

2022 BUDGET

	2021 Actual	2021 Budget	2022 Budget
Revenues:			
Pledge Offerings	456,733	449,804	479,776
Other	<u>47,457</u>	<u>50,781</u>	<u>82,580</u>
Total	504,190	500,585	562,356
Expenses:			
Clergy Compensation/Expenses	\$ 114,308	\$ 118,498	\$ 121,817
Curate Compensation/Expenses			\$ 41,894
Staff Compensation/Expenses	158,245	\$ 160,805	\$ 176,157
Office Expense	12,748	\$ 15,218	\$ 16,983
Physical Plant	95,117	\$ 105,353	\$ 105,450
Community Outreach	95,569	\$ 96,870	\$ 98,166
Worship & Programs	21,621	\$ 25,570	\$ 37,920
Special Programs	-	\$ -	\$ -
Total Expenses	<u>\$497,608</u>	<u>\$522,314</u>	<u>\$598,387</u>
Surplus/(Deficit)	<u>\$ 6,582</u>	<u>\$ (21,729)</u>	<u>\$ (36,031)</u>
Accumulated Surplus		\$ 118,138	

If you would like to see an itemized, detailed 2022 budget, please contact our Bookkeeper,
Michele McBride at michele@allsaintstupelo.org.

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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 21, 2022 – January 17, 2023

Name	# of Meetings*	# Attended
Dinetia Newman, Sr. Warden	12	12
Stephen King, Jr. Warden	12	12
Caleb Bedillion	12	10
Karen Dieckmann	12	10
Cathy Fitzpatrick	12	9
Anna Fleming	12	9
Mickey Gray	12	8
Mark Maharrey	12	6
Joellen Murphree	12	9
Richard Pate	12	10
Kamme Riddle	12	9
Margaret Anne Robbins	12	11
Grant Smith	12	11
Donna Timmons	12	12

There were 12 regular scheduled monthly Vestry meetings
February 2022 – January 2023.

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

**MINUTES OF
MONDAY, APRIL 25, 2022
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector	Caleb Bedillion	Joellen Murphree
Dinetia Newman, Sr. Warden	Karen Dieckmann	Richard Pate
Stephen King, Jr. Warden	Cathy Fitzpatrick	Kamme Riddle
Bud Nelson, Treasurer	Anna Fleming	Margaret Anne Robbins
Tommie Moore, Clerk	Mickey Gray	Grant Smith
Michelle Hester, CTK representative		Donna Timmons

ABSENT: Mark Maharrey

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:

- March 2022 Financial reports
- March 28, 2022 Vestry minutes
- April 11, 2022 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Jr. Warden's report
- Sr. Warden's report
- Rector's report

MOTION: (Dieckmann/Timmons)

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 March 31, 2022. The written financial reports have been made a part of these minutes. Bud reported that pledge offerings were over budget for the month. Total revenue is slightly under budget year-to-date. Total expenses were slightly above budget for the month of March but remain under budget year-to-date. Bud reported he feels we are in a strong position regarding cash flow and expenses.

Bud reported the balance on our building loan is approximately \$867,000. He stated that cash flow projections indicate we need to begin planning for the next debt reduction campaign.

Bud advised the Vestry that procedures for handling the Sunday deposit need to be followed more closely. Several issues have occurred over the last several months. He asked the Vestry to please follow all instructions for handling the deposits. Procedures are posted on the outside of the cabinet in the workroom and Vestry members are sent a copy of the procedures with their quarterly schedule. He emphasized if you are not able to serve in the VPOD capacity, please find another Vestry member to sub and let your partner know in advance if at all possible. He also distributed a paper copy of the procedures to each Vestry member.

MOTION: (Gray/Dieckmann)

Approve Treasurer's report as given.

APPROVED.

Approve changing signers on our accounts to include Assistant Treasurer

The discussion of this agenda item was tabled, with details to be distributed at a later date.

Continue discussion of "Radical Hospitality"

Phillip opened the discussion by reminding the Vestry at their retreat earlier in April, they discussed Bishop Seage's expectations that all parishes and missions adopt some kind of overall safety plan developed by the process described in the Diocesan Task Force report. The Diocesan Task Force was charged with studying and ultimately addressing church safety. Creating a safe church would include not only forming a plan in the event someone was present on our campus to cause harm to others but having a plan in place for severe weather warnings, fire or medical emergencies, addressing lighting issues, having current background checks and Safeguarding God's Children on required volunteers and employees. The Task Force issued "Basic Considerations for Promoting Church Safety" that addressed:

- Creating a written Safety Plan
- Making decisions about reducing premises vulnerabilities
- Making decisions about promoting awareness
- Making decisions about response protocols
- Making decisions about parishioner communication
- Making decisions about armed presence
- Ground all decision-making and the creation and implementation of the Safety Plan in the Gospel

Phillip advised that the Bishop has requested safety plans be developed and a report submitted to him by the Annual Council in January 2023.

At that time, the Vestry agreed the next step would be to form a task force to study these matters. A discussion followed. Members of the Vestry suggested the following:

- Members of the task force should come from the Vestry and the parish at large, with having at least one member of the Task Force from each Vestry class (four from the Vestry; four from the parish at large; one chair).
- Task Force should report to the Vestry each month the progress being made to define the procedures. The report will be a part of the agenda each month.
- The task force should report the final plan/procedures to the Vestry no later than October 17, 2022 to give the Vestry time to study and review the plan and procedures ahead of submitting it to Bishop Seage in January 2023.

MOTION: (Newman/Newman)

Approve activation of a task force to study and devise a plan and procedures for overall church safety to be submitted to the Vestry by October 17, 2022.

APPROVED.

A discussion of the chair and members of the task force followed. Phillip encouraged the Vestry to submit to him or the Wardens names of parishioners to serve on the task force. After the discussion, the following motion was made:

MOTION: (King/Bedillion)

Authorize the Rector and Wardens to recruit the membership, including the chair, of the Safety Task Force.

APPROVED.

After the discussion of the task force, Phillip asked the Vestry to name ways in which “radical hospitality” could be defined:

- Making people feel at home, comfortable and accepted.
- Knowing names / remembering to wear nametags.
- Be welcoming to parents with young children.
- Add communion instructions in the appropriate place in the service bulletin.
- Introduce yourself to folks you don’t know.
- Improve signage outside specifically to include advertisement of services.

Discussion of Pastoral Watch/Welcoming committee

The Care Team is considering contacting parishioners they can identify who have not returned to church post-COVID. Margaret Anne Robbins, co-chair of the Care Team, asked Vestry members to forward names to either her or Joellen of those parishioners who they might need to contact. The contacts would be just to let people know they have been missed and that we hope to see them in church soon. Phillip will be meeting with Margaret Anne and Joellen soon to tweak some of the Care Team structure. Margaret Anne advised that Vestry members may be asked to make some of the calls to parishioners, depending on how many they determine need to be contacted.

Dinetia called for volunteers to be a part of the committee to welcome our Curate, Becca Walton to Tupelo and All Saints’/CTK. Becca will graduate from the School of Theology at Sewanee on May 7

and will be ordained on Saturday, June 18. Dinetia would like to put together a few folks to: provide meals for Becca's first few days in Tupelo; compose a list of "who to call" resources; help with any move-in chores; put together a welcome basket. Vestry members are asked to call Dinetia to volunteer. We will formally welcome Becca into our parish on Pentecost Sunday, June 5. We will have an old-fashion "pounding" with a modern twist of presenting Becca with gift cards from parishioners to restaurants, favorite stores and businesses.

Phillip advised he has been approached by several parishioners suggesting one service be held in the summer to help those who attend different services better know one another. The Vestry agreed with Phillip that one service during the summer would be a good opportunity to build community between parishioners who attend different services. Beginning Sunday, June 5 we will have one service at 9:30 a.m. through Sunday, August 4. Two services, 8:30 and 10:45 a.m. will resume on Sunday, August 14.

CHECK-OUT

CLOSE: With no further business, Phillip closed the Vestry meeting with a prayer at 7:23 p.m.

ATTACHMENTS TO THE MINUTES OF THE APRIL MEETING:

March 2022 Financial reports
March 28, 2022 Vestry minutes
April 11, 2022 Executive Committee minutes
Christian Growth Commission report
Christian Service Commission report
Jr. Warden's report
Sr. Warden's report
Procedures for counting the Sunday offering

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

**MINUTES OF
MONDAY, AUGUST 15, 2022
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector	Caleb Bedillion	
The Rev. Becca Walton, Curate		Richard Pate
Dinetia Newman, Sr. Warden	Cathy Fitzpatrick	Kamme Riddle
Stephen King, Jr. Warden	Anna Fleming	Margaret Anne Robbins
Mike Fitzpatrick, Interim Treasurer	Mickey Gray	Grant Smith
		Donna Timmons
Tommie Moore, Clerk		

ABSENT: Harry Dieckmann, Karen Dieckmann, Michelle Hester, Mark Maharrey, Joellen Murphree,

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

CHECK IN

ADDITIONS TO THE AGENDA:

- Pathway Montessori School and Mississippi United to End Homelessness License Agreements

CONSENT AGENDA:

- July 2022 Financial reports
- July 18, 2022 Vestry minutes
- August 8, 2022 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report
- Jr. Warden's report
- Sr. Warden's report
- Curate's report
- Rector's report

MOTION: (Riddle/Fleming)

Approve Consent Agenda as submitted.

APPROVED.

STEWARDSHIP COMMITTEE REPORT:

A written report was submitted and reviewed by Convener, Donna Timmons. No action was required of the Vestry.

MOTION: (Pate/Newman)

Approve Stewardship Committee's report as submitted and reviewed.

APPROVED.

SAFETY TASK FORCE:

Richard Pate, chair of the committee, reported the sub-committees of the Safety Task Force have met and are finishing their work on their assigned topics. Overall, he feels the work of the Task Force is moving in a positive direction.

MOTION: (Bedillion/Timmons)

Approve Safety Task Force report as given.

APPROVED.

BUSINESS:

Saints' Brew Director search update

Phillip was pleased to announce after a thorough search process, Deepika Dey has been hired as the new Director of Saints' Brew. Deepika is a member of All Saints' and worked as the Business Manager at Endocrine & Metabolic Disorders Institute PLLC in Tupelo from 2009-2020. She is a Licensed Dietitian and has a Master of Arts in Nutrition, a Master of Science in Human Anatomy and a Bachelor of Science in Human Biology. She has been an active volunteer in community organizations serving as the chairperson of Gumtree Museum of Art Board of Directors, Grant Chairperson, Association for Excellence in Education (AEE) and is a 2021 recipient of the AEE Jack Reed, Sr. Advocate for Education Award. Deepika will be working with outgoing Director, Hannah Maharrey to ensure a smooth transition into her new position.

MOTION: (Robbins/Timmons)

Affirm the employment of Deepika Dey as the Director of Saints' Brew, effective September 1, 2022.

APPROVED.

