ANNUAL MEETING 2025

Reports for the Year 2024

CHRIST CHURCH
EPISCOPAL
NEEDHAM

FEBRUARY 2, 2025 11:30AM

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PLEASE NOTE:
In the effort to go green, we are printing very limited copies of this report. If you would like a printed copy of this report, please complete this form. Thank you!

AGENDA

Call to Order
Reading of The Warrant
Opening Invocation
Necrology
Land Acknowledgment
Minutes of the 2024 Annual Meeting
Election of Vestry and Other Parish Leadership
Financial Statement
DVP Remarks
Rector's Remarks
Recognition of Outgoing Vestry Members
Giraffe Award
Commissioning of Vestry and Officers
Closing Benediction
Adjournment

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NECROLOGY

Remembering members of the larger Christ Church community who have died over the past year:

Rita Fowler
Ruth Ann Cederholm
Charles Ladd, Jr.
Priscilla Trussell
John Ridill
Sr. Mary Owen
Martin Walter
Joanna Virden
Jeanette Duvall

May they rest in peace and rise in glory.

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LAND ACKNOWLEDGEMENT

We remember the Massachusetts and Pawtucket peoples, the first stewards of this land on which Christ Church has built our sacred spaces. In the Baptismal Covenant we promise to strive for justice and peace among all peoples, and respect the dignity of every human being. While we ourselves did not steal this land, we benefit from its space and beauty. By acknowledging these facts before God and one another, in the presence of the spirit of the native peoples who once lived here, and with the potential to learn more about their living descendants, we move in the direction of repentance, of justice and peace, of respecting the dignity of every human being.

2-4-2024 ANNUAL MEETING MINUTES

This year's Annual Meeting started off with a few words from several of our tenants.

Needham ACE Program (After-school with Comprehensive Enrichment): They have very positive feedback from the people they serve. They include a Chinese culture element. They have students from Needham, Wellesley, and Newton. They provide programs for after school, and on early release days. They enjoy this space, the kids can plan, and do crafts. It is so convenient. There are events at the library across the street. High school students can walk over. It is very convenient. They are thankful. They have been here in Needham since March of 2022. They were stopped during Covid, then they were able to come here to Christ Church. A parishioner asked how many children are served. They minimize the enrollment for now, and limit it to 24.

Boston Bilingual Singers, LLC, Children's Choral Studio: They opened 10 years ago, in Needham, but were in different places before coming here. They have choral and individual lessons, and a piano teacher. They have PowerPoint presentations as part of their curriculum. They have 93 students, ages 4 – 16. Piano lessons start at age 6. They have bi-annual voice & piano concerts. One is this Sunday in the Chapel, a fundraiser. A choral group, aged 9-14, is going to a festival coming up. They love what they do. They came from Russia in 1999, and it was a group for Russian kids. Now they have people with many backgrounds, and teachers that speak different languages.

Total Eclipse Dance Studio: Alicia Santamaria spoke about the dance studio. She grew up in Needham, and raised her kids here. She started the studio 6 years ago with her daughter. They have a staff of 10 teachers. They teach all different kinds of dance. There are 2 adult classes. They consider themselves dance educators, and want to educate the whole child. It is such a gift, and kids and families love it here. There are just under 300 students. The families are wonderful. They have a yearly recital at Babson, and it is professionally done. The kids learn how a professional show works. The past year had challenges, especially downstairs, with the plumbing, and flood events. They operate Mon-Fri, 4 -8 pm, Sat 9-2.

Storytime Crafts, Inc.: Jean McTighe spoke. They are looking to improve childhood literacy and education. Literacy has an impact on dropout rates, and there is a powerful connection to crime rates and incarceration. Literacy affects self-esteem & wellbeing. In terms of what determines their ability to stay in school, it turns out that more powerful than parents' education is the number of books in a child's home, and simply putting books in the homes of children that don't have them. They take gently used books, etc. They collect, package, and

send them to schools, shelters & other places. They take in, sort, and determine what is needed. 16,000 children & families are impacted. 85% of the kids are high need, 72% are low income. They provide books & games. They occasionally have a donation box, and can make it permanent. There are in-kind donations, and volunteer opportunities. Some shelters need adult books, but mostly it is a child based focus – in particular for 3rd grade. High school kids volunteer. They are trying to direct everything into sending stuff out, rather than having a specific program for local kids.

Annual Meeting Proper

The Clerk, MaryAnn Ryan opened the Annual Meeting by reading the Warrant. Nick said the opening prayer, including an acknowledgement of native peoples who once lived here, and remembering those who passed away in the past year.

The Motion to accept the minutes for the 2023 Annual meeting was passed.

The Motion to accept the slate of individuals up for election to the Vestry, the Clerk, and the Delegate to the Deanery and Diocesan Convention was passed. The individuals were welcomed. The following individuals were up for election: Ingrid Melvin for one year, to take over the position of a Vestry member who needed to resign (Ingrid was accepted previously by the Vestry); Brian Mukherjee for two years, to cover an unfilled position for the Vestry class of 2026; Pat O'Connell; Ellie Wainwright; and Lindsy Guerriere, for a three year term as the Vestry class of 2027. MaryAnn Ryan was re-elected for the Clerk position for a third year. Annie Russell was re-elected to the Delegate to the Deanery and the Diocesan Convention for a second year. Two wardens, a treasurer, & one more delegate are needed.

Annual Budget: Assistant Treasurer Janet Haines went over the budget, which was accepted by the Vestry previously. On the Revenues, we budgeted less than what came in. The Church estimates a higher amount this year. The Christmas & Easter offerings were great. The Church took in almost $20,000 more than expected in Offerings, and about $32,000 more in investment & rental income. The Employee Retainment Credit was still hanging over from Covid, and we got a little more than expected. On the Expenses, we did fairly well; music and adult education went a little over. Expenses were a bit less than expected. The biggest deficit was in property, in part due to flooding and plumbing concerns. Things happen that need to be taken care of. The Finance Committee wants to have a replacement reserve for ongoing property concerns. This amount was $16,000. This is not an amount to spend every year, but to have a reserve so that things don't have to always come out of the endowment when there are property issues that come up. The Church ends up with a deficit every year, which we bridge over from the General Memorial Fund, a non-restricted segment of our endowment funds.

Warden: Brian Mukherjee shared his perspective. He wants to thank the wonderful service of the departing Vestry members for the wonderful service they have performed. One thing to take away is the Finance, Property, Vestry process. Through that process so many people are involved. It culminates into robust & engaging gatherings. Brian encourages people to serve in some capacity, with a willingness to join the discussion, and share experience. Fresh perspectives are appreciated. There are Zoom options on meetings, and a tremendous amount of flexibility is seen. A consensus was reached on the budget, and it worked really well. Brian thanked everyone for their participation, and is excited to continue as a Vestry member.

Rectory Improvement: Mike Niden asked to be a part of the Rectory team, with Duncan Allen, Janet Haines, Duff Linguard, Brian Mukherjee, Phil Trussell, and Joe Sweeney. They spent time over the past couple of years on this project. After the passing of Rev. Hall, Christ Church found Rev. Chase. He couldn't live next door, and Christ Church built the current rectory. At the time, it was state of the art. Issues around it started in Bud's time and have continued. The Rectory Improvement group is looking at updating the property and putting an addition on it. The Vestry approved a study to seek people's input, which will be handled by Cornerstone Fundraising. The Rectory Improvement group wants everyone here to be open to participation, and they need everybody's input over the next month or six weeks. They want to include in the fundraising plans air conditioning in the UPH, and work on the front steps, as well as lighting & Sound in the main church. The Rectory Improvement group is asking for everyone's cooperation. The Rectory Improvement group wants to stay within the Church's financial ability, and the Rectory Improvement group needs to have Church members' input. There are a variety of ways people will be contacted about the Rectory Improvement plans. Eblast is one way. There will be one-on-ones, small groups, and surveys. Nick states that the Rectory is about who comes after him in the Church. Any new rector will want a decent place to live. It is an investment for the future. Everyone will need to be a part of it. Sometimes there are things people can contribute that are important. The target sum is important.

Rector: Nick wrote a lot in the written report. The Annual Appeal crossed the 100 household threshold. This was done more quickly than in the past. There was a two week public campaign. Total pledges were around $371,000, which nearly matches the pre-pandemic level. Lay leadership is listed in the report. The staff were not present. Brian noted leadership challenges, in particular the current lack of Warden and Treasurer Candidates. Nick is trusting in God that we will have what we need. Diocesan Canon to the Ordinary Bill Parnell says there are ways to do everything we need to do. The Vestry will need to be creative in how we can do the business of the Vestry in this temporary configuration.

Recognitions: MaryAnn Ryan was thanked for her clerkship. The Bylaws renew the clerkship after 4 years, in order to give others a chance to serve in this capacity. Annie Russell was

thanked for her service. Delegates are responsible for voting for the next bishop. May 18th is the date of the vote. It is a big year for delegates. John Carr was thanked for his time in Vestry. He helped with coffee hour sign-ups for the Vestry, and will continue with the Racial Justice Initiative. Alyssa Kence was thanked for her time in the Vestry. She got together a successful push for more than 60 B-Love grocery bags for our partner church, and brought in fresh produce. Cecile Leroy was thanked for her time with the Vestry. She worked with the Haiti Ministry. It is an extremely difficult time for the Haitian cities. In the villages things aren't so bad, but it is still an anxious time. She will continue with the Haiti Ministry. Christina O'Connell was thanked for her service in the Vestry. She was a first time member of the Vestry and was involved in leadership of the Invite/Welcome/Connect team, and there will be more gatherings. Brian Mukherjee came out of Warden retirement, and was alone for the past year. On behalf of the outgoing Vestry members as a thanks for their service, Nick made a donation from the Rector's Discretionary Fund to American Friends of the Episcopal Diocese of Jerusalem, which among other ministries in the region, runs the hospital in Gaza.

Giraffe Award: Duncan Allen received the Giraffe Award, was given many accolades, and accepted the award to a standing ovation.

Nick led the Service of Commissioning and Mission.

Signed: /s/MaryAnn Ryan
MaryAnn Ryan, Clerk of the Vestry

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ELECTION OF VESTRY AND OTHER PARISH LEADERSHIP

Tedi Eaton, Co-Warden (2-year term)

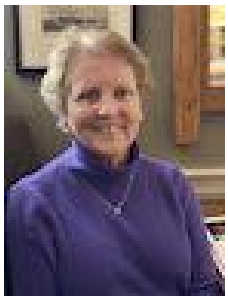
I have been a member of Christ Church for approximately 15 years, and was confirmed at Trinity Church, Boston, on May 12, 2012 . The Eaton family have been members for longer

than I can remember. Having grown up in a small community in Ohio, there was no church and the residents gathered and built what became the Congregational Church of Silver Lake, Ohio. I attended a small Episcopal Church in my family's hometown of Stonington Connecticut whenever we visited, and I always felt at home in that little church. Business brought my family to Needham when I was still in High School, and I eventually found my way to Christ Church. I have recently reorganized the Usher schedule and have been a member of the Altar Guild, and am finishing

a term on Vestry I finished a 42-year career as the Elected Town Clerk in Needham last spring, and am hoping that my organizational and people skills will serve me well as a Co-Warden. I hope I can bring something positive as I learn the duties and responsibilities. Email Tedi

Betsy Amsbary Vestry, Class of 2028 (3-year term)

I have been a lifelong Episcopalian and a member of Christ Church since 1980. I have served



as a co-chair and table chair at the Yankee Harvest fair. I have also been a Sunday school teacher, and am currently a chalice bearer during Sunday morning services and an active member of the altar guild and MANNA ministries. My long history and involvement at Christ Church will be an asset to serving the needs of our parishioners. I am honored & blessed to be considered for your next Vestry. email Betsy

Andrew Fink Vestry Class of 2028 (3-year term)

