The Redeemer The Annual Meeting

Annual Report 2023







CLERGY

The Rev. Peter T. Vanderveen *Rector* The Rev. Jo Ann B. Jones *Associate Rector* The Rev. S. Winnie Smith *Associate Rector*

STAFF

Andrew Senn, Director of Music and Organist Joshua Castaño, Parish Administrator Ken Garner, Director of Communications and Stewardship Alexander Leonardi, Assistant Organists, Michael Stairs Organ Scholar Francesca Merritt, Program Assistant Rebecca Northington, Director of Youth Ministries Paulo Reyes, Sexton

VESTRY

Tracy Steele, *Rector's Warden** Christopher Zafiriou, *Accounting Warden** Paul Adkins John Black Catherine Carruthers Chris Chojnacki* Kevin Leahy Lisa Raymond Susan Rushing Win Shafer Joe Spadaro Jennifer Vollmer-Copas*

* Executive Committee

Annual Report Production

Francesca Merritt - solicitation and coordination of reports Ken Garner - layout and production and photographs

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List of Households which have made a pledge for our	
work together in 202447	7

172nd Annual Meeting Sunday, February 4, 2024 11:00am

Call to Order	Tracy Steele
Opening Prayer	Winnie Smith
Determination of Quorum	Tracy Steele
Approval of Minutes of 2023 Annual Meetin	ngTracy Steele
Reading of 2023 Memorials	Tracy Steele
Nominating Committee Report	Paul Adkins
Distribution of Ballots	Paul Adkins
Stewardship Report	Chris Chojnacki
Finance Committee Report	Chris Zafiriou
Presentation of Budget	Chris Zafiriou
Rector's Warden Report	Tarcy Steele
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Recognitions	Peter Vanderveen
New Business (Q&A)	Tracy Steele
Closing Prayer	Jo Ann Jones

Adjournment

MINUTES FOR THE 171ST ANNUAL MEETING February 5, 2023

Call to Order, Opening Prayer, Approval of Minutes

The Annual Meeting in Burns Hall was called to order at 11:00am by Rector's Warden, Tracy Steele.

A quorum of attendees was noted and a motion to approve the minutes of the 2022 Annual Meeting was passed.

Rev. Winnie Smith provided the Opening Prayer.

Reading of the 2022 Memorials

Tracey Steele read the list of 2022 memorial gifts as recorded in the Annual Report.

Nominating Committee & Distribution of Ballots

Al Greenough, Chair of the Nominating Committee, provided a brief overview of the work of the Vestry and the election process of new Vestry members. Al presented the slate of 4 nominees. Ballots were handed to all Parish members present. In total 60 ballots were returned and the 4 new Vestry members were duly elected: Lisa Raymond, Win Shaeffer, John Black and Joe Spadaro.

Stewardship Report

Chris Chojnacki, Chair of the Stewardship Committee, provided a report on the success of the stewardship campaign. He noted that while trending in the right direction in terms of keeping up with inflation and pledge totals, growth is not outpacing natural attrition. We need 3 new pledges to replace every pledger that we lose. He thanked everyone for their participation in the campaign and acknowledged Ken Garner's work in coordinating the work of Stewardship.

Finance Committee Report

Chris Zafiriou, Accounting Warden, opened his report with praise for Chris Chojnacki and the Stewardship Committee. Using an Alice in Wonderland analogy, Chris noted that while we are running well as a Parish community from a pledging perspective, we need to talk to our friends and neighbors and welcome them in so that we are a progressing and growing community not just running in place.

He reported that overall, Church finances are sound. The Finance Committee is working well and that 2022 ended with a modest surplus. He remarked on our financial checks and balances including the accounting services of Betsy Wolford and that fact that there is an annual audit each year.

Legacy into Promise capital campaign has ended on the expense side. Parish House expenses will now be considered as a part of the regular operating budget of the Parish. There is a modest amount of debt to retire, \$635,000 as of 12/31/22. Work continues to collect pledges for Legacy into Promise so that the debt can be retired.

Chris stated that markets matter. The past year was not a good one for equity and fixed markets. This is important to note because roughly 26% of the 2023 budget revenue is drawn from the endowment which was down roughly 17% for 2022. A 4.25% draw on endowment will be made for 2023.

There is much potential revenue with greater use of the new Parish House by outside groups and events in the coming year.

Expenses for the Church are nearly all non-discretionary. People/staff make up about 64% of the budget. The only way to reduce that would be to change roles, reduce time, etc. For 2023, the staff was given a 6.5% cost of living increase which is 'doing right by our people'.

The Finance Committee is still thinking about what to do about the rental housing across the street on Pennswood Road.

Chris thanked Al Greenough for his commitment to the Finance Committee and noted that he is stepping down after many years.

For the 2023 budget, all line items were escalated by 6.5% for inflation with slightly higher escalation for utilities. The budget does reflect a small deficit of \$10,000 with expectation that that might be eliminated by the end of year.

A new expense line item named 'Initiatives for Growth' is a part of the 2023 budget with \$15,000 attached to it. This is otherwise known as marketing to let people know that we exist and that we could be a good home for them.

Chris thanked Mike Thompson for being a diligent note taker for the Finance Committee.



2023 Budget and Prior Years' Res	ults			
Revenue	2023 Budget	2022 Actual	2021 Actual	2020 Actual
Pledge	\$1,063,048	\$1,068,928	\$998,276	\$951,899
Non Pledge Offering	\$23,131	\$20,770	\$24,346	\$20,585
Prior Year Pledge	\$29,036	\$27,172	\$22,106	\$13,946
Total Pledge	\$1,115,215	\$1,116,870	\$1,044,728	\$986,430
Plate	\$3,900	\$3,663	\$2,503	\$2,290
Endowment Income	\$528,976	\$493,794	\$481,337	\$506,902
Misc. Contributions	\$11,700	\$10,987	\$12,767	\$19,290
Residential Rent	\$90,450	\$74,787	\$96,479	\$81,085
Misc. Rent/income	\$67,500	\$43,485	\$36,625	\$9,985
Outreach Contributions	\$76,000	\$71,394	\$73,271	\$72,499
Vestry Transfer	\$27,500	\$87,542	\$49,564	-
Total Revenue	\$1,921,241	\$1,902,522	\$1,797,274	\$1,678,481
Expense				
Clergy / Staff	\$422,815	\$429,410	\$421,348	\$417,951
Music	\$265,670	\$259,796	\$232,460	\$215,679
Christian Formation	\$101,456	\$51,943	\$45,369	\$45,086
Outreach, Vestry Supported	\$109,725	\$108,900	\$105,161	\$109,586
Outreach, Diocesan Supported	\$95,225	\$88,173	\$88,173	\$88,173
General Administration	\$413,851	\$406,311	\$417,310	\$405,207
Buildings	\$377,174	\$340,095	\$294,517	\$247,888
Capital Repairs	\$60,000	\$99,729	\$40,982	\$33,135
Grounds	\$70,615	\$90,654	\$64,643	\$66,047
Initiatives for Growth	\$15,000			
Total Expense	\$1,931,531	\$1,875,011	\$1,709,962	\$1,628,751
Surplus/(Deficit)	-\$10,290	\$27,511	\$87,311	\$49,730

Rector's Warden Report

Tracy thanked Chris Chojnacki and Chris Zafiriou for their work with Stewardship and Finance. She also thanked Elisabeth Cooke, Melanie LeBouef, Al Greenough and Harry Miller for their time and contributions in serving on the Vestry during their terms. They will be missed.

Tracy thanked the staff for their work throughout the year. She thanked parishioners for putting their trust in the Vestry, for their generosity in supporting the Church and for finding their way back this year.

She noted that the 2nd year of the strategic plan is complete and that the year brought change with a new priest, Winnie Smith and new administrator, Jen Leith. In the year ahead, the Vestry and all of us need to figure out how to meet Parishioners where they are. The Parish should not be afraid to try new things and to fail at some of them. She asked all in attendance to think about what that means to them and to share it with members of the Vestry. She urged everyone in the Parish to share their ideas, attend events that you wouldn't normally choose, invite a friend. She assured that the Parish will work through the changes with Michael Diorio's departure. She looks forward to a productive year ahead.

<At this point in the meeting, Tracy called on Al Greenough to provide the results of Vestry election ballots. As noted above, 60 ballots were counted with all 4 nominees were duly elected>



Rector's Report

Peter opened his remarks with a question: how many realize the "Prayers of the People" are no longer a part of the liturgical service? This decision emerged from asking the staff "what part of the liturgy leaves you cold?" Prayers of the People was noted as such and realignment of our prayer followed. "Prayer of Remembrance" was added and Peter has been delighted in the response from people that they hear those prayers more. It is important to keep programs new and fresh to move forward.

Peter thanked the staff for their great work in coming out of covid but how difficult it is to receive 50% of participation in return. Attendance at Church is slowly increasing but greater focus on rebuilding the Redeemer community by inviting friends & neighbors is important and also to reach out and invite lapsed Parishioners. People who have returned to in-person Church services and programs have realized how important it is to be together. Redeemer is in a good place as a community with room to grow.

He thanked Bob Mikrut for his steadfast and dedicated volunteer work as Head Verger. He thanked the Vestry for their leadership in particular Tracy & Chris Zafiriou. He acknowledged the contributions of the 4 Vestry members whose terms of service have come to and end (Al Greenough, Elisabeth Cooke, Melanie LeBouef and Harry Miller).

Peter then discussed the interim placements to support the Music

program through its transition including the elevation of Alexander Lombardi to 'Assistant Organist' during March through May 2023. Paul Fleckenstein will assist in the interim beginning in mid-May and will stay on until a permanent replacement for Michael Diorio is found. Paul helped the Church during Michael's recent sabbatical. Hope Knight and Kate Hutchings will lead the choir work during the interim period. The plan is to have a new Music Director in place for the next program year in September. Bruce Barber, Director of Music at Christ Church Christiana and a Redeemer member, has agreed to be a pro bono consultant on the hiring process.

Peter announced the hiring of Rebecca Northington as the Director of Youth Ministry. This is a new position at Redeemer. He stated that Rebecca grew up at Redeemer, participates in the Church, has worked with the entire staff for many years and is a remarkable talent to have with us.

In terms of growth, there is a lot to bring to mind to strengthen the Parish. Expanded use of the Parish House is succeeding through partnerships such as the one with the Prysm strings orchestra. We need to build on that and make associations with outside groups as Redeemer can be seen as, and is seen to extent already, as an anchor institution in the area.

The Taskforce on Communications gave much thought on how we engage with people who don't know us? In that vein, we expect to work with the Villanova Marketing Group, a pro bono, student run marketing program at Villanova that creates marketing campaigns for nonprofits.

Peter asked how are we going to restructure ourselves in terms of Parishioners plugging into the work of the Church? He noted that we are asking too much of too few people right now. He asked how do we understand faith? Our work? Episcopalian expression is to take action on what is said as "meaningful faith". Nothing will grow if you don't believe in it. He urged all Parishioners to invite people to be a part of meaningful faith at Redeemer. In closing the thanked the Parish community for its support through thick and thin.

New Business:

No new business was put forward. The meeting was adjourned at 12:06pm.

Rev. Jo Ann Jones offered the Closing Prayer.



2023 MEMORIALS AND SPECIAL GIFTS

Contributions to the Memorials Fund were received to the Glory of God and in Loving Memory of

Don Benton D. Edward Curran Patricia Pittman Franks Hunter B. McMullin Charles P. Pydych Lois Muscheck William A. Streamer Catherine Howell Susanin

Contributions were made to the following projects and ministries

African Children Mission Altar memorial flowers Cemetery Upkeep Christmas Memorials Christmas Village Church of the Advocate **Clergy Purses** Darby Mission Easter Memorials Eldernet-Ada Mutch Pantry Good Friday-Jerusalem HEART Fund Joyful Giving Program Legacy into Promise Margaret Orr Scholarship Meals on Wheels Merry Meals Music at The Redeemer Playground St. Gabriel's Mission Unrestricted Endowment

Bequests to Church of the Redeemer by Will from the Estate of

Henderson Supplee III

WHAT IS THE LYCETT LEGACY SOCIETY?

Chris Chojnacki, Chair of Stewardship

chris.chojnacki@gmail.com

Over the course of many years, members of this parish have perpetuated their financial support of Church of the Redeemer and provided lasting legacies for the future. Individuals and families have created tangible memorials within the church or in the church yard—and most recently through generous gifts for the renovation of the Parish House.

The Lycett Legacy Society was formed fifteen years ago so that parishioners, in their estate planning, might be encouraged to name The Redeemer as a beneficiary. By such gifts, members can contribute significantly to the endowment of the church while creating attractive income options for themselves. From 2015 through 2020, The Redeemer received nearly \$685K from the estates of members of the Lycett Legacy Society. These gifts made an immediate impact, providing significant funds for the Legacy into Promise campaign, and they will help sustain The Redeemer in perpetuity. As the renovation project ends, gifts that strengthen the parish and can expand our mission can still be made. They open our future. This is why the Lycett Legacy Society is important.

Whence the name? The Rev. Edward L. Lycett became Rector of Church of the Redeemer in 1856; it was his vision and perseverance that led to the construction of our present church in the early 1880's. Unfortunately Mr. Lycett did not live to see the completion of his dream, but instead became one of the first to be buried in the church yard in 1878. At the time of his death, the minutes of the Vestry include this tribute: [Mr. Lycett left us with] "a vigorous congregation, a valuable property, a Rectory, a growing mission at Ardmore, and all free of debt. We record our high appreciation of his true Christian character and long and faithful service not only to us but to the whole community."

