

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	Vacant (Warden)		Vacant (Treasurer)	
MaryAnn Ryan (Clerk)	X	Pete Lyons	X	Kathryn Mortimer	X/R	Cecile Leroy	X/R
John Carr	X	Duncan Allen	X/R	Lesley Day	X/R	Ginny Yerardi	X
Tedi Eaton	X	Alyssa Kence	X/R	Joe Sweeney	X/R	Christina O'Connell	X
X=present		R=attended remotely				Jim Black	

Prayer and Formation

- Nick Morris-Kliment led the evening prayer service, which included readings from Mark 8:14-21 and the Magnificat

Gathering and Common Life:

- Dusty Hecker chaired the meeting, Vestry members introduced themselves.
- Discussion was made of dates for the Vestry meetings for the spring, including the Vestry Retreat, currently set up for March 11 and 12 at Bethany House, April 5 Vestry meeting, May 10 Vestry meeting. Agreement was made that the Vestry members would email Nick to let him know what dates they would be available. Nick needs to let Bethany House know in the next few days.
- Mardi Gras party is set for Sunday, February 27 from 5:30 – 7 pm. John and Leslie will bring fire pits.
- Reverend Emily Garcia, Assistant Rector at Church of Our Redeemer in Lexington, along with Christina O'Connell and Alyssa Kence gave a talk about the Church School Planning Task Force plans for Emily to work with the church on building a foundation for a church school. It would have a six-month plan until mid-to-late August, with the goal being to hire a permanent person to the staff for the part time job in August, with a clear job description and a plan for going forward.
 - Guidelines are needed for a new person coming in. They spoke of the importance of wages, and how someone at a lower wage is going to take longer to do things. Emily is lowering her wage for us to a living wage level, and her husband's salary is basically subsidizing her work with us.
 - They put together the Epiphany Party, and will work on planning events, hiring, setting things up. Conversation was made about the Godly Play plans.
- Duncan Allen gave an introduction to CCN Budget, and spoke of the Vestry's role in finances, quarterly overview, and who to hire for audit.
 - The sale of the property next door will cause us to be able to sustainably support the operating budget from the endowment.
 - The goal is to create a road map to keep spending to 4.5% from the endowment. We can now cover Haiti & Community Concerns expenditures.
- Annual Meeting Chat overview: Nick says his eye caught on service, newcomers, relationships with children. There was talk of a fundraiser, reprise of past ones, or something new.
 - 4th of July, Gift Shop, something looking outward, what needs in the community might be. Suggestion to request ideas in the Weekly E-Blast.
- Nick is taking 2 week's vacation in March. Cathy Venkatash and Karen Coleman will be Supply priests. Sabbatical supply priests are under consideration.

- Michael Wade can do a trivia night the 20th or 27th at 5:30 pm. They will choose a date in the office.
- Cecile Leroy is doing a concert in the church March 26th with a folk music group, Chimney Swift.
- A responsibility matrix and calendar of important dates is being created for sabbatical.

Prayer/Adjournment

The Closing prayer lead by Nick.

Calendar:

Minutes taken by /s/MaryAnn Ryan, Clerk of the Vestry

Date: 2/15/22



Vestry Agenda
Tuesday, February 15, 2022
7:00-9:00 pm

Chair: Dusty **Clerk:** MaryAnn

Opening Prayers (7:00-7:20) (Nick)

Welcome (7:20-7:40) (Dusty)
Introductions

Church School Plan Presentation (7:40-8.00) (Rev. Emily Garcia, Nick, Alyssa, & Christina)

CNN Finance 101 (8:00-8:20) (Duncan)
Intro to CCN Budget

Common Life (8.20-8.45)
Annual Meeting Chat Feedback (Nick)
Mardi Gras Fire Pit Gathering: Vestry...Fire Pits?
March, April, May meeting dates

Parking Lot/ Other Business (8.45-9.00)

Prayer and Adjourn (9:00)

Dates:

Mardi Gras Sunday Fire Pit, February 27, 5:30-7:00pm

Ash Wednesday, March 2, Services at 7.30am (in person in the Chapel), 7pm (on Zoom)

Vestry Retreat March 11/12

Nick on Vacation March 14-March 28

The Rev. Catherine Venketash, March 20; The Rev. Dr. Karen Coleman, March 27

Nick on Sabbatical, May 16 – August 15. Sabbatical Priest to be confirmed.