My family and I have lived in Needham for the past ten years. I am married to Alessandra, and

we have three children: Sophia (9), Chloe (7), and Stevie (4), as well as our dog, Max. Before becoming part of Christ Church, we attended my childhood Episcopal church in Wellesley. Seeking a church within our Needham community, we were drawn to Christ Church through our close friends, the O'Connell family. After attending a service and Church school one fateful Sunday in the Fall of 2023, we felt an immediate connection. We were truly impressed by Nick, Bird, and the entire congregation, who welcomed us so warmly. Since then, this church has quickly become an important part of our lives. I am excited by the opportunity to serve on the vestry, where I look forward to supporting our Christ Church community, advancing the Church's mission, and growing my own email Andrew

Kim Rocco Class of 2028 (3-year term)

I have been a member of Christ Church since I was in elementary school. My husband John

and I were married at Christ Church in 2018 and are now coming to church with our three year old son, Owen. I have been involved in many aspects of Christ Church from supporting the youth as a youth group leader, to co-chairing stewardship campaigns and volunteering to cook for the MANNA lunch program. This will be my second time serving as a Vestry member. Although I am taking some time to stay home with my son, I am a teacher at heart who taught fifth grade for 10 years. I am looking forward to bringing forth the voice of the parishioners as I serve on Vestry. email Kim

Annie Russell, Convention and Deanery Delegate (1-year term)

I am currently a member of the Altar Guild and assist with worship as a subdeacon, occasional verger, chalice bearer, lector, and intercessor. I've served as a delegate to Diocesan Convention from Christ Church for several years. In the past, I have also been a member of the Worship & Arts team, served a term on Vestry, and been part of the Intercessory Prayer group. At the Diocesan level, for the last three years I have been a member of the Diocesan Compensation and Benefits Committee. I look forward to drawing on these varied areas of parish life as I serve again as a Delegate to Diocesan Convention and Deanery Representative. email Annie

Ann MacFate, Convention and Deanery Delegate (1-year term)

A relatively new member of Christ Church, I was an active member of Grace Lutheran Church from 1952, when my family moved to Needham, until Grace closed its doors on September 17, 2023. While at Grace, I briefly taught Sunday School, and offered long service as Financial Secretary and member of the Church Council. I transferred my enthusiasm to Christ Church, becoming an active Sunday worshipper and usher; joining the Wednesday Morning Bible Study Group; and baking desserts, knitting hats and crocheting scarves for MANNA. I brought the hand-needlepointed communion kneelers that now grace the Chapel to Christ Church from Grace Lutheran. I began my working life at the Needham Public Library as a junior at Needham High; after earning BA and MA in Library Science part-time at Northeastern, I retired after 29 years as the Library's Director, on November 2, 2021, having been part of the team who built the current library. I volunteer at Town Hall, read fiction and non-fiction, and enjoy gardening, knitting, crocheting and swimming. I am a lifelong Bruins fan. As Delegate to Convention and Deanery, I look forward to learning more about how the Episcopal Church works. email Ann

MaryAnn Ryan, Clerk (1-year term)

I have been attending Christ Church for a number of years. During my time here I have been on the Elections Committee, the Vestry, and the Choir. I have served on the altar and assisted with the Manna Lunch program. I've been a Diocesan Delegate, and I've co-chaired several fundraisers. I work as a paralegal, and I enjoy photography, writing, swimming, traveling, reading, and long walks on the beach. I look forward to serving again as Clerk. email MaryAnn

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REPORT FROM THE RECTOR

Hold fast to what is good. (Paul's 1st Letter to the Thessalonians 5.21)

Grace and peace to you from God our Creator, and our Lord Jesus Christ.

It is a privilege to write to you, good people of Christ Church, on the occasion of our 10th Annual Meeting together. By the power of the Holy Spirit, we have been a witness to Jesus Christ as Episcopalians in Needham for over 130 years. This Annual Report gives only a taste of the ministries incarnating our love for God and neighbor as Jesus teaches for 2024.

There was much good to hold on to in 2024. A few highlights new to our life together included the "Jazz in the Sanctuary" series which featured outstanding music, invited in the wider community, and raised money for the community music program in Lazile; a new classroom space for our Church School as well as new opportunities for intergenerational worship and formation; a strong response to the most ambitious capital campaign the parish has attempted since the late 1950s; the return of the Eucharistic Visitor. Renegotiated leases with our anchor tenants significantly improved our income stream in support of our mission.

A perusal of this Annual Report shows what is new, and continuing, and worthy of holding onto. There is so much good. My heartfelt gratitude goes to the ministry heads who have written these reports, who lead us in our work as Christ's head and heart, hands and feet.

We made it through another year temporarily without a Treasurer; this state of affairs significantly hampers some of our day to day operations. But with resilience, we again crowd sourced a thoughtful budget for 2025, shepherded by former Treasurer and current at-large member of the Finance Committee Duncan Allen. This resilience and creativity is something good to hold on to, even as we continue to pray for a Treasurer.

We also made our way through a year without Wardens. See the temporary solution our Vestry crafted on p 13. I am pleased to report that for this Annual Meeting, we have a more than capable candidate for one of the Co-Warden offices, and that we have a potential bullpen of Co-Wardens for future service. This reasonable and holy hope is something good to hold on to.

Although we do not yet have on-site attendance figures for all of 2024, Christmas and Easter attendance in 2024 were a bit lower than in 2023, which had shown a nearly 100% gain from 2022. If I were to guess, I would say that onsite attendance is down from 2023, but we won't know that for certain until we file our annual parochial report in March. In addition, the

common good will be significantly helped by more lay leadership for the Fall Appeal, as well as on the Property team and other ministries and committees. This leadership is my, and our, responsibility to raise up. There is much good to hold onto in the wisdom and skill of the people in our parish.

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I want to honor those completing terms of elected leadership: Pete Lyons, Ingrid Melvin, Kathryn Mortimer, and Tedi Eaton, Vestry Class of '25.

I am grateful for those accepting elected leadership positions starting with this Annual Meeting. Their pictures and bios can be found on page 8.

I want to express gratitude for those continuing in elected leadership: Amy Sweeney, Brian Mukherjee, and Mike Niden, Vestry Class of '26 ; Lindsay Guerriere, Ellie Wainwright, and Pat O'Connell, Vestry Class of '27.

We are indebted to those who contributed to the Finance Committee deliberations which produced the '25 Budget: Duncan Allen, Janet Haines, Philip Ladd, Duff Lingard, Brian Mukherjee, Amy Sweeney, Lindsay Guerriere, Ed Brailey, Marcia Mather, Pat O'Connell, Tedi Eaton, and Joe Sweeney. Dusty Hecker as well as Janet Haines have been providing critical assistance in the daily functioning of the Treasurer's Office.

In all this ministry, we are supported by a skillful, dedicated staff, who regularly go beyond the call of duty: Maryann Badejo, Bookkeeper; Ali Heard, Manager of Parish Operations until November, and Kaitlin McSweeney, her successor; Woody Hughes, Facilities Manager; Mary Jodice, Minister of Music until October and Charlie Kanelos, her interim successor; Liz Marson, Assisting Sexton; and Bird Treacy, Children's Programming Coordinator. We thank them for their mission critical assistance.

And finally, I express my gratitude for each and every one of you who make up this community, without whom there would be Christ Church. Thank you for being the Church of God.

We hold fast to what is good, not ignoring challenges, but working faithfully and trusting in God, "whose power working in us can do infinitely more than we can ask or imagine; to God be the glory forever and ever. (Ephesians 3.20-21)

The Rev. Nicholas M. Morris-Kliment, Rector

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REPORT ON THE WARDENS

Despite our best efforts, we did not have any candidates to stand for election to our two Co-Warden positions at the 2024 Annual Meeting.

However, the new Vestry did not panic. At its first meeting in February 2024, Vestry members devised a practice of naming Designated Vestry Persons (DVP) to assist the Rector in the various critical advisory and administrative functions undertaken by Wardens. They volunteered in pairs for monthly stints. By mid-year, it was deemed wise to volunteer in two month stretches, staggered, to mimic the two year, staggered terms of the Co-Wardens as specified in the by-laws.

I am exceedingly grateful to these Vestry Members who served as DVPs in 2024 for their time, wisdom, and dedication to our parish: Ingrid Melvin, Mike Niden, Brian Mukherjee, Amy Sweeney, Pete Lyons, Pat O'Connell, Lindsay Guerriere, and Tedi Eaton.

Respectfully Submitted,
Nick Morris-Kliment

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STAFF DIRECTORY

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Kaitlin McSweeney, Office Manager
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Bird Treacy, Children's Programming Coordinator
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MINISTRY REPORTS

The following pages contain the Ministries Reports for the year 2024, prepared by those leading the many and varied ministries at Christ Church.

The ministry categories are organized according to the promises made in the Baptismal Covenant, found on pages 416-417 in the Book of Common Prayer, with the inclusion of trial, 6th promise approved by the General Convention in 2015.

WORSHIP - *Continuing in the Breaking of Bread and in the Prayers*

EDUCATION - *Continuing in the Apostles' Teaching and Fellowship*

EVANGELISM & FELLOWSHIP- *Proclaiming by Word and Example the Good News of God in Christ*

PASTORAL CARE - *Serving Christ in All Persons, Loving Neighbors as Ourselves*

SERVICE - *Striving for Justice and Peace Among All People*

STEWARDSHIP - *Cherishing the Wondrous Works of God and Protecting the Beauty and Integrity of All Creation*

Please contact any of the leaders, who are listed on the following pages, if you would like more information, or to become involved!

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MINISTRY HEADS DIRECTORY

MINISTRY	MINISTRY HEAD NAME	EMAIL
Altar Guild	Barbara Brailey	bebrailey@verizon.net
Building for Today and Tomorrow Campaign	Mike Niden	michaelniden@comcast.net
Building for Today and Tomorrow Campaign	Christina O'Connell	christina.c.oconnell@gmail.com
BTT Building Committee	Mike Niden	michaelniden@comcast.net
BTT Building Committee	Janet Haines	jbh580@aol.com
Christmas Pageant	Nancy Sterling	NJSterling@MLStrategies.com
Christmas Pageant	Bird Treacy	children@ccneedham.org
Church School	Bird Treacy	children@ccneedham.org
Coffee Hour	Barbara Hurley	ba_hurley@comcast.net
Coffee Hour	Phil Crider	hypocorism@gmail.com
Community Art Gallery	Lucy Nims-LaFleche	lucylafleche@aol.com
Community Concerns	Joanne Neale	jmneale@gmail.com
Confirmation Class	Kevin Ruddy	kruddy@ptc.com
Finance Committee	Nick MK	nick@ccneedham.org
Giving Tree	Donna Vello	donna.vello@gmail.com
Giving Tree	Alyssa Kence	akence@hotmail.com
Giving Tree	Harding Ounanian, Jr.	hardingo@verizon.net
Green Team	Kevin Ruddy	kruddy@ptc.com
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Intercessory Prayer	Claudia Yapp	claudiayapp@gmail.com
Investment Team	Phillip Ladd	pladd51@gmail.com
Invite Welcome Connect	Amy Sweeney	acksweeney@aol.com
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MANNA	Lindsay Guerriere	lindsayguerriere@gmail.com
Men's Dinner	Mike Niden	michaelniden@comcast.net
Men's Dinner	Bill Eichhold	weichh@yahoo.com
Men's Prayer Group	John Carr	johncarr268@gmail.com
Music Ministry	Mary-Katherine Fletcher	MKFletcher92@outlook.com
PRM	Christine Ruddy	christinerud@yahoo.com
Property Committee	Joe Sweeney	joes@intercontinental.net
Racial Justice Initiative	Bob Keener	bobknr@gmail.com
Stewardship	Nick MK	nick@ccneedham.org
Valentine's Day Care Packages	Kim Rutherford	kimruth2222@gmail.com
Vestry	Tedi Eaton	tedib@verizon.net
The Visitor	Donna Vello	donna.vello@gmail.com
The Visitor	Kaitlin McSweeney	office@ccneedham.org

Wednesday Bible Study	Tracy Rubin	tgrubin3@gmail.com
Women's Dinner	Donna Vello	donna.vello@gmail.com
Worship Leaders	Nick MK	nick@ccneedham.org

WORSHIP

Continuing in the Breaking of Bread and in the Prayers

2024 ALTAR GUILD ANNUAL REPORT

The purpose of the Altar Guild is to prepare the altars for weekly and seasonal services as well as weddings, baptisms and funerals. This includes caring for the linens, candles, and eucharistic vessels and seasonal decorations.

