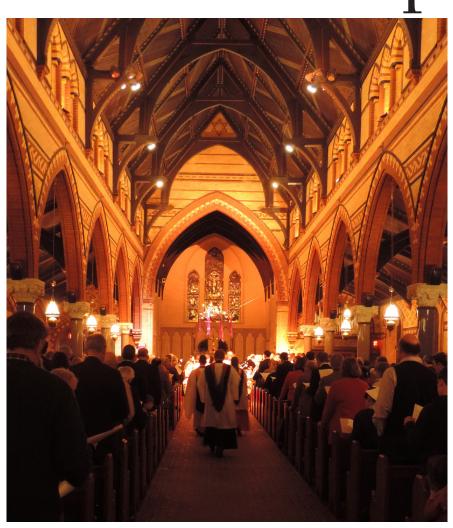
The Redeemer 163rd Annual Meeting

2014 Annual Report



Clergy

The Rev. Peter T. Vanderveen
Rector
The Rev. David F. Romanik
Associate Rector
The Rev. Melissa Q. Wilcox
Assistant Rector

Staff

Charles Amis, Interim Program Assistant
Dr. Michael J. Diorio, Director of Music and Organist
Jay Einspanier, Parish Administrator
Ken Garner, Director of Communications and Stewardship
Denise Gibbone, Bookkeeper
Paulo Reyes, Custodian
Tish Zaleta, Office Coordinator

Vestry

Tad Sperry, Rector's Warden *
David Senior, Accounting Warden *
Ulf Cahn von Seelen, Secretary *
Richard Aldridge
Emily Gibb Beamer *
Carol Chew
Rodger McKinney
Bob Nalls
Eric Rabe
Devika Singh
Ellen Wang
Ginger Woods

* Executive Committee

Annual Report Production

Charles Amis - solicitation and coordination of reports **Ken Garner** - layout and production and most photographs

Additional photos provided by: Jay Einspanier, Michael Maggio, Bailey Sperry, Mary Hopkins, Ulf Cahn von Seelen, Kate Brown, Barbara Billings

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163rd Annual Meeting Sunday, February 8, 2015 10:30am

Agenda

Call to Order

Approval of Minutes from the previous meeting

Reading of 2014 Memorials

Distribution of Ballots

Rector's Warden's Report Tad Sperry

Accounting Warden's Report David Senior

Results of the Election

Recognitions Tad Sperry

Rector's Report Peter Vanderveen

Response of the Congregation

Dismissal

MINUTES FOR THE 162ND ANNUAL MEETING

February 9, 2014

Ulf Cahn von Seelen, Secretary of the 162nd Annual Meeting

The Church of the Redeemer Minutes of the 162nd Annual Parish Meeting Sunday, February 9, 2014

The Mission of the Church of the Redeemer is to celebrate the love of God in Jesus Christ. As an open and welcoming Episcopal community, we worship, learn and grow together, supporting each other and our world through the generous and creative use of God's gifts.

Call to Order, Quorum, Approval of Minutes

Tad Sperry, Rector's Warden, called the Annual Meeting to order at 10:35am in the church. Copies of the agenda, a list of gifts and memorials, and the 2013 minutes were distributed. Tad announced that the Church had an official quorum for the Annual Meeting. Upon motion, the minutes of the 161st Annual Meeting were approved.

Memorial Gifts

Tad read out the list of 2013 memorial gifts to the parish, as recorded in the Annual Report. The Annual Report is available online and, on request, in hardcopy from the church office.

Election of Vestry and Delegates

Serving as judges, Bill Susskind (outgoing Vestry member), David Shoemaker, and David Randolph passed out and collected ballots for the election of the new Vestry members, the representative to the Merion Deanery, and the delegates to the Diocesan Convention.

Rector's Warden's Report

Rector's Warden Tad Sperry spoke about steps to improve communication and engagement throughout the parish. Clarifying the mission, size, and leadership succession of our committees makes them more accessible. Vestry meetings have become more effective by making time for foundational issues such as growth and development, stewardship, and Christian education.

Accounting Warden Report

Accounting Warden David Senior reviewed the finances of the last year, which the church ended on a surplus (details in the annual report). After several years of reduced budgets, the church is finally able again to grow both pledge income and operations. David stressed the importance of pledging, as unpledged giving makes it harder for Jay and him to plan expenses and run the parish with confidence.

Election Results

Tad Sperry announced the results of the election:

For a three-year term to the Vestry: Rich Aldridge, Ulf Cahn von Seelen (second term), Carol Chew, and Rodger McKinney

For representative to the Merion Deanery: John Gregg

For delegates to the Diocesan Convention: Jay Brown and Brook McCann

Rector's Report

Peter Vanderveen recognized Jay Einspanier and Ken Garner for their tireless efforts during the past week to keep the parish operating despite the four day-long power outage on the campus. He also thanked his wardens and the Vestry for their collegial and supportive work. Peter invoked a quote from Robert Harrison, "To inhabit the world humanely one must be a creature of legacy", to recognize the lasting contributions of Nadia Jannetta (catechesis) and Bob Denious (grounds) to our church. Using another quote from Robert Harrison, "The vocation of poetry in the modern era is an ongoing effort to prevent our words from degenerating into terms", he described the vocation of the church as preventing lives from degenerating into selfishness, narcissism, and aloneness, by turning us to community and outreach. As examples of such an outward orientation he highlighted the new entrepreneurial approach to mission that Glenn Beamer and Bill Young are developing, and the initiatives coming out of last year's Growth & Development summit under Kathleen McClave's leadership.

Dismissal

Tad thanked the outgoing Vestry members Blair Stambaugh, Bill Susskind, and Danielle Trucksess for their outstanding service. He then answered several questions from the congregation. The Annual Meeting adjourned at 11:45am.

Respectfully submitted,

Ulf Cahn von Seelen Secretary of the Vestry

2014 GIFTS AND MEMORIALS

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

Helen McAvoy Jean Potts

Daniel Hutchinson, Jr.

Richard Ravenscroft

Dr. F. Douglas Raymond

Lt. John Bryant Rode
Patricia Schwab

Mary McIlvain

Ann S. Grange Mr. & Mrs. James McCabe

John Pruett Margaret Orr

Contributions were made to the following projects

Music Program HEART Program

Christmas Baskets Program African Children's Mission

Joyful Giving Program Lighting Fund

Contributions to the Capital Campaign

Mrs. Wendy Coleman Mr. & Mrs. Morris Kellett Mr. & Mrs. Thomas P. Gerrity 46 contributions to honor

Mr. & Mrs. N. Peter Hamilton Ken Garner's & Bob Mikrut's marriage

Bequest to Church of the Redeemer by Will

Estate of Muriel G. Reich

Members of the Lycett Society

These parishioners have notified the parish that they have made arrangements in their estate plans for a planned gift to Church of the Redeemer.

