

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.”

March 1, 2024* – January 21, 2025

| Name | # of Meetings* | # Attended |
|-------------------------------|-----------------------|-------------------|
| Cathy Fitzpatrick, Sr. Warden | 12 | 11 |
| David Alford, Jr. Warden | 12 | 10 |
| Alice Alexander | 12 | 10 |
| Carol Alvis | 12 | 10 |
| Sue Ann Averett | 12 | 12 |
| Leslie Criss | 12 | 12 |
| Nathan Duncan | 12 | 9 |
| Leesha Faulkner* | 4 | 2 |
| Leila Keel* | 5 | 3 |
| Marcie Morgan | 12 | 9 |
| Joellen Murphree | 12 | 11 |
| Richard Pate | 12 | 10 |
| Margaret Anne Robbins | 12 | 12 |
| Ann Springfield | 12 | 11 |

*There were 12 monthly Vestry meetings, with 2 meetings held in March:
March 1, 2024 and March 18, 2024

In May, 2024, Leila Keel resigned her Vestry seat as she was moving out of state.
In June, 2024, Leisha Faulkner was elected to replace Cindy Hudnall who was hired as the
Director of Saints' Brew. Leesha died in September 2024.

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

**MINUTES OF
MONDAY, APRIL 15, 2024
VESTRY MEETING**

PRESENT:

| | | |
|---------------------------------|-----------------|-----------------------|
| The Rev. Phillip Parker, Rector | Alice Alexander | Leila Keel |
| | Carol Alvis | Marcie Morgan |
| David Alford, Jr. Warden | Sue Ann Averett | Joellen Murphree |
| | Leslie Criss | Richard Pate |
| Tommie Moore, Clerk | Nathan Duncan | Margaret Anne Robbins |
| | Cindy Hudnall | |

ABSENT: Cathy Fitzpatrick, Mike Fitzpatrick, Ann Springfield

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

CHECK IN

ADDITIONS TO THE AGENDA: Consider Brian Plunkett for licensing as a Chalice Bearer

CONSENT AGENDA:

March 2024 financial reports
March 18, 2024 Vestry minutes
March 24, 2024 Special Called Vestry minutes
April 8, 2024 Executive Committee minutes
Christian Growth Commission report
Christian Service Commission report
Christian Stewardship Commission report

MOTION: (Murphree/Hudnall)

Approve Consent Agenda as submitted.

APPROVED.

PROGRESS REPORTS ON VESTRY OBJECTIVES:

➤ **Reimagine and resurrect the Men's Group**

Richard Pate advised the Men's Breakfast is scheduled for Saturday, April 27. Their first meeting will serve as a meet and greet fellowship time. Email invitations were sent to 152 men, 46 replied and 27 have confirmed their attendance. Richard reported they will meet again in May and then break for the summer months and gear back up in late August.

➤ **Further engage with members/newcomers/visitors**

Ann Springfield reported earlier via a phone message that she has attempted to contact those visitors who completed a pew card. She has not been able to reach one of the visitors, but reported she had a nice conversation with the other visitor.

➤ **Website refresh/redesign**

In her report to the Executive Committee on April 8, Cathy Fitzpatrick advised she contacted Digital Faith about redesigning our website. Digital Faith mocked up a “bare bones” website template, with a few photos and details. Cathy said any further design work would be a “do-it-yourself” design project by volunteers. She is researching other options.

➤ **Potluck dinners/programs**

A survey regarding the potluck dinners and programs was sent out to the parish on April 11 and the deadline for replying is April 28.

BUSINESS

Treasurer’s report

Treasurer, Mike Fitzpatrick, submitted written financial reports as of March 30, 2024 which are attached to these minutes.

Discussion of moving Concert Series monies to Renasant Bank

Treasurer, Mike Fitzpatrick, has recommended that \$10,000 of the Concert Series fund be transferred to the Money Market Savings account at Renasant Bank. After a brief discussion, the following motion was made:

MOTION: (Duncan/Alford)

Approve transferring \$10,000 Concert Series monies to the Money Market Savings account at Renasant Bank.

APPROVED.

Discussion of moving a portion of the funds in the Money Market Restricted account to an investment account with a higher interest rate at Renasant Bank

David Alford reported that in consultation with our Treasurer, Mike Fitzpatrick, they are recommending moving \$275,000 from our Money Market Savings account at Renasant Bank to an investment account with a higher yield interest rate. David reported we are currently earning 3% in the Money Market Savings account. Moving the money to an investment account would earn 5%. This would leave approximately \$125,000 in the Money Market Savings account. David advised all of the money would remain liquid and could be accessed in 2-3 days if needed.

MOTION: (Keel/Robbins)

Approve transferring \$275,000 from the Money Market Savings account at Renasant Bank to an investment account with Renasant Bank.

APPROVED.

Discussion of designation of proceeds from January 2024 claim.

Tommie Moore reported that we have approximately \$6,000 after repair expenses from our January 2024 ruptured pipe insurance claim. She stated that our Treasurer, Mike Fitzpatrick has recommended moving the overage to “Vestry Capital/Discretionary Reserve” fund, line item 8043.

MOTION: (Pate/Averett)

Approve transferring \$6,000 overage from insurance claim to “Vestry Capital/Discretionary Reserve” fund, line item 8043.

APPROVED.

Update on NCADD building

Phillip reported that he has had several questions from parishioners about the NCADD building gifted to All Saints’ in the Fall 2023. He advised we are carrying the insurance coverage on the building and making sure the utilities are in proper working order for the season. Phillip advised the Vestry that for now, we are in a holding position with the disposition of the building and the Vestry will be asked to consider options sometime during the summer.

Consider Brian Plunkett for licensing as a Chalice Bearer

Phillip advised that Brian Plunkett has expressed interest in becoming a Chalice Bearer. Phillip will be training him for this ministry. He advised that the Vestry would need to recommend to Bishop Seage licensing Brian as a Chalice Bearer.

MOTION: (Morgan/Duncan)

Recommend to Bishop Seage licensing Brian Plunkett as a Chalice Bearer.

APPROVED.

CHECK-OUT: Tommie advised that the Vestry will be responsible for hosting the next Potluck Dinner on Wednesday, April 24.

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 6:48 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE APRIL 15, 2024 MEETING:

March 2024 financial reports

March 18, 2024 Vestry minutes

March 24, 2024 Special Called Vestry minutes

April 8, 2024 Executive Committee minutes

Christian Growth Commission report

Christian Service Commission report

Christian Stewardship Commission report

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

**MINUTES OF
MONDAY, AUGUST 28, 2024
VESTRY MEETING**

PRESENT:

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

Carol Alvis
Sue Ann Averett
Leslie Criss
Nathan Duncan

Joellen Murphree
Margaret Anne Robbins
Ann Springfield

ABSENT: Alice Alexander, Leesha Faulkner, Marcie Morgan, Richard Pate

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

CHECK IN

ADDITIONS TO THE AGENDA:

- Consider donation of gifts
- Consider rescheduling October Vestry meeting
- Consider AAM grant proposal from Concert Series

CONSENT AGENDA:

- July financial reports
- July 29, 2024 Vestry minutes
- August 11, 2024 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report

MOTION: (Murphree/Springfield)

Approve Consent Agenda as submitted.

APPROVED.

PROGRESS REPORTS ON VESTRY OBJECTIVES:

- **Reimagine and resurrect the Men's Group**

The Men's Group will meet on Thursday evening September 19 for a fish fry. The group will also be helping with the deep clean in the Kitchen and the cleanout and reorganizing of the EYC room.

➤ **Reimagine and resurrect ECW**

Cathy reported that 7 attended the August ECW meeting and they enjoyed a ukulele lesson with Mark Maharrey. Amanda Walker with “Tupelo Tidy” will be the guest speaker at the September meeting.

➤ **Further engage with members/newcomers/visitors**

Phillip reported that a newcomers gathering in October is being planned for those who are new to All Saints’. Ann Springfield reported she has been sending welcoming cards to those who are visiting and/or submitted a pew card.

➤ **Website refresh/redesign**

Sue Ann Averett reported that the Website Committee members are Sue Ann and Marrion Winders, co-chairs, Blake Alsup, Tricia Edmonson, Stacy White and Brian Plunkett. Each member has been assigned a section of the website to streamline before they meet with Lance Moore. Their goal is to have the new website ready to preview at the Annual Meeting.

➤ **Potluck dinners/programs**

Cathy reported that Wednesday Night Dinner & Programs are scheduled for September 11, October 9, November 13 and December 11. The meal will be catered by “Mama What’s for Dinner” at a net cost to parishioners of \$8 per person/\$20 family.

BUSINESS

Treasurer’s report

Treasurer, Mike Fitzpatrick opened the discussion by advising revenue was up in July which helped to close the gap in our deficit to \$18,446 year-to-date of a budgeted deficit of \$15,000. There are still some households that are behind in their pledge and Mike suggested that statements be sent to those households. The Vestry agreed and asked that the statements be sent to those behind on their pledge when the September books are closed.

Mike advised he will be attending a 3 day “ACS User Conference” in Charlotte, North Carolina in October.

MOTION: (Cathy Fitzpatrick/David Alford)

Approve Treasurer’s report as given.

APPROVED.

Discussion of options/ideas re: NCADD building

Cathy advised that the Vestry agreed to look at the financial aspect of both options (keeping the building or selling it) at their August meeting to make a determination of “next steps”. Since several members were absent from the August meeting due to illness and out of town work commitments, she suggested that the discussion be tabled until the September meeting when all Vestry members would be present and have a chance to participate in the discussion.

Cathy reported that she met via “Zoom” with the Standing Committee of the Diocese of Mississippi to discuss the process should the Vestry decide to sell the NCADD property. She noted that she explained the discussions the Vestry has had regarding the property and emphasized that no decision has been made yet. Cathy advised that the Standing Committee was very thorough and thoughtful in their

questions, making sure that the Vestry had discussed at length the different options for the property. The Standing Committee gave their tentative approval to sell the property should that be the option the Vestry chooses, but they would like to be informed of the details of the sale prior to closing.

MOTION: (Duncan/Alvis)

Table discussion of options for the NCADD property until the September 16, 2024 Vestry meeting.

APPROVED.

Update from the Columbarium Committee

On behalf of the Columbarium Committee, Carol Alvis reported the committee has been formed and they are currently looking at placement locations. Mike reported he has been doing some research on the Chapel Columbarium. He noted we have 30 niches. Of those, 12 niches are fully occupied; 9 are partially occupied; 4 are reserved but not occupied; 5 are unreserved and not occupied. Currently there is approximately \$33,000 in the Columbarium Fund, line item 8053 and the Columbarium Completer Package, line item 8153. Of that amount, we will need to reserve funds to complete the burial of the reserved but not yet occupied niches when the time comes. Mike estimates that the net amount of funds available to be applied toward the construction of an outside columbarium to be approximately \$29,000.

MOTION: (Cathy Fitzpatrick/Springfield)

Approve update from the Columbarium Committee.

APPROVED.

Discussion of Endowment grant recommendations

Tommie Moore reported that the Endowment Trustees met and recommended the following distributions of funds available for grants in the amount of \$1,175.20:

Flower Guild to enclose an area for storage in the east transept: \$500

Property Committee for pressure washing: \$425

Garden Guild to replace shrubs: \$250.20

MOTION: (Alford/Cathy Fitzpatrick)

Approve the following recommendations from the Endowment Trustees:

Flower Guild to enclose an area for storage in the east transept: \$500

Property Committee for pressure washing: \$425

Garden Guild to replace shrubs: \$250.20

APPROVED.