Consider quote for demolition of Nursery deck

Stephen King advised a structural engineer evaluated the Nursery deck and deemed it unsafe and recommended it be demolished. Stephen reported that the manufacturer has advised the installer never returned the warranty paperwork, noting the composite boards used on the Nursery deck are rated for residential use, not for commercial use. Stephen also reported heat played a factor in the composite boards warping. Stephen advised that until the composite boards are removed, the installer cannot determine what shape the support underneath the deck is in and therefore cannot offer options on rebuilding the deck. Esquire Construction submitted a quote of \$1,100 to demolish the deck. A discussion followed.

MOTION: (Timmons/Riddle)

If possible, disassemble enough of the Nursery deck to determine the shape of the support underneath and assess options for replacing the deck. If not possible, demolish the Nursery deck and assess options for replacing the deck. Approve quote from Esquire Construction in the amount of \$1,100 to handle the demolition of the Nursery deck.

APPROVED.

Consider co-chairs of Property Committee

Stephen King submitted Wayne Averett and Tony Alford for consideration as the co-chairs of the Property Committee.

MOTION: (Pate/Smith)

Approve Wayne Averett and Tony Alford as co-chairs of the Property Committee.

APPROVED.

Activate Budget, Nominating and Compensation Review committees

Tommie Moore advised it was time to activate the Budget, Nominating and Compensation Review committees so they may begin their work on 2023 matters and prepare for the 2023 Annual Meeting.

MOTION: (Riddle/Newman)

Activate the Budget, Nominating and Compensation Review committees.

APPROVED.

Consider proposal for recovering Parlor chairs

Deanna Alford submitted a written proposal to recover some of the chairs in the Parlor as they are now being used on Sunday mornings and for the upcoming EfM class. Deanna wrote:

- Many of the chairs in the library are uncomfortable. Replacing the foam and recovering them to match would make the space more welcoming and comfortable to those that use the space.
- The large antique chair and wing back chairs will not be recovered. They are in fair to good condition and above my skill level.
- The two fabric choices compliment the rug and other chairs in the room.
- The foam has been donated by Johnson Foam in Shannon.
- The fabric costs are \$2.50/yard or \$2.92/yard (from Gumtree Fabrics). Needing approximately 20 or less yards, cost could be as much as \$63.00 for the fabric. Also needed will be one box of long staple gun staples.
- Deanna will gather a team to make an assembly line to get chairs apart, recovered and reassembled. Lisa Gray has agreed to sew the loose cushions for two chairs.
- To fund the project, Deanna has recruited 3 donors. Donating \$25 each, the costs can be covered with any extra being given to the discretionary fund/s.
- When the plan and fabric choice is approved, the purchase of fabric will be made and recruitment of a few volunteers to do the work will begin.

Tommie Moore showed the Vestry two fabric choices and the Vestry agreed on Deanna's first choice for the project.

MOTION: (Newman/Fitzpatrick)

Approve recovering the chairs in the Parlor at no cost to the church, using the first choice of fabric.

APPROVED.

Pathway Montessori School and Mississippi United to End Homelessness License Agreements

Dinetia presented the License Agreements for Pathway Montessori School and Mississippi United to End Homelessness (MUTEH) for review. Dinetia reported she asked Fred Cannon, who owns/manages many local rental properties, for advice in determining a fair rental fee increase policy. Since both Pathway and MUTEH contracts have or are expiring by September 1, 2022, Dinetia suggested we offer

to Pathway and MUTEH a one year contract at the present rent with an option of up to three years renewal with a 5% rent increase beginning August/September 2023. There will be no automatic renewal of either the one year or three year terms (there isn't one now) and Pathway, MUTEH and All Saints' will be able to terminate the one and three year agreements by giving a 90 day notification (prior written notice) to the other party. Dinetia advised she has not spoken to Pathway or MUTEH about this proposal. After a discussion, the following motion was made:

MOTION: (Timmons/Gray)

Authorize the Wardens to offer Pathway and MUTEH a one year contract at the present rent (Pathway: \$640 per month / MUTEH: \$700 per month) with an option of up to three years renewal with a 5% rent increase beginning August/September 2023. There will be no automatic renewal of either the one year or three year terms and Pathway, MUTEH and All Saints' will be able to terminate the one and three year agreements by giving a 90 day notification (prior written notice) to the other party.

APPROVED.

Interim Treasurer's report

A written financial report detailing our financial status as of July 31, 2022 was submitted and is attached to these minutes. Interim Treasurer, Mike Fitzpatrick advised he wanted to review each of the financial reports in depth to give the Vestry a clear understanding of our overall financial status. Mike then reviewed the "Balance Sheet", the "Revenue and Expenses" report, and the "Restricted Accounts" report, giving detailed explanations of each section in the reports. The Vestry engaged in the discussion with thoughtful questions.

MOTION: (Newman/Timmons)

Approve the Interim Treasurer's report as submitted and reviewed.

APPROVED.

CHECK-OUT

CLOSE: With no further business, Phillip dismissed the Vestry meeting at 8:06 p.m.

ATTACHMENTS TO THE MINUTES OF THE AUGUST MEETING:

- July Financial reports
- July 18, 2022 Vestry minutes
- August 8, 2022 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report
- Jr. Warden's report
- Sr. Warden's report
- Curate's report
- Rector's report
- Proposal for recovering Parlor chairs

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

**MINUTES OF
MONDAY, DECEMBER 12, 2022
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector
The Rev. Becca Walton, Curate
Dinetia Newman, Sr. Warden
Stephen King, Jr. Warden

Caleb Bedillion
Karen Dieckmann
Cathy Fitzpatrick
Mickey Gray

Richard Pate
Kamme Riddle
Margaret Anne Robbins
Grant Smith
Donna Timmons

Tommie Moore, Clerk

ABSENT: Harry Dieckmann, Mike Fitzpatrick, Michelle Hester, Anna Fleming, Mark Maharrey, Joellen Murphree

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

CHECK IN

ADDITIONS TO THE AGENDA: Approve addition of Treasurer, Mike Fitzpatrick as signer on our accounts.

CONSENT AGENDA:

- November 2022 Financial reports
- November 14, 2022 Vestry minutes
- Christian Stewardship Commission report
- Sr. Warden, Dinetia Newman gave an oral report:
 - Dinetia advised Albert White will be responsible for recruiting volunteers from All Saints' to participate in the 2023 Habitat Faith Build which will begin in late February.
 - Dinetia advised that Cathy and Mike Fitzpatrick will host the Vestry/Staff Christmas gathering at their home on December 29 at 6:00 p.m.

MOTION: (Riddle/Timmons)

Approve Consent Agenda as submitted and updated.

APPROVED.

STEWARDSHIP COMMITTEE REPORT:

On behalf of the Stewardship Committee, Cathy Fitzpatrick advised we have received 17 new pledges for 2023. There are 17 households that pledged in 2022, who have not yet turned in their pledge for 2023. She advised the Stewardship committee is following up with those parishioners.

MOTION: (Timmons/Dieckmann)
Approve Stewardship report as given.
APPROVED.

SAFETY TASK FORCE:

Cathy Fitzpatrick advised that the Safety Task Force will meet in January to finalize their campus wide safety plan and should be ready to present it to the Vestry in February.

MOTION: (Timmons/Newman)
Approve Safety Task Force report as given.
APPROVED.

BUSINESS:

Treasurer's report

On behalf of the Treasurer, Mike Fitzpatrick, Phillip advised that pledge income was over budget in November and total expenses were under budget for the month but remain over budget year-to-date. Phillip also noted he has been using the Emergency Food and Shelter Program grant money to help individuals and families with their rent, mortgage or utility payments in accordance with the guidelines of the grant. He stated All Saints' will have until April 2023 to distribute the balance of funds, currently \$3888.26 on line 8028, "United Way/EFSP- Assistance Program".

MOTION: (Pate/Fitzpatrick)
Approve Treasurer's report as given.
APPROVED.

Discussion of 2023 draft budget

Phillip advised Mike Fitzpatrick was unable to attend the Vestry meeting but is continuing to work on a draft of the 2023 budget. He noted there are still some outstanding 2023 pledges, which the Stewardship committee will be contacting to determine their participation. Further discussion about the 2023 budget was tabled until the draft budget could be completed.

Discussion of Diocesan Voluntary Proportionate Giving % (2022=14.5%)

Dinetia opened the discussion by advising All Saints' voluntary proportionate giving % to the Diocese of Mississippi is based on the "Total Operating Revenue" as reported on the previous year's Parochial report. Our 2022 VPG percentage was 14.5%. Our 2023 VPG percentage will be based on the "Total Operating Revenue" of \$479,974 as reported on the 2021 Parochial report. A difficult and lengthy discussion followed. Dinetia reported the Treasurer suggested the Vestry consider reducing our VPG percentage to 10% in order to close the projected 2023 deficit and invest in congregational development ideas to help grow our membership. After the discussion, the following motion was made:

MOTION: (Pate/Newman)
Set the 2023 Voluntary Proportionate Giving percentage to the Diocese of Mississippi at 10%, with the understanding that if positive changes in budget projections occur in 2023, they could choose to revisit the Voluntary Proportionate Giving pledge to the Diocese.
APPROVED.

Revisit discussion of the “Seminary 1%” pledge

Phillip opened the discussion by advising the Diocese encourages pledging 1% of the net disposable budgeted income to a seminary of the Rector’s choosing. For the year 2022, the Vestry chose to pause the seminary giving as they were sending \$1,500 yearly to the School of Theology, Sewanee to support Rufus Van Horn during his time in seminary. Rufus’ time in seminary will be coming to a close in May 2023 when he will graduate and be fully ordained a priest. After a brief discussion, the following motion was made:

MOTION: (Timmons/King)

Participate in the "Seminary Support 1%" in 2023 by sending \$1,500 to the Seminary of the Rector’s choice.

APPROVED.

Discussion of security

Stephen King advised he and Dinetia walked through our campus to evaluate the need for further lighting as a safety measure. They determined three areas are either dimly lit or not lit at all and need additional lighting: one light to be installed on the ramp leading to the back door of the Chapel; one light to be installed on the southwest corner of the Chapel; one light to be installed on the east side of the Chapel. He stated the lights cost \$350 each, installed. After a brief discussion, the following motion was made:

MOTION: (Newman/Pate)

Purchase and install three security lights: on the ramp leading to the back door of the Chapel; on the southwest corner of the Chapel; and on the east side of the Chapel at a cost of \$1,050. plus tax.

APPROVED.

Discussion continued about other issues we are experiencing on our campus. It was determined additional signage should be placed around the campus discouraging overnight guests sleeping and leaving their belongings and trash behind. It was suggested we have a discussion with the Director of Saints’ Brew, Deepika Dey about reopening inside dining in hopes of decreasing the amount of trash that is left on our campus. Phillip advised he will meet with Deepika to discuss the feasibility of reopening Saints’ Brew to inside dining. Dinetia will check with our Chancellor, Reed Hillen to determine if we are required by state regulations to reopen the inside restrooms if we reopen inside dining.

Discussion of the Mutual Ministry Review report

Stephen King advised the writing of position descriptions and setting goals for the Rector and the Vestry will be part of the 2023 Vestry Retreat with the newly seated Vestry.