Mrs. Lucetta Alderfer Mr. & Mrs. Darrell L. DeMoss Mr. & Mrs. F. Stanton Moyer Douglas Arnold & Lynn Calhoun Mr. & Mrs. Robert W. Denious Mrs. A. Corkran Nimick Mr. & Mrs. Warren W. Ayres Mr. & Mrs. Edward Gardiner Mr. & Mrs. Richard W. Palmer Mr. Harvey L. Beyer Miss Gay Gervin Mrs. Nancy Schriber Ms. Beatrice. C. Durham Blackman Mr. John Gregg Ms. Mary Presley Schwinn Ms. Carol Hart Harris Mr. & Mrs. M. Rust Sharp Mr. & Mrs. James Bromley Mr. & Mrs. Daniel Slack Ms. Mary Carle Mrs. Joan Harvey Ms. Lynne Chapman Mrs. Elizabeth Hopkins Mrs. Barbara Supplee Mr. Sam Chew Mr. & Mrs. Morris Kellett Mr. Henderson Supplee, III Mr. & Mrs. Isaac Clothier, IV Mr. Herbert Lee Mr. & Mrs. R. F. Thompson Mrs. Woodward W. Corkran, Jr. Mrs. Barbara Linder Mrs. Dixie Wigton Mr. & Mrs. Richard S. Davis Elaine and John Lisle Mr. C. Cresson Wistar Mrs. Robert C. McAdoo

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

The Rev. Peter T. Vanderveen



In the most recent volume of the magazine $\underline{n+1}$ (Winter 15), the lead article was entitled, "Too Fast, Too Furious." It was a reflection on the great paradox of our modern age, which is that the more technologically advanced we become, the less time we seem to have. All of our innovations seem to be engines of acceleration—with the consequence that what drives us most is an unremitting sense that we have an obligation to keep up. The promise had always been that development would make our lives easier; we'd have much more leisure. But this is not how we experience it. Rather than having less work and thus a greater sense of the luxury of time, our advancements have turned our lives themselves into "one more task that has to be managed."

This is the context within which the church operates, and it creates much of the stress that challenges us. The impulse we share with our age is to push for innovation and increased busyness within the church no less. Activity makes us feel more relevant. Action is immediately satisfying—though its satisfactions are of questionable endurance. This need for more, faster, however, inevitably reaches a point of unsustainability. And thus

it's in need of a counter-narrative—a vision that supports deceleration as a benefit and slower ways of being and acting that allow us to breathe, secure in the trust of something other than and greater than our own scrambling after progress. This is one of the chief functions of the church, giving witness to a different understanding of time, of life, of responsibility, and, ultimately, of joy.

The mission of the church is not to be one more institution vying for a place amid all the other organizations that demand our commitment. The mission of the church is to be the church—which, most fundamentally, means being a community of people who consciously choose to frame their lives by reference to the eternal rather than the fleeting; by what endures across time, rather than by whatever, in this next moment, seems most immediately compelling. This is what the term Sabbath is meant to name: not just a day of the week, and most certainly not a day defined by archaic restrictions, but the regular rhythm of acknowledging (as is said in the Eucharist) the "fullness of time"

For the past several years we have used a triad of terms to broadly define our purpose. To be the church is to create habits of life formed through worship, fellowship, and the mission of outreach. Worship is our celebration of the time that God provides and the future time that only God can promise us. This is where Sabbath begins. Fellowship denotes the relationships that can be realized and deepened only through the practice of worship -- relationships defined by trust, grace, and the beauty of empathy and forgiveness. And outreach is the natural desire and consequence of that fellowship—seeking to make friends of the strangers that most people don't have the time to notice or care for. The greatest relevance of the church today is its witness to deceleration: our having time—which is expressed personally, corporately, and even in the architecture of our buildings and our campus.

Much is said these days regarding the decline of mainline Protestant churches. Our culture has changed dramatically in the last several decades, and churches have had difficulty adapting to and addressing these changes. The institutional model of the 1950's can no longer be maintained. At the same time, many of the emerging models for a new church prove woefully short-lived. We can't simply be how we once were, but neither can we try to continually appeal to whatever is new or fashionable or popular in the broader culture. The best way forward lies between these two extremes. We are blessed to have substantial support for our ministries and programs, and we, unlike so many other parishes, have the ready option to choose to go from strength to strength. Our chief work is neither remedial or rebuilding; rather it consists of

identifying the core functions of the church, highlighting their value, and inviting members and non-members to participate more fully in the life of faith and service. This doesn't necessarily mean doing more; it means participating with greater intention, reflection, desire, and hope for promise. Such participation should always be colored by anticipation—no matter the nature of the task or the reason for being involved.

In the past year we have done much to sustain and increase the vitality of the parish. The Growth and Development committee, led by Kathleen McClave, has been instrumental in addressing stated needs (e.g. supporting the addition of a new vespers and dinner program for those for whom attending services on Sunday mornings is problematic) and in targeting areas of weakness (the drift of parishioners as their children go off to college and the need for an expanded program for the integration of new members). Our acolyte program under the direction of Bob Mikrut continues to grow; we added four junior vergers this fall. Michael Diorio masterfully led our choirs on a tremendously successful intergenerational Music and Mission tour in Austria, Germany, and the Czech Republic. After a several year hiatus, the Mission Outreach committee was reformed, with a new name that better describes its function: the Outreach Initiative committee. Our Christmas Bazaar, under the singular chairmanship of Susan Van Allen, was as enjoyable as it was hugely profitable.

All our committees and groups were engaged in the process of becoming more dynamic leadership entities. In the effort to involve more parishioners and create more opportunities for individual contribution, we asked every committee to: identify a chairperson, determine the number of persons who should serve on the committee, fill any empty positions, establish terms so that members could rotate on and off, begin practices of recruiting new members well before they would begin their terms, set definite meeting dates, and clearly lay out goals and objectives for the year.

We began the year in search for a new Associate Rector. David Romanik joined the staff in September, bringing us back to adequate clergy staffing levels. In November, our Director of Children's Ministries, Tory Kline, resigned, having found a full time position much closer to her home. In her absence, Melissa Wilcox and our Program Assistant, Charles Amis, and Pat Sharpe have ably carried out all the work needed to keep our Formation program running well as we begin this year in search of another director.

As we move forward our attentions will be turned to a number of initiatives.

We provide exemplary opportunities for our youth, across the full range of ages. Our Catechesis program is strong, and we are continually expanding and deepening the formation programs for our Middle and High School youth. As noted, our acolyte program has grown significantly, and our choirs include singers from age four through college, as students rejoin the choirs when they return home for holidays. These opportunities taken together form a long arc of development that, by their intergenerational nature, provide an experience of church that prepares our youth for their continued participation in the life of the church as they enter adulthood. To strengthen our programs, we have begun the work of establishing a series of clear educational benchmarks and developmental proficiencies, by which we can assess the efficacy and progress of our formation work. We are also intent on helping parents take a more active, primary role in the spiritual development of their children and youth. The inclination of youth to drift away from the church is most directly effected, for good or for ill, not by the programs of the church but by whether the practice of faith has been shared with them directly by their parents. Our goal, then, is to set out the ways that our varied programs work together with family practices to best create the habits of faith that will serve them for a lifetime.

The nature and logic of outreach has changed substantially over the last several decades. The church used to tithe the tithes it received, allocating a portion of its pledge revenues for the benefit of others who were not associated with the church. In doing this, churches provided aid to other non-profit organizations that were seeing to the material needs of the poor; but often this meant that church members had no personal contact with those who were being helped. Outreach was accomplished at a distance. A few years ago, the Mission Outreach committee sought to cross this distance by creating opportunities for mutual mission—our direct, hands-on interaction with people and communities in need, done with the expectation that these interactions could be mutually beneficial and edifying. They described this in the motto: engage/embrace/be enriched. The Outreach Initiative committee is charged with building on this earlier work and, in correlation with the Outreach Grants committee, defining and developing a robust outreach ministry locally and through our several international efforts.

In the area of stewardship, it's time for us to build a more dynamic approach to giving. The default expectation

for many non-profit organizations is that a revenue goal is determined according to what is needed to off-set the planned expenditures. In turn, every effort is made to keep expenditures efficient and low. This is understandable, but it creates a subtle downward momentum. When the constant initial effort is to keep expenditures at a minimum, the message conveyed is that giving can be kept to a minimum as well. But it's difficult to grow when the primary budgetary goal is to shrink or cut costs.