It was noted that the Vestry previously agreed to cover any balance due from the pressure washing in the event the Endowment Trustees could not cover the full cost. The cost of the pressure washing was \$1,700. Of that amount Modern Woodmen approved a grant of \$850, leaving the responsibility of the balance of \$850 to All Saints'. The Endowment grant of \$425 leaves a balance of \$425 for All Saints' to cover. Mike recommended using funds from line item 5041 "Miscellaneous Repair/Maintenance" to cover the balance of \$425.

MOTION: (Cathy Fitzpatrick/Averett)

Approve using funds from line item 5041 "Miscellaneous Repair/Maintenance" in the amount of \$425 to cover the balance of the pressure washing project.

APPROVED.

Discussion of additional Flower Guild closet

Phillip recommended tabling the discussion of enclosing the area in the east transept of the Church for a storage closet until later in 2024. Connor Parker has expressed an interest in handling the project but has returned to school for the fall semester. He will be available during the Christmas break to work on the project.

Discussion of Concert Series solicitation of funds from the community

Discussion of Concert Series grant application to Association of Anglican Musicians

Tommie reported that Dinetia Newman has asked permission from the Vestry to solicit funds on behalf of the All Saints' Concert Series from area community businesses. She submitted a script of the type of solicitation she would use. Tommie read the script to the Vestry and it is attached to these minutes. After a brief discussion, the following motion was made:

MOTION: (Criss/Averett)

Approve solicitation of funds on behalf of the All Saints' Concert Series from community businesses.

APPROVED.

Tommie continued by advising that the Concert Series would like to apply for a grant from the Association of Anglican Musicians to underwrite an organ concert in 2025. She read the proposal that will be submitted if approved.

MOTION: (Cathy Fitzpatrick/Alford)

Approve submission of the Concert Series grant application to the Association of Anglican Musicians.

APPROVED.

Consider recommendation to the Bishop of additional Chalice Bearer

Phillip reported that Chris Johnson has expressed an interest in becoming a licensed Chalice Bearer. He asked the Vestry to consider recommending Chris as a licensed Chalice Bearer to Bishop Wells.

MOTION: (Murphree//Duncan)

Approve recommending Chris Johnson to Bishop Wells as a licensed Chalice Bearer.

APPROVED.

Activate Budget, Nominating and Compensation Review committees

Tommie advised that it is time to activate the Budget, Nominating and Compensation Review committees so they may begin their work to prepare for the Annual Meeting.

MOTION: (Robbins/Alvis)

Approve activating the Budget, Nominating and Compensation Review committees.

APPROVED.

Discussion of October Vestry meeting date

Cathy advised that All Saints' will host the annual Clergy Conference on October 21-23. Due to this event, it will be necessary to change the date of the October Vestry meeting. After a brief discussion, the following motion was made:

MOTION: (Alford/Robbins)

Approve changing the date of the October Vestry meeting to October 28.

APPROVED.

Consider donation of photographs

Phillip advised that Nathan Duncan wished to donate to All Saints' three photographs from his personal collection. Phillip showed the photographs to the Vestry.

MOTION: (Alford/Criss)

With grateful hearts, the Vestry accepted the three beautiful photographs from Nathan Duncan's personal collection.

APPROVED.

CHECK-OUT

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 7:17 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE AUGUST 28, 2024 MEETING:

July 2024 financial reports

July 29, 2024 Vestry minutes

August 11, 2024 Executive Committee reports

Christian Growth Commission report

Christian Service Commission report

Concert Series Association of Anglican Musicians grant proposal

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

**MINUTES OF
DECEMBER 16, 2024
VESTRY MEETING**

PRESENT:

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

Sue Ann Averett
Leslie Criss
Ann Springfield
Margaret Anne Robbins

ABSENT: Tommie Moore, Clerk, Alice Alexander, Carol Alvis, Nathan Duncan, Marcie Morgan, Joellen Murphree, Richard Pate

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

CHECK IN

ADDITIONS TO THE AGENDA: No additions.

CONSENT AGENDA:

- November 2024 financial reports
- November 18, 2024 Vestry minutes
- December 9, 2024 Executive Committee minutes
- Christian Growth Commission report

MOTION: (Fitzpatrick/Springfield)

Approve Consent Agenda as submitted.

APPROVED.

PROGRESS REPORTS ON VESTRY OBJECTIVES:

- **Update from the Men's Group and Update from ECW**

Cathy Fitzpatrick reported that the joint Women's and Men's group holiday gathering was well attended and a lot of fun. Everyone seemed to enjoy visiting one another and not having a program or agenda. The Men's group and ECW plan to host a joint event again in the future.

- **Update on engaging with members/newcomers/visitors**

Phillip reported that he has noticed the newcomers are showing up to events at the church; not just attending Sunday services. Cathy Fitzpatrick noted that new members' phone numbers need to be shared with ECW and/or Men's group so that they can reach out and invite them.

- **Update on Wednesday night dinner & programs**

Attendance continues to grow at the revamped Wednesday Night Dinner and Programs. The December offering was the largest crowd yet and we ran low on food. In January, 2025, Frank Anger will present a program on hot air ballooning.

➤ **Update on website redesign**

Sue Ann Averett shared that the design work on our new website is continuing. Lance Moore has several sections nearing completion and she gave the vestry a “sneak peek” of the redesigned home page. Sue Ann also stated she, Marriion and the committee continue to give Lance feedback regarding the site.

BUSINESS

Treasurer’s report

Treasurer Mike Fitzpatrick gave an overview of our financial status as of November 30, 2024. Mike reported that revenue was behind budget for the month. Mike reported that with pledge revenue lower than expected, plus having to pay our quarterly property insurance premium and a catch up on the Rector’s pension payment, we are experiencing a year-to-date deficit of \$29,504.

Mike stated that we have received 58 pledges for a total of \$369,000 but we need to have \$528,000. Of the 36 households that pledged in 2024 6 of those will not be pledging for 2025. Mike read a list of names of households that pledged in 2024 but have not yet pledged for 2025. Each vestry member took 3 names to call upon to remind them to kindly turn in their pledge. Vestry members who were not present were assigned the remaining names. Mike stated that he would email a script along with the appropriate contact numbers.

MOTION: (Cathy Fitzpatrick/Leslie Criss)

Approve Treasurer’s Report as given

APPROVED

Discussion of realtor proposals of listing NCAAD

Cathy Fitzpatrick reported that three realtors have given proposals for the sale of the NCAAD house.

Chris Winders – Commercial Realtor with TRI. His proposal stated that he would list the house at \$265,000. Due to the fact that he is a commercial realtor he has access to additional databases that are nationwide in addition to the local MLS. His commission would be 6%.

Frank Anger – Realtor with Elite Realty. His proposal was very thorough with suggestions about how to improve the curb appeal of the house and stated that he would list the house between \$269,950 and \$274,950. His commission would be 5%.

Robin Walton – Realtor with Jason Warren and Associates. Her proposal was verbal and Robin stated that she would list the house at \$250,000. Her commission would be 6%.

The appraised value of the house, completed by Kyle Rogers is \$265,000.

After careful discussion, the following motion was made:

MOTION: (David Alford/Ann Springfield)

Approve Frank Anger as the realtor for the sale of the NCAAD house at a commission of 5%.

APPROVED

Discussion of revised quote on Flower Guild closet

Mike Fitzpatrick explained that the original quote of \$3,500 given by Lynn Bryan to enclose the east transept space has increased due to the price of doors. The price of the doors alone is now \$3,902 which increases the cost of the enclosure of the space to \$5,835. After a brief discussion of all of the options regarding the space, the following motion was made:

MOTION: (Cathy Fitzpatrick/Leslie Criss)

Approve the quote of \$5,835 to purchase the original doors that will match the existing doors in the space. The funds will be taken from the Vestry Capital Reserve account. This account will be refunded with funds from the sale of the NCAAD house.

APPROVED

Quote to upgrade sound system

David Alford stated that he has obtained a quote from Terry Hayes of Pro Concert Music to install a new sound system in the nave. This will include two new speakers on either side, a new amp and he will also test out two condenser microphones to mic the choir. If the choir microphones do not work out, he will remove and refund the amount of those microphones. If the microphones do work, he will return and install. The total amount for all of the labor and equipment is \$2,680.06. Treasurer Mike Fitzpatrick suggested that the amount, if approved, should be taken from the Vestry Capital Reserve and replaced when the sale of the NCAAD house goes through. After a short discussion the following motion was made:

MOTION: (Cathy Fitzpatrick/Leslie Criss)

Approve the installation of the new sound system for the nave by Pro Concert Music in the amount of \$2,680.06 and to be taken from the Vestry Capital Reserve account. This account to be refunded this amount when the NCAAD house is sold.

APPROVED

Discussion and review of All Saints’ Safety plan

Tabled until January vestry meeting.

Set Vestry Retreat date

Phillip stated that he would talk with Tommie Moore about some potential dates for the vestry retreat and will bring those dates to the vestry.

Consider additional Licensed Eucharistic Visitor

The following motion was offered concerning the approval of Mark Swanberg as a Licensed Eucharistic Visitor.

MOTION: (Margaret Ann Robbins/Ann Springfield)

APPROVED

Discussion of Lease Agreements with Pathway Montessori School and MUTEH

Tabled until January Vestry meeting.

Vestry/Staff Christmas Party

Sunday, December 29, 2024 at Cathy and Mike Fitzpatrick’s house. Everyone has been asked to bring an appetizer.

CHECK-OUT:

Phillip shared his experience at officiating a funeral of a member of St. Bernard’s in Okolona.

With no further business, Rev. Parker closed the meeting with a prayer at 7:00 p.m.

Submitted by Sue Ann Averett, acting Clerk of the Vestry

ATTACHMENTS TO MINUTES OF THE DECEMBER MEETING:

November 2024 financial reports
November 18, 2024 Vestry minutes
December 9, 2024 Executive Committee minutes
Realtors proposals to list NCADD building for sale
Revised Flower Guild closet quote
Sound System upgrade quote
All Saints' Safety Plan
Pathway Montessori School Lease Agreement
MUTEH Lease Agreement

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

**MINUTES OF
TUESDAY, JANUARY 16, 2024
VESTRY MEETING**

The Vestry conducted their meeting via “Zoom” due to hazardous road conditions caused by a winter storm that moved into our area on Sunday, January 14.

PRESENT:

| | | |
|---------------------------------|-----------------|-----------------------|
| The Rev. Phillip Parker, Rector | | Joellen Murphree |
| The Rev. Becca Walton, Curate | Carol Alvis | Richard Pate |
| Cathy Fitzpatrick, Sr. Warden | Sue Ann Averett | Margaret Anne Robbins |
| | Caleb Bedillion | Ann Springfield |
| Mike Fitzpatrick, Treasurer | Karen Dieckmann | Grant Smith |
| Tommie Moore, Clerk | Leila Keel | Donna Timmons |

ABSENT: Stephen King, Alice Alexander

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

CHECK IN

ADDITIONS TO THE AGENDA: Stations of the Cross gift

PROGRESS REPORTS FROM VESTRY:

Vestry goals/objectives:

- Be intentional about engagement with parishioners or newcomers (personal connection, lunch, coffee, etc.); Share social media posts
- Help to communicate liturgy explanations to the Parish.
- Increase Vestry attendance at services, events, programs, classes.
- Start each Vestry meeting by reviewing goals and reporting on specific progress.

Donna Timmons reported that she, along with other members of the Stewardship committee, have been writing thank you notes to parishioners for sharing their time, talent and treasure with All Saints’. She stated she has received positive feedback from one of the notes she wrote.