It was the combination of Edward Lycett's "true Christian character" and "long and faithful service" that led a planned gifts committee to recognize in him the spirit of giving that we would like to perpetuate. How do we hope to do so? A variety of options exist, and estate lawyers can help their clients find the means that best fit their intentions. Those means include life-income gifts such as gift annuities and trusts; a donation of tangible assets such as real estate or appreciated securities; and bequests in a will. In each case, planned giving enables donors to evaluate their financial and estate plans, determine the ultimate disposition of personal resources, and create a gift that, in the case of this parish, will further The Redeemer's mission.

All of us as members of The Redeemer continue to enjoy the benefits of the generosity of parishioners several generations back. We can provide the same gift to those who will come after us. If you'd like to consider joining the Lycett Legacy Society, we'd be glad to speak with you.



Members of the Stewardship Committee

Stephen Baker Glenn Beamer Chris Chojnacki (Chair) Ken Garner Charles Merwin Ryan Northington Arden Saligman Peter Vanderveen Daniel Wesley (Finance Liaison)

> If you would like more information about making a planned gift to The Redeemer, contact any member of the committee or Ken Garner at ext. 19 or ken@ theredeemer.org.

Members of the Lycett Legacy Society

Alexa Aldridge Doug Arnold Warren & Susan Ayres Lloyd Beyer Jamie & Joan Bromley Lynne Chapman Sam Chew Barbara Clothier Betsey Corkran Jim & Betsy Crowell Rick & Rita Davis Rod Day Darrell & Julia DeMoss Sue Denious

Ken Garner & Bob Mikrut Tom & Anna Gerrity Gay Gervin Frank Grebe Carol Harris Joan Harvey Virginia Hedden John Herzog Bessy Hopkins Jim Kelleher & Rik Morris Morris & Anne Kellett Barbara Linder John & Elaine Lisle Minkie McAdoo Barbara McClenahan Elizabeth McLean Nancy Nimick Lanny & Ann Patten Dee Pugh Nancy Schriber Presley Schwinn David & Diane Senior Nancy Sharp Dan & Patty Slack Barkie Supplee Steven & Erin Tagai Jacques & Stephanie Vauclain Dixie Wigton C. Cresson Wistar

pvanderveen@theredeemer.org

Rector's Report

The Rev. Peter T. Vanderveen



"Thankful am I." According to Peter Ochs*, in the Jewish tradition these three words are appointed to be stated at the beginning of each day — before anything else is done, before anything else is said, as soon as one becomes aware, emerging once again out of sleep. And they are stated in this order. Thankfulness comes first, as the foundational response of wakefulness. The personal pronoun "I" comes last, as an acknowledgement that none of us has life in and of ourselves. None of us is truly independent, most of all from God. In the rhythm of this tradition, sleeping is the act of giving our lives into God's safekeeping. Waking is God's giving our lives back to us. Every day is the realization of this transition, back and forth. Which doesn't make our lives seem less secure. This, rather, frames all of our time as the exercise of God's generosity, care, and promise. Every day is an expression both of continuity and newness.

At the end of 2023, as we together move into a new year, I think it's fitting to begin with these words: "Thankful am I."

More than all else, this year has been one of substantial transition. After fourteen years of dedicated service and creative leadership, our Director of Music, Michael Diorio,

resigned from his position in March. Jen Leith, our new administrator, chose to pursue a different vocational path two weeks later. After two appointments as our Director of Children's Ministry, Tory Dunkle was sad to leave, accepting a new position in a church much closer to her home in Lancaster. And our accountant, Betsy Wolford, took a full-time position in her home church, greatly reducing her hours and responsibilities at The Redeemer. In the church, no position is defined strictly by the work assigned. All the staff give of themselves and are personally engaged. When anyone leaves, the subsequent loss is greater than the functions done. It has been challenging to work through a great deal of change in so short a time. We were richly blest by what each of these persons brought to the church.

And yet, there were many here who chose to step up and contribute significantly, with a commitment to meeting these transitions with optimism, fortitude, and a sense of the possible. To each and all of them, my first response is "Thankful am I."

Mackie MacLean was indefatigable in providing insight, professional skills, and sound advice in the search for both a new Director of Music and a Parish Administrator.

Tracy Steele has been tireless as well, meeting regularly with me, keeping the broad work of the church in focus, and always offering excellent counsel. She was keenly involved in the selection of our new administrator, and in every way is an outstanding advocate for the church and for its future.

I'm grateful for the candid input of those who served on the search committee for the Director of Music: Hope Knight, Mackie MacLean, Emily Snell, Paul Adkins, and Andrew Masterman. Discernment can be demanding, especially when the top candidates are enormously talented and present a wide variety of experience and potential. Each has a passion for the music program of the parish and their collective work brought the process not to a close but to fruition.

In the interim months as we worked to fill positions, the whole staff took on extra duties. Ken Garner is a consummate churchman, who continually identified things to be done and did them, administratively, musically, and in keeping many of the systems in the inner working of the parish running. Paulo Reyes expanded the scope of his work, taking on additional oversight and initiative so that we could continue in our hopes of becoming an anchor institution for the greater community. Winnie Smith, along with Rebecca Northington, immediately took on added responsibilities in the administration and running of the church school program. They have acted not only as substitutes, but, in addition, week by week, they have reviewed the program, adjusting it as needful, and have implemented or suggested changes that will be beneficial as we move forward. Fran Merritt took on extra accounting duties, and in November we permanently increased her hours so that, together with the new administrator, she could cover the majority of Betsy Wolford's work from within. And, in the face of much transition,

it's also essential that there are points of constancy: Jo Ann Jones provided many of these in her sure, pastoral demeanor. The Redeemer couldn't have asked for any more from its staff.

Andrew Senn didn't wait a moment to bring energy, innovation, and his own deep musicianship to his new position. He has added rehearsals and opportunities for the Schola choir and has brought on new staff singers with the resignation of several longtime professional choir members. Working seamlessly with our Associate Organist and Michael Stairs Organ Scholar, Alex Leonardi, Andrew gives exceptional musical expression to our liturgies. Our much cherished director of the Cherub Choir, Katie Hutchins, resigned her position at the end of December. Andrew brought on Öznur Tülüoglu, on of our staff singers, to be the new director. In short order, he has solidified the program and, building on our tradition, is inviting persons of all ages to find the song of their faith.

Joshua Castaño joined the staff as Parish Administrator in November. It's a position that waits for no one, and after seven months without an administrator, the learning curve was steep and the workload was heavy. Joshua has met every challenge with skill and a comprehensive vision, and, all the more, he maintains a remarkably welcoming and friendly presence. He has already brought in professionals to help us assess our buildings and grounds, and he has a clear passion for the preservation of sacred spaces and what this means for the vitality of the church. Joshua has prodigious talents, which will be of great benefit to the church as we move forward.

Thankful am I.

This year four vestry members are retiring: Chris Zafiriou, Jennifer Vollmer Copas, Susan Rushing, and Paul Adkins. In addition to serving on the vestry, Chris and Jennifer have been members of the Executive Committee, and Chris has been the Accounting Warden for his full three year term. Vestry members are asked to be ambassadors for the parish, overseeing the whole work of the church and, together with the staff, forging new directions and efforts. They are the primary deliberative committee for all that happens, and their contribution is key to the health of the church. The Executive Committee has additional monthly meetings in which the ongoing work of the parish can be discussed in greater dimension and focus. And it's my honor to recognize the extraordinary commitment that Chris gave to the role of Accounting Warden. He brought all his analytical skills to the review and management of the church's budget and investments, and he has year by year expressed what will be necessary for The Redeemer to maintain its financial stability in the coming years, as the church nationally faces significant headwinds.

Thankful am I.

Transition is a regular part of church life. This year has been unusual for the amount of transition at the core of our operations. And I am aware that this report is centered on personnel issues, which leaves little room for mention of much of what we are doing and why (the rest of the Annual Report gives a good picture of this). But this focus allows us not to miss the fact that, more than all else, the church is a community. Our work is not abstract or intangible or strictly objective. It's our gathering together to learn always anew what it means to meet one another face to face, and in that meeting to realize something of the grace of God. If we can do this, then all the rest of our objectives and goals will follow.

Thankful am I. And in stating this, I look forward to the continuity and newness that each day brings for all of us.



* Peter Ochs: "Morning Prayer As Redemptive Thinking"; in Liturgy, Time, and the Politics of Redemption, Randi Rashkover and C.C. Pecknold, editors

Rector's Warden's Report



As I complete my fourth year as the Rector's Warden, I recognize that we are coming out of a year of significant change and we are doing so with tremendous momentum. A Chinese Proverb says "when the winds of change blow, some people build walls and others build windmills." As I see it, we continue to build windmills.

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New Music Director and Parish Administrator; Continued Staffing Needs

Considerable time this year was spent by Peter Vanderveen and countless others on these two hiring endeavors. The results were excellent. Andrew Senn and Joshua Castano joined our staff and each brings many gifts that we are already realizing. If you have not yet met them, please introduce yourself. During this past year of significant staff change, our remaining staff adapted and worked diligently, together, to keep our church running well. Nonetheless, we continue to have staffing needs that will be addressed in 2024.

Our Work Against Our Mission

The Mission of the Church of the Redeemer is to celebrate the love of God in Jesus Christ. As an open and welcoming Episcopal community, we worship, learn and grow together, supporting each other and our world through the generous and creative use of God's gifts. In order to preserve and continue that mission, our goal is to **grow in faith, membership and impact**.

- 1. I expect you have noticed at services the express opportunity to greet one another by name immediately prior to the start of services. The vestry recommended this to allow us all to get to know one another a little more deeply, by name. It is easy to spend years in pews near one another and still not know their name. This change also allows new and newer members of our parish to integrate and feel a stronger sense of belonging.
- 2. Vestry members are now wearing red nametags identifying them as your vestry members. Each vestry member is available to you and wants to hear your thoughts and ideas. Please reach out to us. Internal and external initiative groups in support of our mission were created within our vestry and will continue into 2024. Vestry nametags, among other ideas like the pre-church greetings, were borne out of these groups.
- 3. Membership numbers, including new memberships, were strong in 2023 as was the result of our stewardship campaign. These are indicators of our momentum, but we cannot rest on these laurels. We must, and will, continue to make efforts to drive membership and our impact.
- 4. To appeal to IHN families, parishioners and welcome the neighborhood, we purchased a basketball net, which you can find (and a basketball) in the parking lot near the Parish House.
- 5. With the help of many, the vestry continues collecting current and historical data on attendance at weekly services and church school. A few years ago, Al Greenough spearheaded the effort to identify and interpret trends. With the analytical guidance and skills of Daniel Wesley, that effort is paying off. In 2024, the vestry will work to create action items from the data we have.
- 6. The team of Caroline Manogue, Elisabeth Cooke and Kate Chojnacki, along with many, many volunteers, held another highly successful and community-building Christmas Village in November. Kudos to all who helped in this endeavor and for the support of our greater community!
- 7. The Community Awareness Task Force's work resulted in a semester-long Villanova student-led project by their marketing group to analyze our social media. A 34 page report, with recommendations, was delivered and then presented to Peter Vanderveen and Ken Garner in December. Peter is working to hire an intern from the project. The vestry will review the report in depth at our retreat in February, 2024.
- 8. Major upgrades to our livestream system, which is the way our services are delivered to those not physically present, was approved by the vestry. It is important to note

that our continued livestreaming of services has resulted in a major gift to our church from an individual solely on livestream who found that what we are doing at The Redeemer is truly edifying. More details on this gift will be shared at the appropriate time.

9. Opportunities for fellowship, such as Wednesday night dinners, coffee hour, Adult Forums, Foyer Groups and committee work, are available to all parishioners. Parishioners are slowly returning to or embracing these opportunities after our Covid period, but we would like to see even better engagement.

Reflections and Gratitude

As I mentioned above, we want to build windmills and not walls for the winds of change in this parish. We continue to work to "bring our parishioners back" not only to services but to the fabric of our church. Growth, and working with earnestness to expand our identity as an anchor institution in our community, are core values to be considered in all that we do as a parish. 2023 involved its headwinds as does 2024. As a vestry we will re-engage with updating our Bylaws and Churchyard Bylaws, promote our digital membership directory to connect our parishioners in a more modern way, and continue to work to bring more young people and families into the work of the church. We will continue to be responsible stewards of your church funds.

It is with complete gratitude that I thank our out-going vestry members for their dedication, service, voice, creativity, and support of our church: Paul Adkins; Susan Rushing; Jennifer Vollmer-Copas; and Chris Zafiriou (Accounting Warden). They will be missed at our monthly meetings! I must also thank our very committed Executive Committee members (Chris Zafiriou, Jennifer Vollmer-Copas and Chris Chojnacki), each of whom guides us with their faith and shares their time and talents for our greater good.

Much work remains toward our goals of growth in faith, membership and impact. If you are interested in getting involved, please contact a member of the vestry, our clergy or staff. Also, please share your ideas and have a voice in our future!

It is a joy for me to serve our parish as the Rector's Warden and I appreciate the opportunity.

With gratitude, Tracy L. Steele



ACOUNTING WARDEN'S REPORT A City On A Hill

Christopher Zafiriou



Members of the Finance Committee

Joshua Castaño Stephen Dana Ellen Harvey John Pickering Mike Thompson Peter Vanderveen Daniel Wesley Betsy Wolford Chris Zafiriou "A city on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. In the same way, let your light shine before men, that they may see your good deeds and praise your Father in heaven." Matthew Chapter 5, Verses 14:16 - Sermon on the Mount

For the church to continue to thrive, we must continue to become that City on a Hill.

Summary Remarks:

The church's finances are strong. The church experienced a robust financial year, attributable to a confluence of favorable financial factors that resulted in an extraordinary budget surplus. On the revenue side, pledge income came in ahead of budget by about 6%. Additionally, other income, primarily house rents contributed positively to revenues vis a vis budget.