MOTION: (Timmons/Dieckmann)

Approve addition of Treasurer, Mike Fitzpatrick as signer on our accounts

Tommie Moore advised we need to add Treasurer, Mike Fitzpatrick as a signer on our bank accounts at Renasant Bank. She offered the following changes in signers on these accounts:

Operating Account ending in 6392

Add Michael Fitzpatrick

Keep Tommie Moore

Keep Michele McBride

Keep Harry Dieckmann

Rector's Discretionary Fund ending in 5917

Add Michael Fitzpatrick
Keep The Rev. Phillip Parker

Payroll Account ending in 1311

Add Michael Fitzpatrick
Keep Tommie Moore
Keep Michele McBride
Keep Harry Dieckmann

Memorial Savings Account ending in 0048

Add Michael Fitzpatrick
Keep Tommie Moore
Keep Michele R. McBride
Keep Harry Dieckmann

Money Market Savings ending in 0870

Add Michael Fitzpatrick
Keep Tommie D Moore
Keep Michele R. McBride
Keep Harry Dieckmann

Curate Discretionary Account ending in 5308

Add Michael Fitzpatrick
Remove Harry Dieckmann
Keep The Rev. Becca Walton

MOTION: (Newman/Riddle)

Approve the changes to the signers on the following accounts:

Operating Account ending in 6392

Add Michael Fitzpatrick
Keep Tommie Moore
Keep Michele McBride
Keep Harry Dieckmann

Rector's Discretionary Fund ending in 5917

Add Michael Fitzpatrick
Keep The Rev. Phillip Parker

Payroll Account ending in 1311

Add Michael Fitzpatrick
Keep Tommie Moore
Keep Michele McBride
Keep Harry Dieckmann

Memorial Savings Account ending in 0048

Add Michael Fitzpatrick
Keep Tommie Moore
Keep Michele R. McBride
Keep Harry Dieckmann

Money Market Savings ending in 0870

Add Michael Fitzpatrick
Keep Tommie D Moore
Keep Michele R. McBride
Keep Harry Dieckmann

Curate Discretionary Account ending in 5308

Add Michael Fitzpatrick
Remove Harry Dieckmann
Keep The Rev. Becca Walton

APPROVED

CHECK-OUT

CLOSE: With no further business, Phillip closed the Vestry meeting with a prayer at 7:22 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE DECEMBER MEETING:

- November Financial reports
- November 14, 2022 Vestry minutes
- Christian Stewardship Commission report

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

**MINUTES OF
TUESDAY, FEBRUARY 21, 2022
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker		Joellen Murphree
Dinetia Newman, Sr. Warden	Karen Dieckmann	Richard Pate
Stephen King, Jr. Warden	Cathy Fitzpatrick	Kamme Riddle
Bud Nelson, Treasurer	Anna Fleming	Margaret Anne Robbins
Tommie Moore, Clerk		Grant Smith
Michelle Hester, CtK representative	Mark Maharrey	Donna Timmons

ABSENT: Caleb Bedillion, Mickey Gray

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

CHECK IN: Donna Timmons reminded the Vestry of Happening #92, which All Saints' will host on March 11-13. She asked Vestry members to write notes of encouragement to the "Happeners" and to attend the closing service at 2:00 p.m. on March 13. Donna distributed a list of those who will be attending Happening. Phillip welcomed the newly elected Vestry members to their first meeting.

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

- January 2022 Financial reports
- January 25, 2022 Vestry minutes
- February 14, 2022 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Jr. Warden's report
- Sr. Warden's report
- Rector's report

MOTION: (Pate/Timmons)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT:

Donna reported that the Mediation Agreements are on our website and will be revisited during the Vestry Retreat.

MOTION: (Newman/Fleming)

Approve Mediation Implementation Task Force report as given.

APPROVED.

STEWARDSHIP COMMITTEE REPORT: No report

BUSINESS:

Treasurer's report

Bud began his report by giving an overview of our financial status as of January 31, 2022. The written financial reports have been made a part of these minutes. Bud noted we are in good shape with both our cash position and our liability position. He then reviewed the written report that was submitted. He reported the balance of the gift from the estate of Tom Evans was placed in the Vestry Reserve Fund, line 8043. Bud mentioned the new Vestry members will be paired with experienced Vestry members for the Vestry Person of the Day responsibilities. Phillip advised he is working on possibilities for the appointment of an Assistant Treasurer and hopes to have information for the Vestry at their March meeting.

MOTION: (Maharrey/Riddle)

Approve Treasurer's report as given.

APPROVED.

Revisit discussion of Habitat for Humanity "Faith Build"

Dinetia opened the discussion by advising late in 2021, All Saints' had been invited to participate in Habitat for Humanity's "FaithBuild" which began the weekend of November 20, 2021 at 1114 Evelyn Drive, Tupelo. "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 advised at the time, an anonymous donor donated \$5,000 toward the effort and asked the Vestry to commit the additional \$5,000 needed. Habitat for Humanity Director, Mary Ann Placencia indicated if we could not participate in the "Faith Build," at that time, Habitat for Humanity would be doing another "Faith Build" in the Fall of 2022. At the time, concerns were raised by the former Vestry that there was not enough time to properly promote and recruit volunteers for the current "Faith Build" and deferred the matter to the newly seated Vestry to determine the feasibility of participating in a future build. A discussion followed. The Vestry agreed that a parishioner would need to organize the effort of participating in the Fall, 2022 "FaithBuild", which would include raising the balance of the funds needed (\$5,000) and recruiting volunteers for the weekend work.

MOTION: (King/Timmons)

Approve participating in the Fall, 2022 Habitat for Humanity "FaithBuild" dependent upon securing someone to organize the effort and raising the balance of the funds in the amount of \$5,000, outside of the operating budget.

APPROVED.

Elect three Endowment Trustees

Dinetia advised that in compliance with the Endowment Fund Operating Principles, Trustees are allowed to serve for three years and cannot serve simultaneously as a Trustee and a Vestry member. Trustees are to be elected by the Vestry at their first meeting following the parish's Annual Meeting. Fred Page has served as a Trustee for three years and his term expires in February 2022. Richard Pate is currently serving as a Trustee but was elected to the Vestry at the Annual Parish Meeting in February

2022. His term expires in February 2023. David Alford serves as a Trustee, and his term expires in February 2024. David also serves as the manager of our brokerage account at Renasant Bank and has indicated he should resign as a Trustee to avoid a conflict of interest.

Dinetia submitted Kay Trapp for consideration as an Endowment Trustee, to fill Richard Pate's slot, expiring in February 2023. She hopes to have submissions for the two other open slots by the March Vestry meeting.

MOTION: (Newman/Murphree)

Elect Kay Trapp as an Endowment Trustee to fill the unexpired term of Richard Pate, expiring in February 2023.

APPROVED.

Discussion of 2021 Parochial report

Phillip presented the 2021 Parochial report and gave an overview of the different areas covered by the report. After a brief discussion, the following motion was made:

MOTION: (Newman/King)

Approve 2021 Parochial report as submitted.

APPROVED.

Elect delegates and alternates to the 196th Annual Council of the Diocese of Mississippi (Natchez, January 27-29, 2023)

Phillip asked for volunteers to serve as delegates and alternates to the 196th Annual Council of the Diocese of Mississippi, to be held in Natchez in January 2023. After a brief discussion, the following motion was made:

MOTION: (Timmons/Pate)

Appoint the following parishioners as delegates and alternates to the 196th Annual Council of the Diocese of Mississippi:

Delegates: Dinetia Newman, Karen Dieckmann, Mark Maharrey

Alternates: Stephen King, Harry Dieckmann, Amanda Parker

APPROVED.

Consider gifts from the estate of Margaret Barshaw

Philip advised it was the wish of Margaret Barshaw for All Saints' to have several religious framed prints she owned. The prints were delivered to All Saints' as a gift.

MOTION: (Newman/Maharrey)

Giving thanks for the life and generosity of Margaret Brashaw, the Vestry gratefully accepted five framed religious prints.

APPROVED.

Consider dates for the annual Vestry Retreat

Phillip offered April 1 and 2 as a possibility for the Vestry Retreat. After a brief discussion, the Vestry Retreat was scheduled for Friday/Saturday, April 1 and 2.

CHECK-OUT:

- ✓ Karen Dieckmann encouraged all Vestry members to wear their name tags when they attend church services and events.

- ✓ Phillip encouraged all Vestry members, as the leadership of the church, to attend worship services and other formation opportunities and events. He noted that he is working to schedule training for our acolytes and vergers.
- ✓ Dinetia asked for volunteers from the Vestry to help with Coffee Alley cleanup on Sunday mornings.

CLOSE: With no further business, Phillip closed the Vestry meeting at 7:37 p.m.

ATTACHMENTS TO THE MINUTES OF THE FEBRUARY MEETING:

January 2022 Financial reports
January 25, 2022 Vestry minutes
February 14, 2022 Executive Committee minutes
Christian Growth Commission report
Christian Service Commission report
2021 Parochial report
Habitat for Humanity “FaithBuild” information

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

**MINUTES OF
TUESDAY, JANUARY 25, 2022
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker	Caleb Bedillion	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		Donna Timmons
	Mickey Gray	

ABSENT: Michelle Hester, Art Chambers, Stan Furr, Paul White

The Rev. Philip Parker called the meeting to order with a prayer at 6:04 p.m.

CHECK IN

ADDITIONS TO THE AGENDA: Discussion of ice machine

CONSENT AGENDA:

- December 2021 Financial reports
- December 13, 2021 Vestry minutes
- Christian Growth Commission report
- Christian Service Commission report

MOTION: (Newman/Timmons)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT:

Donna suggested that the mediation agreements be reviewed during the Vestry Retreat.

MOTION: (Dieckmann/Riddle)

Approve Mediation Implementation Task Force report as given.

APPROVED.

STEWARDSHIP COMMITTEE REPORT:

Report will be covered in the budget discussion.

BUSINESS:

Treasurer's report

Bud began his report by giving an overview of our financial status as of December 31, 2021. The written financial reports have been made a part of these minutes. Bud reported that total expenses were under budget for 2021 resulting in a \$6,500 surplus. He stated that the cash flow for the year was about what he expected.

MOTION: (Timmons/Cannon)

Approve Treasurer's report as given.

APPROVED.

Review/discussion of 2022 operating budget

Phillip advised that the discussion of the **Evans' estate gift** and the **curate position** agenda items would be included in the discussion of the 2022 operating budget proposal.

2022 Operating Budget

Phillip advised that the Budget Committee met and reviewed the information included in the 2022 operating budget and made recommendations that are reflected in the draft proposal.

Revenue:

Bud began the discussion by reviewing each line within each section of the 2022 operating budget proposal. He noted that there are two versions of the proposal: one that does not reflect expenses associated with a curate on staff; and one that does reflect expenses associated with a curate on staff. He also noted that he budgeted 95% of 2022 pledges to allow for attrition. The proposal without a curate reflects \$555,856 total revenue; the proposal with a curate reflects \$562,356 total revenue.

