

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

Attendance

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

Opening Prayers - Evening Prayer from the Book of Common Prayer was lead by Nick.

Reporting

1. Rectors Report: See appendix A.

Nick was asked to talk more about Emily Garcia and the plan around hiring her to restart the church school program. Nick summarized that on December 20, a group of parishioners met with Emily Garcia regarding the church school program and how to reinvigorate the program. The group brainstormed a kick-off event on January 23, to happen in conjunction with Epiphany. It was a great conversation. Emily will be putting together two options for an event on January 23, and the group will meet again in early January to finalize the event. The group will also meet to discuss a job description for the part-time person to lead youth ministry. Emily is consulting for about 20 hours at \$32/hour to help hire the part-time position and to re-start the youth program.

The two worship services on Christmas Eve will be indoors and will ask those who can to double mask. We will rope off alternate pews to allow for adequate spacing. The second service will be livestreamed. A communication will go out later in the week with information.

2. Assistant Treasurer’s Report: (Duncan)

Draft Budget for 2022 See Appendix B. Discussion included the following points:

- The endowment will kick in fully in a few more years so we are drawing on bridge funds to carry us until this growth occurs.
- Rental income is looking positive.
- Music Program: The section leaders have historically been funded by fundraising, but are now part of the budget so you will see an increase of approximately \$13,000. There was some discussion around whether these costs are warranted, especially given that we don’t currently have anyone in the youth ministry position. It was noted that for some parishioners music is very important to the worship service, while others feel that a youth program is more important.
 - Ginny expressed that she thinks we should take a risk for our music program to survive. We just got a new organ and feels like it should be used and the music program should continue.
 - It was noted that Pam has been collecting for off-budget music, but the Vestry did not think the music director should be responsible.
 - It was suggested that additional asks for section leaders may be appropriate (from those parishioners who are supporters of the music program).

- There is \$10,000 budgeted for a church school person.
 - Nick mentioned could we create a Family ministry fund, but the idea was not well received.
- The budget brings us to deficit, which is smaller than some years.
 - Annie is concerned that the budget has never been balanced and we continue to make additional draws from endowment or general memorial fund.
 - As a vestry committed to not use sale of land as piggy bank. Can we address the deficit?

3. Boy Scouts of America (Dusty)

Dusty explained that there is a claim from someone who had experienced abuse when the church was supporting a Boy Scout troop in the 1960s. The church was concerned that we would have to contribute to a fund or negotiate but it seems like we are not going to have to do anything. We will join with others to release the claims.

4. Sacred Ground (Bob Keener)

Sacred Ground is a 10-week racial justice educational program that is being led by St. Paul's in Natick. Nick has attended in the past and highly recommends. January 9 is the kick off meeting. Those interested should get in touch with Bob Keener or Cynthia Anderson.

Action

A resolution was presented to the Vestry of Christ Episcopal Church, Needham MA on December 21, 2021:

Whereas, the Reverend Nicholas Morris-Kliment is compensated by Christ Church exclusively for the services as a minister of the gospel; and Whereas, Christ Church Fr. Morris-Kliment with a rectory; therefore, it is hereby

Resolved, that the total compensation paid to Fr. Morris-Kliment for the calendar year commencing January 1, 2022, shall be set when the budget for 2022 is determined, of which \$34,962 is hereby designated to be a housing allowance; and it is further Resolved, that the designation of \$34,962 as a housing allowance shall apply to all future years unless otherwise provided.

Motion passed

Common Life (8.30-8.40)

1. Giraffe Award (Nick)

This is the 23rd year for the Giraffe Award for someone who has led or taken part in church and "stuck their neck out." Please send Nick names of those you would recommend for the award. We will vote at the January meeting, and the winner will be announced at the annual meeting in February.

Parking Lot/ Other Business

Vestry Service Project—in 2022: Please continue thinking of ideas for service projects. The idea is to do something as a Vestry that will allow for bonding and getting to know each other better, while serving the community.