Our eleven members are divided into four teams, each responsible for one week of each month during the program year and on an individual voluntary basis during the summer. This year our members are Betsy Amsbary, Marcia Mather, Nancy Stern, Tedi Eaton, Dorothy Rifai, Bea Dagdigian, Dottie Hagar, Annie Russell, Rosemarie Rappold-Davis and Barbara Brailey. We gladly welcomed back former member Gwen Brown. Thank you all for your faithfulness and willingness to step up when needed.

Thanks are due to those who work behind the scenes; Woody Hughes, Liz Marston, Ali Heard, Kaitlin McSweeney and Phil Trussell- we couldn't do it without you. Thanks also go to the Men's Prayer Group for delivering our Easter lilies and Christmas poinsettias to parishioners' homes. Posies of Wellesley and Natick supply the flowers which adorn our altars and Colonial Gardens of Concord also continue to provide our holiday plants.

We welcome anyone who would like to join our ministry in glad service to Christ Church.

Respectfully submitted,
Barbara Brailey

CHRISTMAS PAGEANT

The annual Christmas pageant was filled with a cast of adorable kids and anchored by teens Vee Crider as Mary and Troy Wainwright as Joseph. There was an interactive element this year which gave the pageant a new twist. Bird was very helpful making sure kids and roles were connected.

We could not have been successful without our volunteers: Jim and Mary Ann Black, Phil Crider, Christina O'Connell and Laura Quinlan and her daughter CC Hug.

We are grateful for those who donated costumes to upgrade our aging stock. We'd also like to thank the secret angel who washed, folded and stored the angel costumes and Patty Smith who found said attire in the costume closet!

Looking forward to Christmas Eve 2025!

Respectfully Submitted,
Nancy Sterling
Pageant Chair

HOLY FOLDERS

We thank those who have come in this year to prepare bulletins for Sunday worship as well as for funerals. You are a big help! We especially want to thank Patty Smith, Betsy Amsbary, Marcia Mather and Jean McCarthy.

Respectfully Submitted,
Kaitlin McSweeney

MUSIC MINISTRY

As I write this, I can hardly believe that I am already entering my third week as the new Minister of Music here at Christ Church. Though only a few weeks into my new position, the warm welcome I've received from the members of the church, the absolute joy that comes from working with the amazing choir here, and the thrill of exploring the incredibly diverse and complex Meta organ have all served to convince me that I am going to very much enjoy my time here at Christ Church. I look forward to making music here for many years to come!

Having very little to look back on for this report, I will instead focus on looking ahead. With January already half gone, I find myself in the midst of planning music for the coming months. These months include many important calendar events including Black History Month in February, International Women's Day on March 9, Johann Sebastian Bach's 340 th birthday in March (the actual day of which is uncertain, though it is either March 21 or 31,) and, of course, the start of the Lenten season and the approach of Holy Week. It is my hope to recognize these events not only through the liturgical music over the coming weeks, but also in ways that take place outside of the weekly Sunday liturgy (more details on this to come next month!)

I also seek ways to expand the music ministry here at Christ Church. The recruitment of new volunteer choir members, the involvement of musicians from within the congregation, and, hopefully, the reinstitution of the Joyful Noise Choristers, are all high priorities on my agenda for the immediate future.

Before closing, I want to thank our wonderful choir Phil Crider, Mary Ann Ryan, Mark Anderson, Dani Schevchenko, Becca Bly, Catie Cloutier, Duff Lingard and Victoria Crider. They would love more singers to join them.

I would like to once again state my gratitude for the warm welcome I have received. I look forward to working together!

Respectfully submitted,
Mary-Katherine Fletcher

Music Minister Mary Jodice resigned from her position in September, 2024. In addition to her direction of our choir, and the planning of our overall music program, including Sunday, Holy Week, and Easter worship as well as a Spring Evensong, she also trained the 10, Joyful Noise Choristers who sang at the 9am Easter Service with the Adult Choir. They were a delight, and we hope to reprise their presence in our worship in the future.

Respectfully Submitted,
Nick Morris-Kliment

LAY WORSHIP LEADERSHIP

Liturgy is the work of the people praising God. During the program year, we worshipped in the Main Sanctuary and Chapel; during the summer solely in the cool comfort of the air-conditioned Chapel. Thank you to all those who lead us in the worship of God. Lectors, Intercessors, Crucifers, participated via sign-up genius. Ushers worked from a rotation set up by Tedi Eaton. We have also revived the practice of sending Lay Eucharistic Visitors (LEV) directly from the Sunday Eucharist to the homebound. We look to expand this ministry. Those who served in these ways included:

Lectors/Intercessors: Duncan Allen, Phil Bergen, Abby Carr, Amy Sweeney, Joe Sweeney, Annie Russell, MaryAnn Ryan, Rich Gatto, Ed Brailey, and Dusty Hecker.

Chalice Bearers: Betsy Amsbary, Annie Russell, Rich Gatto, and Ellie Wainwright.

Crucifers: Troy Wainwright, Rich Gatto, MaryAnn Ryan, Ed Brailey, Annie Russell, and Mark Anderson.

Lay Eucharistic Visitors: Gwen Brown.

Ushers: Ushers are part of an assigned rota. To participate, reach out to Tedi Eaton. Rosemarie Rappold-Davies, Amy Sweeney, Joe Sweeney, Harding Ounanian, Jr., Phil Bergen, Dusty Hecker, Brian Mukherjee, Duncan Allen, Bea Dagdigian, Hope Anderson, Betsy Amsbary, Marcia Mather, Ginny Yerardi, Kim Rocco, Nancy Sterling, Barbara Hurley, and Christina Abbott.

Digital Vergers: Parker Fiset and Jack Barrett continue to livestream the 10am service on Sundays and are able to assist with holiday/special services as needed.

Respectfully submitted,
Nick Morris-Kliment

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EDUCATION

Continuing in the Apostles' Teaching and Fellowship

WEDNESDAY BIBLE STUDY

In the first half of 2024 WBS finished our study of 1 and 2 Samuel, specifically the life of David. Participants learned much more about David than had been taught in Sunday School and ended up with a more nuanced understanding of this man and his place within Judaism and eventually within Christianity because of Jesus' descendance from him and the notion of the Messiah, a future warrior king descended from David. Matthew Potts, a professor at Harvard Divinity School and chaplain of the College, was our guest speaker in the spring and spoke about forgiveness and how it relates to David and his relationship with Saul. We ended the year with our annual field trip to the MFA to view works relevant to our study and then gather at DeFazio for a brown bag lunch. Donations in excess of $1200 in honor of Tracy Rubin, discussion leader, were made to World Central Kitchen and the Scripture Study Fund.We began studying the Gospel of Luke in the fall, focusing on Luke's emphasis on Jesus' attention to all socio-economic levels of society. The relevance of that mission to our present-day calling is often in the discussion. WBS continues to engage new participants from both within our parish and outside of it. Class numbers hover around 20 in the morning class and 8 in the evening class. We lose some members, but always seem to gather new ones. We have hosted Coffee Hour three times during the year. Many thanks to class members who helped plan our various events and contributed to the overall sense of camaraderie we share. The level of openness and vulnerability that is displayed as we share thoughts on very personal and sometimes painful self-truths is a testament to the high degree of respect we all feel for one another.

Respectfully submitted,
Tracy G. Rubin

CHURCH SCHOOL

It has been another lively year in the life of the Church School here at Christ Episcopal Church!

Our year began supporting the baptismal preparation of four children and youth (who were then baptized during the next day's snow storm!) and included highlights such as the performance of our Joyful Noise Choristers at Easter and the opening of a new classroom for

our 4th thru sixth graders this September. We also celebrated our usual joyful Easter egg hunt, Advent tree lighting, and Christmas pageant, as well as the sensory Stations of the Cross program, a birthday party for John the Baptist, and new opportunities to explore intergenerational worship practices.

Weekly church school programming is possible because of the devoted service of Diane Gaitley and Patty Smith to this ministry, as well as the support of Amy Sweeney. Thank you also to John Carr for filling in on available Sundays and to all the families who volunteer to fill Easter eggs, bring cider to the Advent event, or otherwise keep our special events on track. My particular gratitude to Nancy Sterling for overseeing the moving parts of the Christmas Pageant so that I never have to inventory costumes or otherwise contend with those critical details.

Typical Church School attendance varies widely – some Sundays we only see one or two children, while others we see 7 or 8! Over this past fall season, in particular, I noted a central trend: that no matter how uneven attendance was, we saw all of our core families. Everyone knows that we will be here and happy to see them no matter when or how often they attend and that is so important. We are glad our families all know that they have a place in this community. I am also continuously grateful that our families are ready to connect and communicate; I always feel like I know what our children and families are up to, whether we've chatted during coffee hour or checked in by email.

While the children's ministry portfolio doesn't explicitly include youth ministry, I am grateful to the families of current children & youth who have come to the table this fall for conversations about how to more deeply engage our young people. These conversations led to our first youth cooking event in service of Christ Church's ministry with MANNA and continues to serve as the seed for future projects. As I mark two years serving with this parish, I'm glad to support the emergence of ministries that can grow with our young people.

We celebrated many special events this year, but ultimately our program is centered on the week to week experiences of wondering about God's word together. What a gift to get to explore the big questions our community's children ask – and to be able to curate spaces that meet our children at the appropriate developmental level. Christ Church's investment in the full-inclusion of our youngest community members continues to be a blessing that yields great fruit.

We continue to ask your prayers for our ministry as we seek more adults to come alongside our children, both as storytellers and as doorpersons (assistants). This is a spiritual practice for adults, but it is also an essential form of service – and one in which we learn as much as we teach. Having more people joyfully serving in this program helps us all build meaningful connections and grow in faith. *Respectfully submitted,* Bird Treacy

CONFIRMATION CLASS

We are excited that we had one of the biggest groups of Confirmands in years for the 2023-2024 program year. The new Confirmation Class started meeting in October 2023 with thirteen students. Our classes covered a variety of topics all flowing from the Baptismal Covenant and the call to love God and neighbor as Jesus teaches including: why parishioners get confirmed and what it means, The Book of Common Prayer; the Sacraments; Prayer; the Bible; Traditions; Living out our Faith; Charity; and more. The students also participated in leading worship as Crucifers, Ushers, and Altar Assistants. In addition, we participated in March in the City Reach overnight program with the unhoused in Boston. Parents also met with Nick to discuss parenting as a Christian vocation. We would like to thank Nick for co-teaching the class and also the myriad parents who prepared dinners for our meetings and chaperoned the City Reach overnight. Those confirmed by Bishop Gates at a lovely service at St. John's in Duxbury on June 15, 2024 were Troy, Neely, Laney, Hope, and Raleigh Wainwright; CeCe Hugg, and Charlie Auffermann. Reaffirming her Baptismal Covenant was Christina Abbott. Those confirmed and received by Bishop Gates at a beautiful service at Church of the Holy Spirit in Mattapan on September 29, were Delilah and Jackson Steinwagner, and Sienna Guire. Margaret Mukherjee was received in the Episcopal Church.

Respectfully submitted,
Kevin Ruddy

PUTTING DOWN ROOTS

It was a delight to offer this class again. It intends to deepen our Christian faith in the context of discussion and sharing of experience. All are welcome. Participants are prepared for membership at Christ Church, as well as for sacramental Confirmation, Reception, or Reaffirmation of Baptismal Vows in the larger Episcopal Church. We met during the Epiphany season in 2024 to read and discuss the book Walk in Love: Episcopal Beliefs and Practices. Participants included Bea Dagdigian, Hope Anderson, Phil and Victoria Crider, Lois Horner, Gwen Brown, Margaret Mukherjee and Christina Abbot. Margaret and Christina prepared for Reception and Reaffirmation of Vows in the Episcopal Church, respectively. It was a joy to deepen our faith together.