Attachments/links

Agenda; Church School Proposal, Our Finances at 30,000 Feet, Annual Meeting Chat; Vestry List; Parish Directory

Loving God and neighbor as Jesus teaches

Work plan for mid-February to late August

Mtr. Emily García, 2022 Feb 7

Objective: To prepare the groundwork for a new hire at Christ Church who will focus on ministry with children and youth.

Items in **blue** are tasks for parishioners.

However, almost ALL of these tasks will require input and support from lay leaders!

A Note on Availability : Due to my other parish responsibilities at Our Redeemer, I can plan to regularly work for Christ Church 3-5 hours per week at most. (Some weeks may allow for more or less.) I will be absolutely unavailable during Holy Week and Easter Week, as well as during any vacation I take. This means that I may not always be as speedy with emails or calls as folks might be used to, but I will be sure that we are prepared for events as they come. I anticipate that together we can make steady progress.

Events During this Time

1. Epiphany Party (Feb 13)
2. Mardi Gras Sunday Firepit event (Feb 27)
3. Easter Egg Hunt
4. End-of-the-Year BBQ in May (evening?)
5. a party in June
6. a party in July
7. a Godly Play training or refresher
8. Registration Sunday in September (hopefully the new hire will be here, but we will make a Plan B)

My role will be . . .

- a. to present options and brainstorm with leaders
- b. to be in touch with Rev. Nick and Ali to make sure the details don't conflict with other plans
- c. to get clear and confirm who's responsible for what
- d. to write up and communicate a final plan to all who are leading it
- e. to follow up after and debrief and re-plan for next year

Parishioners will . . .

- a. assemble supplies that we decided on (including finding them from the classrooms, printing them, buying or making them, etc)**
- b. set up**
- c. run the event (welcome people, help where needed, explain things)**
- d. clean up**
- e. submit reimbursements if necessary**
- f. recruit others to join in the work for each event if necessary**

Infrastructure

1. update children & teens email list
 - acquire all recent versions of old list
 - make new spreadsheet with information on households/children (and/or, with Ali develop a sublist or section in the church address system)
 - identify who may be missing**
 - ask households if they'd like to be on the list (& explain purpose)**
 - update throughout the summer as we get more information
 - agree with lay leaders on how frequently / when emails should go out
 - explore possibility of opt-in option of Remind or other text system
2. draft yearly calendar of events
 - in conversation with Rev. Nick re liturgical year
 - in conversation with parents and leaders about school calendars, availability, timing
 - in conversation with teachers
 - in conversation with leaders of social action / mission work in the parish
3. write up brief narrative of how the programs have been in past 7 years for new hire
4. make draft calendar / schedule of Sunday School lessons (assuming current covid guidelines)

Classes & Classrooms

1. support current teachers
 - What is your energy level for teaching now?
 - What are your health & safety restrictions?
 - What do you imagine going forward?
2. ask for new teacher & assistant volunteers
 - suggest or nominate certain people who may have a gift for it**
 - invite, have calls and conversations
 - hold information sessions for interested people
 - educate on Safe Church practices (i.e. the great need for an assistant)
 - hold info session for parents
3. imagine new ways of meeting as classes (during current and higher risk times)
 - see "Health & Safety" below
 - in conversation with teachers and parents
3. train new volunteers
 - bring in Godly Play training?
 - do brief GP Doorkeeper training for parents
 - meet with returning and new teachers as a group at least once (July/Aug)

5. In the sad case that we are unable to get enough volunteers to run these programs safely and sustainably, I will work with Rev. Nick and those who do volunteer to make a new plan.

