

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 15, 2021 – January 25, 2022

Name	# of Meetings*	# Attended
Dinetia Newman, Sr. Warden	12	11
Fred Cannon, Jr. Warden	12	10
Caleb Bedillion	12	10
Art Chambers*	11	9
Karen Dieckmann	12	11
Anna Fleming	12	10
Stan Furr	12	11
Mickey Gray	12	7
Mark Maharrey	12	9
Mary Jane Meadows	12	9
Kamme Riddle	12	10
Grant Smith	12	10
Donna Timmons	12	12
Paul White	12	8

There were 12 regular scheduled monthly Vestry meetings
February 2021 – January 2022.

*Art Chambers moved out of state in early January 2022.

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

**MINUTES OF
MONDAY, APRIL 19, 2021
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker	Caleb Bedillion	
Dinetia Newman, Sr. Warden	Art Chambers	Mary Jane Meadows
Fred Cannon, Jr. Warden	Karen Dieckmann	Kamme Riddle
Bud Nelson, Treasurer	Anna Fleming	Grant Smith
Tommie Moore, Clerk	Stan Furr	Donna Timmons
	Mickey Gray	

ABSENT: Michelle Hester, Mark Maharrey, Paul White

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

CHECK IN: Phillip advised that ushers are needed for both the 8:30 & 10:45 a.m. services on Sundays. He asked Vestry members to consider serving in this role.

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

- March 2021 Financial reports
- March 19, 2021 Vestry minutes
- April 12, 2021 Executive Committee minutes

MOTION: (Cannon/Riddle)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT: No report

STEWARDSHIP COMMITTEE REPORT: No report

BUSINESS:

Treasurer's report

Bud reported that we received approximately \$49,000 in revenue of a budget of \$42,000 in March. He stated that due to mail receipt delays related to the ice storm some of our larger bills for February (utilities, insurance, lawn service) were not paid until March.

Bud advised that All Saints' is in receipt of a very generous bequest from the Estate of Tom Evans. He noted that Tom did not designate how the financial gift was to be used.

Bud reminded the Vestry to follow all written instructions when handling their Vestry Person of the Day duties noting the confidential nature of the information they are handling.

MOTION: (Cannon/Newman)

Approve Treasurer's report as submitted.

APPROVED.

Discussion of VPOD process

Phillip advised that several concerns had been raised by those serving as VPODs (Vestry Person of the Day) about making the deposits after night services. During the discussion, several options were discussed about how to make this process safer and more secure, after which the following motion was made:

MOTION: (Dieckmann/Chambers)

When making the deposit after services on Sundays, both Vestry Persons of the Day should accompany each other to the night deposit. In those cases where a deposit is made after an evening service, the VPODs should call for police to meet them at the night deposit. Work with this system for one month and revisit the issue at the May Vestry meeting.

APPROVED.

Discussion of designation of gift from the estate of Tom Evans

As Bud advised in the Treasurer's report, All Saints' is in receipt of a generous bequest from the Estate of Tom Evans in the amount of \$50,000. The Vestry gratefully acknowledged Tom's generous bequest and gave thanks for his service in different areas of ministry. Bud stated that Tom did not designate how the bequest was to be used. A discussion followed of ways in which the bequest could be used.

MOTION: (Cannon/Chambers)

Delay designation of the bequest from the Estate of Tom Evans, until Treasurer, Bud Nelson can research options to find the best application of at least part of the bequest to the building loan or to refinancing the loan. In addition, have a conversation with the chair of the Flower Guild, Deanna Alford, to see if there are any needs within that ministry that are not being met and report back to the Vestry in May.

APPROVED.

Discussion of Sexton position

Phillip notified the Vestry on April 13 that after almost 10 years of service to the church, Rick Armstrong had decided to retire from the Sexton position, effective April 3. He gave thanks for Rick's willingness to serve and thanked him for his years of service in this position as we learned about the maintenance, upkeep and use in a new, larger facility. Phillip advised that he has been in conversation with the Wardens about how to proceed in filling the position. The Vestry asked for a copy of the Sexton's job description, which will be sent to them via email. After a discussion, the following motion was made:

MOTION: (Newman/Timmons)

Work with volunteers to handle any issues that arise until the staff position can be filled on a more permanent basis. The Wardens and Phillip will work toward finding candidates to apply for the position.

APPROVED.

Discussion of Commission/Convener system

Dinetia advised that the Vestry members serving as conveners of the Christian Growth, Christian Service and Christian Stewardship Commissions rotated off the Vestry in February. She has been working with Phillip and Fred Cannon to secure new conveners for each of the Commissions. Dinetia advised that they agreed the best option was to recruit conveners from 2nd year Vestry members. She submitted the following Vestry members for approval as Commission Conveners:

Christian Growth Commission – Kamme Riddle

Christian Service Commission – Anna Fleming

Christian Stewardship Commission – Mickey Gray

MOTION: (Timmons/Chambers)

Approve the following Vestry members as Commission Conveners:

Christian Growth Commission – Kamme Riddle

Christian Service Commission – Anna Fleming

Christian Stewardship Commission – Mickey Gray

APPROVED.

Rethinking ways to do ministry

Phillip advised that as we seem to be coming out of the restrictions imposed by the Pandemic, now would be a good time to step back and look at: what's working?, what's not?; where does our focus need to be? He stated it would be a good time to refocus on our mission, while developing disciples. He reported he is currently reading the book, "*Cultivating the Missional Church: New Soil for Growing Vestries and Leaders*" by Randy Ferebee. The book outlines the development of an atmosphere of discipleship formation in the church so that the people will be equipped to serve the world in the Name of Christ. Phillip has asked the Wardens to read the book as a way to begin this conversation.

CHECK-OUT: Phillip read from the Gospel of John, chapter/verse 10:11-18.

CLOSE: With no further business, Phillip closed the Vestry meeting with a prayer at 7:25 p.m.

ATTACHMENTS TO THE MINUTES OF THE APRIL MEETING:

March 2021 Financial reports

March 19, 2021 Vestry minutes

April 12, 2021 Executive Committee minutes

Vestry Retreat notes

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

**MINUTES OF
MONDAY, AUGUST 16, 2021
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker

Caleb Bedillion

Mark Maharrey

Art Chambers

Mary Jane Meadows

Fred Cannon, Jr. Warden

Kamme Riddle

Bud Nelson, Treasurer

Grant Smith

Tommie Moore, Clerk

Stan Furr

Donna Timmons

Michelle Hester

Mickey Gray

Paul White

ABSENT: Dinetia Newman, Karen Dieckmann, Anna Fleming,

Jr. Warden, Fred Cannon called the meeting to order and a prayer was offered at 6:05 p.m.

CHECK IN: Tommie noted that Fr. Phillip had been detained by a pastoral matter.

ADDITIONS TO THE AGENDA:

- Discussion of Curate placement

CONSENT AGENDA:

- July 2021 Financial reports
- July 19, 2021 Vestry minutes
- August 8, 2021 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Jr. Warden's report
- Sr. Warden's report
- Rector's report

MOTION: (Gray/Riddle)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT: No report

STEWARDSHIP COMMITTEE REPORT: No report

BUSINESS:

Treasurer's report

Bud began his report by giving an overview of our financial status as of July 31, 2021. The written financial reports have been made a part of these minutes.

Bud reported that statements have been mailed to all pledgers. He noted that pledge offerings were below budget by approximately \$7,000 in July and are down approximately \$3,000 for the year. He reported while revenue is down, so are expenses and our overall cash position is better this year than last year at this time. In reviewing the Capital Campaign report, Bud advised that the Vestry needs to be considering conducting another Capital Campaign well before mid-2022. Bud also reviewed the cash flow projections for the operating budget and the Capital Campaign, noting that this review will become a regular part of his monthly report to the Vestry.

MOTION: (Timmons/Bedillion)

Approve Treasurer's report as submitted and reviewed.

APPROVED.

Discussion of addition to Pathway Montessori School License Agreement

Tommie Moore reported that Marsha Kiste, owner of Pathway Montessori School contacted All Saints' with the request for additional space she needs to handle the book work for the school. Sr. Warden, Dinetia Newman has been working with Marsha to determine the type and amount of space Marsha would need. After consulting with Marsha, Fred Cannon and Fr. Phillip, Dinetia offered Marsha desk space in the Acolyte/Verger vesting room to use for the purpose of handling the school's book work. They agreed to an increase in Pathway's current rent in the amount of \$40, bringing the total PMS rent to \$640 per month (three classrooms and the desk space). Tommie noted a few minor changes in the License Agreement to include language referring to the desk space. After a brief discussion, the following motion was made:

MOTION: (Riddle/Furr)

Approve the revised License Agreement between All Saints' and Pathway Montessori School as submitted and reviewed.