Respectfully submitted,
Nick Morris-Kliment

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EVANGELISM & FELLOWSHIP

Proclaiming by Word and Example the Good News of God in Christ

ADVENT EVENT

We continue to grow our annual Advent Event. On December 1, 45 souls of all ages, including neighbors from other towns, participated. The tree lighting was followed by a series of activities, including Advent wreath making, an Advent craft, a Godly Play story about St. Nicholas, and a time of singing Christmas songs with interim music minister Charlie Kanelos. We also enjoyed pizza and mulled cider. Thank you to all you attended. We look forward to continuing this tradition next Advent.

Respectfully submitted,
Nick Morris-Kliment

ANNOUNCEMENTS & E BLASTS

The announcements and eBlasts serve as essential platforms to engage and inform parishioners. Each week, three distinct announcements are produced: the Thursday eBlast, shared on various social media and the parish website, summarizing essential parish news and upcoming events; the Sunday Service Reminder, sent via email on Sundays, offers easy access to online worship services; and the announcements, inserted into the Sunday bulletin and mailed to individuals without internet access, presenting the same information as the Thursday eBlast, but in a physical format. Analysis of eBlast performance reveals impressive open and click rates. The average open rate of 65% reflects a 2% increase from last year and surpasses the industry average by 21%. Holding steady, the average click rate remains 3% above the industry standard, indicating substantial engagement among recipients. In conclusion, the weekly eBlasts' effectiveness in fostering communication and maintaining community connections within the parish remains evident.

Respectfully submitted,
Kaitlin McSweeney on behalf of myself and Ali Heard

COFFEE HOUR

Coffee Hour continued to thrive during the past year. Linnea Wren stepped down as co-coordinator in the summer of 2024. Phil Crider joined as co-coordinator with Barbara Hurley in September 2024.

Coffee Hour served approximately thirty people most Sundays with the exception of the summer months. We are pleased that attendance has increased gradually over the past year. We continued the custom of serving a festive cake on the first Sunday of each month to celebrate congregants birthdays and anniversaries. We also continued with the various Ministry groups hosting Coffee Hour on a rotating basis and are very grateful that so many members of the various ministries participated every week. The Vestry members generously continued to serve as hosts once a month.

We thank the following people for their assistance in Coffee Hour this past year: Office Manager, Ali Heard and then Kaitlin McSweeney; Woody Hughes, Facilities Manager; Nick Morris-Kliment, who greatly values Coffee Hour as an extension of the liturgical service; and all the generous volunteers who provided refreshments and a welcoming table for our weekly gatherings.

Respectfully submitted,
Barbara Hurley and Phil Crider
Coffee Hour Co-Coordinators

COMMUNITY ART GALLERY

The Community Gallery had another wonderful year of bringing people together through art and dialogue and was also able to raise some funds for causes that our artists felt passionate about. Having the gallery housed at the church invites people in to see the exhibits and to be curious about the many other offerings of Christ Church.

This past winter started off with Lia Vito's beautiful nature photography of Acadia National Park in Maine.

Our own Margaret Pantridge then introduced us in the spring to her MFA painting class led by Needham artist Paula Pittman Brown. This was a great success for the artists, many of whom had never shown their art, and they had a joyous art reception where they raised some significant funds for The Haiti Mission in addition to introducing their many friends and family to our church community.

During July and August, the gallery closed for some maintenance.

We welcomed folks back in September with a watercolor show by Nancy Present-VanBroeken and Yvonne Yunger entitled "Closer to Home" where they raised money for the Needham Food Pantry.

The gallery ended the year with acrylic painter Emily Shedlock and her show "Through Rose Tinted Glasses". She was excited to raise $400 for artist grants in Western North Carolina for those impacted by the floods last fall.

Currently on view are paintings by Devin Dichiara who is an ambassador for The Doug Flutie Foundation for Autism. Please look for her affordable merchandise at her closing reception at the end of March to support her cause and learn more about the services provided by Doug's Foundation.

Upcoming - Get ready for a great show of Patty Smith's and Rev. Nick's photography where 100% of profits will go to MANNA!

We'll end the year with a mixed media collage Artist Lynne Rachlis (charity to be announced).

As always, I'm looking for artists from all places and walks of life for next year in addition to helping with some of the marketing and correspondence duties. I am also looking for a small display case if anyone knows of a used one from a store closing etc. in order to safely display work by 3D artists. Please contact me directly if you can help with any of these things.

Thank you for your ongoing support of the gallery.

Respectfully submitted,
Lucy LaFleche

INVITE WELCOME CONNECT

The intentional programming of the Invite Welcome Connect ministry was on hiatus for 2024, but we expect to revive it in 2025. Stay tuned!

Respectfully submitted,
Amy Sweeney Christina O'Connell

MEN'S FELLOWSHIP DINNERS

The Men's Group was able to reconvene a couple of times in 2024, once at Echo Bridge in January and once at the Midway Restaurant in Dedham in March. We hope to get more of these enjoyable dinners on the calendar for 2025.

Respectfully submitted,
Bill Eichhold and Mike Niden

MEN'S PRAYER GROUP

The Men's Prayer Group continued to meet weekly this past year over Zoom. The group meets on Tuesday mornings from 8-9:00 AM. We are always welcoming to new men who are curious about how to make sense of Scripture and its application in our lives. On average we had about five curious souls who attend regularly, with as many as eight. Rev. Nick is our host and helps us deepen our understanding of both the historical context and cultural dynamics of Jesus ministry. Members are also welcome to bring a Scripture verse or a spiritual writing for us to discuss. We read the piece as if we were in the monastery, in the style of Lectio Divina (Latin for Divine Reading), which is a traditional monastic practice of Scriptural reading, meditation and prayer that is intended to promote communion with God and to increase the knowledge of God's Word. Please consider joining us as we love the opportunity to welcome new participants into our group for fellowship and study.

Respectfully submitted,
John C. Carr

SOCIAL MEDIA AND TECHNOLOGY

On Facebook, we gained 49 new followers, reaching a total of 414. To foster engagement, we continued live streaming of Sunday services at 10am, updated visual elements such as cover photos and profile pictures, and shared diverse photographs to create a sense of community. Moving forward, I recommend continuing to share relevant and timely content to maintain engagement, increasing posting frequency to enhance visibility, and promptly responding to comments and messages to strengthen community ties. Promoting upcoming events and activities on social media can boost participation, and collaboration with other organizations can broaden our reach and expand the online community.

In 2024, we continued to support technology at CCN, including: the streaming of Sunday services to a wider audience and providing an accessible platform for worship to those unable to attend in person, and assisting with OWL for hybrid Wednesday Bible Study and

committee meetings. This fall, after a long period of waiting and preparation, we migrated our data and communications operations to the cloud and to the Google Suites platform, which restored our ability to communicate by email with users of all different providers.

Respectfully submitted,
Kaitlin McSweeney on behalf of myself and Ali Heard

THE VISITOR NEWSLETTER

The Visitor, Christ Church's newsletter, is sent to the congregation throughout the year via email, or as a hard copy to those who request it. In 2024, four issues were produced. Copies are snail-mailed to about 35 subscribers; electronic copies are posted on the Christ Church website (ccneedham.org) and linked in the Thursday email blasts. *The Visitor* reports on church happenings and parishioner activities and informs the congregation of upcoming church-related events. A monthly calendar is included in each issue. Editors Donna Vello and Ali Heard, and now Kaitlin McSweeney, receive articles and photos for each issue from church members, staff, and leadership. Donna and Kaitlyn compile and edit stories, add additional graphics, design, and create the document. Harding Ounanian, Jr. lends his keen eye to offer editorial and design edits. Photos and graphics are encouraged with submissions and included when available. Issues are archived on the Christ Church website.

Respectfully submitted,
Donna Vello

WEBSITE

Our website serves two broad purposes. It is a "front door" and "window" for those seeking information about us and hopefully, seeking a church home. Equally important, it is a multi-faceted medium of communication with parishioners about events and programs. Our site was developed in 2013 by an active committee of parishioners and Tech-tamer, Inc. My primary role is to regularly update the "News" section on the homepage, provide seasonally appropriate updates to the homepage slideshow, update the online calendar, and post worship materials. In addition to those weekly tasks, I have created an updated and relevant Members section and am updating the copy and images on the website as time permits. I invite program leadership to suggest updates to the sections describing their purpose and activities. And I especially invite photographs of church activities for use on the site.

Respectfully Submitted,
Kaitlin McSweeney on behalf of myself and Ali Heard

WOMEN'S DINNER

After a hiatus in 2024 we look forward to resuming this lively fellowship in 2025. Are you passionate about connecting with women and organizing fun and meaningful events? If so, we're looking for an individual to take on the role of planning our monthly (or bimonthly) Women's Dinners. Please email Donna or Kaitlin in the office if you are interested.

Respectfully submitted,
Donna Vello

PASTORAL CARE

Serving Christ in All Persons, Loving our Neighbors as Ourselves

INTERCESSORY PRAYER GROUP

In this ministry we are grateful for the blessing of being able to serve God and God's children through prayer. Prayer is a gift from God to us to develop the relationship between us. As such, it is the foundation of our trust in God and our spiritual journey. This ministry is about "being" rather than "doing." God is the Doer and is in control of all results and does all the work. We show up at our convenience to be with God, either in silent joining of hearts or in conversation. God always accommodates our schedule. We trust God's love for each person on the list and for each person praying. We are blessed daily to see God's loving presence among us in the peace, comfort, and healing that is in evidence. "Prayer" is synonymous with "relationship between God and Human" and intercessory prayer is a way to broaden that relationship and awareness of God's presence and inclusiveness. Relationship with God being the goal for the core experience of a spiritual life, I would dearly love to see this ministry beckon to all members of Christ Church (and even to their friends and family beyond our parochial borders). The numbers of those being served are constant at about 88 people or concerns being prayed for every day over the course of a month. About 10 or 15 names come and go each month, so the Annual Total is respectable. The beneficial effects of prayer also bless those praying.

This is a ministry that ignores manmade limits of nationality, status, race, or religion and includes ALL of God's children. The prayer list is updated via email during the month as concerns come in or change. A clean, updated list is sent out to the members on the 25th of every month. It is sent as a PDF file, along with a monthly meditation. (A few lists are printed and mailed to members who do not have comfortable access to computers.) We are back to meeting in person after church on the third Sunday of most months.

Respectfully submitted,
Claudia Yapp

KNITTING MINISTRY

The Knitting Ministry gives thanks to all the many parishioners for their response in donating over 90 hats for our MANNA family at the Cathedral this past December.

Our ministry has shrunk in numbers, but we are hopeful new folks will come and join us. We meet every 2nd Monday at 10 a.m. in the Memorial Room. Happy to have new members. We also welcome "at home members" too!!

Respectfully submitted,
Bea Dagdigian
781-444-10

PASTORAL RESPONSE MINISTRY

The Pastoral Response Ministry (PRM) is dedicated to fostering a spirit of care and connection within our parish, especially during times of difficulty and transition. By supporting the clergy and bringing our Christian community together, we aim to strengthen the bonds between us. Through acts of care and service, both those in need and those offering help are encouraged to grow in faith as we navigate challenges together.

Members of PRM serve at the invitation of the Rector, providing confidential support to the clergy in their pastoral duties while also offering direct care to parishioners facing tough times. Under the leadership of Rev. Nick Morris-Kliment, the group includes Barbara Brailey, Jean McCarthy, Patty Smith, and Christine Ruddy. The group meets on Tuesday mornings. As an extension of PRM, Gwen Brown has begun a ministry of visiting homebound parishioners with the Eucharist.

Throughout the year, PRM members sent around 100 notes and cards, made numerous phone calls, and offered prayers, support, condolences, and words of encouragement to our parish family. We also celebrated moments of joy by sending cards and sharing in parishioners happy occasions. At Thanksgiving, PRM reached out with cards to those who were homebound or in need of a caring check-in. During Easter and Christmas, with the invaluable help of the Men's Group, we delivered flowers to parishioners who were housebound and those grieving a loss in the past year. If you or someone you know could use support, please don't hesitate to reach out to Rev. Nick or any member of PRM. We are here to serve our church community with compassion and grace.