Health & Safety

1. make covid-safety plans for classes and social events (current risk, higher risk, and lower risk)

- meet with Regathering Team to make sure it's in line with current practice
- visit church to consider spaces for different seasons / arrangements
- consider diocesan, state, and city guidelines and the research they follow
- ask for new equipment (e.g. HEPA filters) as needed

2. establish health and safety agreements

- decide with Rev. Nick, the Regathering Team, with input from teachers and parents
- put them in writing
- communicate (both in permanent and ongoing ways)

3. add a variety of health/safety information to a new registration sheet

Parent Expectations

1. We will arrive at a shared expectation for the future role, and will put it in writing.

Specifically, we will focus on: how much can be accomplished in 8-10 hr/week; how much is reasonable to pay a person for this; expectations around contact/availability; interdependence and the community's role; what is and is not on this person's plate; what should not be added; where their focus should be; how the parish will support them.

- one-on-one calls with invested parishioners (not just parents)
- group meetings with adults with children (class groups, age groups)
- conversation with Rev. Nick and Ali about the rhythm of the week, deadlines, etc

Writing a Job Description

1. write a job description for the new hire

- taking into account conversations with Rev. Nick, task force, and parents
- considering best practices for part-time workers in MA/Boston
- considering other similar positions in our deanery, area, and diocese

2. finish a major draft by the time Rev. Nick leaves on sabbatical (mid-June)

3. continue refining over his sabbatical, and with Ali and the Vestry communicate this through all appropriate channels

What this Plan Requires of Parishioner Leaders, Rev. Nick, and the Vestry

The work of welcoming children and young people is the work of the whole church!

1. a willingness to try new things . . .
2. . . . and with it, willingness to risk that something may flop or *feel* like a flop
3. a can-do attitude (for the most part, when you're able to get there)
4. knowing one's limits . . .

5. . . . and being willing to say “no” when something is beyond them
6. . . . and trusting that it’s good to say “no”, because burning out doesn’t help the parish either
7. continued prayer for the lives of children and young people

Postscript

Some Ongoing Questions

The team and I will keep considering:

- how best to incorporate older children and youth in the welcome of young children and in the leadership of the programs and the church;
- how to communicate to the parish both the specifics and the overall scope of the children and youth programs;
- how to incorporate regular service learning in the programs, and how to fit that into the future role;
- and whether or not the curricula for 3rd and up are the best fit for the parish.

Unlike some of the other important questions, we don’t need to have these finalized in 6 months, but I hope we can make progress at least.

The Team

I’m very grateful for all the time and energy given to this work by Rev. Nick, Alyssa Kence, Christina O’Connell, Patty Smith, Diane Gaitley, Virginia Carnahan, Kevin Ruddy, and Emily McConarty. They have sacrificed so much time to think and pray together, to share their thoughts with me, and to dream on behalf of the parish. I feel lucky to be in this work with them, and look forward to the next 6 months!

Christ Church 'Finance' from 30,000 feet



Pledges and operating support



Facility Income (rentals)



'The endowment'



Investment Income per policy



by Vestry action



'The budget' (annual, for operations)