On the expenditure side, due to considerable staff turnover (music director, parish administrator, children's ministry director), the actual realized expenses were substantially lower than budgeted, a unique one off situation, unlikely to repeat in future years. Also, buildings and grounds came in about 10% below budget in part due to weather and also due to the absence of a Parish Administrator. Staff turnover required considerable clergy/vestry time and slowed our growth initiatives resulting in reduced marketing and growth expenses compared to the budget.

Cumulatively, higher revenue by about 3% and reduced expense by about 9.7% resulted in a significant surplus as compared to the budget for 2023. The surplus amounted to \$227,378 or 11.5% of total revenue. As a reminder, we usually budget for minimal surplus. In recent years our practice has been to take the modest year end surpluses and put them towards the following year's budget as a designated "vestry transfer".

Separately, Legacy into Promise which was formed for the construction of the new Parish house made progress. The outstanding loan was \$635,000 at the start of the year and was significantly reduced down to \$225,000 at year end 2023. We continue to seek further commitments/gifts to fully settle this loan. This is the only outstanding debt of the Church.

Finance Committee/Further discussion:

I want to thank the Finance Committee for their thoughtful guidance over the course of the year. I would like to especially thank Radclyffe "Mike" Thompson's role as secretary and also Ellen Harvey and John Pickering for there work on the investment sub-committee and for interfacing with the Church Foundation. The Finance/Investment Committee has been applying focused on how to best position the church's endowment and management for long term success. Also, Dan Wesley has been doing very fine work liaising with the Stewardship committee and building out our analytics.

I would note that this was a year of transition for the Finance Committee. We were between administrators for most the year and our accountant, Betsy Wolford, stepped down midway to work full time at her own Church. Fran Merrit has taken on additional hours and responsibilities to help us in the bookkeeping area. Late in 2023, we were blessed to have Joshua Castano join us as our new Parish administrator. Given his short time with us, he has done a nice job of coming up to speed.

The primary role of the Finance Committee is to develop and refine, with input from the staff, the budget for the year and to submit said budget to the Vestry for approval. In addition, the Committee provides oversight and monitoring of the budget, recommends the endowment draw, houses the investment subcommittee (which focuses on the Church's endowment and asset allocation), and helps to ensure the integrity of our financial statements through regular reviews and the year end audit process as well as dialoguing with our outside auditors.

Endowment Update:

Our endowment withdrawal rate last year was 4.25%. The endowment experienced significant growth in 2023 due to the rising stock market, ending the year modestly over \$13 million in value. The ending 2022 balance was \$12,156,892, down from a high of \$14.7 million at the end of .2021. As a reminder, approximately 80% of our endowment is managed independently by the Church Foundation (via T. Rowe Price) and the rest is invested at Vanguard, directed by the finance/investment committee with the help of an outside trustee. In the long run, we need to have growth in membership and pledging, as well as planned giving, combined with positive endowment returns for the Church to be able to maintain its current standard of consumption.

Long term Sustainability:

While this statistic varies from time period to time period, as of the most recent data, we had 8 parishioner/pledgers who passed away during the year, they gave on average \$2030. We had 24 new or returning pledgers (a fantastic number) who gave on average \$1648. So, for everybody who passes away, we need 1.2 new pledgers to close the gap (this is our best performance in years). In the previous year, the dependency ratio was closer to 3 new pledgers required for every 1 pledger who passes on. In my estimation, the longer run dependency ratio for the church is closer to 2-3 newcomers on average for every departing pledger, hence my topic of 2022 concerning Alice and Wonderland and the need to run twice as hard just to stay in place.

The underlying demographics of our Church and the declining pledge base continues to be an ongoing concern. One example of this is that pledge income was \$1,084,900 in 2011 and was \$1,156,478 in 2023 - twelve years later. Adjusted for inflation, ceteris paribus, pledge income should be approximately \$1,474,656. This means we realized a \$318,178 decline in inflationadjusted pledging income over this twelve year period, ultimately, for us, standing still in pledge revenue is a form of shrinking.

As a Parish, in recent years we have become ever more dependent on our top donors and on endowment income. While parishioners were generous in 2023, and 2024 is shaping up even stronger (thanks to wonderful work done by Chris Chojnacki and the Stewardship Committee), it is simply wrong to assume that the Church can sustain and flourish over the long run at the current level of expenditures without a sustained growth in parishioners and a broadening of the pledge base. We must become that City on a Hill. Towards that end, I encourage you to bring a friend or two to Church, become more engaged and to consider Redeemer in your bequests.

2023 Revenues:

The pie chart below shows the percentage breakdown for 2023 of our revenues. Most of the line items are self-explanatory; however, the Vestry Transfer refers to a budget surplus from 2022 that was put towards the 2023 budget instead of being sent back to the endowment to come back down as a future draw. This has been normal operating procedure for the Church in recent years with a modest budget surplus. 2023 was exceptional and while we are keeping \$25,000 as a vestry transfer into the 2024 budget, the bulk of the surplus is likely to be sent up to the endowment account (this is subject to future vestry approval) and would be a 2024 event. Pledge revenue of \$1,156,478 for 2023 was the Church's major source of revenue and provide the Finance Committee and Vestry with clarity in building a budget that meets the Church's mission, ministries, and growth initiatives while still allowing the Parish to live within its means. Endowment income of \$539,052 is our second largest source of receipts. The gifts of others from the past help ensure our thriving in the future. Rental income and outreach contributions round out the remaining revenue.



Church of The Redeemer 2023 Revenue % contribution

2023 Expense & Surplus Chart:

2023 was an unusual year of staff turnover, each departure unrelated to each other or the church, but cumulatively the net effect was large periods of staff vacancy in different roles during the year. This vacancy resulted in our realizing a substantial surplus at the end of the year of \$227,378. The pie chart below shows a breakdown of 2023 expenses & surplus.



2024 Budget and prior years financials:

The 2024 vestry approved budget is shown in the table below. I believe it reflects conservatism on both the revenue and expense sides. Overall, total expenses are projected to increase by 4% for 2024 vis a vis the 2023 budget. Changes in staff mix and compensation account for the overall modest expense growth. Staff did receive a 3.25% cost of living adjustment at the beginning of the year. It should be noted that the Diocesean assessment was increased by 7% for 2024. Other expenses are projected as best as possible. Given how unusual last year was, it may be that we see wider variance in 2024 vis a vis the budget than usual.





2024 Budget and Prior Years' Results

Revenue	2024 Budget	2023 Actual	2022 Actual	2021 Actual
Pledge	\$1,126,831	\$1,125,704	\$1,068,928	\$998,276
Non-Pledge Offering	\$16,942	\$11,185	\$20,770	\$24,346
Prior Year Pledge	\$22,956	\$19,589	\$27,172	\$22,106
Total Pledge	\$1,166,729	\$1,156,478	\$1,116,870	\$1,044,728
Plate	\$4,027	\$4,462	\$3,663	\$2,503
Endowment Income	\$548,474	\$539,052	\$493,794	\$481,337
Misc. Contributions	\$19,696	\$19,076	\$10,987	\$12,767
Rent (from residences)	\$103,140	\$104,654	\$74,787	\$96,479
Misc. and rental income	\$69,997	\$52,025	\$43,485	\$36,625
Outreach Contributions	\$78,470	\$70,100	\$71,394	\$73,271
Vestry Transfer	\$25,000	\$27,500	\$87,542	\$49,564
Total Revenue	\$2,015,533	\$1,973,347	\$1,902,522	\$1,797,274
Expense				
Clergy / Staff	\$466,581	\$451,969	\$429,410	\$421,348
Music	\$255,271	\$205,996	\$259,796	\$232,460
Christian Formation	\$104,820	\$71,250	\$51,943	\$45,369
Outreach (Vestry Supported)	\$109,725	\$105,229	\$108,900	\$105,161
Outreach (Diocesan Support)	\$101,893	\$95,227	\$88,173	\$88,173
General Administration	\$420,865	\$361,960	\$406,311	\$417,310
Buildings	\$406,160	\$375,042	\$340,095	\$294,517
Capital Repairs	\$60,000	\$17,361	\$99,729	\$40,982
Grounds	\$74,415	\$61,936	\$90,654	\$64,643
Initiatives for Growth	\$15,000	\$0		
Total Expense	\$2,014,730	\$1,745,968.97	\$1,875,011	\$1,709,963
Surplus (Deficit)	\$803	\$227,378	\$27,511	\$87,311

Legacy Into Promise:

The Church continues to make progress on Legacy Into Promise. We are keeping the Legacy Into Promise capital campaign open until we are able to fully retire the outstanding debt balance and the associated endowment boost required to support the new Parish Hall. The construction loan balance continued to decrease down to \$225,000 at year-end 2023 from \$635,000 at the beginning of 2023. This loan represents the only outstanding debt of the Church. The rest of the campus has little deferred maintenance, but there will be large future projects at some point, updated air conditioning for the church and work on the narthex, potential organ upgrades are three of the larger ones that come to mind. We hope to see further contributions in Legacy Into Promise in 2024 which should allow for further debt paydown. The 2023 interest expense associated with the loan was \$24,784.

A City on Hill:

In closing, I would like to thank the parish for their trust and confidence. As parishioners we are called to give generously of our time and talents as well as our finances. I've enjoyed my past three years on the vestry as your accounting warden and I've learned a lot about our church and the parish and I've made some good friends. This church has been blessed by having capable people slowly advancing the ball forward on issues small and large since its inception. We can never become complacent or take the status quo for granted. *For the church to continue to thrive, we must continue to become that City on a Hill spoken of so long ago.*

ADULT FORMATION COMMITTEE

The Rev. Winnie Smith, Group Leader

Committees of the Vestry & Parish wsmith@theredeemer.org

Members of the Adult Formation Committee

Co-chair: Winnie Smith Co-chair: Jim Buck Vice chair: Carol Soltis Catherine Carruthers (Vestry Liaison) Rita Davis Carol Neilson John Susanin Erin Tagai

Events & Accomplishments

• In 2023 we tried to present based on seasonal themes: feasting in Epiphanytide, fasting in Lent, "now what?" after the Resurrection, Evangelism during fall 2023. Some were easier/more successful than others, but the committee finds themes important for our own organization in selecting speakers and as a means of providing meaningful formation to our parishioners.

• We held a discussion in early June to hear what people would like from the Adult Forum. There was a desire for more interactive discussions and question-asking, groups and representatives from the community, and more opportunities to get to know one another and learn from each other. We are always interested in hearing feedback, so please share with any committee members your reactions, desires, and questions!

• Summer: four week series on short stories, led by Winnie. The gatherings were small (3-5 parishioners), but well-received.

• Forum attendance in-person ranged from 20-40, with online counts from 13-70. We continue to work out occasional technical hiccups, but are trying to livestream most presentations.

• The Men's Bible Study, led by John Herzog and Mike Thompson, continues to meet weekly on Thursday mornings in person and on Zoom. The "Women Exploring Scripture" group, led by Barbara Billings, meets virtually every Thursday afternoon.

Year in Review

• We continue to evolve our Adult Forum offerings as we listen to parishioner feedback and take into account the goings on of our church and world.

• We recognized that Burns Hall's acoustics were simply not compatible with spoken presentations, and moved into Room 125. This has been a success - speakers are easily heard, and attendees are still able to enjoy a few minutes of fellowship at Coffee Hour before joining the forums.



Goals

We want to hold more meaningful and engaging forums less frequently. Rather than force the committee to come up with new ideas just to fill the calendar, we are shifting to every-other-week-forums which will allow "off Sundays" to be more fellowshipfocused. This will also allow the freedom to periodically offer different forums or formational events after church - sermon discussions, Bible studies, etc.

Expenditures

We continue to offer a modest honorarium (\$150) to any outside speakers.

STEWARDSHIP COMMITTEE

Chris Chojnacki, chair

Committees of the Vestry & Parish

chris.chojnacki@gmail.com

Events & Accomplishments

The Stewardship Committee raises funds for programs and operations at The Redeemer. The primary means of fundraising is through the collection of pledges through the annual stewardship campaign, which is a critical step to develop our operational budget. This committee is also responsible for increasing awareness of the Lycett Society, which is composed of those who have named the Church of the Redeemer in their will. This planned giving helps grow the endowment and ensure the contnuity of the campus for future generations.

• The annual stewardship campaign runs each August through January with ongoing reminders throughout the year

- Planning begins in August to enable a campaign kickoff in September
- We employ a variety of communications including email, video, physical mailings and a dedicated group of volunteers who follow up with members to remind them to submit pledges in a timely manner

• The committee also runs a "Did You Know?" feature throughout the year in various communications to educate parishioners how their gifts have an impact on our community

Year in Review

The Redeemer has always been blessed by a generous and consistent level of financial support. For the 2024 campaign, there has been a notable increase in the number of new or returned pledges, which is encouraging growth. In addition, the total amount pledged continues to outpace inflation.

As of February 1, 2024:

- \$1,100,430.79 total amount pledged, nearly \$28,000 greater than last year
- \$3,549.78 average pledge; return pledges increased about 8% as compared to 2023
- 310 pledges with 26 new or returned pledges

• 43 or more potential pledges outstanding

We are grateful to all members of The Redeemer who participate in the Stewardship campaign and we appreciate their support.

Future Goals

In the coming year, Stewardship Committee has these goals:

- Increase the number of pledging families and the total pledge amount
- Improve the efficiency and appeal of the overall campaign
- Broaden awareness of stewardship and the Lycett Society in the parish and broader community

Lastly, a consistent influx of new members is required for the longterm financial health of The Redeemer. Although we have maintained and even slightly grown our pledge base in recent years, that trend is not guaranteed. Our parish must continue to work together in the coming years to attract, welcome, and incorporate new families into this community - stewardship is only one step of that process.

Expenditures

Expenditures from the committee are minimal and include campaign printing and mailings costs of ~\$500.