CONSENT AGENDA:

- December 18 2023 Vestry minutes
- January 8, 2024 Executive Committee minutes
- Christian Growth Commission report - written
- Christian Service Commission report - written

MOTION: (Alvis/Robbins)

Approve Consent Agenda as submitted.

APPROVED.

Treasurer's report

Treasurer Mike Fitzpatrick, reported on our financial status as of December 31, 2023. He advised that our total revenue for 2023 was \$592,128.87, which exceeded our 2023 budget. With only a few exceptions, expenses were under budget for 2023. Mike reported we ended the year with a surplus of approximately \$35,000.

Mike advised that the Budget Committee met and reviewed the proposed 2024 budget. The following reflects their recommendations. He then presented the 2024 operating budget and reviewed each category with the Vestry.

Highlights from his review:

Mike budgeted 2024 pledges at 100%. He reported that several one-time gifts were made in 2023 which he did not budget for in 2024. He noted that once someone fulfills their pledge, any donation they make over and above their pledge, is placed into "non-pledge offerings". In effect, we collected 100% of the 2023 pledges. He also noted that we were able to convert some of the 2023 "non-pledge offerings" to pledge offerings for 2024. The 2024 Operating budget reflects a total revenue of \$565,503.20.

The Compensation Review Committee recommended a 3% raise for all staff.

Phillip and his children are now on his wife's insurance plan through the school system. This change reflects an approximate savings to All Saints' of \$7,000 yearly.

Mike noted that we did a good job in controlling our physical plant expenses in 2023. However, he felt it was prudent to fund the HVAC line at \$10,000 to cover any major repair expenses with our heating and cooling units.

Community Outreach was funded at \$77,679.80 for 2024.

Expenses include our Diocesan voluntary proportionate giving pledge of 10% of our 2022 total revenue, and our \$10,000 pledge to the Gray Center/Camp Bratton-Green capital campaign. Mike advised that our pledge to the Gray Center/CBG capital campaign should be fulfilled in 2024.

The seminary 1% pledge was funded at \$1,500.

Servant Ministry was funded at \$10,000. The Budget Committee recommended moving \$5,000 from Servant Ministry to the Youth Director salary line.

The Worship and Program category was fully funded at the levels requested by the committees.

Total revenue is projected to be \$565,503.20.

Total expenses are projected to be \$580,811.

Deficit projected \$15,307.80

A discussion followed. The Vestry agreed with the recommendations of the Budget Committee, particularly in the area of increasing the salary line for the Youth Director. Phillip updated the Vestry on the search for a new Youth Director during the discussion.

MOTION: (Timmons/Alvis)

Approve Treasurer's report on 2023 financials and the 2024 operating budget as submitted.

APPROVED.

Acceptance of gift

Tommie reported that Albert White has gifted to All Saints' a framed crucifix that his father purchased in Italy. The piece hung in the choir room of St. John's Episcopal Church, Memphis where his father was the organist for many years.

MOTION: (Timmons/Robbins)

With gratitude, the Vestry accepted and gave thanks to Albert White for this beautiful gift.

APPROVED.

Stations of the Cross

Phillip advised that the family of parishioner Jim Goodwin would like to give a gift to All Saints' in his memory. They asked Phillip for several suggestions and chose to give a set of Stations of the Cross. Phillip showed the Vestry a photo of the 10" x 11" Stations they would like to give.

MOTION: (Cathy Fitzpatrick/Dieckmann)

With gratitude, the Vestry accepted and gave thanks to the family of Jim Goodwin for the beautiful gift of Stations of the Cross.

APPROVED.

CHECK-OUT

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 7:20 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE JANUARY MEETING:

December 2023 financial reports and 2024 Operating Budget

December 18, 2023 Vestry minutes

January 8, 2024 Executive Committee minutes

Christian Growth Commission report - written

Christian Service Commission report - written

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

**MINUTES OF
MONDAY, JULY 29, 2024
VESTRY MEETING**

PRESENT:

| | | |
|---------------------------------|-----------------|-----------------------|
| The Rev. Phillip Parker, Rector | Alice Alexander | Leesha Faulkner |
| Cathy Fitzpatrick, Sr. Warden | Carol Alvis | |
| David Alford, Jr. Warden | Sue Ann Averett | Joellen Murphree |
| Mike Fitzpatrick, Treasurer | Leslie Criss | Richard Pate |
| Tommie Moore, Clerk | Nathan Duncan | Margaret Anne Robbins |
| | | Ann Springfield |

ABSENT: Marcie Morgan

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

CHECK IN

ADDITIONS TO THE AGENDA:

- Discussion of Nancy Sweat's retirement

CONSENT AGENDA:

- June 2024 financial reports
- June 24, 2024 Vestry minutes
- July 22, 2024 Executive Committee minutes
- Christian Growth Commission report

MOTION: (Fitzpatrick/Robbins)

Approve Consent Agenda as submitted.

APPROVED.

PROGRESS REPORTS ON VESTRY OBJECTIVES:

- **Reimagine and resurrect the Men's Group**
Richard Pate advised the men met for breakfast in July with 19 in attendance. They are working with the Property Committee to clean out and reorganize the EYC room and perform a deep cleaning of the kitchen. The Men's group will cook hot dogs and hamburgers for the August 14 Wednesday Night Dinner & Programs.

- **Reimagine and resurrect ECW**
Joellen Murphree reported that ECW (Episcopal Church Women) met Wednesday, July 17 with 14 in attendance. ECW hosted and cooked for the July 17 Wednesday Night Dinner & Programs. She reported that they were able to cover the cost of the ingredients of the salad supper by charging \$6 per person/\$15 family. Mark Maharrey will be the guest at the August ECW meeting and

will lead a beginner's lesson on playing the ukulele. Other programs lined up for the fall include a game night, Mary Jane Meadows, Fall Gardening and the Executive Director of SAFE.

➤ **Further engage with members/newcomers/visitors**

Phillip reported that he is working with a parishioner who offered to host a newcomer's gathering at her home in late August or September. Ann Springfield advised she is sending welcoming cards to those who have filled out a pew card.

➤ **Website refresh/redesign**

Sue Ann Averett reported that she, Cathy Fitzpatrick and Tommie Moore met with Lance Moore, the owner of MooreSites Design Studio to discuss the process of redesigning our current website. Sue Ann and co-chair, Marrion Winders will be meeting to discuss possibilities for committee members. Once that task has been completed, they will meet as a group with Lance to move forward with the redesign process.

➤ **Potluck dinners/programs**

Sue Ann Averett reported that she, Leslie Criss and Alice Alexander met to review the results from the potluck dinner survey. Sue Ann advised they recommend beginning in September, Wednesday Night Dinner & Programs be held once a month on the 2nd Wednesday of each month at 5:30 p.m. Their recommendation included having the meal provided at a small cost, with the hosting duties (set up/clean up and providing simple desserts) being assigned to the committees.

Cathy Fitzpatrick advised that she reached out to "Mama What's for Dinner" owner, Sandra Lyons to see what it would cost to have the dinners catered. Sandra submitted a menu list of main courses, vegetables, salads, breads and desserts, noting she could cater the meal consisting of a main course with 2 vegetables for \$12 per person, which would include delivering the meal to All Saints'. Treasurer, Mike Fitzpatrick advised the church could cover \$4 per person of the cost of the meal. Cathy recommended trying this model for our Wednesday Night Dinner & Programs through the end of the year. A discussion followed. It was noted that when choosing the menu each month sensitivity would be given, when possible, to vegetarians and those needing gluten free options.

MOTION: (Faulkner/Fitzpatrick)

Approve offering catered Wednesday Night Dinner & Programs once a month at a net cost to parishioners of \$8 per person/\$20 family, with All Saints' absorbing \$4.00 of the \$12.00 cost.

APPROVED.

BUSINESS

Treasurer's report

Treasurer, Mike Fitzpatrick opened the discussion by reminding the Vestry that we budgeted a \$15,000 deficit in the 2024 budget. While we had a \$4,700 surplus for the month, we currently have a \$36,000 deficit year-to-date.

Total revenue for the month of June was approximately \$55,000 of a budget of approximately \$47,000. Total expenses were approximately \$50,000 of a budget of approximately \$47,000. Mike reported that our HVAC maintenance costs in June were \$3,400 for additional refrigerant, which brings the total cost of refrigerant added over two months to approximately \$6,000. He noted that so far this year we have

spent \$9,187 of our \$10,000 HVAC budget. We have approximately \$59,000 left in “Pre-paid Pledges”.

Mike reported our building loan balance is \$471,617.11 with pledges to the “Burn the Note” campaign of \$490,000.

MOTION: (Pate/Duncan)

Approve Treasurer’s report as given.

APPROVED.

Discussion of options/ideas re: NCADD building

Cathy opened the discussion by giving an overview of the Vestry’s discussion in June about options regarding the NCADD building. At that meeting, Vestry members brainstormed ideas and offered thoughts about how the building could be used if we kept it, as well as selling the building and the possibilities for the use of the money made from the sale. Members were charged with putting “pen to paper” and reporting back in July with details about what it would take to implement some of the ideas for keeping the building, as well as the ideas for selling it. One of the ideas mentioned in June was to sell the building but keep the property. Joellen reported that she contacted a realtor about the feasibility of the idea but did not get a response. Treasurer, Mike Fitzpatrick will research what the market rate would be to rent out the building and report in August. Several Vestry members posed the question about whether or not All Saints’ really wants to take on the role of landlord. The Vestry agreed to look at the financial aspect of both options (keeping the building or selling it) in August to make a determination as to “next steps”.

Discussion of options to sell the sterling silver place settings

Cathy advised that she contacted the antique dealer who sold the 12-piece sterling silver place settings to the person who anonymously donated the items to All Saints’. The dealer advised the items would be worth approximately \$4,800. If sold to an auction house, All Saints’ could expect to realize approximately half of the worth of the set. He suggested holding a silent auction, with a stated minimum bid, advertised in our newsletter with photos and a detailed description and history of the place settings. He also suggested having a place setting on display as some people would prefer to see the items in person.

MOTION: (Faulkner/Robbins)

Approve holding a silent auction, with a stated minimum bid of \$3500-\$4,000, advertised in our newsletter with photos and a detailed description and history of the place settings. Display a place setting at several parish functions for parishioners to view in person.

APPROVED.

Discussion of construction of Flower Guild closet

Phillip opened the discussion by advising the Vestry that Deanna Alford, chair of the Flower Guild has submitted a grant request to the Endowment Trustees for money to be used toward the construction of an enclosed area in the east transept, across from where the other Flower Guild closet is located. She contacted a contractor who submitted a bid of \$3,500 to enclose the area. Knowing the Endowment Fund would not have enough money to grant the Flower Guild the entire cost of the project, Deanna advised that she would be willing to save whatever money they could offer, until the Flower Guild had enough money to cover the cost of the project. In the meantime, Phillip advised that his son Connor expressed an interest in the project as he is a Building Trade Science major at Mississippi State University. Connor priced out the project and stated he could enclose the area and install shelving at a materials cost of \$500 and a labor cost of \$1,500. He estimated it would take about a week to complete. Phillip advised that he

spoke to Deanna and she is comfortable with Connor handling the project. Phillip would be supervising the project through to completion. A discussion followed. It was noted that the Endowment Trustees have not yet met to consider the grant requests and therefore the Vestry could not be sure how much money, if any, the Flower Guild would be awarded or would need to complete the project. It was the consensus of the Vestry to table the matter until the Endowment Trustees meet to determine the amount of grant money awarded.

Retirement gift

Phillip advised that with Nancy Sweat’s retirement fast approaching, he would like to honor her work at All Saints’ over the last 24 years, with the collection of a monetary gift to give to her. He suggested the presentation be made on Sunday, August 11 at the 9:30 service with Coffee Alley following, giving parishioners a time to greet Nancy more personally.