APPROVED.

Discussion of addition to the Mississippi United to End Homelessness License Agreement

Fred Cannon advised that Mississippi United to End Homelessness contacted All Saints' with the request for additional office space as they are hiring three or four new employees. Fred reported that Dinetia has been working with Marika Baliko from MUTEH to determine the amount of space they would need in addition to the space they already rent from All Saints'. After consultation with Fred, Fr. Phillip and Tommie, she determined that since the Sr. High Sunday School class will be moving over to the EYC room this fall for their classes, the Sr. High Sunday School room in the program facility could be a possibility for additional office space for MUTEH. Dinetia has been in conversation with Marika concerning this option but has not heard back from her concerning how to move forward. The matter was tabled pending further information from MUTEH.

Continue discussions concerning Wednesday night programming for the Fall and the use of permanent nametags

Dinetia submitted a written report on her research on how other churches handle the meal portion of their Wednesday night programming. Her report indicated that several churches have the main portion of the meal catered, with volunteers providing the sides and additional food options.

Dinetia's report also included information about the permanent nametags that Karen Dieckmann has been working on. Dinetia had hoped to meet with Karen prior to the August Vestry meeting to discuss how to distribute and store the nametags, but the meeting had to be postponed as Karen was out of town. More information will be available at the Vestry's September meeting.

Discuss logistical details of Coffee Alley on Sunday mornings

Tommie advised that additional help is needed in setting up and cleaning up Coffee Alley on Sunday mornings. Fred reported that the Executive Committee considered asking VPODs to pair up and handle Coffee Alley responsibilities in addition to their assigned VPOD responsibilities. Several members noted other commitments on Sundays outside of their VPOD responsibilities that would interfere with them being able to help with Coffee Alley (teaching/attending Sunday School, choir rehearsals). It was the consensus of those present that help with Coffee Alley should be recruited from the wider Parish. It was suggested that consideration be given to moving Coffee Alley inside to the beverage area off the kitchen. Several Vestry members agreed to be in charge of Coffee Alley over the next few weeks:

August 22: Mark Maharrey and Mary Jane Meadows

August 29: Kamme Riddle and Grant Smith

September 5: Art Chambers and Donna Timmons

These suggestions will be relayed to Dinetia.

Activate the Budget, Nominating and Compensation Review Committees

Tommie advised that it was time to activate the Budget, Nominating and Compensation Review Committees so they may begin their work in the assigned areas. After a brief overview of each committee's responsibilities, the following motion was made:

MOTION: (Furr/Cannon)

Activate the Budget, Nominating and Compensation Review Committees.

APPROVED.

Discussion of Curate placement

Phillip advised that earlier in the day the Rev. Canon Paul Stephens asked him to consider All Saints' as a Curate placement for a seminarian who will be graduating from the University of the South School of Theology and ordained in May 2022. Phillip gave a brief overview of the potential Curate candidate and advised that he would be sending out the information to the Vestry this week. The Vestry indicated an interest in pursuing the matter further. More details and discussion will be forthcoming at the September meeting.

No action was taken by the Vestry.

CHECK-OUT

CLOSE: With no further business, Phillip closed the Vestry meeting with a prayer at 7:12 p.m.

ATTACHMENTS TO THE MINUTES OF THE AUGUST MEETING:

July 2021 financial report

July 19, 2021 Vestry minutes

August 9, 2021 Executive Committee minutes

Christian Growth Commission report

Christian Service Commission report

Sr. Warden report

Pathway Montessori School revised License Agreement

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

**MINUTES OF
MONDAY, DECEMBER 13, 2021
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker	Caleb Bedillion	
Dinetia Newman, Sr. Warden		Mary Jane Meadows
Fred Cannon, Jr. Warden	Karen Dieckmann	Kamme Riddle
Bud Nelson, Treasurer	Anna Fleming	Grant Smith
Tommie Moore, Clerk	Stan Furr	Donna Timmons
	Mickey Gray	Paul White

ABSENT: Art Chambers, Mark Maharrey, Michelle Hester

VISITOR: Albert White, co-chair of the Stewardship Committee

The Rev. Philip Parker called the meeting to order with a prayer at 6:00 p.m.

CHECK IN

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

- November 2021 Financial reports
- November 15, 2021 Vestry minutes
- Christian Growth Commission report
- Christian Service Commission report

MOTION: (Timmons/Newman)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT: No report

STEWARDSHIP COMMITTEE REPORT:

Mary Jane reported that Sunday, December 5 was “Pledge Card” Sunday and the follow up phase of the campaign would now begin. The Vestry will now be making calls to those parishioners who have not responded to the campaign as to their intentions for 2022. She hopes to have the campaign completed by the end of December.

MOTION: (Cannon/Newman)

Approve Stewardship Committee’s report as given.

APPROVED.

BUSINESS:

OLD BUSINESS:

Continue discussion regarding Habitat for Humanity

Dinetia reminded the Vestry that at their November meeting, they requested more information regarding the “Faith Build” currently being promoted by Habitat for Humanity. She reported she has been in conversation with Mary Ann Placencia, Director of Habitat for Humanity. Dinetia stated the current “Faith Build” is a collaborative effort of churches in our area to support a build, by each church sponsoring 1/8 of the cost of the home, which is \$10,000 and to identify church members to volunteer on site (4-5 volunteers are needed one day per week during the course of the build). Dinetia reported that an anonymous donor has contributed \$5,000 toward the cost of the sponsorship for which we would be responsible. She advised that the current build is in the framing stage. Mary Ann Placencia indicated if we could not participate in the current “Faith Build,” Habitat for Humanity would be doing another “Faith Build” in the Fall of 2022. A discussion followed. Concerns were raised that there was not enough time to properly promote and recruit volunteers for the current “Faith Build”. After the discussion, the following motion was made:

MOTION: (Timmons/Furr)

Defer discussion of Habitat for Humanity’s “Faith Build” to the newly seated Vestry in February 2022, with the suggestion they consider financially supporting and recruiting volunteers for the 2022 “Faith Build”.

APPROVED.

NEW BUSINESS:

Treasurer’s report

Bud began his report by giving an overview of our financial status as of November 30, 2021. The written financial reports have been made a part of these minutes. He reported we continue to see a healthy financial status overall, with revenue projected to be on budget and expenses projected to be below budget by December 31. He stated revenue and expenses were fairly routine for the month of November.

MOTION: (Furr/Timmons)

Approve Treasurer’s report as given.

APPROVED.

Discussion of church safety

Dinetia advised that in March 2020, Bishop Seage appointed a task force to study issues of safety in consultation with experts and produce resources and “suggested best practices” for the use of local congregations in the development of their own policies—all grounded in the Gospel. Bishop Seage asked that each congregation in our Diocese devise overall safety procedures by the end of 2022. The Vestry accepted the report from the Diocesan Task Force and began a discussion on church safety and agreed to continue the conversation over the next few months. It was suggested that Les Alvis be invited to attend the discussions to guide the conversations. Les, an All Saints’ parishioner, served as the chair of the Diocesan Task Force on church safety. The Vestry is interested in forming a comprehensive plan encompassing all areas of church safety from enhanced lighting and severe weather procedures to intruder guidelines. Phillip cautioned the Vestry to engage in dialogue, not debate and to be hard on the issues, but soft on the people.

Discuss recommendation of chalice bearer license

Phillip advised that David Vogt would like to serve as a chalice bearer, a position he held in his previous church. Phillip asked the Vestry to recommend David as a licensed chalice bearer, to Bishop Seage.

MOTION: (Dieckmann/Bedillion)

Recommend to Bishop Seage to license David Vogt as a chalice bearer.

APPROVED.

Discussion of funding for office equipment

Bud and Tommie advised there have been some issues with the table-top copier over the last several weeks. The repair person determined that considering the copier's age (almost 12 years old), it would be best to buy a new copier. The office currently has a Ricoh copier/printer that should be able to handle all of the office's printing and copying needs, so a second copier/printer may not be needed. She stated the office staff is using the Ricoh copier/printer exclusively to determine if there is a need for a second copier/printer.

Tommie reported that in conversation with Steve Cooper he advised that since our office computers are nearly 7 years old, we need to start replacing them. In 2024, Microsoft will discontinue support and upgrades to Windows 10 which our computers currently operate. Tommie suggested replacing several computers in 2022 and the balance in 2023, rather than all at one time. In the 2022 Office budget Tommie budgeted for one new computer.

In looking at the balance as of November 2021 in line 5055, she suggested replacing the rector's laptop (the oldest computer) and also purchase a laptop for the curate position/office (we currently do not have one) in the event we call a curate. If not, we can replace another older model computer.

