



The vestry was called to order at 7:00 pm virtually, once a quorum (2/3) was present.

Attendance

Nicholas Morris-Kliment (Rector)	X	Jeff Murphy (Warden)	X	Stan Hitron (Warden)	X	Stefano Migliuolo (Treasurer)	X
Duncan Allen	X	Jim Black	X	David Carnahan (Clerk)	X	Denise DeGross	
Janet Haines	X	Bob Keener	X	Ingrid Melvin	X	Michael Niden	X
Annie Russell	X	Patty Smith		Joe Sweeney	X	Ginny Yerardi	X
Bob Begin	X						

Worship/Christian Learning Chair: Nick

Prayer and Formation

We read the Evening Prayer from the New Zealand Prayer Book, and listened to the Cambridge Singers rendition of O Gladdening Light.

Information/Discussion

Revision of Vestry Statement on Race Relations

The proposal was left open for review and discussion at the last Vestry meeting. The version in the Appendix is edited from the original version. The Vestry discussed options around the statement, where such a statement belongs, and provide a vision for the actions we should undertake to achieve equality. After rewriting the motion, the Vestry passed a version of the statement as shown in the Action section.

Gathering & Reopening---The team agreed to gather in October and revisit our plans for reopening, but all plans are for a virtual Christmas into 2021. For the current time, all worship will continue as virtual. Office wise, Phase III protocols are in place. Tenant wise, FirstBridge decided not to reopen, and moved out, leaving some child-sized furniture. That space is now available. Expressions is also now gone from the Church. Total Eclipse is restarting operations. We will chat with the 12 step groups, Scouts, and Russian culture schools to determine their plans.

Attendance---Summer fade is evident, we agreed that we will need to re-invigorate the parish to return to the virtual services, along with the return to school. The first few minutes before the services could offer prelude music on a loop until the service starts. The Diocesan instruction is to maintain virtual services for the present time. Sept 13th will showcase a recorded service.

Resources

Treasurer’s Report- See Appendix I. Current loss for the year is ~\$85,000.

Actions (10)

1. *Vote on Vestry Statement: A motion was made to adopt the Vestry statement on Racial Inequality, as shown in Appendix II. Motion passed*
2. *A motion was made to charge the Rector to form a committee to implement the above resolution. Motion Passed.*
3. *A motion was made to withdraw an amount not to exceed \$27,500 to fund the demolition of the 65 Rosemary St. property from the endowment accounts, to be reimbursed from the proceeds from the sale of the property. Motion passed.*

Parking Lot/Other Business (10)

