



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		Phil Bergen	
Michael Niden	X	Patty Smith	X	Tim Lysaght		Denise DeGroff	X
Linnea Wren							

**Worship/Christian Learning Chair: Nick**

**Prayer and Formation**

Annie Russell led us through an evening liturgy from the Iona Abbey Worship book, and then read Luke 20:19-26 “render to Caesar that which belongs to Caesar”. We then discussed this attempted entrapment of Jesus.

**Information**

*Rector’s Report (see Appendix A.)*

The Vestry discussed timing for a non-renewal letter to the associate rector. We clarified the Rector’s role as having full authority to issue that letter. We are planning a summer, weekday visit from Bill Parnell (Canon of the Ordinary), who can discuss the associate rector’s situation, so that we can move forward in the fall. We will also provide a call-in number to let anyone not present participate either in a group or private call.

Endowment Fund Accounting Review and Update (Jeff/Duncan)

Nardin has been working hard with the financial team, and they are closing on final numbers to bring to the Vestry in an upcoming meeting. The committee has been accounting for draws and growth for each of the accounts within the endowment. We will work to be more definitive about which sub-account funds specific draws in the future, so we respect the intent of those who gave to these funds.

Response to Treasurer’s Report (Duncan)

Considering the personnel situation, and doing nothing other than add supply clergy for the remainder of the year, it is estimated that we end the year fiscally in deficit by ~\$45k. This is due to signs that other operating support (giving) is lighter than expected and uncertainty regarding project costs and rental income. This includes an endowment draw reduced by ~\$11k based on our revisions to the fund. The decision to exclude the purported value of the currently unbuildable lot at 61 Rosemary from the endowment corpus.. The Walsh funds are partially earmarked already. We have had no confirmation yet, but we expect to generate an extra amount of income from the dance studio. This expectation is not reflected in the financial current projections for end of year.

61 Rosemary Report (Jeff/Phil T.) See attached Appendix B

Our meeting with the building commissioner confirmed that the lot is now unbuildable, since the building on the lot has been gone for more than 2 years, and its size is below the standard. It may be possible to



obtain a variance to build a single family, or 40B project. This may require joining the lot to that of 65 Rosemary. The next steps include briefing COH, getting their input, outreach to town officials and developers. We may want to have a focus meeting in July to finalize plans for this property. We currently draw ~\$30k from the endowment annually to pay the mortgage.

### **Discussion**

Walsh/West Bequests

We have a current overrun of \$6k for the various Vestry approved projects, which include: exterior trim rot repair and painting, stained glass repair, front façade coping re-caulked and stain removal, roofing over north sanctuary and sacristy repairs, new exterior basement doors and stove replacement.

### **Action**

*A motion was made to accept the \$50,000 bequest of Alan West to be deposited in the endowment, split in two sub-accounts. \$25k is to be managed by music director, and the remainder is unrestricted in its use. Motion passed.*

### **Other**

Safe Church Certificates were distributed. On Vestry, Janet Haines and Bob Keener Stan Hitron and Jeff Murphy have not yet completed their training.

The vestry discussed writing an alcohol policy that would meet our needs more specifically than the policy offered by the diocese.

### **Parking Lot/Other Business**

Inventory- 1/19 Vestry to fund and charge a group to conduct inventory for insurance purposes

### **Calendar**

Patio Eucharists (5.30pm) and Potluck Picnics (6.30pm) on Sundays June 30, July 28, August 25

Special Vestry Meeting on 61 Rosemary Street July TBD

Regular Vestry August 20, time 7:15

Meeting closed at 9:10pm



## **Appendix A Rector's Report**

After much conversation with one another, and feedback from around the Parish, the Wardens and I have decided not to renew Scottie's letter of agreement, a one-year contract that expires at the end of this month. I am meeting with the Bishop on Tuesday morning to process how things have been going so far, and to see what else needs to be done to address transition issues that remain. I've also had conversation with the head of HR at the Diocese, and the application for medical disability is still in process. This will have an impact on reimbursement to the parish for Scottie's salary. Looking toward the fall I'll need to be clear about my priorities. In addition to my regular preaching, pastoral care, adult formation, and administrative duties, I expect to prioritize Children, Youth, and Family programming, as well as Stewardship. We will be having guest preachers throughout the fall, including the Bishop for our Birthday in October. Other areas will need strong lay leadership.

### *Children, Youth, and Families*

I'm meeting with Church School teachers on Wednesday evening to begin planning the program year. I met with the youth group and Mike Niden on Sunday, June 2 to set out a framework for meetings at least for the fall. Staffing is a question there. While I would like to be part of it, the reality is likely that we need to invite a second parishioner to help with leadership.

