



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)	X	Jeff Murphy (Warden)		Stan Hitron (Warden)	
David Carnahan (Clerk)	X	Ingrid Melvin		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	
Linnea Wren	X						

Worship/Christian Learning Chair: Nick Timekeeper:

Prayer and Formation

Nick opened with Evening Prayer Rite II, BCP 117, and the group analyzed John 3:16-21.

Information/Discussion

Memorial Organ Fundraising, Myra Anderson & Pam Goody

Myra and Pam first thanked us for approving the acquisition of a new organ. Myra and the other committee members (Tim Lysaght, Jean McCarthy, Dorothy Rifai, & Linnea Wren) have finalized the total to be raised, at \$125k, to include \$92k for the instrument, and the remainder (\$33k), for future upgrades and unforeseen expenses when we begin the refit. It is already funded at \$75k. They plan to tell the parish about the new digital capabilities to build excitement around this investment. The committee plans a kickoff dinner, but expects to raise the remainder before then. The dinner is planned for March 29, after services. Appendix A. reviews the history of our organ, and of the evolution of virtual pipe organs. At Pentecost, Sunday, May 31, we will have our last service with the current organ in the sanctuary, as we move to the chapel. Sept 13th, we will move back to the sanctuary with the new organ. Oct 25th, we will host a concert. We hope that this new instrument and the fundraising effort will bring a new vitality to the church. The organ will be named after Alan West. Gifts need to be clearly identified as donations, quite separate from the pledge. Overage raised beyond \$125k can reduce our dependence on Alan’s gift. Tim asked “what if \$125k isn’t enough?” as we don’t know the costs of removing the pipes. and also questioned if we will have participation given that we are most of the way there. Mike Niden reflected that in the Great Hall restoration, this was not a problem.

The Vestry moved to approve the Organ Committee’s proposed effort to raise the necessary funds to complete the organ project. Motion approved.

2020 Budget Proposal

Duncan reviewed the 2019 year-end finances, and the proposed 2020 budget. See Appendix B. On the revenue side, the 2020 budget anticipates vacancy of Expressions space for part of the year, and ~\$5k reduction in pledge income. On the expense side, the 2020 budget has provision for a single clergy, i.e. a net drop of ~\$42k in salary, and ~\$8k less in both health insurance and pension premiums. Offsetting this is a new ~\$11k expense line item for supplementary staff. We will be reallocating ~\$10k away from cleaning and to new cleaning personnel. The Community Concerns budget is restored to historic levels. In total, we project income of \$536k, and expenses of \$541k, for a surplus of \$2,400.

A motion was made to approve the proposed 2020 Budget, to be presented to the parish at the annual meeting. Motion passed.



Amsbary Bequest

A motion was made to receive a \$10,000 bequest from the estate of Bruce Amsbary. The motion was tabled pending the opinion of Betsy Ambary as to the disposition of the funds. Nick will follow up.

Rector's report

See Appendix C.

Other

Giraffe Award: The Vestry voted for this year's awardee, Nick will compile the votes. February and April meetings currently scheduled during school vacation weeks, Nick will be away on current March meeting date. Nick will send out Doodle poll for dates for these months.

Parking Lot/Other Business

Inventory- Stefano photographed church assets-Now do we appraise them, or wait till there's a loss?
 From 12/2019

1. Joe Sweeney suggested that we look at configuring several spaces downstairs, and listing on Craigslist and Loopnet. To list it on Loopnet and Craigslist, DC needs a good floorplan of the church.
2. Stan, Nick and Jeff will assemble a team to conduct this initial study of highly performing churches in the Diocese and town to see what services are being offered there. The assembled group will report sometime in January or Feb.

Reminder of 2019 goals

25	61 Rosemary Street Review & Recommendation	Phil Trussell	Joe Leghorn
	Create Property Rental Committee	Dusty Hecker	Joe Sweeney
14	Re-imagine Sunday 5:30 pm Service	Nick Morris-Kliment	Myra Anderson
11	Re-imagine Christian Formation for All Ages		

Nick thanked Tim Lysaght, Stefano Migliuolo, Linnea Wren, Phil Bergen and Phil Trussell for their service on Vestry, and Duncan Allen's service as Treasurer.

Motion to adjourn made, seconded and passed at 9:15 p.m.