Adjourn Meeting adjourned at 9:16



Appendix I. Treasurer's Financial Report

Accounts	Actual (This Period)	% of 2020 budget	Cumulative	cum % of 2020 budget
Revenues				
40114 Regular Operating Support	\$2,332.00	4.7%	\$19,326.00	57.7%
Offerings				
40101 Pledge Income	\$20,653.78	6.4%	\$143,112.30	46.9%
40102 Loose Plate		0.0%	\$589.00	19.8%
40103 Misc. Income	\$40.08	0.1%	\$39,552.81	100.8%
40104 Xmas & Easter Offerings		0.0%	\$4,987.58	60.6%
40105 Donations		0.0%	\$2,049.58	18.6%
40112 Flowers	\$90.00	4.5%	\$745.00	47.3%
40113 Music Leader		0.0%	\$5,925.00	33.1%
40208 Summer Music			\$900.00	
Total Offerings	\$20,783.86	5.6%	\$197,861.27	55.4%
Investment Income				
40202 Endowment Income	\$0.00	0.0%	\$0.00	0.0%
Facility Income				
40201 Facility Income	\$1,840.00	9.5%	\$7,590.00	29.8%
40220 Total Eclipse	\$1,000.00	3.7%	\$13,500.00	37.0%
40221 Studio Chizh		0.0%	\$1,000.00	370.4%
40222 Roche Bros	\$550.00	9.1%	\$3,850.00	45.5%
40223 First Bridge		0.0%	\$0.00	0.0%
40224 Town of Needham		0.0%	\$5,766.36	51.0%
40226 Expressions		0.0%	\$7,500.00	62.5%
Total Facility Income	\$3,390.00	4.1%	\$39,206.36	40.0%
Total Investment Income	\$3,390.00	2.7%	\$39,206.36	26.0%
Total Revenues	\$26,505.86	4.9%	\$256,393.63	46.7%
Expenses				
Operations				
50101 Education - Clergy	\$204.30	8.2%	\$360.24	14.4%
50102 Coffe Hour		0.0%	\$246.60	30.8%
50103 Music	\$465.66	7.4%	\$5,190.97	82.1%
50104 Office Supplies & Expense	\$219.04	3.5%	\$6,880.87	68.6%
50105 Postage		0.0%	\$592.70	26.8%
50107 Sundry - Clergy		0.0%	\$147.69	29.5%
50108 Telephone	\$249.43	10.8%	\$1,736.78	53.8%
50109 Travel		0.0%	\$1,500.00	31.3%
50110 Treasurer/Finance (Audit)	\$1,350.00	7.7%	\$9,775.53	38.6%
50112 Baby Sitting		0.0%	\$370.50	30.9%
50113 Family Ministries		0.0%	\$252.49	24.5%
50117 Contingency	\$3,848.50	70.7%	\$9,744.50	179.1%
50118 Technology	\$500.00	16.7%	\$2,317.29	43.6%
50119 Copier	\$277.46	5.5%	\$3,353.10	49.0%
50124 Communications	\$411.69	27.2%	\$1,234.90	46.5%
50125 Fellowship		0.0%	\$1,091.65	28.9%
50126 Vestry Expenses		0.0%	\$194.95	6.6%
Total Operations	\$7,526.08	13.3%	\$44,990.76	62.7%
Worship/Altar Guild/Flowers				
50111 Worship Expense	\$732.63	36.6%	\$3,571.83	108.9%
50122 Flowers	\$360.00	18.0%	\$2,506.66	56.7%
50550 Youth Choir		0.0%	\$1,500.00	40.0%
50552 Music Section Leaders		0.0%	\$6,835.00	34.2%
Total Worship/Altar Guild/Flowers	\$1,092.63	4.0%	\$14,413.49	48.4%
Outreach				
50201 Community Concerns	\$0.00	0.0%	\$12,817.00	100.0%
50203 Parish Partnership	\$0.00	0.0%	\$2,510.00	37.1%
Total Outreach	\$0.00	0.0%	\$15,327.00	78.9%
Personnel				
50301 Payroll Expenses	\$13,051.07	9.0%	\$96,412.19	47.4%
50302 Taxes Payroll	\$507.44	5.9%	\$4,679.59	38.5%
50303 Insurance - Health	\$1,742.55	11.9%	\$8,557.88	43.7%
50304 Housing Allowance	\$4,034.07	6.4%	\$28,138.68	33.5%
50305 Church Pension Premiums	\$2,031.50	7.8%	\$11,147.65	31.1%
50307 Bank/Payroll Service charges	\$129.77	18.5%	\$531.99	62.9%
Total Personnel	\$21,496.40	8.3%	\$149,467.98	41.9%
Property				
50401 Building Maintenance	\$4,683.05	18.2%	\$15,985.83	58.1%
50402 Janitorial Services	\$1,535.25	15.4%	\$8,638.65	81.9%
50403 Building Supplies	\$421.99	20.2%	\$2,234.34	54.0%
50404 Electricity	\$1,211.90	29.0%	\$3,502.18	83.7%
50405 Heat (Fuel & Gas)	\$46.67	0.3%	\$13,265.44	82.7%
50407 Insurance - General		0.0%	\$14,136.00	24.7%
50408 Building Repairs	\$5,791.96	132.0%	\$9,839.36	167.1%
50409 Sewer & Water		0.0%	\$629.23	8.8%
50411 Grounds	\$1,105.00	7.8%	\$10,540.00	48.9%
50413 19 Homestead Park	\$1,538.24		\$12,746.74	
Total Property	\$16,334.06	12.9%	\$91,517.77	31.5%
Diocese				
50501 Diocesan Assessment			\$26,054.00	50.0%
Total Diocese	\$0.00		\$26,054.00	
Total Expenses	\$46,449.17	8.9%	\$341,771.00	44.7%
Net Total	-\$19,943.31		-\$85,377.37	

Appendix II. Racial Injustice Resolution

Whereas, it is the call of Episcopal Christians by our Baptismal Covenant (BCP, p. 305) to seek and serve Christ in all persons loving our neighbor as ourselves; and to strive for justice and peace among all people, respecting the dignity of every human being; and Whereas, we believe that all humans are created in the Divine Image (Genesis 1.27-28); and

Whereas, it is the call of all Christians to be “ministers of reconciliation” (2 Corinthians 5.18);

Therefore, the Vestry of Christ Church, Needham, Massachusetts, as leaders of this Christian community, acknowledges the inequity of racism.

In response, we will exert ourselves beyond our convenience to love our neighbors as ourselves by prayerfully:

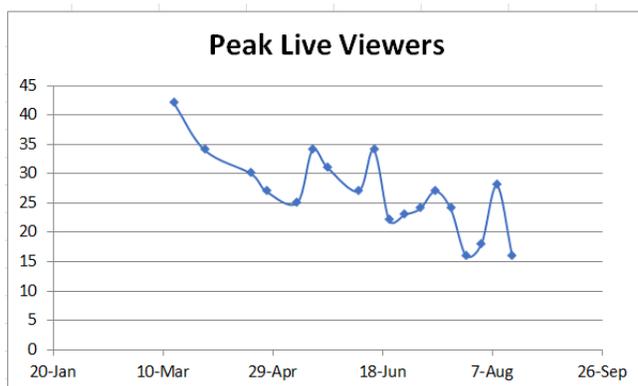
~committing to exploration, listening, and reflection to understand the nature and sources of these sins.

~committing to engage in just actions and practices which promote the equality and dignity of all people.