Stephen Baker Glenn Beamer Chris Chojnacki (Chair) Ken Garner Charles Merwin Ryan Northington Arden Saligman Peter Vanderveen Daniel Wesley (Finance Liaison)

MUSIC COMMITTEE

David Woods, chair

Members of the Music Committee

Events & Accomplishments

Susan Adeniyi-Jones Jessie Caverly-Rae Lynn Fahr Jim Jordan Andrew Masterman Susan Rushing Andrew Senn, Music Director Emily Snell Cynthia Spadaro (Jan.- Oct.) David Woods, Chair

	•
1/20	Artcinia Concert
2/5&12	Chili Sales
3/12	Mozart Concert
4/14	Artcinia Concert
4/30	Music at the Redeemer Donors' Concert
5/21	Garden Party & Parish Picnic
6/11	Artcinia Concert
10/8	Artcinia Concert
11/5	All Souls Requiem
11/12	Andrew Senn Organ Concert
11/23	Thanksgiving Pie Sale
12/17	Ceremony of Lessons & Carols

Year in Review

While the Music Committee strove to provide many musical events and activities familiar to our parishioners, the year 2023 will be most remembered for two major changes that commanded a great deal of time and attention. First was, of course the unanticipated resignation of our Music Director, Michael Diorio. As we celebrated Michael's many years and accomplishments at Redeemer, we were still faced with the tasks of following through on the events already planned for the program year (2022-23) and the search for a new Director of Music. Among the most significant changes was combining our annual Garden Party with the annual parish Picnic. While the search for a new Director was conducted by an Ad Hoc committee organized by the Rector, the committee's thoughts and opinions were invited as well. The end result was the appointment of Andrew Senn to be the new Director of Music. Andrew began his work with us in September, 2023.



The second important change was the establishment of the Music at the Redeemer program. Through an arrangement with Artcinia, a program that provides music experiences to underserved communities in the Philadelphia area, we were able to offer an additional four concert events which helped showcase the resources we have with the new Parish House.

Through it all the Music Committee and its leadership remained intact and provided a valuable resource in the search for a new Director and to support him as we began the program year (2023-24).

Goals

The primary goal is to continue to assist the Director of Music in providing the highest quality of musical support for our church services and offer a broad range of experience for our parish and the surrounding community. We look forward to resuming our traditional Garden Party as a fund-raiser for the music program. and we hope to find more ways to bring the wider community to a variety of musical experiences. We are also looking to resume our choir touring, possibly in 2025, as a way to expand the church's outreach.

NEW COMMITTEE

Sally Moser, chair

Events

- Newcomer Party, October 20, 2023 at Moser House. We invited all who appeared on our newcomer list since the 2022 party, approximately 40 people. This was a very casual social event of hors d'oeuvres and drinks, and was well-received by the 6 newcomers who attended, along with most committee members, spouses, and two clergy.
- Newcomer Coffee, April 30, 2023 at the Rectory. Invitations were sent by mail to the newcomers who were listed as having come to the church since May 2022. We had attendance of about 24 newcomers, along with members of the committee, clergy and vestry. Thanks to Peter and Trish for opening their home to this event.

Accomplishments

- Newcomer database is maintained and frequently edited to retain only the current "live" prospects, now numbering about 50, most of whom have been contacted by a member of the committee.
- Pew brochures, visitor cards and pencils are replenished about quarterly, usually before major holidays or other events like to draw newcomers. We have added Easter and Christmas "bookmarks" to highlight the service times for these seasons.
- Newcomer greeters are scheduled for each week's 9:30 service. We NEED and welcome additional volunteers to fill out our schedule. No need to be a committee member, though that is welcome too.

Year in Review

- We have recorded approximately 25 newcomer individuals or families in 2023
- We were fortunate to be able to offer two welcoming events in 2023 (April and October) and hope to continue these, as they are good community-building events for both existing members and newcomers

Goals

- Hope to continue welcoming events, though will consider swapping the dates (cocktail party in spring, coffee in fall maybe)
- Hope to recruit additional greeters (ANY VOLUNTEERS?)
- Will continue to track newcomers, making improvements in communicating with them, and understanding for reasons that they stick or don't stick, join or not, etc.
- Will host a Wednesday supper (1/31/24) and encourage newcomers to attend that evening in particular

Members of the NEW Committee

Kate Chojnacki Al Greenough Sandra Hudson Caroline Manogue Brook McCann Sally Moser, *Chair* Lisa Raymond, *Vestry Liaison* Winnie Smith, *clergy* Emily Snell Jamen Voss



COMMUNITY CONNECTIONS

Barbara Billlings, chair

	Events & Accomplishments
Members of the	Name Change
Committee	· At the suggestion of Peter Vanderveen, the Outreach Community Services
Barbara Billings, <i>Chair</i>	Committee changed its name to Community Connections. Peter said he was
	uncomfortable with the term "Outreach" as it sounded like a colonialist idea, the
Jo Ann Jones, Clergy Liaison	rich giving to those with less. Collecting and distributing goods is part of the work
Tracy Steele, Vestry Liaison	of the church, but the real goal is building relationships, interacting with people
Leslie Boris	face-to-face, and knowing who they are. Everyone will walk away better for the
Jan Clarke	experience. If we take the time to reflect on our volunteer experiences, we will find
Anna Gerrity	
Barbara Hobbs	that we receive as much as we give.
Jeanne Holeman	• Web site was revised to reflect name change by Jo Ann Jones.
Mary Hopkins	Family Promise of the Main Line (formerly IHN):
Jenny Kirkpatrick	Created a "Kitchen Cabinet" to oversee our Family Promise host weeks: Barbara
Marian Lockett-Egan	Billings, Barbara Hobbs, Julie Schroeder, Emily Snell, Pat Wesley, Fran Merritt and
Julie Schroeder	Jo Ann Jones.
Emily Snell	 Hosted guests in person in the Redeemer Parish House March 19-26, June 18-25,
Pat Wesley	September 3-10, October 22-29. Barbara Billings and Barbara Hobbs coordinated
Julie Williams	the March, June and October hostings. Jo Ann Jones and Mary Hopkins coordinated
,	the September hosting.
	 Re-engaged a core of volunteers in this first post-Covid year.
Volunteers	• Mary Hopkins purchased and donated 4 air mattresses to replace those no longer
	holding air.
Carol Donnelly	• Participated in Family Promise Celebration Party in April at St. David's Church.
Prill Bradshaw Emily Cibb Ciattani	· Appointed Jeanne Holeman to the Family Promise Main Line Board of Directors.
Emily Gibb Ciottoni John Herzog	• At the Adult Forum on April 23, presented a follow-up on Family Promise hosting at
Jennifer Vollmer Copas	Redeemer March 19-26, with volunteers reflecting on the experience.
Danielle Trucksess	Episcopal Community Services
Doug Raymond	· Agreed to participate in their Advocacy Program.
Monica Lind	
Pam Porter	• Publicized and sought contributions for ECS drive for school supplies program in
Rodger McKinney	August under the leadership of Anna Gerrity.
Lauren McKinney Rita Davis	Publicized and sought contributions for Christmas gift cards in December under the
Rick Davis	leadership of Anna Gerrity.
Danielle Trucksess	In order to make connections between the fundraising efforts of the Christmas
Ashley Trucksess	Village and the organizations Redeemer supports, at the Christmas Village Friday
Diane Senior	night dinner, introduced the new Executive Director of ECS, Anne Rice Burgess, to
Pam Hamilton	parishioners.
Jim Buck Lin Buck	 Attended the ECS MindSet graduation (by Zoom) on October 28.
Mary Kay McPherson	 Agreed to participate in a Cook-Off at St. Barnabas Community Resource Center,
Jon Hayes	date to be determined.
Ćarol Harris	Darby Mission
Glenn Beamer	• Organized and provided dinner, under the leadership of Jan Clarke, for 40-50
Bonnie Steele	members of the Darby community at Darby Mission on November 6, with emphasis
Gordon Fowler	on relating to the guests.
Sarah Neilson Carol Neilson	St. Gabriel's Mission
Ted Neilson	· Continued to provide and serve lunch at St. Gabriel's the 4 th Saturday of the month
Becky Brackett	under the leadership of Jan Clarke. There is a separate Annual Report.
David Woods	ElderNet
Susan Ayres	· Committed to holding an annual collection of food, paper products and cleaning
Warren Ayres	supplies for ElderNet Food Pantry, Bryn Mawr, each July. Promoted and held first
Peggy Lane	July collection, organized by Leslie Boris. Bill Gross serves as ElderNet Chair.
Christian Lane James Lane	Episcopal Legal Aid
Ann Strong	
Erin Tagai	 Promoted and attended fundraiser at St. Asaph's Church, October 5. Introduced the ELA Executive Director Steve Chauses to parishioners at the
Steven Tagai	Introduced the ELA Executive Director Steve Chawaga to parishioners at the
Rebecca Northington	Christmas Village Friday night dinner in order to create more community
24 Alexis Stephan	connections.

African Children's Mission

Raised \$10,930 from 40 contributors during its annual "Have a Heart" fundraising campaign under the leadership of Prill Bradshaw. This year's theme was "Location, Location, Location – a person's health shouldn't be limited to where they live."

St. James School

· Supported volunteers and Board representatives.

"R Fund"

Notified social workers from Main Line Health, ElderNet, Family Promise of the Main Line of the availability of a one-time \$250 grant to anyone in need of food, clothing, shelter, transportation. Fund is administered by Peter Vanderveen.

Special Collections

- Set up a gray hamper (gift of Anna Gerrity) for the collection of food, clothing, etc. under the coat rack in the hall of the Parish House.
- Held "flash drive" to collect clothing and toiletries for Ukrainian refugees, under the leadership of Jenny Kirkpatrick and John Herzog.
- Collected toiletries, socks, underwear for people in vicinity of St. Gabriel's Church, spearheaded by Jan Clarke.

Merry Meals (formerly Christmas Bags)

 Parishioners donated more than 123 bags of nonperishable food, to which were added perishables. Meals were delivered to 43 individual addresses for ElderNet and 20 to St. Andrew and St. Monica, 40+ to St. Barnabas Community Resource Center and 20 to St. Francis Inn. Tad Sperry spearheaded this drive.

Promoted:

- · Support for disaster relief through Episcopal Relief and Development.
- · Diocesan anti-racism workshops.
- Speakers/resources on homelessness, food insecurity, gun violence.

Year in Review

- Changing our name to Community Connections gave us a new perspective and a new approach to this ministry, one on which we hope to build. It makes us mindful of opening our hearts and minds, embracing God's abundant life and sharing it with others. It means being present to others and listening to them.
- This is our first full post-Covid year, and we have been pleased with the number of volunteers who have returned to support Redeemer's ministries.
- Looking back at our Minutes from 2019, pre-Covid, we realize there are ways we were hoping to promote these ministries, which were never implemented, and it is time for us to reconsider them in light of our emphasis on community connections.

In 2024 we will:

- Continue to build community connections with the organizations listed above and take time to reflect on our volunteer experiences, how well we connected and what we learned.
- Continue to collaborate with our "sister committee," Community Connections Support.
- Review our pre-Covid plans that were put on hold to see whether some could now be implemented.
- Visit St. Barnabas Community Resource Center on January 26 for tour and participation in Cook-Off. Hold food collection for St. Barnabas Food Pantry the prior week.
- Host Family Promise of the Main Line guests at Redeemer on:

March 17-24 (coordinators: Barbara Billings and Barbara Hobbs)

June 16-23 (coordinators: Julie Schroeder and Emily Snell)

October 20-27 (coordinators: Barbara Billings and Barbara Hobbs)

- · Reorganize Family Promise storage room.
- Support Family Promise annual fundraiser at Redeemer in April.
- Hold food pantry collection for ElderNet in July.
- · Respond to specific needs as they arise.

Redeemer Youth Group Cheryl Masterman Kate Chojnacki Chris Chojnacki Lori Chojnacki Stanley Chojnacki Michael Malloy Confirmation Class Charles Merwin Ellen Merwin Abraham Munabi Karen Nagel Kristin McGinley Keira McGinley Mary Ellen Partel Elisabeth Cooke Melanie LeBoeuf Sallie Greenough Al Greenough Bill Gross Tad Sperry Bob Hobbs Brian Holeman Herb Rorer Devika Singh Maria Thompson Sev Fahr Lynne Fahr Chris Zafiriou Marian Lockett-Egan Adele Wesley Beatrice Wesley Meena Thayu Anna Keuffel Susie Lastowski Margaret Welsh Susan Adeniyi-Jones Many others



COMMUNITY SUPPORT COMMITTEE (formerly Outreach Grants) Community Connections

Jan Clarke-Gross, chair

Liaison

Kitty Farnham

Barbara Hobbs

Sallie Greenough

Cheryl Masterman

Jennifer Vollmer-Copas, Vestry

Jo Ann Jones, Clergy Liaison

Members of the	The Community Support Committee awards grants to support the work of charitable
Committee	organizations and programs, 501(c)(3) or equivalent, that seek to improve the lives of those
	living in poverty, primarily within the Diocese of Pennsylvania. The committee meets on an
Jan Clarke-Gross, <i>Chair</i>	as needed basis, generally between late November and early June, to administer the grants
Carolyn Bennett	process including:
Lisa Black	Review and update of guidelines, forms.

- Review and update of guidelines, forms.
 Review applications and conduct site visits and/or Zoom interviews as needed.
- Discuss and make recommendations to Outreach Steering Committee re: allocation of funds.
- Maintain contact with applicants and grantees.
- Maintain communication with Community Connections and Christmas Village Committees.
- Review/update guidelines/make recommendations for Joyful Giving program. In evaluating grant requests and recommending awards in 2023, the Committee gave priority to organizations that: provide immediate relief or meet a critical need for those living in poverty; support programs that enable transition from poverty to self-sufficiency; involve members of the Redeemer community in organizational activities; and/or have a relationship with the Episcopal Church. The committee also takes into account each organization's financial resources and the relative impact of a grant on its budget.