Tommie stated it will take time to research the type of computers needed, plus a new copier, if needed. She asked the Vestry to approve moving the balance on line 5055 as of December 31, 2021 to a "Restricted" account for the office to use to purchase computers and/or a new copier.

MOTION: (Dieckmann/Timmons)

Approve moving the balance on line 5055 as of December 31, 2021 to a "Restricted" account for the office to use to purchase computers and/or a new copier.

APPROVED.

Discussion of staff bonuses

Bud advised in the past the paid staff received \$100 each in the form of a Christmas bonus and the nursery workers received \$50 each in the form of a Christmas bonus. He noted the bonuses are usually included in the operating budget but were inadvertently omitted in the 2021 operating budget. He asked the Vestry to consider the bonuses for the paid staff and nursery workers.

MOTION: (Meadows/Newman)

Approve payment of \$100 to each of the paid staff (Nancy Sweat, Michele McBride, Tommie Moore, Taylor Sparks, Debra Atkinson, Emily Jackson, Hannah Maharrey and Chuck Redwood) and \$50 to each of the nursery workers (Liz Stone, Dorothy Hughes, Myra Morrow and Carolyn Shumpert) as a Christmas bonus.

APPROVED.

CHECK-OUT

CLOSE: With no further business, Phillip closed the Vestry meeting with a prayer at 8:03 p.m.

ATTACHMENTS TO THE MINUTES OF THE NOVEMBER MEETING:

November 2021 Financial reports

November 15, 2021 Vestry minutes

Christian Growth Commission report

Christian Service Commission report

Habitat for Humanity “Faith Build” information

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

**MINUTES OF
MONDAY, JANUARY 18, 2021
VESTRY MEETING VIA "ZOOM"**

PRESENT:

The Rev. Phillip Parker		Mark Maharrey
Deanna Alford, Sr. Warden	Harry Dieckmann	Mary Jane Meadows
Fred Cannon, Jr. Warden	Anna Fleming	
Mike Fitzpatrick, Treasurer	Stan Furr	
Bud Nelson, Ass't Treasurer	Mickey Gray	Paul White
	Manuela Hayden	
Tommie Moore, Clerk	Stephen King	

ABSENT: Michelle Hester, Art Chambers, Kamme Riddle, Cathy Sparks,

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

CHECK IN

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA

- December 2020 Financial reports
- December 14, 2020 Vestry minutes
- January 11, 2021 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report

MOTION: (Alford/Dieckmann)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT

Deanna advised that the Mutual Ministry Review Committee will be scheduling a meeting with Phillip for the semi-annual review very soon. There was no other business to report from the Task Force.

MOTION: (Cannon/Gray)

Accept Mediation Implementation Task Force report as given.

APPROVED.

STEWARDSHIP COMMITTEE REPORT

Stephen King, co-chair of the Stewardship Committee asked for an update from Vestry members of calls they are making to encourage those parishioners who have not yet pledged for 2021 to make their pledge as soon as possible. A discussion followed with Vestry members giving updates.

MOTION: (Cannon/Furr)

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 December 31, 2020. He advised that December was a strong month for pledge receipts noting that we finished the year with small surplus. He reported that he instructed our Bookkeeper to transfer the Payroll Protection Program funds to Restricted Accounts, line 8043, "Vestry Capital/Discretionary Reserve Fund".

Mike advised that \$250 should be deposited in the Rector's Sabbatical Reserve Fund, line 8060, as this is part of the Letter of Agreement between Phillip and All Saints'. This amount reflects funds due in 2020.

MOTION: (King/Cannon)

Deposit the 2020 payment of \$250 to the Rector's Sabbatical Reserve Fund, line 8060.

APPROVED.

MOTION: (Meadows/Cannon)

Approve Treasurer's report as given.

APPROVED.

Discussion of 2021 proposed Operating budget

Mike opened the discussion by reviewing the 2021 Operating budget, line by line:

Revenue:

Mike advised that he set the Total Pledges and Offerings/Total Revenue at \$500,585. He noted that 83 pledges have been received in the amount of \$446,000, which includes Christ the King's pledge to the Operating budget. Mike reported that there are 23 households that have not made a pledge for 2021. Of those 23 households, he expects to receive 13 pledges and has allowed for those pledges in the "Total Revenue" line.

Expenses:

Mike advised that in working on the 2021 budget he kept in mind that due to the Pandemic, the first half of the year might look different than the second half of the year. Hopefully by early summer, in-person services and programs can resume a more normal schedule. If this is the case, then expenses may increase in the second half of the year over expenses in the first half of 2021.

Staff:

Mike advised that no staff raises were given for 2021. Phillip’s package was decreased by approximately \$10,000 now that Phillip is covered by Amanda Parker’s employer, Tupelo Public School District.

Mike advised that he budgeted \$4,000 for a supply Organist for 17 Sundays and 3 additional services during Holy Week. He budgeted 8 months of a permanent Organist salary in the amount of \$13,333.

Mike reported that he budgeted \$6,667 for 8 months of the EYC Youth Director salary, in the event someone is hired to fill that position.

Office:

Mike noted that approximately \$10,000 was spent in 2020 to upgrade our technology and was a one-time expense.

Physical Plant:

Mike reported that he adjusted some expenses in this category to be fully operational beginning in June. He noted that he will be looking at bank charges for credit and debit card use and researching less expensive options.

Programs:

Mike reported that he budgeted programs at the 2020 rate as fully functional for 6 months of the year.

After a discussion, the following motion was made:

MOTION: (Meadows/Dieckmann)

Approve 2021 Operating budget as submitted and reviewed with a deficit of \$18,535.

APPROVED.

Discussion of organist candidate and job description

Phillip advised that Debra Atkinson, former Music Director at All Saints’, will be retiring from her teaching job at Mississippi Gulf Coast Community College in May and will be moving back to Tupelo. Debra served as Music Director/Organist at All Saints’ from July 2006 – December 2008. She has interviewed with the Organist Search Committee and Phillip. Her resume is attached to these minutes. Phillip advised that he is in agreement with the recommendation of the Organist Search Committee to hire Debra Atkinson as our permanent, part-time Organist. Phillip will be discussing salary with Debra as he continues the conversation with her. The Organist salary has been made a part of the 2021 Operating budget and the Vestry asked that her salary not exceed that amount. The Organist job description was included in the Vestry’s January packet for their review.

MOTION: (King/Meadows)

Approve hiring Debra Atkinson as our permanent, part-time Organist at a negotiated salary not to exceed \$20,400, with a start date to be determined by Phillip and Debra.

APPROVED.

CHECK OUT:

Phillip thanked the outgoing Vestry members, Harry Dieckmann, Stephen King, Cathy Sparks and Manuela Hayden and Sr. Warden, Deanna Alford for their service to All Saints’. Deanna Alford presented

Phillip with a gift card to a local restaurant as a thank you for his ministry to All Saints' and Christ the King.

With no further business, The Rev. Phillip Parker closed the Vestry meeting with The Lord's Prayer at 7:20 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO THE MINUTES OF THE JANUARY MEETING:

December 2020 Financial reports

December 14, 2020 Vestry minutes

January 11, 2021 Executive Committee minutes

Christian Growth Commission report

Christian Service Commission report

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

**MINUTES OF
MONDAY, JULY 19, 2021
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker	Caleb Bedillion	
Dinetia Newman, Sr. Warden		
Fred Cannon, Jr. Warden	Karen Dieckmann	Kamme Riddle
	Anna Fleming	Grant Smith
Tommie Moore, Clerk	Stan Furr	Donna Timmons
		Paul White (by phone)

ABSENT: Bud Nelson, Michelle Hester, Art Chambers, Mickey Gray, Mark Maharrey, Mary Jane Meadows.

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

CHECK IN

ADDITIONS TO THE AGENDA:

- Discussion regarding COVID guidelines
- Additions to the Jr. Warden's report
- Additions to the Sr. Warden's report

CONSENT AGENDA:

- June 2021 Balance Sheet and Revenue & Expenses report
- June 21, 2021 Vestry minutes
- July 12, 2021 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report
- Jr. Warden's report
- Sr. Warden's report
- Rector's report

MOTION: (Riddle/Dieckmann)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT:

Donna Timmons reported that she and Phillip will schedule a meeting of the Mediation Implementation Task Force in August to review the status of the agreements.

STEWARDSHIP COMMITTEE REPORT: No report

BUSINESS:

Treasurer’s report: See Executive Committee minutes for initial report. No additional report submitted.