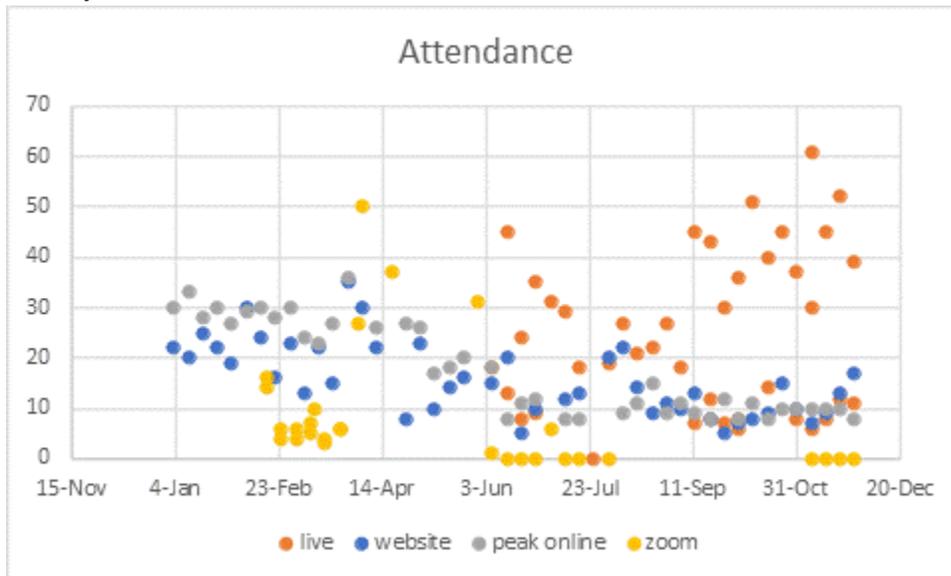
Vestry Transition: Ingrid, Annie, Bob Keener and Bob Begin will be coming off the vestry after the January meeting. Please pray for the church as we search for a warden, clerk and treasurer.

Prayer and Adjourn (9:00)

Dates

Christmas Eve	Pageant and Simple Eucharist at 2.30pm
	Festive Choral Eucharist at 7.30pm
Christmas Day	Simple, said service in the Chapel
Pam's Retirement	Sunday, January 9 after 10am service.
Epiphany Church School Event	Sunday January 23 time TBD
Annual Meeting	Sunday, February 6, 2022
Vestry Retreat	Fri/Sat March 10/11, 2022 Bethany House of Prayer, Arlington

Sunday Attendance



In person attendance has increased thru the fall, while other modes have dropped to a steady level.

Minutes taken by:

Alyssa Kence, David Carnahan

December 21, 2021

Appendices

- Rector's Report
- Draft Budget

Appendix A: Rector's report

Greetings Friends, as we journey through this final week of Advent before the Feast and Season of the Incarnation. We are almost there, with Jesus waiting for us, ready to run the continuing journey with us. Thank you as a Vestry

for making this journey in leadership of the parish with me. I start off with the two things that most of my Church prayers have been directed toward recently: Family Ministry and Stewardship.

With **Family Ministry**, the recurring feeling that I have in my heart is, “something good is waiting to happen.” Although we have not had a regular Church School program since March of 2020, we have nearly 25 kids signed up for this year’s pageant, and this without the benefit of in person publicity. Families came in this past Sunday to get their costumes. “Something good is waiting to happen:” such an Advent theme! To help birth this “something,” I have hired the Rev. Emily Garcia to help us. She is the Assistant Rector at Church of Our Redeemer in Lexington and a passionate expert on children’s ministry. See her work at <https://www.agoodandjoyfulthing.org>. We have met to set up two future meetings with CCN teachers and parents, one which will have happened the night before this December Vestry meeting, and the other early in the new year. The first meeting brings together Church School teachers and parents to plan an Epiphany Celebration on January 23, which will gather families for fellowship and encouragement for the challenging work of teaching our children to love God and neighbor as Jesus teaches. The second meeting in early January will result in a carefully crafted job description for an impactful part-time staff position to support family ministry at the level we can afford. This description will be brought to the Vestry.