In addition, Stan has been exploring how parishes of our size configure their administrative and program staff, with particular attention to Children, Youth and Family (CYF) positions. We'll need to address longer term budgetary considerations as we look to find someone to help us in the CYF area in the fall and beyond, as well as the availability of suitable candidates. All this will be part of my conversation with the Bishop as well.

### *Summer Coverage*

I plan to take a mixture of vacation and continuing education time from June 21 through June 28; July 14 through July 18; and July 29 through August 4. Pulpit supply will come from the Rev. Won-Jae Hur (on June 23) a classmate of mine from seminary, who is finishing up his PhD in Comparative Theology at Boston College and has done much supply work; Nancy Gossling (August 4), whom you know from our Vestry Retreats the past 3 years, and who has supplied in the past; and the Rev. Jennifer McCracken, our own homegrown priest, will do the evening service on both of those Sundays. In case of pastoral emergency, call one of the Wardens first; then the Rev. Adrian Robbins-Cole in Wellesley will be available if a priest is needed and I am not reachable or I'm not able to get back in a timely manner.

### *Status of CORI Checks*

We have rebooted our access to the CORI check system. Staff and the volunteers who work with the Youth Choir have passed their checks. This week we'll be checking our Church School teachers and youth group leader.

### *125 Anniversary Planning Status*

While our 125th anniversary celebration has yet to have lay leadership in place, Pam, Myra and I have begun mapping out musical and worship events throughout the year, beginning with the Bishop's visit on Sunday October 27. There is also the possibility of a small campaign in honor of Allen West and John Jensen to raise money in our 125th year for a new organ. The organ continues to get closer and closer to the end of its playable life. Charles and Pam have found two digital organ companies that do excellent work for a price that is within our grasp. There is a parish contingent visiting an organ in Lincoln, Rhode Island on Wednesday, and an organ in Taunton Massachusetts on Thursday. It seems that an organ of this type runs about \$100,000. As we'll discuss at Tuesday's meeting, the West bequest of \$50,000 dollars this



year marks half for Pam to use his she sees fit in the music program: the other half is for the “general charitable purposes of the church.” A conversation I had with Winnie has made clear that this means “unrestricted.” I’m proposing, and I believe Alan would smile on this, that we use the \$50,000 as a down payment on an excellent organ, assuming that the samples we hear fit the bill. I imagine that the remaining balance could be financed on excellent terms. Raising money for a birthday organ in memory of John Jensen and Alan West could be a very successful way to leverage the 125th anniversary. But I get ahead of myself. A conversation with Community Concerns leadership did not yield a proposal for leading a fundraiser in honor of 125th anniversary. However, there was interest in a catered dinner at some point in the winter as a fellowship event.

#### *Overall*

I’m grateful the separation from the Associate happened as we were already near the end of the program year, and not before Christmas or during Holy Week and Easter. People stepped up to make sure that end of the year picnic happened, and I was able to cover other aspects of the end of the year. Though only six were able to be present, we had a dozen households respond positively to the invitation to the Newcomer Liturgy in May. Youth Group, Church School, and Newcomer/Fellowship have begun planning, thanks to responsive lay leadership. Property has been actively managing repairs to our plant, thanks in part to the largess of Florence Walsh. The Choir season ended on a high note; Pam and Myra are well into planning for an excellent choir season next year, with both adult and youth choirs. The Community Gallery, with its regularly changing exhibits, brightens the Upper Parish Hall for us, and for the visitor. Nardin and Duncan have continued the steady forensic accounting to bring our endowment administration back up to par. The Vestry will need to convene for a special meeting in July to address the complex set of issues connected with the disposition of 61 Rosemary (the most important goal that the Vestry established in March), but I am confident we will work our way through that challenge in a mindful, productive way. B-Safe will have the benefit of Christ Church’s participation again July 22-23 at the Epiphany School. Shelter Cooking continues its indispensable ministry through the summer. We will have some lay leadership of our 5.30 service in July and perhaps August. I am very excited about the possibilities presented by our 125th anniversary year to highlight how we have loved God and neighbor as Jesus teaches in the past, and to suggest ways we can faithfully continue to be that Good News far into the future. All this is to say that, although we find ourselves going into the summer (and likely the fall) shorthanded, there is much to be grateful for in the ministry of Christ Church; the Holy Spirit is alive and active. And I am grateful for the faithful offering of time and talent that each of you on the Vestry offers.

I encourage the Vestry to nurture a sense of lively hope as we move through the summer. “Glory to God, whose power working in us can do infinitely more than we can ask or imagine.” Ephesians 3.20



Needham, MA  
Vestry Minutes  
Date: June 18, 2019

Appendix B Rosemary report