget and Saints' Brew.

APPROVED.

Discussion of roof repair

Fred Cannon advised that a portion of the roof near the main entrance to the Parish Hall has been leaking. Fred has been working with Deaton Roofing Company and they have tried three times to stop the leak, at no cost to All Saints'. The roofer determined that nails were put in the wrong place, causing the leak. Fred advised that the roof is no longer under warranty. Deaton Roofing Company has recommended that the shingles in the valley where the leak is occurring be removed, new metal installed, new tar paper installed in the valley, and new 30-year architect shingles be installed. Deaton Roofing Company submitted a quote of \$1,500 for the repair. Their quote, attached to these minutes, stated that the roof is guaranteed not to leak.

MOTION: (Wilson/Dieckmann)

Accept quote from Deaton Roofing Company to remove the shingles in the valley where the leak is occurring, install new metal, install new tar paper in the valley and install new 30-year architect shingles.

APPROVED.

Security Update

Deanna advised that the Safety and Security Task Force has not met since their first meeting. She will be contacting the Task Force for an update before the next Vestry meeting.

CHECK-OUT

With no further business, the Rev. Phillip Parker closed the meeting with a prayer at 7:33 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO MINUTES OF THE MARCH MEETING

February 2020 Financial reports
February 17, 2020 Vestry minutes
March 9, 2020 Executive Committee minutes
Christian Growth Commission report
Christian Service Commission report
Roof repair quote
ServiceMaster letter
Mediation Agreements with revised timelines

Revised Legacy Society Form
Seminarian Support worksheet

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

**MINUTES OF
TUESDAY, MAY 19, 2020
VESTRY MEETING VIA "ZOOM"**

PRESENT:

The Rev. Phillip Parker		Mark Maharrey
Deanna Alford, Sr. Warden	Harry Dieckmann	
Fred Cannon, Jr. Warden	Anna Fleming	Kamme Riddle
Mike Fitzpatrick, Treasurer	Stan Furr	
Tommie Moore, Clerk	Mickey Gray	Paul White

ABSENT: Art Chambers, Michelle Hester, Stephen King, Mary Jane Meadows, Cathy Sparks, Manuela Wilson.

The Rev. Phillip Parker opened the meeting via ZOOM, with a prayer at 6:07 p.m.

CHECK IN

ADDITIONS TO THE AGENDA:

- Lee County Library request
- Gift from Ken Priest

CONSENT AGENDA:

- April 2020 Financial reports
- April 20, 2020 Vestry Minutes
- May 11, 2020 Executive Committee Minutes
- Jr. Warden report
- Sr. Warden report
- Rector report

MOTION: (Riddle/Furr)

Approve Consent Agenda as submitted.

APPROVED.

BUSINESS

Treasurer's Report

Mike reported that parishioners continued to support the church financially during April. He

noted that while we did see a drop in giving of about \$5,000 from budget, we were again able to make it through the month without tapping the Payroll Protection Program funds. This was largely possible due to reduced utility costs and a delayed billing from Church Mutual for our quarterly property insurance premium. Mike advised that several parishioners have gifted a portion of their stimulus check to All Saints' and parishioners are utilizing the online giving option on our website.

MOTION: (Furr/Alford)

Approve Treasurer's report as given.

APPROVED.

Seminary support for Rufus Van Horn

Phillip reported that he has not received any information from Rufus regarding his financial aid package from Sewanee. Phillip will help with a housing deposit from his discretionary fund. The Vestry decided to table this matter until further information can be obtained.

MOTION: (Furr/Dieckmann)

Table considering seminarian support for Rufus Van Horn until more information can be obtained.

APPROVED.