MOTION: (Cathy Fitzpatrick/Murphree)

Approve collection of a monetary gift to be given to Nancy Sweat on the occasion of her retirement as parish secretary.

APPROVED.

CHECK-OUT

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 7:17 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE JULY 29, 2024 MEETING:

June 2024 financial reports

June 24, 2024 Vestry minutes

July 22, 2024 Executive Committee minutes

Christian Growth Commission report

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

**MINUTES OF
MONDAY, JUNE 24, 2024
VESTRY MEETING**

PRESENT:

| | | |
|---------------------------------|-----------------|-----------------------|
| The Rev. Phillip Parker, Rector | Alice Alexander | Leesha Faulkner |
| Cathy Fitzpatrick, Sr. Warden | | Marcie Morgan |
| David Alford, Jr. Warden | Sue Ann Averett | Joellen Murphree |
| Mike Fitzpatrick, Treasurer | Leslie Criss | Richard Pate |
| Tommie Moore, Clerk | Nathan Duncan | Margaret Anne Robbins |
| | | Ann Springfield |

ABSENT: Carol Alvis

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

CHECK IN

ADDITIONS TO THE AGENDA:

- Pressure washing funds request from the Property Committee
- Flower Guild closet

CONSENT AGENDA:

- May 2024 financial reports
- May 20, 2024 Vestry minutes
- June 13, 2024 Vestry by written consent minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report

MOTION: (Murphree/Duncan)

Approve Consent Agenda as submitted.

APPROVED.

PROGRESS REPORTS ON VESTRY OBJECTIVES:

- **Reimagine and resurrect the Men's Group**
Richard Pate advised the men have continued to meet for breakfast one Saturday a month. At their last gathering the men have decided to partner with Pack and Troop 85 to reorganize the EYC room, clean out the closet and repaint the room. They will work with Vance Perkins, Rob Kiste (Pack and Troop leaders) and Allison Bedillion to accomplish this task. Richard noted they are also considering some type of event for EYC where the youth could invite their friends. He

will report back to the Vestry with the details as they are developed. Richard asked that an usher training be considered in the near future.

➤ **Reimagine and resurrect ECW**

Cathy Fitzpatrick reported that ECW (Episcopal Church Women) gathered for a Wine & Cheese event on May 23 in the Parish Hall. They asked members to submit ideas for projects ECW could undertake. Some of the ideas submitted were health and wellness activities; tutoring for children; hymn sing. ECW also met on Sunday, June 2 following the service and cooked for the Care Team freezer.

➤ **Further engage with members/newcomers/visitors**

Phillip reported that he has had several positive conversations with visitors and newcomers who have been impressed with the warm welcome extended to them. He is also working with a couple that would like to be married here and are considering joining All Saints' for worship. He encouraged Vestry members to greet and welcome newcomers and visitors on Sundays.

➤ **Website refresh/redesign**

Cathy Fitzpatrick advised she and Tommie Moore met with Lance Moore, the owner of MooreSites Design Studio to discuss the process of redesigning our current website. She asked the Vestry to consider Sue Ann Averett and Marrison Winders as co-chairs of the committee. They will be tasked with recruiting members for the committee and working with Lance Moore on the redesign.

MOTION: (Murphree/Alexander)

Approve Sue Ann Averett and Marrison Winders as co-chairs of the website committee.

APPROVED.

➤ **Potluck dinners/programs**

Leslie Criss, Sue Ann Averett and Alice Alexander met to review the results from the potluck dinner survey. Sue Ann reported they have some ideas about how to restructure the potluck dinners and programs but want to see how the attendance is at the single potluck dinner in July. It was suggested that a group cook for the July offering. Cathy will work with Leslie, Sue Ann and Alice to determine if that can be arranged.

BUSINESS

Treasurer's report

Treasurer, Mike Fitzpatrick reported that pledge receipts are under budget approximately \$10,000 month-to-date and approximately \$44,000 year-to-date. He noted that twenty-five households are behind on their pledge. Mike will make an announcement in church on Sunday, June 30 and run a request in the newsletter for parishioners who are behind to bring their pledge current if possible. Mike also said that statements will be sent to all households at the end of June.

Mike advised that he is waiting on the Diocese of Mississippi to send one month of the Curate subsidy which is owed to us. He has spoken with the financial officer for the Diocese about this matter.

Mike reported that expenses were below budget in May, but he expects expenses may be above budget in June due to some HVAC repairs and maintenance. He advised we are showing a deficit of

approximately \$41,000 vs. the projected deficit of \$13,000.

Mike thanked the Vestry for their timely response to his recommendation to accept the insurance proposal from Church Insurance Company. He noted our yearly insurance premium will increase to \$32,000 up from \$20,000.

Mike reported we have received fifty pledges in the amount of \$483,000 on the Burn the Note capital campaign. He thinks additional pledges may be received.

MOTION: (Pate/Cathy Fitzpatrick)

Approved Treasurer's report as submitted and updated.

APPROVED.

Discussion of open Vestry spot

Cathy advised that she has been in discussion with our Chancellor, Reed Hillen about how or if to replace resigning Vestry member Leila Keel. Leila was serving the balance of an unexpired term and her term would be up at the 2025 Annual Meeting. At issue is the wording in our Bylaws: Article IV, Section 2C: *"Any vacancy on the Vestry shall be filled for the balance of the term involved by election by the remaining Vestry members, at their discretion."* It was interpreted that "shall" means *must* which is at odds with "at their discretion". Cathy asked Reed for his opinion. Reed stated that the term "at their discretion" supersedes "shall". Therefore, with only a few months left on Leila's term, Cathy recommended leaving the seat open and electing for the position at the 2025 Annual Meeting.

MOTION: (Alford/Duncan)

Approve leaving open the vacated seat on the Vestry until the 2025 Annual Meeting.

APPROVED.

Discussion of youth fundraiser for "Burn the Note"

Cathy advised our children and youth have donated approximately \$140 to the "Burn the Note" capital campaign over the past month and are looking for ways to earn money to continue donating to the campaign. Capital Campaign co-chairs, Wayne Averett and Donna Timmons want to support the effort of our youth and asked the Vestry to approve a fundraiser for Sunday, July 28. Wayne and Donna will work with the youth on the details of the event.

MOTION: (Cathy Fitzpatrick/Robbins)

Approve fundraiser managed by our youth on Sunday, July 28 to raise funds for the "Burn the Note" capital campaign.

APPROVED.

Discussion of Director of Christian Formation job description

With the hiring of Allison Bedillion as our Christian Formation Director, Phillip advised he has worked with Tommie to combine the job descriptions of the Christian Education Director and the Youth Director. Allison will be responsible for children, youth and adult education programs, as well as the Jr. and Sr. EYC programs. He submitted a revised job description for the Director's position for review.

MOTION: (Averett/Duncan)

Approve revised Director of Christian Formation as submitted.

APPROVED.

Discussion of ordination gift for Bishop-elect Wells from All Saints'

Phillip advised that it is customary for parishes in our Diocese to give a gift to the Bishop-elect. In the past, this has been done several different ways. Gifts can be made by a parish or by individuals. Phillip reported that the Diocese is asking clergy to contribute toward the Gifts of Office for Bishop-elect Wells. The Vestry discussed how to donate as a parish. It was suggested that gifts be made individually, giving everyone in the Parish a chance to donate.

MOTION: (Faulkner/Alexander)

Approve providing parishioners with instructions on how to donate to the Gifts of Office for Bishop-elect Dorothy Wells.

APPROVED.

Approve Les Alvis as chair of Columbarium committee

Cathy asked the Vestry to consider approving Les Alvis as chair of the columbarium committee, tasked with studying options for an outdoor columbarium.

MOTION: (Pate/Morgan)

Approve Les Alvis as chair of the Columbarium committee.

APPROVED.

Discussion of gift of sterling silver place settings

Cathy advised that a gift of twelve-piece sterling silver place settings from France acquired from an antique dealer in the 1990's has been gifted to All Saints', with the hope that All Saints' would sell the silver and the money would be given to the "Burn the Note" campaign. It is expected that the sale would amount to approximately \$5,000.

MOTION: (Murphree/Morgan)

Approve selling the gift of twelve-piece sterling silver place settings with the proceeds being given to the "Burn the Note" campaign.

APPROVED.

MOTION: (Murphree/Morgan)

Authorize the Wardens to sell the twelve-piece sterling silver place settings at a price they deem fair.

APPROVED.

Discussion of gift of painting

Phillip advised that an original painting by newcomer David Howard was gifted to All Saints' by the artist. Phillip said David has really appreciated the warm welcome he has received since coming to All Saints'.

MOTION: (Robbins/Criss)

With deep gratitude, accept the gift of the cross painting by artist David Howard.

APPROVED.

Discuss moving the next Executive Committee meeting to July 22 and the next Vestry meeting to July 29

Cathy advised that due to Phillip serving on staff at Special Session 2 at Camp Bratton-Green and Cathy and Mike being out of town, she recommends moving the next Executive Committee meeting to July 22 and the next Vestry meeting to July 29.

MOTION: (Pate/Murphree)

Approve moving the next Executive Committee meeting to July 22 and the next Vestry meeting to July 29.

APPROVED.

Flower Guild closet

Deanna Alford, chair of the Flower Guild, submitted a grant request to the Endowment Trustees for an amount unknown at this time for the construction/enclosing of the area in the east transept where Flower Guild supplies are currently being housed. The enclosure would not block the entrance/exit transept door. Deanna has a quote of \$3,500 to enclose the area in question. Phillip advised that his son Connor could possibly handle the construction of an enclosure for the cost of the supplies and labor. After a brief discussion, it was the consensus of the Vestry to ask Connor Parker to price the construction of the enclosure and submit the quote to the Vestry.

Property Committee pressure washing project

Tommie spoke with Wayne Averett, co-chair of the Property Committee about work they hope to accomplish during the property workday on June 29. One of the projects consists of having our concrete and brick areas pressure washed as they have become very dirty and unsightly. Wayne submitted a request to the Endowment Trustees for \$850 toward the total cost of the \$1,700 project. The Trustees will not be meeting to review all grant requests until mid-July. Tommie reported that Modern Woodmen has awarded All Saints' \$850 toward the pressure washing project. Tommie asked the Vestry to consider covering the balance of the cost of the project (\$850) through church funds if the Trustees could not grant their original request of \$850 either partially or fully when they meet in mid-July. A discussion followed.

MOTION: (Averett/Alexander)

Approve covering the balance of the cost of the pressure washing project (\$850) through church funds from Restricted account line item 8043 "Vestry Capital/Discretionary Reserve" fund if the Trustees could not grant their original request of \$850 either partially or fully when they meet in mid-July.

APPROVED.

Initial discussion of NCADD building

Prior to the June Vestry meeting, Cathy asked the Vestry to come to the meeting prepared to brainstorm or share any ideas they may have heard concerning the use or disposition of the NCADD building, given to us in January 2024. She opened the discussion at the meeting by advising that she had received two letters addressed to the Vestry concerning the NCADD building. One letter spoke in favor of selling the building and the other spoke in favor of keeping the building. She read both letters to the Vestry. Cathy emphasized that the Vestry would not be asked to make a decision about any option for the NCADD building at this time, but rather share ideas and thoughts on the possibilities of keeping or selling the building. Phillip noted that when the NCADD building was gifted to All Saints', there were no restrictions attached to the property. Cathy also advised the Vestry that if they had ideas about either keeping or selling the building, they would be asked to research on what it would take to bring the idea to fruition. Several ideas were voiced during the discussion. Cathy asked those members to report back to the Vestry at the July meeting with concrete details of the implementation of the use of the building for the Vestry to review.