Stewardship is a bit behind where we hoped it would be; but we began about two weeks later than we normally do. It is hard to know where things will land. We have not yet heard from some of our larger five figure givers. Some folks have raised their giving, others have needed to cut back, some have moved away. In the new year the team will follow up by email and phone. Team members have done a wonderful job with swift acknowledgement of the amounts (Phil), and long-hand thank you notes (Jean and Kim). Thank you to all Vestry members and officers who have submitted their EOGs for 2022. I am deeply grateful to Duncan’s for his long labors to craft a 2022 draft budget in light of this uncertainty, with particular attention to the competing goods of fair staff compensation, strong music programing, and sufficient support of family ministry.

Not far behind Family Ministry and Stewardship on the prayer/worry scale is **Elections**.

We have had two encouraging yesses: Lesley Day and Kathryn Mortimer. Leslie grew up in the parish, and was confirmed with Christina, who we can thank for the successful invitation. She has been coming for the past couple of years, mostly at 8.15, with her two young children, Colin, and Charlotte. She works at St. Sebastian’s in their Development Office. Kathryn and her husband Michael have shepherded senior-in-high school son Michael through Church School and Confirmation. Younger sons, 12-year-old twins William and Peter, will again star as Wisemen in the pageant. Before Covid, she assisted at the pre-School at the Needham UCC Church. We can thank Ingrid for this successful invitation. Other conversations are continuing. Thank you to the class of 2022 who are making the invitations and to Annie for her most recent announcement in Church. I have received one flattered Warden “no.” Clerk and Treasurer are still outstanding as well.

Worship We are still finalizing our **Christmas Eve** plan. Our Regathering Team responded positively to the idea of some kind of alternative distancing plan. While our sanctuary is spacious, we could still afford to rope off alternate pews to enforce distancing. The parents of the Church School with kids in the pageant are ok with doing the pageant inside, masked, and distanced. On another note, we are working hard to find a professional person who be our **digital verger** to run our live stream on Sunday mornings and give much needed relief to Tim and as we develop other volunteers. We have had one person “audition” who could be a keeper if his schedule allows. The 2022 draft budget includes provision for a paid digital verger for every Sunday if/when we are not able to provide one from our volunteer ranks.

Sabbatical plans are proceeding. Having revisited my Sabbatical plan from 2020, much of it still makes sense.

<https://ccneedham.org/wp-content/uploads/2020/02/2020-02-February-March-April-Visitor-FINAL.pdf> ”

Retooling and refreshment” remains the theme, with a new urgency in the face of this continuing covid moment. I expect to be on a pilgrimage to Jerusalem in May; to help Jamie lead a school trip exploring Roman sites in France; and to participate in an Anglican choir camp at Duke. Also being pondered again are the mid-career discernment tool with the Center for Ministry Development, and training with Braver Angels. In the new year I’ll be working with Wardens on a sabbatical plan that will have parish ministries covered with the support of a Sabbatical priest. Again, my dates are Monday May 16 to August 15. More information to follow.

Our conversations around race and RJI's proposed mission statement for the Vestry were by and large conducted with respect as well as passion. Still, I was reminded that we need to remain committed to norms of respectful listening and speaking. Here are **Vestry Norms** the Vestry approved in 2018 and 2019 but did not revisit in 2020 or 2021.

Vestry Meeting Norms – March 2018; renewed 2019.

- Start & End on time
- Respect one another
- One conversation at a time
- Use the Parking Lot to keep meeting moving
- Stay on topic – everyone helps
- Be prepared – pre-read Agenda and Reports
- Make sure everyone's voice is heard
- Balance participation – Speak and Listen
- Say it now – not at a later date
- We will use Robert's Rules for decision making
- Support Vestry consensus – even if you don't agree
- Do not multi-task
- Raise your hand to speak next

Everyone is responsible FOR upholding the norms

How would we amend these norms, if at all? Do they sufficiently reflect a desire for a container for conversations that are safe but not necessarily easy, that get beneath the surface where God can do the most good?