Part of what hinders us in stewardship, is that we tend to ask people to give to help us reach a number—which can be wholly dissociated from the vision of who we are, what we represent, and the work we do. Our goal should be to reverse the direction of this momentum, toward an eagerness to give—an eagerness that comes from conviction, desire, and the hope that the church as the church represents, embodies, and shares something vital and important. Generosity of spirit spawns the real generosity of giving, and a generosity expressive of what could be changes the culture of the parish, from maintenance to growth.

One of the tasks for the vestry this year will be the review and possible revision of our By-laws. This is one of those relatively mundane tasks that can be surprising in revealing how practices have slowly changed from what the By-laws stipulate; it also offers us the possibility of making changes for the better. I believe, for instance, that we should consider expanding the number of members for the vestry. The vestry fills its canonical duties by its oversight of the church budget, but it serves no less as the chief communicative and deliberative body of the parish. Twelve members feels like a bare minimum in light of all that we do in the parish, and this is accentuated when, inevitably, a number of members can't attend a scheduled monthly meeting. Keeping a good critical mass is important to our work, and gathering the talent that can be broadly representative of the whole parish can only serve us for the better.

This past winter was particularly harsh and caused significant damage to much of our masonry. Many steps and exterior stairwells were repaired, and serious issues in the church narthex remain. The cause of the water leakage there has yet to be clearly determined, but we have every expectation that the necessary stonework will be costly. Jay Einspanier has been extraordinarily dedicated in the work of managing the many plumbing, electrical, HVAC, roofing, and masonry issues for our buildings. Most notably, he has kept the Parish House presentable and in good working order in spite of continued deterioration of old, inadequate, and compromised fixtures and systems.

In January I put together a new Campus Development Steering Committee. It is a small group of persons who meet with me weekly with the intent of helping us moving forward with the much needed renovations to the Parish House and the related campus changes that we've noted before in draft form. At present, we are building the committee structures we'll need for the two intertwined tasks of determining the nature of the renovations and seeking the funding they will require. Our goal is to make progress each and every week, setting out in detail the work that needs to be done, creating a calendar with clear benchmarks for what we hope to achieve each quarter, tapping the skills of parishioners, and building a vision of development that we all share and can support.

Nothing happens in churches without adequate communications. In spite of all the media available for getting information to people, effective communicating is harder than ever. Ken Garner continues to be a tremendous asset. Our web site is always up to date, highly organized, easily navigated, and full of relevant information. We have increasingly moved to electronic modes of appeal and reply, and though this makes much of our work easier, setting these systems up requires much creativity and attention to detail.

The Redeemer is a busy place every single day. Most weekdays, the Parish House is in use from 8:00 am until 10:00 pm. Hundreds of people come onto our campus each week. The whole staff works together to make sure that each person has a good experience. Paulo Reyes is indefatigable in doing whatever it takes to meet the needs of any group. I'm grateful to all the staff for their commitment, their spirit, and the gifts they bring to this community.

Respectfully submitted,

Peter Vanderveen

RECTOR'S WARDEN'S REPORT

Tad Sperry tsparvey@verizon.net

I continue to feel very humbled and honored to serve as Rector's Warden. 2014 was a good year for the Redeemer. Despite the challenge of working without an Associate Rector for 8 months, we continued to be the vibrant community we strive to be. As we begin 2015, The Redeemer is a great parish of which to be a member! For an excellent summary of the Vestry's year I refer you to the Rector's report. One of the Vestry's main roles is to support the clergy in their work, and if the gap in staffing was largely unnoticed, then it was a job well done all around. The vestry was engaged throughout all of the efforts around building our shared community through worship, fellowship and mission as detailed in Peter's report.

I would especially like to make note of the work to be taken on in the coming year. It will be an exciting one. I think now that we are (almost) fully staffed, the vestry and the clergy can move from maintaining the status quo and can start to focus on how we start to foster this nascent, palpable sense of who we are as a parish. Peter, in his time here, has been steadily laying the groundwork for this work. I think there has been a quiet blossoming of a congregation-wide sense of each of us knowing who we are as a church that is becoming deeper and more obvious. As this feeling evolves, it will be each of us, whether we recognize it or not, "joyfully participating with greater intention, reflection, desire, and hope for promise" [Peter's report] grounded in the church being the church that fuels our future together.

That future will include some important work. The vestry's priorities next year will include Campus Development, continued re-vitalization and invigoration of the committees and groups, the growth of Outreach Initiatives, and continued efforts around Growth and Development. In our fiduciary role we will be continuing work to stabilize our funding of necessary capital expenditures while engaging in the fundraising needed for Campus Development.

I want to express my deep gratitude for the service of the retiring vestry members, Devika Singh, Jacques Vauclain and Eric Rabe. Each of them was a passionate and thoughtful contributor who offered their wisdom and energy to the vestry's deliberations selflessly. Their voices will be missed. David Senior, who is standing for reelection, has been an outstanding Accounting Warden. The budgeting process has evolved to reflect his calm sensible demeanor and it is very reassuring to know he will be with us going forward.



ACOUNTING WARDEN'S REPORT

David Senior

davidmsenior@yahoo.com



Members of the Finance Committee

Al Greenough Chris Trucksess Gale Gillespie Jay Einspanier John Pickering Mike Thompson Peter Vanderveen Phil Jodz Tad Sperry Financially, 2014 was a solid year, for which we are grateful for the contributions of many people. In fact, we ended the year with an operating surplus of 1.2%, or \$19,600. While in most recent years we have experienced either a small surplus or a small deficit, it is always nicer to be on the positive side of that balance, and this makes three years in a row. As stewards of our Parish resources, we always strive to match spending with expected receipts. At times, however, significant, unplanned receipts, which come in the form of unpledged revenue, creates challenges to achieving that exact match.

With regard to Revenues, we missed our total budgeted revenue by \$35,000, or 2 percent. Additionally, while our revenues from Pledges were \$13,000 below budget they increased by 1 percent or \$13,000 from 2013. Of note is that overall Pledges have increased slightly over the last 3 years (\$1.08 mil vs \$1.06 mil) but remain below the amounts collected before the 2008 economic crisis.

From a total Revenue standpoint, our total revenue decreased by \$21,500 from 2013, primarily due to shortfalls in Miscellaneous

Contributions and Miscellaneous Rent. Our total endowment is worth approximately \$10.4 million, increasing more than \$0.2 million from the end of 2013. This increase allowed us to draw approximately \$361,000 from endowment funds, in line with recommendations made by both the Finance and Investment Committees.

Expenses were also managed well in 2014. Total Expenses for 2014 were \$1,599,000 or approximately \$52,000 below budget. The underspent in 2014 can be primarily traced to the transition period between Associate Rectors. As a result, we were able to tackle several sizable maintenance and capital projects. The most notable was masonry damage to the church from the unusually harsh winter of 2013-2014. Late in 2014, we engaged an engineering consulting firm to provide us with an updated view of our maintenance situation so that we can plan and prioritize carefully in the coming years. Such an approach is intended to avoid a heavy deferred maintenance situation from developing. 2014 Financial Details

The revenue and expense statement you see in the exhibit at the end of this report represents the Parish's "core" operating budget. In addition we have three other budgets that are managed somewhat independently by Parish committees but with general oversight by the Finance Committee and the Vestry:

- 1. The "Outreach" budget, which is funded partially by parish revenues and partially by special events and activities (e.g., the Christmas Dinner and Bazaar and The Shop),
- 2. The African Children's Mission (ACM) budget, which is separately funded through special fundraising, and
- 3. The Music Committee budget, which is separately funded through special fundraising.