Grants/Program Funding Budget and Recommendations 2023: Eleven grant applications were from organizations that received grants in 2022; 1 new organization application was not funded (did not meet criteria). There were two requests for program funding. Total grants requested (\$125,200) exceeded the Grants/Funding budget (\$103,150) by \$22,050. The grant/funding allocations recommended by the committee total \$103,150.

OUTREACH GRANTS AND PROGRAM FUNDING - July 1, 2023 to June 30, 2024

ORGANIZATION	PROJECT	GRANT_
Global Programs Total:	, and the second s	\$3,000
<u>African Children's Mission ^p</u>	COVID support services in Malawi	\$3,000
Food Support Programs Tot	\$15,500	
Main Line Meals on Wheels ^P	Operating expenses	\$4,500
St. Gabriel's Mission ^P	Feeding/counseling ministry support	t \$2,500
Darby Mission ^P	Food/support services support	\$3,500
Church of the Advocate Café	5-day/week feeding ministry	\$5, <i>000</i>
Children and Camps Total:	\$8,000	
Diocesan SummerYouth Camp	<i>Reduce family cost to \$50/week</i>	\$8,000
	for 60 campers	
Programs for Elderly Total:	\$8,000	
ElderNet of Main Line and Narberth	h Support for elderly, disabled	\$8,000
<u>Narberth ^P</u>	to remain in their homes	
Support for Programs Addr	essing Homelessness Total:	\$49,500
Family Promise – Main Line ^P	Operating expenses	\$14,500
Episcopal Community Services ^P	"MindSet"Program/other services	\$35,000
Training/Enrichment/Supp	\$14,000	
St. James School ^P	Support for wellness center	\$8,000
<u>Legal Aid of DioPA^p</u>	Free legal counseling (civic issues)	\$6,000
TOTAL GRANTS DISTRIBU	\$98,500	
Redeemer Program funding	g:	
St. Gabriel's Lunch Program	Redeemer service project	\$3,000

^P Indicates "partner" relationship between Redeemer and organization (i.e., current parishioner involvement in organization and/or programs)

Note: Vestry funds Christmas Bag Program separately.1

The Grants Committee also oversaw the annual Joyful Giving project - thanks to Ken Garner for updating the brochure. In light of the persistent and serious challenges to food security in our region, the program included grantees that help address these needs. Thirty parishioners generously donated a total of \$6,007 to: The Darby Mission (\$1,027), ElderNet's Ada Mutch Food Pantry (\$1,367), Church of the Advocate Café (\$942), St. Gabriel's Food Ministry (\$2,047), and Meals on Wheels of the Main Line (\$622).





AFRICAN CHILDREN'S MISSION

Pricilla Bradshaw, chair

Susan Adeniyi-Jones

Barbara Billings

Margaret Welsh

Priscilla Bradshaw

Monica Lind

Community Connections

prillbrad@verizon.net

Group Members of ACM

Year in Review

In March of 2023 Malawi experienced the largest natural disaster in it's recorded history
which was a CYCLONE named Freddy. Approximately 12-16 inches of rain damaged this
wonderful country. To add to the enormity of the effect of the Cyclone, the Malawians faced a
pandemic of CHOLERA. Cholera is very dangerous because when someone has cholera, they
don't last for hours if they don't receive treatment. Here are some of the effects :
447,000 acres of crop fields have been destroyed
363,000. People displaced2.2 Million people affected
676 Killed
2,000 suffered injuries
405 kilometers of road damaged

Goals for 2024

The cyclone deprived the Malawians of the basic necessities of life: food, shelter, sanitation, economy, medication and clothing. Most of their means of growing food was destroyed. The shelter of their huts was destroyed. The roads were damaged so clinics and doctors could not get to their patients and the patients couldn't walk 5 miles to the clinics.

We would like to help Malawi replant the fields, rebuild the roads and construct new homes. We need to increase awareness and interest of ACM in the Parish. We are in discussion with someone to go to Malawi this summer.

Expenditures

- \$26,000.00 disbursement to partner GAIA Health(Global AIDS Interfaith Alliance)
- \$800.00 expenses for Have a Heart

Over 2 million farmers lost crops and livestock



H.E.A.R.T Joan Warren, Chairman

Community Connections Joan.Warren@comcast.net

Formed in 1980, the HEART Committee continued with its mission of crisis funding for individuals and/or for families in the immediate and wider community, when the participating agencies had determined that the need was serious.	Heart Committee
Eight agencies are listed with the Committee. A social worker calls a member directly and if the request meets the criteria, the request is granted. Appeals are varied and may include utilities, rent or mortgage, clothing, medicine, moving expenses, and other necessities. Agencies may also buy coupons and distribute them. These grants are received within two or three days. A single family or individual may receive a grant once in a calendar year.	Joan Warren, Chairman Joan Harvey Mary McAdoo Susie Keith Peter Vanderveen, <i>clergy liaison</i>
The HEART Committee is appreciative of the Vestry's direct funding of this program. Because of this, we are able to provide prompt help in an emergency.	

MERRY MEALS

Tad Sperry, chair

As has been the Redeemer tradition, we provided bags and shopping lists and asked parishioners to provide the dry goods for a holiday meal for those in need. Generous parishioners shopped, filled bags and brought them to the parish house. Acme Market, Bryn Mawr, was once again a fabulous partner and was our source for the fresh food we use to complete the meals.

Thanks to the efforts of some dedicated parishioners, on a chilly Thursday morning, December 21, approximately 125 Christmas meals were distributed to Eldernet, The Church of St. Andrew & St. Monica, St. Barnabas Mission (ECS) and St. Francis Inn. As many of you know, traditionally, Redeemer families have participated in the delivery of meals to



individual families. Meeting the recipients in person, who are so grateful for the Christmas meals, is a special part of this outreach.

We are very grateful to everyone who shopped and brought in bags, to those who helped assemble bags, and to those who delivered. This is a group effort and everyone's participation makes it happen.

Community Connections

sparvey@verizon.net

List of Volunteers

Many unnamed parishioners who generously filled bags And, on delivery day, those who lent a hand: Joshua Castano Jay Einspainer Kitty Farnham Pam Hamilton Ellen Harvey JoAnn Jones Fran Merritt Sally Moser Rebecca Northington & Family Paolo Reyes

St. GABRIEL'S MISSION LUNCH PROGRAM

Jan Clarke-Gross, coordinator

Community Connections janc114@verizon.net

St. Gabe's Volunteers

Susan Ayres Warren Ayres David Copas Jennifer Copas Savina Copas Jan Clarke-Gross Kitty Farnham Al Greenough Sally Greenough **Bill Gross** John Herzog Barbara Hobbs Jenny Kirkpatrick Liam Patten Julie Schroeder David Spence Meena Thayu Anna Thayu

Meeting schedule

4th Saturday of each month

Group Description

Saturday lunch is served year-round at St. Gabriel's Mission. On 4th Saturdays, 4-6 volunteers from The Redeemer meet at Redeemer (9:00AM) or the mission (9:30AM) to prepare and serve nutritious hot meals to adults and children who live in the area (11:00AM-12:30PM). Clothing, non-perishable food items, and Legal Aid services are also available for guests during the lunch period. A core group of volunteers devote 16-18 hours per month to this ministry. Consider joining us for an in-person outreach experience.

Expenditures

\$312 per month is allocated to the program by the Community Support Committee to provide meals for approximately 100 guests.

Reflections on 2023

- St. Gabriel's Vicar, lay volunteers and children's program coordinator have worked tirelessly to keep this program going despite the pandemic and ongoing economic challenges. The congregation continues to grow and expand its reach into the community especially its children and a growing number of unhoused individuals.
- We welcomed Julie Schroeder, Barbara Hobbs, Meena and Anna Thayu as regular volunteers.

Goals for 2024

 More Redeemer parishioners will be encouraged to experience this ministry - once or many times.



Women Exploring Scripture

Barbara Billings, leader

Parish Groups bandsbil@verizon.net

Women Exploring Scripture is a Bible study group that meets on Thursdays from Noon to 1 pm on Zoom during the school year. All women are welcome. No prior Bible knowledge is necessary, and no study before or after each session is required. Just bring an open heart and inquiring mind. Zoom information is available on the Parish Calendar or by emailing Barbara Billings at bandsbil@verizon.net. In the spring we looked at Old Testament Wisdom Literature, especially the Book of Proverbs.

In the fall we focused on the New Testament Letters of James, First and Second Peter and Jude. Written in the second half of the first century at a time when those who had converted to Christianity were faced with social, political and religious crises, these texts offered realistic encouragement and instruction to Christians attempting to cope faithfully with the trials of life amidst their worldly environment. We looked at the historical setting, the religious environment, and literary form as well as the Christian message – what these writings said to the early Christians and what they say to us today.

Goals for 2024

We're beginning the year reading the First, Second and Third Letters of John. We are planning a special study for Lent and then after Easter will choose the next book of the Bible to explore.

We are grateful for God's inspired Word, for each other and the prayerful fellowship and caring of this group.

Participants

Barbara Billings, Leader Leslie Boris Nancy Collins Margaret Dana Anna Gerrity Pam Hamilton Carol Harris Mary Hopkins Susie Lastowski Christine Mueller Tammy Nogles Helen Patten Lisa Raymond Julie Schroeder



MEN'S BIBLE STUDY

John Herzog, leader Mike Thompson, contact

Participants

Group of Regular and Occasional Members Charlie Alexander Warren Ayres Scott Carter Sam Chew Steve Dana **Rick Davis** Sandy Groff John Herzog Bob Hobbs **Rob** Morris Mort Saunders Walter Smedley Rick Sperry Mike Thompson Chris Zafiriou The "Men's Bible Study" (formerly the Men's Brown Bag Bible Study and Men's Breakfast Bible Study) was started by Dr. F. Douglas Raymond Jr. in 1989 as a luncheon Bible Study for retired men at the Redeemer and named accordingly. Since 2019, the group has been meeting at 7:30 AM in various venues in an effort to accommodate work schedules and attract some younger attendees, and has been renamed to reflect this.

Meeting Schedule

Thursdays, 7:30 - 9:00 AM weekly, or as determined by participants (rm. 125 in the Parish Hall; available also via Zoom — cf. Calendar for Zoom I.D. and password. Please email either Mike Thompson [radclyffethompson1@gmail.com] or John Herzog [jjherzog0@gmail. com] in advance if you wish to participate via Zoom.).

Mission

To maintain a tradition of regular Bible Study for Men at the Church of the Redeemer. To read and discuss selected books of both the Old and New Testaments. Also, to read and discuss applicable literature.

Reflections on 2023

- · Completed reading and discussion of the *Acts of the Apostles*.
- Read and discussed the book: The New Testament Development of Old Testament Themes, by F. F. Bruce.

Goals for 2024

- · Read and Discuss A Letter to the Hebrews
- · Discern what might be our next study projects.

GATHERING OF MEN

Guy Woodruff and Tad Sperry

Parish Groups guy.woodruff@verizon.net

Group Members

Meeting Schedule Every Tuesday 7 to 8 a

Tad Sperry Tim Patterson Guy Woodruff

Every Tuesday 7 to 8 a.m. via Zoom meeting. Contact Tad Sperry for Zoom invitation,

Group Mission

To afford the opportunity to discuss and explore the lives of individual members for the purpose of revealing issues and lessons of enduring importance to all Christian men.



CHRISTMAS VILLAGE COMMITTEE

Parish Groups

Group leaders: Elisabeth Cooke, Caroline Manogue, Kate Chojnacki Contact information: elisabeth.c.cooke@me.com, cbmanogue@gmail.com, kate.chojnacki@gmail.com

There is an even more detailed report of the event here: www.TheRedeemer.org/ChristmasVillage

Main Event: The Redeemer Christmas Village

Purpose: To raise money for Community Connections and to come together as a community When: November 2023 Where: Parish House and Parish House Courtyard How many attended: Over 300 people over the course of the two day event

The Christmas Village was a successful fundraising and community building event, bringing together members of the parish as well as the neighborhood in a celebratory fashion while raising money for Community Connections. We reimagined Friday evening, eliminating the food trucks and offering an inside buffet dining experience. This did decrease foot traffic in the actual Christmas Village (vendor area) so we need to think about how to best encourage people to go outside and shop before and/or after dinner in 2024. The weather cooperated in 2021, 2022 and 2023; the indoor dining was part of our weather risk mitigation for 2023.

We plan to repeat the event in 2024, but unfortunately without Elisabeth Cooke as a co-chair. The idea of offering a Christmas village at Redeemer in 2021 was very much Elisabeth's, and we are grateful for her vision and leadership the past three years. Lucky for us, she will continue to help in 2024 (and beyond) but will step back from the very heavy lift of co-chairing the event. Thank you, Elisabeth!

Planning Events:

The Christmas Shoppe (formerly known as Christmas Crafting)

Purpose: To offer Christmas items for sale in the Village When: Crafting generally took place once a week September through November Due to the dwindling number of crafters, we rebranded the "Craft Tent" as the "Christmas Shoppe" in 2023, offering not only homemade Christmas-themed items but also new items purchased at the NY Gift Show. This change alleviated the pressure felt by many of the crafters and seemed to be welcomed by the Village shoppers. Parishioners still crafted but not as much as past years. Brainstorming for 2024 is underway and all are welcome to join our small merry band of crafters!

Christmas Baking

Purpose: To bake tasty treats to sell in the Village When: Throughout October and November Bakers of all ages helped bake delicious treats from gingerbread and biscotti to quiche, spicy nuts and soups to sell in the Village. An unimaginable amount of love, dedication, butter, flour, eggs and chocolate (and pounds of butter) were used to make amazing cookies and savory treats. Most ingredients were donated, and many bakers donated their favorite sweet or savory fare for sale. The cookies were offered in bags of 1-dozen cookies and smaller bags. The frozen meals were offered for sale on the day of (no pre-orders this year) and remained very popular.

