

170th Annual Meeting

2021 Annual Report



We did it! Realizing the possibilities for our future.

CLERGY

The Rev. Peter T. Vanderveen

Rector

The Rev. Jo Ann B. Jones

Associate Rector

The Rev. Michael A. Palmisano

Associate Rector

STAFF

Dr. Michael J. Diorio, *Director of Music and Organist*Tory Dunkle, *Director of Children's Ministries*Jay Einspanier, *Parish Administrator*Ken Garner, *Director of Communications and Stewardship*Alexander Leonardi, *Michael Stairs Organ Scholar*Francesca Merritt, *Program Assistant*Paulo Reyes, *Sexton*Betsy Wolford, *Parish Accountant*

VESTRY

Tracy Steele, Rector's Warden *
Christopher Zafiriou, Accounting Warden *
Paul Adkins
Jim Buck
Elisabeth Cooke
Lisa Davis
Al Greenough
Melanie LeBoeuf
Harry Miller
Susan Rushing
Jacques Vauclain *
Jennifer Vollmer-Copas *

* Executive Committee

Annual Report Production

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

Photos throughout this report are of the Parish House completed in 2021.

John Milner Architects: Christopher Miller & James Douglas - Lead Architects W. S. Cumby Construction - Lead Contractor

> Additional photos provided by: Jeffrey Totaro & W. S. Cumby & Ian Lissack

TABLE OF CONTENTS

170th Annual Meeting Agenda	Parish Groups	
Minutes from the 169th Annual Meeting	5	
2021 Gifts, Memorials and Planned Giving	8 Women's Exploring Scripture	31
Lycett Legacy Society	9 Men's Breakfast Bible Study	
	Gathering of Men	
Maria Inc. (CV)	Christmas Village Committee	
+ LEGACY INTO	Foyers Group	
† LEGACY ÎNTO PROMISE	Pastoral Care	
Operating Committee		
2021 Gifts to Capital Campaign		
	_	
Reports	LITURGICAL GROUPS	
Rector's Report1	.2	
Rector's Warden's Report		
Accounting Warden's Report1		
	Choirs and Music Program	
	Flower Guild	43
COMMITTEES OF THE VESTRY & PARISH	Livestreamers	
	Ushers	45
Adult Formation Committee	Greeters	46
Stewardship Committee		
Music Committee		
NEW Committee		
Outreach Community Service		
	List of Households which have made a p	ledge for our
OUTREACH MISSIONS	work together in 2022	47
OUTREMOTE INTERIOR	Outreach Grants Committee	
African Children's Mission (ACM)		
H.E.A.R.T		
Christmas Food Meals Program	29	

170th Annual Meeting Sunday, February 13, 2022 10:45am

Opening Prayer
Call to OrderTracy Steele
Approval of Minutes from the 2020 Annual Meeting Tracy Steele
Reading of 2020 MemorialsTracy Steele
Introduction of the Survey
Presentation of Nominees and Distribution of Ballots
Rector's Warden Report - with time for questions/responseTracy Steele
Accounting Warden's Report - with time for questions
Results of the Election
Recognitions Peter Vanderveen
Rector's Report Peter Vanderveen
Response of the Congregation

Adjournment

MINUTES FOR THE 169TH ANNUAL MEETING February 7, 2021

Call to Order, Approval of Minutes

Andrew Masterman, Rector's Warden called the meeting to order at 11:03 am in the Church and online via Zoom. He noted last year's minutes were made available via the church website. The minutes were approved as written. Andrew introduced the first video tour of the parish house in which Peter gave an introduction to the new parish house.

Reading of the 2020 Memorial Gifts

Andrew Masterman read the list of the 2020 memorial gifts as recorded in the Annual Report.

Results of the Vestry Election

Andrew announced that we had a very successful election via virtual election and in person ballots. 150 ballots in total were received, and the 4 new vestry members were elected (Paul Adkins, Chris Zafiriou, Susan Rushing, and Jennifer Vollmer-Copas).

Andrew introduced the second video in which Ken Garner previewed the office spaces and the third video in which Tad Sperry shows the Sexton's Cottage and Masterman Hall.

Accounting Warden Report

Mackie gave an overview of the finances and urged everyone to look at his report in the annual report. He reported on four major points. Firstly, we are just around the corner of completing the parish house. The \$12.4 million dollar project was paid for by approximately 275 generous parishioners. In addition, there are planned giving bequests which will add another \$2 million to the endowment. We have already collected \$11.2 million and the balance will be collected over the course of the next 20 months. There may be a cash shortfall for which we have established a \$3 million dollar line of credit and we will use about \$1,400,000 of that from the loan. Secondly, 2020 was operationally and financially a successful year, although it started out in the most forbidding fashion. Ironically, even though the spring and summer months were worrisome, we finished with a surplus. The surplus came from a decline in program spending and revenues. We did participate in the Paycheck Protection Program (PPP), part of the CARES act passed by congress. The \$205,000 allowed us to keep all of our staff, part time and full time, employed throughout the year. We did take the opportunity to convert that loan to a grant. Thirdly, the 2021 budget will look much like 2020. The figures are attached to the annual report. The slight budget deficit that shows will actually be a surplus. After the budget was passed, the vestry decided to take the budget surplus from 2020 and apply it to the 2021 budget. Fourth, we are going into 2021 in a financially healthy position, with the prospect of going poorer, though the endowment is at a high point of \$14 million. This year to date we have 302 pledging units, those 302 have increased their pledging by 12%. The new parish house will galvanize our energy, purpose, and mission. Mackie thanked the finance committee and the staff and clergy, and the rector without whose inspired vision the achievements of the last three years would not have been possible.

Another video of the parish house with Jan Clarke and Tiffany O'Neill touring the kitchen was shown.

Rector's Warden Report

Andrew summarized the year of interesting challenges and perspectives and expressed thanks and appreciation for Carolyn, Mackie, and Susan who are retiring from their three year term on the vestry. He also thanked all the vestry members for their commitment and dedication during the monthly meetings, even through the summer. He also extended his heartfelt gratitude to the clergy and staff in managing during this difficult time. Their persistence, presence and spirit has lifted countless people up and has been a glimmer of hope and allowed us to have the regularity to pray.

As we go forward, we have learned so much through the pandemic. We have continued to see continued commitments and dedication in the finances. We have also had the commitment from dozens engaged in the Sunday school and the youth program as well as the outreach program. In the innovation we have been able to deliver as a parish, in being able to harness the power of Zoom and Livestream, we have been able to open us up to ways of sharing our worship and give us a greater foundation for spreading the word of Christ.

The impact we can make now as a parish, working though how we worship and how we engage as a community, and how we engage in outreach is something we want to think about in the coming months. Our foundation is strong with the daily views of emails, and on Sundays we have 150 live connections happening on Zoom and Livestream. There is consistency in the family units continuing to worship with us and we will continue with our 8:30 am and 10 am worship times. In terms of pledge dollars and pledge units of 302, we could surpass last year's pledging units for the first time in many years. We are already at a growth in terms of pledging dollars. In Legacy

into Promise, we are using those investments. We expect to have the certificate of occupancy in the next week or so. There will be scheduled tours as we get into March. We ask for patience as we arrange for people to come in and take a tour. One thing to note, that is very positive about Legacy into Promise, that the commitment we have made to this parish, we have not loaned any money yet. What has been paid has been completely out of the coffers. It has been one of the bright spots out of the pandemic in which have been able to move forward with the building and minimize other expenses. Every dollar we collect now, reduces the money that we need for the loan. The money is coming in on schedule and in some places ahead of schedule.

The vestry has been working on the growth of the parish for 12 months in vestry meetings and subcommittee meetings how we can put some efforts into growth in our parish.

Andrew introduced two more parish house videos. In the first, Ginger Woods and Betsey Crowell walk through some of the hallway spaces. In the second, Ginger shows the new lounge space and Betsey tours the hospitality suite.

Andrew reported that Elizabeth Cooke and Al Greenough developed the presentation of the Strategic plan. Andrew shared the process that was stared in January of last year with a consultant in parish development to begin thinking about how to best grow our parish. First we confirmed the mission. From that mission, we created three pillars using words from the mission to accentuate ways of growing the parish. The three pillars are the opening and welcoming community, to worship, learn, and grow together, and to support each other and the world. We took those pillars and had a discussion about what growth means in relation to the pillars and what are the different strategies and ways in which we can grow. In the fall, we took each pillar and created actions oriented on those thoughts.

Elizabeth Cooke shared a presentation on the strategic plan. We organized the plan around the pillars and objectives were come up with for each. In open and welcoming community, how do we deepen our engagement with the community and strengthen our impact in the world. In worship, learn, and grow, we continue to expand learning in different life stages. How can we deepen our engagement in the community and open our campus back up including to external community groups. How can we make use of our kitchen and reinvigorate the success of our youth programs. In the outreach pillar, we can conduct a survey of the parish to understand the needs and talents and engage in a more personal way. A new marketing and growth committee will be created to reestablish the brand of our church. This is not the endpoint, but rather a milestone in the planning process. We will identify what investments need to be made and come up with metrics on how we will measure the impact and success of the program.

The final parish house video was shown with Peter discussing how the videos were aimed at inviting the congregation into the building to see the progress and also to see how the building unifies the campus.

Peter asked the congregation to ask any questions that to Ken via chat. Peter said the videos presented were jumpy via Zoom but would be posted afterwards online.

Recognition

Peter thanked the congregation. None of us expected this kind of year and the congregation responded well. Our doors are open every day, and an astounding number of people have used this space in the last 10 months. People came from other states and countries, and the word was out that Redeemer was open and people could use this space. Everything you give to this church is giving to the benefit of all. Peter thanked the nominating committee for the work in putting together the vestry slate for this year. Peter was thrilled with the slate that had been elected. He asked the congregation to let them know that you appreciate their work. It has traditionally been the case that the nominating committee gets underway in the fall and then nothing much happens until the spring, but they have used the full year do develop the leadership of this church. Peter thanked his staff for giving more creatively and reimagining programming and thinking through the months of how to keep things fresh. We are continuing that work and there will be changes in the next few weeks as things change with COVID.

Peter continued with remarks regarding the four retiring vestry members. Carolyn Morris through all of the pandemic was regularly at the church office to do financial work for us. She would frequently look at me and say, I've been thinking about something, have you been thing about this? She was always on point and incredibly insightful, and this was in part due to her vast rooted wisdom about this community. She has always been an advocate for others and has used her time on vestry so effectively in that way. Each year when vestry members come in, what Peter hopes for more than anything else is to think of their role as ambassadors. Peter could think of few persons who had taken that role as seriously and joyful as Susan Adenyi-Jones. It was amazing to Peter how

she seemed come to me with information that we needed through her work through with the congregation. She offered thoughtful support and challenged us all to think differently and then confirmed what is best in us. When Andrew and Mackie came on board 3 years ago they were lined up to be Rector's Warden and Accounting Warden. They knew what the task was and then took it on, the parish house and the whole project. Peter needed leadership that was courageous, determined, and able to communicate the goal to other people and could give time to all the details this project has brought about. Peter could not have imaged getting to this point without both of them. Their contribution has been so solid and focused. Peter said often what we are going to accomplish in this building stands to be a gift to generations. We are going to be able to realize it. Peter valued their counsel, expertise, and vision and all the ways they worked to make this church stronger. You can see in this strategic plan, this was their work that they brought, and they were determined to leave the vestry with an agenda moving forward. Peter was grateful for what they had given him personally and to the church.

Questions from the Congregation

The first question from the congregation was about the parish house videos. The congregation will be given access to the videos to have a better view of what was given.

Another question was asked about where the storage place in the parish house is? Peter responded that there are many storage areas on the first floor or basement floor. This week we had a moving van at the building moving things from the office building and undercroft. We received an ok from the township to move in furniture. For those in the congregation who have given space to us to store things, we will be moving things in the next month. Feel free to ask any questions you may have at the office.

Closing Remarks

Peter stated that we have established set hours at the office. We are delighted we have a chance to see you, carrying on ministry in a pandemic is difficult, and your physical presence is important to us. We are glad to see you hear from you and answer any of your questions. It will be easier over the coming weeks to meet in some more sustained ways.

Michael Palmisano gave the closing prayer. The meeting was adjourned at 12:10 pm.



2021 MEMORIALS AND SPECIAL GIFTS

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

Charlie Blacman
Isaac Clothier IV (Quartie)
Robert Denious
Clayton Farnham (Music Fund)
Molly Hill (Music Fund)
Mary Ellen Noel (Music Fund)
Robert McAdoo
David Strawbridge
Bill Streamer (Music Fund)

Contributions were made to the following projects and ministries

Altar Guild
Christmas Village
Music at The Redeemer
Joyful Giving Program
HEART Fund
African Children's Mission
The Margaret Orr Memorial
Choral Scholarship
Legacy into Promise
Youth Mission Trips
Good Friday Jerusalem Offering
Zoom technology
Christmas Meals
Unrestricted Endowment
Rector's Discretionary Fund

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

John Gregg Elizabeth McLean (advance)

WHAT IS THE LYCETT LEGACY SOCIETY?

