

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

Attendance

Nicholas Morris-Kliment (Rector)	X	Dusty Hecker (Warden)	X	Brian Mukherjee (Warden)	X	Vacant (Treasurer)	
Duncan Allen	X	Jim Black	X	Bob Begin		David Carnahan (Clerk)	X
John Carr	X	Bob Keener	X	Ingrid Melvin	X	Ginny Yerardi	X
Annie Russell		Alyssa Kence	X	Joe Sweeney	X	Christina O'Connell	X
Cecile Leroy	X						

Opening Prayers

7:05 Joe Sweeney lead Night Prayer from the New Zealand Prayer Book

Motions

1. *To endorse the efforts of Green Needham and the Needham League of Women Voters to have the Town of Needham develop a Climate Action Plan outlining specific steps the Town will take to reduce its greenhouse gas emissions. Motion passed 11-2.*
2. *To accept an Altar Set, which is given in memory of Bruce Amsbary, given by Betsy Amsbary, roughly valued at \$3,000. Motion passed unanimously, with gratitude for Betsy's generosity.*
3. *A proposal was made to resume in person services indoors on June 13th. Motion passed 12-1.*

Discussion:

See Appendix A for details. The regathering committee, in concert with the Diocesan guidelines, have proposed the following limitations on indoor services: for our church, 75 persons would be allowed in the Sanctuary, including the balcony, and an additional 43 in the Chapel, Reservations: would be requested. Masks: will be required. Communion: Bread will be served, but no wine. Zoom coffee hour: in-person congregants will have to go home to participate.

Cecile asked if non-registrants came, would they wait until the pre-registered groups are seated. Joe reviewed how communion is served by other churches in the pews, as opposed to having all congregants up front.

Worship/Regathering/Hybrid Church Update

CCN in Haiti: Power Point Presentation from Margaret Pantridge (see attached slide deck)

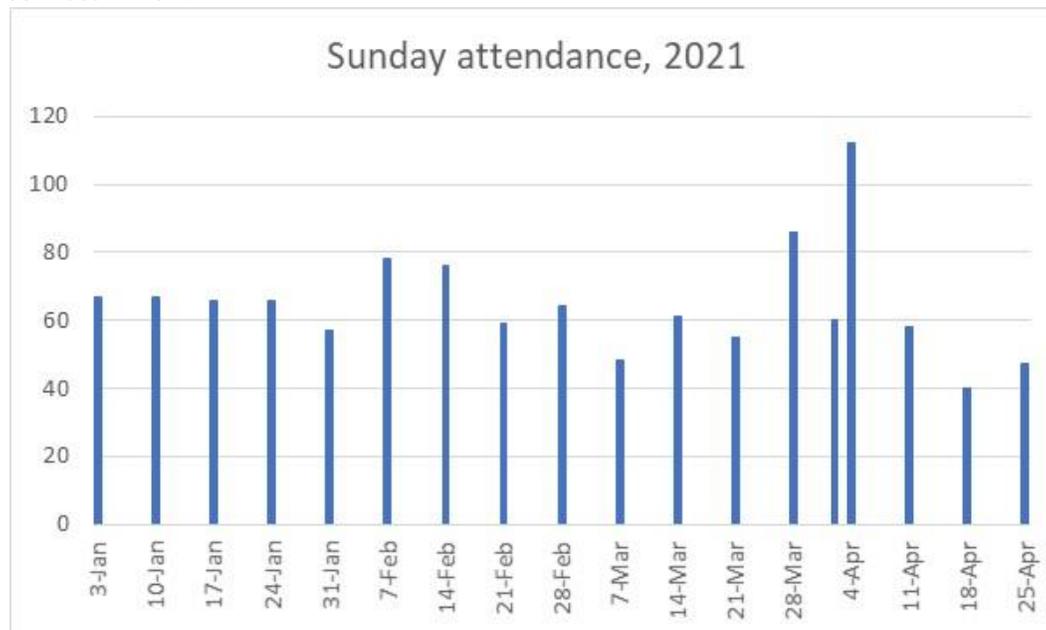
- Our last trip was in January 2019; relationship with Lazile began in 2006
- CCN support ~\$5k in total/year provides all teacher salaries.
- Goat program hand-off supported by a Diocesan grant from 2012-2019 (~\$35k), now supported by Herd Heroes.
- A more recent Haiti support group was founded at CCN, and ran successfully for several years.
- The 2011 earthquake demolished the church, and funds for rebuilding were ultimately stolen.
- Barbara Murphy who headed the program, is moving away.
- Barbara has communicated with Fr. Milor, and notified him of our budget concerns.
- Projected end of support for the school and music program will occur in June 2022. The band is community wide, but includes children as well.
- The plan options we have are 1. A responsible withdrawal, 2. Refreshed support, or 3. Some hybrid of the two.

Dusty asked if we were able to fund the school, how important are the visits to ensure that the funds are appropriately used? Margaret answered that some oversight is required occasionally, likely every other year at minimum.

Duncan noted that the re-established budget from replenished endowment at CCN could provide for school funding, at ~\$3,500/year. Margaret really needs roughly a half dozen to commit to fundraising, as well as a handful to visit Lazille every couple years to check in and report back. Cecile asked what the responsibilities would be in Haiti, and when home?