Cathy explained to the Vestry that the Bishop and the Standing Committee of the Diocese of Mississippi are required to approve the sale of any property. This process can take several months especially with

the transition to a new Bishop in the diocese. Given the time this can take, Cathy asked the Vestry to agree to ask the Bishop and Standing Committee for approval to sell the property. She emphasized that asking for permission does not in any way indicate the preference to sell the property but just prepares us once a decision is made.

MOTION: (Pate/Alford)

Authorize Sr. Warden, Cathy Fitzpatrick to request permission from the Bishop and the Standing Committee of the Diocese of Mississippi to sell the NCADD building should the Vestry vote to sell the building as the best option.

APPROVED.

CHECK-OUT

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 7:58 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE JUNE 24, 2024 MEETING:

May 2024 financial reports
May 20, 2024 Vestry minutes
June 13, 2024 Vestry by written consent minutes
Christian Growth Commission report
Christian Service Commission report
Christian Stewardship Commission report
Director of Christian Formation job description

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

**MINUTES OF
FRIDAY, MARCH 1, 2024
VESTRY MEETING**

The Vestry conducted their business meeting at the beginning of the Vestry Retreat.

PRESENT:

| | | |
|---------------------------------|-----------------|-----------------------|
| The Rev. Phillip Parker, Rector | Alice Alexander | |
| Cathy Fitzpatrick, Sr. Warden | Carol Alvis | Marcie Morgan |
| David Alford, Jr. Warden | Sue Ann Averett | Joellen Murphree |
| Mike Fitzpatrick, Treasurer | Leslie Criss | Richard Pate |
| Tommie Moore, Clerk | Nathan Duncan | Margaret Anne Robbins |
| | | Ann Springfield |

ABSENT: Cindy Hudnall, Leila Keel

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

CHECK IN: Phillip welcomed the new Vestry members.

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

- January 16, 2024 Vestry Minutes

MOTION: (Pate/Murphree)

Approve Consent Agenda as submitted.

APPROVED.

Treasurer's report

Treasurer, Mike Fitzpatrick, offered a brief orientation for our new Vestry members. Some changes were made to the Vestry Person of the Day responsibilities which Mike outlined in detail. He then reported on our financial status as of January 31, 2024. He advised revenue recorded in January was \$31,552 of a budget of \$48,000. He stated we have approximately \$60,000 in 2024 Pre-Paid Pledges. Mike noted that due to the ice storm in mid-January, most of our operation was shut down for approximately one week. He has been working with our bookkeeper to catch up and expects that the February and March financial picture will make up for the shortfall in January. He will have a more detailed financial report of the operating budget at the March Vestry meeting.

Mike advised the balance on our building loan is \$546,000. He stated that Wayne Averett and Donna Timmons, co-chairs of the "Burn the Note" capital campaign will present their plan for a final "Burn the Note" campaign on Saturday at the Vestry Retreat.

MOTION: (Robbins/Murphree)

Approve Treasurer's report as given.

APPROVED.

Discussion/approve Endowment Operating Principles amendment

An amendment to the Endowment Operating Principles was submitted which includes provisions for the All Saints' Concert Series.

Fred Page suggested that the All Saints' Concert Series establish an endowment fund to provide a vehicle for donations by supporters/friends of the Concert Series. Dinetia Newman suggested an endowment fund document separate from the existing All Saints' Endowment Fund. In a meeting with Fred, Mike Fitzpatrick, Tommie Moore and Dinetia, the parties agreed that the All Saints' Concert Series monies should be invested in the existing Endowment Fund and that revisions be made to the current Endowment Fund document. Those revisions are included the attached "Third Amendment to the All Saints' Episcopal Church Endowment Fund Operating Principles" which were a part of the Vestry's packet and described and highlighted in the document's recitals:

WHEREAS, due to the establishment of the All Saints' Concert Series (the "**Concert Series**") whose donations including bequests, grant receipts and other monies will be invested in the Endowment Fund, the Vestry desires to further amend the Revised Agreement to include the language in the 2000 and 2009 Addendums, to clarify the definition of "Corpus", to state what portion of Endowment Fund monies will be available for disbursement and to indicate that one Trustee shall be a member of the All Saints' choir.

The revisions/proposed amendment were sent to the current Trustees to provide them notice and an opportunity to review the third Amendment prior to the Vestry's review. There were no objections to the amendment of the current Endowment Operating Principles by the current Trustees. A discussion followed, after which a motion was made:

MOTION: (Pate/Robbins)

Approve the proposed third amendment "All Saints Concert Series Amendment" as submitted.

APPROVED.

Discussion/elect 2 Endowment Fund Trustees

Cathy advised that in compliance with the Endowment Fund Operating Principles, including the newly approved third amendment, two new Endowment Fund Trustees are to be elected. Current Trustees are:

- Fred Page February, 2026
- Ty Robinson February, 2026
- Bill Morgan February, 2024 (Bill is serving out the balance of David Alford's term)
- Corky Springfield, chair February, 2025
- Albert White February, 2024

Cathy presented the following parishioners for consideration as Endowment Trustees to fill the expired terms of Bill Morgan and Albert White. As Bill Morgan filled the unexpired term of David Alford, Cathy recommended appointing Bill to a full three-year term. She also recommended appointing Dinetia Newman, to fulfill the requirement of having a choir member serve as an Endowment Trustee, which is part

of the newly adopted “Concert Series” amendment. After a brief discussion, the following motion was made:

MOTION: (Robbins/Averett)

Approve Bill Morgan and Dinetia Newman as Endowment Fund Trustees, each serving three-year terms to expire in 2027.

APPROVED.

Discussion/approve 2023 Parochial report

Phillip advised that the 2023 Parochial report is due March 1. He explained the report covers statistics relating to membership, attendance and outreach, along with financial information for the reporting year. A discussion followed. After the discussion, the following motion was made:

MOTION: (Alexander/Alford)

Approve the 2023 Parochial report as submitted.

APPROVED.

Close Curate’s Discretionary account

With the departure of The Rev. Becca Walton, there is no longer a need to have a discretionary fund for the Curate. It was suggested that the account be closed and the funds in the account transferred to the Rector’s Discretionary account.

MOTION: (Cathy Fitzpatrick/Pate)

Approve closing the Curate’s Discretionary account at Renasant Bank and transfer the funds from the Curate’s Discretionary account to the Rector’s Discretionary account.

APPROVED.

Elect delegates and alternates to the 198th Annual Council of the Diocese of Mississippi (held in Biloxi; date tbd)

Phillip advised it is time to elect 3 delegates and 2 alternates to serve at the 198th Annual Council of the Diocese of Mississippi to be held in Gulfport, date to be announced.

Proposed delegation:

Proposed Delegates: Frank Anger, Carol Alvis, David Alford.

Proposed Alternates: Les Alvis, Leslie Criss

MOTION: (Cathy Fitzpatrick/Averett)

Approve the delegation to the 198th Annual Council of the Diocese of Mississippi:

Delegates: Frank Anger, Carol Alvis, David Alford.

Alternates: Les Alvis, Leslie Criss

APPROVED.

CHECK-OUT: The Vestry looked at upcoming Vestry meeting dates to determine any holiday or other conflicts with the meetings. They agreed to change the July Vestry meeting date to Monday, July 22 to accommodate Phillip serving on staff at Special Session #2 (July 15-20) at Camp Bratton-Green.

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 7:22 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE MARCH MEETING:

January 16, 2024 Vestry minutes

Proposed third amendment “All Saints Concert Series”

2023 Parochial report

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

**MINUTES OF
MONDAY, MARCH 18, 2024
VESTRY MEETING**

PRESENT:

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

Alice Alexander
Carol Alvis
Sue Ann Averett
Leslie Criss
Nathan Duncan
Cindy Hudnall

Leila Keel
Marcie Morgan
Joellen Murphree
Richard Pate
Margaret Anne Robbins
Ann Springfield

ABSENT: None

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

CHECK IN

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

February 2024 financial reports
March 1, 2024 Vestry Minutes
Christian Growth Commission report
Christian Service Commission report
Christian Stewardship Commission report

MOTION: (Duncan/Pate)

Approve Consent Agenda as submitted.

APPROVED.

PROGRESS REPORTS ON VESTRY OBJECTIVES:

➤ **Reimagine and resurrect the Men's Group**

Richard Pate advised he has been working with David Alford and Nathan Duncan to organize a "Men's Breakfast" for late April. They will be emailing all of the men in the parish inviting them to come, as well as advertising the event in our newsletter and other communication avenues.

➤ **Reimagine and resurrect ECW**

Cathy advised one of the leaders of ECW had surgery and they will be setting up a meeting with her once her recuperation is complete.

➤ **Further engage with members/newcomers/visitors**

Phillip suggested a Vestry member be appointed to contact the visitors that turn in a pew card. Ann Springfield was designated as the one who will contact those visitors. Vestry members and committee chairs will continue to receive a scanned copy of the pew cards that are submitted.

➤ **Website refresh/redesign**

Cathy Fitzpatrick advised she has obtained a contact number of someone within the Digital Faith organization and will be contacting them soon to learn more about the website services they offer.

➤ **Potluck dinners/programs**

Cathy advised that she created a survey to gather information about our potluck dinners and programs and thanked the Vestry for their participation and feedback in the survey. It was suggested that she add an option to address the frequency of our potluck dinners to include “more likely to attend monthly”. Cathy will be updating the survey and it will be sent out to the parish soon.

BUSINESS

Treasurer’s report

Treasurer, Mike Fitzpatrick, reported on our financial status as of February 2024. He advised that each year pledges being paid by a monthly bank draft must be re-established in January. With the transition in the bookkeeper position, the pledges currently on monthly bank drafts were not re-established until late February. The March financial reports will reflect these transactions. Mike noted that apart from the bank draft issue, income in February reflected a deficit in pledge income of \$15,000. He will be contacting those households who are behind in their pledge. He reported we received \$95,000 in 2024 “Pre-Paid Pledges”.

Mike advised we have received \$36,000 in payment on our insurance claim from the January ruptured line in the Office. Of that amount, \$17,000 was paid to ServiceMaster Fire & Water Restoration; \$14,000 was paid to Lynn Bryan Construction for the work they did in repairing the damage, reinstalling the baseboards and repainting the outer Office area and hallway.

MOTION: (Robbins/Alford)

Approve Treasurer’s report as given.

APPROVED.

Update on Capital Campaign

Cathy advised that advance gift visits have begun. They hope to complete those visits by the end of March and begin visits with groups of parishioners in April. Cathy distributed folders to the Vestry which contained a brochure documenting our journey over the last 20 years, tax benefits of charitable contributions, capital campaign stats, letters from the Rector, Wardens and campaign co-chairs and a pledge card. She asked that as leadership of the church, Vestry members turn in their Capital Campaign pledge by Easter Day.

On another note, Cathy advised that she is in conversation with two parishioners in regard to serving as co-chairs of the Stewardship Committee. More details will follow as they develop.