Expenses:

Proposed staff salaries assumes a 3% cost of living raise as recommended by the Compensation Review Committee.

Curate expense assumes six months of expenses for the first year (2022). The Diocesan curate subsidy will be \$6,500 for the first year if the proposed Diocesan budget is approved or \$5,000 if the proposed Diocesan budget is not approved. The Diocesan budget will be submitted for approval at the Annual Council of the Diocese of Mississippi on January 29, 2022.

Office expense includes replacement of several computers that are aging out of network upgrades and support.

Outreach expense includes 14.5% voluntary proportionate giving to the Diocese of Mississippi; Servant Ministry committee request of \$15,000; Neighborhood Life committee request of \$1,500; Pack and Troop 85 requests of \$1,000 each.

Physical Plant includes, along with normal maintenance and utilities, the replacement of our ice machine, which is broken and beyond repair. See Fred Cannon's request and explanation as an agenda item.

All lines listed under "Worship and Programs" are budget requests from committees and ministries of the church.

Bud noted that an anonymous gift of \$30,000, over and above the donor's pledge, was received in mid-January. The donor asked that Phillip determine how best to use the gift. In discussion with the Wardens and the Budget Committee, Phillip asked that the gift be included in the 2022 operating "Total Revenue". The gift from the estate of Tom Evans is not included in the 2022 operating "Total Revenue". Bud stated that without the curate expenses we would have a deficit budget of \$633.; with the curate expenses we would have a deficit budget of \$36,028.

Discussion of curate position

Points of discussion:

The balance on line 8043, "Vestry Capital/Discretionary fund is \$115,132.48.

The gift from the estate of Tom Evans in the amount of \$45,314.25 has not yet been designated by the Vestry.

Parishioners gave sacrificially to the 2022 operating budget in hopes the Vestry would call a curate. We have had a history of growth when we have had more than one clergy on staff.

Dinetia advised that she researched past budgets from 2010 – 2021 and noted that eight of those years carried deficit budgets; two years the budget was balanced. In each case, the deficits were covered either through reserve funds, cutting expenses and/or gifts.

Role of the curate: Phillip expressed the opinion that the curate would be involved in enhancing Christian formation for children, youth and adults; be involved in worship, preaching; and be involved with out-reach and inreach efforts.

After further discussion, the following motion was made:

MOTION: (Dieckmann/Timmons)

Approve the 2022 operating budget with curate expenses included.

APPROVED.

A discussion followed about the process to issue a call to the curate. The Vestry determined that since Phillip and the Wardens had met with the curate and had very favorable impressions of her and others outside of the parish that know her also spoke favorably of her, they did not need to interview her prior to issuing the call.

MOTION: (Riddle/Maharrey)

Issue the call to Becca Walton to serve as a curate at All Saints' Episcopal Church in common mission with Christ the King Lutheran Church.

APPROVED.

Phillip stated he would start the process to issue the call on January 26.

Discussion of designation of Evans estate gift

Phillip opened the discussion regarding the designation of the gift from the estate of Tom Evans in the amount of \$45,314.25. Many remembered Tom Evans' influence working with the Flower Guild, as well as his love of music. After a brief discussion, it was suggested that the money be placed in the reserve account, line item 8043, "Vestry Capital/Discretionary fund", with \$36,028 set aside to cover the 2022

operating budget deficit if needed and ask the Memorial Committee to research options for a memorial honoring Tom Evans.

MOTION: (Cannon/Dieckmann)

Place the gift from the estate of Tom Evans in the amount of \$45,314.25 in the reserve account, line item 8043, "Vestry Capital/Discretionary fund", with \$36,028 set aside to cover the 2022 operating budget deficit if needed. Ask the Memorial Committee to research options for a memorial honoring Tom Evans.

APPROVED.

Discussion of church safety

Fred opened the discussion by advising he had received a quote from the City of Tupelo regarding the installation of additional lights on existing poles in the Jefferson Street parking lot and the Madison Street side of our campus. Fred suggested adding brighter bulbs to the existing poles would enhance the lighting in both areas and increase the safety factor as well. He noted this addition would add approximately \$20 to our monthly charge from the City of Tupelo.

After a brief discussion, the following motion was made:

MOTION: (Newman/Dieckmann)

Approve addition of more lights to existing poles (one in the Jefferson Street parking lot and one on the Madison side of our campus) with brighter bulbs at an additional cost of approximately \$20 to our monthly charge from the City of Tupelo.

APPROVED.

Discussion of MUTEH request

Dinetia opened the discussion by advising that Marika Balako, Deputy Director of MUTEH had requested permission to install keyless entry locks on the two offices they rent from All Saints.' She reported that Marika indicated there had been no particular issue prior to this request from MUTEH. She reported that Marika said she is just making sure there were not any issues going forward. Dinetia advised that MUTEH would pay for the locks and installation and share the code with the office. A discussion followed. It was suggested that should MUTEH move their offices to another location, the keyless entry locks should be left intact on the doors. It was also suggested that All Saints' approve the company that would be installing the locks.

MOTION: (Cannon/Newman)

Approve keyless entry locks to be installed on the two MUTEH offices, with the following conditions:

- All Saints' will approve the company to install the locks.
- The locks should remain intact on the current MUTEH office doors should MUTEH move their offices to an off-site location.
- MUTEH will pay for the locks and the installation.
- The keyless entry code will be shared with the office.

APPROVED.

Consider endorsement of Rufus Van Horn as a candidate for ordination to the Diaconate and Priesthood

Phillip advised that the Diocese requires Vestry members to give (or not) their endorsement of postulants for candidacy for Ordination to the Diaconate and Priesthood. Phillip offered postulant Rufus Van Horn as a candidate for Ordination to the Diaconate and Priesthood for their consideration. After a brief discussion, the following motion was made:

MOTION: (Cannon/Meadows)

Endorse postulant Rufus Van Horn as a candidate for Ordination to the Diaconate and Priesthood.

APPROVED.

After the vote was taken, the form for the endorsement was distributed to the Vestry for their signatures.

Replacement of the ice machine

Fred Cannon reported that our 22-year-old ice machine is broken and the technician from Ken Jeter advised as old as it is, not to repair it. Fred researched options for purchasing a new ice machine. He stated he did not think we needed one quite as large as our current one. Fred recommended an ice maker with bin, cube-style, 223 lb. production/24 hours, 77 lb. ice storage capacity. There is a 36- month parts and labor warranty, with an extra 24 months parts only warranty on evaporator and compressor. The cost of the unit would be \$2,841.00. Bud stated this amount has been included in the 2022 operating budget.

MOTION: (Timmons/Newman)

Accept recommendation to purchase a new ice machine with bin, cube-style, 223 lb. production/24 hours, 77 lb. ice storage capacity, as recommended by Jr. Warden, Fred Cannon at a cost of \$2,841.00.

APPROVED.

CHECK-OUT

CLOSE: With no further business, Phillip closed the Vestry meeting at 7:50 p.m.

ATTACHMENTS TO THE MINUTES OF THE JANUARY MEETING:

December 2021 Financial reports

December 13, 2021 Vestry minutes

Christian Growth Commission report

Christian Service Commission report

2022 proposed operating budget

Summary of campus lighting review

Endorsement of Rufus Van Horn as a candidate for ordination to the Diaconate and Priesthood form

Ice machine quotes from Ken Jeter

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

**MINUTES OF
MONDAY, JULY 18, 2022
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector	Caleb Bedillion	
The Rev. Becca Walton, Curate	Karen Dieckmann	
Dinetia Newman, Sr. Warden		Kamme Riddle
Stephen King, Jr. Warden		
	Mickey Gray	Grant Smith
Harry Dieckmann, Ass't. Treasurer		Donna Timmons
Tommie Moore, Clerk		
Michelle Hester, CtK representative		

ABSENT: Mike Fitzpatrick, Cathy Fitzpatrick, Anna Fleming, Mark Maharrey, Joellen Murphree, Richard Pate, Margaret Anne Robbins

The Rev. Philip Parker called the meeting to order with a prayer at 6:04 p.m.

CHECK IN

ADDITIONS TO THE AGENDA:

- Clarification of Curate Discretionary account funding
- Consider appointment of Susan Hyatt as chair of Servant Ministry

CONSENT AGENDA:

- June 2022 Financial reports
- June 27, 2022 Vestry minutes
- July 11, 2022 Executive Committee minutes
- Christian Growth Commission report
- Jr. Warden's report

As an update to his report, Stephen advised he is working to find a better, more secure way to place the cross on the Chapel.

He reported he is working to find alternate ways to resurface the Nursery deck.

MOTION: (Timmons/Dieckmann)

Approve Consent Agenda as submitted and updated.

APPROVED.

CURATE'S REPORT

Becca reported she has been trying to visit as many of our shut-ins as possible and following up on Care Team matters. She is working on a system for the clergy and office staff to stay updated on visits being made.

Becca reported there has been a good response to her "small fellowship groups" article in the weekly email. So far 15 parishioners have indicated an interest in being a part of one of the small groups when they are developed.

MOTION: (Newman/King)

Approve Curate's report as given.

APPROVED.

RECTOR'S REPORT

Phillip reported he spent a very fulfilling week serving on the adult staff for Special Session II at Camp Bratton-Green.

Phillip noted the adult formation classes are continuing to meet and our average Sunday attendance appears to be stable.

Phillip advised he met with the staff earlier in the day for calendar planning for programs, events and services for the fall semester.

Phillip was very pleased to announce that Harry Dieckmann had agreed to serve as the EfM mentor for the 2022/2023 academic year. Harry will attend mentor training soon and registration for EfM students will open in early August.

Phillip reported eleven applications/resumes have been received for the Director of Saints' Brew position. A review of all resumes is underway and he hopes interviews will take place in early August. He stated that grant writing and recruiting of volunteers are important qualities in the next Director.

MOTION: (Timmons/Riddle)

Approve Rector's report as given.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT: No report.

It was the consensus of the Vestry, since most of the work from the mediation agreements has either been completed or is ongoing, the Mediation Task Force report be removed from the monthly reports and semi-annual reports be submitted.

STEWARDSHIP COMMITTEE REPORT:

Dinetia reported that Mary Jane Meadows is working on a timeline for the 2023 campaign. She also noted that banners have been placed outside advertising our services.

MOTION: (Timmons/Dieckmann)

Approve Stewardship Committee report as given.

APPROVED.

SAFETY TASK FORCE:

Phillip reported the Safety Task Force and its sub-committees have been meeting and working on identifying where all outside doors are located, what kind of locks they have, the type of keys which have been checked out to parishioners and the reasons those keys were given. He noted the committee will be studying the matter of a security presence on our campus in the coming weeks.

MOTION: (Bedillion/Timmons)

Approve Safety Task Force report as given.

APPROVED.

BUSINESS:

Interim Treasurer's report

A written financial report detailing our financial status as of June 30, 2022 was submitted and is attached to these minutes. Assistant Treasurer, Harry Dieckmann reported on behalf of our Interim Treasurer, Mike Fitzpatrick who was absent due to illness.