Jacques Vauclain, Chair of Stewardship

jacques.vauclain@gmail.com

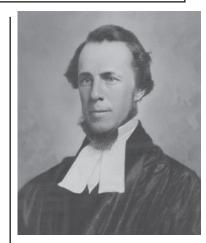
Over the course of many years, members of this parish have perpetuated their financial support of Church of the Redeemer and provided lasting legacies for the future. Individuals and families have created tangible memorials within the church or in the church yard—and most recently through generous gifts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

Chris Chojnacki Ken Garner Victoria Leidner Ryan Northington Arden Saligman Peter Vanderveen Jacques Vauclain

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
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
Bessy Hopkins
Jim Kelleher & Rik Morris
Morris & Anne Kellett
Jenny Kirkpatrick
Barb Linder
John & Elaine Lisle
Minkie McAdoo
Elizabeth McLean

Nancy Nimick
Lanny & Ann Patten
Dee Pugh
Nancy Schriber
Presley Schwinn
David & Diane Senior
Nancy Sharp
Dan & Patty Slack
Woozy Supplee
Barkie Supplee
Jacques & Stephanie Vauclain
Dixie Wigton
C. Cresson Wistar

LEGACY INTO PROMISE - OPERATING COMMITTEE

Babs Camerota, Chair ecamerota@comcast.net



- Gifts and Advisory Committee Tad Sperry
- Communications
 Ken Garner
- Design and Development Ginger Woods and Betsy Crowell
- Finance
 Mackie McLean and
 Chris Zafiriou
- Construction Kyle Lissack and Bob Nalls
- Construction Oversight and Transition Management Jay Einspanier
- Relocation Committee Mike Thompson

Mission

The Operating Committee for the capital campaign was organized in June 2016 to support and coordinate the activities of the campaign. Its specific purpose is to:

 Collaborate, coordinate and communicate activities across the various teams supporting the campaign

Identify and solve for issues that are important to the success of the overall campaign

Identify emerging issues or opportunities to enhance the long term success of the campaign

• Support the Design, Construction and Relocation phases

Role of the Operating Committee

Since 2016 through 2021, the Rector and various members of the staff and parish identified the working groups that would be required to support the campaign. The working groups were as follows:

working groups were as follows:

• Design Committee led by Ginger Woods and Betsy Crowell co-chairs; Cheryl Masterman, Tiffany O'Neill, Jan Clarke, Jim Crowell, and Priscilla Nalls with the following subcommittees:

The Kitchen Subcommittee under Tiffany O'Neill and Jan Clarke, working with Corsi Kitchen Designers.

The Grounds and Playground subcommittee has actively participated in choosing planting, and in planning a children's playground, with Priscilla Nalls and Tory Dunkle advisors, working in conjunction with Jonathan Alderson Landscapers.

Campaign Gifts – Tad Sperry

• Construction – Kyle Lissack and Bob Nalls

• Communications – Ken Garner - chair

Finance – Jay Einspanier -

Vestry Updates/Decisions – Peter Vanderveen

These groups and their expected activities were formalized into teams whose chair persons come together as the *Operating Committee*. These chair persons lead teams composed of staff, parish members, third party experts, and a representative from the Vestry. Elizabeth Camerota chairs the Operating Committee.

The Committee met every two weeks with formal agendas and meeting notes. Reports on campaign activities are provided to the Vestry monthly through meeting notes and special reports. In addition, the Operating Committee created a decision approval and signing authorities structure specific to the campaign that has been approved by the Vestry.

• The Design Committee for the new Parish House has been continually active over the last year. A multitude of decisions and meetings for this building have been ongoing, working primarily with John Milner Associates, Architects and Barbara Balongue, Interior Designers. Recent selections were finalized for floors and walls, colors and finishes, cabinetry specifications, and fixtures and lighting.

The required final Lower Merion Township building inspections were completed in January/first week in February, 2021. Lower Merion Township issued the Redeemer a temporary Certificate of Occupancy which enabled the FFE (furniture, fixtures, equipment) to be delivered to the site in early February, and installed in the various rooms, as well as for the Redeemer's pastoral and office staff to re-occupy their new facilities after FFE and punch list completion and all the final cleaning is accomplished in February/March 2021.

Over the past year, 2021, the Parish House has been opened up and all the administration has been back in the offices, following the COVID compliance requirements by the state of Pennsylvania. The Parish House is now used for meetings, weddings and funerals. In addition, the Christmas Village was a success – both outside and inside.

The Operating Committee is continuing to meet – now monthly – finishing up punch list items as well as any issues regarding the building.

2021 Gifts received for the capital campaign Legacy into Promise

Paul & Mary Adkins James & Julia Alexandre I. Croom & Lyle Beatty Jeffrey Bell Tom & Carolyn Bennett Charlie & Susan Bloom Jamie & Joan Bromley Fraser & Kate Brown Rick & Phyllis Brown Jay Brown Jim & Lin Buck Chris & Kate Chojnacki Margaret Connell Dick & Ottilie Conway Peter & Elisabeth Cooke, Jr. David Copas & Jennifer Vollmer Copas Bob & Lisa Davis Jack & Judy Dawson Sue Denious Gloria DePasquale Rod & Carol Donnelly Tory Dunkle Bill & Katharine Eyre, Jr. John & Cara Fry Beth Ganss Ken Garner & Bob Mikrut Richard & Pia Halloran Nancy Harris Ioan Harvey Louise Havens

Bessy Hopkins Mary Hopkins Sandra Hudson Kathy Hutchinson Wilson Jeffreys Phil & Meghan Jodz Jo Ann Jones Jim Jordan & Vanessa Lai Bobby & Katharine Joyce Eldridge & Brooke Katzenbach Gordie & Janice Keen Jim Kelleher & Rik Morris Robert & Tracy Klippel John & Melanie LeBoeuf Gregory & Anita Lewicki Stephen LoCastro & Laurie MacKenzie Tony & Binney McCague Sean & Colleen McCauley James & Kristin McGinley Sandra McLean Elizabeth McLean Karen Nagel Robert & Priscilla Nalls Ryan & Rebecca Northington Michael & Theresa Palmisano Lanny & Ann Patten Mark Patten Patricia Pruett David & Jessie Rae Ernest Ramirez

Joan Schiller Ken & Amanda Schwenke Jay & Jennie Seward Hank & June Smith Bailey Sperry Blair Stambaugh Kitten Susanin John & Amy Susanin Bill & Leslie Susskind Susan Van Allen John & Emmy Vander Zwaag Peter Vanderveen & Trish Bennett Peter Vogt Nancy Walker Frank & Margaret Welsh Margie Widmann Pam Wilford Thomas & Kathleen Wilkinson, Jr Julie Williams David & Ginger Woods Sook Hee Yoo Carter & Margaret Young

NOTE: This list is NOT inclusive of all gifts and pledges to the Legacy into Promise campaign. This list reflects gifts received during 2021 only which includes pledge payments and gifts without pledges.



RECTOR'S REPORT

The Rev. Peter T. Vanderveen

pvanderveen@theredeemer.org



The Christian Gospel is primarily neither religious wisdom nor moral insight. It is first and foremost a narrative... In any good narrative [the story is not] abstractly fixed but rather rides the story's waves.

Robert Jenson: "What kind of God can make a covenant?"

It's been an Old Testament kind of year. We can forgo loose references to the typical kind of things that come to mind when the Old Testament is invoked — like plagues and pestilence and exile. Though we have experienced some degree of all of these because of the Covid-19 pandemic. More importantly, however, the Old Testament can be read as a long and deeply considered examination of what it meant (and means) for the people of Israel to be in a covenantal relationship with God. It was never a question easily answered, especially when easy answers were what everyone seemed to want and expect.

Israel was promised a land so that they could be a nation. But this never seemed to materialize in the way they imagined — free from external foes and internal corruption. They built a temple to God, but in return they presumed that the temple and the habits of worship built around it would keep them safe. They

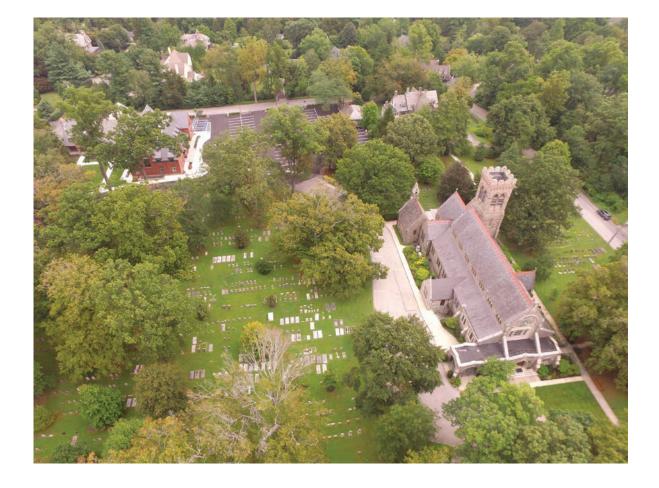
possessed the law, given in Sinai, but what was required to actually keep the law (whether literally or in spirit) was continually debated. They were dragged off into captivity, and apart from the land, the temple, and their established ritual customs, they wondered how God could be present at all. All of time proved itself to be the interjection and disruption of twists and turns. And, throughout this ongoing process, Israel was forced to ponder what constituted the covenant, how it could be maintained, and, with each new challenge, how change could serve to clarify and strengthen it.

There was a time when we were largely convinced that the pandemic and its effects would last eight weeks or a number of months, and that our experience of it would be uniform. It's been an Old Testament kind of year. Difficulties have dragged on. Programs have operated in fits and starts. Long-held habits have disappeared. What it means to gather for worship has changed with the introduction of new technologies. We've adapted to separation — whether by masks or distancing or quarantine. And through all of this, we've raised the questions of what constitutes the church, and how can we best continue under obvious restraints, and what is it that we most deeply value, that we have discovered along the way. As it is for Israel, these questions never really cease, but they have been made a bit more urgent for all of us.

As this Annual Report shows, however, we've not only carried on or carried forward; in many ways we've moved from "strength to strength" (borrowing words from the Book of Common Prayer). It's clear that there's a great yearning for us to be able to gather freely again, enjoying fellowship, worshipping without the clumsiness of Covid-19 protocols, realizing in increasing ways the gift of community, not hampered by thoughts of risk. We're poised to do many great things. We've set out for the church a brighter future by accomplishing the renovation of the Parish House and campus. The opportunity is ours to recover the activities we cherish, and advance those new habits that have proved helpful and edifying, and seek new ways to be the church that reflects a lively interaction with God. We should celebrate these things, not as a way of conclusion but as the best of beginnings. Look at what lies ahead. it's reason for rejoicing.

I am profoundly grateful to be one among many in the efforts of this church. We can be who we are only because of the involvement of all and the skilled leadership of some — whether they are staff or elected lay persons or committee members or individuals who know that they can be a blessing to someone, almost anytime. It's the creative, insightful, and caring interactions of the people of this parish that make our narrative beautiful and hopeful, come what may.

We have a story to tell. We have a story to live. And we have a story into which we can invite others. This is the very definition of a future.



RECTOR'S WARDEN'S REPORT

Tracy Steele tsteele@ferrosteele.com



Writing this report provides a wonderful opportunity for reflection and introspection with regard to our collective 2021 church year. While the year has brought continued change in the way we gather, worship and reach out to others as a church community, the year has offered opportunities to reconnect, reimagine, drive our mission and execute on our strategic plan. For me, these opportunities have occurred amidst a feeling of gratitude for what we are as a community and to each other.

Strategic Planning

The Mission of 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, the primary goal of our strategic plan over its three years is to **grow in faith, membership and impact**.

As a vestry, we focused on implementing the first year of our 2021–2023 Strategic Plan and took measured steps to implement the goals under the Plan's three pillars "Worship, Learn and Grow Together," "Be an Open and Welcoming Community," and "Supporting Each Other and the World." With the clergy, we broke into four workstreams, established objectives, determined how to measure them and went to work. Technology was our friend through this process even though we all appreciated our opportunities to meet in person.

Our first group focused on "creating an open and welcoming campus, engaging groups and extending hospitality." We established and adopted clear guidelines for use of the new Parish House, which formally opened in fall of 2021. That effort included a written "use agreement" and generalized pricing guidelines. We also facilitated opportunities to re-engage and welcome parishioners and our community onto campus to showcase the Parish House through our September picnic and the outstanding Christmas Village.

Our second group focused on "engagement with Redeemer youth." From this the Second Sunday Service was born, youth continue to be looked to for new and meaningful roles in services, junior youth were included in the RYG fall picnic to bridge the programs and we worked on ideas to attract families with younger children.

Our third group focused on "survey communications." We worked diligently to create a survey to help us reconnect in a meaningful and purposeful way with the goals of better understanding the skills and interests of our parishioners, to solicit energy and ideas of how to facilitate growth in membership, to gain perspectives on how to enhance the membership experience and engagement with others and to capture ideas on how to position the Parish House as an asset for the community. The survey was sent to all parishioners and numerous reminders were sent. We will roll out the survey again in early 2022 in an effort to achieve our initial goals and we thank each of you who responded. If you did not, please consider doing so as we want to hear your voice and we are looking for a more robust response rate. Your voice will help us to drive engagement and growth for the future.

