



The vestry was called to order at 7:15 pm, once a quorum (2/3) was present.

Attendance

Nicholas Morris-Kliment (Rector)	X	Duncan Allen (Treasurer)		Jeff Murphy (Warden)	X	Stan Hitron (Warden)	X
David Carnahan (Clerk)	X	Ingrid Melvin	X	Janet Haines	X	Annie Russell	X
Phil Trussell	X	Bob Keener	X	Stefano Migliuolo	X	Phil Bergen	X
Michael Niden	X	Patty Smith	X	Tim Lysaght	X	Denise DeGroff	X
Linnea Wren	X						

Worship/Christian Learning Chair: Nick

Prayer and Formation (20)

We read the Evening Prayer rite 2 from the Book of Common Prayer with Psalm 67, and John 14:23-29 as the Scripture texts.

Information (30)

Associate’s Medical Leave: (Nick reported)

The Diocese leadership has been actively working to ensure that Scottie has access to the necessary treatment and financial resources needed to support her in dealing with her relapse from alcoholism. A treatment program has been identified that hopefully will be able to accommodate the start of her treatment within the next week. The Diocesan benefits staff are facilitating her enrollment in the short-term disability program and the Diocese has committed to providing financial support for any health care costs not covered by her medical insurance plan. She will remain on our payroll until the end of June, which is the end date on her letter of agreement with Christ Church. If the short-term disability program becomes effective prior to that date, this program will reimburse Christ Church 70% of the Associate’s salary costs while on our payroll.

The longer-term implications of the Associate’s relapse are uncertain at the time. The Bishop will ultimately determine if, and when, she is to return to active, ordained, ministry and the Commonwealth’s judicial process will determine the extent of any legal penalties. The Rector stated that there had never been any report, nor had he ever witnessed, any sign of impairment during the time that the Associate has worked at Christ Church. Similarly, Vestry members who participated in the youth group trips during the past two years indicated that there had been no incidents of concern and that the Associate did not drive the youth during either trip.

There were meetings after services on Sunday May 12, and Sunday May 19 to process this news, which had been disseminated by phone calls, announcements in church, and an email to the Vestry. While there is understandably a range of emotions among our parishioners, foremost in our consideration is that she gets the treatment she needs.

Clergy Coverage Planning

We will review the roles and responsibilities that the Associate had, and look at our own needs staff wide. We may decide that additional office help may be more important. We had budgeted assuming that she would continue for the calendar year.

Short term- Nick is working to find some supply personnel for summer relief.

Long term- We will review our budget and look to identify someone that is local, although that



will restrict the pool.

Endowment/Investment Accounting update (Nick read a report from Duncan)

As has been described at a prior meeting, Christ Church is moving to update the allocation of our dozens of endowment accounts to reflect the intentions of draws made from the endowment between 2007 and the end of 2017. The total value of the endowment is accurately reported each year, and is not effected by the reallocation. Over the past month, The treasurer and the outgoing investment Committee chairperson shared data with our diocesan auditor, and met with her to confirm that our approach to the reallocation was sound. The finance committee met to consider a very early working version of the update, and made some suggestions. Nardin Baker and Duncan Allen made a thorough search of our records for relevant policies and transactions. Nardin prepared a draft version of the reallocation in considerable detail. Nardin and Duncan met twice more with Diocesan Auditor Gail Murphy at one of the meetings to review and advance the work. It has been established that the best way forward will be to make a single set of journal entries to bring the endowment accounts forward to the end of calendar 2017. Some technical issues remain that will require some further work. It is planned to discuss what we hope will be a final proposal with Finance Committee at its next meeting, and then to present to vestry. The presentation is planned to cover both the reallocation and a suggested way forward for the Vestry to make decisions on both in-policy endowment use for operating purposes, and out of policy draws. The Vestry expressed its very great appreciation for Nardin Baker's and Duncan Allen's work, is in full support of these efforts, and looks forward to the June briefing.

Status of CY2019 Goals

61 Rosemary (Jeff Murphy reported)

The committee has met twice. Phil Trussell and Joe Leghorn have met with attorneys and Joe Barr, and Jeff Murphy. Nick and Stan are part of the committee as well. There are knowledgeable people at the Diocese (John Iredale) and Standing Committee who may be able to provide some guidance. The committee will have to go to the Diocese to get approval for the procedures we may undertake. Our mortgage encompasses all three parcels (the Church grounds, 61 & 65 Rosemary), so we would need Diocesan approval to make any changes. The Committee is still evaluating options.

Rental Committee (Tim Lysaght reported)

Joe Sweeney and Dusty Hecker are co-chairing the group of Mark Lane, Tim Lysaght, and Bob Begin. They are collecting documents to have a portfolio of our leases, and inventory of rental spaces and rates. The Dance Studio pays ~\$29k/yr., and are looking at ~\$20k more per year for the other half of the Fellowship Hall that we are looking to rent them. The church will still have use of portion of the Hall despite the extended rental use of Fellowship Hall for the dance studio. The Expressions group would like to stay another year at \$2500/mo. (\$24k/yr) Due to security regulations regarding multiple access points, Expressions has been prohibited from using the Fellowship Hall by the State.