Clarification of funding the Curate's Discretionary account

Harry noted clarification was needed concerning the funding of the Curate's Discretionary account as noted in the June 27, 2022 Vestry minutes.

Tommie Moore read the motion from the June meeting:

Approve opening a "Curate Discretionary Fund" account at Renasant bank, with The Rev. Becca Walton and Assistant Treasurer Harry Dieckmann as signers on the account. Reduce the Deacon's Discretionary Fund, line item 8203, to the minimum amount needed to keep the account open and transfer those funds from the Deacon's Discretionary Fund to the Curate's Discretionary Fund. Additional funds may be drawn from the following accounts: line item 8065 "Rector's Discretionary Account" and line item 8203 "Rector's Discretionary Fund". Harry noted our bookkeeper needed clarification of who would be authorized to approve transferring the money from the Rector's accounts into the Curate's Discretionary account and the amount they would be able to transfer at one time. A discussion followed.

MOTION: (Bedillion/Timmons)

Should the Curate's Discretionary account need additional funds, authorize The Rev. Phillip Parker, Rector, to approve the transfer of funds to the Curate's account from line item 8065 "Rector's Discretionary Account" and line item 8203, "Rector's Discretionary Fund". The transfer should not reduce the overall funds below the minimum amount needed to be maintained in the Money Market account.

APPROVED.

MOTION: (Timmons/Newman)

Approved splitting the plate and non-pledge offering collected on the first Sunday of each month, with 50% going to the Rector's Discretionary account and 50% going to the Curate's Discretionary account.

APPROVED.

Affirm receipt of framed print from the estate of Betty Lee Marshall

MOTION: (Newman/Dieckmann)

The Vestry acknowledged with deep gratitude the generous gift of a Jean Thickers Cooper framed print from the estate of Betty Lee Marshall. The artwork will hang in the adult choir room.

APPROVED.

Approve Susan Hyatt as chair of the Servant Ministry committee

Tommie advised that Dawn Bean will be resigning as chair of the Servant Ministry committee in December and submitted Susan Hyatt for consideration as the new chair.

MOTION: (Newman/Dieckmann)

Approve Susan Hyatt as the new chair of the Servant Ministry committee.

APPROVED.

CHECK-OUT

CLOSE: With no further business, Phillip closed the Vestry meeting with a prayer at 7:02 p.m.

ATTACHMENTS TO THE MINUTES OF THE JULY MEETING:

- June 2022 Financial reports
- June 27, 2022 Vestry minutes
- July 11, 2022 Executive Committee minutes
- Christian Growth Commission report
- Jr. Warden's report

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

**MINUTES OF
MONDAY, JUNE 27, 2022
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector		
The Rev. Becca Walton, Curate	Karen Dieckmann	Joellen Murphree
Dinetia Newman, Sr. Warden	Cathy Fitzpatrick	Richard Pate
Stephen King, Jr. Warden	Anna Fleming	
Mike Fitzpatrick, Ass't. Treasurer		Margaret Anne Robbins
Harry Dieckmann, Ass't. Treasurer	Mark Maharrey	Grant Smith
Tommie Moore, Clerk		Donna Timmons

ABSENT: Caleb Bedillion, Mickey Gray, Michelle Hester, CtK, Kamme Riddle

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

CHECK IN

ADDITIONS TO THE AGENDA: Approve Leila Keel as co-chair of the Flower Guild

CONSENT AGENDA:

- May 2022 Financial reports
- May 16, 2022 Vestry minutes
- May 26, 2022 Vestry via email vote minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report
- Jr. Warden's report

As an update to his report, Stephen advised the company which made the composite boards used to complete the Nursery deck informed us the problem with the boards is not covered under their warranty. The Company advised that the boards warped due to sand in sandboxes being used by children on the deck. The sand wedged between the boards which did not give them room to expand. Stephen has asked an independent party to monitor the heat index on the deck over the next several months to determine if heat played a part in the boards warping.

Stephen reported that he would like to replace the shield directional signs on the lampposts in the Jefferson Street parking lot. He noted the signs are very weathered. Duncan Signs made the original signs and will replace the signs at a cost of \$425.

MOTION: (Dieckmann/Timmons)

Accept the quote from Duncan Signs of \$425 to replace the directional signs on the lampposts in the Jefferson Street parking lot. Fund the purchase from line item 5041 “Miscellaneous Repair and Maintenance”.

APPROVED.

Stephen advised that the fire suppression system needs new batteries at a cost of \$327.

MOTION: (Newman/Murphree)

Replace batteries in the fire suppression system at a cost of \$327. Fund the purchase from line item 5062 “Fire and Security System Maintenance”.

APPROVED.

MOTION: (Fitzpatrick/Timmons)

Approve Consent Agenda as submitted and updated.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT: No report

STEWARDSHIP COMMITTEE REPORT: No additional report. See Christian Stewardship Commission report for initial report.

SAFETY TASK FORCE:

Richard Pate submitted a written report and gave a brief overview of their work in their first two meetings. The written report has been made a part of these minutes.

MOTION: (Maharry/Dieckmann)

Approve Safety Task Force report as submitted and reviewed.

APPROVED.

BUSINESS:

Interim Treasurer’s report

Mike Fitzpatrick was welcomed as our new Interim Treasurer. A written financial report detailing our financial status as of June 30, 2022 was submitted and is attached to these minutes. Mike began his report by advising “Total Income” is below budget YTD by approximately \$15,000. Expenses exceeded the budgeted amount by approximately \$5,100 YTD. Mike stated going forward, the expense and revenue status bears watching.

MOTION: (Timmons/Newman)

Approve Interim Treasurer’s report as submitted and reviewed.

APPROVED.

Discussion of Curate Discretionary Fund

Phillip opened the discussion by advising the Vestry it is customary for clergy to have a discretionary fund from which they can use the funds to help parishioners and non-parishioners alike who find themselves in need of assistance. A discussion followed regarding how to fund the discretionary account for The Rev. Becca Walton, after which the following motion was made:

MOTION: (Fitzpatrick/Murphree)

Approve opening a “Curate Discretionary Fund” account at Renasant bank, with The Rev. Becca Walton and Assistant Treasurer Harry Dieckmann as signers on the account. Reduce the Deacon’s Discretionary

Fund, line item 8203, to the minimum amount needed to keep the account open and transfer those funds from the Deacon's Discretionary Fund to the Curate's Discretionary Fund. Additional funds may be drawn from the following accounts: line item 8065 "Rector's Discretionary Account" and line item 8203 "Rector's Discretionary Fund".

APPROVED.

With the resignation of former Treasurer, Bud Nelson, it was determined that new signers needed to be named on the Rector's Discretionary Fund account at Renasant Bank.

MOTION: (Fitzpatrick/Murphree)

Remove James M. Nelson as a signer on the Rector's Discretionary Fund at Renasant Bank and add Assistant Treasurer, Harry Dieckmann as a signer and keep The Rev. Phillip Parker as a signer on the account.

APPROVED.

Discussion of Director of Saints' Brew staff position

Phillip advised that Hannah Maharrey, current Director of Saints' Brew will be leaving her position as of September 1. Phillip gave thanks for and noted Hannah's work with Saints' Brew since 2018, guiding Saints' Brew through the growth we have experienced over the last few years and for finding ways to continue operating Saints' Brew during the many challenges presented in the pandemic. Hannah has been invaluable in providing community resources to our Saints' Brew guests. She has worked closely with MUTEH (Mississippi United to End Homelessness), the Hunger Coalition, Salvation Army and United Way to connect Saints' Brew guests to resources offered through those agencies. Hannah will continue in her full-time position as Director of Mississippi Balance of State of Continuum of Care.

Job Description

Phillip gave an overview of the Director's job description (full job description was attached to the Vestry's packets and has been made a part of these minutes). The next Director will be responsible for the operation of Saints' Brew ministry as a means to reduce hunger and food insecurity in the Tupelo-Lee County community and will represent the interests of Saints' Brew in its interactions with other organizations and agencies engaged in similar work. The director will report directly to the Rector of All Saints' Episcopal Church. He noted the position is a part-time, paid position, not to exceed 19 hours per week. The Director will be responsible for: recruiting volunteers; researching, preparing and submitting grant proposals; planning, coordinating meals to be served; being familiar with health regulations and industry standards for food handling; and ordering supplies, maintaining inventory, and managing the budget. The Director should possess an understanding and passion for the Saints' Brew's mission; empathy and compassion for those that are food insecure and in need; and strong interpersonal communication skills. In addition, the Director must be a high-energy, proactive, self-starting administrator with the disposition to work in a fast-paced environment. Applications will be taken until Sunday, July 10. Phillip noted the changes in updating the job description (highlighted in yellow).

MOTION: (Pate/Fitzpatrick)

Approve noted changes in the Director of Saints' Brew's job description.

APPROVED.

Consider salary arrangements

Phillip reported that the Director of Saints' Brew salary is paid from Restricted account line item 8048 "Saints' Brew – MM". The Director's salary was funded by a generous gift from the "Women First"

organization upon their closing. He noted the gift from “Women First” was a one-time gift and the Director would be responsible for grant writing that would include a salary for the position. After a brief discussion, the following motion was made:

MOTION: (Timmons/Robbins)

Approve a salary of \$1,000 monthly/\$12,000 yearly for the Director of Saints’ Brew.

APPROVED.

Approve co-chair of the Flower Guild

Phillip submitted Leila Keel for consideration as co-chair of the Flower Guild, noting her passion for the flower guild and its ministry.

MOTION: (Timmons/Newman)

Approve Leila Keel as co-chair of the Flower Guild.

APPROVED.

CHECK-OUT

CLOSE: With no further business, Becca closed the Vestry meeting with a prayer at 7:09 p.m.

ATTACHMENTS TO THE MINUTES OF THE JUNE MEETING:

May 2022 Financial reports

May 16, 2022 Vestry minutes

May 26, 2022 Vestry via email minutes

Christian Growth Commission report

Christian Service Commission report

Christian Stewardship Commission report

Jr. Warden’s report

Safety Task Force report

Director of Saints’ Brew job description

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

**MINUTES OF
MONDAY, MARCH 28, 2022
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker	Caleb Bedillion	Joellen Murphree
Dinetia Newman, Sr. Warden	Karen Dieckmann	Richard Pate
Stephen King, Jr. Warden	Cathy Fitzpatrick	Kamme Riddle
Bud Nelson, Treasurer	Anna Fleming	Margaret Anne Robbins
Tommie Moore, Clerk		Grant Smith
		Donna Timmons

ABSENT: Michelle Hester, Mickey Gray, Mark Maharrey

VISITOR: Albert White, chair of the Saints' Brew Task Force

The Rev. Philip Parker called the meeting to order with a prayer at 6:06 p.m.

CHECK IN

ADDITIONS TO THE AGENDA: Curate Letter of Agreement

CONSENT AGENDA:

- February 2022 Financial reports
- February 21, 2022 Vestry minutes
- March 14, 2022 Executive Committee minutes
- Christian Growth Commission report
- Jr. Warden's report
- Sr. Warden's report
- Rector's report

MOTION: (Dieckmann/Riddle)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT:

Phillip reported that the Mediation Agreements status report will be reviewed during the Vestry Retreat.