As you can see from the exhibit, revenues and expenses of the core operations of the Parish are fairly steady from year to year. In general terms, about two-thirds of the expenses comprise salaries and benefits of parish clergy and lay staff. One half of the remaining third represents relatively fixed and unavoidable expenses such as taxes, utilities and contracted expenses. Only about one sixth of our budget can be considered discretionary and as such available to support specific programs (Outreach) and unexpected requests or events (storm damage).

A similar weighting holds true on the revenue side. Roughly two thirds of our core budget revenue comes from pledges, and another nearly 20% comes from the

endowment, from which we plan a responsible draw rate of less than 4 1/2%.

So the good news is that thanks to stable pledge receipts and expense management in 2014, our core operations are on sound financial footing going into 2015. In addition, our growing endowment gives us a bit more flexibility with the design of our budget.

For 2015, we will be supporting a full staffing level, critical to driving forward on our growth initiatives. In addition, we will work towards thoughtful stewardship of all of our buildings. With that in mind, of the combined budget for Administration and Buildings of \$790,000, we include, among 40 specific cost items: compensation for 5 of our staff members, \$60,000 in utility expense, \$44,000 in real estate taxes, \$26,000 in insurance costs and \$61,000 in building repair and maintenance.

In order to accomplish this, we will need to grow our financial means. While we are setting an overall pledge goal of slightly under \$1,060,000, a 1.2% increase from 2014 Pledge Budget, we need parishioners to step in during the final phase of the stewardship campaign to make this a reality. Our pledges to date fall somewhat more than 7% short of our goal. The commitment and sacrifices made by our parishioners are making a difference in keeping

Redeemer strong and able to fulfill its mission. We think we can do even more.

To reiterate a point I made earlier, the Vestry and staff plan the budget with less than complete information about revenue prospects for the upcoming year. To the extent that parishioners pledge and also fulfill their pledges, it really does make for a much more efficient operation and helps us avoid the need to make abrupt changes, positive or negative, in our spending decisions.

This Annual Meeting marks the completion of my three year term as Accounting Warden. I especially want to thank the Finance Committee members for their diligent and usually unheralded work on behalf of The Redeemer, to our Parish Administrator Jay Einspanier for his tireless efforts, and to the Vestry and Peter Vanderveen for their leadership and support.

If any of you have remaining questions or concerns, please email me at davidmsenior@yahoo.com.

	7 1	O	1 0
	2015	2014	2013
	Budget	Actual	Actual
Revenue			
Pledge	\$1,057,800	\$1,037,064	\$1,009,768
Non Pledge Offering	\$40,000	\$39,190	\$50,375
Prior Year Pledges	<u>\$7,400</u>	\$7,259	<u>\$10,228</u>
Total Pledge	\$1,105,200	\$1,083,513	\$1,070,371
Plate	12,000	11,767	13,362
Endowment Income	388,600	361,047	333,815
Misc. Contributions	12,000	5,345	36,865
Residential Rent	81,900	80,300	75,545
Misc. Rent/Income	25,600	25,059	47,530
Outreach Contributions	50,000	51,500	62,475
Total Revenue	\$1,675,300	\$1,618,531	\$1,639,963
Expense			
Clergy	\$376,291	\$303,614	\$345,272
Music	215,776	210,597	192,891
Christian Formation	57,470	43,438	49,780
Buildings	327,768	366,677	318,605
General Administration	462,355	451,974	473,398
Grounds	73,410	63,904	69,579
Outreach	93,500	101,053	100,704
Diocesan Support	68,034	57,706	5 7,679
Total Expense	\$1,674,604	\$1,598,963	\$1,607,908
Surplus/(Deficit)	\$696	\$19,568	\$32,055

ADULT FORMATION COMMITTEE

The Rev. David F. Romanik, Leader

Committees of the Vestry & Parish dromanik@theredeemer.org

Members of the Adult Formation Committee

Howard Baker
Rita Davis
Bob Peck
Ginger Woods
Elizabeth Mclean
Becky Amis
Bill Susskind
Tim Leithead
David Romanik

Meeting Schedule

At the moment, the Adult Formation Committee tends to meet on an ad hoc basis.

Committee Mission

To create opportunities for adults at the Redeemer to learn about the faith and engage with their experience of Jesus Christ.

Events and Accomplishments

The Adult Formation Committee sponsored several ongoing events throughout 2014.

- The Men's and Women's Brown Bag Bible Studies met on a weekly basis, led
 respectively by Bob Peck and Barbara Billings. During 2014, the men's bible
 study read the gospel according to Matthew and began a study of John's gospel,
 while the women's bible study continued its exploration of various themes in
 Scripture.
- The Adult Study Group, led by Howard Baker, met several Tuesdays each month and explored diverse topics like the Reformation, secularism, and the origins of the Book of Common Prayer.
- On several Sunday evenings during the fall, several parents engaged in conversations about how to faithfully raise children.
- The Rector's Class continued on Thursday evenings. Peter Vanderveen led discussions on Paul's first letter to the Corinthians, the Book of Jonah, and the poetry of W.H. Auden and Christian Wiman.
- Sunday Adult Forums continued in earnest. David Romanik led series exploring the Episcopal Church and the season of Advent. Dave Griffith of Episcopal Community Services offered a forum discussing the work of that organization, and Peter Vanderveen engaged the congregation about several topics, including a conversation about the Redeemer's experience and understanding of mission. Several members of the congregation offered a Mission Panel discussing their experience bringing the good news of the gospel to people near and far.

Reflections and Goals

In many ways, this was a transition year for the Adult Formation Committee. Though the arrival of a new Associate Rector has permitted a more focused approach to adult Christian formation, there are many places our committee can grow. We hope to meet



on a more regular basis and engage with the talents of our membership. We hope to experiment with innovative and creative approaches to Christian formation and explore ways to bring the Christian tradition to life. We hope to invite more guests to offer forums so that we can tap into the immense resources of this area. This has already begun in our series about "The Nature of Justice," which has included presenters from the District Attorney's Office and Villanova University. We hope to sponsor a retreat, either on campus or at another location, to give people an opportunity to practice Sabbath. We hope to offer opportunities for formation that will be attractive to constituencies that are not being served by our current schedule. Above all, we hope to continue exploring the depths of the Christian tradition and articulating a robust faith in the God made known to us in Jesus Christ.

CHURCHYARD COMMITTEE

Al Boris, Chair

Committees of the Vestry & Parish al.boris@verizon.net

Meeting Schedule

We start growing in the spring and go dormant in the winter.

Committee Mission

The Churchyard Committee works with the Parish Administrator to address ongoing issues relating to our grounds, plan for repairs and replacements of plant materials and hardscaping. The committee assists the parish administrator in securing bids from contractors with appropriate expertise and reviewing project cost estimates. In addition, the committee organizes seasonal "clean up days" for the churchyard and grounds.

Committee Goals for the Year

- Respond to weather-related damage, incorporating suggestions from the master planting plan.
- Provide input to the Campus Redevelopment Project to consider additional benches and handicapped accessible paths in the churchyard

Events

- Spring cleanup and planting in the churchyard, 5-10 attended.
- Fall cleanup and planting in the churchyard, 5-10 attended

Members of the Churchyard Committee

Al Boris Mary Hopkins Sally Moser John Pickering Jane Hastings Jay Einspanier

BUILDINGS COMMITTEE

Kyle Lissack Chair

Committees of the Vestry & Parish

kylelissack@gmail.com

Committee Mission

The Buildings Committee works with the Parish Administrator to address ongoing facilities issues, plan for required repairs and address needed upgrades. The committee assists the parish administrator in securing bids from contractors with appropriate expertise and reviewing project cost estimates.