Discussion of Mississippi United to End Homelessness License Agreement

Sr. Warden, Dinetia Newman reported that she has worked with our Chancellor, Reed Hillen to draft a License Agreement renewal between All Saints’ and Mississippi United to End Homelessness (MUTEH). Dinetia stated that MUTEH will no longer need the extra space in the Christian Education office to store donations as they have secured several rooms at Helping Hands at no charge. MUTEH would like to have a table in the Christian Education office as a place to have private, work related phone conversations (the office space they have at All Saints’ is shared by 4 MUTEH team members). The wording in the Agreement was changed to reflect this need. The rent will remain the same (\$350 monthly), and includes the office space, utilities, cleaning services and WIFI. She noted that the 1-year Agreement is dated effective August 1, 2021, but the date may have to be changed as the document will need to be reviewed by MUTEH’s office in Jackson.

After a brief discussion, the following motion was made:

MOTION: (Cannon/Bedillion)

Approve License Agreement between All Saints’ and Mississippi United to End Homelessness (MUTEH) as submitted.

APPROVED.

Discussion of Pathway Montessori School License Agreement

Sr. Warden, Dinetia Newman reported that she has worked with our Chancellor, Reed Hillen to draft a License Agreement renewal between All Saints’ and Pathway Montessori School. Dinetia stated that there were no substantive changes made to the Agreement. The space rented and the amount of the rent (\$600 monthly for 3 rooms) remain the same. After a brief discussion, the following motion was made:

MOTION: (Cannon/Timmons)

Approve License Agreement between All Saints’ and Pathway Montessori School as submitted.

APPROVED.

Discussion of Sexton’s job description

Tommie Moore opened the discussion by advising that several of the responsibilities listed in the Sexton’s job description no longer apply to that position. She recommended the following changes: remove sweeping the Nursery deck as it is now handled by our lawn service; delete HVAC maintenance as these items are now handled by our preventative maintenance contract with Loar Services.

MOTION: (Cannon/Smith)

Approve revised job description for the Sexton position as submitted.

APPROVED.

Consider purchase of new flower refrigerator

Tommie advised that Deanna Alford, chair of the Flower Guild has researched options to purchase a larger flower refrigerator, as the one they currently have is too small for a lot of their arrangements. She reported that Deanna found a larger flower refrigerator for \$1,608.75 (includes tax). She plans to use the grant money Flower Guild received from the Endowment Trustees in the amount of \$500 with the balance of \$1,108.75 to be funded from the Flower Guild restricted account line item 8013. Deanna hopes to either sell or trade in the old flower refrigerator to help offset the cost of the larger one.

MOTION: (Newman/Cannon)

Approve purchase of a larger flower refrigerator at a cost of \$1,608.75, using \$500 from the Endowment Trustees grant, with the balance of \$1,108.75 funded from the Flower Guild restricted account line item 8013.

APPROVED.

Revisit Troop 85's request to purchase new tents

Old Business – see Vestry minutes dated June 21, 2021

Tommie Moore advised that the Unit Committee met to discuss the Vestry's proposal to split the cost of new tents for Troop 85, approximately \$2,400, with 1/3 of the funds coming from All Saints', 1/3 of the funds coming from Pack 85 and 1/3 of the funds coming from Troop 85. She reported that Ty Robinson, Unit Committee chair advised that at this time they will not partially fund the purchase of new tents from Pack 85's account. The Unit Committee requested that All Saints' fund 1/3 of the cost in the amount of \$800 and Troop 85 would fund the balance of the purchase up to \$1,600.

MOTION: (Cannon/Dieckmann)

Approve funds in the amount of \$800 to be used by Troop 85 to purchase new tents. \$700 will come from Restricted account, line item 8154, Boy Scout Troop 85 (money All Saints' set aside to be used for Troop 85 needs) and \$100 from the Rector's Discretionary Fund.

APPROVED.

Update on how other churches structure Wednesday evening meals/programming

Phillip advised that we will have one potluck supper in August. Beginning in September, we will offer Wednesday evening meals and programs twice a month. Dinetia reported that she hoped to have a conversation with other churches about their structure on Wednesday nights and how they handle the meal portion of the night but has not been able to reach her contact who volunteers her time cooking for her church on Wednesday nights. She hopes to have the conversation before the next Vestry meeting. Initial plans are being made to start with potluck suppers each time, allowing time for fellowship (30 minutes) followed by programs or services (45 minutes). More details will be shared as plans are developed.

Discussion regarding COVID guidelines

Phillip opened the discussion by noting the number of new COVID cases continues to rise in Mississippi. With a low percentage of residents in Mississippi vaccinated Phillip felt a discussion was in order to determine safe practices during this time. In consultation with The Rev. Dr. Billy Walton, Deacon and Physician, Phillip advised that he will encourage parishioners to wear a mask if they are not vaccinated, practice social distancing, limit physical contact during the peace and have hand sanitizer available for use. A discussion followed. The Vestry was in agreement with the recommendations of Phillip and Billy.

Additions to the Jr. Warden's report

Jr. Warden, Fred Cannon reported that he informed the Executive Committee of the three HVAC units that need repair: the unit that services the Conference room zone; the unit that services the Children's Choir zone; and the Parish Hall unit. The Executive Committee approved the repairs to the Conference room zone unit and the Children's Choir zone unit in the amount of \$932.73 plus tax for each unit. The Executive Committee affirmed the decision to have the Parish Hall unit repaired at a cost of \$2,226.22 plus labor.

Fred advised that some type of clothes rack is needed to hang our tablecloths so they will be better organized. Bob Moore and Tony Alford researched options and found a commercial grade clothing garment rack with shelves that will work for our purposes. The cost of the rack is \$135.88.

MOTION: (Timmons/Riddle)

Approve purchase of clothing garment rack with shelves at a cost of \$135.88.

APPROVED.

Additions to the Sr. Warden's report

Dinetia thanked the Vestry for their participation in hosting the Coffee Alley time on Sunday mornings. She advised that she is working on simplifying the food offered and possibly only offering donuts if the cost is reasonable.

Karen Dieckmann advised that she is working with an anonymous donor to have a more permanent solution to the name tags being used on Sunday mornings. The permanent nametags will be made at no cost to the church. They hope to have the permanent nametags ready for use by September. Dinetia will work with Karen to strategize the process.

CHECK-OUT

CLOSE: With no further business, Phillip closed the Vestry meeting with a prayer at 7:46 p.m.

ATTACHMENTS TO THE MINUTES OF THE JULY MEETING:

June 2021 Balance Sheet and Revenue and Expenses report

June 21, 2021 Vestry minutes

July 12, 2021 Executive Committee minutes

Christian Growth Commission report

Christian Service Commission report

Loar estimate to repair Children's Choir zone HVAC unit

Loar estimate to repair Conference room zone HVAC unit

Flower refrigerator quote

MUTEH License Agreement

Pathway Montessori School License Agreement

Sexton revised job description

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

**MINUTES OF
MONDAY, JUNE 21, 2021
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker		Mark Maharrey
Dinetia Newman, Sr. Warden	Art Chambers	Mary Jane Meadows
Fred Cannon, Jr. Warden	Karen Dieckmann	Kamme Riddle
Bud Nelson, Treasurer	Anna Fleming	Grant Smith
Tommie Moore, Clerk	Stan Furr	Donna Timmons
	Mickey Gray	Paul White

ABSENT: Michelle Hester, Caleb Bedillion

The Rev. Phillip Parker opened the meeting with a prayer at 6:03 p.m.

CHECK IN: Dinetia distributed written instructions for responsibilities for the Sunday Coffee Alley time.

Phillip offered thanks to Michelle Hester for her work in organizing and directing this year's very successful Vacation Bible School. He also offered thanks to the Vestry for the dinner they provided during VBS.

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

- May 2021 Financial reports
- May 17, 2021 Vestry minutes
- Christian Growth Commission report
- Christian Service Commission report

MOTION: (Furr/Cannon)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT: No report

STEWARDSHIP COMMITTEE REPORT: No report

BUSINESS:

Treasurer's report

Bud gave an overview of our financial status as of June 30, 2021. A copy of the financial reports is attached to these minutes. Highlights from his report include:

- The gift in the amount of \$50,000 from the estate of Tom Evans was moved to the Capital Campaign account.
- Organist, Dr. Debra Atkinson's official start date was June 1, 2021. She was paid as a supply organist up until that time.
- Grant money that was received from the Create Foundation was put into "Computer Expenses" which paid for the upgrades to our Wi-Fi system and recording equipment during the Pandemic.

MOTION: (Gray/Furr)

Approve Treasurer's report as submitted and reviewed.

APPROVED.

Discussion of written proposal from Community Bank

Treasurer, Bud Nelson presented the written proposal from Community Bank regarding refinancing our building loan. The letter from Community Bank states that at no cost to the church, they are willing to reduce the rate of interest from the current 3.713% to 2.970%, fixed for the remaining term of approximately 66 months. The new payments will be approximately \$16,900 compared to the current payment of \$17,158.