Discussion of suspending MUTEH rent

Phillip noted that the discussion and subsequent vote taken concerning suspending MUTEH'S rent during the Corona Virus Pandemic resulted in a tied vote - 7 for and 7 against. Phillip reported that MUTEH is operating with grant funds, that were awarded earlier this year and they continue to store items in the Christian Education office. After a discussion, the following motion was submitted:

MOTION: (Alford/Cannon)

Continue charging rent to MUTEH each month, with the option of considering at a later date, donating a portion or all of the rent collected during the Pandemic to be used for the purchase of supplies for MUTEH.

APPROVED.

"A Time to Reflect"

Deanna advised that she has made prints of a photo she took and named "A Time to Reflect". She would like to offer the prints for sale for \$25 each and donate the money raised to Saints' Brew and the building fund (the building that houses Saints' Brew). She would advertise the sale primarily through Facebook. Deanna will be responsible for collecting the money and distributing the prints to the public.

MOTION: (Cannon/Riddle)

Approve "A Time to Reflect" fundraiser with prints being offered for sale for \$25 each. Deanna Alford will be responsible for collecting money and distributing the prints. The money received from this fundraiser will be split between Saints' Brew and the building that houses Saints' Brew (Building Fund).

APPROVED.

Water use by Lee County Library

Fred advised that Jeff Tomlinson is working with the Boy Scouts on a project to paint a mural on the retaining wall of the Library that faces All Saints'. Jeff advised that the Library does not have a water source in which to power wash the wall prior to the painting and Jeff asked if they could borrow our water source to complete that part of the project. After a brief discussion, the following motion was made:

MOTION: (Furr/Dieckmann)

Allow the Lee County Library the use of our water source to power wash the retaining wall that faces All Saints'.

APPROVED.

Gift from Ken Priest

Phillip advised that before he died, Ken Priest asked his sister to donate an art piece from him to All Saints'. Ken's sister presented Phillip with the framed piece of art after Ken's funeral.

MOTION: (Dieckmann/Cannon)

Accept the gift of art, with deep gratitude for the life and generosity of Ken Priest.

APPROVED.

CHECK OUT

A discussion was held about resuming worship services at All Saints'. Phillip advised that Bishop Seage has not set a hard date yet as to when he will allow in-person worship services to resume. Phillip hopes to have more information this week. Phillip suggested having some type of outside altar that could be used for outdoor services. Mark Maharrey offered to see if Troop 85 might be interested in pursuing this idea as part of a scout/eagle project.

Marsha Kiste, owner of Pathway Montessori School, contacted one of the Vestry members to inquire about when she could reopen the school that is housed at All Saints'. It was suggested that Marsha contact the Mississippi State Department of Health for guidelines in reopening and contact Phillip with that information.

With no further business, The Rev. Phillip Parker closed the Vestry meeting with a prayer at 7:07 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO THE MINUTES OF THE MAY MEETING:

April 2020 financial reports and Bookkeeper's report

April 20, 2020 Vestry minutes

May 11, 2020 Executive Committee minutes

“A Time to Reflect” photograph

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

**MINUTES OF
MONDAY, NOVEMBER 16, 2020
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker		
Deanna Alford, Sr. Warden	Harry Dieckmann	Mary Jane Meadows (Zoom)
Fred Cannon, Jr. Warden (Zoom)		Kamme Riddle (Zoom)
Mike Fitzpatrick, Treasurer (Zoom)	Stan Furr (Zoom)	Cathy Sparks (Zoom)
Bud Nelson, Assistant Treasurer (Zoom)	Mickey Gray (Zoom)	Paul White (Zoom)
Tommie Moore, Clerk		Manuela Wilson
	Mark Maharrey (Zoom)	

ABSENT: Michelle Hester, Art Chambers, Anna Fleming, Stephen King

VISITORS: Donna Timmons, Corey Jackson

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

CHECK IN

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA

- October 2020 Financial reports
- October 16, 2020 Vestry minutes
- November 9, 2020 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Jr. Warden's report
- Sr. Warden's report
- Rector's report

MOTION: (Alford/Cannon)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT

Harry Dieckmann, co-chair of the Mediation Implementation Task Force opened the discussion by noting that the Vestry was sent an updated Mediation Agreement document along with a

revised status report in their meeting packets. Harry reported that he worked with Sr. Warden, Deanna Alford to revise section E.4 of the Mediation Agreements to read:

That the Vestry should explore the creation of an annual or semi-annual Mutual Ministry Review with the rector in order to have structured opportunities to review how expectations in the Letter of Agreement have and have not been met and how the Vestry has and has not met the rector's expectations of their leadership.

