

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

MINUTES OF APRIL 20, 2009 VESTRY MEETING

PRESENT:

The Rev. Paul J. Stephens, Rector	Deanna Alford	Peg Oakes
Fred Page Sr. Warden	Wayne Averett	Fredda Robinson
Betty Lee Marshall, Jr. Warden	Lynn Bryan	Rhonda Saunders
Corky Springfield, Treasurer	Kaye Cannon	Cathy Sparks
Mike Fitzpatrick, Cap. Camp. Treasurer	Nathan Duncan	Ann Springfield
Mary Lou Parks, Ass't. Treasurer	Smokey Livingston	Vicky Vance
Tommie Moore, Clerk		

ABSENT: None

The Rev. Paul Stephens opened the Vestry meeting with a prayer at 6:30 p.m.

CHECK-IN

REVIEW OF MINUTES:

The March 9, 2009 Vestry minutes were reviewed.

MOTION: (Duncan/Robinson)

Approve March 9, 2009 Vestry minutes as submitted.

APPROVED.

TREASURER'S REPORT:

Treasurer, Corky Springfield, reviewed our operating budget financial status for the month ending March 31, 2009. He stated that we collected 98% of our budget for March, 95% of our budget year-to-date. Corky advised that no Pre-Paid Pledges were used in March. The balance in Prepaid Pledges is \$26,460. Corky reported several additional pledges have been received, bringing our pledge offering budget to \$465,700. He stated that our total expenses were within budget for the month and remains under budget year-to-date. Corky reported that we were in a good cash position at month's end.

MOTION: (Robinson/Duncan)

Approve the Treasurer's report as submitted.

APPROVED.

CAPITAL CAMPAIGN TREASURER'S REPORT:

Capital Campaign Treasurer, Mike Fitzpatrick, reviewed the Capital Campaign financial status for the month ending March 31, 2009. He stated that we collected \$15,155.67 in pledge receipts of a budget of \$5,856. He noted that there were no expenses in March and the next loan payment will be due in April. Mike reported that the cash balance as of February 28, 2009 was \$256,158.85.

MOTION: (Livingston/Duncan)

Approve Capital Campaign Treasurer's report as submitted.

APPROVED.

CHRISTIAN GROWTH COMMISSION: No report

CHRISTIAN SERVICE COMMISSION: Convener, Rhonda Saunders gave an oral report. No action was required of the Vestry.

CHRISTIAN STEWARDSHIP COMMISSION: Convener, Deanna Alford gave an oral report. No action was required of the Vestry.

JR. WARDEN REPORT:

Betty Lee Marshall advised the Vestry that she has been working on resolving issues with our fire/sprinkler system. She also advised the Vestry that Andy Daugherty donated supplies, time and effort toward grounds maintenance.

SR. WARDEN REPORT:

Sr. Warden, Fred Page, reported that our Angel Food Ministry continues to grow with over 200 boxes of food distributed in March.

RECTOR REPORT:

The Rev. Paul Stephens acknowledged that he had received very good feedback from parishioners regarding the Holy Week services. He stated that for the most part attendance was up during Holy Week services as compared to 2008. Paul advised the Vestry that on April 28, he will be meeting with JESCO, Architecture South, Corbett Legge and Associates, and Conditioned Air regarding our ongoing HVAC problems. He also reported that Kathryn Weathersby McCormick will be at All Saints' for a Council prep meeting that same day. Paul reported that since pledges for the most part are current, pledge statements would not be sent this quarter. He stated that we will use this time as a trial run in emailing pledge statements to the Vestry. Paul asked the Vestry to be mindful of copying all checks they receive for deposit on Sundays. It was the consensus of the Vestry to ask the Vergers to collect the offering from the 8:30 a.m. service and place it in the safe until the Vestry Person of the Day makes the deposit after the 10:30 service. Paul noted other items he is working on: reorganizing Pastoral Care family groups; weekly Rector's Forum; Wednesday Night Suppers/Activities.

ADDITIONS TO THE AGENDA None

BUSINESS:

Discussion of timeline for goals set at the Vestry Retreat

Sr. Warden, Fred Page opened the discussion by reminding the Vestry of the goals that were set at the Vestry Retreat:

1. Enhance community outreach in new facility
2. Increase giving by 45% / decrease debt by 33%
3. Increase average Sunday attendance to 250
4. Offer Sunday, weekday Christian Formation programming and fellowship

The Vestry then discussed each point in detail.