Our fourth group focused on the "Arc of Formation." One unified program was rolled out in the fall with much success and interest. Many thanks to our clergy, Tory and lay leadership for their involvement and effort. Our efforts will continue to drive parishioner growth to increase participation in the program.

Much work remains toward our strategic plan 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!

While Covid did hamper some of our plans for this year it did not dampen our spirits! We commenced a review of our Bylaws that will continue into this year. We also formed a Community Awareness Task Force, to be led by Jacques Vauclain, that will focus on growth.

Reconnections around the Parish House

Fall of last year was a time between "surges" for restoring experiences and rebuilding relationships that create our tangible sense of community. Covid-19 did not diminish the excitement surrounding the opening of the Parish House and a ribbon cutting will occur where we will showcase the immense generosity of so many with a celebration in which everyone can participate and be proud of our collective accomplishment.

Gratitude

It is with complete gratitude that I thank our parishioners for stepping out of their comfort zones to try electronic ways to worship when Covid numbers made it challenging to be together. I also thank our parishioners for stepping up in support of our Stewardship and Outreach efforts. As a community, we are greater than the sum of our parts and we have so much to give. We are well-positioned to realize growth in faith, membership and impact and I ask that you reflect upon and discern how you see yourself in that effort.

I must also thank our very committed clergy, vestry, staff and vestry Executive Committee (Chris, Jennifer and Jacques), each of whom guide us with their faith and share their time and talents for our greater good. 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

Christopher Zafiriou zafiriou@gmail.com



Members of the **Finance Committee**

Jay Einspanier Al Greenough Ellen Harvey Mike Thompson Peter Vanderveen Jacques Vauclain Daniel Wesley Betsy Wolford Chris Zafiriou

First, I want to thank the Finance Committee for their thoughtful guidance and good judgment over the course of the year. I would like to especially thank and highlight Radclyffe "Mike" Thompson's role as secretary. The Finance Committee is now keeping minutes and reporting them to the Vestry, a new practice, which should improve transparency, institutional memory and record keeping. I would also like to thank Ellen Harvey for her great work drafting an investment policy statement and her work on the investment sub-committee.

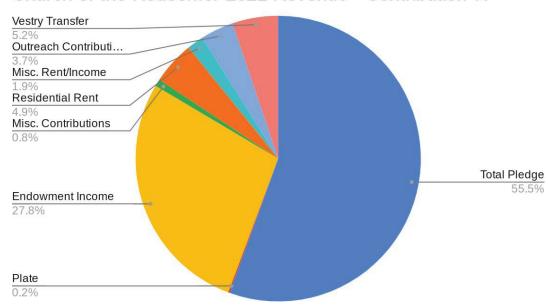
The primary role of the Finance Committee is to develop and refine with input from the staff the budget for the year and to submit said budget to the Vestry for approval. In addition, the Committee provides oversight and monitoring of the budget, determines the endowment draw, houses the investment subcommittee 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.

Annual pledges (\$1,044,748 for 2021) are the Church's primary 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 is our second largest source of receipts: in 2021 we received about

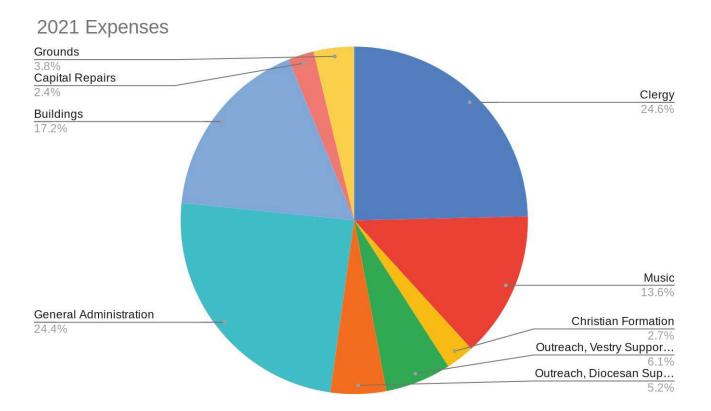
\$520,000. Our endowment withdrawal rate last year was 4 1/4% which was a reduction from the4 1/2% rate in 2020. The endowment in recent years has experienced significant growth due to the rising stock market - hitting an all-time high of \$14.7 million at the end of year. For 2022, we are further reducing the endowment draw to a more conservative 4% draw rate, but this will require strict expense management and pledges to come in around 2021 levels for this rate to be maintained over the long run.

The pie chart below shows the percentage breakdown for 2021 of our revenues. Most of the lineitems are self-explanatory; however, the Vestry Transfer refers to a budget surplus from 2020 that was put towards the 2021 budget instead of being sent back to the endowment to come back down as a future draw.

Church of the Redeemer 2021 Revenue - Contribution %



2021 was a year of transition both from a Covid perspective and from a facilities perspective. The church moved into the new Parish house and out of the residential properties that were temporarily used as office space. This movement makes expense and revenue comparisons year on year a bit more difficult than usual.



Generally speaking, most of our expenses are fixed in the short run (Clergy and Staff must be paid, grounds maintained, capital repairs completed, buildings heated and cooled, etc.). Consequently, there are surprisingly few discretionary levers to pull without affecting service levels or mission priorities. That having been said, it should be noted that the Church places a high value on beauty and music and demonstrates this through a significant commitment to the music program.

The 2022 budget projections are subject to more uncertainty than in years past, especially as it relates to rental income coming from the Parish house. Considering the current inflationary environment, the Finance Committee raised the expense projections for most line items by 3.25%. Overall, total expenses are projected to increase by 9% for the year (this includes a bunch of one time expenses). Increased Clergy health care costs, higher operating expenses associated with the new building, the Vestry approved sabbatical for the music director combined with the bi-annual choir tour, and an increase in the outreach budget coupled with planned Church roof work and tree work account for the bulk of the other increased expense drivers.

Overall, the finances of the Church are sound, with the endowment reaching new highs and a brand new Parish house (which is almost completely funded and paid for with the exception of afew outstanding gifts/pledges to Legacy into Promise that will cancel out an \$950,000 outstanding construction loan balance). The rest of the campus has relatively little deferred maintenance and is in good shape. This observation masks a more ominous fact. 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

\$1,044,728 in 2021 - ten years later. Adjusted for inflation, ceteris paribus, pledge income should be \$1,373,481.83 - hence we have a \$328,753 decline in inflation adjusted pledging value. As a Parish, we are becoming ever more dependent on our top donors and on endowment income. While both sources were generous in 2021, it is simply wrong to assume that the Church can sustain and flouish over the long run at the current level of expenditures without sustained growth in parishioners and a broadening of the pledge base. Ultimately, eitherwe grow via new initiatives, or we cut service levels and outreach and eventually Clergy and Staff support. The choice is in our hands. Towards that end, I encourage everybody to bring a friend or two to Church and to consider Redeemer in your bequests.

Last, but certainly not least, I would like to thank Jay Eispanier for his tireless work on behalf of the Parish as our Parish Administrator. The new Parish house, delivered mostly on time given Covid, and within budget are part of his crowning achievements. Jay will be retiring in the fall after 15 years with the Parish and as such we will be looking for a new Parish Administrator. Please send any credible candidates our way.

Revenue	2022	2021	2020	2019
	Budget	Actual	Actual	Actual
Pledge	\$998,167	\$998,276	\$951,899	\$965,904
Non Pledge Offering	20,000	24,346	20,585	31,170
Prior Year Pledge	20,000	22,106	13,946	23,256
Total Pledge	1,038,167	1,044,728	986,430	1,020,330
Plate	3,000	2,503	2,290	12,011
Endowment Income	519,889	481,337	506,902	446,977
Misc. Contributions	15,000	12,767	19,290	24,523
Residential Rent	90,900	96,479	81,085	74,677
Misc. Rent/Income	35,000	36,625	9,985	27,149
Outreach Contributions	70,000	73,271	72,499	70,000
Vestry Transfer	97,513	49,564	-	-
Total Revenue	\$1,869,469	\$1,797,274	\$1,678,481	\$1,675,668
Expense				
Clergy	\$443,467	\$421,348	\$417,951	\$419,761
Music	251,823	232,460	215,679	267,094
Christian Formation	60,521	45,369	45,086	57,238
Outreach, Vestry Supported	125,500	105,161	109,586	105,017
Outreach, Diocesan Support	88,173	88,173	88,173	14,547
General Administration	425,713	417,310	405,207	408,883
Buildings	313,310	294,517	247,888	277,220
Capital Repairs	75,000	40,982	33,135	63,082
Grounds	79,429	64,643	66,047	69,825
Total Expense	\$1,862,937	\$1,709,962	\$1,628,751	1,682,666
Surplus/(Deficit)	\$6,532	\$87,311	\$49,730	(\$6,998)*

^{*}Auditor's "Non-Cash" entry of (\$26,828) will increase book deficit to (\$33,826) for 2019

Investment Sub-Committee

The purpose of the Investment Sub-Committee, a subcommittee of the Finance Committee, is to oversee the performance and asset allocation of the church's endowment funds and to make a recommendation to the Finance Committee as to a suggested level of withdrawal from the endowment funds. These withdrawals contribute more than 25% of the church's annual operating budget and have been a growing percentage of the budget. Our total endowment is approximately \$14.7 million with approximately \$2.9 million managed by Vanguard and approximately \$11.75 million managed by T. Rowe Price within the Church Foundation.

The Sub-Committee meets to review the asset allocation and performance of the two investment managers and to discuss the economic climate as it affects the church's investment funds. At least annually, we hope to meet with the investment managers themselves.

The goal is to ensure the continued existence and growth of the endowment funds. The withdrawal rate in 2021 was 4.25% of the total endowment funds available. For 2022 it is targeted at 4%.

If any parishioner has questions about the operations of the Sub -Committee, or suggestions for improvement, please contact one of us or any member of the Finance Committee.

Investment Sub-Committee Chairs Ellen D. Harvey John Pickering

18

ADULT FORMATION COMMITTEE

The Rev. Michael A. Palmisano, Co-chair

Committees of the Vestry & Parish mpalmisano@theredeemer.org

Meeting Schedule: The Adult Formation committee meets monthly/bimonthly during the program year (Sept.-May)

Events and Accomplishments

Sunday Mornings:

The Adult Formation Committee began a series on Christmas hymnody during Advent 2020 which concluded in the beginning of 2021 (through Christmastide). During Epiphany the committee hosted a series entitled: *God in Man Made Manifest* which explored the ways in which Christians might see God's presence and their lives and proclaim God's presence through word and action. During Lent the committee hosted a series on scriptural interpretation led by the Redeemer clergy team. The series focused on challenging texts in the Bible as means of evidencing Christians' various interpretive tools. The 2020-2021 program year concluded with an Eastertide series entitled: *Resurrection, Religious Dialogue, and the Rituals of Easter* which invited Redeemerites to learn from multiple interfaith leaders who shared with us their own theological understandings/interpretations of our season of Easter through the lens of their tradition.

In the beginning of fall 2021 the clergy of Redeemer introduced the community to the new parish house space (Masterman Hall) by offering forums on theological themes inspired by pandemic life. After some adjustments to the new forum space and technology the committee hosted a number of forums led by community leaders who spoke to issues of poverty, climate, and education. The year concluded with an Advent series on the Incarnation led by Redeemer clergy and keynoted by a philosophy professor from Eastern University.

Ongoing Events during the Week:

The Men's Bible Study and the "Women Exploring Scripture" group continue to meet on a weekly basis, led respectively by John Herzog & Mike Thompson and Barbara Billings. The Men's Bible Study has moved their meetings to the parish house while COVID continues to impose restrictions on dining options for breakfast. Attendees can also participate via Zoom. The Women's Bible Study now meets in the parish house library on Thursdays at noon.

Episodic Events:

During Lent 2021 the committee hosted a series of theological discussions evoked by various popular films. Discussions were led by Redeemer clergy on Wednesday evenings at 7:30pm. Participants engaged with the films they had viewed during the week and examined themes from a theological perspective. Meetings were held via Zoom.

Accomplishments:

- 1. Sunday morning adult forums in the winter and spring of 2021 (1/3 5/23) recorded a minimum of 14 Zoom logins and a maximum of 48 with a mean of 23 logins.
- 2. The committee has identified the most efficient (thus far) means of offering Sunday morning forums to the greatest number of individuals/households in a hybrid setting from the new parish house. Forums are now being presented live in Masterman Hall while being livestreamed directly to our webpage.