Calendar

Sunday, February 9	10:00 am Annual Meeting/125th Anniversary Exhibit/Organ Appeal, No services at 8:15 am or 5:30 pm.
Friday, March 6 – Saturday March 7	6:00 pm 4:00 pm 2020 Vestry Retreat: @ Bethany House of Prayer, Arlington The Rev. Pamela Werntz, Rector, Emmanuel Church, Boston, Facilitator
Sunday, February 2	8.15 and 10:00am, Guest Preacher: The Rev. Lori Mills-Curran, Executive Director of the MetroWest Mission Hub and the National Association of Episcopal Deacons
Sunday, February 9	Annual Meeting/125th Anniversary Exhibit, 11.15am. One service only, at 10:00am
Tuesday, February 18	7.15pm Vestry
Sunday, February 23	Mardi Gras Sunday and Untalent Show/Pancake Supper after the 10am service
Weds, February 26	Ashes to Go at Hersey in the morning; Services in the Chapel TBD
Sunday, March 1	First Sunday in Lent. DioMass Youth Adult Task Force visits Christ Church as "Church of the Month" at 10am service
Friday, March 6	6:00 pm – Saturday March 7, 4:00 pm: 2020 Vestry Retreat: @ Bethany House of Prayer, Arlington. The Rev. Pamela Werntz, Rector, Emmanuel Church, Boston, Facilitator



Appendix A. A NEW ORGAN FOR CHRIST CHURCH IN 2020

Evolution of Our Current Organ

The organ in Christ Church has a long and varied history. The instrument began as a radio station theatre-style organ built in 1941 by the pre-eminent Boston-based company, Aeolian-Skinner. The radio station organ sat idle from 1948-1955, when it was moved to Christ Church to serve the congregation in their new sanctuary. Since 1970 it has been modified, repaired, and augmented using available technology to upgrade and prolong its useful life. Current computer-based technology offers us new and exciting options.

The congregation recognized early on that a theatre-style organ was inadequate to serve as a church organ. Repairs began around 1961 to replace failing, fragile leather components. In 1970, church leaders engaged a local organ technician and builder to replace some of the pipework from the 1941 instrument, setting off a series of modifications to the 1941 organ compromising its original integrity. Repairs to the Aeolian-Skinner portion of the current instrument have continued for 59 years. One can only speculate the cumulative cost of these repairs. The original instrument is now 79 years old.

By 1990 it was recognized that the 1941 console (keyboards and controls played by the organist) needed renewing or replacing. This prompted yet another re-evaluation of the tonal aspects of the 1970s-modified radio station organ. In 1997, the local Rodgers (electronic) Organ Company replaced the 1941 console. Concurrently, Rodgers added digital sounds to the Aeolian-Skinner pipework to create a large, four-manual (keyboard) hybrid church organ while retaining all of the radio station, theatre organ "bells and whistles." **This is the current instrument's musical character – a panoply of variously effective pipes and digitally produced sounds activated by deteriorating original mechanisms (1941@79 years) and nearly obsolete electronic components (1997@23 years).**

Evaluating Our Options

The music staff and other church leaders, acknowledging the necessity of the organ's reconstruction or replacement, assembled an organ committee in 2016: Myra Anderson, Nardin Baker, Ed Brailey, Duff Lingard, Tim Lysaght, Dorothy Rifai, Alan West, Linnea Wren, Pam Goody, Charles Raines, and Nick Morris-Kliment. In late 2016, this committee engaged Jonathan Ambrosino, an internationally recognized Skinner organs expert and consultant, to evaluate the instrument and submit a written report. Having received Mr. Ambrosino's report in early 2017, the organ committee engaged three prominent organ builders to submit proposals to reconstruct the Aeolian-Skinner pipework into a viable church organ. The committee received excellent proposals ranging from approximately \$750,000 to more than \$1,000,000 in cost. Realizing the impracticability of the cost of reconstruction, this committee concluded its work.

Reimagining A New Organ

From around the middle of the 20th century it became feasible to use electricity not just to control an organ but to generate the sound. These "analogue" electronic organs used vacuum tubes at first and later transistors to generate musical tones. It was only towards the end of the 20th century that classically voiced electronic organs really came into their own. Known first as "computer organs" and later as "digital organs", these were a new generation of pipe-less instruments.

Thanks to major advances in computer technology, electronic circuitry could now do far more than generate tones - it could store and process vast amounts of information. This advancement led to the technology of "sampling". Instead of creating sounds synthetically, the makers of digital organs could record each individual pipe from some of the world's



most outstanding pipe organs and incorporate the very same sounds into their own instruments. These instruments came to be called *virtual pipe organs* (VPOs).