Finally, it is that time of year when we look into our community for those who have "stuck their neck out for Christ Church. This will be the 23rd year that the Vestry has bestowed a **Giraffe Award** winner. Past winners are not eligible, nor are current Vestry or its Officers.

Past winners are:

Carolyn Panesevich	2000	Kim Lysaght	2011
Isabel Nickerson	2001	Alan & Winnie West	2012
Mary and Bob Bell	2002	Dave & Corrie Serrano	2013
Shirley Cooper	2003	Nancy Lankford	2014
Barbara Waterhouse	2004	Barbara Baker	2015
Douglas Kingston	2005	Dottie and Bill Hagar	2016
Betsy Prescott	2006	Elaine Sweet	2017
Charles Ferrone	2007	Barbara and Ed Brailey	2018
Nancy Stern	2008	Liz Dennett	2019
Bea Dagdigian	2009	Julia and Nardin Baker	2020
Emilie Hitron	2010	Tim Lysaght	2021

Nominees for the 2022 award will be discussed at this December meeting. Voting will happen at the January meeting. Winner (s) will be revealed at Annual Meeting February 6, 2022.

What a year it has been. As Paul writes to the Philippians, "I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now." When we encounter a mixed bag of discouragements and encouragements, we say to ourselves "Hallelujah, anyhow."

And when our worry about the future begins to take the upper hand, we learn from our brother Paul and "in everything give thanks to God, and the peace of God which passes all understanding will keep your hearts and minds in Christ Jesus."

**Appendix B Notional Budget
 Income**

FOR DISCUSSION Vestry 12/21/2021	2021 Annual Budget	2021 EOY Estimate	Notional 2022	Notional 2022 - Estimated 2021	Notes
Offerings					
Pledge Income	\$ 331,565	\$ 321,094	\$ 325,000	\$ 3,906	
Regular Operating Support	\$ 31,625	\$ 26,624	\$ 25,675	\$ (949)	
Loose Plate	\$ 2,000	\$ 2,354	\$ 2,250	\$ (104)	
Christmas & Easter Offerings	\$ 4,000	\$ 5,400	\$ 5,000	\$ (400)	
Donations/Gifts	\$ 15,000	\$ 15,000	\$ 12,500	\$ (2,500)	
Music Leader Donations	\$ -	\$ 2,000	\$ -	\$ (2,000)	No fundraising
Flowers	\$ -	\$ 3,250	\$ 3,750	\$ 500	
Summer Music	\$ -	\$ 1,060	\$ 1,250	\$ 190	Fundraising continue
Close out Friends of Music (one time)	\$ -	\$ -	\$ 2,600	\$ 2,600	
Other (misc & reimbursed processing costs)	\$ -	\$ 755	\$ -	\$ (755)	
Investment Income					
Facility Rental Income	\$ 53,000	\$ 70,000	\$ 76,833	\$ 6,833	
Endowment Income (Four Points)	\$ 42,409	\$ 42,409	\$ 53,900	\$ 11,491	new basis (3 yr avg)
Endowment Income (Music-related funds)	\$ -	\$ -	\$ 5,700	\$ 5,700	mostly from organ
General Memorial Fund 'bridge' funding	\$ -	\$ -	\$ 14,400	\$ 14,400	one year only (3YA)
SUBTOTAL REVENUES	\$ 479,599	\$ 489,946	\$ 528,858	\$ 38,912	