- *Implementation timeline: Upon the arrival of a new rector. Wardens will coordinate and implement a semi-annual mutual ministry review*
- **STATUS:** The Mutual Ministry Review committee will consist of the Senior Warden, the Junior Warden, one Vestry member, one All Saints' parishioner at large, and one Christ the King member at large. This committee shall meet with the Pastor semi-annually with a recommendation of **February** post council/pre-Easter and **August** middle of ordinary times.

After a brief discussion, the following motion was made:

MOTION: (Sparks/Riddle)

Approve the status revision on section E.4 of the Mediation Agreements to read: **STATUS:** The Mutual Ministry Review committee will consist of the Senior Warden, the Junior Warden, one Vestry member, one All Saints' parishioner at large, and one Christ the King member at large. This committee shall meet with the Pastor semi-annually with a recommendation of **February** post council/pre-Easter and **August** middle of ordinary times.

APPROVED.

STEWARDSHIP COMMITTEE REPORT

Treasurer, Mike Fitzpatrick advised that 21 pledges to the Operating budget have been received for a total of approximately \$157,000. He stated that he is encouraged by the early, positive trend in 2021 pledges. Mike noted that no new Capital Campaign pledges have been received so far. He advised that the next stewardship video to be released will focus on debt reduction.

MOTION: (Sparks/Cannon)

Approve Stewardship Committee report as given.

APPROVED.

BUSINESS

Treasurer's Report

A written report was submitted and is attached to these minutes. Mike gave an overview of our financial status as of October 31, 2020. Mike advised that receipt of pledge offerings is looking better, but we are still below budget for plate and non-pledge offerings. He advised that a gift from the estate of Tom Prather has been gratefully received and will be applied toward debt reduction. Mike reported that he feels confident that we will end 2020 with a small surplus of funds.

MOTION: (Alford/Dieckmann)

Approve Treasurer's report as given.

APPROVED.

Preview of new website

Phillip welcomed Donna Timmons, chair of the Website Redesign Committee and Corey Jackson a member of the committee. Donna opened the discussion by advising that Wil Oakes of Oakes Creative

Agency is working on the redesign of our website. She stated that the committee hopes to have the redesign finished and the new website ready to launch by Advent I. She also stated that the “preview” is still a work in progress and some sections have not been finished. With Corey’s computer expertise Donna gave the Vestry a preview of the new design and an overview of the sections that have been completed. She noted that once finished, the new website will be user friendly on cell phones, laptops and desktop computers.

MOTION: (Dieckmann/Alford)

Accept report from the Website Redesign Committee and offer thanks for the committee’s work on this important project.

APPROVED.

Discuss Annual Meeting details and set date

Phillip advised that Bishop Seage issued some general guidelines for parishes holding annual meetings. It is customary for the Vestry to set the date for a parish’s annual meeting and Phillip suggested postponing the meeting until Wednesday, February 10, 2021 at 6:00 p.m. He stated moving the meeting to that date would give the office staff extra time to plan for how the meeting and especially the elections would be conducted considering the Bishop’s guidelines.

MOTION: (Wilson/Dieckmann)

Schedule the Annual Meeting of All Saints’ Episcopal Church for Wednesday, February 10, 2021 at 6:00 p.m.

APPROVED.