In early 2019, church leaders tasked a small subcommittee of the original organ committee -- Myra Anderson, Ed Brailey, Dorothy Rifai, Pam Goody and Nick Morris-Kliment – to explore the VPO option at the suggestion of our organist, Charles Raines. By June, the committee had identified two VPO builders with installations for us to see and hear. Following visits to Toronto, Canada and Rhode Island (Phoenix Organs) and Taunton, MA (Meta Organworks) the committee recommended that the Vestry investigate the cost and scope of a contract with Meta Organworks (New York) to build an organ specifically designed for Christ Church.

Embracing Our Future: the Meta Organworks Solution

This is a quote from the Meta organ builder, Daniel Lemieux.

“... Your church’s commitment to the process of finding a new pipe organ is an inspiration and reflects a passion for the art of church music that is sadly growing rarer these days. Our hope is that finding a new way forward at the intersection of the art of church music and technology will ... play a part in reversing this. The instrument built for Christ Church would be exciting, powerful, deeply expressive, and will (first and foremost) uplift the Episcopal liturgy in the most natural and positive way.

A Meta organ is a manifestation of the extraordinary technological advances of our day for the purpose of delivering extraordinary expressions of the art of organ building across history. Our collaboration would be shaping the future of this art, and that is an exciting thing! A Meta organ represents a new transformative era in organ technology. Just like we enjoy singing, playing, or hearing different types of music (i.e. J.S. Bach, Victorian English anthems, modern composers, etc.), a Meta organ is able to reflect this...We believe that complete instruments from master builders with loads of period or ethnic character make for the most exciting organ. A Meta organ provides a catalogue of virtual digital replicas of these masterpiece instruments.”

Our new VPO will have the capability to play sample sets from nine famous organs from the US, England, France, and Germany. The Meta Organworks contract cost is \$92,000 compared to \$1 million to reconstruct the existing pipe organ. Unlike a pipe organ, which has to be tuned at least twice a year (approx. \$800 per tuning), a VPO instrument never has to be tuned. Maintenance will be approximately \$200-\$400 every four years.

A bequest from Alan West’s estate was earmarked for music. Knowing Alan’s love for and dedication to organ music in the Sanctuary and in receipt of generous pledges for the new organ from a handful of other parishioners, the Vestry decided unanimously to pursue the contract with Meta Organworks to design and build a new organ for Christ Church. This is amazing technology that will help us embrace brave change as we **reimagine** music with an organ voiced for the acoustics of our space and **engage** our community with concerts and the renewal that music can offer.

Fundraising Proposal for the New Organ

Fundraising Goal: [\$125,000]

- Contract cost: \$92,000
 - Contingency and future maintenance and software upgrades: [\$33,000]
- Funds Raised to Date: \$75,000

Fundraising Committee (so far):

Myra Anderson myra.anderson@comcast.net 781-258-9597
Tim Lysaght, Jean McCarthy Dorothy Rifai. Linnea Wren



Appendix B. Treasurer's Report

Christ Episcopal Church Results for 2019 and Proposed Budget for 2020	2019 Budget	2019 Actual	Projection - Budget 2019	Notional 2020 Budget
Revenue:				
Offerings				
Pledge Income and Regular Support	\$ 402,400	\$ 397,139	\$ (5,261)	\$ 376,835
Loose Plate	\$ 6,795	\$ 4,686	\$ (2,109)	\$ 4,446
Christmas & Easter Offerings	\$ 4,661	\$ 7,544	\$ 2,883	\$ 6,000
Donations/Gifts	\$ 11,024	\$ 9,894	\$ (1,130)	\$ 11,000
Unrestricted Bequests (Vestry-directed)	\$ -	\$ 42,500	\$ 42,500	\$ -
Section Leaders Donations	\$ 20,000	\$ 20,000	\$ -	\$ 20,000
Fund Raising Events	\$ 5,500	\$ -	\$ (5,500)	\$ -
Investment Income				
Facility Rental Income (<i>status quo</i>)	\$ 85,080	\$ 93,697	\$ 8,617	\$ 81,945
Endowment Income	\$ 55,000	\$ 44,000	\$ (11,000)	\$ 43,946
Total Operating Revenue	\$ 590,460	\$ 619,460	\$ 29,000	\$ 544,172