Members of the Adult Formation Committee

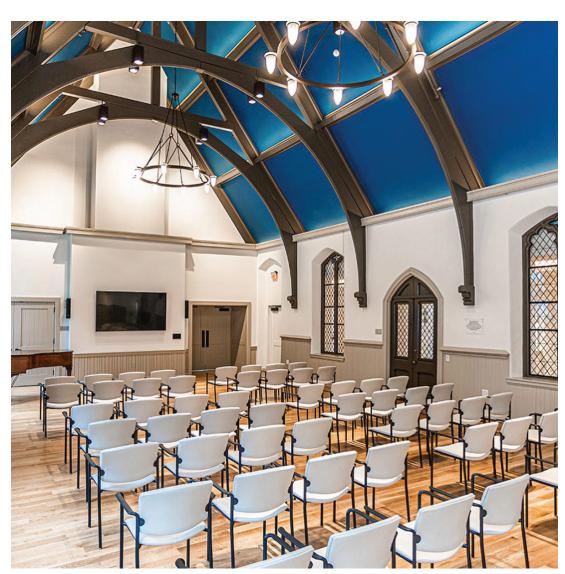
Jim Buck (vestry liaison, co-chair) Carol Soltis (vice chair) Rita Davis Julie Williams John Susanin

Reflections/Notes:

- 1. Longtime committee member, Elizabeth McLean has retired from the committee so that she might spend more time enjoying the formation offerings hosted by the committee.
- 2. John Susanin joined the committee in the fall of 2021.
- 3. The committee has decided to frame our formation programs within the scope of parish mission statement. Our hope is that everything we do as a committee can be clearly understood through the mission of Redeemer.
- 4. We will continue to explore best technological options for offering our forums and classes in a hybrid setting and making those recordings readily available to the wider community.

Goals

- 1. The committee continues to seek out and invite compelling speakers for the Sunday morning Adult Forum. We hope to continue constructing series that are appealing to regular attendees while also proving to be attractive to newcomers.
 - a. We will explore ways to collect attendance data for live and livestream participation as we operate in the space of Masterman Hall.
- 2. The committee hopes to orient themselves by the parish mission statement. As such, all invitations to the forum should be examined through the lens of this statement and all presenters should be introduced through said lens.
- 3. The committee will consider ways in which they might be able to gather feedback from forum attendees and the parish at large to better target the appropriate speakers, themes, and formats for the forum hour.
- 4. The group will invite and secure at least 2 new members to join the committee.
- 5. The group will invite and secure a "big-ticket" speaker to join us live on Redeemer's campus as the pandemic subsides and long-term plans can be made.



STEWARDSHIP COMMITTEE

Jacques Vauclain, chair Chris Chojnacki, convenor jacques.vauclain@gmail.com chris.chojnacki@gmail.com

Committees of the Vestry & Parish

The purpose of the Stewardship committee is to raise 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 critical to the development of a prudent 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 in order to grow the endowment and ensure the continuity of the campus for future generations.

Annual Stewardship Campaign

The annual Stewardship campaign runs August through January with ongoing reminders throughout the year. Our goal is to both generate pledges and encourage engagement in the life of the parish; we aspire for 100% participation from all members.

Planning begins in August to enable a campaign kickoff in September. We employ a variety of communication vehicles including email, video, physical mailings and recognition of all members who pledge in the bulletin and on electronic screens throughout campus. In addition, we rely on a dedicated group of volunteers who help follow up with members and remind them to submit pledges in a timely manner. Lastly, the committee runs a "Did You Know?" feature throughout the year in various communications to educate and remind people how their gifts have an impact on our community.

2022 Campaign Key Facts

The past two years have shown a meaningful increase in the average size of pledges. In addition, new or returned pledges have helped offset a number of long-time donors who have either relocated or passed away. These two facts have enabled total pledges to increase slightly after many years of remaining flat.

As of February 9, 2022:

- \$1,041,531.75 total amount pledged
- \$3,250.10 average pledge; return pledges increased about 10.5% as compared to 2021
- 321 pledges with 28 new or returned pledges
- 21 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.

Lycett Society

Church of the Redeemer has been built upon the generosity of those who came before us. We benefit from a long tradition of planned giving to both our endowment and campus. The Lycett Society are those who have committed to The Redeemer through estate planning and other planned giving. The Stewardship Committee is focused on increasing awareness of the Lycett Society through communication and education on this topic.

Expenditures

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

Future Goals

- Increase the number of pledges and amount of each pledge to make more of a difference in the lives of our parishioners and the community at large.
- Expand the work of the committee to think about new ways to communicate with the Parish about Stewardship in an ongoing way.
- Continue to recruit new volunteers to help with the pledge follow-up process and other committee activities.

Members of the Stewardship Committee

Chris Chojnacki Ken Garner Victoria Leidner Ryan Northington Arden Saligman Peter Vanderveen Jacques Vauclain, *Vestry Liaison*

MUSIC COMMITTEE

David Woods, chair

Committees of the Vestry & Parish dbwoods@mac.com

Members of the Music Committee

Susan Adeniyi-Jones
Jessie Caverly Rae
Michael Diorio (Music Director)
Jim Jordan (Staff Singer liaison)
Mackie MacLean
Andrew Masterman
Susan Rushing
Emily Snell
Cynthia Spadaro (Choir parent
liaison)
Susan Van Allen
David Woods (Chair)

Meeting schedule: Monthly on the second Sunday @ 10:45 AM

Events

Thanksgiving Pie Sales

Thanksgiving Pie Sales were held in the Parish House to raise funds for the Tour 2022 and the Margaret Orr Scholarship Fund. 106 pies and 33 loaves of Michael Diorio's Cranberry Orange bread were sold. The event raised \$1,800.

The Mozart Requiem

The Mozart Requiem was held as an All Souls Service and Fundraiser for the Committee and Margaret Orr Scholarship Fund on November 7, 2021 in the Church. There were 200 people in attendance which was remarkable given the current pandemic circumstances.

Lessons & Carols

The Lessons & Carols service and reception which is held annually to celebrate the advent season and raise funds for the Margaret Orr Scholarship Fund was held on December 12, 2021 in the Church and the Parish House. There were 125 people in attendance which was diminished due to a surge in COVID 19 cases.

Accomplishments

The restructuring of the choirs was done in September 2021 to help maintain the continuity of music offerings for worship.

Vespers service was added to the second Sunday service and it established a relationship with the music ensemble Artcinia.

The Mozart Requiem and Lessons & Carols both took place in Fall of 2021 and produced a wonderful resumption of music programs and increased attendance.

Fundraising and Budget

Amount of money raised this year - \$5,700 Status of the budget – Surplus to be used to fund Music & Mission trip in summer, 2022

Expenditures

Name of Expenditure – Mozart Requiem Cost - \$5,300 Reason – Musicians' fees

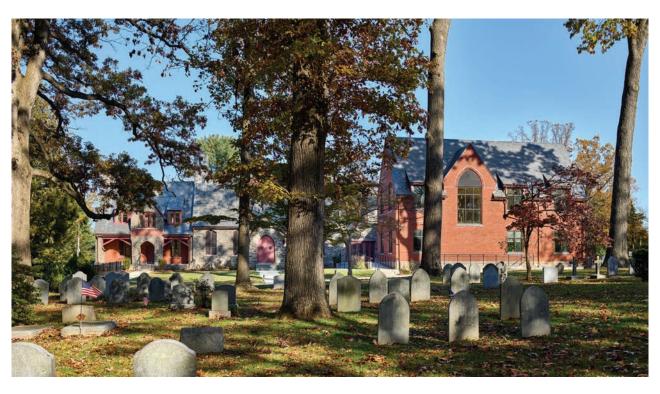
Reflections and Goals

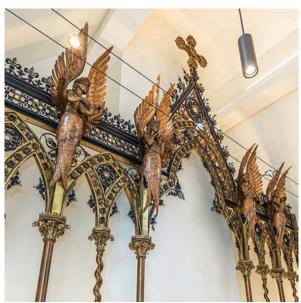
Reflections

- 1. Relief that lessening of COVID 19 restrictions allowed for a brief, but welcomed resumption of full choir participation in fall, 2021.
- 2. Heightened thankfulness and appreciation for our staff singers who courageously put themselves at risk to allow for the joyful sound of voices at worship.
- 3. Gratitude for the music committee and staff to constantly seek ways to provide for the continuity of music offerings at church.

Goals

- 1. Provide for seamless continuity of the music program during the sabbatical of our music director.
- 2. Arrange for the resumption of our spring Garden Party utilizing the facilities of the new parish house and campus.
- 3. Plan and successfully and safely conduct our Music & Mission trip to England in summer 2022.







NEW COMMITTEE

Sally Moser, chair

Committees of the Vestry & Parish sallymoser@gmail.com

Members of the NEW Committee

Kate Chojnacki
Al Greenough, vestry liaison
Sandra Hudson
Victoria Leidner
Caroline Manogue
Brook McCann
Sally Moser, Chair
Michael Palmisano, clergy
Emily Snell
Tracy Steele, vestry liaison

Events

• Newcomer Party, October 29, 2021 at Moser House. We invited all who appeared on our newcomer lists since the last party in October 2019. This was very casual social event of hors d'oeuvres and drinks, and was well-received by the 13 newcomers who attended (and the 11 committee members and 3 clergy.

Accomplishments

- We reformatted and edited our newcomer database in Fall 2021 to make it more manageable. It was seriously edited to retain only the current "live" prospects, now numbering about 40, all of whom have been contacted by a member of the committee. We plan to update this report several times annually, and review it at each of our meetings.
- Revisions to the Newcomer Brochure were done early in the year to reflect
 the COVID realities of the time, and again in the fall when service times
 were changed. Pew brochures, visitor cards and pencils are replenished
 about quarterly, usually before major holidays or other events likely to draw
 newcomers.
- Weekly newcomer greeters have served since the fall after not being present in earlier months of the pandemic.

Expenditures

We have no budget and no expenditures. Party expenses (food and drink) were picked up by the committee/host.

Reflections on 2021

- Welcoming is tough during a pandemic! But we did record about 30 visitor units since the start of the pandemic, and have several who are now pledging members.
- We were lucky to be able to squeeze in a welcome party during a COVID "downtime"; these events are very helpful to our welcoming efforts.
- We are pleased that despite the pandemic, we have seen many good examples of engagement by newcomers, including at least ten new pledgers. Newcomers participated as meaningful volunteers and attendees at the Christmas Village, delivered Christmas baskets, and several are participating in the church school, as readers, and volunteering in Outreach efforts.

Goals for 2022

- We hope to have our traditional newcomer coffee at the Rector's house in May
- We hope to recruit additional greeters—any volunteers?
- We will redo the greeter photos for use on the website, since our first effort was abominable **Group Information**

OUTREACH COMMUNITY SERVICE

Barbara Billings, chair

Committees of the Vestry & Parish bandsbil@verizon.net

Carol Soltis

Cynthia Spadaro

Marian Lockett-Egan,

IHN Coordinator

Julie Williams

Jo Ann Jones, *Clergy Liaison*Andrea Cayley
Anna Gerrity
Leslie Boris
Lisa Davis
Mary Hopkins
Jeanne Holeman

Members of the

Committee

Events

ACM Have A Heart Campaign

The African Children's Mission Have a Heart Campaign took place in February 2021 to raise money to combat AIDS in Malawi. It was done via a mailing to the parish. \$10,065 was raised from 46 donors. It continues to be a successful annual fundraising event, which we will continue in February 2022.

IHN

The Interfaith Hospitality Network provides food, gift cards, cards of encouragement to families temporarily homeless while they design and implement a plan to break the cycle of homelessness in their lives. Three IHN events took place last year, Feb 28-March 7; May 16-23; and July 25-August 1 at IHN headquarters in Norristown. Each time there were 3-4 families in attendance. In past years we hosted IHN guests in the church Parish House. Because of Covid limitations, they are now housing in place in Norristown, and members of the congregation provide support for them there. At first we took food, and subsequently we provided gift cards and notes of encouragement. We miss the one-on-one interaction. We have a new coordinator, Marian Lockett-Egan.

Conversation on Race

A Conversation on Race with Jeanne Holeman was held on February 21st via zoom. This was our third informal conversation, which evolved out of the <u>Just Mercy</u> discussions in 2020. It is our belief that the more dialogue there is between people of different races, the more comfortable we become with one another. There were 10 people in attendance. We appreciated Jeanne's willingness to meet with us and look forward to future conversations.

Food Drives

ElderNet Food Drives were held in January/February and in the summer to help replenish the Eldernet Food Pantry. Items were collected in the narthex of the church and in the parish house and were donated by members of the congregation. It is essential to continue to highlight the issue of food insecurity and to engage members of the congregation in supporting and relating to our neighbors.

George Floyd Memorial

A Memorial Service Commemorating the Death of George Floyd was held at Church of the Redeemer on May 30th to commemorate the first anniversary of the death of George Floyd as well as to read the names of others who have died as the victims of violence during the past year. There were 20-30 people in attendance. The Rev. Jo Ann Jones prepared and officiated at a meaningful service.

Racial Justice Vigils

Interfaith Vigils for Racial Justice were held to witness for racial justice and show solidarity with other faith communities. These vigils were held on Wednesday afternoons via Zoom and in person at places of worship throughout Lower Merion Township. There were 30 people from churches in Lower Merion and 7 from Redeemer in attendance. It was a moving opportunity to join with others in witnessing for racial justice.

Advocacy Encouragement & Facilitation

Articles on the benefits cliff and minimum wage were posted in *The Voice* to participate in the ECS Advocacy Action Network and draw awareness to two issues of importance to ECS. We will follow up by publishing other information articles in The Voice.