Bud advised that he sought advice from former treasurer, Mike Fitzpatrick and retired banker, Albert White. Both Mike and Albert advised against refinancing the loan for such a small monthly savings. Both Mike and Albert noted that Community Bank extended very favorable loan terms early in our borrowing history with them. Bud stated that with only 5 years left on our building loan, he would not recommend refinancing the loan. A lengthy discussion followed, after which the following motion was made:

MOTION: (Chambers/Cannon)

Approve refinancing our building loan with Community Bank as outlined in their May 21, 2021 letter to us, which reads in part: *"At no cost to the church, reduce the rate of interest from the current 3.713% to 2.970%, fixed for the remaining term of approximately 66 months. The new payments will be approximately \$16,900 compared to the current payment of \$17,158"*.

APPROVED.

Discussion of Endowment Trustees grant proposals

Tommie Moore advised that the Endowment Trustees determined that the Endowment Fund had \$825 in grant money to award. Committee chairs were notified of the availability of grant money and notices were published in the weekly Saints' news email. Two grant proposals were received. The Flower Guild submitted a proposal to receive grant money to put toward the purchase of a new, larger flower refrigerator. The Trustees recommended awarding \$500 toward the purchase of a new, larger flower refrigerator. The College Care Committee requested money to be used for supplies for the care boxes to be sent to our college students around exam time, noting they do not have a line item in the budget. They do intend to submit an operating budget proposal for 2022 in Fall 2021. The Endowment Trustees recommended awarding \$325 to the College Care committee for the supplies for the boxes for the fall semester.

MOTION: (Furr/Riddle)

Accept the following recommendations from the Endowment Trustees:

Award \$500 to the Flower Guild to be used toward the purchase of a new, larger flower refrigerator.
Award \$325 to the College Care committee for the student boxes supplies for the Fall 2021 semester.
APPROVED.

Discussion of request from Troop 95

Tommie advised that Scoutmaster, Vance Perkins has asked the Vestry to consider funding the purchase of new tents for Troop 85. Vance noted in his request that the Troop goes on campouts once a month, year-round and the tents they currently use are old and in disrepair. After researching options for tents and speaking with other scoutmasters, Vance determined that the Alp Mountaineering Taurus 5-person Outfitter tent is the best option. This tent sells to scout programs for \$299.99 per tent and Vance has determined they need 8 new tents. A discussion followed. It was the consensus of the Vestry that they want to support Troop 85 in whatever way possible. It was suggested that All Saints', Troop 85 and Pack 85 share the cost, each paying 1/3 of the total cost of the tents (total cost approximately \$2400). All Saints' would draw money (\$700) from Restricted line item 8154 and add to that amount \$100 to cover their 1/3 of the cost.

MOTION: (Cannon/Newman)

Table the request of funding the purchase of new tents for Troop 85 to determine if Troop 85 and Pack 85 can share the cost of the purchase with All Saints', each paying 1/3 (approximately \$800) of the total amount of \$2400.

APPROVED.

Discussion of Wednesday evening programming

Phillip opened the discussion by advising the Vestry that he and the staff have been working on plans for Wednesday night programming. He advised that the staff has considered meal options such as pot-lucks, having the meals catered and charging parishioners, having a volunteer cook the meal and monetary donations encouraged or having brown bag suppers where parishioners would bring their own picnic style dinner. Manpower would still be needed for set up and clean up. A discussion followed. It was determined that for the short-term plan we would have 1 potluck supper each in June, July and August. Beginning in September, we would have 2 Wednesday night gatherings with a meal each month (either the 1st & 3rd Wednesdays or the 2nd & 4th Wednesdays). Dinetia Newman offered to consult with a friend of hers that voluntarily does the cooking for another church in Tupelo to see how their Wednesday night meals are structured. She will report back to the Vestry in July.

Update on Sexton position

Phillip advised that over the course of the last few months, several parishioners have recommended that he talk with Church Redwood as a possible candidate for the vacant Sexton position. Phillip advised that he is meeting with Chuck on July 22 to explore the possibility of his employment as our Sexton. Fred Cannon advised that he has checked with an employment agency in town to explore the possibility of hiring someone for the Sexton position through them. He stated that the owner of the employment agency told him that currently the agencies in town are trying to fill full-time positions and our position at 20 hours per month would not be the type of position they would try to fill. Phillip asked the Vestry to consider the salary for the position. A brief discussion followed.

MOTION: (Gray/Newman)

Approve the total salary package of \$4,557.90 yearly for the Sexton position.

APPROVED.

CHECK-OUT

CLOSE: With no further business, Phillip closed the Vestry meeting with a prayer at 7:28 p.m.

ATTACHMENTS TO THE MINUTES OF THE JUNE MEETING:

May 2021 Financial reports

May 17, 2021 Vestry minutes

Christian Growth Commission report

Christian Service Commission report

Community Bank proposal

Endowment Trustees recommendations

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

**MINUTES OF
FRIDAY, MARCH 19, 2021
VESTRY MEETING**

Held in conjunction with the Vestry Retreat

PRESENT:

The Rev. Phillip Parker
Dinetia Newman, Sr. Warden

Caleb Bedillion
Art Chambers
Karen Dieckmann
Anna Fleming
Stan Furr

Mark Maharrey
Kamme Riddle
Grant Smith
Donna Timmons
Paul White

Bud Nelson, Treasurer
Tommie Moore, Clerk

ABSENT: Fred Cannon, Mickey Gray, Michelle Hester, Mary Jane Meadows

The Rev. Phillip Parker opened the meeting with a prayer at 7:30 p.m.

CHECK IN

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA

- February 2021 Financial reports
- February 15, 2021 Vestry minutes

MOTION: (Riddle/Timmons)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT: No report

STEWARDSHIP COMMITTEE REPORT: No report

BUSINESS

Treasurer's Report

A written report was submitted and is attached to these minutes. Bud Nelson gave an overview of our financial status as of February 2021. Bud advised that February was a better month for revenue and noted that our expenses were significantly down for the month. He advised that toward the end of February, the Post Office was unable to deliver mail for several days due to the ice/snowstorm. Our bookkeeper paid the bills once they were received, but after the February books were closed, which accounted for

our February expenses being lower than usual. Expenses that would have normally been paid in February were: Rector's Insurance/Life Insurance, Lawn Service, Telephone, and Utilities – Electric & Water.

MOTION: (Newman/Timmons)

Approve Treasurer's report as submitted and reviewed.

APPROVED.

Discussion of recommendation from the Endowment Trustees

Bud opened the discussion by advising that in 2020, interest was earned on the Endowment Fund in the amount of \$116.86. He advised that the recommendation from the Endowment Trustees is to reinvest the interest back into the Endowment Fund. After a brief discussion, the following motion was made:

MOTION: (Newman/Timmons)

Approve Endowment Trustees' recommendation to reinvest the interest earned on the Endowment Fund in the amount of \$116.86 back into the Endowment Fund.

APPROVED.

CHECK-OUT

CLOSE: Phillip adjourned the business portion of the Vestry Retreat at 7:42 p.m.

ATTACHMENTS TO THE MINUTES OF THE MARCH MEETING:

February 2021 Financial reports

February 15, 2021 Vestry minutes

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

**MINUTES OF
MONDAY, MAY 17, 2021
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker	Caleb Bedillion	Mark Maharrey
Dinetia Newman, Sr. Warden	Art Chambers	
Fred Cannon, Jr. Warden	Karen Dieckmann	Kamme Riddle
Bud Nelson, Treasurer	Anna Fleming	
Tommie Moore, Clerk	Stan Furr	Donna Timmons
Michelle Hester, CtK Representative	Mickey Gray	Paul White

ABSENT: Mary Jane Meadows, Grant Smith

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

CHECK IN

ADDITIONS TO THE AGENDA: Discussion of new Hospitality chair

CONSENT AGENDA:

- April 2021 Financial reports
- April 19, 2021 Vestry minutes
- May 10, 2021 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report

MOTION: (Newman/Timmons)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT: No report

STEWARDSHIP COMMITTEE REPORT: No report

BUSINESS:

Treasurer's report

Bud reported that he is pleased with the revenue received in April and noted that expenses were below budget for the month.