MOTION: (Timmons/Newman)

Approve Mediation Implementation Task Force report as given.

APPROVED.

STEWARDSHIP COMMITTEE REPORT: No report

BUSINESS:

Treasurer's report

Bud began his report by giving an overview of our financial status as of February 28, 2022. The written financial reports have been made a part of these minutes. Bud reported due to our bookkeeper's absence during a family illness and death, some of our January bills were paid in February, thus resulting in an inflated February expense report. Bud expects the expenses to normalize in March.

Bud reported the Capital Campaign revenue is approximately where he projected it would be. He noted now is the time to begin planning for debt reduction of the remaining balance on our building loan.

MOTION: (Pate/Fitzpatrick)

Approve Treasurer's report as given.

APPROVED.

Discussion of Saints' Brew cleaning bill issue

Stephen King advised the Vestry of the following:

All Saints' has charged Saints' Brew \$800 a month, through an accounting transaction, for their share of the monthly ServiceMaster cleaning bill. Starting in March, 2020, Saints' Brew moved to a "carry out" breakfast due to COVID concerns. At that time, ServiceMaster's hourly cleaning duties were greatly reduced.

In addition to the accounting transaction charging \$800 per month, in October 2020 until January 2022 (15 months), Saints' Brew was also mistakenly charged an additional \$800 monthly for cleaning services, which resulted in a total overcharge of \$12,000. In January 2022, the accounting mistake was discovered. At that time, ServiceMaster suggested that the cleaning charge All Saints' was charging Saints' Brew could be decreased by 40 % to 50% per month. This information resulted in an additional overcharge of \$8,800 (\$400 for 22 months). All of this information indicates, All Saints' owes Saints' Brew a total of \$20,800.

In February 2022, Stephen met with Program Administrator, Tommie Moore, Sr. Warden, Dineta Newman, Saints' Brew Task Force chair, Albert White, Saints' Brew Director Hannah Maharrey, and Rector, Phillip Parker to discuss the matter more fully. To be a good ministry partner and due to the fact that until April, 2016 Saints' Brew was not charged any cleaning fees, utilities, etc. Hannah recommended repayment to Saints' Brew of the overcharge of \$12,000 only.

Stephen reported that the group discussed, at length, ways to repay Saints' Brew for the overcharge:

1. Payback from the Reserve Funds (line item 8043) immediately
2. Payback over 2 years at \$500/month starting on April 1, 2022
3. Payback over 3 years at \$333.34/month starting on April 1, 2022

In addition, Phillip added that we are taking steps to reduce the possibility of another mistake like this from taking place in the future. These steps include the appointment of an Assistant Treasurer and the plans for a committee audit in the near future.

After a discussion, the following motion was made:

MOTION: (Fitzpatrick/Murphree)

Immediately repay Saints' Brew \$12,000 in one lump sum from line item 8043, "Vestry Capital/Discretionary Reserve Fund".

APPROVED.

The discussion then focused on the possibility of renegotiating our contract with ServiceMaster as Saints' Brew continues to serve a "to go" meal from the back door of the beverage area, and cleaning duties continue to be contained to the kitchen area. After a discussion, the following motion was made:

MOTION: (Riddle/Dieckmann)

Authorize Wardens, Stephen King and Dinetia Newman to renegotiate our contract with ServiceMaster to allow for reduced cleaning duties in the Saints' Brew serving area. All Saints' will begin charging Saints' Brew \$400/month for cleaning until such time Saints' Brew resumes in house dining.

APPROVED.

Consider appointment of Harry Dieckmann as Assistant Treasurer

Phillip submitted Harry Dieckmann for consideration as our Assistant Treasurer. Phillip advised Harry's attention to detail and thoroughness makes him an ideal candidate for this position. Several members voiced their support of Harry serving in this position.

MOTION: (Bedillion/King)

Approve Harry Dieckmann to serve as our Assistant Treasurer.

APPROVED.

Consider appointment of two Endowment Trustees: Bill Morgan and Corky Springfield

Dinetia submitted Bill Morgan and Corky Springfield for consideration as Endowment Fund Trustees. Dinetia reported that David Alford has resigned as a Trustee as he recently took over the management of All Saints' Brokerage account and felt serving simultaneously as a Trustee would be a conflict of interest. Fred Page has served his full term of three years which expired in February 2022. Dinetia recommended that Bill Morgan be appointed as a Trustee to fill David Alford's term which will expire in February 2024 and Corky Springfield be appointed as a Trustee to fill the open slot which will expire in 2025.

MOTION: (Fitzpatrick/Timmons)

Approve the appointment of Bill Morgan as an Endowment Fund Trustee to fill the unexpired term of David Alford. Bill's term will expire in February 2024.

Approve the appointment of Corky Springfield as an Endowment Fund Trustee to fill the open slot with the term expiring in February 2025.

APPROVED.

Consider approval of Margaret Anne Robbins as co-chair of the Care Team

Phillip submitted Margaret Anne Robbins for consideration as co-chair of the Care Team. Margaret has been a member of the Care Team for several years and has been focused on welcoming newcomers as part of her work with the team. Joellen Murphree will continue her work as co-chair of the Care Team.

MOTION: (Newman/Riddle)

Approve Margaret Anne Robbins as co-chair of the Care Team.

APPROVED.

Consider approval of Allison Bedillion as chair of the Neighborhood Life committee

Tommie Moore submitted Allison Bedillion for consideration as chair of the Neighborhood Life committee. Tommie noted that Allison and her family live in the area surrounding our campus and will be a good liaison between the church and neighborhood.

MOTION: (Dieckmann/Timmons)

Approve Allison Bedillion as chair of the Neighborhood Life committee.

APPROVED.

Curate Letter of Agreement

Phillip advised that he and Dinetia have worked with the Curate candidate to form a Letter of Agreement using the standard letter from the Diocese of Mississippi. He highlighted several areas, such as cell phone allowance, moving expenses and start date (June 1, 2022). Phillip stated that the Curate's ministry and its specific responsibilities will be further developed once she arrives and begins her ministry with us.

Vestry Retreat information

Phillip reminded the Vestry of their retreat scheduled for April 1 & 2. He stated the agenda would include discussions on radical hospitality to include church safety and a review of the progress status of our mediation agreements. There will also be time built into the retreat for worship and Centering Prayer.

CHECK-OUT

CLOSE: With no further business, Phillip closed the Vestry meeting at 7:42 p.m.

ATTACHMENTS TO THE MINUTES OF THE MARCH MEETING:

February 2022 Financial reports

February 21, 2022 Vestry minutes

March 14, 2022 Executive Committee minutes

Christian Growth Commission report

Synopsis of Saints' Brew cleaning bill issue

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

**MINUTES OF
MONDAY, MAY 16, 2022
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector
Dinetia Newman, Sr. Warden
Stephen King, Jr. Warden
Bud Nelson, Treasurer
Tommie Moore, Clerk

Caleb Bedillion
Karen Dieckmann
Cathy Fitzpatrick
Anna Fleming
Mickey Gray
Mark Maharrey

Joellen Murphree
Richard Pate
Kamme Riddle
Margaret Anne Robbins
Grant Smith
Donna Timmons

ABSENT: Michelle Hester, CtK

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:

- April 2022 Financial reports
- April 25, 2022 Vestry minutes
- May 9, 2022 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report
- Jr. Warden's report
As an update to his report, Stephen King advised that our annual insurance premium will increase from \$16,436 to \$18,691 effective June 2022.
He also reported that the maintenance on our fire suppression system has been completed.
Stephen reported there was a small fire in the landscaping in front of the church that burned several bushes and yards of pine straw. Our lawn service has quoted a cost of \$2,900 to replace the landscaping that was burned. Stephen advised our deductible with Church Mutual is \$1,000. Stephen is working with Dinetia and Phillip to devise another, less expensive plan, to replace the landscaping that was damaged.
- Sr. Warden's report
As an update to her report, Dinetia advised that the welcome committee has delivered baskets to The Rev. Becca Walton upon her arrival in Tupelo. They also took care of the lawn and readying the house before her arrival.

Dinetia advised that the Vestry will be responsible for one of the dinner meals during Vacation Bible School. She stated she will be in touch with details of what will be needed.

Dinetia reminded the Vestry that she is recruiting parishioners to serve on the Garden Guild. If anyone is interested in serving, please contact her.

➤ Rector's report

MOTION: (Timmons/King)

Approve Consent Agenda as submitted.

APPROVED.

MEDIATION IMPLEMENTATION TASK FORCE REPORT:

Donna stated that she has updated the Mediation Agreements from the work completed at the Vestry Retreat. She asked Vestry members to review the agreements to see if there are other matters the Vestry needs to focus on.

MOTION: (Riddle/Fleming)

Approve Mediation Implementation Task Force report as given.

APPROVED.

STEWARDSHIP COMMITTEE REPORT: No additional report. See Christian Stewardship Commission report for initial report.

SAFETY TASK FORCE:

Phillip introduced Richard Pate as the chair of the Safety Task Force. Richard reported the Task Force will hold its first meeting on Tuesday, May 24. Members of the Task Force are: Cathy Fitzpatrick, Mickey Gray, Caleb Bedillion, Alice Alexander, Leslie Wood, Bill Morgan, Syd Limerick and Cindy Ring. Dinetia Newman will serve as the Task Force scribe and Stephen King, Phillip Parker, Kris Riddle and Les Alvis will serve as resources.

MOTION: (Timmons/Newman)

Approve Safety Task Force report as given.

APPROVED.

BUSINESS:

Treasurer's report

Bud began his report by giving an overview of our financial status as of April 30, 2022. The written financial reports have been made a part of these minutes. Bud reported that pledge offerings were slightly above budget year-to-date. Expenses are under budget year-to-date.

Bud advised now is the time to begin planning for a debt reduction campaign on our building loan. He expects to receive approximately \$120,000 in campaign pledges in 2022, but the majority of those pledges will not be received until November and December 2022. The balance on our building loan as of April 2022 is \$850,368.34; our monthly payment is \$16,232.78; the maturity date on the loan is November 25, 2026. Current pledges to the Capital Campaign are due to end December 31, 2024.

Bud advised that we have received a bequest from the estate of Betty Lee Marshall. He advised that the Vestry would need to decide how to designate the gift from the estate as well as the balance of the gift from the estate of Tom Evans. Bud will be researching options of how to apply these funds and report

back to the Vestry with details in June.

Bud reported that he continues to search for an affordable option to complete our annual audit. He will report details as they become available.

MOTION: (Fleming/Timmons)

Approve Treasurer's report as given.

APPROVED.

