

On 4 Jan 2017 at 10:58, rvisconti@carolinechurch.net wrote:

Hi Chris,

I was told that at one recent Brotherhood Meeting that I was not present, that you indicated that you wanted to have someone else keep up our Web site and that Triumpf Qosej volunteered to do so. Sorry you are not able to continue, you have always did a great job keeping it up in a timely way with some good graphics and pictures. I asked Triumpf to speak with you in detail to get up to speed. I hope he will do so.

Thanks Chris and blessed New Year to you,
Cn. Richard

> From: Chris Haring
> Sent: Thursday, January 05, 2017 8:53 AM
> To: rvisconti@carolinechurch.net
> Subject: Re: Caroline Church
>
> Who told you that?

On 5 Jan 2017 at 13:26, rvisconti@carolinechurch.net wrote:

> Hi Chris,
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> Triumpf told me.
>
> He said he was willing to do so.
>
> You did not talk with him about that at the meeting?
>
> Cn. Richard

From: Chris Haring
Sent: Friday, January 06, 2017 7:32 PM
To: rvisconti@carolinechurch.net
Cc: lasorsam@optimum.net
Subject: Re: Caroline Church

Cn Richard:

The Brotherhood meeting you mention could only have been the one when you were at the convention. My calendar indicates I spent that morning working on the Parish House soffit lights. I do recall attending that meeting--and leaving as soon as it was polite to do so to accomplish that. I don't recall seeing Triumpf. Perhaps he was there. Perhaps we exchanged some words. Had we

engaged in any substantive conversation about him becoming involved in the web site I certainly would recall that--and I don't. This email is delayed because I put in a call to Len Calone, who ran that meeting, to get his recollections of who was there and if he saw Triumph and me speaking. He must be away as my call has not yet been returned.

Of greater concern to me is the manner in which this was handled. The first I knew of this was as the recipient of a copy of an email from Triumph to Mark on November 28. It contained a copy of an earlier email from Triumph to Mark. You were copied on both. The issue of consolidation of church funds has undeniably placed a strain on our relationship. As has become the norm in situations where a parishioner and you have disagreed, you have handled the unpleasantness by shutting down and having others deal with the disagreeable party.

In this case it appears that Triumph was to contact Mark, to ask Mark to contact Chris, to ask that Chris turn over the website passwords to Mark, who would then turn over the passwords to Triumph, so that Triumph could "take it from there." This outrageously indirect method was both hurtful and unprofessional. You, as CEO of the organization, could and should have contacted me directly if you thought I was abandoning that ministry. If you did not orchestrate this procedure to get the website credentials, which needlessly involved your Warden, you were clearly aware it was happening--and failed to step in.

Over the past year I clearly communicated to you and the vestry when I no longer wished to be involved in an activity. First, early in the year, in any financial committees. Later, after the June Vestry action, when I withdrew from handling any financial matters such as reconciling the UBS monthly statements. Throughout this, I continued to maintain and improve the web site that I had conceived years before your arrival as Rector. On November 28 I merely had to add the prior Sunday's bulletin to the site to have it totally current. I then immediately forwarded the credentials to Mark. While the site was my creation, the ministry was at the pleasure of the Rector and Vestry. When Mark turns the credentials to Triumph I will be willing to meet with him. I do not in any way fault Triumph or Mark, who were caught in the middle of this needlessly. I cannot give him copyrighted applications that I have used on the site. Hopefully he has access to the Adobe Creative Suite Master Collection or another web building application at his place of work.

While we are discussing things that are difficult for both of us, let's turn to the topic of my absence from services. To be brutally honest, I have become uncomfortable attending a service which involves receiving the sacraments from you. I have been attending services and bible studies during multiple trips to Deerfoot, as well at Little Portion and Mt. Sinai Congregational. **My discomfort is not from the act of consolidation of funds, but rather your actions/attitudes related to it .**

First, you stated to me that you were aware the consolidation may involve issues with the by-laws. Rather than doing the ethical thing and addressing those issues before advocating for the transfers, you did the reverse. You only dealt with the by-law issues after my strenuous objections forced that.

Second, you did not consult with Ed Vitale before the action, but rather as a reaction to my objections. Ed's view was that the transfers "probably" did not violate the letter of the by-laws (which I and several other attorneys continue to disagree with) but that the action certainly was going to

violate the spirit of those by-laws. Ed is the chancellor for the Vestry, not the chancellor you. You had the ethical obligation to relay that opinion to vestrypersons in its entirety. Instead you spun it (in my presence) to say at the September Vestry meeting that "Ed said it didn't violate the by-laws." No vestry person I spoke to said you told them about the "probably" part or the "spirit of the by-laws" part. Thus decisions they made were done with an incomplete picture of Ed's opinion.

Finally, you stated that (despite bringing the accounts down to a zero balance) parishioners could continue to contribute to those funds while we used them for any expenses that arose. I have a big ethical issue with that attitude, especially since there has been no public announcement of this consolidation and the weekly bulletins continue to solicit contributions for these funds.

So while I continue to struggle with what future relationship I will have with the church I have attended since early childhood, I hope you will give thought to the way you handle dealing with faithful parishioners who have differences with you. I also hope you will continue to assess the fiscal policies we are following. We continue on a path that will bankrupt the church about the time of your retirement. While on one level I understand your desire to protect your package, you need to recognize that parishioners who understand the fiscal situation desire to protect the long term future of Caroline Church. Those two desires are clearly in conflict.

JCH
1/6/17

Dear Chris,

It is clear that we need to sit down together and talk. Responding to your concerns in an e-mail is not a good way of communicating and hopefully resolving misunderstandings let alone differences.

A great deal of miscommunication has occurred with these financial issues as well as this most recent web site maintenance concern. It is clear that the way things transpired has caused anger and distrust. Reconciliation is now paramount.

Chris, you have been a faithful and dedicated member of Caroline Church for many years and have been a supporter of my ministry. I have always valued your input and I know that you have the best interest of Caroline Church foremost in your mind. I hope you realize that I do too.

I hope we can honestly begin to clear things up so that you and I can continue to feel that each of us is a valued member of this faith community.

Let me know what days and times are good for you to meet. I think just the two of us, speaking heart to heart, with no papers, documents, or e-mails with us, is needed.

Cn. Richard

[Note from Haring: Thereafter we did sit down and have a somewhat frank conversation that improved the strained relationship but did nothing to change the underlying issues and policies.]