Expense

Operations & Education					
Child Care	\$ 400	\$ -	\$ -	\$ -	
Family Ministries	\$ 1,050	\$ 169	\$ 640	\$ 471	Emily Garcia
Adult Education	\$ 150	\$ 24	\$ 150	\$ 126	
Holy Grounds	\$ 400	\$ 100	\$ 300	\$ 200	
Music	\$ 1,000	\$ 1,574	\$ 5,180	\$ 3,606	full music program
Music Section Leaders	\$ 12,300	\$ 12,821	\$ 22,500	\$ 9,679	is on the budget
Office Supplies & Expense	\$ 5,550	\$ 3,349	\$ 4,500	\$ 1,151	
Vestry	\$ 800	\$ 100	\$ 100	\$ -	virtual retreat
Postage	\$ 1,300	\$ 1,500	\$ 1,350	\$ (150)	
Stewardship & Planned Giving	\$ -	\$ 225	\$ 300	\$ 75	
Telephone	\$ 3,000	\$ 3,250	\$ 3,250	\$ -	
Travel	\$ 1,200	\$ 3,304	\$ 1,500	\$ (1,804)	
Treasurer	\$ 15,500	\$ 10,871	\$ 12,000	\$ 1,129	
Worship	\$ 2,500	\$ 2,764	\$ 6,514	\$ 3,750	digital verger
Altar Guild	\$ -	\$ -	\$ -	\$ -	
Flowers	\$ -	\$ 4,154	\$ 4,250	\$ 96	
Sundry - Clergy	\$ 500	\$ 81	\$ 500	\$ 419	
Technology	\$ 3,000	\$ 3,004	\$ 3,050	\$ 46	
Communications	\$ 1,550	\$ 1,365	\$ 1,200	\$ (165)	
Fellowship	\$ 2,000	\$ 540	\$ 2,000	\$ 1,460	
Outreach					
Community Concerns	\$ 12,000	\$ 12,000	\$ 12,000	\$ -	GMF bridge funding
Parish Partnership (Haiti)	\$ 3,000	\$ 3,000	\$ 3,000	\$ -	level
Payroll/ Taxes/ Insurance/ Pension					
Payroll Expense	\$ 142,352	\$ 179,984	\$ 191,974	\$ 11,990	New PT staff
Housing Allowance	\$ 34,962	\$ 34,962	\$ 34,962	\$ -	person, more hours
Taxes - Payroll	\$ 6,308	\$ 8,842	\$ 9,601	\$ 759	for Ali, 2021 budget
Insurance - Health	\$ 14,700	\$ 15,774	\$ 16,332	\$ 558	was off
Church Pension Premiums	\$ 17,560	\$ 24,565	\$ 25,991	\$ 1,426	
Continuing Education (Clergy)	\$ 1,000	\$ 1,292	\$ 1,500	\$ 208	
Property Improvements & Maintenance					
Building Repairs	\$ 6,700	\$ 5,500	\$ 5,600	\$ 100	
Property Improvements	\$ 10,360	\$ -	\$ 20,700	\$ 20,700	
19 Homestead		\$ 9,820		\$ (9,820)	
Building Maintenance	\$ 26,000	\$ 9,468	\$ 9,750	\$ 282	
Grounds	\$ 14,000	\$ 20,750	\$ 17,500	\$ (3,250)	
Building Supplies	\$ 4,100	\$ 1,124	\$ 1,250	\$ 126	
Cleaning Service	\$ 11,800	\$ 5,281	\$ 6,000	\$ 719	
Electricity	\$ 4,200	\$ 5,658	\$ 4,500	\$ (1,158)	
Heat (fuel - oil & gas)	\$ 13,500	\$ 16,122	\$ 16,500	\$ 378	
Insurance - General	\$ 27,500	\$ 24,706	\$ 25,750	\$ 1,044	
Copier	\$ 4,400	\$ 4,923	\$ 5,000	\$ 77	
Sewer & Water	\$ 3,200	\$ 2,624	\$ 2,700	\$ 76	
Diocesan Assessment					
Diocesan Assessment	\$ 67,119	\$ 67,119	\$ 65,011	\$ (2,108)	
Contingency	\$ -	\$ -	\$ -	\$ -	
Repay Green Loan	\$ 5,531	\$ 5,531	\$ 5,531	\$ -	
SUBTOTAL EXPENSES	\$ 482,492	\$ 508,239	\$ 550,436	\$ 42,197	
Surplus (Deficit)	\$ (2,893)	\$ (18,293)	\$ (21,578)	\$ (3,285)	