Vintage (formerly known as Trinkets & Treasures)

Purpose: To offer a unique shopping experience of fine, antique, costume jewelry and fashion accessories for both men and women



We thank all of our Christmas Village donors, benefactors and volunteers. Thank you to one and all (and apologies if we left anyone off this list)!

Susan Ayres Carolyn Bartholdson Evie Bartholdson Trish Bennett Barbara Billings John Black Lisa Black Susan Bloom Ronde Bradley Prill Bradshaw Jim Buck **Bobbie Cameron** Catherine Carruthers Scott Carter Jan Clarke Elisabeth Cooke Peter Cooke Victoria Cooke Jennifer Copas Chris Chojnacki



When: Early asks in Summer that continue throughout Sept, Oct and Nov Generous donations of gold, sterling silver, costume and antique jewelry continue to be crowd favorites at the Vintage booth. Designer silk and cashmere scarves, evening bags, bow ties and leather goods are popular as well. All items are thoughtfully priced and displayed.

Children's Activities

Purpose: To provide shopping and crafting opportunities for children during the Saturday Village When: Throughout September, October and November It was tremendously helpful to the event but an important byproduct of the Christmas Village to build community,

to have Barbara Hobbes recruit volunteers for the Children's Village. With Cannie Shafer there were 12 volunteers, and she was able to space them out throughout the event so that everything was covered. Many thanks to Cynthia Spadaro and her daughter Emily who were busy at the craft tables the entire event. Pam Hamilton and Arden Saligman put in lengthy shifts and Emily Gibb and Danielle Trucksess and their daughters were expert photographers! As always Sallie Greenough was indispensable.

Outside Vendors

Purpose: To fill the tents with vendors selling unique and desirable items When: Early asks begin in January and continue throughout the year as we look for vendors willing to commit

The 2023 Christmas Village had 7 vendors send in non-refundable deposits to secure a tent. Of these, 6 showed up for the Village. This is the second year that we have had a "no show" on the day of the event, and this causes much stress. However, luckily one of the vendors was happy to spread her things out across two tents so it did not appear that we had a vacancy. Vendors are asked to give a percentage of their sales to Community Connections, and the total raised from the vendors in 2023 was \$2706

Silent Auction & Item Solicitation

Purpose: To procure items for silent auction the proceeds of which support Community Connections When: Throughout September, October, and November (Auction closed Friday night of the Village) Parishioners generously donated unique items for the silent auction. In 2023, we began the solicitation of items even sooner than we did in 2022, which resulted in a nice offering of "bigger ticket" items. Lacking a chair in 2023, Caroline Manogue took this on (while Elisabeth Cooke focused on the vendors). We would like to again solicit a wider variety of high-quality items – carefully curated to maximize our fundraising. And to have them on hand early allowed them to be photographed and uploaded onto the virtual auction site in a timely manner and permitted sneak peaks and early bidding. In 2024, we would like all items in hand by the end of October.

Benefactor Solicitation

Purpose: To solicit funds for Community Connections When: Request letter was mailed with the Village invitation in October This year, the benefactor letter seeking was sent with the actual Village invitation.

Lisa Davis Richard Davis Rita Davis Carol Donnelly Kitzie Espenshade Tucker Espenshade Ken Garner Emily Gibb Sallie Greenough

Bob Davis

Bill Gross

- Jamie Halloran
- Pam Hamilton
- Lori Harper
- Barbara Hobbs
- Katherine Hobson
- Jeanne Holeman
- Meghan Jodz
- Jo Ann Jones
- Kevin Leahy
- Melanie LeBeouf
- Victoria Leidner
- ~
- Caroline Manogue
- Christopher Manogue

Donors at the higher levels received tickets for their donation, and at the highest levels were also invited to a Patron Party. Through this effort alone, we raised \$50,400 from a total of 67 parishioners, 24 of whom gave at the highest levels and were invited to the Patron Party. We are actively seeking a willing host/location for the 2024 Patron Party as we believe this is a nice tradition that we would like to continue. If you are interested in helping or have any thoughts, please let us know.

Music

Purpose: To provide music at the Village

When: October and November

Parishioners sourced a variety of local musicians to provide music throughout the evening and daytime Village event. An outside vendor set up and "manned" an excellent sound system on the porch of the parish house. Unlike in the past, the music was able to be heard throughout the Village. The groups were plentiful and varied, and we advertised the "lineup" with specific times to assist people when planning their visit to the Village.

Food

Purpose: To source and secure food offerings for both the Friday evening and Saturday daytime events.

When: September, October and November

We offered a catered buffet meal inside Burns Hall on Friday night, which was a departure from the food trucks of the past. Each of the three "stations" offered food from a different European country – the UK, Germany and France – and guests were permitted to eat as much as they wanted at all of the stations. The purchase of a meal came with unlimited drinks as well – both cocktails outside at the 13th Street Cocktail truck and inside at the bar in the solarium. Based on feedback, in 2024, we will likely limit the number of drinks that come with each meal and sell individual drink tickets for those who would like more. We will also more clearly tell people where to go for food and drinks.

In response to requests to offer an indoor seated lunch on Friday and Saturday, the ladies and gents in Vintage hosted a free lunch on Friday intended for the residents of the local senior living facilities (such as Beaumont and Dunwoody).

Communications and Outreach

Purpose: To effectively communicate the Village to the parish and broader community

When: September, October and November The Village's bright logo helped to market the Village and differentiate it from events of the past. Parishioners created weekly communications for the Redeemer bulletin as well as email blasts from time to time in order to raise awareness of the event. We continued to communicate to the outside community in 2023 by reaching out to media outlets such as Next Door, the Enquirer, the Main Line Times, the Patch, Lower Merion Community Network, Main Line Parents Community, etc.

New posters highlighting Outreach were created to adorn the lobby area as people entered the Village – to remind them of why the Village was taking place. We believe these were effective. We created new lawn signs for the event, and these were much more visible around town than in past years.



Pam McMullin Fran Merritt Bob Mikrut Carolyn Morris Perc Moser Sally Moser Karen Nagel Maryann Nevins Rebecca Northington Tiffany O'Neill Jill Ravenscroft Lisa Raymond Tom & Josephine Rees Pablo Ross Susan Rushing The RYG Saturday Lunch Crew Arden Saligman Jim Schneider Camille Scott Diane Senior Andrew Senn

Cheryl Masterman

Kevin Maurer



We more closely coordinated with the Community Connections/Outreach Grants and Programming committees to strengthen the message that all funds raised support our connection with programming in the community.

Village Decor

Purpose: To decorate the Parish House and courtyard with festive decorations Where: November

Parishioners festively decorated the front porch, lobby area and courtyard with Christmas decorations, lovely centerpieces and full-sized Christmas trees. People enjoyed perusing and buying donated Christmas ornaments off a tree located near the Christmas Shoppe and cocktail truck. We have

asked for parishioners to think about donating unused Christmas ornaments and décor now so that we can again be ahead of the game in 2024. The white Moravian stars at the top of each tent further illuminated the courtyard. Small versions were again sold at the event.

Accomplishment

Christmas Village November 17-18, 2023 We believe that we effectively raised funds for Community Connections while bringing together the Redeemer community. People made new friends while volunteering and planning the event as well as during the evening of the event. We netted approximately \$60,000 thanks to generous donations by our benefactors All net proceeds were donated to Community Connections.





Cannie Shafer Win Shafer Devika Singh **Emily Snell** Cynthia Spadaro **Emily Spadaro** Bonnie Steele Tracy Steele Alexis Stephan Caroline Stephan Kate Stephan Ann Strong **Bill Susskind** Leslie Susskind Danielle Trucksess Peter Vanderveen Margaret Welsh Pat Wesley Brad Whitman Rebecca Winfield Kayla Young Chris Zafiriou
FOYERS GROUPS

Jan Clarke-Gross, *coordinator*

Parish Groups janc144@verizon.net

Meeting schedule

First hosts are assigned for each group; each of the groups sets its own schedule.

Group Description

Foyer Groups have been popular with parishioners who enjoy getting to know more about some of the people they see on Sunday mornings. The groups meet informally – usually over a potluck dinner at a member's home – 3 or 4 times over the course of the year.

Foyer Group Dinners

- Interested parishioners contact the coordinator who forms new groups each September-October.
- The purpose of these dinners is to build and enhance relationships among members of the parish.
- Each group typically begins with 9-12 members and most groups invite others to attend gatherings throughout the year.

Reflections on 2023

Groups have enjoyed meeting and eating together – and frequently inviting other parishioners to their gatherings.

Goal for 2024

Continue to spread the word and engage parishioners in small, diverse groups to build community and foster new friendships. Explore opportunities for engaging families with young children.

Group Members

Sub-groups

October 2022 - May 2023: 28-30+ participants, 3 Foyer Groups October 2023- May 2024: 35+ participants, 4 Foyer Groups

Group Members (January

through December 2023) Warren & Susan Ayres, Barbara Billings, Marcia Brose, John & Lisa Black, Gary Davis, Rick & Rita Davis, Rod & Carol Donnelly, Al & Sallie Greenough, Bill Gross & Jan Clarke-Gross, John Herzog & Jenny Kirkpatrick, Bob & Barbara Hobbs, Mary Hopkins, Sandra Hudson, Jo Ann Jones, Steve Kamp & Karen Nagel, Cecy Keller, Kevin Leahy & Devika Singh, Mary Lee, Sam & Carolyn Morris, Liz Nicholas, Roz Pendergast, Rodger & Lauren McKinney, Kevin & Tracy Steele, Chris Zafiriou & Jessica Harper.

PASTORAL CARE	Parish Groups
Elizabeth Van Dusen <i>chair</i>	e.vandusen@att.net
The Rev. Jo Ann B. Jones, clergy liaison	jjones@theredeemer.org

Purpose

The purpose of the Redeemer Pastoral Care Committee is to visit members of the parish who are in care centers or otherwise unable to attend Church. Each member of the Committee is responsible for visiting one or more people on a regular basis, as assigned by Jo Ann Jones, the clergy liaison. The members of the Committee and other volunteers from the parish also deliver poinsettias at Christmas and spring plants at Easter, to members of the parish in care centers and to those recently bereaved.

The Committee meets on the second Thursday of each month, September through May. At these meetings, reports are given on pastoral visits, concerns are shared confidentially, and prayers are offered for those who are ill and in memory of those recently deceased. The Committee members also read 2 or 3 books per year relevant to their work, and the meetings over several months include discussions of the current book.

Expenditures

Easter Plants Cost: \$120.00; Christmas Plants Cost: \$120.00. The money is allocated in the parish budget.

Year in Review

The Committee carried out its ministry in 2023.

Goals

Our goal for 2024 is to attract more members to the Committee in order to carry out our ministry more effectively.

Pastoral Care Visitation Team Membership

Sam Chew Kitty Farnham Anna Gerrity (resigned in 2023) Melanie LeBoeuf Mary Lee Lisa Raymond Mike Thompson Libby Van Dusen, *Chair* Margie Widmann Julie Williams Martha Wintner Jo Ann Jones, *Clergy Liaison*

CHILDREN & YOUTH MINISTRIES

The Rev. S. Winnie Smith Rebecca Northington Parish Groups wsmith@theredeemer.org rnorthington@theredeemer.org

Children & Youth Formation	Church School
Committee	• We continue to have steady attendance in our Church School classes. With Tory
	Dunkle's departure in August 2023, we combined our lower level classes so that
Committee did not meet during	we now have three age-divided classes (3 years - 3rd grade, 4th/5th grade, Middle
2023; planning to revive it in	School).Three 8th graders were confirmed in January 2023, and we saw tremendous
2024	growth in the Middle School/Confirmation class for the '23-24 school year. We
	recorded an average of 12 students per session.
	• Teacher recruitment is always challenging, particularly in a year of transition, but
	thanks to many dedicated parents, we have been able to staff each class without
	any gaps. RYG
	 Redeemer Youth Group (grades 9-12) meets every Sunday evening for fellowship
	and learning as we try to understand where faith and society/culture meet.
	• Every year follows a theme. In the '22-23 school year, it was <i>lamentation</i> , and
	meetings always included exploration of this idea and how sharing our frustration
Volunteers	and sadness with God is part of the gift of our Christian identity. In the '23-24
	school year, the theme is <i>surrender</i> , and we are focusing on the role of other people and God in our lives as we surrender to the understanding that we can never
Church School	make it alone. Further, we are learning that as much as we rely on a community of
teachers:	support, we must also be that community of support to others.
Glenn Beamer	• Service is central to RYG: the group makes monthly trips to St. Francis Inn
Scott Carter	in Kensington; summer 2023 included a trip to Navajoland in Utah, where
Kate Chojnacki	we learned from and worked alongside the Diné people and learned about the Episcopal Church in Navajoland; and in February 2024 we will travel to
Emily Gibb Ciottoni	Washington, DC to work with and serve the unhoused population there.
Elisabeth Cooke	• Community Outreach: we started a Parents Group, offering insight from experts a
Tucker & Alex Hurtado	well as a network of support to parents raising young people in the midst of world
Cheryl Masterman	conflict, a mental health crisis, and increasing cultural and social pressure of all kinds.
Kristin McGinley	 We also screened the film <i>My Sister Liv</i> to a community-wide audience as we
Ryan Northington	continue to discuss and try to help parents and kids cope with epidemic of teen
Jill Ravenscroft	depression, anxiety, and suicide.
Karl Richter	Year in Review
Kate Stephan	• This was a year of nimbleness and collaboration. Tory worked to map out three distinct years of Church School curriculum, each centered around a theme for the
Danielle Trucksess	year. Winnie and Rebecca are working to best execute this vision while listening to
Daniel Wesley	feedback and suggestions from the teachers leading our classes.
,	• With a large group of high school seniors graduating in 2024, we hoped to and
RYG leaders:	have thus far succeeded in attracting younger high school students to our weekly
Scott Carter	gatherings. Goals
Jamie Halloran	 Hire someone for the position of Director of Children's Ministries who has
Katherine Hobson	experience and excitement for this area and will bring a fresh perspective on how
Kelsey Lind	best to plan and manage the formation of our young people.
Alexis Topjian.	• Review the curricula used for ages 3 - 5th grade and make appropriate changes to better form our children (using the Arc of Formation as a guide for milestones and
Thexis Topplan.	better form our children (using the Arc of Formation as a guide for milestones and recommended competencies as well as feedback from parents and volunteers.)
	 Reconvene the Children and Youth Formation Committee to assist in big-picture
	thinking and planning for all children and youth programs.
	• Continue building up Redeemer and RYG as a "third place" for young people
	to feel comfortable asking for help, exploring their own beliefs, and building a
	network of support. Expenditures
	 Minimal expenditures on classroom snacks and supplies; anticipate more spending
	as we review curricula and plan for the '24-25 school year.