Goals for 2015

- Recommend priority levels for capital projects and secure Vestry approval.
- Manage capital projects to meet budgets and provide progress reports to Vestry.
- Evaluate maintenance needs with reference to projected Campus Redevelopment.
- Develop a mechanism to gain parishioner input for campus improvements.

Sub-Committees

- Campus Development Group
- Project Management Committee

Project Management Committee

Kyle Lissack, Chair
Betsy Crowell
Norm McClave
Doug Raymond
Richard Halloran
Joe Dougherty
Carter Williams
Ellen Harvey
Nissa O'Mara
Jay Einspanier
Peter Vanderveen
Ginger Woods, Vestry Liaison

Campus Development Group

John Day
Bob Nalls
Kyle Lyssack
John Pickering
Jan Clarke
Carol Chew
Sally Moser
Karin Kuenstler
Peter Vanderveen
Betsy Crowell, co-chair
Ginger Woods, co-chair

Members of the Buildings Committee

Kyle Lissak John Day Richard Halloran Ginger Woods, *Vestry Liaison*

GROWTH & DEVELOPMENT COMMITTEE

Kathleen McClave, Chair

Committees of the Vestry & Parish mcclavek@aol.com

Members of the Growth & Development Committee

Group members
(year joined)
Charles Amis (2012)
Julia DeMoss (2012)
Jay Einspanier (2011)
Beth Ganns (2013)
Ken Garner (2012)
Harry Miller (2012)
Eric Rabe (2010)
Devika Singh (2012)
Peter Vanderveen (2010)
Richard Aldridge
Vestry Liaison since 2014

New members joining in last few months as a result of all member survey: Howard Snyder Babs Camerota Blair Stambaugh Sally Jannetta Anne Kellet

Rita Davis

Meeting Schedule

Generally once per month on second Monday at 5:30 to 7:00 pm

Mission of the Committee

The purpose of the Growth and Development Committee is to identify ways to enable the Redeemer community to grow in every way – either directly or through the support of existing committees, missions and groups. The Committee meets regularly to determine:

- High value growth activities that should be developed and implemented by the Committee directly or recommended to and fostered by other groups or the Vestry
- Key stakeholder groups that are important to the growth of the Redeemer now and in the future, and what is important to each group in their relationship with Redeemer
- Key messages that connote the Church's intent to grow and how they will be communicated through the various communications vehicles green sheets, pew notes, website, mailings, poster, etc.
- New initiatives that will cultivate more involvement of existing Redeemer members and/or attract new members, and what is needed to implement them
- Ways to support existing committees, missions and groups to promote and execute their agendas

Accomplishments

- Evening Vespers Service with fellowship dinner
 - o First Sunday of the month in the Parish House
 - The purpose of the event is to engage Phase II parents and provide another option for members to attend Sunday services.
 - On average 75-80 attend service; 35-40 attend fellowship dinner.
 - Event gets good response but is cross section of parish vs. Phase II parents. Role of service should be evaluated in the fall.
- The G&D Committee continues to seek to implement the vision for growth identified through the 2013 Growth Summit, namely:
 - Newcomers lifting our game. This year we completed a comprehensive evaluation of the campus to make it more welcoming. Results were forwarded to the Vestry/Grounds Committee for implementation
 - Leaning Active This year we completed a comprehensive canvas of the members to update contact info and solicit interest in the work of the church; committee chairs have been asked to personally contact interested members to solicit their involvement in activities for which they have indicated an interest;
 - Phase II Parents Based on feedback at the Summit, we supported the introduction of the Vespers service with a complementary fellowship dinner component.
 - We continue to propose growth metrics for the vestry to review and publish
 - We continue to promote the work of the committee in our publications to society involvement
 - We are planning a third Growth Summit

2014 Reflections

This is an active committee with dedicated members. It is very important that we have a well-defined and actionable agenda that provides short terms and longer term benefits.

2015 Goals

- One on one interviews with Phase II parents to better understand their expectations of church and of The Redeemer and where The Redeemer can play a larger role; communicate plan to parish and invite participation. We must be clear that this effort is not part of the Stewardship effort.
- Partner with the New Committee to host a luncheon discussion with those
 who are new to The Redeemer in the last three years to better understand what
 can be done to ensure new members remain engaged in our agenda; ensure
 newcomers understand the role of the parish coordinator and how to contact
 him to get involved.
- Proactively introduce newcomers to the Foyers groups
- Support an annual survey of members to understand members interests and skills and how they want to be involved in The Redeemer; enhance Stewardship activities to include these ideas
- Maintain focus on growth metrics and their use across the committees and agendas for the parish.



OUTREACH INITIATIVE COMMITTEE

Committees of the Vestry & Parish

Bill Young & Glenn Beamer, Group Leaders

byoung@ceruspartners.com gdbeamer@yahoo.com

Members of the Outreach Initiative Committee

Meeting Schedule Monthly

David Tachna Kate Brown Catherine Carruthers Glenn Beamer Bill Young

Committee Mission

The objective of The Church of the Redeemer Outreach Initiative Committee; Embrace, Engage, Enrich, is to create and coordinate opportunities for our parishioners and members of the greater community to experience enrichment through direct participation in outreach.

2014 Activity

- Reformed Committee and refined mission statement in January of 2015.
- Off to a great start, with great people. Our mission and focus should contribute to making difference in our church community, and hopefully in peoples' lives.

2015 Goals

- Create an Outreach Inventory via survey
- Review current outreach programs at the Redeemer and map engagements, then tie back to the Church's strategy
- Finalize operating plan for the committee



INVESTMENT COMMITTEE

Al Boris, Chair

Committees of the Vestry & Parish al.boris@db.com

Committee Mission

The purpose of the Investment Committee is to oversee the investment managers of the church's endowment funds and to make a recommendation to the Vestry as to a suggested level of withdrawal from the endowment funds. These withdrawals supplement the church's annual operating budget by about 20%.

Meeting Schedule

The Committee meets periodically (or as needed) to review the investment statements of the various investment managers, to discuss the economic climate as it affects the church's investment funds and to review any charitable gifts that the church has received. Annually we meet with the investment managers themselves.

During the meetings we are reviewing the percentage total return of the endowment funds. This is the primary measure of the financial success of the endowment funds and this percentage total return influences the withdrawal rate set by the Vestry each year. We are also assessing endowment investment risk levels and asset allocation, and making suggestions as to investment changes needed to protect the financial assets of the church.

From these meetings we annually make a recommendation to the Vestry as to a suggested percentage withdrawal level from the funds. The goal is to ensure the continued existence and growth of the endowment funds. The current withdrawal rate is 4.25% of the total endowment funds available.

If any parishioner has questions about the operations of the Committee, or suggestions for improvement, they are free to contact myself or any member of the Committee

Members of the Investment Committee

Al Boris Jay Riley Ulf Cahn von Seelen Jay Einspanier Peter Vanderveen Gale Gillespie Eric Noll



Music Committee

Danielle Trucksess, chair

Committees of the Vestry & Parish dtrucksess@gmail.com

Members of the Music Committee

Danielle Trucksess, *Chair*Carol Chew, Vestry Liaison
Michael Diorio, *Music Director*and Organist
Emmeline VanderZwaag, *Parent*Liaison
Hope Knight, *Staff Singer*Representative
Mackie MacLean
David Woods
Leslie Susskind
Melanie LeBoeuf

Meeting Schedule

Once per month, Sundays at 12:15pm

Committee Mission

The purpose of the Music Committee is to help facilitate the needs of the Music Program through marketing and advertising, discussions, and careful consideration of proposals for activities and events; to maintain contact with parishioners and parents of children involved in the choirs; and serve as the general voice of the Music Program that maintains an accounting of funds received, and submits its requests, proposals, and meeting minutes to the Vestry.