Enhance community outreach in new facility

It was noted that more and more groups outside the church are using our facilities for various activities. We have hosted several large community events and numerous community meetings are being held at All Saints'. The Vestry expected that this trend will continue.

Increase giving by 45% / decrease debt by 33%

Paul suggested that a new approach to stewardship be considered. He stated that we needed to shift from a "residual giving" attitude to a "first fruits" giving mindset. He reported that he is working on a stewardship education piece that will take a year to plan and a year to implement. After the discussion, the Vestry set a timeline of February, 2012 in which to increase giving by 45%.

Fred Page informed the Vestry that he had been approached by another lending institution asking for an opportunity to quote new interest rates on our building loan. Fred suggested that the Vestry table the discussion about decreasing our debt until further information could be gathered.

Increase average Sunday attendance to 250

The Vestry discussed a timeline for increasing attendance. At the Vestry Retreat in February, they discussed ways in which increased attendance could be accomplished:

Invite visitors / make personal contact with existing members who are not attending, train Greeters, hand out newcomer cards, home visits, special Sundays / name tags, non Sunday program offerings, train ushers, publish new pictorial directory. After the discussion, the Vestry set a timeline of December 31, 2010 to obtain the goal of increasing the average Sunday attendance to 250.

Offer Sunday, weekday Christian Formation programming and fellowship

It was noted that we are currently working on increasing the offerings for Sunday and weekday Christian Formation programming and fellowship. The Wednesday Night Suppers will resume on April 22. Children's Choir and an adult forum will be added to the activities on Wednesday nights.

Discussion of amendments to Standards for Our Life Together / Bylaws

Paul opened the discussion of the amendments by stating that any amendment to the Bylaws would need to be approved first by the Vestry, then by the parish at the Annual Meeting, then by the diocesan Chancellor, with final approval coming from the Bishop. He suggested that a paragraph be added to "Standards for Our Life Together" that would read:

9. Healthy Systems

- The Vestry will encourage broad participation by diverse members of the Parish in leadership positions and discourage the concentration of responsibility in a few members. Term limits of officers, committee, task force and working group chairs will be established. Members of the same family (e.g., spouses, parent/child or siblings) may not serve on the Vestry at the same time.

MOTION: (Bryan/Vance)

Adopt amendment of paragraph 9 to Standards for Our Life Together to read:

- The Vestry will encourage broad participation by diverse members of the Parish in leadership positions and discourage the concentration of responsibility in a few members. Term limits of officers, committee, task force and working group chairs will be established. Members of the same family (e.g., spouses, parent/child or siblings) may not serve on the Vestry at the same time.

APPROVED.

The Bylaws amendment that was offered read:

1. Article IV, Section 1 is hereby amended by adding the following sentence:

“Members of the same family (e.g., spouses, parent/child or siblings) may not serve on the vestry at the same time.”

2. Article VI, Section 1 is hereby amended as follows:

Strike “and shall serve until a successor is chosen” and in its place substitute the following: “The Parish Treasurer and the Parish Clerk each may be elected to no more than five consecutive one year terms and shall be ineligible for one year for reelection to that office after having served five consecutive years in said office.”

3. Article VI, Section 3 is hereby amended as follows:

The following sentence shall be added at the end of said section: “Assistants to the Parish Treasurer and/or the Parish Clerk, if any, each may be elected to no more than five consecutive one year terms and shall be ineligible for one year for reelection to that office after having served five consecutive years in said office.”

4. Article V is hereby amended by adding the following Section thereto:

“Section 3. The Rector shall designate, and the Vestry confirm, chairs of the various committees, task forces and working groups of the Parish. The Rector and/or the Vestry may require such reports from said committees, task forces and working groups as may assist the Vestry in its work. In order to encourage broad participation of diverse members of the Parish and to discourage the concentration of responsibility in a few members, the Vestry shall set term limits for those serving as chairs of committees and task forces.

It was suggested that the amendment to the Bylaws be tabled and re-evaluated closer to the Annual Meeting in 2010.

Approve chair and new trustee of Endowment Fund

Fred Page offered the name of Donnie Bridges (term ends 2012) as an additional trustee of the Endowment Fund. He suggested that David Alford (term ends 2011) be named chair of the trustees.

MOTION: (Page/Vance)

Approve Donnie Bridges (term ends 2012) as a trustee of the Endowment Fund. Approve David Alford (term ends 2011) as chair of the trustees.

APPROVED.