Bud advised that he spoke with our lender at Community Bank regarding refinancing our building loan. The lender offered to reset our interest rate to 2.9% down from 3.7%, which would amount to a savings of approximately \$198 per month. There would be no fees charged and no extension of years on the loan. Bud advised that he sought advice from former treasurer, Mike Fitzpatrick and retired banker, Albert White. Both Mike and Albert advised against refinancing the loan for such a small monthly savings. Both Mike and Albert noted that Community Bank extended very favorable loan terms early in our borrowing history with them. Bud noted that if we were to refinance our loan with another banking institution, we would have to pay closing costs, fees, etc. which would absorb any savings we might gain. Bud stated that with only 5 years left on our building loan, he would not recommend refinancing the loan. A lengthy discussion followed. It was suggested that Bud contact the Community Bank lender and ask for the new interest rate proposal in writing for the Vestry to consider.

MOTION: (Cannon/Gray)

Table the agenda item regarding refinancing the building loan pending a written proposal from Community Bank confirming the new interest rate and number of months left on the loan.

APPROVED.

Bud reminded the Vestry that they need to designate the generous bequest from the Estate of Tom Evans, as Tom did not designate how the financial gift was to be used. He recommended that the gift of \$50,000 be placed in the Capital Campaign reserve fund. After a brief discussion, the following motion was made:

MOTION: (Timmons/Cannon)

Designate the financial gift of \$50,000 from the estate of Tom Evans for the Capital Campaign reserve fund.

APPROVED.

The Vestry was advised that the Altar Guild needs to purchase a new frontal for the altar in the Nave as the current one is 25 years old and is showing significant signs of wear and tear. The cost of the frontal is \$1,831 plus shipping and handling. The Vestry agreed that the frontal should be replaced.

MOTION: (Newman/Timmons)

Approve purchase of a new frontal for the altar in the Nave at a cost of \$1,831 plus shipping and handling and authorize Treasurer, Bud Nelson to determine from where to fund the purchase.

APPROVED.

MOTION: (Riddle/Cannon)

Approve Treasurer's report as submitted and updated.

APPROVED.

Discussion of recommendations from Unit 85 Committee

On behalf of the Unit 85 Committee Tommie Moore presented recommendations from the Committee to the Vestry regarding the finances of Pack and Troop 85.

Recommendation #1

The Unit Committee recommends that Albert White be approved as the Unit Treasurer for Pack 85 & Troop 85.

MOTION: (Furr/Chambers)

Approve recommendation from Unit 85 to appoint Albert White as the Unit Treasurer of Pack 85 and Troop 85.

APPROVED.

Recommendation #2

The Unit Committee recommends an account be opened at Renasant Bank for Pack 85 with the following signers on the account: Albert White, Pack and Troop Treasurer and Michele McBride, All Saints' Bookkeeper.

MOTION: (Chambers/Furr)

Approve opening an account at Renasant Bank for Pack 85 with the following signers on the account: Albert White, Pack and Troop Treasurer and Michele McBride, All Saints' Bookkeeper.

APPROVED.

Recommendation #3

The Unit Committee recommends Fred Page be removed as a signer on Troop 85's Renasant Bank account #.....9986. In addition, the Unit Committee recommends adding Albert White, Pack and Troop Treasurer as a signer on Troop 85's checking account at Renasant Bank, account #.....9986. Michele McBride, All Saints' Bookkeeper will remain as a signer on Troop 85's checking account at Renasant Bank, account #.....9986.

MOTION: (Chambers/Furr)

Approve recommendation of Unit 85 Committee to remove Fred Page as a signer on Troop 85's Renasant Bank account9986. Approve the addition of Albert White, Pack and Troop Treasurer as a signer on Troop 85's checking account at Renasant Bank, account9986. Michele McBride, All Saints' Bookkeeper will remain as a signer on Troop 85's checking account at Renasant Bank, account9986.

APPROVED.

Discussion of ideas for reconnecting

Phillip opened the discussion by advising he is anticipating more details from Bishop Seage regarding some of the larger youth events that were put on hold due to the pandemic, as well as further instructions regarding full communion during services. He stated he is pleased with the restrictions that have been relaxed thus far and sees those steps helping to move us closer to a fuller worship experience.

Dinetia offered her appreciation to the Vestry for their work in distributing nametags on Sundays, noting that it has been well received by parishioners. She advised that she has been working on other ways to connect parishioners. One idea she is organizing is "Coffee, Snacks & Conversations" to begin on Sunday, May 30 and continuing through All Saints' Sunday, between the services. Coffee, lemonade and snacks on the Parish Hall porch will be offered. Folks can grab a beverage and a snack on their way to Sunday School or stay and visit with those they have missed seeing. She advised that she needs volunteers, from the Vestry and the parish to handle the logistics each Sunday. Dinetia distributed a sign-up sheet and asked Vestry members to pick a Sunday to handle the details.

Dinetia reported that she attended the last ECW meeting and asked for ideas from those present as to the type of programming they would be interested in attending. Several ideas were mentioned:

Instructed Eucharist

Purpose and details of ministries such as Altar Guild, etc.

"Who is mentoring you?" "Who are you mentoring?" Connecting folks in different stages of life.

Every Wednesday evening meal and programs

Lay ministry worship services with shut-ins

Youth Sunday
Resume potluck suppers

After a discussion of these and other ideas, the following motion was made:

MOTION: (Newman/Furr)

Resume monthly potluck suppers beginning Wednesday, June 23 and look for ways to incorporate other ideas offered.

APPROVED.

Vacation Bible School update and discussion of needs

Michelle Hester will be directing this year's Vacation Bible School, "Who Is My Neighbor", June 13 – 16 from 5:30 until 7:30 p.m. She stated this will be an intergenerational offering. She distributed a flyer advertising VBS to all present. Michelle asked Vestry members to volunteer in areas such as meals and crafts and to please plan to attend and invite guests. She will have a sign-up sheet available in the Nave and hopes that everyone will help to promote this event.

MOTION: (Riddle/Cannon)

Approve report on Vacation Bible School as given.

APPROVED.

Discussion of Youth Director candidate

Phillip opened the discussion by advising that he has been in conversation with Emily Jackson regarding the part-time Youth Director staff position. Phillip reported that several parishioners from All Saints' recommended that he consider Emily for the position. Phillip advised that Emily has a Bachelor of Arts degree in Religious Development with a focus on Children and Family Ministry and Master of Arts degree in Counseling from Lenoir-Rhyne University, Hickory, North Carolina. She is a Licensed Professional Counselor with BetterHelp.

Emily has been active in ministry with Christ the King and the ELCA Synod in various capacities: secretary of CtK church council, 2 terms on the Southeastern Synod Lutheran Youth Organization (SESLYO), secretary for SESLYO, CtK delegate at annual Synod Assembly, 2 terms on the Southeastern Synod Council, Southeastern Synod Discipline Committee, and on the committee for the Southeastern Synod ELCA Hunger Grants. After a brief discussion, the following motion was made:

MOTION: (Cannon/Dieckmann)

Approve the Rev. Phillip Parker's recommendation to hire Emily Jackson as the part-time Youth Director at a salary of \$10,000 yearly, effective June 1, 2021.

APPROVED.

Re-evaluate efficiency and safety of new VPOD process

Phillip reminded the Vestry that they agreed to work with the new VPOD process for one month and revisit the procedures to identify any problems. A brief discussion followed, and no problems were identified with the process. All present agreed to continue working within the new process.

Discussion of appointment of College Care Committee chair

Phillip advised that Virginia Chambers has stepped down as chair of the College Care Committee. He submitted Stacy White for consideration as the new chair of the committee.

MOTION: (Furr/Newman)

Approve Stacy White as chair of the College Care Committee.

APPROVED.

Discussion of appointment of Hospitality chair

Phillip advised that Mark Swanberg has stepped down as co-chair of the Hospitality Committee. He submitted Mike Fitzpatrick for consideration as the new chair of the Hospitality committee.

MOTION: (Furr/Dieckmann)

Approve Mike Fitzpatrick as co-chair, with Alex Watson, of the Hospitality Committee.

APPROVED.

Update on Mississippi United to End Homelessness (MUTEH)

Phillip advised that the License Agreement between All Saints' and MUTEH, Mississippi United to End Homelessness, is due to be renewed. He stated that with the changes being made in Children's formation on Sundays, we will need to reclaim the Christian Education office that MUTEH has been using for storage. He has identified several storage units, reasonably priced, that would work for their purposes. A discussion followed about decreasing MUTEH's rent as they would not be renting the additional space for storage at All Saints'.

MOTION: (Dieckmann/Furr)

Authorize Dinetia Newman, Fred Cannon and Phillip Parker to negotiate a new License Agreement with MUTEH with a rent allowance reflecting one office space instead of two.

APPROVED.

CHECK-OUT

CLOSE: With no further business, Phillip closed the Vestry meeting with a prayer at 8:05 p.m.