Respectfully submitted,
Christine Ruddy

VALENTINE CARE PACKAGES

Christ Church continues to support our college students and military families by sending Care packages on Valentine's Day. A care package consists of baked goods, snacks, Valentine's cards and a note from Christ Church.

We are able to provide this ministry with the help of our Sunday School students and staff with their creative cards. Parishioners support the ministry with their generous monetary and food donations.

Respectfully submitted,
Kim Rutherford and Ginny Yerardi

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SERVICE

Striving for Justice and Peace Among All People

COMMUNITY CONCERNS COMMITTEE

We are all very aware of the need for food and housing assistance, medical support, counseling and other services in our community, our country and around the world. At Christ Church, we continue to do our small part to alleviate suffering and provide for the health and dignity of all.

As we continue to deal with the aftereffects of a global pandemic, the tragedy of wars throughout the world and the disparate effects of global warming, the Community Concerns Committee carefully allocated our 2024 charitable funds to organizations where we believe they will have the most impact. We are grateful to parishioners and church leadership for your generosity in supporting our efforts. Thanks to everyone's generous support at the annual Christmas Amaryllis Sale, we were able to raise an additional $515 to add to our 2024 budget, for a total of $13,315.

Haiti, the poorest country in our hemisphere, has a special place in the hearts of Christ Church parishioners. The worsening political unrest, coupled with health crises from COVID and the continuing effects of extreme weather events, have presented Haiti with incredible challenges. This year we again supported women's and children's health in Haiti with a contribution to **Midwives for Haiti**.

Locally, we supported the Gift of Warmth program at the **Needham Department of Public Health**, as well as the food pantry of the **Needham Community Council**. We also continued our support of **Ecclesia, Epiphany School, Fair Foods** and our own **Shelter Cooking Ministry,** as well as the **MANNA** program feeding the homeless at the **Cathedral Church of St. Paul**. We supported women in shelters seeking a new life free of domestic violence, the clinicians at **Boston Health Care for the Homeless**, and veterans and refugees served by The **New England Center for Homeless Veterans** and **Refugee Immigration Ministry**.

We continue to support two new grantees we added in 2021 - **World Central Kitchen** (where we specified funds be earmarked for Gaza, Sudan and Ukraine) and **The Johns Hopkins Center for Indigenous Health**, and added a new grantee, **Vision to Learn**, which provides free vision screening and eyeglasses to schoolchildren in low-income communities in 15 states. For a full description of our 2024 supported organizations, please see the attached list. If you would like to learn more about **Boston Healthcare for the Homeless**, a longtime recipient of our grants, read this article in Boston Magazine.

We are still unable to provide our usual grant to the **Women's Prison Ministry** run by Emmanuel Church at the Suffolk County House of Correction at South Bay. The program is still on hiatus due to the COVID pandemic, and will let us know when they are able to re-open. (The program has been in existence for over 20 years and provides an Art and Spirituality Program for the women.) We were also not able to support **Herd Heroes**, which provides pregnant female goats to impoverished families in L'Azile, Haiti. Conditions are still too unstable in Haiti for the program to travel there. However, we are told the goats are doing well, breeding and increasing their numbers. For the same reason, we continued a hold on our donation to **Innovating Health International**, which operates in Haiti.

The Community Concerns Committee invites you to join us at one of our meetings to learn more about this interesting and rewarding ministry. We welcome new members! Please contact any committee member below to find out how to get involved.

Current Members:
Sue Barber sabarber1@verizon.net
Joanne Neale (Chair) jmneale@gmail.com
Harding Ounanian hardingo@verizon.net
Christine Ruddy cgibsonruddy@gmail.com
Donna Vello donna.vello@gmail.com

$300	**Needham Board of Health**	Emergency funds for heat assistance for Needham residents through The Gift of Warmth
$800	**Needham Community Council**	Funds for food pantry
$300	**Ecclesia (Boston Common Ministries)**	Provides outdoor services, food, physical and emotional support to homeless on Boston Common
$700	**Riverside Community Care**	Serves local teens and their families who are facing crises with alcohol and drug abuse, escalating family conflict, eating disorders or serious emotional problems
$500	**Epiphany School**	An independent, tuition-free, middle school for economically disadvantaged children
$500	**MANNA**	Christ Church shelter cooking ministry at St. Paul's Cathedral (Monday Lunch Program)
$500	**Fair Foods**	Provides surplus donated food to very poor families in Boston for $2.00 per bag

$500	**Boston Healthcare for the Homeless - SPOT Clinic**	Treating the health care needs of homeless individuals; SPOT Clinic is for substance addiction treatment
$1000	**New England Center for Homeless Veterans**	Offers food and shelter, counseling and job training for men and women vets who are struggling with addiction, trauma, mental illness and/or unemployment
$500	**Renewal House**	Domestic violence shelter for homeless women and their children
$500	**Finex House, Inc.**	Shelter for abused women and their children, especially those with disabilities or those who are trafficked
$500	**Respond, Inc.**	Domestic violence shelter, supporting homeless women and their children
$500	**Transition House**	Shelter for abused women and their children
$500	**Boston Healthcare for the Homeless**	Inpatient facility treating the health care needs of homeless individuals discharged from acute care hospital; Barbara McInnis House
$500	**Johns Hopkins Center for Indigenous Health**	Based at the Johns Hopkins Bloomberg School of Public Health, the Center supports and implements public health interventions, with the mission to promote health equity for Native Americans. Their work includes behavioral health, mental health, infectious disease prevention, higher education and leadership development. They currently work directly with 149 Tribal communities in 23 states, and their health communication resources are used by Tribes across the country.
$200	**Little Brothers – Friends of the Elderly**	(in Boston) a national, non-profit, volunteer-based organization committed to relieving isolation and loneliness among the elderly
$300	**The Grow Clinic**	Provides comprehensive specialty medical, nutritional, developmental and social services and dietary assistance to very young FTT (Failure to Thrive) patients and their families at Boston Medical Center
$300	**Women's Lunch Place**	Provides meals and resources for poor and homeless women in Boston

$1000	**Refugee Immigration Ministry (RIM)**	Assists immigrants and asylum seekers from many countries; provides advice, pastoral counseling, legal assistance and help with housing and medical needs
$400	**Circle of Hope**	Provides clothing and necessities to homeless children, women and men in and around Boston in order to preserve and enhance overall health and dignity
$300	**Action for Boston Community Development**	Provides basic services and programs for individuals, families and communities in Boston to overcome poverty and live with dignity
$500	**Midwives for Haiti**	Trains midwives to increase access to skilled maternity care in Haiti
$900	**World Central Kitchen**	Founded by Chef Jose Andres in 2010 after the earthquake in Haiti, WCK has created a new model for disaster relief - helping devastated communities recover and establish resilient food systems. Their programs include emergency food relief (serving freshly made food to people affected by disaster), supporting communities most affected by the climate crisis, support for small food producers, and moving kitchens away from harmful wood & charcoal cooking. **EARMARKED FOR GAZA, UKRAINE AND SUDAN**
$100	**Christ Church Shelter Cooking Ministry**	Supplies for our church's shelter cooking ministry (Monday Lunch Program)
$850	**Episcopal Relief and Development Fund**	**EARMARKED FOR UKRAINE CRISIS RESPONSE FUND AND MIDDLE EAST FUND**
$365	**Vision to Learn**	Provides free vision screening and eyeglasses to schoolchildren in low income communities in 15 states

Respectfully submitted,

Joanne Neale

THE GIVING TREE

Thanks to the dedicated leadership of Donna Vello, Harding Ounanian, Jr., and Alyssa Kence, Christ Church parishioners again provided women's winter care packages for those who live at Shepherd House, a drug and alcohol recovery home in Boston, as well as holiday gifts for their children who live elsewhere. This year, at the request of the program director, we also provided headphones for the women. Parishioners also provided gift cards for groceries and other necessities for women living at Transition House, a domestic violence shelter in Cambridge. The fruits of the congregation's generous donations are gratefully received by these agencies and those they serve.

Respectfully submitted,
Donna Vello

HAITI PARTNERSHIP

2024 was an inspiring year for the Haiti Council. Our biggest excitement this year was partnering with the Jazz in the Sanctuary team to put on two very successful *Jazz in the Sanctuary* concerts, through which we raised a significant amount of money to support the music program and school in Lazil. In addition to continuing the music program, we were able to fund some instrument purchases and repairs. We also started a new system where the music teacher sends us videos when he visits, and we have enjoyed seeing how he works with the students there. I would like to thank all the Haiti Council members: Margaret Pantridge, Duncan Allen, Heidi Fieldston, Betsy Keener, Rich Gatto, and Nick Morris-Kliment. We always welcome new members and would love to talk to you more about our relationship with St. Luc's in Lazil!

Respectfully submitted,
Cecile Leroy

JAZZ IN THE SANCTUARY

I wanted to take a moment to reflect on the success of our *Jazz in the Sanctuary* concert series and share our gratitude for the efforts that made it possible.

The goal of *Jazz in the Sanctuary* was twofold. First, to deliver a high-quality concert experience that invites the community into our church to experience not only the beauty of our facility but also the vibrancy of the events we host. Secondly, the concerts were designed to raise funds for our Haiti Ministry.

I would like to acknowledge the support of Harding Ounanian, Cecil Leroy, Christina Abbott, Duncan Allen, Donna Vello, Rich Gatto, Margaret Pantridge, Heidi Fieldston, Betsy

and Bob Keener for their contributions. A special mention goes to Harding Ounanian for his outstanding marketing and communications efforts. The excellent attendance at both concerts can be attributed in large part to his skills in promoting the events.

Our first concert, held on May 4th, featured *Portrait in Jazz* with vocalist Diedre Pederson. We sold 220 tickets and raised $2,000. The second concert, in December, showcased the Paul McGee Trio with vocalist Lydia Harrell, where we sold 320 tickets and raised $3,100.

The public response has been overwhelmingly positive, and it's clear that there is strong interest in continuing this concert series. We are already looking ahead and will begin planning for our next event in the near future.

Thank you again to everyone involved for making this series such a success.

Respectfully submitted,
Mike Niden

MANNA MONDAY LUNCH PROGRAM

The MANNA Ministry continued its critical mission of providing a warm and healthy meal to the MANNA community at St Paul's Cathedral in downtown Boston on the second Monday of the month.

Jennifer McCracken, Head Pastor of MANNA, stepped down from her role in November. She was replaced by Christie Towers, MANNA Chaplain. Paul Estes (Sexton) continued to be a key resource for MANNA as well as various other MANNA staff.

CCN was featured in an issue of the MANNA newsletter in 2024 and was recognized for its 25+ years of continuous support to the MANNA community.

The MANNA volunteers (monthly average 16) continued to purchase and prepare their individual food donations at home and drop them off at CCN on the Sunday before the Monday lunch. On occasion a small group from CCN went down to the Cathedral in Boston to serve the meal and connect with the MANNA staff and lunch attendees.

2024 NUMBERS

The attendance at the Monday lunch varied from month-to-month.
CCN served approximately 1,200 people over the entire year.

VOLUNTEERS

We are very fortunate to have a dedicated group of volunteers who participated every month in the MANNA ministry as well as occasional volunteers. Throughout the year there were a total of 42 volunteers including several new volunteers. We want to thank **each** individual who provided food and transportation during the year.

The volunteers for 2024 were:
Betsy Amsbary, Kristin Auffermann, Phil Bergen, Barbara and Ed Brailey, Carol Burak, Phil Crider, Greg Daoust, Bea Dagdigian, Tedi Eaton, Bill Eichold, Diane Filip, Patrick Gatto, Rich Gatto, Lindsay Guerriere, Janet Haines, Dottie and Bill Hagar, Barbara Hurley, Betsy Keener, Alyssa Kence, Ann Lyons, Kim Lysaught, Ann MacFate, Wende Malster, Marsha Mather, Nick Morris-Kliment, Kathryn Mortimer, Christina O'Connell, Rosemarie Rappold-Davis, Kim Rocco, Gwen Scarborough, Joanna Starr, Delilah Steinwagner, Jackson Steinwagner, Nancy Stern, Amy and Joe Sweeney, Donna Vello, Audrey Volpe, Charlie Volpe, Ginny Yerardi.