Collections for Afghan Refugees

On September 15, 2021 we held Aid for Refugees from Afghanistan to collect bedding, furniture, and clothing for newly arrived Afghan refugees being housed at Fort Dix. Numerous parishioners participated. We were under a time constraint so event was not as organized as it could have been. Next time we will be more selective, e.g., not accepting furniture or clothing that is not useable. We are also working on identifying a place in the Parish House for a "Hope Chest," where donations can be dropped.

Episcopal Community Services

The ECS Forum on Justice and Opportunity was held the week of October 18-22 online to bring community leaders together to hear speakers on topics related to justice and opportunity, such as the minimum wage and benefits cliff, and to encourage participation in the Advocacy Network. There were 300 participants including some Redeemer members. The event was well done and well received.

Interfaith Hospitality Network Fundraiser

Hope for Homes Fundraiser, an IHN fundraising event honoring Mary Hopkins was held on September 19th via Zoom. 100-200 people attended. The event was highly successful and Redeemer represented the #1 contributor.

ECS Christmas Gifts

In December, the ECS Christmas Gifts Solicitation was held virtually as ECS asked us to accomplish everything online. The event was publicized in The News. Episcopal Community Services requested gift cards or checks for the children in their enrichment and mentorship programs (600 in six schools across the city). ECS said there was a good representation from Redeemer. We were disappointed not to be able to set up a Christmas tree in the Parish House as in the past. Virtual purchases are easier for ECS but do not allow for as much engagement on the part of parishioners.

Accomplishments

Some of our usual activities were curtailed because of limitations caused by Covid. For example:

We postponed until 2022 providing a dinner for 100 at Darby Mission.

We did not create care packages for the college graduates from Church Farm School.

Participation at St. Gabriel's Mission was pared down.

We did begin planning a "Hope Chest" for the Parish House – a place for parishioners to drop off donations during one of our collection drives.

We explored possible programs and curricula on gun violence.

We suggested Outreach-related Adult Forum speakers to the Adult Education Committee.

Some of us participated in a 4-part training series on Anti-Racism sponsored by the Diocese.

We publicized outreach-related activities, such as the Absalom Jones service Martin Luther King, Jr. Day, through the Redeemer News.

We updated the "Serving Others" section of the website.

We began conversing about the heading "Serving Others" and looking for a heading that more accurately conveys a two-way relationship.

We participated in events sponsored by those Redeemer supports financially, such as the St. James 10th Anniversary Celebration.

We publicized in the News the needs of outreach organizations outside of Redeemer, such as Episcopal Relief and Development's request for Hurricane Ida Relief.

Reflections and Goals

Reflections

- 1. We were not able to carry out our usual hands-on involvement with the groups we support through Outreach Grants because of limitations imposed upon us by Covid.
- 2. We tried our best to relate to the groups we support through conversations and events on Zoom and to carry out activities that we considered safe.
- 3. The members of this committee are committed to outreach and go above and beyond to fulfill their responsibilities.

Goals

- 1. As Covid subsides, organize more hands-on activities with groups we support.
- 2. Develop an outreach book group or encourage the reading of books that create awareness of racism, food insecurity, poverty, housing evictions, etc. Create an Outreach book shelf in the Library.
- 3. Extend ourselves beyond the groups we support financially to embrace other organizations, such as The Impact Center, working to alleviate the issues described in Goal 2.

Additional Information

Our Mission:

At the Church of the Redeemer we live out our Baptismal Covenant to seek and serve Christ in all persons, to love our neighbors as ourselves, and to respect the dignity of every human being by responding to human need with financial support and loving service. The Outreach Community Services Committee is charged with fostering the formation of mutually enriching relationships between parishioners and those in need by providing education on the issues and identifying, developing and communicating community service opportunities.

See the addendum at the end of the Annual Report for the activity of the Outreach Grants Committee.



AFRICAN CHILDREN'S MISSION

Outreach Missions

Pricilla Bradshaw, chair prillbrad@verizon.net

Group Members of ACM

Susan Adeniyi- Jones Barbara Billings Judy Dawson Monica Lind George Steele Margaret Welsh Julie Williams Meeting Schedule: Usually the First Saturday at 9:00 am. EXCEPT during COVID

Committee Mission: As Christ cared for those most powerless, so, too, the Church of the Redeemer strives to care for those suffering from the impact of AIDS in Africa.

Empower our congregation to improve the lives and hopes of people affected by HIV/AIDS through education, child care, health care, community improvement in Malawi

Events:

- Have a Heart campaign, February, 2021
 - o To raise money for our Malawi Projects
 - Provide an alternative offering to honor a loved one around Valentine's Day
 - o Coffee Hour Selling of Goats and School Materials before Christmas

Fundraising and Budget

- □Raised from Donations \$15,565.00
- □Outreach Grant \$3,000.00

Expenditures

\$15,000.00 disbursement to Partner GAIA (Global AIDS Interfaith Alliance) \$733.60 expenses for Have a Heart

Reflections on 2021

- Achievement of the UNAIDS 90-90-90 Global treatment goals:
 - o 90% of people living with HIV know their status
 - o 90% of those who know their status are on treatment
 - o 90% on treatment are virally suppressed
 - o New Goal of 95%/95%/95%

Goals for 2022

Maintain and increase awareness and interest of ACM in the parish Help with Covid:

The world has been ravaged with the COVID-19 virus. Malawi has been deemed the poorest country in the world so obviously it's resources to fight the virus are not sufficient. This is the area where The African Children's Mission with our partner GAIA (Global AIDS Interfaith Alliance) can be of help. Malawi and Pennsylvania have approximately the same size of area. We have a very excellent healthcare system whereas Malawi has a very fragile healthcare system. The population in Pennsylvania is about 12 million as compared to Malawi's very dense population of 18 million. Pennsylvania has 3,400 intensive care beds and 2,000 ventilators. Malawi has 25 intensive care beds and 17 ventilators. Their healthcare system is not capable of handling

an epidemic of this magnitude. This is where ACM can help with your help.

H.E.A.R.T

Tad Sperry, chair

Joan Warren, Chairman

Outreach Missions 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.

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.

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.

Heart Committee

Joan Warren, Chairman Joan Harvey Mary McAdoo Susie Keith Peter Vanderveen, *clergy liaison*

CHRISTMAS FOOD MEALS PROGRAM

Outreach Missions

sparvey@verizon.net

Despite Covid shutting pretty much everything down in December of 2020, Redeemer was able to provide meals at Christmas for our outreach partners. To keep both parishioners and recipients safe, we worked with the usual organizations and made the decision to acquire and distribute gift cards which could be used for groceries instead of actual foodstuffs. The parish responded to our appeal with great enthusiasm, and due to their incredible generosity, we were able to secure and deliver over 330 grocery gift cards just before Christmas. These were delivered to St. Barnabas, Eldernet, and the Church of St. Andrew & St. Monica where Redeemer's generosity was greatly appreciated.

Though Covid had not departed when Christmas 2021 rolled around, we felt that everyone, parishioners and recipients, had learned enough about being safe that we could return to the traditional practice of assembling meals for distribution. Generous parishioners shopped, and we filled bags. Acme market was once again a fabulous partner and was our source of fresh food.

Thanks to the efforts of some dedicated parishioners, on a chilly Thursday morning, December 23, 124 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. It's always been a big part of this outreach effort, and one we hope to revitalize in 2022. Between Covid concerns and a personnel change at Eldernet in 2021, we didn't have as many individual deliveries as we have had in the past; but, I believe that next year those numbers will increase so there will be a greater opportunity for in-person deliveries. Actually meeting the people who are so grateful for the Christmas meals is a wonderful expression of the Christmas spirit, and a number of Redeemer families have eagerly participated over the years.

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.

St. Gabriel's Mission Lunch Program

Jan Clarke-Gross, coordinator

Outreach Missions janc114@verizon.net

St. Gabe's Volunteers

Jan Clarke-Gross Bill Gross John Herzog Jenny Kirkpatrick

Meeting schedule

4th Saturday of each month

Group Description

Lunch is served at St. Gabriel's Mission every Saturday year-round. Typically, 5-6 volunteers from The Redeemer meet at the mission (9:30AM to prepare and serve nutritious hot meals to 65-110 adults and children who live in the area (11:00AM-12:30PM). Since the beginning of the COVID-19 pandemic (March 2020), the feeding ministry has continued with new protocols in place. Redeemer volunteers have purchased supplies and prepared meals off-site and delivered them to St. Gabriel's for packaging and distribution every 4th Saturday. To minimize exposure to the virus, a core group of Redeemer volunteers managed the program, devoting 16-18 hours per month to this ministry.

Consider joining us for a "hands-on" outreach experience on the 4th Saturday of any month. Contact Jan Clarke-Gross.

Expenditures

\$325 per month is allocated by Outreach Grants Committee to buy sufficient food to prepare a healthy hot meal and fill takeaways lunch bags for ~100 people.

Reflections on 2021

- St. Gabriel's Vicar, lay volunteers and children's program coordinator worked tirelessly to keep this program an integral part of its more comprehensive "feeding ministry" going despite the pandemic and ongoing economic challenges. The congregation continues to grow and expand its reach into the community.
- A core volunteer group from The Redeemer rose to the challenge of providing meals under COVID restrictions.

Goals for 2022

• Barring unanticipated restrictions, on-site prep and cooking at St. Gabriel's will resume in January. As restrictions are lifted, more Redeemer parishioners will be encourage to experience this ministry - once or many times.



Women Exploring Scripture

Barbara Billings, coordinator

Parish Groups bandsbil@verizon.net

Meeting Schedule

Every Thursday at noon except in summer

Accomplishments

Members of WES studied the New Testament Book of Hebrews every Thursday from January to November. Throughout the book of Hebrews, we have seen Jesus as the eternal Son, King, High Priest, and perfect sacrifice, and as the author and perfecter of our faith. We have seen that, among other things, Jesus is superior to angelic beings (Heb. 1:5–2:8), superior to Moses (Heb. 3:1–4:13), the superior High Priest (Heb. 4:14–5:10; 7:1–8:13), and the superior sacrifice (Heb. 9:1–10:18). The readers are warned against neglecting salvation (Heb. 2:1–4), forfeiting their rest in God (Heb. 4:1–13), apostasy (Heb. 5:11–6:20), shrinking back from their faith (Heb. 10:26–39), and of refusing God's message and his messenger (Heb. 12:25–29). In light of all these things, the reader is called to faith and endurance (Heb. 10:19–12:29). Members of WES found Hebrews to be eye-opening, enlightening and an invaluable source for appreciating the scope and continuity of the Bible.

Members of WES studied stories of Elizabeth, Mary and Hannah in Luke 1 and 23 and 1 Samuel 2 in December. The result was appreciation that the Incarnation was rooted in salvation history and yet totally new.

Reflections

- 1. We grew in our understanding of the Scriptures.
- 2. We grew as Christ-centered people.
- 3. We developed in our caring for one another.

Goals

- 1. To study the theme of Covenant in the Bible.
- 2. To see where that theme leads us.
- 3. To deepen our love for God and our neighbors.

rity

Participants

Anna Gerrity
Lisa Raymond
Helen Patten
Jeanne Holeman
Julie Schroeder
Leslie Boris
Mary Hopkins
Margaret Dana
Christine Mueller
Nancy Collins
Susie Lastowski
Lindsey Wilkinson
Tammy Nogles



MEN'S BREAKFAST BIBLE STUDY

John Herzog, leader

Parish Groups jjherzog0@gmail.com

Participants

Group of Regular and Occasional Members Charlie Alexander Warren Ayres Sam Chew Rick Davis John Herzog **Bob Hobbs** Rob Morris Mort Saunders Walter Smedley Mike Thompson Scott Carter Stephen Dana Michael Palmisano Sandy Groff Charles Merwin Rick Sperry Christopher Zafiriou

The "Men's Breakfast Bible Study" (formerly the Men's Brown Bag 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. In 2019, the group met for Breakfast at the Ardmore Station Café. In 2020 it was forced to meet via Zoom because of Covid-19. In the Fall of 2021 meetings moved to the Parish House so that members could attend either in person or via Zoom. Membership is no longer limited to retirees.

Meeting Schedule:

Thursdays, 7:30 - 9:00 AM (in the Parish House) weekly, or as determined by participants.

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 2021:

 Completed reading Paul's letters to the Romans (begun the previous Fall) read Galatians and First Peter: began reading the Gospel of John.

Goals for 2022:

- Complete the Gospel of John.
- Discern what might be the next in our study.

GATHERING OF MEN

Guy Woodruff and Tad Sperry

Parish Groups guy.woodruff@verizon.net

Group Members

Tad Sperry Tim Patterson Guy Woodruff

Meeting Schedule

Every Tuesday 7 to 8am 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

Group leaders: Elisabeth Cooke, Caroline Manogue, Carolyn Morris

Contact information: elisabeth.c.cooke@me.com, cbmanogue@gmail.com, missc@comcast.net

Our main event was the Christmas Village that was held in November 2021 in the Parish House and Parish House Courtyard. The purpose of this event was to raise money for Outreach and to come together as a community. We estimate at least 150 people attended. 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 Outreach. We plan to repeat the event in 2022 and add 2 more outside vendors. The weather cooperated in 2021; we are thinking about weather risk mitigation for 2022.