Appendix III. Virtual attendance metrics

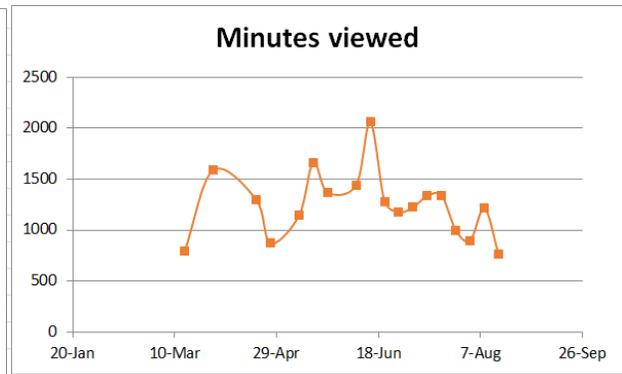
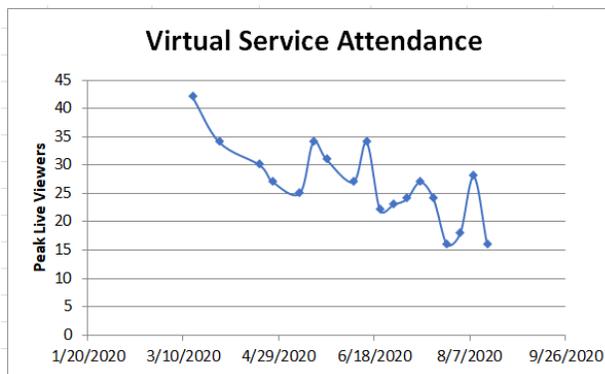
Live

date	peak live viewers	minutes viewed	1 minute views	3 sec views	average video watch time	post engagement	click to play	website @ hour of service	Zoom Call In	Total Live Attendance FB peak live + website+ call in
15-Mar	42	454	52	155	5:63	36	275	19	2	63
29-Mar	34	1333	45	69	12:35	32	50	27	2	63
19-Apr	30	1165	48	75	10:41	59	67	20	2	52
26-Apr	27	870	54	82	9:22	56	35	37	2	66
10-May	25	902	34	54	14:10	13	31	30	2	57
17-May	34	1376	56	90	12:28	35	52	35	2	71
24-May	31	1273	48	74	14:59	33	22	28	2	61
7-Jun	27	1218	40	73	12:49	32	24	37	2	66
14-Jun	34	1697	68	109	12:23	48	41	26	2	62
21-Jun	22	1080	35	62	14:13	14	32	19	2	43
28-Jun	23	1031	36	55	14:32	23	19	21	2	46
5-Jul	24	1107	38	61	13:11	25	19	15	2	41
12-Jul	27	1201	38	60	14:29	30	29	13	2	42
19-Jul	24	1216	34	56	12:23	28	19	15	2	41
26-Jul	16	815	31	52	13:36	16	19	15	2	33
2-Aug	18	849	29	53	12:41	17	10	12	2	32
9-Aug	28	1107	35	57	17:18	33	18	15	2	45
16-Aug	16	660	22	42	12:28	17	19	14	1	31
									AVERAGE	50.83



Total

date	estimated reach	impressions	3 sec views	10 sec views	unique 3 sec views	post engagemen	average video watch time	website 2 hours after service	youtub
15-Mar	376	431	463	293	336	36	12:14	2	
29-Mar	201	293	184	116	128	32	5:29/59:29	10	
19-Apr	262	313	203	119	114	59	3:54/57:26	5	
26-Apr	651	700	244	143	159	56	2:02/43:46	10	
10-May	126	157	124	95	70	13	6:48/51:04	4	
17-May	160	213	179	129	101	35	6:34/57:26	2	
24-May	127	170	158	0:00	92	33	6:08/50:54	2	6
7-Jun	172	194	159	106	101	32	7:01/1:08:51	8	13
14-Jun	163	201	177	119	105	48	7:59/1:14:59	9	8
21-Jun	101	124	123	89	70	14	7:35/1:12:10	4	5
28-Jun	122	146	131	82	81	23	6:15/1:01:54	3	4
5-Jul	156	188	126	86	75	25	6:00/1:03:00	4	
12-Jul	222	254	142	84	98	30	6:14/1:05:31	4	
19-Jul	222	242	121	80	86	28	5:53/1:08:21	3	
26-Jul	95	123	112	79	60	16	6:37/1:01:08	2	
2-Aug	94	114	96	57	63	17	5:59/1:06:29	3	
9-Aug	101	108	105	75	76	33	8:19/56:36	5	2
16-Aug	27	62	78	46	50	17	7:18/1:04:42	9	



date	title	views
24-May	An invitation to pentecost	145
2-Jun	Race in Ordinary Times	154
9-Jun	The Wedding at Cana	102
16-Jun	12 year old jesus and father's day	91
23-Jun	Te Deum window	59
30-Jun	Mary Bell window	110
7-Jul	The Boiler	80
14-Jul	The Chancel	71
21-Jul	How do I visit the office?	59