Approve chair and members of the Columbarium Task Force

Paul offered the following as chair and members of the Columbarium Task Force:

Wayne Averett, chair; members: Ann Springfield, Diane Page, Donnie Bridges, Rev. Ray Goodman, Jim Wiygul and Donna Timmons.

MOTION: (Marshall/Bryan)

Approve chair and members of the Columbarium Task Force: Wayne Averett, chair; members: Ann Springfield, Diane Page, Donnie Bridges, Rev. Ray Goodman, Jim Wiygul and Donna Timmons.

APPROVED.

Discussion of new chairs for Conference room

Betty Lee Marshall showed the Vestry handmade, custom built oak chairs that match our new conference table. She stated that we would need 20 chairs at a cost of \$400 each, including tax. The chairs were made by Marty Sparks, the same person who built the conference table. Two chairs have been given to All Saints', one in memory of Katie Ruth Bush and one in memory of Jerry Sparks. After a discussion, the following motion was made:

MOTION: (Page/Duncan)

Approve 18 conference table chairs to be offered to the parish for subscription at a cost of \$400 which includes tax. The chairs may be given in memory or honor of an individual or family.

APPROVED.

Approve opening/signers of Diocesan Annual Council check account

Vicky Vance, chair of the Annual Council planning committee, asked the Vestry to approve opening a checking account for Annual Council with Tommie Moore and David Sparks as signers.

MOTION: (Vance/Livingston)

Approve opening a checking account at Renasant Bank for Annual Council with Tommie Moore and David Sparks as signers.

APPROVED.

Discussion of Rector's moving expenses

Paul reminded the Vestry that his Letter of Agreement with All Saints' included payment of his moving expenses, which at the time were estimated at \$12,000. He stated that he has received two estimates in the range of \$5,000 - \$5,500. He will continue to keep the Vestry informed of his moving process.

Discussion of \$800 expenditure to demolish building on John Rasberry's property

Fred Page advised the Vestry that John Rasberry has someone willing to demolish the building on his property for \$800. Fred acknowledged that this price was cheaper than the quotes All Saints' had received. The building must be removed, in order for the City of Tupelo to access a tree on our property that needs to be cut down.

MOTION: (Bryan/Oakes)

Authorize payment of no more than \$800, payable to John Rasberry and Jimmy Brown for demolition of building on John Rasberry's property. Instruct Treasurer, Corky Springfield, to determine which account to charge for the expenditure.

APPROVED.

Discussion of designation of monetary gift from parishioner

Paul advised the Vestry that All Saints' recently hosted a community event and a parishioner involved in the planning of the event had donated \$1,000 to All Saints' in appreciation of allowing them to use the building. Paul noted that there could be many uses for this money, however, he also noted that it would be very beneficial for All Saints' to purchase a projector and screen for upcoming projects and events.

MOTION: (Betty Lee Marshall/Page)

Approve purchase up to \$1,000 of projector and/or screen.

APPROVED.

Review “Healthy System Checklist”

Paul reminded the Vestry of the “Healthy System Checklist” portion of the book, “The Myth of the 200 Barrier” that the Vestry reviewed during the Vestry Retreat. At the March meeting, the Vestry reviewed points 1 – 4. At the April meeting, they reviewed points 5 – 8.

5. **We participate in training events available beyond our local congregation.** The Vestry agreed that training opportunities are widely offered.
6. **We utilize an open communication system and we actively seek feedback from members, especially new ones.** The Vestry agreed that this is the practice at All Saints’.
7. **We delegate decision making in appropriate ways beyond the Vestry. We encourage committees, commissions, and other work groups to be responsible for aspects of the congregation’s life beyond the Vestry.** The Vestry agreed that this is the practice at All Saints’.
8. **We have a workable mission statement and a list of present goals.** The Vestry recognized that we have a mission statement and that goal setting was part of the 2009 Vestry Retreat.

CHECK-OUT

With no further business, The Rev. Paul Stephens closed the Vestry meeting with a prayer at 8:02 p.m.

Submitted by Tommie Moore, Clerk of the Vestry

ATTACHMENTS TO MINUTES OF THE MARCH MEETING:

Financial Report 3/31/09

Capital Campaign Financial report 3/31/09

Holy Week attendance sheet

Bylaws amendment

Standards for Our Life Together amendment

“Healthy Systems Checklist”

Letter to Architecture South, JESCO, Corbett Legge and Associates, Conditioned Air

Letter of response from JESCO