The group tabled discussion on this for the next meeting.

Attendance Report: This plot combines attendance from Zoom, Facebook and in person attendees for Sunday services in 2021.



Holy Hike: Alyssa has a hike scheduled for tomorrow at 3:30, and at present, Nick and the Lyons family will be joining Alyssa's family at the Town Forest. Wednesday afternoons were selected as those were half-days. Alyssa had a conversation with a friend that related exhaustion among many.

Christ Church University: Joe Sweeney reached out but did not get a reply yet from St. Paul's. The schedule would likely run next year. John Carr reviewed that this was a fun and fundraising effort. The rector at St. Paul's suggested that January and February were the best time for this type of fundraiser.

Racial Justice Initiative: The group has been meeting every month. There are two parts to their activity, the first is learning about this topic ourselves, and thinking how we can sponsor activities in the church and community. The group has participated in awareness programs that have daily components. Bob hopes that we will continue to participate. They also plan to put more material in the Visitor and website. In the fall, Nick will lead us in a program called Sacred Ground, a 10 month series of movies and text using a historical approach.

Reimagining Children, Youth & Families for the Future (8:15—8:45)

Nick posted a series of slides from a survey of our parish about church school. Six of the 80 families surveyed responded. The responders affirmed that they are comfortable bringing their kids back to a church school. See attached PPT slide deck.

Surprisingly, most responders had high school age children. Service projects and community building were highlighted as activities of interest. 2-3 responses were positive about a confirmation class.

Nick noted that the model of kids coming together at 10:00 every Sunday may no longer work, so we are challenged to find a new way forward. Nick also wondered what support there is for additional paid personnel to work on youth and family ministry. He thinks it will require a financial backing of some kind. Nick will discuss with John what level of support is needed, and what job description would be appropriate. David suggested reaching out to the Methodist Church which is struggling with the same issue.

Parking Lot/Other Business

Prayer/Adjournment

Meeting adjourned at 9:00pm with the Lord's Prayer.

Minutes taken by David L. Carnahan, Clerk of the Vestry



May 18, 2021

Dates

May 19 3.30pm Holy Hike at Town Forest
May 23 Pentecost Sunday/Choir Appreciation
June 13 Indoor/Inperson Worship Begins
July 5—August 1 Nick vacation

Attachments/links

Reopening Plan
Haiti Presentation

Appendix A, Supporting information regarding reopening

CONGREGATION INFORMATION

Name of Church: * Christ Episcopal Church

City/Town of Church: * Needham

Church Phone #: * 781-444-1469

Church E-mail: *office@ccneedham.org

We seek approval to: June 13, 2021

Hold in-person indoor public worship services

Beginning on: May 9, 2021

Hold in-person outdoor public worship

Beginning on:

Beginning on:

Beginning on:

PREPARATION

Consultation with property insurance representative completed

Ali Heard, our parish administrator, spoke with Heidi Stevenson at noon on May 4, 2021. Our policy states that if we are not following the law, the policy is null and void. Heidi recommended we follow the law in our area; however, she did not have information on what law supersedes (federal, state, or local) and recommends to air on the side of caution. A Covid-19 claim is general liability claim and the burden of proof is on the claimer. Use precautions. Church Mutual website has some ideas, including medical waivers for those who chose to use them. It is up to us how we worship (sing, mask, etc) as long as we follow the letter of the law in our area.

Church Mutual (800) 554-2642 account #0249831, policy # 07-091356

✓ Consultation with each renter and outside user completed (check only if opening for outside groups)

At this point we have just one outside group using the building: the Saturday evening Big Book Step Study (BBSS). The Wardens and the Regathering Team put together a clear plan in early March for their safe gathering in the Main Church. We will revisit as the science dictates.

✓ Ventilation plan in place (not applicable if only outdoor worship is requested)

In the Chapel will need to rely on the three doors into the space all being open. The windows are not openable. If past patterns of attendance at the early service pertain, all attendees will have been fully vaccinated. In the Main Church, all the windows are openable, and we can keep all of the doors into the worship space open.

✓ Cleaning/disinfecting plan in place In process

✓ Masks and hand sanitizer on hand and available

✓ Compliance attestation poster on prominent display (see resources below)

✓ Employer guidance poster reviewed and posted (see resources below)

This was distributed to all employees as of May 4, 2021.

✓ Church of office workspace safety plan reviewed

Christ Church is following the Massachusetts sector specific workplace, specific safety standards for office spaces to address Covid-18 guidelines (published May 18, 2020).

✓ Consultation with each staff member about regathering/accommodations

✓ Worker poster distributed and discussed with each staff member (see resources below)

This was distributed to all employees as of May 4, 2021.

✓ Restroom use plan in place

There are two open bathrooms, both in the hallway between Upper Parish Hall and the Main Sanctuary. The handicap bathroom is a single bathroom. The women's bathroom has two stalls, but a sign states occupancy is one person at a time, unless the occupants are part of the same immediate household. The bathrooms are cleaned daily weekdays. A cleaning log is each bathroom door.