Events

- Dining with Divas Saturday, February 22, 2014, Parish House Assembly Room
 - Supported the Redeemer Choirs' 2014 Music and Mission Tour to Austria, Czech Republic and Germany.
 - 54 guests, plus participation of youth choristers as volunteer waiters/ waitresses and staff singers
 - Excellent atmosphere, good interaction between participants, and overall enjoyment created a successful event.
- Academy of Vocal Arts Concert and Reception Sunday, April 6, 2014, Church of the Redeemer
 - Supported the Redeemer Choirs' 2014 Music and Mission Tour to Austria, Czech Republic and Germany
 - o 125 people
 - We are grateful to the McLean's and Northingtons for underwriting this fundraising concert to support the M&M Tour. Wonderful event for all of our music program participants to engage in, and a great way to bring visitors to our campus. Generated almost \$6,000.
- Annual Garden Party (and concert) at Appleford Sunday, April 27, 2014, Appleford Estate – Villanova, PA
 - Supports the efforts of Music at The Redeemer
 - 106 attended
 - Excellent venue, caterer, music, and fellowship. A good all- parish to celebrate the arrival of spring and support the music program's various efforts and scholarship fund.
- Music Co. Bake Sale Sunday September 28, 2014, Parish House
 - Fundraiser supports the Summer 2014 Tour
 - Good event for intergenerational interaction between choristers
- Thanksgiving Pie Sales November 2-20, 2014, Parish House
 - o Fundraiser supports the Summer 2014 Tour
- Chili Sales January 25, 2015 & February 1, 2015, Parish House
 - Fundraiser supports the Music Committee
 - \circ Good amount of interest, over \$600 in sales for first date (1/25/15).

Accomplishments

- Making decisions regarding scholarship awards for individuals applying to Margaret Orr Scholarship Funds for the Music and Mission Tour 2014
 - Winter-spring 2014
 - 4 scholarship applications were submitted and 4 individuals were awarded scholarships for the Music and Mission Tour 2014.
- Lessons & Carols Service and Reception
 - o Sunday December 14, 2014 at 7 pm
 - The committee organized elements of the service (finding greeters,

ushers, making the programs), as was the planning of the reception. This service and reception were very well attended (over 400 people). Over \$4,000 was generated.

- All Souls Requiem Service The Durufle Requiem
 - o Sunday November 2, 2014 at 5 pm
 - This service was very well attended.

Fundraising and Budget

- Raised over \$60,000
- Not running a deficit.

Reflections on 2014

- The committee benefited greatly from having a parent liaison on the committee to help communicate our activities to choir parents in order to increase parents and youth involvement. As this committee member is rotating off this year, the committee is planning to have 2 new members fill this role for the 2015-16 year.
- The efforts of the Music Committee along with the choir, (both young and old) worked to create a meaningful experience from the Music & Mission Tour.

Goals for 2015

- To bolster the Margaret Orr scholarship for youth for future summer programs
- To support active choir recruitment (children and adults)
- In conversation with the Vestry, to re-structure how tours are financed in the future



Committees of the Vestry & Parish fraser_brown@yahoo.com

Members of the NEW Committee

Fraser Brown
Sally Moser
Brook McCann
Elizabeth Dougherty
Becky Amis
Linda DePasquale
Monica Hackett
Jennifer Webster
Alexis Stephan
Emily Beamer
Elizabeth Vandiver

Committee Mission

Our mission is to provide welcome and guidance to visitors to the church. We engage newcomers in the hope that they will consider becoming part of our community and we try to provide them information about the church and its operations so that they may become involved in our community as they desire.

Plan for Continuity of Leadership and Membership

We recruited two new members this fall and have another likely addition for Fall 2015. I plan to recruit additional members predominantly from the newer additions to our church as they give a good perspective. Newcomers' is also a very easy way to get more involved. I hope to transfer leadership of the soon -- I will have more information in the spring.

Meeting Schedule

Meetings are optimally every other month on the 3rd Tuesday of the month.

Goals for 2015

Our major ongoing goal is to improve the process of transition from visitor/potential member to active member. Another ongoing goal is to provide formal information to newcomers to the church. This has been debated much in the last couple of years and there is no clear resolution about the best way to proceed, unfortunately. I hope to get something definitive done before the end of the church year. Those two are the major issues that have not been resolved.



OUTREACH GRANTS COMMITTEE

Sam Morris, chair

Committees of the Vestry & Parish

sam.morris@morrislawassociates.com

The Redeemer Outreach Grants Committee's Mission is to award grants which provide significant support to programs and institutions whose work directly impacts and seeks to improve the lives of God's people who have critical needs – particularly the elderly, women, and children.

In the last three years, the Committee has eliminated several agencies from consideration to focus on additional support for organizations considered to be core to our mission, particularly within our local area. We also provide support to Parish Mission projects: African Children's Mission, Food for Friends, the 2014 Choir Trip, Interfaith Hospitality Network of the Main Line (IHN-ML), the Blankenburg/St. James School projects with Carol Chew, and the St. Gabriel's Saturday lunch program.

The Committee usually meets eight times a year with no meetings in the summer and November. The bulk of the Committee's work takes place in the winter and spring during which time we conduct site visits, review and discuss grant applications, and allocate available funds to applicant organizations. We finalize our allocations at our June meeting, which for the last two years has been a pot luck dinner at Carolyn and Sam Morris' home. Checks are mailed to the recipient organizations in late June.

The Committee does not commit all of its budgeted funds in June. We make additional grants in December to organizations whom we believe have serious needs going into the next year and who could use additional help. In December, the Committee made additional grants to IHN-ML, African Children's Mission, Episcopal Community Services, Camp Dreamcatcher, St. Stephen's Episcopal Church for the CONNECT program, and ElderNet. These amounts in the chart on the next page reflect the cumulative grants to the organizations, including funds raised in Joyful Giving.

In 2014, the Parish budget allocated \$35,150 to the Outreach Grants Committee. The balance of the Committee's funds came from the Outreach Dinner at the Merion Cricket Club and the Christmas Bazaar. In addition, Parish members contributed a total of \$3,255 to the five organizations and Christmas Baskets (\$550) designated by the Committee for its Christmas Joyful Giving program. Four of those organizations are ones in which the Parish is actively involved.

The Committee thanks the many members of the Parish who supported our Parish Mission Projects during the year as well as the other agencies to which the Committee made monetary grants. The Committee also thanks all members of the Parish who independently support other organizations that work with the elderly, children, and women and families without homes through both their financial gifts and gifts of time.

The Committee would like to thank the Vestry and all those who in 2014 supported the Merion Dinner and its live and silent auctions (particular Susan Van Allen, Susan Bloom, Beth Ganns, Carolyn Morris, and Bill Susskind) and the Saturday Christmas Bazaar Committee. The great success in 2014 of both the Merion Outreach Dinner and the Saturday Bazaar will contribute additional funds that are available for the Committee's important work in 2015. We are extremely grateful for the work put in by all individuals involved in these two efforts. We look forward to a successful year in 2015.

Members of the Outreach Grants Committee

Sam Morris, *Chair*Carolyn Bennett
Jane Hastings
Jan Clarke-Gross
Carolyn Morris
Stephen Cadwalader
Rodger McKinney
Susan Ayres
Stephen Billings
Ed Lewis
Julia DeMoss
Deann Mills
Susan Van Allen

We are actively seeking new members. If anyone is interested, please contact Sam Morris at sam. morris@morrislawassociates.com.