Minimal expenditures on classroom snacks and supplies; anticipate more spendim as we review curricula and plan for the '24-25 school year.
RYG continues to build up its fund for outreach and service trips through fundraising so that our work in the greater community can continue for years to come!

ACOLYTES AND VERGERS

Bob Mikrut, Head Verger

Liturgical Servers VergerBob@comcast.net

2023 marked my fourteenth year as Head Verger at Church of the Redeemer. It is my duty to oversee all scheduled liturgical lay ministries, act as master of ceremonies for our main service liturgies, and direct and train our Acolytes. When serving at the altar, or acolyting, one is doing just that: actively assisting the Celebrant in the worship of God. Worship is a group effort and event, where all come together offering their gifts, talents, skill, and abilities in the praise of God. Acolytes are needed because they have a special ministry to perform at each service. Acolytes are ministers of the church; they are much more than just candle lighters, torch bearers, and offering receivers. They are a part of a tradition that dates back to the early years of the church and that has had one aim: to give praise to God and to help worshipers to see something of the goodness and glory of God.

Acolytes of our congregation involved in this worship experience bless themselves and every other worshipper through their faithful service. Initial recruiting for this ministry is held mainly during the month of September, and culminating at the beginning of the fall. But youth are encouraged to join throughout the Church year, there is always room for more. I have been immeasurably supported by this wonderful group of enthusiastic

participants, parents included.

This is the tenth year that we have instituted the Junior Verger program, utilizing older Acolytes as Assisting Vergers and Vergers enhancing more liturgical responsibilities. It is also a pleasure to welcome back past Graduates, who help out as Vergers for Holidays and summer services. There are at present, 39 Altar Servers, consisting of Crucifers, Torchbearers, Junior Vergers, and Vergers on the roster, mostly all youth, ages 9 through 18+. There are no Acolytes servers at the 8:00 AM service, all participate at the 9:30 AM Eucharist, Choral Matins, or Morning Prayer services.

Involvement includes acolyting at least once a month in a service, plus holidays and major services. The main 9:30 AM service utilizes two to three Vergers, two Crucifers, and two sets of Torches. This allows more Acolytes to be scheduled throughout the course of the Church year, enabling them to serve more often. Also, each Acolyte is still issued his/her own set of cassock and cotta or surplice, eliminating the sharing of vestments.

My heart-felt thanks and constant gratitude go out to this faithful and dedicated group, which is made up of a web of essential volunteers for liturgy from this parish. Please feel free to contact me at <u>vergerbob@comcast.net</u> if interest evolves.



2022-23 Acolyte/Verger Roster:

Crucifers* and Torch Bearers**

Conor Beamer* Stanley Chojnacki** Victoria Cooke** Eliza & Turner Hurtado** Topher Jodz* Duncan Leithead* Natalie Miller* William O'Neill** Liam & Ollie Ravenscroft** Kieran** & Jonathan** Richter Sophia Scott Evelyn Silio* Grayson Steele* Caroline Stephan* Adele & Bea Wesley** June Winfield** Catherine Zafiriou*

Junior* and Senior* Vergers

Savina Copas* Sev Fahr Jr. * Maddie Jodz* Ananda Leahy* Phineas Manogue* Cormac Rae* Henry Seward* Kate** & Olivia* Stephan Grace Vauclain** Marshall** & Nick** Zafiriou

<u>Adults</u>

Trish Bennett Verger Scott Carter Crucifer Jim Jordan Crucifer Hope Knight Crucifer Cyril Leahy Verger Samantha Manogue Verger Carol Harris, co-chair Mary Hopkins, co-chair

Liturgical Servers carolhharris@comcast.net mhop1367@aol.com

Guild Members

<u>First Sunday</u> Contact person: Ann Strong Mary Hopkins

<u>Second Sunday</u> Contact person: Pam McMullin Nancy Sharp Presley Schwinn Joan Warren

<u>Third Sunday</u> Contact person: Anne Kellett Betsy Crowell Barbara Hobbs

<u>Fourth Sunday</u> Contact people: Jane Hastings Carol Harris Charlotte MacLean Sook Hee Yoo

Events & Accomplishments:

The Altar Guild operates at the center of our church liturgy and we work closely with our clergy to enable them to provide a liturgical experience for all parishioners at all services. We would love to have you join us as we continue to learn more about the sacraments and traditions of our church. If you would like more information or would like join us, please contact Mary Hopkins (<u>mhop1367@aol.com</u>) or Carol Harris (carolhharris@comcast.net) or any member of the guild.

Sub Groups and Their Responsibilities

There are four teams each responsible for one week a month and meet on Friday or Saturday morning (depending on their designated group) to prepare and plan for the week ahead. Although the schedule for each Sunday is the same, there are funerals, baptisms, weekday services and times such as holy week when we often share the responsibilities.

Duties involve preparing the elements for each service and putting them away after services:

- Setting up the altar and credence table
- Filling candles and torches
- Polishing silver and brass
- Posting hymn numbers
- Laundering linens and polishing cloths

Year in Review:

The most notable aspect of 2023 for the Altar Guild was transition. Anne Kellett, who has led the group for many, many years passed the torch to new co-leaders Mary Hopkins and Carol Harris. We cannot express our great appreciation for all Anne has done. We are grateful that she remains a Group Leader, responsible for the third Sundays of each month. In addition to Anne, we would also acknowledge the retirement or passing of several other dear members of our group:

- Kate Brown
- Joan Harvey
- Kathy Hutchinson
- Josselyn McAdam
- Lois Muscheck
- Blair Stambaugh
- Kitten Susanin

Goals:

Our primary goal in 2024 is to grow our team! We urge you to consider joining us! It is not arduous or time consuming (perhaps 1-2 hours of preparation and re-setting after services). Altar Guild is a special learning experience of what happens behind the scenes and a real pleasure to work with our clergy.



CHOIRS AND MUSIC PROGRAM

Andrew Senn, Organist & Director of Music

Events

Monthly Choral Evensong

Purpose of Event Offers a time for people to experience evening worship at Redeemer, especially for those who have increasing responsibilities on Sunday mornings that center around children's sports events. This service provides dedicated time for worship that can be enjoyed before their Sunday dinner or after a school sports event.

When First Sunday of each month from to October through May, Where The Church

How many attended 40+

Reflection on Event These Evensong services are attractive for a mixed congregation, including young and old, parishioners and visitors, often generating a congregation of 50% parishioners and 50% visitors.

Monthly Vespers

Purpose of Event Offers a time for people to experience evening worship that is more flexible in liturgical form and musical content. This non-choral service provides special offerings by musicians from within the congregation and the surrounding area. **When** Third Sunday of each month from October through May,

Where The Church

How many attended 30-40

Reflection on Event Like our Evensong services, the Vespers seems to attract a mixed congregation, those known to us and those visitors who only attend our evening services. It would be nice to see more of our regular parishioners attend the evening services.

Service of Nine Lessons & Carols

Purpose of Event To offer a service of Christmas music and lessons to the community and raise funds for the Margaret Orr Memorial Choral Scholarship. **When** Advent III, at 5PM

Where The church and parish house. How many attended 300+



Choir Groups (71 total participants)

Cherub Choir (14) (Katy Hutchings & Oznur Tuluoglu (from 2024), *Director* of the Cherub Choir) Redeemer Choristers (9) Schola (8) Redeemer Choir (36) Chancel Choir (14)

Member types

31 youth and 40 adult participants.

Rehearsal schedules (choir rehearsals began in September)

Cherub: Wednesday 5:00-6:00 and select Sunday services **Choristers**: Tuesday & Wednesday 5:00-6:00 and 1st and 3rd Sunday mornings from 8:30-10:45

Schola: Wednesday 6:45-8:00 and 2nd and 4th Sunday mornings from 8:30-10:45

Redeemer Choir: Wednesday 6:45-8:15 & Sunday mornings from 8:30-10:45

Chancel Choir: last Sunday of the month from 8:30-10:45, and first Sunday Evensongs 4:00-5:00 **Reflection on Event** The entire community of the music program was beautifully represented from youngest to oldest. There was a catered reception (not a crumb left!) which was full of good cheer in Burns Hall of the Parish House. This event is the musical highlight of the Advent season at Redeemer. Great range of readers this year, proved that our younger youth are just as capable of being articulate as our adults.

All Souls Service: Rheinberger Requiem

Purpose of Event To celebrate the annual remembrance of those dearly departed who have entered into the company saints.

When Annually, First Sunday of November.

Where The Church

How many attended 200

Reflection on Event It was a beautiful, prayerful, and solemn offering. While Rheinberger's setting of the Requiem text is not nearly as complicated or as long as Duruflé's, it provided a more prayerful and introspective invitation into remembrance, marking the occasion as not only musically but spiritually profound.

Other Reflections

• **The Michael Stairs Organ Scholar position** Is an incredibly important program inclusion for not only worship services but for our rehearsals and special events. Having Alex Leonardi serve as the second organ scholar in this capacity has enriched the music experience. The position fosters a type of learning, practice, and workplace experience that many music students in college don't receive. This position is offered to an organ student from the Curtis Institute of Music for a period of one year, renewable annually. Ideally, in the future, it could be offered as a two-year appointment for a rising Junior.

• **Our staff singers** are an essential element for our volunteers (young and old). In an arena where there are members of varying abilities that are called upon to perform at certain standards, our staff singers help to aid in the learning, understanding, and performing of our repertoire. They bring encouragement, helpfulness, and support in each of their vocal sections, which fuels our volunteers' excitement about the program as well as increases their ability and awareness of musical concepts.

• **Other transitions:** three of our staff singers moved away before the start of the September season. Their shoes have been filled by Robert Flora, Kelsey Watts, and Öznur (Oz) Tuluoglu. Katy Hutchings left us after Christmas to focus on family and work - Oz has graciously and enthusiastically taken up the reins of the Cherub Choir.

Goals

• Work on recruitment for both youth & adult participants (including colleges and middle schools). Interruptions from COVID and program pauses have been somewhat damaging to momentum and engagement.

 \cdot Schedule more off-campus outreach singing events, perhaps swapping churches with other choirs for a few Sundays in the season.

• Create more opportunities for the choirs to learn by inviting guest directors for a master class, possibly targeting specialty conductors in the field; specifically one for children and one for adults.

Create a professional recording of the choirs

It has been such a tremendous joy for me to join The Redeemer community and this vibrant music program. Having been here only just five months, I don't have much to add to the above (which, I really just brought up-to-date for my time thus far).

I feel strongly the importance of not making too many major shifts or changes within the first year, as I'd like to experience the comings and goings of a full season - but rather keeping the ship steady while building some new momentum.

With that said, the stated goals above, carried over from last year, are now on the front burner. Glossy enticing brochures for the Choristers were printed and made widely available. I've also begun reaching out to music teachers at the nearby schools. The Choristers and Schola joined forces with the youth choirs from Bryn Mawr Presbyterian Church to go caroling at Beaumont shortly before Christmas. The *Music at The Redeemer* series continues into its second season with a variety of musical offerings. In addition, we are now in the early stages of planning the next choir tour - details to come shortly!

FLOWER GUILD

Jan Clarke-Gross, Chairperson, Weddings and Funerals Coordinator Susan Bloom, Parish Events Coordinator

Sub-Groups and Leaders

Weekly Team Leaders: Jenny Kirkpatrick (1st Sunday), Marby Sparkman (2nd Sunday), Jan Clarke-Gross (3rd Sunday), Susan Bloom (4th Sunday), Cecy Keller (5th Sunday)

- The Chairperson is responsible for group oversight, communication and planning/ coordinating floral decoration in the church at Easter and Christmas. The Coordinators oversee floral installations for special occasions in the church (e.g., weddings, funerals) and non-church venues (e.g., fundraisers, parish dinners).
- Weekly team leaders order floral materials, determine designs, and contact team members regarding work times for a given Sunday of the month.
- There are no specific term limits for the chairperson, coordinators or team leaders as these positions require a combination of skill/experience with floral design and willingness to assume responsibility.
- Meeting Schedule: Weekly teams meet to arrange flowers on Friday or Saturday. Team Leaders confer on issues as needed.

Committee Mission: To use the natural beauty of flowers and plant material for arrangements that enhance worship and bring pleasure and spiritual peace to those who create them and those who view them.

Events

- Easter, Christmas Floral Arrangements for Church
- Weddings and funerals: The Guild provided floral arrangements for weddings and memorial/funeral services scheduled on Friday-Sunday (2-4 Guild members per event).
- Parish events: Year-round and on special occasions, the Guild provided floral arrangements (e.g., the Christmas Village Outreach Event, service of Lessons and Carols) and plants (e.g., for delivery by the Pastoral Care Committee).