CHECK-OUT

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 6:51 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE MARCH 18, 2024 MEETING:

February 2024 financial reports

March 1, 2024 Vestry Minutes

Christian Growth Commission report

Christian Service Commission report

Christian Stewardship Commission report

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

**MINUTES OF
MONDAY, MAY 20, 2024
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector
Cathy Fitzpatrick, Sr. Warden

Alice Alexander
Carol Alvis
Sue Ann Averett
Leslie Criss

Marcie Morgan
Joellen Murphree
Richard Pate
Margaret Anne Robbins
Ann Springfield

Tommie Moore, Clerk

ABSENT: Mike Fitzpatrick, David Alford, Nathan Duncan, Cindy Hudnall, Leila Keel

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

CHECK IN

ADDITIONS TO THE AGENDA:

- Discussion of back taxes on the NCADD building
- Discussion of forming a website redesign committee
- Discussion of forming an outside Columbarium committee

CONSENT AGENDA:

- April 2024 financial reports
- April 15, 2024 Vestry minutes
- May 13, 2024 Executive Committee minutes
- Christian Growth Commission report
- Christian Service Commission report
- Christian Stewardship Commission report

MOTION: (Pate/Murphree)

Approve Consent Agenda as submitted.

APPROVED.

PROGRESS REPORTS ON VESTRY OBJECTIVES:

- **Reimagine and resurrect the Men's Group and ECW**
Richard Pate advised the men met for breakfast on April 27, with 25 in attendance. He noted they decided to meet once a month on the 4th Saturday morning of each month. Their next breakfast is scheduled for May 25.

Cathy Fitzpatrick reported that ECW (Episcopal Church Women) is planning a Wine & Cheese gathering for May 23 at 5:00 p.m. in the Parish Hall. ECW will also meet on Sunday, June 2 following the service to cook for the Care Team freezer.

➤ **Further engage with members/newcomers/visitors**

Phillip reported that he has had several positive conversations with visitors and newcomers who have been impressed with the warm welcome extended to them.

➤ **Website refresh/redesign**

Cathy Fitzpatrick advised she and Tommie Moore met with Lance Moore, the owner of MooreSites Design Studio to discuss the process of redesigning our current website. Cathy reported that the first step in the process will be to form a website committee of four or five parishioners to study what is needed in the redesign of our site and to work with MooreSites to produce the vision. Cathy and Tommie will work on recruiting a chair for the committee.

➤ **Potluck dinners/programs**

Cathy presented the results of the potluck survey that was sent to all parishioners in April. In total 54 responses were received.

61% of the respondents are currently attending Potluck suppers.

34% of the respondents are attending twice a month and 37% are attending once a month.

89% of the respondents were in favor of food being provided at a minimal cost.

28% of the respondents favored monthly Potluck suppers and 15% favored twice a month.

96% of the respondents favored either a 5:30 or 6:00 start time.

Most who responded that they did not attend Potluck suppers were due to work or time related issues.

There were 30 great responses with great programming ideas. A copy of the full survey is available in the church office.

Cathy continued by advising the Vestry there will not be a potluck dinner in June due to VBS. There will be one potluck in July (July 10) and one in August (August 14). She asked for 3 volunteers from the Vestry to study the survey and formulate a plan for our Wednesday night gatherings to be implemented in September. Leslie Criss, Sue Ann Averett and Alice Alexander volunteered to work on this project and report their progress in July.

BUSINESS

Treasurer's report

On behalf of Treasurer, Mike Fitzpatrick, Sr. Warden, Cathy Fitzpatrick gave an overview of the written financial reports as of April 30, 2024 which are attached to these minutes.

In his report to the Executive Committee, Treasurer Mike Fitzpatrick advised that the April books closed with a net deficit of \$3,361 and pledges continue to fall short of budget. We currently have a net deficit YTD of approximately \$34,000. Mike reported he is working with the bookkeeper to catch up the monthly bank drafts from earlier in the year.

In his report, Mike noted that per Vestry approval, \$275,000 has been moved to an investment account at Renasant Bank. He reported we have approximately \$104,000 in cash in the Capital Campaign account. "Burn the Note" pledges continue to be received and our building loan balance is \$501,591.

Cathy advised we received a written notice from Church Mutual that due to “the frequency of claims” our insurance policies with them would be cancelled effective June 19, 2024. Mike Fitzpatrick is working to secure two insurance premium quotes to present to the Vestry.

MOTION: (Pate/Robbins)

Approved Treasurer’s report as submitted and updated.

APPROVED.

Discussion of outside columbarium

Cathy Fitzpatrick reported that the Chapel Columbarium, with only four niches open for purchase, is close to being completely full. She would like to appoint a Columbarium committee to study the details around the placement and implementation of an outside columbarium. The Vestry agreed that forming a Columbarium Committee was a good next step in the process. Cathy will work to recruit a chair for the Columbarium Committee. In Mike Fitzpatrick’s report to the Executive Committee, he made a recommendation to the Vestry to consider consolidating the funds in the Memorials Restricted accounts: \$7,360 in line item 8101, “Memorials Designated” and \$3,056 line item 8103, “Memorials Undesignated” and transferring those funds to Restricted accounts, line item 8153, “Columbarium Completer Package”. Mike noted that the money in the “Memorials Designated” fund, was not designated for one particular purpose but rather a designation of the person for which the money was given. Any funds that are designated for a specific purpose (i.e., Saints’ Brew, Music fund, etc.) are immediately placed in that requested fund when received.

MOTION: (Cathy Fitzpatrick/Averett)

Transfer funds in the amount of \$7,360 in line item 8101, “Memorials Designated” and \$3,056 line item 8103, “Memorials Undesignated” to Restricted accounts, line item 8153, “Columbarium Completer Package”.

APPROVED.

Discussion of Director of Saints’ Brew staff position

Phillip reminded the Vestry that our current Director of Saints’ Brew, Deepika Dey has resigned her position effective May 31. Shortly after Deepika’s resignation was announced, Cindy Hudnall expressed interest in filling the position. Cindy has been a member of the Tuesday Saints’ Brew team for a number of years and has a deep love and understanding of the mission of Saints’ Brew. Cindy is currently employed by Red Cross and has “not-for-profit” experience. Phillip advised that the Director of Saints’ Brew is a part-time position and that Cindy will be leaving her position with the Red Cross to devote her time to the Saints’ Brew position. Phillip reported that in consultation with our Treasurer, he is recommending a salary for the Director of Saints’ Brew to be \$12,800 yearly.

MOTION: (Pate/Springfield)

Affirm the hiring of Cindy Hudnall as the Director of Saints’ Brew effective June 1, 2024 and approve the salary for the Director’s position of \$12,800 yearly.

APPROVED.

With Cindy taking the position of Director, a paid staff position, our Bylaws require her to resign from her position on the Vestry as it would be a conflict of interest. Phillip reported that he looked at the results of the Vestry election from our Annual Meeting in February and found that Leesha Faulkner had the next highest votes on the slate of nominees. Phillip recommended Leesha Faulkner to fill the open Vestry position, with her term expiring at the Annual Meeting in 2027.

MOTION: (Averett/Pate)

Appoint Leesha Faulkner to fill the unexpired Vestry term of Cindy Hudnall. The term shall expire at the Annual Meeting in 2027.

APPROVED.

Discussion of Christian Ed Director staff position

Phillip advised that for the past year, All Saints' has been without a Youth Director and a Director of Christian Education. During this time, he took on the responsibility of overseeing pre-EYC and EYC, noting it was great to spend this time with the youth. Also during that time, Tommie Moore took on the responsibilities of the Director of Christian Education in addition to her responsibilities as Program Administrator, to make sure All Saints' continued to offer Christian formation to both our children and adults. During this past year, Phillip has been working to find a person or people to fill these positions but has not been able to find the right fit. A few weeks ago, Allison Bedillion approached Phillip to express an interest in the Youth Director position. Phillip and Tommie met with Allison to explore the possibility of her taking on a combined role of managing Christian education and EYC. This position is a paid part-time position that will oversee both Christian Education and EYC. The position will also have oversight and work with those involved in Adult Christian Formation in making sure that we continue to have an excellent variety of programs for our adults. Phillip consulted with our Treasurer, and they are recommending a yearly salary of \$16,000 for the Director of Christian Formation.

MOTION: (Averett/Alexander)

Affirm hiring Allison Bedillion as Director of Christian Formation at a yearly salary of \$16,000.

APPROVED.

Discussion of baptismal banners

Cathy reported that Leila Keel has been researching baptismal banners and found a smaller version of a banner online that can be made and embroidered with the name of the child being baptized. Cathy presented the banner that Leila ordered for her child and the Vestry agreed it would be a wonderful option to give to mark the occasion. The banners will cost approximately \$35.00 which includes the embroidery, plus shipping cost. It was suggested that a darker font color be used as it would show up better.

MOTION: (Pate/Springfield)

Approve the use of new baptismal banners as outlined above.

APPROVED.

NCADD taxes

In a written report, Treasurer, Mike Fitzpatrick advised that approximately \$4,500 in back taxes are owed on the NCADD building. He recommended paying the taxes from the "Vestry Capital Reserve" fund, line item 8043.

MOTION: (Pate/Fitzpatrick)

Approve paying back taxes on the NCADD building in the amount of \$4,500 from line item 8043, "Vestry Capital Reserve" fund.

APPROVED.

Discussion of moving June Vestry meeting to June 24

Cathy reported that she and Mike will be out of town on June 17 and asked the Vestry to consider moving the Vestry meeting to June 24.

MOTION: (Averett/Alexander)

Approve moving the June Vestry meeting to Monday, June 24, 2024.

APPROVED.

Gifts

MOTION: (Morgan/Alexander)

The Vestry gave thanks for the talent of Nathan Duncan and gratefully accepted his donation of three framed photographs from his collection.

APPROVED.

CHECK-OUT

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 7:21 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE MAY 20, 2024 MEETING:

April 2024 financial reports

April 15, 2024 Vestry minutes

May 13 Executive Committee minutes

Christian Growth Commission report

Christian Service Commission report

Christian Stewardship Commission report

Potluck Survey results

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

**MINUTES OF
MONDAY, NOVEMBER 18, 2024
VESTRY MEETING**

PRESENT:

The Rev. Phillip Parker, Rector
Cathy Fitzpatrick, Sr. Warden

Alice Alexander
Carol Alvis
Sue Ann Averett
Leslie Criss
Nathan Duncan

Marcie Morgan
Joellen Murphree
Richard Pate
Margaret Anne Robbins
Ann Springfield

Mike Fitzpatrick, Treasurer
Tommie Moore, Clerk

ABSENT: David Alford

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

CHECK IN

ADDITIONS TO THE AGENDA: None

CONSENT AGENDA:

- October 2024 financial reports
- October 28, 2024 Vestry minutes
- November 12, 2024 Executive Committee minutes
- Christian Growth Commission report

MOTION: (Fitzpatrick/Pate)

Approve Consent Agenda as submitted.

APPROVED.

PROGRESS REPORTS ON VESTRY OBJECTIVES:

- **Update from the Men's Group**
Richard Pate reported that the Men's Group will be partnering with ECW to host a holiday gathering for the parish in December.
- **Update from ECW**
Cathy reported they had 24 in attendance at the November meeting. Tracy Proctor was the special guest showcasing holiday table decorations. She noted that new officers for 2025 will be elected soon.
- **Update on engaging with members/newcomers/visitors**
Phillip reported that we continue to have new visitors on Sundays who are also attending other parish functions, such as Men's Group, ECW and Wednesday Night Dinner & Programs.

➤ **Update on Wednesday night dinner & programs**

Attendance continues to grow at the revamped Wednesday Night Dinner & Programs with over 50 in attendance at the November offering. In December, Cathy and Mike Fitzpatrick will present a program on their summer pilgrimage to walk the Camino De Santiago. In January, 2025, Frank Anger will present a program on hot air ballooning.

➤ **Update on website redesign**

Sue Ann reported that there is a lot of work happening on the website behind the scenes. She noted that staff photos will be taken on November 20.