'Business as Usual' and Scenarios for December Vestry	Actual 2015	Actual 2014	2015 Annual Budget	Projected 2015 Year End	Notional 2015 BAU	Scenario 'A' 2016	Scenario 'B' 2016	Notes
Offerings								
Pledge Income	\$ 342,410	\$ 415,435	\$ 390,650	\$ 391,607	\$ 392,434	\$ 405,000	\$ 405,000	A&B - 'Vision' results
Lodge Fees	\$ 6,053	\$ 4,144	\$ 4,000	\$ 5,750	\$ 4,750	\$ 4,750	\$ 4,750	
Christmas & Easter Offerings	\$ 14,277	\$ 7,841	\$ 9,300	\$ 7,000	\$ 7,557	\$ 7,557	\$ 7,557	
Donations/Gifts	\$ 1,108	\$ 4,458	\$ 7,258	\$ 11,250	\$ 7,403	\$ 7,403	\$ 7,403	
Fund Raising Events	\$ 12,852	\$ 8,238	\$ 23,600	\$ 25,300	\$ 8,000	\$ 8,500	\$ 8,500	A&B - organic growth
Investment Income								
Facility Rental Income	\$ 83,492	\$ 86,280	\$ 81,040	\$ 89,500	\$ 86,661	\$ 86,661	\$ 86,661	
Endowment Income	\$ 73,414	\$ 54,112	\$ 52,073	\$ 52,073	\$ 50,759	\$ 50,759	\$ 50,759	
Total Operating Revenue	\$ 533,824	\$ 600,828	\$ 608,421	\$ 672,660	\$ 657,684	\$ 670,630	\$ 670,630	
Expense:								
Operations & Education								
Baby Sitting	\$ 375	\$ 1,274	\$ 1,691	\$ 1,492	\$ 2,000	\$ 2,000	\$ 2,000	
Family Ministries	\$ 1,835	\$ 1,456	\$ 1,485	\$ 1,485	\$ 1,515	\$ 1,515	\$ 1,515	
Adult Education	\$ 119	\$ 77	\$ 125	\$ 125	\$ 125	\$ 125	\$ 125	
Holy Grounds	\$ 172	\$ 686	\$ 700	\$ 600	\$ 600	\$ 600	\$ 600	
Music	\$ 901	\$ 5,300	\$ 5,795	\$ 5,000	\$ 5,911	\$ 5,911	\$ 5,481	B - motball a piano
Office Supplies & Expense	\$ 13,921	\$ 5,481	\$ 5,591	\$ 6,250	\$ 6,204	\$ 5,604	\$ 5,604	A&B - water cooler
Vestry	\$ -	\$ 793	\$ 950	\$ 1,568	\$ 900	\$ 900	\$ 900	
Postage	\$ 3,323	\$ 1,982	\$ 1,681	\$ 1,681	\$ 1,917	\$ 1,917	\$ 1,917	
Stewardship & Parish Giving	\$ 1,041	\$ -	\$ 1,428	\$ -	\$ 900	\$ 900	\$ 900	
Telephone	\$ 2,821	\$ 2,548	\$ 2,625	\$ 2,900	\$ 3,000	\$ 3,000	\$ 3,000	
Traavel	\$ 816	\$ 2,875	\$ 3,000	\$ 3,875	\$ 3,600	\$ 3,600	\$ 3,600	
Treasurer	\$ 65	\$ 658	\$ 1,000	\$ 400	\$ 1,000	\$ 1,000	\$ 1,000	
Worship	\$ -	\$ 2,529	\$ 3,315	\$ 2,500	\$ 2,810	\$ 2,810	\$ 2,810	
Alter Guild	\$ -	\$ 2,392	\$ 800	\$ 1,050	\$ 816	\$ 816	\$ 816	
Flowers	\$ 11,544	\$ (553)	\$ (600)	\$ (450)	\$ (688)	\$ (688)	\$ (688)	
Sundry - Clergy	\$ -	\$ (110)	\$ -	\$ -	\$ -	\$ -	\$ -	
Technology	\$ 5,200	\$ 5,478	\$ 4,834	\$ 3,000	\$ 4,551	\$ 4,551	\$ 4,551	
Communications	\$ -	\$ -	\$ 400	\$ 500	\$ 408	\$ 408	\$ 408	
Fellowship	\$ -	\$ 202	\$ 816	\$ 816	\$ 750	\$ 750	\$ 750	