In 2025 we invite new volunteers to participate in the MANNA ministry so that we can continue to provide all the food items on our monthly list.

FOOD DONATED AND PREPARED DURING THE YEAR

Casseroles: 60 (meat and vegetarian)
Baked Goods: 1,200 individually wrapped
Bananas: 900
Bagged Lunches: 900 (sandwich, juice box)
Salad Items (greens, tomatoes, carrots, cucumbers)

DRIVERS: 9 different drivers transported the food into Boston on the designated Sunday.

WINTER HATS

The Knitting Ministry supported MANNA again this past year through its donation of warm winter hats hand-knitted in beautiful and vibrant colors and patterns.
The MANNA staff expressed their gratitude for the large number of hand-made hats received just in time for the cold winter weather.

WITH GRATITUDE FOR ALL THE WONDERFUL VOLUNTEERS DURING 2024

WE RESPECTFULLY SUBMIT OUR REPORT,
Lindsay Guerriere *and* Barbara Hurley
MANNA Ministry Co-Coordinators

RACIAL JUSTICE INITIATIVE

Christ Church's Racial Justice Initiative (RJI) was formed three years ago when a series of brutal and senseless deaths involving people of color led many to recognize the ongoing and systemic crisis of racial injustice in America. In response, Nick and our Vestry decided to recruit a group of parishioners to help our parish explore how we are called – individually and together – to dismantle racism and, in doing so, to truly love our neighbor as Jesus calls us to do.

Specifically the Vestry acknowledged "the inequity of racism" and committed the parish to, "exert ourselves beyond our convenience to love our neighbors as ourselves." The Vestry's statement committed "to exploration, listening, and reflection to understand the nature and sources of these sins," and "to engage in just actions and practices which promote the equality and dignity of all people." The Racial Justice group is working to fulfill the Vestry's decision.

To that end, we hold meetings to discuss racial issues and share how they may be affecting us, individually. This year we made an effort to invite more parishioners to join us. So far, this has not been very successful, as parishioners have busy lives and perhaps don't have time for "one more thing." Nevertheless, we persevere.

In addition to our regular meetings, typically every other month, we plan events for the parish and the community. In keeping with the Vestry's vision, these events focus on racism and ideas for white christians especially.

In 2023, we launched a film and discussion series called **Facing Race: A Film Series for Christians about Racism in America.** Our goal was to focus on oppressed populations within the United States. In these events, parishioners have had fruitful conversations about things we didn't know, things we did know and may have forgotten, and explored ways to make changes within and outside of ourselves.

This year, we held the fifth and six screenings in the series. The first of these was held on Sunday, Feb. 11. We showed the documentary ***The Difference Between Us***, which explores the biology of racial differences. It was an excellent introduction to the history of scientific attempts to explain race and the current genetic science for considering race a social construct with no scientific basis.

The second (sixth in the series) was held on Sunday, June 9. We showed the documentary, **The Story We Tell**, which traces our country's culture of racial hierarchy to the phrase, "all men are created equal," from the Declaration of Independence. The one-hour film then

illustrates how the phrase was interpreted over our history in ways that helped rationalize different treatment for different people. Between the two films, approximately 20 people attended and had lively, thought provoking conversations.

Several years ago, we started collaborating with members of St Paul's in Natick. They have a group similar to ours, and we have continued to invite them to our events. They of course have done the same. This collaboration gives us a sense of being connected to the larger community, and we intend to explore how we can build the relationship even further.

In 2025, we are also planning more events for the parish, including short films with discussion and field trips. To start, we are planning a video and discussion focused on M. L. King, Jr., for Sunday, March 2, 4:00 to 5:30 pm. We also are planning a field trip to Royall House in Medford, which has one of the only remaining freestanding quarters in the North, where enslaved people lived and worked.

Regular and occasional participants in our meetings included Cynthia Anderson, John Carr, Heidi Fieldston, Janet Harris, Bob Keener, Richard Mobley, Mary Ann Ryan, Donna Vello, and Nick Morris-Kliment.

We are always looking to do more, learn more and connect with more people in the parish. Please email Bob Keener (bobknr@gmail.com) for more information. We hope to see you at one of our next events!

Respectfully submitted,
Bob Keener
Chair of the Racial Justice Initiative

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STEWARDSHIP

Cherishing the wondrous works of God and protecting the beauty and integrity of all creation

BUILDING FOR TODAY AND TOMORROW (BTT) CAPITAL CAMPAIGN

Mike Niden and Christina O'Connell co-chaired the Building for Today and Tomorrow Christ Church's Capital Campaign Committee to raise funds to update and modernize the Rectory and to repair the front steps at 1132 Highland Avenue. We worked with Brian Raiche and Rover Lovejoy of Cornerstone Fundraising to help us create a fundraising plan as well as marketing materials. The Cornerstone Fundraising team also ran all the in-person receptions and zoom meetings which gave parishioners an opportunity to listen and see the renovation plans. In total we had 5 receptions and 1 zoom meeting.

The renovations to the Rectory include adding a family room, expanding the kitchen and adding an additional full bath on the first floor. In addition, the plan also includes updating the upstairs bathroom and finishing the lower level basement space. The exterior enhancements include a complete driveway replacement, installation of new timbers along the walkway as well as fresh siding to the house. The goal for the project is $750,000, with any excess beyond the amount needed to accomplish the renovation to be directed toward repairing the Highland Avenue steps and funding the Capital Building Reserve account. As of 1/17/2025 the campaign raised $693,000. Roughly 60% of our pledging households made Campaign Commitments in 2024. Thank you for your generosity. It's not too late to participate. Contact us at the emails below. Thank you!

We want to thank our committee members Tedi Eaton, Alyssa Kence, Kim Rocco & Amy Sweeney.

Respectfully submitted,
Mike Niden and Christina O'Connell

GREEN TEAM

The Green Group has been monitoring our solar system to make sure it continues to be operational. In 2024, the system generated 57,431KwH of electricity and saved the church more than $5,500. As context, saving 57,000 KwH is the equivalent of not burning about 70 barrels of oil. We generated more electricity than five 4-person households use in a year.
We would like to recognize a group of parishioners who have been buying solar credits from the church at cost in order to enable the church to unlock all of the savings (necessary

because the church creates more electricity than we use). This group includes Janet Haines, the Allens, the Keeners, the Escalantes, the Ruddys and the Heckers. Without the generous support of that group, the church would not be able to realize the value of the excess electricity we generate.

If anyone has ideas of ways to make the church greener, please contact Kevin Ruddy at kruddy@ptc.com. We're always looking for projects that will make us more sustainable and save the church money.

Respectfully submitted,
Kevin Ruddy

SANCTUARY GARDEN…. A Sanctuary For Loved Ones

The Sanctuary Garden design provides an area for caring disposition of cremated remains of loved ones. Designed as a place of living beauty, it invites one to come not only for solace but for reflection, mediation, and quiet prayer.

The blessing and dedication in memory of Phyllis L. Ferrone took place on June 11, 2000, and contributions to the Memorial Endowment Fund in Phyllis's name provided the funds necessary to create the garden. The garden is professionally planned, and no markers, bushes, trees, or other artifacts may be added without approval of the Sanctuary Garden Committee and Vestry.

Brochures and applications detailing regulations and policies are available in the church office. Funding for the garden comes from fees and donations, which are used for perpetual care and improvements.

You are invited to stroll by the lighted garden after dark and enjoy its beauty.

Respectfully submitted by Nick on behalf of
Winnie West

PROPERTY REPORT

The Property Team had a busy and productive year belied by this brief report. The most important item to share is the renegotiation during the summer of 2024 of the leases for our three anchor tenants–Total Eclipse Dance Studio; Boston Bilingual Singers; and Storytime Crafts–which meaningfully increased the income available to support our mission while still offering below market rates for good quality space. In 2025 we have budgeted funds to engage a firm to assess the physical plant and provide us the groundwork for a longer term capital

maintenance planning. We also have the materials in place to improve signage and markings to give better visibility to our handicapped parking spaces.

Other improvements included the creation of a new classroom space for the Church School in the Lower Parish Hall, a new studio for Bilingual Singers; and permanent doorway between the Lower Parish Hall and the TEDs dance studio. We continue to offer space to community groups such AA groups, Scout troops, a grief group, as well as for multiple performances of various music groups.

I would like to thank facilities manager Woody Hughes for going the extra mile to keep a careful eye on the very busy life of our property, working to keep it in good shape, and managing our tenants and other renters. Please reach out to me with any questions or to join the Property Team.

Respectfully submitted by Nick on behalf of
Joe Sweeney

STEWARDSHIP 2024: GRATEFUL HEARTS REACHING OUT

Grateful Hearts Reaching Out Appeal for 2024 (beginning in the fall of 2023) was very successful, finishing up with 106 households pledging roughly $374,000. Thank you to all who took part in supporting our mission to love God and neighbor as Jesus teaches in this very important way.

Our efforts for 2025, beginning in fall, 2024, however, while having reached the total dollar amount forecast in our budgeting process ($345,000), have thus far come up short in maintaining robust household participation. That number, as of this year's Annual Meeting, is 76 households, roughly 25% short of the number of households (96) who by the Annual Meeting in 2024 had taken part in the Annual Appeal.

	# of pledging households	**Total pledged**
2021 (for 2022)	**105**	**$ 320,639.32**
2022 (for 2023)	**103**	**$ 340,359.32**
2023 (for 2024)	**106**	**$ 374,793.32**
2024 (for 2025) as of Annual Meeting February 2, 2025	**76**	**$ 345,429.32**

We followed the same basic practice as for the 2024 (begun in fall 2023) campaign. We maintained the apparently popular theme and launched a two-week public campaign (beginning on November 10) with Sunday announcements, email and USMail solicitations, online and paper giving, banners and signs and pledge packets around the building, culminating in a Grateful Hearts Brunch on November 24 (that happened to include a visitation from Bp. Gallagher.) I wrote and revised the materials, Manager of Parish Operations Ali Heard managed the nuts and bolts of processing pledges and fielding questions with Bookkeeper Maryann Badejo, and Phil Trussell promptly acknowledged every pledge.

The differing trajectory is attributable potentially to the parallel Building for Today and Tomorrow Campaign for the Rectory and Highland Avenue Steps. Parishioners may not be sure they can participate in both, or feel that the Campaign is not compelling. More likely, in my view, was the difficulty devoting the time needed for follow up calls and emails to households who have yet to participate. This important aspect of stewardship has fallen increasingly, and solely, onto the Rector. Soliciting help from lay leadership falls to me, and I will be looking for assistance from the congregation to bolster these efforts for 2025.

I am very grateful to Ali, her successor Kaitlin McSweeney, Maryann Badejo, and Phil Trussell for their tremendous support, and to all who participated in the Appeal. And it is not too late to take part! You can pledge online here. Many thanks for your continuing generosity.

Respectfully Submitted,
Nick Morris-Kliment

INVESTMENT COMMITTEE

Buoyed by strong market returns, our investments posted positive returns in 2024. We started the year with total funds of $2,256,847, and ended the year with $2,528,940, an increase of 12%. Over the past two years our endowment has increased by almost 25%. While it is impossible to predict future returns, it is unlikely that we will see such robust growth this coming year. Most of our investments in the endowment have donor or Vestry restrictions on how the income can be spent, but that income helps defray our expenses, and the income from the balance helps support everything we do. The Vestry has set a spending policy of 4.5% determined by taking a 12-quarter rolling average, and regular distributions this past year provided about 13% of our overall income.

We continue to work with two managers, Pension & Wealth Management Advisors (PWM), and the Diocesan Investment Trust (DIT). The PWM account was valued at $1,140,255, with 67.7% in equities, 31.4% in fixed income, and .9% in cash. The DIT account was valued at $1,388,285, with 73% in equities and 27% in fixed income. The Vestry previously set a target

allocation of 70% equities, 30% fixed, and between the two managers we are close to meeting that target.