Outreach Grants Committee Total Allocations

(Including Joyful Giving)

(Incluaing Joyjul Giving)			
Camp Dreamcatcher\$2,396			
Episcopal Community Services\$34,000			
Camp GetAlong\$2,500			
IHN - miscellaneous funding\$0			
IHN - Main Line\$15,160			
ACM\$3,050			
Diocesan Summer Youth Camp\$7,500			
Main Line Meals on Wheels\$2,500			
CONNECT\$2,700			
Church of the Advocate Soup Kitchen \$4,000			
Blankenburg/St. James School Projects\$374			
Food for Friends			
Choir Trip\$1,600			
St. Gabriel's\$4,281			
Dolphins of Delaware Valley\$2,000			
ElderNet\$10,555			
Total\$98,263			



STEWARDSHIP COMMITTEE

Eric Rabe & Emily Gibb Beamer, co-chairs

Committees of the Vestry & Parish eric.rabe@verizon.net ehgibb@gmail.com

Meeting Schedule

Monthly: August, September and January

Biweekly: October, November and December

Committee Mission

Annual Pledge drive. Committee conducts follow up calls, thank you calls and otherwise tries to encourage full participation in Stewardship.

Annual Stewardship Campaign (As of Jan 31, 2015)

- Goal for pledges: \$1,100,000
- Pledges as of Jan 31, 2015: 392
- Total pledged: \$1,004,693.87
- 3.99% increase from same pledging units and new/returned pledges
- 182 Increased \$574,527 \$58,974.67 Difference from last year
- 45 Decreased \$95,777.83 (\$57,428.73) Difference from last year
- 129 Not changed \$297,429.00
- 36 New and Returned -- \$36,960.00
- Average pledge \$2,562.99
- Vestry budgeted pledge income for 2015 at \$1,045,000.

Reflections

- A strong Stewardship core team made dozens of phone calls, sent hundreds
 of emails and personally contacted members of The Redeemer during the
 Campaign. This is an immense amount of work, and we are so grateful for the
 dedication and continual efforts of this dedicated group.
- The campaign faced special challenges this year since several significant givers of the past are no longer able to support The Redeemer at their former level.
- More families pledged more money earlier this year than last. That's the good news. However, pledges continue to come in well after the Stewardship campaign has "ended" at The Redeemer.
- It is only in the last two years that we have focused on pledging during a specific time period (October and November). The parish community habit has been to either not pledge despite willingness to give or to not recognize the importance of pledging in personal stewardship or planning the church finances.

Goals for 2015

- Increase pledging by 10%
- 100% participation from all Redeemer members. (This alone would probably accomplish Goal 1)
- Begin the campaign before the end of September to allow for a wrap up before Thanksgiving and the Advent season with all its distractions, wonderful as those are.



Members of the Stewardship Committee

Emily Gibb Beamer Kate Brown Pamela Campbell Ken Garner John Gregg Monte Mills Sally Moser John Pickering Erid Rabe Doug Raymond Arden Saligman Howard SnyderI Tad Sperry Mike Thompson Peter Vanderveen Julie Williams Ginger Woods

African Children's Mission

The Rev. Stephen Billings, chair

srobbbil@verizon.net

Outreach Missions

Group Members of ACM

Stephen Billings Prill Bradshaw Lynn Marsden-Atlass Carol Chew Bea Blackman Carol Harris Margaret Welsh Amelia (Suzie) Welsh George Steele Julie Williams Rick Sperry Gordon Keen Louisa Rabe Susan Adeniyi-Jones Marda Sheman Schropp report writer

Committee Mission

As Christ cared for and uplifted those most powerless, so, too, the Church of the Redeemer strives to care for those suffering from the devastating impact of AIDS in Africa. The committee has sought to:

- Empower our congregation to improve the lives and hopes of children affected by HIV/AIDS through education, child care, home health care, community improvement, and new programs
- Provide travel team members with a new perspective on life through observation of the positive attitudes prevalent among the Malawians.
- Develop an interactive educational and spiritual relationship between these children and our parish community through education of our children, young people, and adults
- Coordinate activities with other faith-based organizations when our mission coincides with their mission
- Ensure that funds are applied effectively and efficiently to address the pressing needs of these children orphaned by AIDS

Events

- Whiffenpoof Alumni Concert, October 24, 2014, Church of the Redeemer
 - o To raise money for our sponsored village of Kukada, Malawi
 - Voluntary contributions raised \$2500
 - This was a special one-time event offered by former rector and ACM visitor to Malawi, Peter Sipple, who is a member of the Whiffenpoof alumni. The evening was enjoyed by all, from the beginning of the concert to the end of the reception. Refreshments were provided by members of ACM, as well as other generous members of the parish.
- Have a Heart campaign, February, 2014
 - To raise money for our sponsored village of Kukada
 - o Contributions raised \$5200
 - o Provided an alternative love offering for those who wish to make gifts on behalf or in honor of a loved one around Valentine's Day.
 - o Members of the Committee gathered for stuffing and stamping.
- Malawi Table at the Outreach Bazaar, November 21 -23, 2014
 - To sell items relevant to Malawi and an opportunity to support various projects, such as bicycle ambulances and nursing scholarships.
 - Sales and donations amounted to over \$2000.
 - This annual event gives all those who stop by the table to learn something about our mission in Malawi, whether or not they make a purchase.

Fundraising and Budget

- Raised \$18,400
- Budget surplus of \$2,200

Expenditures

- \$15,000 disbursement to GAIA First year of a three year commitment to sponsor the village of Kukada in Malawi.
- \$500 Have a Heart mailing materials
- \$670 for items sold at the 2013 Malawi table and miscellaneous expenses related to the Whiffenpoof event.

Reflections on 2014

- ACM was able to meet the commitment to its Village in Malawi through the partnership of the Global AIDS Interfaith Alliance.
- Our fundraising was supplemented by generous donations from various individuals including the children of the Blankenburg School.

• Through our fundraising efforts we have been able to spread the word of the purpose of the African Children's Mission.

Goals for 2015

- Reportable field outcomes.
- Maintain and increase awareness and interest of interest of ACM in the parish, including church school.
- Parish unifying events to raise funds for our designated village and projects in Malawi. 100% of funds raised are used to this purpose.

Subsequent Event

A series of significant storms starting January 12, 2015 have caused severe flooding in Malawi, resulting in significant loss of life and hundreds of thousands homeless. GAIA staff has visited the Church of the Redeemer's sponsored village, Kukada, and found that 87 households have been affected.



CHRISTMAS FOOD BASKET PROGRAM

Outreach Missions

Carter Williams, chair

carterw@outlook.com

This year's Christmas basket program again provided our parish with the wonderful opportunity to give back to our community. For some it was easiest to give of their time by helping organize the food for delivery; for others it meant meeting the recipient of the food by making local deliveries; and for many of us it was giving food knowing it would directly help a local family celebrate the Christmas season with a full meal. Over 100 people participated in some manner and continued a wonderful tradition of giving at Redeemer.

Together the parish purchased 160 bags of food which was down slightly from last year but still met our commitments. We worked with the Bryn Mawr Acme to supplement the food with perishable items like a turkey or a ham as well as fresh lettuce and fruit for each recipient. This year we provided food for:

- Our Mother of Sorrows
- ElderNet
- St. Peter's in Collegeville
- Sts. Andrew and Monica
- St. Barnabas (ECS)



We had the gift of being able to deliver 12 food baskets directly to the recipients in our area from a list that ElderNet provided for us. The remainder of the food was delivered in bulk to the other organizations to be distributed as they saw fit.