Outreach*								
Community Concerns (H&ND in 2010)	\$ 15,547	\$ 13,101	\$ 3,288	\$ 6,125	\$ 12,715	\$ 8,733	\$ 5,329	A cut 31% B cut 58%
Parish Partnership	\$ 3,773	\$ 3,484	\$ 3,979	\$ 3,979	\$ 3,870	\$ 3,800	\$ 1,622	A - level B - cut 58%
Payroll** Taxes/Insurance/Pension								
Payroll Expense	\$ 253,026	\$ 288,160	\$ 272,000	\$ 272,000	\$ 275,211	\$ 267,127	\$ 275,211	A - 90% curate Oct 1
Taxes - Payroll	\$ 5,636	\$ 8,560	\$ 9,150	\$ 8,650	\$ 8,969	\$ 8,351	\$ 8,969	
Insurance - Health	\$ 30,307	\$ 16,955	\$ 24,500	\$ 24,500	\$ 30,181	\$ 30,181	\$ 30,181	
Church Pension Premiums	\$ 16,553	\$ 32,740	\$ 32,000	\$ 35,163	\$ 33,389	\$ 31,944	\$ 33,389	
Continuing Education (Clergy)	\$ -	\$ 1,896	\$ 3,000	\$ 2,250	\$ 3,000	\$ 2,000	\$ 2,000	A&B - reduce by 1/3
Property Improvements & Maintenance:								
Building Repairs	\$ 17,363	\$ 8,000	\$ 4,000	\$ 16,500	\$ 13,212	\$ 10,400	\$ 10,400	SQR cuts 31% / 58%
Building Maintenance	\$ 24,345	\$ 4,870	\$ 13,624	\$ 17,000	\$ 14,723	\$ 14,723	\$ 14,723	
Grounds	\$ 14,247	\$ 16,587	\$ 16,830	\$ 16,830	\$ 17,167	\$ 17,167	\$ 17,167	
Building Supplies	\$ 2,816	\$ 3,555	\$ 3,876	\$ 3,000	\$ 3,534	\$ 3,534	\$ 3,534	
Cleaning Service	\$ 8,118	\$ 8,775	\$ 18,430	\$ 18,430	\$ 18,750	\$ 18,750	\$ 18,750	
Electricity	\$ 9,319	\$ 7,750	\$ 8,116	\$ 7,500	\$ 6,350	\$ 6,350	\$ 6,350	water savings
Heat (fuel - oil & gas)	\$ 26,014	\$ 17,863	\$ 20,096	\$ 19,500	\$ 22,440	\$ 22,440	\$ 22,440	
Insurance - General	\$ 20,152	\$ 16,787	\$ 17,000	\$ 21,632	\$ 13,825	\$ 13,825	\$ 13,825	part paid in 2015
Cooler	\$ 5,722	\$ 4,902	\$ 4,450	\$ 5,200	\$ 5,050	\$ 5,050	\$ 5,050	
Sewer & Water	\$ 3,553	\$ 8,866	\$ 9,043	\$ 5,425	\$ 4,800	\$ 4,800	\$ 4,800	
Repay Diocesan Green Loan	\$ -	\$ -	\$ -	\$ 1,932	\$ 5,796	\$ 5,796	\$ 5,796	new
Diocesan Assessment & Search								
Diocesan Assessment	\$ 62,861	\$ 69,181	\$ 68,726	\$ 68,726	\$ 68,500	\$ 68,500	\$ 68,500	
Repay Endowment for Search	\$ -	\$ -	\$ -	\$ 2,917	\$ -	\$ 2,917	\$ -	A & B - renege
Sub-Total Expense	\$ 543,704	\$ 577,003	\$ 574,743	\$ 575,254	\$ 604,076	\$ 582,202	\$ 603,575	
Contingency	\$ -	\$ 990	\$ -	\$ -	\$ 4,904	\$ 3,368	\$ 2,055	A - cut 31% B - cut 58%
Total Operating Expense	\$ 643,704	\$ 678,993	\$ 674,743	\$ 675,254	\$ 608,980	\$ 686,630	\$ 686,630	
Operating Surplus (Deficit)	\$ (9,879)	\$ 1,935	\$ (6,322)	\$ (2,694)	\$ (51,416)	\$ (15,000)	\$ (15,000)	