BUSINESS

Treasurer's report

Mike Fitzpatrick gave an overview of our financial status as of October 31, 2024. He reported the monthly revenue was over budget by approximately \$2,000. Mike is projecting at year end a deficit of approximately \$20,000 of a budgeted deficit of \$15,000.

Mike advised we have received 39 pledges toward our 2025 operating budget for a total of \$260,000. A letter to the parish will be mailed this week asking for those who have not responded to do so soon. Vestry members will be making follow-up phone calls after Thanksgiving.

MOTION: (Pate/Averett)

Approve Treasurer's report as given.

APPROVED.

Discussion of 2025 voluntary proportionate giving % to the Diocese of Mississippi (10% in 2024)

Phillip 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 2024 VPG percentage is 10%. Our 2025 VPG percentage will be based on the "Total Operating Revenue" of \$611,549 as reported on the 2023 Parochial report. After a lengthy discussion, the following motion was made:

MOTION: (Cathy Fitzpatrick/Robbins)

Approve All Saints' voluntary proportionate giving percentage to the Diocese of Mississippi at 10% of the "Total Operating Revenue" of \$611,549 as reported on the 2023 Parochial report.

APPROVED.

Discussion of Flower Guild closet construction in east transept

Phillip advised that the Flower Guild has the funds to have the east transept storage space in the Nave enclosed, which will help organize that area more fully. Deanna Alford, chair of the Flower Guild has agreed to use the 2024 operating funds of \$1,000, with funds from the Flower Guild money market account in the amount of \$1,500, plus the Endowment Fund grant they received in the amount of \$500 to pay toward the construction cost of the enclosure. A discussion followed where everyone agreed that the enclosure should match the existing closet in that area. Phillip reported a construction quote had been submitted in the amount of \$3,500 by Lynn Bryan Construction.

MOTION: (Cathy Fitzpatrick/Averett)

Approve quote from Lynn Bryan Construction in the amount of \$3,500 to enclose the storage area in the east transept of the Nave using funds from the Flower Guild operating budget, the Flower Guild grant of \$500 and funds from the Flower Guild money market account, line item 8013.

APPROVED.

Discussion of 2025 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.

MOTION: (Averett/Murphree)

Authorization and funding of 2025 accountable expenses for Rector, The Rev. Phillip Parker. For the calendar year 2025, up to \$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.

APPROVED.

Approve Housing Resolution for 2025

The following motion was offered concerning the 2025 Housing Resolution for The Rev. Phillip Parker, Rector.

MOTION: (Cathy Fitzpatrick/Alexander)

**HOUSING RESOLUTION
For The Rev. Phillip Parker, Rector**

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 2024 \$26,000.00 is hereby designated to be a housing allowance;

And it is further resolved that the designation of \$26,000.00 as a housing allowance shall apply to calendar year 2025 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.

Update from Nominating committee

Cathy opened the discussion by advising that the Nominating Committee has not been able to secure a full slate of nominees for Sr. Warden and Vestry. On behalf of the Nominating Committee, she submitted additional names to be considered as possible nominees. Cathy advised the additional names have been vetted and meet the qualifications outlined in our Bylaws.

MOTION: (Pate/Alexander)

Approve additional names to be added as possible nominees for Sr. Warden and Vestry as submitted.

APPROVED.

Update from the Safety Committee

Richard advised that he will be reviewing and updating the All Saints' Safety plan and asked all Vestry members to review the current policy before the December meeting. Richard will distribute the current plan via email to all Vestry members.

Approve new chalice bearers

Phillip asked the Vestry to consider requesting Bishop Wells to approve Richard Pate and Josh Westmoreland as licensed chalice bearers.

MOTION: (Cathy Fitzpatrick/Duncan)

Approve recommendation of Richard Pate and Josh Westmoreland as licensed chalice bearers, to be sent to Bishop Wells for final approval.

APPROVED.

Appoint officers for 2025: Treasurer, Assistant Treasurer, Chancellor, Clerk

Phillip advised that each year, Officers of the church must be appointed. He recommended reappointing Mike Fitzpatrick, Treasurer, Dinetia Newman, Assistant Treasurer, Reed Hillen, Chancellor and Tommie Moore, Clerk of the Vestry for 2025.

MOTION: (Pate/Duncan)

Approve reappointing as officers of All Saints': Mike Fitzpatrick, Treasurer, Dinetia Newman, Assistant Treasurer, Reed Hillen, Chancellor and Tommie Moore, Clerk of the Vestry for 2025.

APPROVED.

Request assignment to All Saints' of The Rev. Dr. Billy Walton, Deacon

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 2025, pending the Bishop's approval.

MOTION: (Robbins/Alexander)

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

APPROVED.

Staff change

Phillip advised that our Choirmaster/Organist Dr. Debra Atkinson submitted her resignation effective December 31, 2024. Phillip gave thanks for Debra and for the gifts of her knowledge, skill, and talent that she has shared with us as All Saints' organist and choirmaster. He said a search will begin immediately to secure a replacement.

CHECK-OUT

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 6:50 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE NOVEMBER 18, 2024 MEETING:

October 2024 financial reports

October 28, 2024 Vestry minutes

November 12, 2024 Executive Committee minutes

Christian Growth Commission report

2025 Clergy Housing Resolution

2025 Accountable Reimbursement Policy

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

**MINUTES OF
MONDAY, OCTOBER 28, 2024
VESTRY MEETING**

PRESENT:

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

Carol Alvis
Sue Ann Averett
Leslie Criss

Marcie Morgan
Joellen Murphree
Richard Pate
Margaret Anne Robbins
Ann Springfield

ABSENT: Alice Alexander, Nathan Duncan

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

CHECK IN

ADDITIONS TO THE AGENDA:

- Proposal for ink pens in pew racks

CONSENT AGENDA:

- September 2024 financial reports
- September 16, 2024 Vestry minutes
- October 15, 2024 Executive Committee minutes
- Christian Growth Commission report
- Christian Stewardship Commission report

MOTION: (Fitzpatrick/Murphree)

Approve Consent Agenda as submitted.

APPROVED.

PROGRESS REPORTS ON VESTRY OBJECTIVES:

- **Update from the Men's Group**
Richard Pate reported they had 19 in attendance at the October breakfast, 4 of which were visitors. Richard has been elected as the President for the 2025 term. He advised that going forward, the team building exercises will focus on the group objectives.

- **Update from ECW**
Cathy reported they had 15 in attendance at the October meeting. Tracy Proctor will be the special guest for the November meeting. In December, the men's group and ECW will meet together. She noted that new officers for 2025 will be elected soon.

➤ **Update on engaging with members/newcomers/visitors**

Phillip reported that we continue to have new visitors on Sundays, noting there were 3 new families that visited on October 27.

➤ **Update on Wednesday night dinner & programs**

Attendance continues to grow at the revamped Wednesday Night Dinner & Programs. Positive feedback has been received regarding the food and the programs. The November program will be a Q & A panel discussion with Phillip, the Wardens and the Treasurer. In December, Cathy and Mike Fitzpatrick will present a program on their summer pilgrimage to walk the Camino De Santiago. In January, 2025, Frank Anger will present a program on hot air ballooning.

BUSINESS

Treasurer's report

Mike Fitzpatrick submitted a written report on our financial status as of September 30, 2024. He reported we had a good revenue month with "Total Revenue" received of approximately \$51,000 of a budget of approximately \$47,000. We currently have a deficit of \$25,000 of a budgeted deficit of \$17,500.

Pledge packets were distributed on Sunday, October 13. The balance of the packets were mailed on Tuesday, October 15. Mike noted we have received 20 2025 pledges so far. Parishioners were asked to return their 2025 pledges by All Saints' Sunday, November 3.

MOTION: (Pate/Cathy Fitzpatrick)

Approve Treasurer's report as given.

APPROVED.

Update from Nominating Committee

On behalf of the Nominating Committee, Cathy presented a list of parishioners as potential nominees for Sr. Warden and Vestry. She noted the list of parishioners had been vetted and met the qualifications as outlined in our Bylaws.

Members of the Nominating Committee are:

Cathy Fitzpatrick, David Alford, Dana Maharrey, Deanna Alford, and Karen Dieckmann.

The list was reviewed by the Vestry. After the review, the following motion was made:

MOTION: (Murphree/Averett)

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

APPROVED.

Renewal of Licensed Lay Leaders

Tommie presented the list of lay leaders to be licensed by the Bishop. The list was included in the Vestry's October packets.

MOTION: (Fitzpatrick/Murphree)

Approve recommendation of the list of lay leaders as submitted, to be sent to Bishop Wells for final approval.

APPROVED.

Discussion of repainting iron railings

Cathy opened the discussion by advising that the Property Committee found the iron railings around our campus in need of new paint. Wayne Averett submitted a quote from Marsh Iron Works to have all of the railings sandblasted and power coated. The quote included the cost of having all of the railings done, as well as broken down by areas. A discussion followed. It was suggested that we move forward with having the Office railings and the Parish Hall handrails (leading up to the porch) sandblasted and power coated as they are the ones in the worse shape. The Vestry felt the others could be sanded and spray painted by the Property Committee.

MOTION: (Cathy Fitzpatrick/Springfield)

Approve sandblasting and power coating the Office railings and the handrails leading up to the Parish Hall porch at a cost not to exceed \$2,970 with funds from Restricted accounts line item 8043 “Vestry Capital/Discretionary Reserve”.

APPROVED.

Set Annual Meeting date

Phillip advised that the Vestry needed to set the date for the 2025 Annual Meeting. He suggested Wednesday, February 12, 2025 at 5:30 p.m. He noted this particular date was the 2nd Wednesday which is when we normally gather for our Wednesday Night Dinner & Programs. A brief discussion followed.

MOTION: (Averett/Murphree)

Approve setting February 12, 2025 as the date for our Annual Meeting with provisions made to cater the dinner at no cost to parishioners.

APPROVED.

Discussion of website redesign quote

Sue Ann Averett, co-chair of the Website Redesign Committee with Marrion Winders, opened the discussion by advising the committee was charged with reviewing each section of the current website to determine what needed to be kept/refreshed and what was not needed. Each member was assigned a section on which to work. Once that task was completed the committee met via “Google Meet” with Lance Moore of Mooresites.com to review the work they did. Sue Ann and Marrion followed up with an email outlining the discussions they had with Lance. Lance sent a detailed quote, which was included in the Vestry’s October packets. The quote outlined the following:

\$2,850 to build the site

\$215 yearly to maintain the site

\$300 (one time fee) for photography. This would entail Lance taking photos of our campus.

Lance agreed he could have the site live and ready to debut by our 2025 Annual Meeting (February 12, 2025). After a discussion, the following motion was made:

MOTION: (Cathy Fitzpatrick/Springfield)

Approve quote to rebuild our website in the amount of \$2,850, \$215 to maintain the site and \$300 for photography.

APPROVED.

Discussion of piano dolly

Sue Ann advised that included in the Christian Growth’s convener report was a request from our Music Director, Dr. Debra Atkinson to move the piano away from its present position facing the choir seats, to a more acceptable placement where the choir would be able to see Debra and her direction better. In her

report, Debra suggested moving the piano up next to the front row pew on the east side of the Nave. If this is not allowed, she suggested purchasing a piano dolly which would enable her to move the piano more easily out from the choir, should it not be allowed to remain in front of the first pew on the east side. A discussion followed. The concern was raised that moving the piano in front of the first pew could make it difficult to exit through the transept of the Nave. David Alford volunteered to research this matter further. In the meantime, the following motion was made:

MOTION: (Cathy Fitzpatrick/Criss)

Approve purchase of a piano dolly not to exceed \$804.38 for use in moving the piano when needed. Fund the purchase from line item 5081, "Adult Music" operating budget, on the condition that the purchase would not put the Adult Music operating budget, line item 5081 over budget as of December 31, 2024.