✓ Signage/door markings

GATHERING

- ✓ Hymnals, prayer books, Bibles removed from worship space (required only for indoor worship) **In process.**

- ✓ Fonts and holy water stoups emptied (required only for indoor worship)

- ✓ Seating plan in place for physical distancing **In process**

- ✓ Occupancy and distancing estimate determined (check occupancy permit, for indoor worship)
In process

- ✓ Attendee monitoring and management plan in place, e.g. online sign-up
Registration is required for inside, in-person worship. The link to the Sign-Up Genius registration will be easily accessible on our website and other online platforms.

- ✓ Training of staff, ushers complete **In process**

- ✓ Liturgy and music plan and restrictions reviewed
We are following the Diocese of Massachusetts singing guidelines. The congregation will not sing. If there is singing, it is by the choir, who will be masked and maintain a distance of at least 20 feet from others.

- ✓ No-touch offering basin locations **In process**

- ✓ Ongoing virtual worship and gathering opportunities discussed
We have and will continue to offer virtual worship and gathering opportunities on Zoom, Facebook, and YouTube.

- ✓ Understanding about limitations on ancillary gatherings, e.g. coffee hour
We will adhere to local, state, federal, and diocesan guidelines on ancillary gatherings. Coffee hour will remain virtual on Zoom.

SERVING

- ✓ Pastoral care plan reviewed

- ✓ Community service plans reviewed and safe operation plan in place

- ✓ Local public health department contact information on file

✓ Plan for notifying local Board of Health in place in the event of COVID-19

In the event on Covid-19, we will contact the Needham Board of Health at 781-455-7940 ext 218.

GROWING

✓ Online giving platforms explored

We have established online giving through Realm.

✓ Small group gathering plan in place

Small groups have and will continue to meet exclusively on Zoom. If small groups meet in person indoors, the groups follow Massachusetts Covid-19 guidelines, including wearing masks and maintaining at least 6 feet of physical distance among attendees not in the same immediate household.

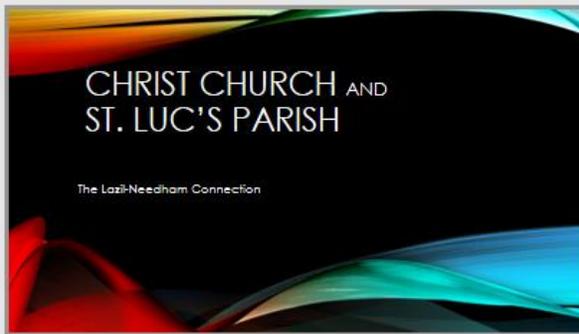
✓ Understanding of childcare restrictions

We are not offering childcare when we reopen for in-person services.

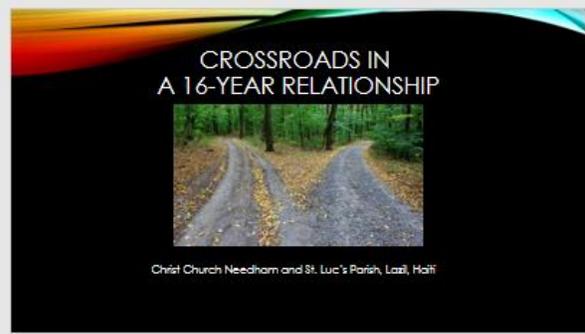
✓ Online formation program in place

Formation programs have and continue to meet exclusively on Zoom.

Appendix B, Presentation regarding Haiti mission



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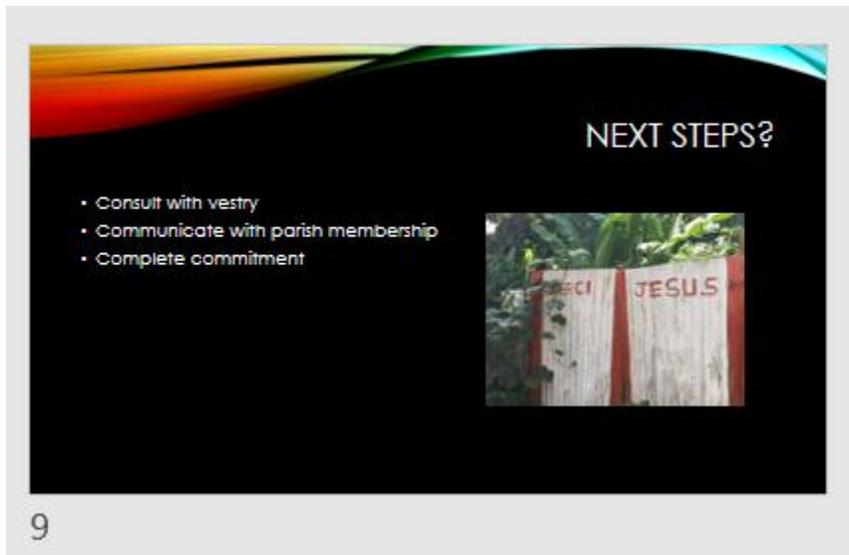
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NEXT STEPS?

- Consult with vestry
- Communicate with parish membership
- Complete commitment



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