Program:
Worship
Outreach
Pastoral Care
Parish Life

Plant Operations

Wider Church (Diocese)

Good Repair

Major Projects

Major gifts and bequests



Investment Committee

Deficit closure

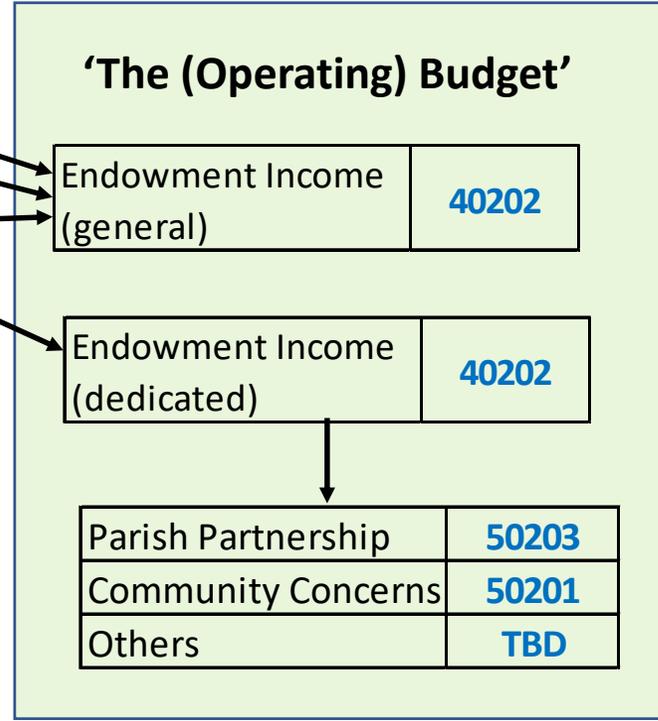
DRAFT 'Endowment' Quick Reference (For Vestry Meeting February 15, 2022)

with relationships to Christ Church's annual operating budget

GMF	General Memorial Fund	90115	80337
Four Points	Property Improvement Fund	90104	80304
	Parish Fund	90103	80303
	Socially Responsible Investment Fund	90105	80405
	Mission/Outreach Fund	90101	80302
'Named' Endowment Funds	Specific endowment funds directly supportive of the operating budget		
	Specific endowment funds reserved for purposes not in the operating budget		

Deficit closure or pre-planned operations support ('rainy day')

Property Improvement projects



Related uses as authorized

Irreducible*

Effectively 'Spendable'

'Policy' draws (specific Vestry action not needed) at 4.5%

'Out-of-policy' draws (Vestry action on specifics is needed)

Operating budget (no 'carry-overs')

* *i.e.* 'the principal'. Earnings in excess of a designated transfer to the operating budget go to the corresponding 'spendable' endowment account

Asst. Treasurer's Statement 2021 – Summary*

	Adjusted 2021	Budget 2022	Change (2022-2021)	Notes
Offerings	\$ 385,129	\$ 375,139	\$ (9,990)	
Facility Rentals	\$ 72,853	\$ 88,533	\$ 15,680	
Investments	\$ 54,704	\$ 74,000	\$ 19,296	includes all PI Fund earnings
<i>Revenue Total</i>	\$ 512,686	\$ 537,672	\$ 24,986	
Music Program	\$ 17,152	\$ 24,180	\$ 7,028	includes SLs but not staff
Other Program	\$ 44,937	\$ 47,115	\$ 2,178	worship, office, etc
Payroll-Related	\$ 248,817	\$ 265,824	\$ 17,007	
Outreach	\$ 15,425	\$ 15,000	\$ (425)	
Property Operations	\$ 94,409	\$ 96,950	\$ 2,541	
Property Improvements	\$ 17,958	\$ 30,801	\$ 12,843	uses all PI Fund earnings
Diocese	\$ 65,019	\$ 65,011	\$ (8)	
<i>Expense Total</i>	\$ 503,717	\$ 544,881	\$ 41,164	
Surplus (Deficit)	\$ 8,969	\$ (7,208)		