Fundraising and Budget: Income is derived from weekly memorial flower donations, Christmas and Easter memorial flower donations, weddings and funerals; annual expenditures for flowers do not exceed income.

Reflections on 2023

• Appreciation for the assistance of Paulo and his staff and for the willingness of parishioners to lend a hand whenever we need it.

Goals for 2024

- Encourage more parishioners (men as well as women) to join the Flower Guild as weekly team members or members at large. On-the-job-training provided.
- Offer opportunities for parishioners to learn how to arrange flowers; groom new leaders for the future.



Members of the Flower Guild

1st Sunday Team: Jenny Kirkpatrick (leader) Sandra Hudson Karen Nagel 2nd Sunday Team: Marby Sparkman (leader) Nadia Janetta (ass't. leader) Leslie Boris Barbara Camorata Lynne Chapman Jane Hastings Mary Ellen Partel **3rd Sunday Team:** Jan Clarke-Gross (leader) Ginny Williams (ass't. leader) Sue Denious Joanna Johnson Jeanne Holeman Sandy McMullin 4th Sunday Team: Susan Bloom (leader) Anne Barnett Sallie Greenough Roz Pendergast **5th Sunday Team:** Cecy Keller (leader) Liz Nicholas Members-at-Large Barbara Hobbs Fran Northrup Gretchen Riley Jennie Seward Al Greenough **Bill Gross** John Herzog

LIVESTREAMERS

Caroline Manogue

Streamers

One member of the group works the livestream each Sunday (and for special events)

Main Event

The livestreaming of services and other events is to provide people access to the Redeemer services from the comfort of their homes. It takes place every Sunday and on dates of special events in the Flower Guild Room. Our viewership numbers have been increasing in recent weeks. For January 14, 2024, we had 167 views and for January 21, 2024, we had 141 views. This is on par for Christmas Eve morning (which had 164 views). The Christmas Eve 10 pm service had 411 views, which is significantly higher than the 129 that that service had in 2022.

These viewers access the Redeemer livestream through Vimeo, YouTube and Facebook. Livestreaming has become increasingly important to the Redeemer community and beyond.

Accomplishments

After a massive equipment failure in the Fall 2022, we secured a new system, which is more user friendly and seems to have better output (fewer complaints about the audio from viewers). The cost of this new system was \$10,800, which covered 3 new cameras, one joystick keyboard, 2 USB audio interfaces, installation and labor.

The largest challenge continues finding volunteers to run the livestream each Sunday. If you or anyone you know is interested in helping, we would love it! We provide training and particularly for teenagers, it is a nice way to participate in the service from "backstage".

A "donate now" QR code/button was created on the livestream so that we can pass a "virtual plate" to the viewers at home in an effort to try to recoup some of the cost of the equipment. Unfortunately, this has not been successful we have not had one donation made online while livestreaming.



Expenditures

New System: \$10,800, which covered 3 new cameras, one joystick keyboard, 2 USB audio interfaces, installation and labor.

Reason: Old system died.

Scheduling App: When I Work App Annual Subscription Cost: \$362.52. The cost of this helpful subscription rose tremendously from 2022, but we do enjoy a 20% discount since we are a non-profit. Last year, this subscription cost us \$290.02.

Reason: Allows all livestream operators to see the entire schedule and sign up or drop shifts as needed, thus streamlining scheduling.

Reflections

1. That to find volunteers and coordinate scheduling is a bit of work (thankfully made easier by the app we use).

2. That more people watch the livestream than you would think but unfortunately do not donate.

Goals

1. Get more volunteers to help with the livestreaming. Please consider joining our merry group for this important ministry.

2. Think of a way to encourage livestream viewers to donate. Perhaps mention it during the announcements? Something like "For those viewing at home, please consider supporting the expense of this providing livestreaming by donating...."

Charlie Beamer Glenn Beamer Jay Einspanier Meghan Jodz Caroline Manogue Scott Stephan Eric Rabe David Woods

Sub-groups and persons who schedule ushers

8:00 Šervice - Lisa McLean - lisascatz3@gmail.com 9:30 Service - Sean McCauley - sean@mralp.com Special Services – Sean McCauley – sean@mralp.com

Group Members

Victoria Leidner – Lead Usher 9:30 Service John Susanin – Lead Usher 9:30 Service

Arden Saligman – Usher Kent Silvers - Usher Gloria DePasquale - Usher Julia & Darrell DeMoss - Usher Sook HeeYoo - Usher Mary Hopkins - Usher Brook McCann – Usher Robert Morris - Usher Charlie Susanin - Usher Martha Wintner – Usher John "Jay" Seward – Usher Rodger McKinney--Usher Jim Haley - Usher Sam Chew – Usher Scott Miller – Usher Catherine Miller - Usher

Meeting Schedule

Arrive between 15 to 30 minutes before services

Group Mission

We try to answer any questions that may be raised, and we try to make those who attend feel welcome and comfortable.

8:00 am Service: Lisa McLean

lisascatz3@gmail.com

9:30 am Service: Sean McCauley sean@mralp.com





9:30 Service Greeters

Kate Chojnacki Al Greenough Sandra Hudson Caroline Manogue Sally Moser Emily Snell Jamen Voss

Mission

To make every parishioner and newcomer feel welcome as they enter the Church.

If you are interested in coming a bit early to Sunday services to greet your fellow parishioners, please contact Sally Moser (sallymoser@gmail.com) or Winnie Smith. Your presence would be <u>very much</u> appreciated. Please help!



PLEDGES RECEIVED FROM THESE HOUSEHOLDS

For our work together in 2024

Includes those who have made known their intentions to the Parish.

Maisie Adamson Paul & Mary Adkins Richard & Kris Aldridge Charlie Alexander James & Julia Alexandre Walter & Arden Armstrong Warren & Susan Ayres Maggie Baker Stephen Baker Anne Barnett John & Carolyn Bartholdson Glenn Beamer I. Croom & Lyle Beatty Jeffrey Bell Tom & Carolyn Bennett Sandra Berwind Barbara Billings Diana Bittel John & Lisa Black Dave Blanchard Charlie & Susan Bloom Al & Leslie Boris Fred & Becky Brackett Priscilla Bradshaw Joseph & Mary Beth Bright Jamie & Joan Bromley Marcia Brose Rick & Phyllis Brown Bob & Nancy Bruechert Jim & Lin Buck Andrew & Karen Bucklee Christian & Alice Bullitt Lee Buttz Stephen Cadwalader & Monica Hackett Don & Linda Caldwell Bobbie Cameron Drew & Babs Camerota Dick & Lisa Carr Sam Chew Chris & Kate Chojnacki Blake & Julie Christoph W. Morgan and Sonia Churchman Peter & Kimberly Clement Bill & Joanne Conrad Dick & Ottilie Conway Peter & Elisabeth Cooke, Jr. David Copas & Jennifer Vollmer Copas Betsey Corkran Ted & Polly Coxe Jim & Betsy Crowell Stephen & Margaret Dana Chris & Betsy D'Angelo

Rick & Rita Davis Bob & Lisa Davis Gary Davis Jack & Judy Dawson Rod Dav Darrell & Julia DeMoss Sue Denious Gloria DePasquale Patrick & Suzie Devine Michael Diorio & Alan Causing Sophie Donaghy John & Melissa Donnelly Rod & Carol Donnelly Joe & Elizabeth Dougherty Nancy Drummond Rad & Susannah Edmonds Sean Egan & Wenrong Hu Joe Elefritz Hentzi Elek & Sara Barton Michael Erdman Bill & Katharine Eyre, Jr. Norma Fabian Kitty Farnham John & Evelyn Fell Philip & Suzanne Fisher Gordon & Patricia Fowler Phyllis French John & Cara Fry Ken Garner & Bob Mikrut C. Meade Geisel Tom & Anna Gerrity Gay Gervin Tony & Erin Geyelin Stephen Ciottoni & Emily Gibb Ciottoni Pete & Beth Goodhart Al & Sallie Greenough Grant Griffiths & Raffaella Lo Castro Bill Gross & Jan Clarke Peter Grove & Nancy Greene Jim & Barbara Haley Pam Hamilton Christopher & Noel Hanley Greg & Lorrie Harper Carol Harris Nancy Harris Bill Hartz & Cynthia Cericola-Hartz Joan Harvey Jane Hastings Louise Havens Leo & Stacey Helmers Margaret Helminska Christine Henisee

John Herzog Bob & Barbara Hobbs James & Mia Holman Bessy Hopkins Mary Hopkins Sandra Hudson Alex & Tucker Hurtado Carlie Hutton Sally Jannetta Steve & Nadia Jannetta Wilson Jeffreys Phil & Meghan Jodz Mimi Johnson David & Joanna Johnson Karl & Sheryl Johnson Jo Ann Jones Jim Jordan & Vanessa Lai Allison Joyce David & Kathy Justi Pete Justi Gavin & Lori Kahn Eldridge & Brooke Katzenbach Gordie & Janice Keen Susan Keith Jim Kelleher & Rik Morris Cecy Keller Morris & Anne Kellett William D. Kelley, Jr. Eric Keuffel & Meena Thayu Robert & Tracy Klippel Hope Knight Cathy Kraft Elizabeth Kuensell Brian Kunz & Corinne Wilkinson Barbara Ladd Anthony & Judy Lame Christian & Peggy Lane Susan Lastowski Giorgio Lauri Kevin Leahy & Devika Singh John & Melanie LeBoeuf Steve & Debbie Lee Margery P. Lee Mary Lee Victoria Leidner Timothy & Lauren Leithead Gregory & Anita Lewicki Roger & Monica Lind Barb Linder John & Elaine Lisle Kyle & Marlies Lissack Stephen LoCastro & Laurie MacKenzie 47

PLEDGES RECEIVED FROM THESE HOUSEHOLDS

FOR OUR WORK TOGETHER IN 2024

Includes those who have made known their intentions to the Parish.

Marian Lockett-Egan Charlie & Betsy MacIntosh Joanie Mackie Annmarie Mackway-Girardi Mackie & Charlotte MacLean Lorraine Mahoney Christopher & Caroline Manogue Charlie & Ann Marshall Craig & Celia Martin Peter Martinson & Anna Shavin Sandy & Louise Marx Andrew & Cheryl Masterman Kevin Maurer & James Schneider Josselyn McAdam Minkie McAdoo Jim & Louise McCabe Tony & Binney McCague Brook & Connie McCann David & Quincy McCoy Joe & Suzanne McDevitt James & Kristin McGinley Charles McGraw Ann McIlvain Alan & Annie McIlvain Rodger & Lauren McKinney Lisa McLean Sandra McLean Elizabeth McLean Sandy McMullin Pamela McMullin Brooke & Patty McMullin Brendan McQuiggan Fran Merritt Charles & Ellen Merwin Gregg & Mary Miller Harry & Rachel Miller Scott & Sarah Miller Sam & Carolyn Morris Rob & Janie Morris Perc & Sally Moser Abraham Munabi & Susan Adeniyi-Jones Karen Nagel Robert & Priscilla Nalls Ted & Carol Neilson Lathrop & Lorna Nelson Sean & Mary Ann Nevins Nancy Nimick George Noel Phil & Nancy Nord Ryan & Rebecca Northington Francesca Northrup

Brian & Tiffany O'Neill Frank & Mary Ellen Partel Lanny & Ann Patten Roz Pendergast John Pickering Hobie & Pamela Porter Margot Powell Laura Powell Caroline Pozos Andrew Pozos Patricia Pruett Dee Pugh Alfy & Kathleen Putnam Luisa and Eric Rabe David & Jessie Rae Ernest & Marian Ramirez Philip & Jill Ravenscroft Doug & Lisa Raymond Tom & Josephine Rees Michael & Elizabeth Reese Karl Richter & Susan Rushing Jay & Gretchen Riley Philip & Sandy Ringo Gerald & Jennifer Ronon Herb Rorer Bill Ross Arden Saligman Patricia Sandiford Suzanna Saunders Joan Schiller Karl Schoettle David & Julie Schroeder Marda Schropp Sue Schultz Ken & Amanda Schwenke Presley Schwinn Zach & Nicky Scott Jonathan & Camille Scott David & Diane Senior Win & Cannie Shafer, Jr. Nancy Sharp Charlie Silio & Emily Snell Kent & Anne Silvers Dan & Patty Slack Jim & Prill Smartt Polk & Nancy Smartt Hank & June Smith Winnie Smith Mimi Snyder Carol Soltis Joseph & Cynthia Spadaro

Thorne & Marby Sparkman David & Michele Spence Tad Sperry & Ellen Harvey Bailey Sperry Blair Stambaugh George Steele & Kathy High Tracy & Kevin Steele Bonnie Steele Scott & Alexis Stephan Cindy Stephan Steve & Bebe Strawbridge Ann Strong Connie Stuckert John & Amy Susanin Bill & Leslie Susskind David Tachna & Catherine Carruthers Steven & Erin Tagai Radclyffe & Maria Thompson James & Susan Treadway Christopher & Danielle Trucksess Mike Tyler Elizabeth Van Dusen Jane Van Pelt Peter Vanderveen & Trish Bennett Jacques & Stephanie Vauclain Jamen Voss & Michael Fradley Graham & Jane Wagner John & Karen Wallingford James & Ellen Wang Paul & Peyton Wanglee Skip Ward Kathy Warhol Joan Warren Joel & Phyllis Wasley Frank & Margaret Welsh Pat Wesley Daniel Wesley Brad & Elaine Whitman Margie Widmann Dixie Wigton Pam Wilford Julie Williams Zachary & Rebecca Winfield Martha Wintner Alan Wood & Hilarie Johnston Guy Woodruff David & Ginger Woods Spike Yoh Sook Hee Yoo Chris Zafiriou & Jessica Harper 2 Anonymous



