



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

Worship/Christian Learning Chair: Stan

Stan led us through Night Prayer from the New Zealand Prayer Book.

Re-gathering & Worship Planning

The Regathering Team is meeting tomorrow to decide what to do for in-person worship. A questionnaire was sent out today, with 39 responses already. About ¾ are watching frequently or sometimes, and ¼ are infrequent. 28 of them miss the Eucharist and a similar number miss social gathering, and fewer miss music most. The responses are varied as to whether they would return to in-person worship. The diocese requires us to have a regathering plan in place before regularly offering in person services. We can hold one-off special services, such as Nov 7, which can be held without a formal regathering plan as long as we follow the CDC and state guidelines. Carol Bean’s funeral did have a Eucharist, which was awkward, but ok. The plan is to continue live streams from the big church, and do a recorded Christmas service, like we did Easter. We will also have a recorded Christmas pageant. An extended/restored Advent will begin on Nov 8, with a new Advent wreath. Liturgy of the Word will also be held, reframed for Advent. The Visitor will review these changes. A couple services will take place during election week in conjunction with the Cathedral.

Church School

There is a lineup of activities. In October many families made food for MANNA and packed groceries. There is no appetite for Zoom. Three families came for the blessing of the animals. We plan to light the Advent tree on Nov. 15th. We are still figuring out the December activity, but it may be related to the Giving Tree. We note that we have attracted families to service that were not active in the church school. We have had six families sign up for Church School. Of those families we have three families who only have children that are in middle or high school, so at this point we do not have any materials for them, but they can participate in the service projects or the outdoor gatherings. We have three families that who received the Shine Curriculum and music. We do have a few more materials we could distribute if additional families register.

Racial Justice Task Force

Bob Keener sent a writeup around to the Vestry describing the team assembled. In brief, there are 10 members, and they are planning a first meeting, where they will decide on which activities to offer the parish. That report is given in Appendix I.

Election Committee

Denise, Mike, Patty and Janet are outgoing Vestry members, and are asked to serve on the Election Committee. The committee needs 5 members with a chair. We will also need a Clerk and a Warden for one year and another Warden for a two year term. The challenge will be to have them in two months in advance of the annual meeting. December 7 is our deadline for nominations. A copy of the candidacy requirements are given in Appendix II.

Resources

Treasurer’s Report See Appendix III. Current projected loss for the year is ~\$68,000, and cumulative loss for the year to date is ~\$38,000.

2020 Pledge Followup

Stan reported a that a review of pledges found a handful of people who had fallen behind on their pledges. A letter was sent to ~20 families, and about 13 have caught up to their original pledge or exceeded that amount. There are some to still follow up with, however.

Stewardship Program

The email was sent on Sunday with this year's Stewardship Campaign. Thanks to Duff and Kim for their effort, and for Kim's video. All of the Vestry are encouraged to pledge whatever they can. We don't know what the ingathering will look like, but that will occur after our next Vestry meeting. Janet reported that it was not simple to calculate the pledge.

Property

The chapel refurbishing is complete, with wood floors, and area rugs. The organ is in use, with just a few tweaks remaining to be made. Pews were removed from the choir area, to be replaced with chairs. An electrician will be working on the lights in that area. The Homestead Park property now has a new HVAC system, and rebates of ~\$4000 are coming. Demolition of 65 Rosemary is scheduled for some time in November.

Action

Motion 1.

Whereas since the adoption of the church's spending policy in 2007, the Vestry has approved expenditures which have reduced the present value of the 'Four Points' (Mission/Outreach, Parish Fund, Property Improvement, and Socially Responsible Investment) of the church's endowment, and

Whereas the anticipated value of the unrestricted Storer bequest to the church is of approximately the same value as the cumulative reduction in the value of the 'Four Points' funds for the approved expenditures between 2007 and the present,

Be it resolved that:

The entire value of the Storer bequest to Christ Church Needham, as accepted by the Vestry, with an estimated value of \$600,000, be assigned to the following funds of the church's endowment: Mission/Outreach, Parish Fund, Property Improvement, and Socially Responsible Investment. The intention of this assignment is to generate earnings which may be used to support operations or other expenditures, and to preserve the principal. The Finance Committee will recommend an allocation of this bequest among the four accounts for the Vestry's consideration.

Motion passed

Motion 2.

Whereas the down payment for the church's acquisition of the property at 61 Rosemary Street was funded from the church's endowment, and all mortgage payments including principal and interest since that acquisition have also been made from the endowment,

Be it resolved that:

The entire net amount realized by Christ Church from the sale of its property at 61/65 Rosemary Street in Needham, after repayment of the mortgage and payment of all costs associated with the sale, be assigned to the General Memorial Fund or 'Four Points' funds of the church's endowment, with the intention that the Vestry may approve expenditure of these funds as appropriate for each fund. Finance Committee will recommend an allocation of this amount among the five accounts for the Vestry's consideration.

Motion passed

Motion 3.