* Facility and pledge revenues updated from the published statement February 2, 2022

Operating Expense Approval Matrix

Expense Account	Manager
Operations & Education	
Child Care	clergy
Family Ministries	clergy
Adult Education	clergy
Holy Grounds	W. Hughes
Music	C. Raines
Section Leaders	C. Raines
Office Supplies & Expense	A. Heard
Vestry	clergy
Postage	A. Heard
Stewardship & Planned Giving	K. Rocco
Telephone	A. Heard
Travel (clergy)	M. Badejo
Treasurer	clergy
Worship	clergy
Altar Guild	B. Brailey
Flowers	A. Heard
Sundry - Clergy	clergy
Technology	T. Lysaght
Communications	clergy
Fellowship	clergy
Outreach	
Community Concerns	J. Neale
Parish Partnership	M. Pantridge

Payroll/ Taxes/ Insurance/ Pension	
Payroll Expense	M. Badejo
Taxes - Payroll	M. Badejo
Insurance - Health	M. Badejo
Church Pension Premiums	M. Badejo
Continuing Education (Clergy)	M. Badejo
Property Improvements & Maintenance	
Building Repairs	W. Hughes
Building Maintenance	W. Hughes
Grounds	W. Hughes
Building Supplies	W. Hughes
Cleaning Service	<i>T. Lysaght</i>
Electricity	<i>T. Lysaght</i>
Heat (fuel - oil & gas)	<i>T. Lysaght</i>
Insurance - General	<i>T. Lysaght</i>
Copier	<i>A. Heard</i>
Sewer & Water	<i>T. Lysaght</i>
Property Improvements	T. Lysaght
Rectory Improvement Project	T. Lysaght
19 Homestead	T. Lysaght
Other	
Diocesan Assessment	vacant
Contingency	Vestry

Italics indicate Vestry has authorized routine payment

1. What do you need to help you trust Jesus when you are tired and discouraged?

Friends and family can help, neighbors, people you trust, music, gardening, outdoor activities. Work hard to help others in the time of needs. getting out of yourself helps you when you are discouraged. The liturgy - being in community with others who are worshipping and trusting Jesus - difficult with Zoom when group response is muted and can't be coordinated. Using the New Zealand Prayerbook; practicing gratitude and meditation.

2. What/Where are some of the ways you think the parish can go deeper with Jesus?

Doing what we're doing, building the communities with phone calls, checking in on, Reach out to those who need help as we cannot be together. Have another charity like Circle of Hope that people can get involved with. Also look to have the youth involved as actively service projects, expand beyond just the youth group. Also consider doing progressive dinners with the dessert back at the church. Participating in Bible study, the CC Womens' Group and reaching out to individual friends we have all made through the church. We recommend creating a formal newcomers group to attract and retain new members. We could design a Newcomers Welcome Packet similar to the one the Town of Needham gives to new families moving

3. What do you think would be a fun, successful, outward looking, signature fundraising event for Christ Church to sponsor—like Methodists' Pumpkins with a Purpose, or the UU's Lyceum Lectures—to go deeper with Jesus?

Selling something around Valentines Day-loving our neighbors. Plant swap, knitting sales, artists table, open studios. Selling plants or Easter lilies at the church. We think the Holiday Fair should be reinvigorated. We recommend letting parishioners have only 1/2 hour of preview shopping (publicize that well in advance) and open the doors to the wider community who are then introduced to our church and also bring us outside revenue. We will have to make more of an effort to have additional items to sell. I wonder if we could possibly rent a table at the 4th of July Celebration and flea market, have a Holiday Fair in July, and sell items on the 4th (providing the Exchange Club is able to go forward with the parade.) Hosting paid concerts since music is our ministry.