Consider changing signers on our accounts to include Assistant Treasurer

Bud reported that we need to update the signers on our accounts with Renasant Bank and Community Bank to reflect our current Treasurer and Assistant Treasurer. Tommie Moore asked for separate motions for each of the accounts:

ON RENASANT BANK ACCOUNTS:

MOTION: (Murphree/Newman)

Update the signers on the following account to reflect the following changes:

Operating Account

REMOVE - Michael Fitzpatrick

KEEP - Tommie Moore

KEEP - Michele McBride

KEEP - James M. Nelson

ADD – Harry Dieckmann

APPROVED

MOTION: (Timmons/Fitzpatrick)

Update the signers on the following account to reflect the following changes:

Rector's Discretionary Fund

REMOVE - Michael Fitzpatrick

KEEP - James M. Nelson

KEEP - Phillip Parker

APPROVED.

MOTION: (Riddle/Robbins)

Update the signers on the following account to reflect the following changes:

Payroll Account ending in

REMOVE - Michael C. Fitzpatrick

REMOVE – G. Kay L Trapp

KEEP - Tommie Moore

KEEP - Michele McBride

ADD – James M. Nelson

ADD – Harry Dieckmann

APPROVED.

MOTION: (Newman/Timmons)

Update the signers on the following account to reflect the following changes:

Memorial Savings Account

REMOVE - Michael C. Fitzpatrick
REMOVE – G. Kay L Trapp
KEEP - Tommie Moore
KEEP - Michele R. McBride
ADD – James M. Nelson
ADD – Harry Dieckmann

APPROVED.

MOTION: (Murphree/Newman)

Update the signers on the following account to reflect the following changes:

Money Market Savings

REMOVE - Michael C. Fitzpatrick
REMOVE – G. Kay L Trapp
KEEP - Tommie D Moore
KEEP - Michele R. McBride
ADD – James M. Nelson
ADD – Harry Dieckmann

APPROVED.

CAPITAL CAMPAIGN – COMMUNITY BANK

MOTION: (Fitzpatrick/Timmons)

Update the signers on the following account to reflect the following changes:

Capital Campaign Money Market

REMOVE - Michael C. Fitzpatrick
REMOVE – G. Kay L Trapp
KEEP - Tommie D. Moore
KEEP - Michele R. McBride
ADD – James M. Nelson
ADD – Harry Dieckmann

APPROVED.

Consider endorsement of Rufus Van Horn for ordination to the diaconate and priesthood

Phillip advised that the Diocese of Mississippi requires the Vestry to consider an endorsement of Johnny Rufus Van Horn for ordination to the Diaconate and Priesthood under Canon III.8. After a brief discussion, the following motion was made:

MOTION: (Riddle/King)

Endorse Johnny Rufus Van Horn for ordination to the Diaconate and Priesthood under Canon III.8.

APPROVED.

After the endorsement was made, each Vestry member present signed the “Vestry Endorsement for Ordination to the Diaconate” form required by the Diocese of Mississippi.

Affirm gifts received recently

Phillip advised that Margaret Anne Robbins donated a beautiful antique table for use in the church narthex.

Phillip advised that a bequest in the amount of \$94,196.29 has been received from the estate of Betty Lee Marshall.

MOTION: (Timmons/Newman)

The Vestry accepted and gave thanks for both of these generous gifts.

APPROVED.

CHECK-OUT

CLOSE: With no further business, Phillip closed the Vestry meeting with a prayer at 7:02 p.m.

ATTACHMENTS TO THE MINUTES OF THE APRIL MEETING:

April 2022 Financial reports

April 25, 2022 Vestry minutes

May 9, 2022 Executive Committee minutes

Christian Growth Commission report

Christian Service Commission report

Christian Stewardship Commission report

Jr. Warden's report

Sr. Warden's report

Capital Campaign cash flow projections

Update Mediation Agreements

Vestry Endorsement for Ordination to the Diaconate and Priesthood – Johnny Rufus Van Horn

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

**MINUTES OF
MONDAY, NOVEMBER 14, 2022
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector	Caleb Bedillion	Joellen Murphree
The Rev. Becca Walton, Curate		Richard Pate
Dinetia Newman, Sr. Warden		Kamme Riddle
Stephen King, Jr. Warden	Anna Fleming	Margaret Anne Robbins
Mike Fitzpatrick, Ass't. Treasurer	Mickey Gray	Grant Smith
		Donna Timmons

Tommie Moore, Clerk

ABSENT: Michelle Hester, Harry Dieckmann, Karen Dieckmann, Cathy Fitzpatrick, Mark Maharrey

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

CHECK IN

UNITED WAY UPDATE:

Saints' Brew Director, Deepika Dey joined the Vestry meeting. She advised that United Way is requiring recipients of United Way grants to participate in their fundraising efforts. As Saints' Brew receives funding from United Way, she asked members of the Vestry, staff and Saints' Brew volunteers to participate in the community investment reciprocity. Deepika distributed a pledge form and asked everyone to consider at least a \$5.00 donation, more if able, and return the form to the church office no later than November 30, 2022.

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

- October 2022 Financial reports
- October 24, 2022 Vestry minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report
- Jr. Warden's report
- Sr. Warden's report
- Curate's report
- Rector's report

MOTION: (Newman/Timmons)

Approve Consent Agenda as submitted.

APPROVED.

STEWARDSHIP COMMITTEE REPORT:

On behalf of the Stewardship Committee, Mike advised we have 74 2023 pledges in the amount of \$381,000. Of the 74 pledges, 14 are new for 2023. He noted 26 households that pledged in 2022 have not yet returned a pledge for 2023. The Stewardship Committee will be contacting those households in the very near future.

MOTION: (Timmons/Robbins)

Approve Stewardship report as given.

APPROVED.

SAFETY TASK FORCE:

Dinetia reported on behalf of the Safety Task Force. She stated the committee met with Kris Riddle and Capt. Sam Bell, concerning de-escalation efforts. Their next meeting is November 29.

MOTION: (Riddle/Murphree)

Approve Safety Task Force report as given.

APPROVED.

BUSINESS:

Interim Treasurer's report

Mike advised that pledge income and non-pledge income were above budget for October. Total expenses were under budget for the month but remain over budget year-to-date. He noted we ended October with a \$4,600 surplus.

Mike reported the bequest from the estate of Betty Lee Marshall was placed in the Capital Campaign account per the Vestry's instructions. We currently have a cash balance of \$203,000 in the Capital Campaign account, which allows for payments to be made on our loan through the first quarter of 2024. Mike advised soon it will be time to consider another capital campaign to retire the debt.

MOTION: (Gray/King)

Approve Interim Treasurer's report as given.

APPROVED.

Mutual Ministry Review update

Phillip advised that the Rev. Josh Shipman has compiled a report summarizing the Mutual Ministry Review survey. The report was emailed to the Vestry in their November packet. Phillip asked the Vestry to review the report by the December Vestry meeting and be ready for discussion and to outline "next steps" in the process.

MOTION: (Timmons/King)

Accept Mutual Ministry Review report as submitted for review and discussion in December.

APPROVED.

Update from the Budget, Nominating and Compensation Review committees

On behalf of the Nominating Committee, Sr. Warden, Dinetia Newman presented the slate of nominees for Sr. Warden and Vestry.

Sr. Warden Nominees: Cathy Fitzpatrick, Donna Timmons

Vestry Nominees: Alice Alexander, Carol Alvis, Sue Ann Averett, Marcie Harper, Leila Keel, Don Pate, Ann Springfield, Leslie Wood.

MOTION: (King/Gray)

Approve list of potential Sr. Warden and Vestry nominees as submitted.

APPROVED.

Discussion of Diocesan Voluntary Proportionate Giving % (2022=14.5%)

It was noted that we are still early in our 2023 pledge campaign and it was suggested that the discussion concerning our 2023 Diocesan Voluntary Proportionate Giving % be tabled until the December meeting.

MOTION: (Newman/Pate)

Table discussion concerning our 2023 Diocesan Voluntary Proportionate Giving % until the December Vestry meeting.

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 and Curate.

MOTION: (King/Murphree)

1. Authorization and funding of 2023 accountable expenses for Rector, The Rev. Phillip Parker.
For calendar year 2023, \$4,400.00 is hereby set aside to pay for business expenses incurred by the Rector that are “accounted for” within the meaning of the aforementioned policy.

2. Authorization and funding of 2023 accountable expenses for Curate, The Rev. Becca Walton.
For calendar year 2023, \$3,900 is hereby set aside to pay for business expenses incurred by the Curate that are “accounted for” within the meaning of the aforementioned policy.

APPROVED.

Approve housing allowance for the Rector and Curate

MOTION: (Newman/Pate)

HOUSING RESOLUTION

For The Rev. Phillip Parker

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 2023 \$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 2023

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.

MOTION: (Newman/Pate)

HOUSING RESOLUTION

For The Rev. Becca Walton, Curate

Whereas, the Reverend Becca Walton is compensated by All Saints' Episcopal Church exclusively for the services as a minister of the gospel; and

Whereas, All Saints' does not provide Rev. Walton with a rectory,

Therefore, it is hereby

Resolved, that of the total compensation paid to Rev. Walton for calendar year 2023 \$28,000.00 is hereby designated to be a housing allowance; and it is further

Resolved, that the designation of \$28,000.00 as a housing allowance shall apply to calendar year 2023 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.

Appoint officers of the Church

Phillip submitted the following for approval as officers of All Saints' for 2023: Treasurer, Mike Fitzpatrick; Chancellor, Reed Hillen; Clerk of the Vestry, Tommie Moore.

MOTION: (Gray/Timmons)

Approve the following as Officers of All Saints' Episcopal Church, each for a one-year term: Treasurer, Mike Fitzpatrick; 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 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 2023, pending the Bishop's approval.

MOTION: (Gray/Newman)

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

APPROVED.

Consider date change for December Vestry meeting

Phillip noted that the December Vestry meeting is scheduled for Monday, December 19. He asked the Vestry if they would like to reschedule the meeting for another week. After a brief discussion, the

following motion was made:

MOTION: (Newman/Timmons)

Reschedule the December Vestry meeting for Monday, December 12 at 6:00 p.m.

APPROVED.

Set Annual Parish meeting date. (Suggested date: February 8, 2023)

Phillip advised that it is the Vestry's responsibility to set the date for the Annual Parish Meeting. After a brief discussion, the following motion was made:

MOTION: (Riddle/Timmons)

Schedule the Annual Parish Meeting for Wednesday, February 8, 2023 at 6:00 p.m.

APPROVED.

CHECK-OUT

CLOSE: With no further business, Phillip dismissed the Vestry meeting at 7:29 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE NOVEMBER MEETING:

- October Financial reports
- October 24, 2022 Vestry minutes
- Christian Growth Commission report
- Christian Stewardship Commission report
- Accountable Reimbursement Policy
- Clergy Housing Allowance
- Mutual Ministry Review report

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

**MINUTES OF
MONDAY, OCTOBER 24, 2022
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector	Caleb Bedillion	Joellen Murphree
The Rev. Becca Walton, Curate	Karen Dieckmann	
Dinetia Newman, Sr. Warden	Cathy Fitzpatrick	
Stephen King, Jr. Warden	Anna Fleming	Margaret Anne Robbins
Mike Fitzpatrick, Ass't. Treasurer	Mickey Gray	Grant Smith
	Mark Maharrey	Donna Timmons
Tommie Moore, Clerk		

ABSENT: Harry Dieckmann, Michelle Hester, Richard Pate, Kamme Riddle

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

CHECK IN:

ADDITIONS TO THE AGENDA:

- Designate donation received at Blessing of the Animals
- Mutual Ministry Review update
- Consider date change for November Vestry meeting
- Consider seminary 1% pledge

CONSENT AGENDA:

- September 2022 Financial reports
- September 19, 2022 Vestry minutes
- October 10, 2022 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report
- Jr. Warden's report
- Sr. Warden's report
- Curate's report
- Rector's report

MOTION: (Timmons/Murphree)

Approve Consent Agenda as submitted.