Whereas the church has accepted unrestricted bequests from parishioners in the past year totaling \$86,500,

Be it resolved that:

The balance of unrestricted bequests received by the church in calendar 2019 and 2020 which has not already been approved for specific purposes by the Vestry be assigned to the General Memorial Fund of the church's endowment, with the intention that the Vestry may approve expenditure of these funds as provided for in the church's spending policy.

Motion passed

Motion 4.

In order to firm up our finances and support improvements that were previously approved by the Vestry, it is moved that a withdrawal of up to \$40,000 from the investment accounts, specifically the General Memorial Fund.

Motion passed

Prayer and Adjourn

Adjourn Meeting adjourned at 8:58pm

Calendar

- Annual Appeal—“How Firm a Foundation” October 18-November 22
- Election Eve Service w/ our Cathedral: Monday, November 2, 7pm, Zoom link TBD
- Election Day Evening Prayer: Tuesday, November 3, 7pm, Zoom link TBD
- Extended/Restored Advent November 8-December 24, 2020
- Taizé Evening Service: November 8, 4.30 p.m.
- Tree Lighting: November 15, time TBD

Appendix I. Racial Justice Task Force report

Through the diligent work of our priest Nick, we have commitments from 10 parishioners, plus Nick. Bob Keener has agreed to chair the task force initially, with hopes of recruiting a co-chair from the 10. We are currently trying to find a time for a first meeting.

Nick has done lots of research, consulted with folks from the Diocese, and read a book called, *Anxious to Talk about It; Helping White Christians Talk Faithfully about Racism*, by Carolyn B. Helsel. Bob is also reading the book.

Bob has spent professional and personal time learning about racism, privilege and how to be anti-racist, beginning in earnest about 15 years ago. He is excited to help interested parishioners explore these topics together. The members of the task force are Cynthia Anderson, John Carr, Lila Carr, Heidi Fieldston, Janet Haines, Stan Hitron, Sandy Kastantin, Bob Keener, Nick Morris-Kliment, Brian Mukherjee and Donna Vello. At the first meeting, Bob and Nick will ask task force members to decide about some initial activities that we can offer the parish. We believe that exploring racism and how we are each called to be anti-racist is a journey, not a destination. We look forward to beginning the journey with our parish.

Appendix II. Eligibility for Warden, Vestry, Election Committee, etc.

From Parish Bylaws, adopted 2004.

Sec. 3. Eligibility. To be eligible for election to the office of Warden, one must have previously served at least one term as Vestryperson in the Parish or three consecutive years as Treasurer or Clerk of the Parish.

Sec. 4. Elections. One Warden, one Clerk, Delegates (except as provided in Section 2 above) and 4 Vestrypersons shall be elected at each Annual Meeting of the Parish. The Wardens shall hold office until the second Annual Meeting following their election, the Clerk and Delegates until the next Annual Meeting following their election, and the Vestrypersons until the third Annual Meeting following their election, and all shall hold office until their successors are elected and qualify. Any Vestryperson whose three-year term, and any Warden whose second successive two-year term, expires at any Annual Meeting shall be ineligible, until the next succeeding Annual Meeting, for re-election to the same office. The Vestry shall appoint a member of the Parish to fulfill any unexpired term that becomes vacant. Such Vestryperson shall serve the remainder of the unexpired term.

Sec. 4. Treasurer. Immediately following each Annual Meeting, the Rector shall recommend to the Vestry a candidate or candidates for the office of Treasurer, and the Vestry shall elect one of such candidates to serve as Treasurer.

Sec. 1. Election Committee. At the Annual Meeting the Rector shall appoint an Election Committee of at least five members of the Parish, at least one of whom shall have served on the Election Committee of the previous year. The Election Committee shall then elect one person from the Committee to serve as the Chairperson. The Chairperson of the Committee shall delegate responsibilities among the Committee members as he or she shall deem necessary and reasonable. Members of the Election Committee shall serve one year terms. Any member may be appointed for a second successive term, but thereafter shall be ineligible to serve for one year.