Re-envisioning the 5:30 service (Annie Russell reported)

Worship and arts committee met to discuss this. They considered ways 1) to make the 5:30 more than a simple Eucharist, such as Evening Prayer once/month, and rotate between youth choir, local music, and/or speakers of interest to the Community; 2) to involve lay leadership in planning and leading the services, and 3) to boost the publicity around the 5:30 service.



125th Anniversary Celebration- (Nick reported)

Nick will meet with the chair of Community Concerns to brainstorm a 125th Anniversary- themed fundraiser in the fall. Music Director Pam Goody has begun planning a 125th Anniversary Concert for October 20th. with historical and current sacred and popular musical offerings.

Action (10)

1. *A motion was made to direct the Property Committee to negotiate a lease from Expressions for an additional year of rental for the space they occupy at ~\$2500/month, subject to the receipt of a business plan acceptable to the Property Committee.
The motion passed.*
2. *Parochial Report: A motion was made to approve the Episcopal report as written and submitted to the Vestry. Motion Passed.*

Parking Lot/Other Business

Inventory- 1/19 Vestry to fund and charge a group to conduct inventory for insurance purposes
Vote to approve Remainder of Walsh bequest
Vote to approve the Alcohol policy.
Confirm all educators are compliant with Safe Church training and CORI checks

Meeting closed at 9:10pm

Calendar

Sunday, June 2, 10am Teacher Appreciation Sunday

Sunday, June 9, 10am baptism; Parish Cookout

Sunday, June 16, Summer Worship Schedule: 9am and 5.30pm in the Chapel

(Program Year Worship resumes Sunday, September 8)

Vestry, June 18, 7.15pm

NO VESTRY IN JULY

Vestry, August 20, 7.15pm



Appendix A. Alcohol Policy

A Policy for the Use of Alcoholic Beverages at Christ Church of Needham, Episcopal Diocese of Massachusetts *Endorsed by Diocesan Council on October 24, 2018*

Christ Church seeks to welcome and serve all God's people. In order to do so, Christ Church must purposefully regulate alcohol use at all church functions. Responsible alcohol use or abstinence is required at all church events.

Clergy shall consecrate an appropriate amount of wine when celebrating the Eucharist and perform ablutions in a way that does not foster or model misuse.

The consumption of non-sacramental alcohol at any church event, whether held on Christ Church property or elsewhere, is permitted only when all of the following conditions are met:

1. All laws regarding alcohol are complied with, including those related to the sharing of alcoholic beverages and the prohibition of serving alcohol to minors (those under 21 years of age) or allowing minors to drink.
2. No business or open discussion of the church's governance or financial affairs may be conducted during or after the serving or sharing of alcohol. This includes vestry meetings, search committees, all church committees, and all church school and youth group leadership groups.
3. Parishioners volunteering to do work on the church grounds must not be alcohol impaired or use alcohol while working on behalf of the parish (this includes but is not limited to lawn mowing, using heavy machinery or equipment, painting, or clean-up crews).
4. Whenever alcohol is served, appealing non-alcoholic alternatives must always be offered with equal prominence and accessibility.
5. Food must be served when alcohol is present.
6. Any food served at the church, cooked or cold, that contains alcohol, must be clearly labeled as such. This includes all food brought to potluck occasions.
7. The sharing of alcohol is not advertised or promoted in any way and shall not be the primary purpose of any event. Alcohol may never be used as an enticement for any event or function (e.g. wine tasting, wine and cheese, BYOB dinner, etc.).
8. No alcohol may be served or consumed at any event sponsored by or put on for the children and youth of the parish (e.g. a dinner put on by the youth group).
9. No alcohol may be consumed by any adults accompanying children or youth on church-related outings (e.g. youth mission trip).



10. Beer and wine may be served at a public parish event (any event that is open to and advertised to the public e.g. the Christmas Bazaar) only if permission has been obtained from the rector and vestry [*if applicable*: and a special license has been obtained from the Town/City of Needham]. The parish organizer of the event must comply with all terms of the license and must hire a certified bartender.
11. Beer and wine may be served at a parish fellowship event (any event held by the entire church or a group of church members that is not open or advertised to the public e.g. Fall dinner, choir party) as long as all the conditions of the Christ Church alcohol policy are met and an adult appointed by the rector oversees the serving of the alcohol. That adult must not drink alcoholic beverages during the time of executing his or her responsibilities. If minors are present, alcohol must be served at a separate station that is monitored at all times to prevent underage drinking.
12. Moderation must be observed in the consumption of alcoholic beverages at such parish public and fellowship events. Following the event, all alcohol will be removed from church premises by a responsible adult.

Should any vestry member or the rector or the designated server become aware of the use of alcohol at a parish-sponsored fellowship event in a manner contrary to this policy, the use of alcohol will be immediately stopped at that event.

13. No alcohol may be served or sold by persons or groups holding any private events on Christ Church property unless permission in writing has been received from the rector, [*if applicable*: a special license has been obtained from the Town/City of Needham] and the sponsor of the event has submitted to Christ Church proof of the license, liquor liability insurance for a minimum of \$1,000,000 and [*if applicable*: a list of designated drivers as required by the town license]. The Hold Harmless Agreement signed by persons or groups using the buildings or property of Christ Church will reference the Parish Alcohol Policy.

This policy was approved by the vestry of Christ Church on ____ and will be effective on June 1st, 2019.