Evaluate communications with Parish (per Mediation Agreement)

Harry Dieckmann advised that per the Mediation Agreement, the Vestry is to evaluate communication with the parish on an annual basis. It was the consensus of the Vestry that the office staff is utilizing all communication avenues in a well-organized way. It was suggested that Vestry members remind parishioners to subscribe to and read the weekly email, “Saints’ News” and the monthly newsletter, “The Cross & Crown”, as well as following All Saints’ on our Facebook page, Twitter and Instagram.

Discuss moving the December Vestry meeting to December 14.

Phillip suggested that the December Vestry meeting be moved to Monday, December 14 as the regularly scheduled meeting falls in the week leading up to Christmas.

MOTION: (Dieckmann/Alford)

Reschedule the December Vestry meeting for Monday, December 14, 2020 at 6:00 p.m.

APPROVED.

Close existing brokerage account at Baird Private Wealth Management

Open new brokerage account at Renasant Bank with new signer

Phillip advised that it was the consensus of the Treasurer, Wardens and CPA, Fred Page that our brokerage account at Baird Private Wealth Management be closed and moved to Renasant Bank under the management of parishioner, David Alford.

MOTION: (Dieckmann/Alford)

Close brokerage account at Baird Private Wealth Management.

APPROVED.

MOTION: (Meadows/Wilson)

Approve opening a brokerage account at Renasant Bank with James M. (Bud) Nelson as the authorized signer. Authorize Michele McBride, Bookkeeper as a contact person on the account.
APPROVED.

Approve 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, The Rev. Phillip Parker. After a brief discussion, the following motion was made:

MOTION: (Dieckmann/Sparks)

Approve 2021 Accountable Reimbursement Policy as submitted.

APPROVED.

Approve Rector’s Housing allowance

MOTION: (White/Cannon)

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 2021 \$25,000.00 is hereby designated to be a housing allowance; and it is further

Resolved, that the designation of \$25,000.00 as a housing allowance shall apply to calendar year 2021 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.

Re-appoint officers of the Church

Phillip submitted the following for approval as officers of All Saints’ for 2021:

Treasurer, Mike Fitzpatrick, until February 10, 2021; Bud Nelson, Assistant Treasurer, until February 10, 2021 then assuming the duties of the Treasurer on that date; Chancellor, Reed Hillen; Clerk of the Vestry, Tommie Moore.

MOTION: (Furr/Wilson) Approve the following as Officers of All Saints’ Episcopal Church, each for a one-year term: Treasurer, Mike Fitzpatrick, until February 10, 2021; Bud Nelson, Assistant Treasurer, until February 10, 2021 then assuming the duties of the Treasurer on that date; Chancellor, Reed Hillen; Clerk of the Vestry, Tommie Moore.

APPROVED.

Consider request to Bishop Seage to appoint The Rev. Dr. Billy Walton as Deacon to All Saints’

Phillip advised that 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 2021, pending the Bishop’s approval.

MOTION: (Furr/Wilson)

Request Bishop Seage to assign the Rev. Dr. Billy Walton to All Saints’ to serve as Deacon for one year.

APPROVED.

Discuss Christmas bonuses

Mike advised that it is customary to gift the staff and nursery workers a Christmas bonus in December. A brief discussion followed. It was suggested that each staff member be gifted \$250 and each Nursery worker be gifted \$100 as a bonus for 2020.

MOTION: (Dieckmann/Meadows)

Approve bonuses in the amount of \$250 each for Nancy Sweat, Taylor Sparks, Hannah Maharrey, Tommie Moore, Rick Armstrong and Michele McBride. Approve bonuses in the amount of \$100 each for Nursery workers, Myra Morrow, Dorothy Hughes, Elizabeth Stone, Carolyn Shumpert.

APPROVED.

With no further business, The Rev. Phillip Parker closed the Vestry meeting with a prayer at 7:18 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO THE MINUTES OF THE NOVEMBER MEETING:

- October 2020 Financial reports
- October 19, 2020 Vestry minutes
- November 9, 2020 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Mediation Agreement revisions
- Mediation Status summary
- Accountable Reimbursement Policy
- Rector's Housing Resolution