ATTACHMENTS TO THE MINUTES OF THE MAY MEETING:

April 2021 Financial reports

April 19, 2021 Vestry minutes

May 10, 2021 Executive Committee minutes

Christian Growth Commission report

Christian Service Commission report

Emily Jackson resume

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

**MINUTES OF
MONDAY, NOVEMBER 15, 2021
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker	Caleb Bedillion	Mark Maharrey
Dinetia Newman, Sr. Warden	Art Chambers	Mary Jane Meadows
Fred Cannon, Jr. Warden	Karen Dieckmann	
Bud Nelson, Treasurer		
Tommie Moore, Clerk	Stan Furr	Donna Timmons
Michelle Hester, CtK	Mickey Gray	

ABSENT: Anna Fleming, Kamme Riddle, Grant Smith, Paul White

The Rev. Philip Parker called the meeting to order with a prayer at 6:03 p.m.

CHECK IN

ADDITIONS TO THE AGENDA:

- Additions to nominees list
- Update on Tom Evans estate

CONSENT AGENDA:

- October 2021 Financial reports
- October 18, 2021 Vestry minutes
- October 25, 2021 via email vote Vestry minutes
- November 8, 2021 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report
- Jr. Warden's report
- Sr. Warden's report
- Rector's report

MOTION: (Gray/Cannon)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT: No report

STEWARDSHIP COMMITTEE REPORT:

Mary Jane reported that she has recruited parishioners to speak at Sunday services and to record brief videos or testimonials to be posted on our social media accounts. December 5 has been set as the date for 2022 pledge cards to be turned in. Mary Jane advised that the Stewardship Committee encourages all leadership to turn in their 2022 pledge card as soon as possible. After December 5, the committee will begin contacting parishioners who have not made a pledge for 2022.

MOTION: (Cannon/Timmons)

Approve Stewardship Committee's report as given.

APPROVED.

BUSINESS:

Treasurer's report

Bud began his report by giving an overview of our financial status as of October 31, 2021. The written financial reports have been made a part of these minutes. Bud noted that our operating revenue is on budget, with expenses being below budget. He stated he expects to end the year with a small deficit.

MOTION: (Cannon/Newman)

Approve Treasurer's report as submitted and reviewed.

APPROVED.

Discussion of voluntary proportionate giving % to the Diocese (2021: 14.5%)

Phillip opened the discussion by advising that our voluntary proportionate giving percentage to the Diocese of Mississippi for 2022 must be approved by the Vestry. He stated that our VPG % for 2021 is 14.5% of our 2019 "Total Operating Revenue". Using the formula set forth by the Diocese of Mississippi, 14.5% of our total operating revenue as reported in the 2020 Parochial report, would amount to \$69,616. This amount does not include our \$10,000 yearly pledge to the Gray Center for the "Seeds You Sow" capital campaign. A discussion followed concerning the merits of increasing/decreasing our percentage pledge to the Diocese. After the discussion, the following motion was made:

MOTION: (Chambers/Timmons)

Approve our 2022 diocesan voluntary proportionate giving percentage at 14.5% of our 2020 "Total Operating Revenue" which amounts to \$69,616.00.

APPROVED.

Discussion of E-Fire maintenance quote

Fred Cannon advised that our fire system is due for maintenance that is usually performed once every 10-12 years. The work consists of a fire suppression system hydro test and a Amerex wet chemical 3.75-gallon refill for a total of \$1,593.93. After a discussion, the following motion was made:

MOTION: (Timmons/Newman)

Accept quote from E-Fire for maintenance on our fire system in the amount of \$1,593.93.

APPROVED.

Discussion of Habitat for Humanity

Phillip advised that Habitat for Humanity has reached out to All Saints' and several other organizations requesting support on their next home building project. A discussion followed. The Vestry determined more details were needed on the type of support being requested and the timeline of the build. Dinetia Newman volunteered to research what is actually needed and report back to the Vestry.

MOTION: (Chambers/Timmons)

Table discussion, for no longer than three months, concerning the support for Habitat for Humanity until more details regarding financial support, participation and timeline are available.

APPROVED.

Consider 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, \$4,400 for 2022. After a brief discussion, the following motion was made:

MOTION: (Newman/Gray)

Approve 2022 Accountable Reimbursement Policy as submitted.

APPROVED.

Approve Rector’s housing allowance

MOTION: (Furr/Chambers)

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 2022 \$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 2022 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 2022:

Treasurer, Bud Nelson; Chancellor, Reed Hillen; Clerk of the Vestry, Tommie Moore.

MOTION: (Cannon/Newman)

Approve the following as Officers of All Saints’ Episcopal Church, each for a one-year term:

Treasurer, Bud Nelson; 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 2022, pending the Bishop’s approval.

MOTION: (Furr/Newman)

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

APPROVED.

Consider moving Vestry meeting to December 13, 2021

Phillip opened the discussion by noting the December Vestry meeting is scheduled for Monday, December 20. Since that is the week of Christmas, he asked the Vestry if they wanted to leave the meeting on

that date or move the December Vestry meeting to Monday, December 13, with the Executive Committee not meeting in December. After a brief discussion, the following motion was made:

MOTION: (Cannon/Timmons)

Move the December Vestry meeting to Monday, December 13, 2021 and cancel the December Executive Committee meeting.

APPROVED.

Additions to nominees list

Dinetia reported the slate for Jr. Warden nominees is complete. She stated she has only been able to secure five nominees who have agreed to stand for election to the Vestry. She asked the Vestry to consider additional names, pending qualifications checked by the office. She then presented the list to the Vestry. After a brief discussion, the following motion was made:

MOTION: (Bedillion/Timmons)

Approve list of additional names to be approached and asked to consider standing for election to the Vestry.

APPROVED.

Update on Tom Evans estate

Phillip reported the estate of Tom Evans has been closed and All Saints' is listed as a recipient of a financial gift. More details will follow as they are made available.

CHECK-OUT

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

ATTACHMENTS TO THE MINUTES OF THE NOVEMBER MEETING:

October 2021 Financial reports

October 18, 2021 Vestry minutes

October 25, 2021 via email vote Vestry minutes

November 8, 2021 Executive Committee minutes

Christian Growth Commission report

Christian Service Commission report

E-Fire maintenance quote

Accountable Reimbursement Policy

Rector's housing allowance resolution

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

**MINUTES OF
MONDAY, OCTOBER 18, 2021
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker		Mark Maharrey
Dinetia Newman, Sr. Warden		Mary Jane Meadows
Fred Cannon, Jr. Warden	Karen Dieckmann	Kamme Riddle
Bud Nelson, Treasurer	Anna Fleming	Grant Smith
Tommie Moore, Clerk	Stan Furr	Donna Timmons
Michelle Hester, CtK		Paul White

ABSENT: Caleb Bedillion, Art Chambers, Mickey Gray

The Rev. Philip Parker called the meeting to order with a prayer at 6:05 p.m.

CHECK IN

ADDITIONS TO THE AGENDA:

- Update on curate candidate
- Discussion of mask policy

CONSENT AGENDA:

- September 2021 Financial reports
- September 2021 Vestry minutes
- Christian Growth Commission report
- Christian Service Commission report

MOTION: (Riddle/Cannon)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT:

Phillip reported progress is being made on several items:

Since the hiring of a new Youth Director, several of the agreements related to EYC are now in progress. EYC participated as lectors and intercessors in the Blessing of the Animals service. Emily Jackson has mentioned having a youth led service sometime in the spring.

Phillip hopes to restart the Centering Prayer group in Advent.

MOTION: (Cannon/Newman)

Approve Mediation Implementation Task Force report as given.

APPROVED.

STEWARDSHIP COMMITTEE REPORT:

Mary Jane Meadows, co-chair of the Stewardship committee advised that the information which will be in the stewardship packets is in progress. The cover letter is being drafted by Phillip and several members of the committee; the office is working on the 2022 pledge card; the theme and graphic are being finalized by her and other members of the committee; Albert White has drafted the “essential facts” for the campaign. The pledge drive kickoff will be Sunday, November 7 when Bishop Seage is at All Saints’ for his annual visitation. A hospitality time will be offered after each service as a way to meet and greet Bishop Seage and those being confirmed that day. December 5 has been set as the date for 2022 pledge cards to be turned in. Mary Jane advised that the Stewardship Committee encourages all leadership to turn in their 2022 pledge card no later than November 1. After December 5, the committee will begin contacting parishioners who have not made a pledge for 2022.

MOTION: (Newman/Dieckmann)

Approve Stewardship Committee’s report as given.

APPROVED.

BUSINESS:

Treasurer’s report

Bud began his report by giving an overview of our financial status as of September 30, 2021. The written financial reports have been made a part of these minutes.

Bud projected that by the end of the year, he expects revenue will be short of the actual budget by approximately \$5,200, with expenses approximately \$42,000 under budget. He noted that approximately \$18,000 was received in capital campaign revenue in September. Bud stated that overall he feels relatively optimistic about our financial status considering we are still in the COVID pandemic.