When one looks at the returns from our two managers, PWM's equity investments earned 13,49% last year DIT's equity investments are all in their fossil free fuel fund, which earned 20.9% last year. PWM had stronger returns on the fixed income investments, returning 4.1% this past year compared to 2.6% for DIT.

Looking ahead, it is my hope we can find a qualified investment professional to join the committee. Also, while I am not uncomfortable with our current investment allocation and spending policies, I believe it has been several years since Vestry reviewed these policies. It is a "best practice" to periodically review policies like this to make sure they are still aligned with the Church's needs and risk profile.

Respectfully submitted,
Phillip Ladd
Investment Committee Chair

REPORT OF THE FINANCE COMMITTEE

This report was prepared by the Finance Committee of Christ Church (CCN) to serve in lieu of a Treasurer's report, the office of Treasurer being been vacant for the entirety of 2024. It consists of two parts:

- A presentation and discussion of the church's operating budget performance for 2024 in comparison to 2023, together with the corresponding operating budget for 2025 adopted by the Vestry of Christ Church on January 21, 2025.
- The church's Statement of Financial Activities (SoFA) for 2024. This includes many items not included in the operating budget, so that its totals will not necessarily align with those in the operating budget. The Finance Committee also decided to categorize miscellaneous income differently than in the SoFA.

The information in this report relies on the Statement of Financial Activities for January 1, 2024 to December 31, 2024 as reported in a format set in the church's accounting system. The SoFA does not represent a full statement of the financial position of the parish (for instance it does not include a balance sheet).

At the end of 2024, the value of Christ Church's Capital Building Reserve, a separate fund from the church's investment holdings, intended for use as approved by the Vestry for major capital projects, was $11,048.20; this reserve did not exist at the end of 2023.

The balance in the church's checking account at the end of 2024 was $70,206 versus $106,385 at the end of 2023.

As of the end of 2024, the balance of funds in the church's separate account for the Building for Today and Tomorrow (BTT) campaign was $248,866. This represents actual payments on commitments to that date; total commitments, including those yet to be fulfilled over a multi-year period, were $693,100 as of that date. Information on the performance of the church's investments may be found in a separate Investment Committee report for 2024.

The Finance Committee meets monthly to fulfill its financial oversight function. Some of its members have been complementing the Rector and his staff in picking up some Treasurer functions. The committee has been particularly pleased with steps taken by Property chair Joe Sweeney and Facilities Manager Woody Hughes to significantly increase our rental income. The committee has not seen any new trends or expenses of concern in 2024, but notes that its ability to access detailed financial information is presently constrained. Recruiting a new Treasurer would be a huge help in this regard, but even with a Treasurer, the committee believes the time has come to spend more money to augment our financial team's capacity. It will be looking further into the church's needs and potential costs and plans to come back to Vestry for approval.

In CCN's recent Diocesan audits there has been a major recommendation for the church to prepare and maintain a complete balance sheet to better present its financial position. Balance sheets provide a statement of all assets and liabilities, allowing the committee to measure the church's cash position, and also changes in assets and liabilities. When multi-year reports are available, the comparative information can be used to identify trends. Funds have been authorized by the Vestry to engage a trusted diocesan consultant who has done the church's diocesan audits for several years. This work has begun and will be a priority of the Finance Committee in 2025, and the Committee will report back on its progress.

<u>Christ Church Operating Budget Performance for 2024 and the Adopted 2025 Budget</u>
This section presents information on the majority of Christ Church's operating budget in terms consistent with past treasurer's reports. Table 1 below presents revenues booked in 2024, and Table 2 expenditures. CCN's accounting is conducted on a cash basis, so items include only the transactions recorded in calendar year 2024. Items which are not included in the annual operating budget are not shown here but are identified in the discussion of the SoFA in the next section.

Tables 1 and 2 allow a side-by-side comparison with results for 2023 and prior years (as may be found in previous reports).

The columns in these tables, from left to right are:

- A five-digit accounting line item in Christ Church's chart of accounts;
- The name of the accounting line item;
- Actual 2023, the amount of revenue or expenditure booked in calendar 2023;
- Actual 2024, the amount of revenue of expenditure booked in calendar 2004;
- Budget for the line item established by the Vestry for 2024;
- Ratio of the actual revenues or expenditure for 2024 to the budget established for 2024; and
- The revenues or expenditures in the budget adopted by the Christ Church Vestry for 2025.

Table 1. Revenues by Budget Line Item		Actual 2023	Actual 2024	Budget 2024	Actual/Budget 2024	Budget 2025
40101	Pledge Income	$ 330,211	$ 341,711	$ 345,000	99.0%	$ 345,000
40102	Loose Plate	$ 5,465	$ 3,411	$ 5,130	66.5%	$ 3,750
40104	Xmas & Easter Offerings	$ 11,792	$ 10,076	$ 6,000	167.9%	$ 6,000
40105	Donations	$ 2,170	$ 9,300	$ 11,760	79.1%	$ 10,000
40112	Flowers	$ 3,995	$ 3,840	$ 3,500	109.7%	$ 3,500
40113	Music Leaders	$ 4,600	$ 3,800	$ 3,500	108.6%	$ 3,500
40114	Regular Operating Support	$ 29,675	$ 23,489	$ 23,940	98.1%	$ 23,288
40116	Reimbursed Processing Costs	$ 361	$ 396	$ 442	89.6%	$ 450
40208	Summer Music	$ 1,175	$ -	$ -	#DIV/0!	$ -
Subtotal Offerings		**$ 389,443**	**$ 396,023**	**$ 399,272**	**99.2%**	**$ 395,488**
40202	Endowment Income	$ 60,000	$ 60,000	$ 80,000	75.0%	$ 100,000
40205	Special Draws from Endowment	$ 35,570	$ 29,487	$ 7,500	393.2%	$ -
Subtotal Investment Income		**$ 95,570**	**$ 89,487**	**$ 87,500**	**102.3%**	**$ 100,000**
40333	Employee Retention Credit (ERC)	$ 11,242	$ -	$ -	#DIV/0!	$ -
40339	Insurance proceeds from flooding	$ -	$ 8,950	$ -	#DIV/0!	$ 33,962
Subtotal Miscellaneous Income		**$ 11,242**	**$ 8,950**	**$ -**	**#DIV/0!**	**$ 33,962**
40201	Facility Income	$ 9,113	$ 6,535	$ 10,816	60.4%	$ 5,600
40220	Total Eclipse	$ 31,500	$ 47,708	$ 36,000	132.5%	$ 71,500
40221	Studio Chizh	$ 2,360	$ -	$ -	#DIV/0!	$ -
40222	Roche Bros (parking)	$ 6,600	$ 7,150	$ 6,732	106.2%	$ 6,732
40224	Town of Needham (parking lot)	$ 11,934	$ 5,967	$ 13,127	45.5%	$ 20,287
40227	Bilingual Singers	$ 22,490	$ 28,480	$ 24,600	115.8%	$ 31,500
40229	Parishioner's Purchase Solar	$ 3,873	$ 2,950	$ 3,500	84.3%	$ 3,500
40230	Storytime Crafts	$ 5,262	$ 11,094	$ 10,524	105.4%	$ 12,564
40231	ACE Rental	$ 18,600	$ 25,620	$ 19,000	134.8%	$ -
40233	SREC (Solar Income)	$ -	$ 2,306	$ 2,215	104.1%	$ 2,215
Subtotal Facilities Income		**$ 111,732**	**$ 137,810**	**$ 126,514**	**108.9%**	**$ 153,898**
GRAND TOTAL REVENUES (operating)		**$ 607,988**	**$ 632,270**	**$ 613,286**	**103.1%**	**$ 683,348**

Table 2. Expenses by Budget Line Item	Actual 2023	Actual 2024	Budget 2024	Actual/Budget 2024	2025 Budget
50101 Education - Clergy	$ 1,239	$ 1,230	$ 1,500	82.0%	$ 1,750
50102 Holy Grounds (Coffee Hour)	$ 160	$ 513	$ 340	150.9%	$ 450
50103 Music	$ 4,230	$ 3,448	$ 7,200	47.9%	$ 4,470
50104 Office Supplies & Expense	$ 6,040	$ 8,669	$ 8,000	108.4%	$ 6,250
50105 Postage	$ 520	$ 709	$ 1,508	47.0%	$ 1,600
50106 Stewardship	$ -	$ 140	$ 500	28.0%	$ 520
50107 Sundry - Clergy	$ 245	$ 472	$ 350	134.9%	$ 500
50108 Telephone	$ 3,280	$ 3,400	$ 3,588	94.8%	$ 3,732
50109 Travel	$ 733	$ 8,294	$ 6,000	138.2%	$ 800
50110 Treasurer/Finance (Audit)	$ 12,234	$ 12,489	$ 13,678	91.3%	$ 24,570
50113 Family Ministries	$ 1,302	$ 2,544	$ 3,459	73.5%	$ 3,488
50114 Adult Education	$ 374	$ 528	$ 156	338.5%	$ 500
50118 Technology	$ 3,317	$ 8,693	$ 12,500	69.5%	$ 5,300
50119 Copier	$ 6,109	$ 7,546	$ 6,040	124.9%	$ 6,377
50124 Communications	$ 571	$ 764	$ 1,300	58.8%	$ 1,800
50125 Fellowship	$ 1,326	$ 2,684	$ 3,500	76.7%	$ 3,675
50126 Vestry Expenses	$ 587	$ 114	$ 1,000	11.4%	$ 500
50130 Green Loan	$ 5,685	$ 5,685	$ 5,700	99.7%	$ 3,750
Subtotal Operations	**$ 47,953**	**$ 67,922**	**$ 76,319**	**89.0%**	**$ 70,032**
50111 Worship Expense	$ 5,589	$ 4,152	$ 5,500	75.5%	$ 7,250
50122 Flowers	$ 4,716	$ 6,419	$ 5,200	123.4%	$ 5,408
50123 Altar Guild	$ -	$ 44	$ -	#DIV/0!	$ -
50552 Music Section Leaders	$ 22,060	$ 26,480	$ 22,000	120.4%	$ 25,500
Subtotal Worship/Altar Guild/Flowers	**$ 32,365**	**$ 37,095**	**$ 32,700**	**113.4%**	**$ 38,158**
50201 Community Concerns	$ 12,925	$ 14,095	$ 12,800	110.1%	$ 13,312
50203 Parish Partnership	$ 6,612	$ 5,214	$ 5,215	100.0%	$ 5,215
Subtotal Outreach	**$ 19,537**	**$ 19,309**	**$ 18,015**	**107.2%**	**$ 18,527**
50301 Payroll Expenses	$ 191,246	$ 194,889	$ 213,075	91.5%	$ 205,618
50302 Taxes Payroll	$ 10,051	$ 10,343	$ 11,385	90.8%	$ 10,383
50303 Insurance - Health	$ 16,678	$ 16,842	$ 17,837	94.4%	$ 18,126
50304 Housing Allowance	$ 34,962	$ 34,962	$ 34,962	100.0%	$ 34,962
50305 Church Pension Premiums	$ 28,309	$ 20,431	$ 28,835	70.9%	$ 37,675
50307 Bank/Payroll Service charges	$ 1,884	$ 1,893	$ 2,340	80.9%	$ 2,153
Total Personnel	**$ 283,130**	**$ 279,360**	**$ 308,434**	**90.6%**	**$ 308,917**
50401 Building Maintenance	$ 15,111	$ 7,860	$ 9,640	81.5%	$ 6,000
50402 Janitorial Services	$ 8,027	$ 14,130	$ 6,200	227.9%	$ 18,145
50403 Building Supplies	$ 4,542	$ 1,418	$ 1,580	89.7%	$ 2,200
50404 Electricity	$ 5,586	$ 8,444	$ 4,800	175.9%	$ 6,600
50405 Heat (Fuel & Gas)	$ 18,792	$ 12,535	$ 28,800	43.5%	$ 19,570
50407 Insurance - General	$ 25,795	$ 26,053	$ 32,500	80.2%	$ 29,500
50408 Building Repairs	$ 45,288	$ 45,777	$ 10,000	457.8%	*$ 28,000*
50409 Sewer & Water	$ 3,665	$ 3,612	$ 3,800	95.1%	$ 4,100
50411 Grounds (Landscaping)	$ 13,685	$ 11,225	$ 12,000	93.5%	$ 12,500
50413 19 Homestead Park	$ 6,444	$ 3,444	$ 9,030	38.1%	$ 4,865
50416 Snow Removal	$ 7,625	$ 5,950	$ 9,450	63.0%	$ 8,240
50545 Capital Building Reserves	$ -	$ 10,939	$ 10,939	100.0%	$ 33,312
50555 Property Improvement (Vestry)	$ 14,964	$ 15,477	$ 3,000	515.9%	$ 8,900
Subtotal Property	**$ 169,524**	**$ 166,864**	**$ 141,739**	**117.7%**	**$ 181,932**
50501 Diocesan Assessment	**$ 46,339**	**$ 79,866**	**$ 73,079**	**109.3%**	**$ 60,614**
GRAND TOTAL EXPENSES (operating)	**$ 598,848**	**$ 650,416**	**$ 650,286**	**100.0%**	**$ 678,180**
GRAND TOTAL REVENUES (operating)	**$ 607,988**	**$ 632,270**	**$ 613,286**	**103.1%**	**$ 683,348**
Net Operating Position (NOP)	**$ 9,140**	**$ (18,146)**	**$ (37,000)**	**#N/A**	**$ 5,167**
Adjusted NOP	***$ (37,673)***	***$ (44,987)***	***$ (44,500)***	***#N/A***	***$ (40,391)***