APPROVED.

Ink pens in the pew racks proposal

Joellen Murphree proposed replacing the pencils in the pew racks with pens, making it easier to read the information on the pew card when filled out. She researched options for pens and found we could purchase 300 pens with "All Saints' Episcopal Church" engraved on the pens for \$128.80 from www.4imprint.com. A brief discussion followed.

MOTION: (Cathy Fitzpatrick/Averett)

Approve purchase of 300 pens with our name engraved on them for \$128.80 from www.4imprint.com.

APPROVED.

CHECK-OUT:

Cathy offered an update from the Columbarium Committee. She stated that Pete Poland is drawing up preliminary plans for an outside columbarium. Once he has finished and the committee has reviewed, they will present the plans to the Vestry.

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 7:07 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE OCTOBER 28, 2024 MEETING:

September 2024 financial reports
September 16, 2024 Vestry minutes
October 15, 2024 Executive Committee minutes
Christian Growth Commission report
Christian Stewardship Commission report
List of Licensed Lay Leaders for renewal
Marsh Iron Works quote
Mooresites website redesign quote
Proposal for pew rack pens

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

**MINUTES OF
MONDAY, SEPTEMBER 16, 2024
VESTRY MEETING**

PRESENT:

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

Alice Alexander
Carol Alvis
Sue Ann Averett
Leslie Criss
Nathan Duncan

Marcie Morgan
Joellen Murphree
Richard Pate
Margaret Anne Robbins
Ann Springfield

ABSENT: Leesha Faulkner

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

VISITOR: Albert White

CHECK IN

ADDITIONS TO THE AGENDA:

- Tupelo Handyman quote

CONSENT AGENDA:

- August 2024 financial reports
- August 28, 2024 Vestry minutes
- September 9, 2024 Executive Committee minutes
- Christian Growth Commission report
- Christian Stewardship Commission report

As an update to the Stewardship Commission report, Cathy Fitzpatrick advised that the fall stewardship campaign will kick off later next month. Packets with a narrative budget and pledge information will be included. Vestry members will be responsible for following up on pledge cards not received.

MOTION: (Pate/Duncan)

Approve Consent Agenda as submitted and updated.

APPROVED.

PROGRESS REPORTS ON VESTRY OBJECTIVES:

- **Reimagine and resurrect the Men's Group**

The Men's Group will meet on Thursday evening September 19 for a fish fry and on October 26 for their monthly breakfast.

➤ **Reimagine and resurrect ECW**

Cathy reported that Amanda Walker with “Tupelo Tidy” will be the guest speaker at the September meeting. She asked Vestry members to promote attendance at ECW meetings by sending invitations via text groups to which they belong.

➤ **Further engage with members/newcomers/visitors**

Phillip reported that a newcomers gathering will be held in October at the home of Fred and Kaye Cannon.

➤ **Website refresh/redesign**

Sue Ann Averett reported each member of the committee has been assigned a section of the website to streamline before their meeting with Lance Moore. Their goal is to have the new website ready to preview at the Annual Meeting.

➤ **Potluck dinners/programs**

Cathy reported that there were positive comments on the meal and program during the September Wednesday night gathering. Our next Wednesday night dinner and program will be held October 9.

MOTION: (Robbins/Fitzpatrick)

Accept progress reports as given.

APPROVED.

BUSINESS

Treasurer’s report

Treasurer Mike Fitzpatrick gave an overview of our financial status as of August 31, 2024. He reported that pledges fell a little short of budget in August but noted that several households that were behind caught up their pledges in the early part of September. Mike advised that the secretary salary line was over budget for July and August due to Nancy Sweat training our new Administrative Assistant, Anne Palmer. Mike noted that All Saints’ will have fulfilled its pledge to the “Seeds We Sow” campaign of \$10,000 per year for five years with the December 2024 payment. We currently have \$40,000 in “Pre-paid Pledges”.

Mike advised that Saints’ Brew will need to identify additional revenue sources such as grants and/or financial donations as the Restricted accounts, lines 8047 and 8048 are getting low on funds.

Mike distributed a graph which showed “Burn the Note” cash flow projections through December 2026. The projection assumes 100% collection of pledges. A copy of the graph is attached to these minutes.

Mike also distributed a chart showing the Columbarium financial status as of July 2024. He noted that All Saints’ will have approximately \$28,696 in Columbarium funds that could be used toward the construction of an outside Columbarium. This is a net figure after calculating the amount of funds needed to fulfill any obligation to the Chapel Columbarium.

Mike distributed and reviewed a chart showing the estimated annual expenses and projected income

associated with the NCADD house. This report is attached to these minutes.

MOTION: (Cathy Fitzpatrick/Morgan)

Approve Treasurer's report as given.

APPROVED.

Tupelo Handyman Quote

David Alford advised he has had trouble finding a plumber and electrician to take care of several small jobs on our campus. Tupelo Handyman is a company that handles all types of repairs and quoted \$1,104.82 for the various repairs that are needed. He reviewed the quote with the Vestry after which the following motion was made:

MOTION: (Morgan/Criss)

Approve quote from Tupelo Handyman to make the necessary repairs as outlined in the quote for \$1,014.82 with funding from line item 5041, "Miscellaneous repair/Maintenance".

APPROVED.

Discussion of solicitation of in-kind donations for Saints' Brew

Tommie advised that Cindy Hudnall, Director of Saints' Brew would like to conduct a formal, targeted solicitation of area churches on behalf of Saints' Brew. She will be asking for in-kind items such as sugar, creamer, coffee and breakfast bars and hygiene items such as shampoo, conditioner, body lotion, deodorant, toothpaste, toothbrushes, combs and razors. She would also like to request reusable beverage containers to give to Saints' Brew guests that they can refill at Saints' Brew and take with them to use throughout the day in an effort to eliminate single use products. It was the recommendation of the Executive Committee that financial donations be included in the solicitation. They also recommended to not allow the reusable beverage containers to leave the building as they were concerned they would be left around our campus and other businesses in the area. After a discussion, the following motion was made:

MOTION: (Cathy Fitzpatrick/Duncan)

Approve solicitation of in-kind items for Saints' Brew as outlined in the Director's letter, to include a request for financial donations. Do not allow Saints' Brew guests to leave our campus with reusable beverage containers.

APPROVED.

Discussion of membership of Budget, Nominating and Compensation Review committees

Budget Committee:

The Wardens submitted names of parishioners to fill the open membership slots on the Budget Committee. After reviewing the names and a brief discussion the following motion was made:

MOTION: (Murphree/Alford)

Approve membership of the Budget Committee as submitted.

APPROVED.

Nominating Committee:

The Wardens submitted names of parishioners to fill the open membership slots on the Nominating Committee. After reviewing the names and a brief discussion the following motion was made:

MOTION: (Robbins/Morgan)

Approve membership of the Nominating Committee as submitted.

APPROVED.

Compensation Review Committee

The Wardens submitted names of parishioners to fill the open membership slots on the Compensation Review Committee. After reviewing the names and a brief discussion the following motion was made:

MOTION: (Pate/Duncan)

Approve membership of the Compensation Review Committee as submitted.

APPROVED.

Discussion of financial aspects of NCADD building

Sr. Warden, Cathy Fitzpatrick reviewed the discussion process the Vestry has participated in regarding the NCADD house. When the NCADD house was donated to All Saints' in the fall of 2023, the Vestry chose to postpone any discussion on what to do with the house due to the immediate need to run a Capital Campaign to fund the outstanding debt payments on our Program Facility. Wayne Averett and Donna Timmons ran an extremely successful "Burn the Note" Campaign and due to everyone's generous response, we received pledge commitments of close to \$500,000. As those commitments are paid, All Saints' will be able to make our remaining debt payments which will be finished in December of 2026.

In June 2024, the Vestry charted out the process to begin the discussions on our options for the house. They Vestry knew they needed to take sufficient time to carefully explore all the possibilities. The three-step process started with a brainstorming session on whether to keep the house or to sell it, and the opportunities presented by each alternative. Next, they "kicked the tires" on the ideas that were presented to analyze their viability. The final step was to look at the financial aspect of keeping or selling the house.

Cathy continued by offering that throughout the process, the Vestry has had good, open dialogue and debated all the options available to them. During the conversation, the Vestry changed the lens of the focus from property to people. Cathy stated that All Saints' is here because of the people. We need to be able to attract new, young families with children to grow our church. We want our kids to invite their friends to All Saints', which in turn brings their parents. It was noted that every parent who brings their child to the Montessori day school is a potential new member.

As just one example of the many possibilities when we turn the focus to people rather than property, Cathy asked the Vestry to consider the longstanding need for a playground attached to the Parish Hall and the day school not only for our youth but the children that are in our church every day. Without funds from the sale of the house, needs and opportunities like that would continue to go unmet and unrealized.

Another example is that All Saints' has an aging population with our "over 60" age group contributing 65% of our annual operating income. She cited a need for an outside columbarium. The Chapel Columbarium is almost full. The Columbarium committee is looking at options to build an outside columbarium, with the possibility of incorporating an outside Chapel area, labyrinth and scatter garden. Again, the focus would be on people over property.

It was also noted that our program facility is 17 years old and we need to plan for capital expenses that will be encountered as the building ages, such as roof repair/replacement and HVAC repair/replacement. If the Vestry were to sell the NCADD house, there would be funds available to fund programs and areas for growth and capital expenditures.

Cathy advised that she studied Vestry minutes from 1997 and noted that All Saints' was given the

opportunity to purchase the house (which later was purchased by NCADD). At that time, the All Saints' leadership determined that there was not a need to purchase the property, as plans were already being made and studied to expand our facilities outside of and around the property at 602 West Jefferson Street.

A discussion followed thoroughly examining the options to keep the property or to sell it. Earlier, during his report, Mike distributed an overview of the 2025 projected expenses for the NCADD house, as well as the projected income that could be gained if the building was leased. This document has been made a part of these minutes.

If it is determined that the NCADD house should be sold, it was suggested that the proceeds from the sale of the house would not be used for operating expenses, but rather to invest in All Saints' growth and capital expenses.

After the discussion, Cathy asked the Vestry if they were comfortable voting on whether to keep or sell the NCADD house at the meeting or if they needed more time to weigh all of the options.

MOTION: (Alford/Criss)

Approve taking a vote at the September Vestry meeting.

UNANIMOUSLY APPROVED.

MOTION: (Pate/Springfield)

In the overall best interests of the parish's mission, place the NCADD house, 602 West Jefferson Street, Tupelo, Mississippi 38804 up for sale, with the contract to include All Saints' being given the right of first refusal should the property be sold at some time in the future. The proceeds from the sale of the NCADD house will not be used for day-to-day operating expenses, but rather for investing in All Saints' growth and capital expenses.

UNANIMOUSLY APPROVED.

It was noted that the Vestry would have to approve the terms and the selling price of the property, with final approval coming from the Standing Committee of the Diocese of Mississippi.

CHECK-OUT

CLOSE: With no further business, The Rev. Phillip Parker dismissed the Vestry meeting at 7:55 p.m.

Submitted by Tommie Moore, Clerk of the Vestry.

ATTACHMENTS TO THE MINUTES OF THE SEPTEMBER 16, 2024 MEETING:

August 2024 financial reports
August 28, 2024 Vestry minutes
September 9, 2024 Executive Committee minutes
Christian Growth Commission report
Christian Stewardship Commission report
2025 budget projections
Columbarium financial status chart
"Burn the Note" cash flow projection graph
NCADD house estimated annual expenses