Christmas Crafting made Christmas crafts to sell in the Village, meeting twice a week September through November in Parish House Room 007. More than 10 people participated. Crafters of all ages helped make and sell homemade Christmasthemed items. Whether they came to Room 007 or worked at home, the creativity of Redeemer-ites was on display. Brainstorming for 2022 is underway and all are welcome to join our merry band of crafters!

Christmas Baking took place throughout October and November in the Parish House Kitchen to bake tasty treats to sell in the Village. More than 10 people participated. Bakers of all ages helped bake delicious treats from gingerbread to biscotti to sell in the Village. 8+ pounds of butter, 20+ pounds of flour, 120 eggs and 60+ pounds of chocolate were used to make amazing cookies and treats. All ingredients were donated, and many bakers donated their favorite sweet or savory fare for sale. The cookies were offered in boxes of 2 dozen assorted cookies or bags of 1-dozen cookies, which were favored. The frozen meals sold out almost instantly and there was enough demand to sell a lot more. In addition – popcorn, pretzels and a light lunch were offered on Saturday; there is an opportunity in 2022 to expand offerings to provide food options.

Trinkets and Treasures worked in the Parish House throughout September, October and November to procure, clean, sort, price and sell donated trinkets and treasures. More than 10 people participated. Parishioners generously donated unwanted jewelry, handbags, scarves and other fashionable accoutrements, which were then painstakingly cleaned, sorted, priced and displayed for sale. In 2022, solicitation of items needs to start sooner so that there is not a crunch, and there are ample high quality offerings.

Children's Activities provided shopping and crafting opportunities for children during the Saturday Village. Planning took place throughout September, October and November in the Parish House. The event was held in the playground. More than 10 people assisted in this effort. There were two areas of activities. One consisted of two (long) table of gifts that, in theory, children could purchase for family members. (e.g., Nutcrackers, decorations, birdseed containers, teacups with tea bags, soap, advent wreaths, stuffed animals, candles) (\$1-\$15)

The other three (round) tables were for crafts. The group had assembled kits in baggies for sale – to be completed there OR to be taken home. (Also had samples displayed) (\$1-\$3). All the crafts were really enjoyed by the children. We used little stick-on ribbon-bows, and notions from the craft room as well as magic markers, glue, watercolors, and glitter. We basically ran out and so next year could use pretty much all the same ideas and more volume. It really was a fun place (great location in the enclosed play area and with the popcorn machine!) and the children were enthusiastic. We kept the prices low this year- could have more flat type decorations (Dollar Tree!) and charge \$3-\$5 for the larger kits.

For two weeks prior to the Village, we sold raffle tickets (\$1- supposedly for children only – at least with adult support!) and we sold close to \$150 to give away a beautiful electric Moravian Star. We did the drawing near the end of the day on Saturday. (Winner did not have to be there to win!)

Silent Auction & Solicitation efforts took place throughout September, October and November in the Parish House with more than 10 people assisting. The purpose of this planning event was to procure items for the silent auction and to solicit funds for

We thank all of our Christmas Village Volunteers!

Parish Groups

Paul Adkins Susan Ayres Barbara Billings Trish Bennett Tracey Berman John Black Lisa Black Susan Bloom Prill Bradshaw Bobbie Cameron Chris Chojnacki Kate Chojnacki Jan Clarke Elizabeth Cooke Peter Cooke Victoria Cooke Savina Copas **Bob Davis** Lisa Davis Mason Davis Rita Davis Judy Dawson Lynn Fahr Sev Fahr Sev Jr Fahr Patricia Fowler Al Greenough Sallie Greenough Bill Gross Jane Hastings Barbara Hobbs Sandra Hudson Catherine Huffman Meghan Jodz Maddie Jodz Jennie Kirkpatrick Ananda Leahy Victoria Leidner John Lisle Caroline Manogue

Chris Manogue

Sam Manogue

Phineas Manogue

Ryan Masterman

Cheryl Masterman

Andrew Masterman

continued

Participants continued

Kristin McGinley Pam McMullin Carolyn Morris Laura Morris Sam Morris Sally Moser Karen Nagle Priscilla Nalls Liz Nichols Fran Northrup Rebeca Ross Amanda Schwenke Ken Schwenke MaryBeth Sedwick Diane Senior Cannie Shafer Win Shafer Nancy Sharp **Emily Snell Emily Spadaro** Cynthia Spadaro Kate Stephan Anne Strong Kitten Susanin Bill Susskind Leslie Susskind Maria Thompson Jennifer Vollmer Patricia Wesley Ginger Woods

Outreach and to underwrite the Village. Parishioners generously donated unique items for the silent auction. In 2022, solicitation of items needs to start sooner so that there is not a crunch and there are ample offerings of "big ticket" items. We need chairs for this portion of the Village in 2022. We also would like to solicit a wider variety of high-quality items -- carefully curated to maximize our fundraising.

The silent auction was fully online this year for the first time and although some parishioners found the software daunting, this automated auction generally resulted in an easier bidding and check-out process. Consider holding "training" sessions during a coffee hour or two leading up to the event. Encourage parishioners to share the bidding link with friends and family outside the parish to encourage more competitive bidding. We also may have a stationery "help desk" on the evening of the 2022 event for people to seek help with bidding.

The benefactor letter seeking direct donations to Outreach needs to be sent far in advance of the Village so that there is no confusion between donations and ticket sales. Consider a separate letter closer to the Village seeking donations to help underwrite the Village. Perhaps offer sponsorship opportunities to local/parishioner businesses?

Wine procurement & serving planning took place in October and November in the parish house with more than 6 people assisting. The purpose of this planning event was to procure and ultimately serve wine and beer at the Friday evening Village. Parishioners purchased delicious wine and beer for sale at the Friday Village event. The beer did not sell and was not worth the effort. Consider purchasing the wine (and beer if offered again) from a store that will accept returns next year to make the final accounting easier. Consider also having a "wine truck" similar to the "cocktail truck" to ease the burden on parishioners at the event itself.

Music planning took place in October and November in the Parish House to provide music at the Village. More than 2 people assisted in this planning. 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 cottage. Due to concerns for the neighbors, the volume on the system was kept too low to be fully enjoyed throughout the Village. Additionally, some musical groups did not want to remain on the porch where the microphones were and so were not able to be heard through the system.

In order to source and secure food offerings for both the Friday evening and Saturday daytime events, Food Truck planning took place in September, October and November in the Parish House. Two members served on this planning group. Parishioners tried hard to find food offerings on theme with a European Christmas Village and settled on two French food trucks for Friday evening – Le Camion and Le Creperie. The nature of the meals made it difficult for patrons to be served quickly so too much time was spent standing queued up. For 2022, we are considering offering "nibbles" of some sort to tide people over while waiting for food.

Additionally, the food was not "hand held" and a bit difficult to eat while walking around. A question for 2022 is whether we want to simplify the offerings at the risk of turning off some parishioners who like the more traditional country club setting of past events. Perhaps there should be a separate more formal evening at a different time of year to appease these parishioners?

Communication and Outreach efforts to effectively communicate the Village to the parish and broader community took place in September, October and November in the Parish House. Four members assisted in this planning. 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 this new

event. Communication to the outside community can be improved upon in 2022 by reaching out to media outlets sooner and more often – including Next Door, the Enquirer, the Main Line Times, Lower Merion Community Network, Main Line Parents Community, etc. We need to leverage social media more effectively in 2022 to increase attendance.

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

Village Décor was tasked with decorating the Parish House and Courtyard with festive decorations. More than 10 members met in November in the Parish House to help plan and decorate. 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 food and cocktail trucks. We have asked for parishioners to think about donating unused Christmas ornaments and décor now so that we can be ahead of the game in 2022.

Next year, we hope to purchase white Moravian stars to place at the top of each tent to even further illuminate the courtyard.

Accomplishment

Christmas Village on November 19-20, 2021

We believe that we effectively raised funds for Outreach while bringing together the Redeemer community after a long hiatus. People made new friends while volunteering and planning the event as well as while waiting in line for food on the evening of the event. While the traditional Bazaar was a much-loved event, we tried hard to establish the Village as something new and different, and we think that we succeeded.

Fundraising and Budget

Amount of money raised this year - We netted \$60,000 thanks to generous donations by our benefactors. Status of the budget - All net proceeds were donated to Outreach

Expenditures

Tents plus town permit Cost: \$7,071

Reason: Had to rent tents and pay for the install and removal.

Lighting Cost: \$6,500

Reason: Had to purchase outdoor lighting for trees and courtyard. Cost should be less in 2022 since we will now have the lights on hand (but will still need the electrician's expertise).

Sound System Cost: \$1,670

Reason: Sound system and helper for music throughout the event.

Permit from Alcohol Board Cost: \$150

Reason: Necessary expense to serve alcohol in Parish House.

Outreach Signage Cost: \$850

Reason: Large and meaningful signage showcasing Outreach recipients

Paper Invitations for Neighbors and Printing of Drink and Meal Tickets Cost: \$250

Reason: Mailed invitations to all neighbors as thank you for putting up with Parish House construction project (stamps for this effort were donated so cost not included here). Printed paper tickets for meals and drinks.

Auction Systems Cost: \$1,200

Reason: Software fee for online auction system

Security Cost: \$1,100

Reason: Had overnight off duty LMPD officer guarding tents and property.

Reflections and Goals

Reflections

- 1. Great collaboration and teamwork strengthened community bonds.
- 2. Benefactors were the primary support of the success of the Village while the silent auction and Redeemer booths were the highest contributors of net funds at the event itself. Select outside vendors are needed to add variety to the goods / gifts for purchase and festive atmosphere.
- 3. Strong interest in baked goods and frozen meals; excellent quality and enthusiastic team, with high effort especially in the last two weeks; could alter the mix/assortment to increase contribution and reduce effort.
- 4. This was a great opportunity to introduce the Redeemer to friends, family and neighbors. A lot of feedback was received from first time visitors about how beautiful and welcoming the church is and some visitors have returned to worship with us and/or expressed an interest in the church.
- 5. All in all, we think that the inaugural Redeemer Christmas Village was a fabulous success!

Goals

- 1. Net 75,000-100,000 USD for Outreach.
- 2. Establish the Christmas Village as a new Redeemer tradition.
- 3. Increase the number of volunteers involved in planning and running the event to build strong bonds in our community.
- 4. Take all the lessons learned in 2021 to create an easily repeatable playbook for 2022 while still keeping the event fresh and exciting.

Looking forward to 2022, what are 3 goals for your group?

FOYERS GROUPS

Jan Clarke-Gross, coordinator

Parish Groups janc144@verizon.net

Group Members

Sub-groups

Pre-pandemic (October 2019-May 2020) 43 participants, 4 Foyer Groups

Group Members as of October 2021

Due to continuing pandemic restrictions, Foyer Groups did not meet after mid-March, 2020. The program was not resumed for the October 2020-May 2021 season or for the October 2021-May 2022 cycle.

Meeting schedule

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 pot luck 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
- The purpose of these dinners is to build and enhance relationships among members of the parish.
- Each group meets 3-4 times over the course of the year, usually at a group
- member's home- schedule is set by each group.

 Each group typically begins with 10-12 members and most groups invite others to attend gatherings throughout the year.

Reflections on 2021

As more people become fully vaccinated and boosted by the last quarter of 2021, parishioners began to inquire about resuming the program. Notices were placed in the weekly bulletin inquiring re: interest in forming groups for January-May 2022.

Goal for 2022

Form several smaller groups (5-7 people) from the list of respondents for the Jan.-May period (groups will set their own parameters re: COVID precautions). Continue to engage parishioners in small, diverse groups to build community and foster new friendships. Explore opportunities for engaging families with young children.



PASTORAL CARE

Elizabeth Van Dusen chair The Rev. Jo Ann B. Jones, clergy liaison

Parish Groups e.vandusen@att.net jjones@theredeemer.org

Meeting schedule

10:30 AM, second Thursday of the month

The distribution of Easter plants took place from March 26th to April 1st, to provide comfort to those recently bereaved and to cheer those whom we visit. The distribution took place in Montgomery County and the surrounding area and 30 people volunteered. This event lifts up those who are bereaved and warms those whom we visit.

The distribution of poinsettias took place from December 16th through the 23rd to give some measure of support to those who have lost loved ones and additional support and joy to those whom we visit. 35 parishioners distributed poinsettias throughout Montgomery County and the surrounding region. This event lifts everyone's spirits to be in touch and to offer a small gift at this time.

Accomplishments

Visits to those who are homebound or on our prayer list occurred at least once a month and often more. It keeps the membership informed of the needs of those whom we regularly visit and those whom we potentially should add to our list.

Offering of prayers for those who are homebound and/or on our prayer list occurred at least once a month and often more. We remain prayerful for those about whom we care and whom we visit. It raises our awareness of the needs of the entire congregation Our group read and discussed two books during the course of the program year. It provides a springboard for thoughts and experiences with one another and a means to reflect on what we do.

Expenditures

30 Easter Plants Cost: \$120

Reason: To remember and cheer those whom we visit and for whom we care and pray. 30 Poinsettias Cost: \$120

Reason: To remember and cheer those whom we visit and for those for whom we care and pray.