MOTION: (Cannon/Timmons)

Approve Treasurer’s report as submitted and reviewed.

APPROVED.

Consider candidates for Jr. Warden and Vestry

On behalf of the Nominating Committee, Jr. Warden, Fred Cannon submitted a list of potential Jr. Warden candidates for approval. He noted that all names on the list meet the qualifications to stand for election as set forth by our By-Laws. After the Vestry reviewed the list, the following motion was made:

MOTION: (Maharrey/Fleming)

Approve list of potential Jr. Warden candidates in the order submitted.

APPROVED.

Sr. Warden, Dinetia Newman then submitted a list of potential Vestry candidates for approval. She noted that all names on the list meet the qualifications to stand for election as set forth by our By-Laws. After the Vestry reviewed the list, the following motion was made:

MOTION: (Timmons/Dieckmann)

Approve list of potential Vestry candidates in the order submitted.

APPROVED.

Consider seminary support (1% of our net disposable budgeted income)

Phillip opened the discussion by advising each year parishes in our Diocese are asked to pledge 1% of their net disposable budgeted income to a seminary of their choice. This request is not required by Canon but is recommended by the Diocese. Phillip noted this request is separate and apart of the support being given to Rufus Van Horn during his time in seminary at The School of Theology, at University of the South, Sewanee. After a discussion, the following motion was made:

MOTION: (Furr/Cannon)

Refrain from making the commitment to pledge 1% of our net disposable budgeted income to a seminary at this time.

APPROVED.

Consider renewal for licensed lay leaders

Phillip submitted a list of licensed lay ministers for review by the Vestry, to be sent to Bishop Seage for license renewal.

MOTION: (Cannon/Timmons)

Approve list of lay ministers to be sent to Bishop Seage for the renewal of their license.

APPROVED.

Approve Mark Swanberg as chair of the Hospitality committee

Phillip submitted Mark Swanberg for consideration as the chair of the Hospitality Committee.

MOTION: (Furr/Dieckmann)

Approve Mark Swanberg as the chair of the Hospitality Committee.

APPROVED.

Discussion of contacting parishioners

Dinetia asked for volunteers from the Vestry to contact parishioners and encourage their attendance at upcoming events, such as Beer & Brats on October 27 and the Bishop's visit on November 7.

Update on curate candidate

Phillip reported that he, Dinetia Newman, Fred Cannon and Tommie Moore visited with the curate candidate via a zoom call earlier in the day. He stated the candidate would like to spend her curacy as part of a team; would like to teach adult formation; has a heart for pastoral care; and would be willing to officiate at Morning Prayer/Evening Prayer on a daily rotation. Those that were on the zoom call were impressed with her and think her skills and gifts would be a good match for All Saints' and CtK. The Vestry agreed to continue to pursue the possibility of having a curate in 2022, pending the outcome of the 2022 stewardship campaign.

Discussion of mask policy

With the decrease in COVID-19 infections over recent weeks, and with the recent change in mask policies by other community agencies, Phillip asked the Vestry to revisit our current mask policy, requiring masks to be worn on Sundays during classes and services. He stated the Diocese is leaving the decision to the local level as they know their circumstances better than anyone. A discussion followed. Considerations were voiced for requiring masks and considerations were voiced for easing the requirement. After the discussion, the following motion was made:

MOTION: (Timmons/Smith)

The Vestry of All Saints' Episcopal Church has decided to lift the requirement for masks to be worn in worship services. At this time, we strongly and highly encourage parishioners to wear masks during services. We do encourage the wearing of masks as a means to protect those around us. If anyone decides not to wear a mask, they are asked to please be considerate of those around them.

APPROVED.

CHECK-OUT

CLOSE: With no further business, Phillip closed the Vestry meeting with a prayer at 7:19 p.m.

ATTACHMENTS TO THE MINUTES OF THE OCTOBER MEETING:

September 2021 financial reports

September 20, 2021 Vestry minutes

Christian Growth Commission report

Christian Service Commission report

List of licensed lay leaders

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

**MINUTES OF
MONDAY, SEPTEMBER 20, 2021
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker	Caleb Bedillion	Mark Maharrey
Dinetia Newman, Sr. Warden	Art Chambers	Mary Jane Meadows
Fred Cannon, Jr. Warden	Karen Dieckmann	Kamme Riddle
Bud Nelson, Treasurer	Anna Fleming	Grant Smith
Tommie Moore, Clerk	Stan Furr	Donna Timmons

ABSENT: Michelle Hester, Mickey Gray, Paul White

The Rev. Philip Parker called the meeting to order with a prayer at 6:02 p.m.

CHECK IN

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

- August 2021 Financial reports
- August 16, 2021 Vestry minutes
- September 13, 2021 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report
- Jr. Warden's report
- Sr. Warden's report

MOTION: (Cannon/Newman)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT: No report

STEWARDSHIP COMMITTEE REPORT: No report

BUSINESS:

Treasurer's report

Bud began his report by giving an overview of our financial status as of August 31, 2021. The written financial reports have been made a part of these minutes.

Bud noted that even though the invoices for the HVAC repairs were all paid in August our financial status continues to look healthy. He reported that our current operating cash position is about the same as 2020 while our capital campaign cash position is better than it was in August 2020. The balance on our building loan is approximately \$965,000.

Bud reported that for 2021 we had 95 pledging units. Of those, 48 are on target or above with their payments; 42 are 90-95% on target or close with their payments; 4 have not paid toward their pledge.

MOTION: (Cannon/Riddle)

Approve Treasurer's report as submitted and reviewed.

APPROVED.

Discussion of Stewardship co-chair candidates

Dinetia submitted Mary Jane Meadows and Albert White as candidates for Stewardship co-chairs.

MOTION: (Newman/Cannon)

Approve Mary Jane Meadows and Albert White as Stewardship co-chairs.

APPROVED.

The Vestry went into Executive Session at 6:35 p.m.

Report from Budget, Nominating and Compensation Review Committees

Dinetia opened the discussion by reporting that she and Fred Cannon met to discuss the open membership slots on the Budget, Nominating and Compensation Review committees. She submitted candidates for consideration to fill the open slots on each committee.

MOTION: (Dieckmann/Timmons)

Approve candidates as submitted to serve in the open slots on the Budget Committee.

APPROVED.

MOTION: (Meadows/Fleming)

Approve candidates as submitted to serve in the open slots on the Compensation Review Committee.

APPROVED.

Dinetia then submitted candidates to be considered to fill the open slots on the Nominating Committee.

After a discussion, the following motion was made:

MOTION: (Dieckmann/Timmons)

Approve candidates as reviewed and revised to serve in the open slots on the Nominating Committee.

APPROVED.

Discussion of final draft of Mississippi United to End Homelessness License Agreement with All Saints'

Dinetia advised the Vestry that she and Fred have been in conversation about the office space needs of Mississippi United to End Homelessness. MUTEH has recently increased their staff and approached All Saints' about renting additional office space. After several discussions with Phillip, EYC Youth Director, Emily Jackson and Tommie Moore, it was determined that All Saints' could offer the Sr. High Sunday

School room as space for MUTEH to rent. MUTEH agreed to rent the Sr. High Sunday School room for an additional \$350.00 per month bringing their total rent to \$700.00 per month. Dinetia submitted the revised MUTEH License Agreement, attached to these minutes, to the Vestry for consideration.

MOTION: (Maharrey/Cannon)

Approve revised License Agreement between MUTEH and All Saints’.

APPROVED.

Set Annual Meeting date (suggested Wednesday, February 9, 2022)

Phillip advised that each year, the Vestry is responsible for setting the date for the Annual Meeting. It was suggested that the 2022 Annual Meeting be held on Wednesday, February 9, 2022. After a brief discussion of other date options, the following motion was made:

MOTION: (Dieckmann/Meadows)

Set the date of the Annual Meeting for Wednesday, February 9, 2022.

APPROVED.

CHECK-OUT: Mark Maharrey encouraged the Vestry to support and volunteer their time if possible, helping to rebuild the membership of BSA Pack 85. Rick Wise is the current Cubmaster for Pack 85. Dinetia asked for volunteers to help with Coffee Alley on Sundays.

CLOSE: With no further business, Phillip closed the Vestry meeting with a prayer at 7:24 p.m.

ATTACHMENTS TO THE MINUTES OF THE SEPTEMBER MEETING:

August 2021 financial reports

August 16, 2021 Vestry minutes

September 13, 2021 Executive Committee minutes

Christian Growth Commission report

Christian Service Commission report

Mississippi United to End Homelessness revised License Agreement