Christ Episcopal Church Results for 2019 and Proposed Budget for 2020	2019 Budget	2019 Actual	Projection - Budget 2019	Notional 2020 Budget
Expense:				
Operations & Education				
Child Care	\$ 2,250	\$ 1,612	\$ (638)	\$ 1,200
Family Ministries	\$ 1,800	\$ 1,012	\$ (788)	\$ 1,032
Adult Education	\$ 150	\$ 111	\$ (39)	\$ 150
Holy Grounds	\$ 800	\$ 736	\$ (64)	\$ 800
Music	\$ 6,200	\$ 13,137	\$ 6,937	\$ 6,324
Section Leaders	\$ 20,000	\$ 20,350	\$ 350	\$ 20,000
Office Supplies & Expense	\$ 6,200	\$ 6,367	\$ 167	\$ 6,324
Vestry	\$ 775	\$ 750	\$ (25)	\$ 765
Postage	\$ 1,800	\$ 1,559	\$ (241)	\$ 1,590
Stewardship & Planned Giving	\$ 250	\$ -	\$ (250)	\$ -
Telephone	\$ 2,500	\$ 2,255	\$ (245)	\$ 2,300
Travel	\$ 4,200	\$ 2,475	\$ (1,725)	\$ 2,400
Treasurer	\$ 18,450	\$ 15,652	\$ (2,798)	\$ 17,500
Worship	\$ 3,250	\$ 1,871	\$ (1,379)	\$ 2,750
Altar Guild	\$ -	\$ -	\$ -	\$ -
Flowers	\$ -	\$ 1,066	\$ 1,066	\$ -
Sundry - Clergy	\$ 500	\$ 189	\$ (311)	\$ 500
Technology	\$ 3,000	\$ 3,670	\$ 670	\$ 3,000
Communications	\$ 1,000	\$ 2,025	\$ 1,025	\$ 1,513
Fellowship	\$ 1,800	\$ 3,313	\$ 1,513	\$ 2,557
Outreach*				\$ -
Community Concerns	\$ 5,250	\$ 5,200	\$ (50)	\$ 11,250
Parish Partnership	\$ 2,907	\$ 2,857	\$ (50)	\$ 3,425
Payroll/ Taxes/ Insurance/ Pension				\$ -
Payroll Expense	\$ 260,808	\$ 218,918	\$ (41,890)	\$ 208,859
Taxes - Payroll	\$ 7,967	\$ 7,763	\$ (204)	\$ 8,607
Supplemental PT staffing (program)	\$ -	\$ -	\$ -	\$ 10,868
Insurance - Health	\$ 26,999	\$ 18,986	\$ (8,013)	\$ 14,700
Church Pension Premiums	\$ 35,881	\$ 27,987	\$ (7,894)	\$ 25,956
Continuing Education (Clergy)	\$ 2,500	\$ 1,382	\$ (1,118)	\$ 1,250
Property Improvements & Maintenance				\$ -
Building Repairs	\$ 6,500	\$ 23,018	\$ 16,518	\$ 6,630
Property Improvements	\$ 10,900	\$ 51,511	\$ 40,611	\$ 11,118
Building Maintenance	\$ 20,750	\$ 25,201	\$ 4,451	\$ 25,705
Grounds	\$ 13,325	\$ 13,925	\$ 600	\$ 14,204
Building Supplies	\$ 4,100	\$ 2,050	\$ (2,050)	\$ 2,091
Cleaning Service	\$ 20,000	\$ 19,649	\$ (351)	\$ 10,000
Electricity	\$ 4,100	\$ 5,760	\$ 1,660	\$ 4,182
Heat (fuel - oil & gas)	\$ 12,500	\$ 14,297	\$ 1,797	\$ 13,500
Insurance - General	\$ 27,500	\$ 27,737	\$ 237	\$ 28,846
Copier	\$ 5,000	\$ 4,303	\$ (697)	\$ 4,389
Sewer & Water	\$ 3,250	\$ 2,342	\$ (908)	\$ 2,389
Repay Diocesan Green Loan	\$ 5,531	\$ 5,531	\$ -	\$ 5,531
Diocesan Assessment				
Diocesan Assessment	\$ 57,167	\$ 63,971	\$ 6,804	\$ 52,108
Sub-Total Expense	\$ 607,860	\$ 620,538	\$ 12,678	\$ 536,313
Reserve/Contingency	\$ 2,603	\$ 10,540	\$ 7,937	\$ 5,442
Total Operating Expense	\$ 610,463	\$ 631,078	\$ 20,615	\$ 541,754
Operating Surplus (Deficit)	\$ (20,003)	\$ (11,618)		\$ 2,418



Appendix C. Rector's Report

Our **Celebration of the Incarnation of Jesus** at Christ Church in December was beautiful in sight and sound. Many thanks to the Barbara Brailey and the Altar Guild; to Pam Goody (and husband Bruce), Charles Raines, Lea Peterson, Myra Anderson and the Choirs; the Readers and Servers; for helping us to worship in the beauty of holiness. Thanks also to our Parish Administrator Ali Heard, who gracefully produced the bulletins for the first time, and to Facilities Manager Ken Cook who does whatever it takes to keep the things going smoothly in our building.