Reflections and Goals

Reflections

- 1. Reading God in the Pandemic provided critical support to the members by opening a way to reflect theologically on the pandemic.
- Members find support for their work in sharing experiences and prayers.
- 3. Our work was richer for the delivery of Easter plants and poinsettias.

Goals

- Additional support to members of the community through provision of meals when families express the need.
- Provide support for caregivers
- 3. Recruit new members

Pastoral Care Visitation Team Membership

Kitty Farnham Anna Gerrity Monica Hackett Kathy Hutchinson Melanie LaBoeuf Mary Lee Lisa Raymond Rick Sperry Mike Thompson Margie Widman Julie Williams Martha Wintner Jo Ann Jones, clergy liaison

CHILDREN & YOUTH MINISTRIES

Tory Dunkle The Rev. Michael A. Palmisano Parish Groups tdunkle@theredeemer.org mpalmisano@theredeemer.org

Children & Youth Formation Committee

Chris Chojnacki Elizabeth Dougherty Jessica Harper Andrew Masterman Cheryl Masterman Daniel Wesley

Leaders

Church School Teachers
Nursery
Joan Atkins
Rebecca Miller

PreK Monica Lind Kristin McGinley

Lower Elementary Tory Dunkle Ryan Masterman

Upper Elementary/
Middle School
Emily Gibb
Karl Richter
Emily Snell
Daniel Wesle

Program Overview

Our programs seek to nurture each child's relationship with God through open-ended and hands-on programming. One of our greatest strengths is the way it works to holistically integrate our children into the life of the church. Formation does not occur solely within the Church School classroom. It occurs as our children participate in liturgies and Children's chapel each week, as they attend seasonally specific programs and liturgies and as they fellowship at coffee hours and interact with one another during the week. Working hand-in-hand with Christian formation received at home, our programs encourage each child to discover the deep love God has for them and all of creation. It is our prayer that each child would grow to rely on God's love as the guiding force in their lives.

2021 Focus

If 2020 was the year we learned to quickly pivot and move our programs all-digital, 2021 marked a slow return to our pre-pandemic program offerings. Beginning the year on Zoom with a Family Chapel offering prior to the 10:00am service, we quickly took advantage of warmer weather and the new Parish House to return to on-campus formation in the early spring. Though we certainly missed the rhythm and format of our age-level classes, Family Chapel served to illuminate the ways in which we could better support family formation. As we thankfully returned to our age-level programming in the fall, we looked for ways in which we could better support family formation by adjusting programming format and offerings. This manifested in two large ways. The first was to rework our lesson schedule to ensure each class heard the same story/topic/theme each week. We moved to gathering all classes together in a large group at the beginning of the formation hour for a short liturgy culminating in the hearing of the same story/lesson. The classes then broke out to engage in reinforcement activities/discussions to help them better understand key themes in ageappropriate ways. The second, was the creation and implementation of the Second Sunday Service – an informal Eucharist followed by an intergenerational reinforcement activity. These services have proven to be an approachable way for families of all ages to come together to explore elements of liturgy and theology up close in ways that aren't possible in the main morning services. Throughout the pandemic our 8th graders have continued to meet in-person for Confirmation programming both indoors or outdoors as weather has permitted. RYG has also continued to meet in-person both indoors or outdoors as weather permitted.

As we look forward to emerging from pandemic restrictions, we are eager to explore further the ways in which we can help foster family formation alongside our traditional children and youth formation offerings.



ACOLYTES AND VERGERS

Bob Mikrut, Head Verger

Liturgical Servers VergerBob@comcast.net

As of September 2021, I have begun my twelfth year as Head Verger at 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.

With the onset of the COVID pandemic shut down back in March of 2020, the Acolyte program was widely affected. Not only was recruiting stifled, Acolytes were totally eliminated from the services at first. But as time progressed restrictions were lifted. We were able to have the Acolytes and Vergers return in the services to almost full capacity.

This is the eighth year that we have instituted the Junior Verger program, utilizing older Acolytes as Assisting Vergers and Vergers enhancing more liturgical responsibilities. My continued plan is to open the Verger's program to interested adults.

With the start of the new Church year, there is a new service schedule intact. There are at present 38 Acolytes; consisting of Crucifers, Torchbearers, Junior Vergers, and Vergers on the roster. They are mostly 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. And, only a small handful participating in the 4:00 PM varied services. It is also a pleasure to welcome back past Graduates, who help out as Vergers for Holidays and summer services.

Involvement includes acolyting at least once a month at a service, plus holidays and major services. The main 9:30 AM service utilizes two to three Vergers, two Crucifers, and one set 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 of liturgy from this parish. Please feel free to contact me at vergerbob@comcast.net if interest evolves.

2019-120Acolyte & Verger Roster

Crucifers* and Torch Bearers**

Conor Beamer**

Abby** & Mick* Brunelli

Eleanor Cayley**

Victoria Cooke**

Kitzie & Tucker Espenshade** Topher Jodz*

Duncan Leithead**

Phineas Manogue*

Natalie Miller**

Evelyn Silio**

Annarose Speidel**

Grayson Steele*

Caroline** & Kate* Stephan

Grace Vauclain*

Adele Weslev**

Catherine**, Marshall* & Nicky* Zafiriou

Vergers

Evie Aldridge -*Verger* Julie Brose -*Verger* Samantha Manogue -*Senior*

Verger

igei

Ryan Masterman - Verger Ainsley Steele - Senior Verger

Junior Vergers

Savina Copas

Sev Fahr

Maddie Jodz Ananda Leahy

Cormac Rae

Henry Seward

Olivia Stephan

Graduates and Adults

Bo Aldridge Eliza Aldridge Cyril Leahy Jim Jordan

Hope Knight

*temporily unavailable

ALTAR GUILD

Anne Kellett, chair

Liturgical Servers abkellett@comcast.net

CHOIRS AND MUSIC PROGRAM

Michael Diorio, Organist & Director of Music

Liturgical Servers mdiorio@theredeemer.org

Guild Members

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

Second Sunday
Contact person: Margaret Dana
Joan Harvey
Pam McMullin
Lois Muscheck
Nancy Sharp
Kitten Susanin
Presley Schwinn
Joan Warren

Third Sunday
Contact person: Anne Kellett
Betsy Crowell
Barbara Hobbs
Kathy Hutchinson
Josselyn McAdam
Blair Stambaugh

Fourth Sunday
Contact people: Jane Hastings
Carol Harris
Charlotte MacLean
Sook Hee Yoo

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, please contact me----Anne Kellett----at abkellett@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.

I urge you to consider joining us. It is not arduous or time consuming but is a special learning experience and a real pleasure to work with our clergy.





Monthly Evensongs

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

When First Sunday of each month beginning in October.

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% parishioner and 50% visitors. It is also nice to be able to include the members of the Chancel Choir as our deviated ensemble for this Office, particularly given the fact that we reduced the number of worship options by removing the 11:15am Choral Matins service.

Mozart Requiem Concert

Purpose of Event To offer the community a concert for All Souls, featuring our choirs and the AVA Opera orchestra.

When November 2021

Where The Church

How many attended <250

Reflection on Event Generated over \$5,000. Great concert with wonderful music. Attendance by our parishioners and visitors was excellent. The experience was greatly appreciated by the community, and we received several notes and messages about the meaningful expression that had been so desperately missed during the worst part of the pandemic. This was a VERY GOOD thing to offer at the beginning of the program year, prior to cold and flu season.

Thanksgiving Pie Fundraiser

Purpose of Event To raise funds for toward the Margaret Orr Memorial Choral Scholarship. Raised over \$2,000

When October & November

Where Parish House

How many attended Over 136 pies sold, 33 of Dr Diorio's bread sold (donated by Dr Diorio)

Reflection on Event Appreciated by the members of Redeemer, and by the friends and family of choir members who purchase their Thanksgiving dessert from us every year. This is the second year we used Linvilla Orchards, a local business rather than the one in Princeton. People seemed to appreciate the quality of these pies more than that of our former orchard in Princeton.

Service of Nine Lessons & Carols

Purpose of Event To offer a service of Advent / 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 < 200

Reflection on Event The entire community of the music program was beautifully represented from youngest to oldest. We raised over nearly \$1,500 toward the Orr scholarship fund. Along with the reception, which was full of good cheer in Burns Hall of the Parish House. This event is always the 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. Kitchen helpers were very much needed, and

Choir Groups (76 total participants)

Cherub Choir (12)
(Katy Hutchings, *Director of the Cherub Choir*)
Redeemer Choristers (6)
Schola (17)
Redeemer Choir (36)

Member types

Chancel Choir (14)

35 youth and 41 adult participants.

Rehearsal schedules (choir rehearsals began in September)

Cherub:

Wednesday 5:00-6:00 and select Sunday services

Choristers:

Wednesday 5:00-6:00 and 2nd Sunday mornings from 8:30-10:45

Schola:

Wednesday 6:30-8:00 and 1st and 3rd Sunday mornings from 8:30-10:45

Redeemer Choir:

Wednesday 6:30-8:00 & 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

41

did an excellent job. We feel that Advent III is the sweet spot for attendance, given all that occurs during the month of December. Offering the service at 5pm was much appreciated by all involved, not only parents of young children but on the part of the singers, as well. Perhaps offer a photo of Margaret and give a greater space for her story, explaining why the funding of this scholarship is important. This year we offered QR codes and placed stationary offering plates. This failed to produce donations close to what we have garnered the past. A dedicated collection is necessary.

Other Reflections

• The Michael Stairs Organ Scholar position has been proving to be an incredibly important tool 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 the period of one year, renewable annually. Ideally, in the future, it could be offered as a two-year appointment for a rising Junior.

The level of engagement and dedication on the part of the **choir members and parents** is incredibly meaningful. It helps to foster a true understanding of what it is we actually do, as opposed to simply doing

what we *like* to do.

- Our staff singers are an essential element for our volunteers (young and old). In an arena where there are members of varying ability 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.
- Our 2022 tour to England (supervised by the Music Committee) is being planned for the upcoming summer. We will include matriculating -7th graders through high school and adult age. At present we have 38 participants.

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.
- 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 space to invite guest musicians to engage in our Vespers services.
- · Create a professional recording of the choirs.



FLOWER GUILD

Jan Clarke-Gross, Chairperson, Weddings and Funerals Coordinator Susan Bloom, Parish Events Coordinator Liturgical Servers janc144@verizon.net susanpbloom@gmail.com

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

The Chairperson is responsible for group oversight, communication and planning/coordinating floral decoration in the church at Easter and Christmas. The Coordinators are responsible for coordinating flowers for special occasions in the church (e.g., weddings, funerals) and non-church venues (e.g., bazaar, parish dinners).

Weekly team leaders order floral materials, determine designs and contact team members regarding work times. Each team has responsibility for flowers on a given Sunday of the month and any funerals occurring during their week.

• 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 (usually in the morning). Other flower arranging activities vary according to the event.

Committee Mission

To use the natural beauty of flowers and plant material to create 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: Taking into account precautions related to the COVID-19 pandemic, the floral designs for these feast days were simplified and fewer Guild members (approximately 6-12) assisted.
- Weddings and funerals: The Guild provided floral arrangements for weddings and a large number of funerals with 2-4 Guild members participating 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 2021

- Adapting designs to the "new normal" of livestreamed services.
- Appreciation for the assistance of Paolo and his staff and for the willingness of parishioners to lend a hand whenever we need it (particularly Bill Gross, Al Greenough, and John Herzog).

Goals for 2022

- 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 Kirsten Comai

Lynne Chapman

Jane Hastings Josselyn McAdam

3rd Sunday Team:

Jan Clarke-Gross (leader) Ginny Williams (ass't. leader) Sue Denious Joanna Johnson

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 Kathy Hutchinson Fran Northrup Mary Ellen Partel Gretchen Riley Jenny Seward

Livestreamers

Caroline Manogue & Jay Einspanier

Liturgical Servers cbmanogue@gmail.com, jay@theredeemer.org

USHERS Sean McCauley

Liturgical Servers sean@mralp.com

Streamers

Richard Aldridge
Jay Einspanier
Meghan Jodz
Ananda Leahy
Caroline Manogue
Scott Stephan
Eric Rabe
Cormac Rae
Kyle Spadaro
Joe Spadaro
David Woods
Carter Williams

Two members of the group work the livestream each Sunday

Main Event

The livestreaming of services and other events is to provide people access to the Redeemer services from the safety of their home. It takes place every Sunday and on dates of special events in the Flower Guild Room. Our viewership numbers have been growing. For Sunday, January 23, 2022, we had 214 people access the livestream through Vimeo, YouTube and Facebook. Livestreaming has become increasingly important to the Redeemer community and beyond.

Accomplishments

The livestreaming equipment was moved to a permanent secure location in the Flower Guild room. By having a cabinet built and permanently placing the equipment in the Flower Guild room, it makes Sunday morning easier for the livestreamers and also provides a more reliable livestream feed (no jiggling wires from moving the equipment back and forth from the chapel).

New livestream operators were secured to help. We had some new folks ask to be part of the livestream team, which helps tremendously.