APPROVED.

STEWARDSHIP COMMITTEE REPORT:

On behalf of the Stewardship Committee, Dinetia advised the committee is working to make certain all stewardship packets have been delivered. Spiritual reflections and personal stories are being included in our weekly email and on our social media accounts. "Commitment Sunday" is All Saints' Sunday, November 6, when the committee hopes all pledge cards will be turned in.

MOTION: (Dieckmann/Timmons)

Approve Stewardship report as given.

APPROVED.

SAFETY TASK FORCE:

Due to his increased job responsibilities, Richard Pate is stepping aside as chair of the Safety Task Force. Cathy Fitzpatrick has agreed to take over the leadership responsibilities of the Task Force. Cathy reported she sent all of the work the committee has done thus far to Les Alvis, chair of the Diocesan Safety Task Force and received good feedback from him. She reported the Task Force will be reviewing all of the research which has been done and formulating a safety plan over the next few months.

MOTION: (Timmons/Newman)

Approve Safety Task Force report as given.

APPROVED.

BUSINESS:

Interim Treasurer's report

Mike reported that we experienced another month of pledges being behind budget. He noted pledge statements will be mailed soon.

MOTION: (Dieckmann/Timmons)

Approve Interim Treasurer's report as given.

APPROVED.

Discussion of gift designation

Mike advised All Saints' received a bequest from the estate of Betty Lee Marshall in the amount of \$94,542.89. He stated the gift was not designated and he asked the Vestry to make the designation. After a brief discussion, the following motion was made:

MOTION: (Newman/King)

With thanksgiving for the life and ministry of Betty Lee Marshall, the Vestry gratefully accepted the gift from her estate in the amount of \$94,542.89 and designated it for the Capital Campaign account.

APPROVED.

Discussion of Blessing of the Animals donation designation

Phillip advised he received a donation during Blessing of the Animals in the amount of \$150 and asked the Vestry to designate how the money should be used. After a brief discussion, the following motion was made:

MOTION: (Fitzpatrick/King)

Accept donation of \$150 and designate the funds for the Tupelo-Lee Humane Society.

APPROVED.

Consider estimates for tree removal

Jr. Warden, Stephen King submitted two written estimates for removing two dead pine trees on the north side of the church property, noting they were a potential liability if they were to fall. The bid also includes removing two overhanging limbs at the Jefferson Street entrance. Russell Tree Service and Brewer Tree Service submitted estimates for the amount of \$3,800 each. Stephen recommended Russell Tree Service based on favorable experience with this company in the past.

MOTION: (Timmons/Dieckmann)

Accept estimate from Russell Tree Service to remove trees as outlined in their estimate of \$3,800 and recommended by Jr. Warden, Stephen King. The project should be funded from line item 8043 “Vestry Capital/Discretionary Reserve” fund.

APPROVED.

Update from the Budget, Nominating and Compensation Review committees

On behalf of the Nominating Committee, Sr. Warden, Dinetia Newman presented a list of potential nominees to stand for election as Sr. Warden or Vestry. She advised that all on the list have met the qualifications to serve as noted in our Bylaws.

MOTION: (Maharrey/Dieckmann)

Approve list of potential Sr. Warden nominees as submitted.

APPROVED.

MOTION: (Dieckmann/Robbins)

Approve list of potential Vestry nominees as submitted.

APPROVED.

Consider list of Licensed Lay Ministers to send to Bishop Seage

Phillip presented a list of Licensed Eucharistic Ministers, Licensed Eucharistic Visitors and Diocesan Worship Leaders for consideration, to be sent to the Bishop for licensing in 2023.

MOTION: (Newman/Fleming)

Approve list of Licensed Eucharistic Ministers, Licensed Eucharistic Visitors and Diocesan Worship Leaders, to be sent to the Bishop for licensing in 2023.

APPROVED.

Mutual Ministry Review update

Phillip advised all of the Mutual Ministry surveys have been completed and sent to the Rev. Josh Shipman. Fr. Josh will compile a report and send the results to Phillip and Vestry members for discussion.

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 the Rector’s choice. This request is not required by Canon but is recommended by the Diocese. Phillip noted this request is separate and apart from 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: (Newman/Fleming)

Table the discussion of pledging 1% of our net disposable budgeted income to a seminary until our 2023 budget is formed.

APPROVED.

Consider date change for November Vestry meeting

Phillip noted that the November Vestry meeting is scheduled for the week of Thanksgiving. He asked the Vestry if they would like to reschedule the meeting for another week. After a brief discussion, the following motion was made:

MOTION: (Fitzpatrick/Fleming)

Reschedule the November Vestry meeting for Monday, November 14, 2022 at 6:00 p.m.

APPROVED.

CHECK-OUT

CLOSE: With no further business, Phillip dismissed the Vestry meeting at 6:57 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE OCTOBER MEETING:

- September Financial reports
- September 19, 2022 Vestry minutes
- October 10, 2022 Executive Committee minutes
- Christian Growth Commission report
- Christian Stewardship Commission report
- Sr./Jr. Warden's report
- Curate's report
- Rector's report
- Tree removal estimates
- Licensed Lay renewal

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

**MINUTES OF
MONDAY, SEPTEMBER 19, 2022
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector	Caleb Bedillion	Joellen Murphree
The Rev. Becca Walton, Curate	Karen Dieckmann	Richard Pate
Dinetia Newman, Sr. Warden	Mickey Gray	Margaret Ann Robbins
Stephen King, Jr. Warden	Mark Maharrey	Donna Timmons
Mike Fitzpatrick, Interim Treasurer	Mickey Gray	

ABSENT: Tommie Moore, Cathy Fitzpatrick, Anna Fleming, Kamme Riddle, Grant Smith, Michelle Hester, Ctk Rep, Harry Dieckmann, Ass't. Treasurer

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

CHECK IN:

Vestry members praised Rev. Becca Walton for her suggestion of the Martha Workday and all applauded the tremendous cleaning and beautifying to All Saints' buildings and campus that the 40 volunteers accomplished and the camaraderie that resulted.

ADDITIONS TO THE AGENDA: None.

CONSENT AGENDA:

- August Financial reports
- August 15, 2022 Vestry minutes
- September 12, 2022 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report
- Jr. Warden's report (see below)
- Sr. Warden's report (see below)
- Curate's report
- Rector's report

MOTION: (Timmons/Newman)

Approve Consent Agenda as submitted.

APPROVED.

STEWARDSHIP COMMITTEE REPORT:

Donna Timmons, Convener, provided a written report. In addition, Mary Jane Meadows, co-chair of the Stewardship Committee, reported to the Vestry that the Committee has met weekly since early August. The 2023 Stewardship program will kick off on October 9 and pledge card day will be All Saints' Sunday, November 6. The Stewardship Committee's goal is to obtain 30 new pledging units. No action was required of the Vestry.

MOTION: (King/Bedillion)

Approve Stewardship Committee's report as submitted and reviewed.

APPROVED.

SAFETY TASK FORCE:

Richard Pate, Chair, reported that the Committee has divided into two teams (Teams A and B) and has met separately. In its most recent meeting, Team A discussed developing a "safety" handout; several ideas for emergency situations including a "panic button" on Committee member iPhones; and methods to direct service attendees to exits (in addition to the Rector's current pre-service announcements). Mr. Pate will make a full presentation at the next Vestry meeting.

MOTION: (Timmons/Dieckmann)

Approve Safety Task Force report as given.

APPROVED.

BUSINESS:

Interim Treasurer's report

Year to date, All Saints' budget shows a deficit of \$56,000 with an estimated \$80,000-\$100,000 deficit by year end. Pledges during 2022 totaled \$480,000. For 2023 pledging, the request will be for a 12.5% increase with 30 new pledging units.

MOTION: (Newman/Timmons)

Approve Interim Treasurer's report as given.

APPROVED.

Consider quote from Loar Services for new Kitchen HVAC compressor:

Jr. Warden, Stephen King, advised that because replacement of the kitchen's HVAC compressor was considered an emergency, he had asked Loar Services to order the replacement compressor prior to the Vestry meeting. Mike Fitzpatrick, Interim Treasurer, noted that funds existed to pay for the compressor in Accounts 8047, 8048, 8111 or 8103. Mr. King asked the Vestry to approve the expenditure.

MOTION: (Dieckmann/Gray)

Approve quote from Loar Services for new Kitchen HVAC compressor and payment.

APPROVED.

Update from the Budget, Nominating and Compensation Review committees

Sr. Warden, Dinetia Newman presented names of nominees for the Budget, Compensation Review and Nominating Committees. The Vestry ranked nominees for the Nominating Committee and approved other Committee nominees.

MOTION: (Bedillion/Timmons)

Approve nominees.

APPROVED.

Consider endorsement for ordination of Rufus Van Horn to the priesthood

Rev. Parker presented the endorsement for Rufus Van Horn's ordination to the priesthood. Attending Vestry members approved and signed the endorsement.

MOTION: (Robbins/Dieckmann)

Approve Rufus Van Horn's ordination.

APPROVED.

Consider proposal from Flower Guild to increase charge for Sunday altar flowers from \$75 to \$85

Donna Timmons spoke to the proposal.

MOTION: (Murphree/Pate)

Approve charge increase to go into effect January 1, 2023.

APPROVED.

Consider proposal of the Mutual Ministry Review

Jr. Warden, Stephen King presented for the Vestry's approval the matter of the Mutual Ministry Review recommended by the Diocese and discussed in the Mediation Report. Following a lengthy conversation during which several concerns were raised and discussed, the Vestry approved the Review process.

MOTION: (Dieckmann/Newman)

Approve Mutual Ministry Review process.

APPROVED

CHECK-OUT

CLOSE: With no further business, Phillip dismissed the Vestry meeting at 7:40 p.m.

Submitted by Dinetia Newman, acting Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE SEPTEMBER MEETING:

- August Financial reports
- August 15, 2022 Vestry minutes
- September 12, 2022 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report
- Sr./Jr. Warden's report (Budget, Compensation Review and Nominating Committee nominees/Mutual Ministry Review/Notice of execution of Pathway Montessori and MUTEH agreement amendments)
- Curate's report
- Rector's report
- Loar Services HVAC compressor quote
- Vestry Endorsement for Ordination form
- Increase of Flower Guild charge for Sunday Altar flowers from \$75 to \$85