On the **Human Resources** front, it is with sadness that I report that Ken will be leaving us in the spring. He and his wife have made the decision to move permanently to Florida. His final day with us will be Maundy Thursday, April 9. The HR team will coordinate the search for his replacement. We are updating his job description with some new responsibilities connected to the cleaning of the building and management of the Rectory and will be posting that in the next week or so. Ken has been a wonderful and effective member of the staff and has served the parish well; we will miss him. We will have the opportunity to thank him for his service before he leaves.

My **Sabbatical Plans** are continuing to come together. The sabbatical will begin Monday May 18, and continue through Sunday, August 17. The Rev. Laurie Rofinot will be our Sabbatical Priest. The funds to pay for a sabbatical priest have been accruing since I began in 2014. The Rev. Jennifer McCracken has happily agreed to be on call in case of pastoral situations or deaths for which the parish would benefit from the ministrations of clergy person who is well-known and who has a long history with the parish.

As the Vestry reimagines how God is calling us to be the Church in a one full-time clergy person context (and in the wider context of change in the Church), I will be preparing to lead in this new reality. To that end, my Sabbatical theme is "Refreshing and Retooling to serve a Changing Church." My planning is not yet complete. However, I do have some concrete items in place. For refreshment: from June 6 to June 20, I will travel in Greece with Jamie and the kids as a chaperone on a Roxbury Latin student trip that Jamie is leading; from July 13 to July 19, I will participate in a Royal School of Church Music (<http://carolinarscm.org>) Choir Camp at Duke University; from August 1 to August 7, I will make a six-day Ignatian Retreat at Eastern Point Jesuit Retreat Center in Gloucester (<https://easternpoint.org>); I also plan to read novels, periodically falling asleep with them on my chest. (I will solicit favorite novels from the congregation.) For retooling: I'm seeking a mid-career evaluation with the Center for Career Development and Ministry (www.ccdmin.org); Better Angels (<https://www.better-angels.org>) training to learn how to bring people together across the political divide; and reading and research on leadership in the Church recommended by colleagues. Dave Carnahan, John Carr, Barbara Murphy, and Linnea Wren continue to advise me. I and a few of them will be attending a required Sabbatical Program Dinner on Tuesday, February 4th at the Diocese.

On Sunday, May 17 there will be special part in the liturgy to start the sabbatical. These prayers will be not only for me and my family but also for the congregation and our lay leadership during the sabbatical time. I plan to address the wider parish in the next couple of weeks to make all of this widely known.

I will be taking **Vacation** time from the evening of March 15 to the evening of March 26. I'll be in Scotland for the first half (land of some of my forebears on my mother's side) and Prague for the second half (the city where my father was born.) I'm still working on a supply preacher for Sunday, March 22. Again, Jennifer McCracken has agreed to be on call should there be a death while I'm away.



Other Pulpit Voices: I've been trying to get a guest preacher in once a month so the parish can hear other voices, particularly women's voices, and to create space for me to devote time to other ministries, especially pastoral visits. In February, the Rev. Lori Mills-Curran, a vocational deacon, will preach. Lori was Bp. Gate's chaplain for the 125th anniversary service. She has been a deacon for three decades and has wide experience in a variety of ministries locally and nationally. I'm working on March 22. Laurie Rofinot will be back April 26 to get to know the parish better.

Young Adult Task Force of the Diocese has designated Christ Church as "Church of the Month for March." At the preconvention meetings in October, members of the Young Adult Task force of the Diocese invited churches to invite them to church as a way to nurture connections between local churches and young adult Episcopalians. We invited them, and they are coming on Sunday, March 1, the 1st Sunday in Lent, at the 10am service. As the time draws nearer, I will let the congregation know if there is any special preparation or program that will accompany their visit. We pray to learn something about how we might reimagine ourselves as a church that is willing to embrace change in order to be faithful to our call to love God and our neighbor in Needham and beyond.

As we gather a final time as this iteration of the Christ Church Vestry, I am mindful of the amount of time and effort that you offer in the leadership of this Congregation, and I am grateful. It is not always easy. But I am continually struck by the way in which we manage to work our way through disagreements and tensions back to a place of accomplishment, mutual respect and even enjoyment. I believe this is a grace of the Light of Christ. As we move through this season of Epiphany, may we bring that Light to warm the nooks and crannies of our world with hope, healing, and strength.

Respectfully and Faithfully Submitted,

A handwritten signature in black ink that reads "Nick +".

The Rev. Nick Morris-Kliment,

Rector