Appendix III. Treasurer's Financial Report

Accounts	Actual (This Period)	Actual - Cumulative	Budget - Cum to Sept.	Net (act.-bud.)
Revenues				
40114 Regular Operating Support	\$4,278.00	\$25,204	\$29,792	-\$4,588
Offerings				
40101 Pledge Income	\$24,699.78	\$181,638	\$214,704	-\$33,066
40102 Loose Plate		\$589	\$2,885	-\$2,296
40103 Misc. Income		\$39,613	\$0	\$39,613
40104 Xmas & Easter Offerings		\$4,988	\$2,220	\$2,768
40105 Donations	\$2,000.00	\$4,250	\$2,200	\$2,050
40111 Youth Choir	\$1,500.00	\$1,500	\$0	\$1,500
40112 Flowers	\$45.00	\$1,195	\$0	\$1,195
40113 Music Leader	\$300.00	\$6,525	\$13,000	-\$6,475
40116 Reimbursed costs	\$13.83	\$14	\$0	\$14
40208 Summer Music	-\$1,000.00	\$0	\$0	\$0
Total Offerings	\$27,558.61	\$240,311	\$235,008	\$5,302
Investment Income				
40202 Endowment Income		\$44,000	\$32,959	\$11,041
Facility Income				
40201 Facility Income	\$340.00	\$8,010		
40220 Total Eclipse	\$2,000.00	\$17,500		
40221 Studio Chizh		\$1,000		
40222 Roche Bros	\$550.00	\$4,950		
40223 First Bridge		\$0		
40224 Town of Needham		\$5,766		
40226 Expressions		\$7,500		
Total Facility Income	\$2,890.00	\$44,726	\$63,113	-\$18,387
Total Investment Income	\$2,890.00	\$88,726		
Total Revenues	\$34,726.61	\$354,241	\$360,873	-\$6,632
Expenses				
Operations				
50101 Education - Clergy	\$27.24	\$744	\$938	-\$193
50102 Coffe Hour		\$247	\$599	-\$352
50103 Music	\$1,007.02	\$6,490	\$4,120	\$2,370
50104 Office Supplies & Expense	\$818.09	\$8,524	\$4,909	\$3,615
50105 Postage	\$113.00	\$845	\$1,058	-\$213
50107 Sundry - Clergy		\$148	\$350	-\$202
50108 Telephone	\$252.63	\$2,242	\$1,725	\$517
50109 Travel		\$1,500	\$1,800	-\$300
50110 Treasurer/Finance (Audit)	\$581.25	\$12,155	\$12,704	-\$549
50112 Baby Sitting		\$371	\$1,200	-\$830
50113 Family Ministries	\$340.30	\$593	\$655	-\$62
50117 Contingency		\$14,906	\$3,808	\$11,098
50118 Technology	\$98.61	\$2,598	\$2,190	\$408
50119 Copier	\$505.05	\$4,136	\$3,126	\$1,010
50124 Communications		\$1,255	\$1,063	\$192
50125 Fellowship		\$1,092	\$1,400	-\$308
50126 Vestry Expenses		\$195	\$765	-\$570
Total Operations	\$3,743.19	\$58,039	\$42,410	\$15,629
Worship/Altar Guild/Flowers				
50111 Worship Expense		\$3,572	\$1,975	\$1,597
50122 Flowers	\$450.00	\$2,957	\$0	\$2,957
50550 Youth Choir		\$1,500	\$0	\$1,500
50552 Music Section Leaders	\$990.00	\$7,825	\$13,000	-\$5,175
Total Worship/Altar Guild/Flowers	\$1,440.00	\$15,853	\$14,975.00	\$878
Outreach				
50201 Community Concerns	\$0.00	\$12,817	\$5,625	\$7,192
50203 Parish Partnership	\$0.00	\$2,510	\$2,283	\$227
Total Outreach	\$0.00	\$15,327	\$7,908.00	\$7,419
Personnel				
50301 Payroll Expenses	\$12,851.46	\$117,791	\$161,604	-\$43,813
50302 Taxes Payroll	\$659.76	\$5,668	\$6,330	-\$662
50303 Insurance - Health	\$1,161.70	\$10,881	\$11,025	-\$144
50304 Housing Allowance	\$2,689.38	\$33,517	\$0	\$33,517
50305 Church Pension Premiums	\$1,536.41	\$14,220	\$19,467	-\$5,247
50307 Bank/Payroll Service charges	\$159.98	\$711	\$0	\$711
Total Personnel	\$19,058.69	\$182,789	\$198,426.23	-\$15,637
Property				
50401 Building Maintenance	\$2,952.60	\$13,037	\$25,705	-\$12,668
50402 Janitorial Services	\$2,144.75	\$10,783	\$10,000	\$783
50403 Building Supplies	\$380.40	\$3,262	\$1,542	\$1,720
50404 Electricity		\$3,502	\$3,128	\$374
50405 Heat (Fuel & Gas)	\$45.39	\$13,356	\$9,076	\$4,280
50407 Insurance - General	\$6,133.50	\$20,270	\$21,634	-\$1,365
50408 Building Repairs	\$675.00	\$5,582	\$4,704	\$878
50409 Sewer & Water	\$1,300.72	\$2,496	\$1,791	\$705
50411 Grounds	\$1,740.00	\$13,460	\$11,394	\$2,066
50413 19 Homestead Park	\$2,105.44	\$1,375	\$0	\$1,375
50555 Property Improvements	\$750.00	\$37,080	\$7,889	\$29,191
Total Property	\$18,227.80	\$124,204	\$96,863.24	\$27,341
Diocese				
50501 Diocesan Assessment		\$26,054	\$39,081	-\$13,027
Total Diocese	\$0.00	\$26,054	\$39,081.00	-\$13,027
Total Expenses	\$42,469.68	\$422,267.05	\$399,664	\$22,603
Net Total	-\$7,743.07	-\$68,026.03	-\$38,790.54	