Table 2 also contains grand totals for revenues and expenses, and a Net Operating Position (NOP) line which represents the total operating revenue reported in Table 1 less the reported operating expenditure from Table 2. Table 2 also has a separate line for an Adjusted NOP, which is formed from the NOP by excluding the following revenues shown in Table 1: insurance settlement proceeds (line item 40339); unbudgeted special draws from the General Memorial Fund (line item 40205); an operating draw for 2024 which was not received until 2025 (line item 40202); and (for 2023) the federal Employee Retention Credit (line item 40333). Adjusted NOP was also adjusted for a 2024 pension payment which was made in 2025. Viewed in terms of the Adjusted NOP, Christ Church ran with an effective operating deficit in 2024, as it did in 2023 and in many prior years. In terms of this metric, the church's performance was close to that in the 2024 budget overall. principally due to increases in facility income. The church's ability to 'spend more than it takes in' is due to its prudent spending policy on its endowment (which has enabled its investments to grow even with the out-of-policy draws) and unexpected developments such as the insurance settlement and the Employee Retention Credit related to the COVID pandemic.

The rightmost column of both Tables 1 and 2 show the budget adopted by the Vestry of Christ Church. The larger amount for the Treasurer (line item 50110) includes an estimate of additional staff and consultant effort to undertake the balance sheet work, as well as the transfer to the bookkeeper of some treasurer functions which Ali Heard was performing in 2024. Changes in budgets for Building Maintenance (50401) and Janitorial Services (50402) represent a re-assignment of specific costs among these line items and Payroll (50301). The larger value for the transfer to the Capital Building Reserve (50545) reflects the originally intended level plus a catch-up for the reduction made in the 2024 budget to accommodate a change in staffing costs identified very late in the budget formation process.

This budget includes as one-time miscellaneous income all the funds estimated to remain from the insurance settlement for the flooding in 2023. The budget does not account for the possibility that we may find a new tenant in 2025 for the space formerly used by the ACE After School Program

Christ Church 2024 Statement of Financial Activities (SoFA)

The statement below presents a somewhat more comprehensive picture of the church's financial activities. The subtotals and grand totals therein include substantial items not included in the operating budget, principally:

- Revenues and expenses for the first two concerts in our 'Jazz in the Sanctuary' series to raise funds for the church's work in Haiti.
- Payments on commitments to the Building for Today and Tomorrow capital campaign received in 2024. As of December 31, 2024, no expenditures had been made from the fund at Needham Bank.
- Consulting services for the capital campaign, and architectural work to prepare plans for the rectory improvements.

Tables on the next page.

Christ Episcopal Church

Statement of Activities

Date Range: Jan 1st 2024 - Dec 31st 2024

Accounts	Actual Jan 01, 2024 - Dec 31, 2024	Budget Jan 01, 2024 - Dec 31, 2024	Budget Remaining Jan 01, 2024 - Dec 31, 2024
Revenues			
Offerings			
40101 Pledge Income	341,710.52	345,000.00	3,289.48
40102 Loose Plate	3,410.76	5,130.00	1,719.24
40104 Xmas & Easter Offerings	10,076.00	6,000.00	(4,076.00)
40105 Donations	9,300.00	11,760.00	2,460.00
40112 Flowers	3,840.00	3,500.00	(340.00)
40113 Music Leader	3,800.00	3,500.00	(300.00)
40114 Regular Operating Support	23,488.60	23,940.00	451.40
40116 Reimbursed Processing Costs	396.43	442.00	45.57
Total Offerings	396,022.31	399,272.00	3,249.69
Investment Income			
40202 Endowment Income	60,000.00	80,000.00	20,000.00
40205 Special Draws from Endowment	29,487.25	7,500.00	(21,987.25)
Facility Income	6,535.00	10,816.00	
40201 Facility Income	47,707.78	36,000.00	4,281.00
40220 Total Eclipse	7,150.00	6,732.00	(11,707.78)
40222 Roche Bros	5,967.00	13,127.00	(418.00)
40224 Town of Needham	28,480.00	24,600.00	7,160.00
40227 Bilingual Singers	2,950.00	3,500.00	(3,880.00)
40229 Parishioner's Purchase Solar	11,094.00	10,524.00	550.00
40230 Storytime Crafts	25,620.00	19,000.00	(570.00)
40231 Ace Rental	2,306.20	2,215.00	(6,620.00)
40233 SREC (Solar Income)	137,809.98	126,514.00	(91.20)
Total Facility Income	227,297.23	214,014.00	(11,295.98)
Total Investment Income			(13,283.23)
Other Income	8,950.00	0.00	
40339 Insurance Settlement Proceeds	8,880.01	0.00	(8,950.00)
40650 Jazz Concert Income	252,440.79	0.00	(8,880.01)
40665 Capital Campaign	270,270.80	0.00	(252,440.79)
Total Other Income	**$ 893,590.34**	**$ 613,286.00**	(270,270.80)
Total Revenues			**($280,304.34)**
Expenses			
Operations			
50101 Education - Clergy	1,230.34	1,500.00	269.66
50102 Holy Grounds (Coffee Hour)	512.58	340.00	(172.58)
50103 Music	3,447.90	7,200.00	3,752.10
50104 Office Supplies & Expense	8,668.58	8,000.00	(668.58)
50105 Postage	708.79	1,508.00	799.21
50106 Stewardship	140.47	500.00	359.53
50107 Sundry - Clergy	471.94	350.00	(121.94)
50108 Telephone	3,399.70	3,588.00	188.30
50109 Travel	8,294.33	6,000.00	(2,294.33)
50110 Treasurer/Finance (Audit)	12,489.00	13,678.00	1,189.00
50113 Family Ministries	2,544.06	3,459.00	914.94
50114 Adult Education	527.52	156.00	(371.52)

Accounts	Actual Jan 01, 2024 - Dec 31, 2024	Budget Jan 01, 2024 - Dec 31, 2024	Budget Remaining Jan 01, 2024 - Dec 31, 2024
50118 Technology	8,692.67	12,500.00	3,807.33
50119 Copier	7,546.09	6,040.00	(1,506.09)
50124 Communications	764.24	1,300.00	535.76
50125 Fellowship	2,683.85	3,500.00	816.15
50126 Vestry Expenses	113.70	1,000.00	886.30
50130 Green Loan	5,685.00	5,700.00	15.00
Total Operations	67,920.76	76,319.00	8,398.24
Worship/Altar Guild/Flowers			
50111 Worship Expense	4,151.65	5,500.00	1,348.35
50122 Flowers	6,418.75	5,200.00	(1,218.75)
50123 Altar Guild Expense	43.98	0.00	(43.98)
50552 Music Section Leaders	26,480.00	22,000.00	(4,480.00)
Total Worship/Altar Guild/Flowers	37,094.38	32,700.00	(4,394.38)
Outreach			
50201 Community Concerns	14,094.90	12,800.00	(1,294.90)
50203 Parish Partnership	5,214.00	5,215.00	1.00
Total Outreach	19,308.90	18,015.00	(1,293.90)
Personnel			
50301 Payroll Expenses	194,888.85	213,075.00	18,186.15
50302 Taxes Payroll	10,343.48	11,385.00	1,041.52
50303 Insurance - Health	16,842.02	17,837.00	994.98
50304 Housing Allowance	34,961.94	34,962.00	0.06
50305 Church Pension Premiums	20,431.96	28,835.00	8,403.04
50307 Bank/Payroll Service charges	1,893.35	2,340.00	446.65
Total Personnel	279,361.60	308,434.00	29,072.40
Property			
50401 Building Maintenance	7,860.17	9,640.00	1,779.83
50402 Janitorial Services	14,129.56	6,200.00	(7,929.56)
50403 Building Supplies	1,418.32	1,580.00	161.68
50404 Electricity	8,443.58	4,800.00	(3,643.58)
50405 Heat (Fuel & Gas)	12,535.08	28,800.00	16,264.92
50407 Insurance - General	26,053.24	32,500.00	6,446.76
50408 Building Repairs	45,777.19	10,000.00	(35,777.19)
50409 Sewer & Water	3,611.95	3,800.00	188.05
50411 Grounds	11,225.00	12,000.00	775.00
50413 19 Homestead Park	3,444.29	9,030.00	5,585.71
50414 Rectory Improvement Project	4,409.85	0.00	(4,409.85)
50416 Snow Removal	5,950.00	9,450.00	3,500.00
50545 Capital Building Reserves	10,939.00	10,939.00	0.00
50555 Property improvement (vestry)	15,476.95	3,000.00	(12,476.95)
Total Property	171,274.18	141,739.00	(29,535.18)
Diocese			
50501 Diocesan Assessment	79,866.12	73,079.00	(6,787.12)
Total Diocese	79,866.12	73,079.00	(6,787.12)
Other Expense	5,470.28	0.00	(5,470.28)
50565 Jazz concert expenses	15,000.00	7,500.00	(7,500.00)
50570 Rectory renovation expense	20,470.28	7,500.00	(12,970.28)
Total Other Expense	**$ 675,296.22**	**$ 657,786.00**	**($17,510.22)**
Total Expenses	**$ 218,294.12**	**($44,500.00)**	**($262,794.12)**
Net Total			

Respectfully submitted,
The Finance Committee

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CHRIST CHURCH
EPISCOPAL
NEEDHAM

Loving God and neighbor, as Jesus teaches

PARISH STAFF

The Rev. Nicholas M. Morris-Kliment, Rector
Bird Treacy, Children's Programming Coordinator
Mary-Katherine Fletcher, Minister of Music Maryann Badejo, Bookkeeper
Kaitlin McSweeney, Office Manager
Woody Hughes, Facilities Manager/Sexton Liz Marson, Assisting Sexton

ELECTED OFFICERS

Designated Vestry Person for February, 2025: Lindsay Guerriere
Treasurer: Vacant Assistant Treasurer: Janet Haines
Clerk: MaryAnn Ryan

Members of the Vestry

Class of '25: Ingrid Melvin, Kathryn Mortimer, Pete Lyons, and Tedi Eaton
Class of '26: Amy Sweeney, Brian Mukherjee, and Mike Niden
Class of '27: Ellie Wainwright, Lindsay Guerriere, and Pat O'Connell

CHURCH OFFICE HOURS

Monday — Thursday 9:30 a.m. – 2:30 p.m.
Friday 9:30 a.m. – 2 p.m.

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