A new online scheduling system "When I Work" was implemented which helps with the complicated job of scheduling works. This resulted in increased efficiency in scheduling.

Expenditures

When I Work App Annual Subscription Cost: \$290.02

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

Livestream Cabinet Cost: \$5,000

Reason: Create a more stable environment for the equipment which will improve the level and consistency of the connectivity/broadcast.

Reflections and Goals

Reflections

- 1. That to find volunteers and coordinate scheduling is a ton of work (thankfully made easier by the new app we use).
- 2. That more people watch the livestream than you would think.

Goals

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

Perhaps have a "donate now" button 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.

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

Sub-groups and persons who schedule ushers

8:00 Service - 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

Sam Chew - Usher
Julia & Darrell DeMoss - Usher
Gloria dePasquale - Usher
Jim Haley - Usher
Mary Hopkins - Usher
Brook McCann - Usher
Rodger McKinney - Usher
Robert Morris - Usher
Arden Saligman - Usher
John "Jay" Seward - Usher
Kent Silvers - Usher
Rick Sperry - Usher
Charlie Susanin - Usher
Martha Wintner - Usher
Sook Hee Yoo - Usher



Sally Moser

Liturgical Servers sallymoser@gmail.com

as of February 9, 2020

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

PLEDGES RECEIVED FROM THESE HOUSEHOLDS

FOR OUR WORK TOGETHER IN 2022

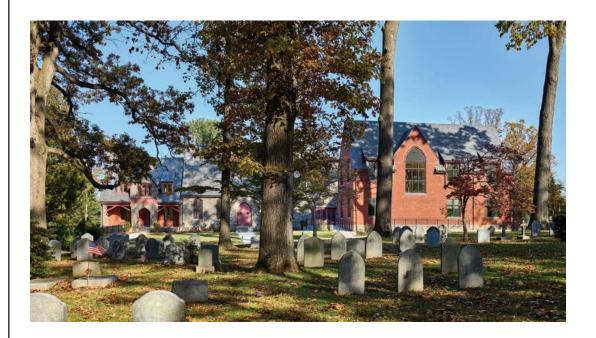
9:30 Service Greeters

Kate Chojnacki
Al Greenough
Sandra Hudson
Victoria Leidner
Caroline Manogue
Brook McCann
Sally Moser
Emily Snell
Tracy Steele

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 Michael Palmisano. Your presence would be <u>very much</u> appreciated. Please help!



Maisie Adamson Paul & Mary Adkins Richard & Kris Aldridge Alexa Aldridge Charlie Alexander James & Julia Alexandre Warren & Susan Ayres Maggie Baker Judith Bardes Anne Barnett Carolyn Bartholdson I. Croom & Lyle Beatty Jeffrey Bell Eric Benke & Frances Merritt Thompson Tom & Carolyn Bennett Sandra Berwind Barbara Billings Diana Bittel John & Lisa Black Charlie & Susan Bloom Al & Leslie Boris Priscilla Bradshaw Joseph & Mary Beth Bright Jamie & Joan Bromley Marcia Brose Rick & Phyllis Brown Jay Brown Bob & Nancy Bruechert Jim & Lin Buck Andrew & Karen Bucklee Don & Linda Caldwell Bobbie Cameron Drew & Babs Camerota Dick & Lisa Carr Lynne Chapman Sam Chew Chris & Kate Chojnacki Blake & Julie Christoph W. Morgan and Sonia Churchman Peter & Kimberly Clement Ellen Conlan 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 Day Darrell & Julia DeMoss Sue Denious Gloria DePasquale Michael Diorio & Alan Causing Sophie Donaghy John & Melissa Donnelly Rod & Carol Donnelly Bill & Sally Dordelman Joe & Elizabeth Dougherty Tory Dunkle Rad & Susannah Edmonds Hank & Martha Mel Edmunds Joe Elefritz Hentzi Elek & Sara Barton Michael Erdman Bill & Katharine Eyre, Jr. Norma Fabian Sevren & Lynn Fahr Kitty Farnham Greg & Jennifer Farwell John & Evelyn Fell Gordon & Patricia Fowler Phyllis French John & Cara Fry Ken Garner & Bob Mikrut C. Meade Geisel Tom & Anna Gerrity Gay Gervin Tony & Erin Geyelin Emily Gibb & Stephen Ciottoni Bruce & Gale Gillespie Pete & Beth Goodhart Laura Graham Frank Grebe Norman & Joan Greene Al & Sallie Greenough Grant Griffiths & Raffaella Lo Castro Bill Gross & Jan Clarke Peter Grove & Nancy Greene Jim & Barbara Haley Debbie Hamilton Greg & Lorrie Harper Carol Harris Nancy Harris Bill Hartz & Cynthia Cericola-Hartz Joan Harvey Jane Hastings Leo & Stacey Helmers Margaret Helminska

Christine Henisee

John Herzog Bob & Barbara Hobbs James & Mia Holman Bessy Hopkins Mary Hopkins Sandra Hudson Alex & Tucker Hurtado Kathy Hutchinson Tony & 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 Bobby & Katharine Joyce Allison Joyce Tac & Melinda Justi Betty Justi David & Kathy Justi Gavin & Lori Kahn Eldridge & Brooke Katzenbach Chandra Kee Gordie & Janice Keen Susan Keith Jim Kelleher & Rik Morris Cecy Keller Morris & Anne Kellett William D. Kelley, Jr. Eric Keuffel & Meena Thayu Barbara Kip Jenny Kirkpatrick Andrew & Kathleen Kline Robert & Tracy Klippel Hope Knight William & Cathy Kraft Elizabeth Kuensell Brian Kunz & Corinne Wilkinson Barbara Ladd Anthony & Judy Lame Christian & Peggy Lane Susan Lastowski Kevin Leahy & Devika Singh John & Melanie LeBoeuf Steve & Debbie Lee Margery P. Lee Mary Lee Victoria Leidner Timothy & Lauren Leithead Gregory & Anita Lewicki

Nelly Lincoln

Roger & Monica Lind

PLEDGES RECEIVED FROM THESE HOUSEHOLDS FOR OUR WORK TOGETHER IN 2022

as of February 9, 2020

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

Barb Linder
John & Elaine Lisle
Kyle & Marlies Lissack
Stephen LoCastro &
Laurie MacKenzie
Marian Lockett-Egan
Charlie & Betsy MacIntosh
Joanie Mackie
Mackie & Charlotte MacLean
Christopher & Caroline Manogue
Charlie & Ann Marshall
Craig & Celia Martin
Sandy & Louise Marx
Andrew & Cheryl Masterman
John Mather
Josselyn McAdam
Minkie McAdoo
Jim & Louise McCabe
Tony & Binney McCague
Brook & Connie McCann
Barbara McClenahan
Joe & Suzanne McDevitt
James & Kristin McGinley
Ann McIlvain
Rodger & Lauren McKinney
Lisa McLean
Sandra McLean
Elizabeth McLean
Sandy McMullin
Hunter & Pamela McMullin
Brooke & Patty McMullin
Charles & Mary Ellen Merwin
Gregg & Mary Miller
Wistie Miller
Harry & Rachel Miller
Sam & Carolyn Morris
Sarah Morris
Rob & Janie Morris
Perc & Sally Moser
Robert & Christine Mueller
Abraham Munabi &
Susan Adeniyi-Jones
Jean Murdock
Lois Muscheck
Karen Nagel
Robert & Priscilla Nalls
Ted & Carol Neilson
Lathrop & Lorna Nelson
Nancy Nimick
Eric & Georgie Noll
Phil & Nancy Nord
Ryan & Rebecca Northington
Francesca Northrup

Chris Nyheim

48

Melissa Page Michael & Theresa Palmisano Frank & Mary Ellen Partel Lanny & Ann Patten Mark Patten Roz Pendergast Thomas & Melissa Peter John Pickering Hobie & Pamela Porter Margot Powell Laura Powell Patricia Pruett Dee Pugh Alfy & Kathleen Putnam Luisa and Eric Rabe David & Jessie Rae Ernest Ramirez Doug & Lisa Raymond Tom & Josephine Rees Michael & Elizabeth Reese Karl Richter & Susan Rushing Jay & Gretchen Riley Philip & Sandy Ringo Herb Rorer Daniel & Jessica Safford Arden Saligman Patricia Sandiford Suzanna Saunders Mort Saunders Joan Schiller Karl Schoettle Nancy Schriber David & Julie Schroeder Marda Schropp Sue Schultz Jackie Schumacher Ken & Amanda Schwenke Presley Schwinn Joe & T. C. Scornavacchi John & Daphne Scullin Mary Beth Sedwick & Helen Wortham David & Diane Senior Win & Cannie Shafer Nancy Sharp Charlie Silio & Emily Snell Kent & Anne Silvers Lorraine Simonis Dan & Patty Slack

Jim & Prill Smartt

Mimi Snyder

Carol Soltis

Roz Souser

Thorne & Marby Sparkman

David & Michele Spence Rick Sperry & Nancy Collins Tad Sperry & Ellen Harvey Bailey Sperry Blair Stambaugh George Steele & Kathy High Tracy & Kevin Steele Scott & Alexis Stephan Cindy Stephan Ann Stewart Steve & Bebe Strawbridge Ann Strong Connie Stuckert Woozy Supplee Kitten Susanin John & Amy Susanin Bill & Leslie Susskind David Tachna & Catherine Carruthers Radclyffe & Maria Thompson James & Susan Treadway Christopher & Danielle Trucksess Mike Tyler Susan Van Allen Elizabeth Van Dusen Peter Vanderveen & Trish Bennett Jacques & Stephanie Vauclain Graham & Jane Wagner Nancy Walker John & Karen Wallingford James & Ellen Wang Paul & Peyton Wanglee Skip Ward Michael & Kathy Warhol Joan Warren Joel & Phyllis Wasley Frank & Margaret Welsh Richard & Pat Wesley Daniel Wesley Nancy Wessells Brad & Elaine Whitman Margie Widmann Dixie Wigton Pam Wilford Lauren Wilkinson Julie Williams Claude & Martha Wintner Bill & Molly Wood, Jr. Alan Wood & Hilarie Johnston Guy Woodruff David & Ginger Woods Sook Hee Yoo Chris Zafiriou & Jessica Harper

3 Anonymous

ADDENDUM - OUTREACH GRANTS COMMITTEE

Jan Clarke-Gross, Chairperson

Parish Committee janc144@verizon.net

The Outreach Grants Committee awards grants to support the work of charitable 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 as needed basis, generally between late November and early June, to administer the grants process including:

- Review and update of guidelines, forms, policies and procedures on an annual basis; e.g., an application review form and a comprehensive spreadsheet designed to provide a better understanding of how funds are distributed.
- Reviewing and updating guidelines for Joyful Giving; making recommendations to the full Outreach Steering Committee.
- Maintaining contact with applicants and grantees.
- Maintaining regular communication with the Outreach Community Service Committee.
- Reviewing applications and conducting site visits and/or interviews as needed.
- Making recommendations regarding grants to the Outreach Steering Committee.

In evaluating grant requests and recommending awards in 2021, 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 selfsufficiency; involve members of the Redeemer community in organizational activities; and/or have a relationship with the Episcopal Church.

Grant requests for 2021 totaled \$134,700, exceeding the parish's total outreach budget (\$110,177) by \$24,623. In considering its recommendations, the committee took into account the lingering effects of the pandemic and the extent to which each grant would be a meaningful component of the recipient organization's budget.

OUTREACH GRANTS AWARDED - 2021 ORGANIZATION PROJECT GRANT **Global Programs Total:** \$3,000 African Children's Mission COVID support services \$3,000 **Food Support Programs Total:** \$19,000 Main Line Meals on Wheels Operating expenses \$4,000 \$4,000 The Darby Mission Hunger relief program St. Gabriel's Mission: Lunch \$3,000 Redeemer service project St. Gabriel's Mission \$2,000 Feeding/counseling ministry support Church of the Advocate Café Feeding/counseling ministry support \$6,000 \$6,500 **Children and Camps Total:** Diocesan Summer Youth Camp Support hybrid camp for up to \$6,500 80 children **Programs for Elderly Total:** \$9,000 Eldernet of Main Line and Narberth Support services enabling elderly to \$9,000 remain in their homes **Support for Programs Addressing Homelessness Total:** \$54,000 IHN – Main Line \$14,000 Operating expenses Episcopal Community Services \$40,000 Participant incentives and program support \$12,000 **Training/Enrichment/Support Programs Total:** St. James School Support for student health center \$7,500 Episcopal Legal Aid of DioPA Pro bono legal services *\$5,000* TOTAL FUNDS DISTRIBUTED: \$103,500

The Grants Committee also oversaw the annual Joyful Giving project. Thanks to Ken Garner for updating the brochure. In light of the persistent serious challenges to food security in our region, the focus was on 4 organizations that help address these needs. Parishioners generously donated a total of \$6,322 to: The Darby Mission (\$2,005), ElderNet Food Pantry (\$1,125), Church of the Advocate Café (\$1,317), and St. Gabriel's Food Ministry (\$1,875).

Members of the Committee

Carolyn Bennett Sam Morris Jan Clark-Gross, Chairperson