In addition to the scores of people who filled a bag (basket) several people deserve special appreciation – Jay Einspanier, Tad Sperry, Michael Maggio and Joe Berman. They quite literally did the heavy lifting allowing the other volunteers to have an easier experience. Thank you!

FOOD FOR FRIENDS & FOOD FOR FRIENDS YOUTH

Deann Mills and David Randolph

deann.mills@verizon.net randstory@verizon.net

Meeting Schedule

Food For Friends: The first three Wednesdays of each month, 1-3 PM Food For Friends Youth: The third Sunday of each month, 10:15-11:00 am

Group Mission

Providing great meals in individual trays for elderly indigent shut-ins in North Philadelphia & West Philadelphia. Our drop-off point for distribution is Our Mother Of Sorrows Outreach, at 48th St. and Lancaster Avenue in Philadelphia. Our partner in providing these meals is Sr. Nancy Roche, of The Sisters Of St. Joseph of Philadelphia.

Accomplishments

- Food For Friends and Food For Friends Youth produce 80-110 individual meals at each cooking session. FFF met 25 times in 2014, and FFFY met 8 times.
- The two groups produced 3,374 finished meals in 2014.

Expenditures

- \$5,301.67 for the cost of entrees for our meals.
- Much of the food costs were defrayed by donations of canned goods and some entrees by our program partners- Aid For Friends, and Our Mother of Sorrows Outreach.

Reflections on 2014

We enjoy what we do. We're good with each other. We create what serves the elderly, indigent and homebound. We grow as a community which provides a service to many others. The youth acquire skills, confidence and maturity. We connect to our community in faith, and across societal boundaries. We'd like you to join us. Come as you are; no one has ever been turned away.

Goals for 2015

- To continue to grow in numbers and in our faith
- To become better cooks, and to create new menus
- To have Food For Friends Youth have a role in helping the new members
- learn how to cook.



The Volunteers at Food For Friends

Food For Friends:

Outreach Missions

Charlie Blackman Pamela Campbell Linda dePasquale Doris Gilson Jane Hastings Nancy Hastings Jenny Kirkpatrick Tracy Klippel Suzanne Lammers Monique Leaman Vivina Lewis Charlotte MacLean Minkie McAdoo Charles McGraw Hunter McMullin, Sr. Deann Mills- Executive Chef Lois Muscheck Karen Nagel Bob Peck David Randolph- Group Leader Carolyn Raymond Lisa Raymond Nancy Schriber David Shoemaker Kitten Susanin Steve Strawbridge- Transportation Nancy Wessels Christopher Yao

Food For Friends Youth:

Un-Jin Zimmerman

Lore Yao

Ellen Wang

Kate Atlass Carolyn Buck Charlotte Buck Jim Buck Claire Bunting Bob Davis Elliot Davis Lisa Davis David Hain- Parent Leader Lexie Hain Zoe Helmers Anna Helminska Margaret Helminska Jared Holeman Julia Justi Chandra Kee Evan Keim Emma Leyland Cheryl Masterman Zach Masterman Andrew McKinney Brandon Miller Cameron Miller Deann Mills- Executive Shopper David Randolph- Executive Chef & Group Leader Issey Senior Audrey Senior Rebecca Susskind William Susskind- Parent Leader

Heart Committee

Joan Warren,
Chairman
Joan Harvey
Mary McAdoo
Dixie Wigton
Kitten Susanin
Susie Keith
Betsy MacIntosh
Peter Vanderveen,
clergy liaison

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.



Interfaith Hospitality Network

Mary Hopkins, coordinator

Outreach Missions mhop1367@aol.com

Mission and Purpose

The Interfaith Hospitality Network—Main Line (IHN-ML) is committed to helping homeless families in our community to achieve lasting independence. We believe that you get from the world what you give to the world. We have made the conscious decision to provide safe, temporary housing, meals and support services to homeless families in Chester, Delaware and Montgomery counties. Our goal is to provide the programs and services necessary to address the underlying causes of homelessness and to return our client families to a self-sustaining life.

The Interfaith Hospitality Network – Main Line (IHN-ML), headquartered in Norristown, PA, unites people from different segments of our caring community to work collaboratively to alleviate the suffering of homeless families. While not a religious organization, we get the majority of

our volunteers from faith-based organizations because they have a strong desire to help and a built-in volunteer base. We serve homeless families in Chester, Delaware, and Montgomery Counties.

IHN-ML brings social service agencies together with congregations of all faiths to provide basic needs – regardless of a family's race or religion – to help that family become self-sufficient again. IHN-ML is one of 115 affiliates in 38 states, including Family Promise in the District of Columbia. Family Promise was founded 20 years ago, when the first Interfaith Hospitality Network opened its doors and then grew into a national organization.

At The Redeemer, we use either the Shortridge Room or the Conference Room as a common dining area for our guests. The women have meetings about budgeting, parenting, and personal therapy, which usually take place in the library. Upstairs rooms are used as bedrooms (up to three at a time), and we use the kitchen to prepare meals. We also provide breakfast foods for them to take on the van (which comes at 6:30 am during the week and 8 am on weekends and drops them off at 6pm daily).

Accomplishments

- Hosted 15 families; 33 people (15 adults, 18 children) IHN families
 - March 2-9, July 27-August 3, October 12-19, December 28, 2014-January 4, 2015
- Provided more than 270 meals (including volunteer meals)
- Estimated 750+ total volunteer hours by approximately 75 volunteers

Reflections on 2014

- Created opportunities for fellowship and community within the Redeemer and between parishioners and our IHN guests.
- Enjoyed the participation of new volunteers and some who hadn't participated in some time.
- So appreciative and delighted by the consistent support of so many regular volunteers!

Goals for 2015

- Continue to encourage participation in the program.
- Improve communications about IHN mission and activities.
- Share more of the "IHN experience" among volunteers



IHN Volunteers

Charles & Becky Amis Susan &Warren Ayres Stephen &Barbara Billings Leslie Boris Prill Bradshaw Jim, Lin, Nora, Charlotte, &Caroline Buck Claire Bunting Drew, Babs, Christopher, &Elizabeth Camerota Carol Chew; Rich, Emily, &Kenton Weigel Jan Clarke Darren, Amy, Ella, Jonathan, &Jason Clipston Gary &Becca Davis Rita & Rick Davis Michael Diorio John Gregg Carol Harris Jane Hastings Bob &Barbara Hobbs Anne Kellett Jenny Kirkpatrick & John Herzog Cathy Kraft Christian & James Lane John Lisle Cheryl, Andrew, Nicholas, Ryan, &Zach Masterman Carolyn McCulloch Lauren, Rodger, Courtney, &Andrew McKinney David Randolph Doug Raymond Marc & Zoe Rigas Nina Rogers Bailey & Tad Sperry Rick Sperry & Nancy Collins Caroline Strong Kitten Susanin Meena Thayu Susan &Phoebe Van Allen Nancy Warren Ginger & David Woods Bill &Chrissie Young

St. Gabriel's Mission Lunch Program

Jan Clarke Gross, coordinator

Outreach Missions janc114@verizon.net

St. Gabe's Volunteers

Core volunteers included:
Charlie Blackman
Stephen Cadwalader
Jan Clarke-Gross
Bill Gross
Meghan Jodz
Maddie Jodz (and au pair,
Svingey)
Chandra Kee
David Randolph

Other participants in 2014
included:
Suzanna Edmonds
Radcliffe Edmonds
Charles McGraw
Sam Morris
Ted Neilson
Sarah Neilson
Ulf Cahn Van Seelen
Suzanna Van Seelen
Mark Rigas
Zoe Rigas
Anthony Rigas
David Spence

Meeting schedule

4th Saturday of each month

Group Description

Every Saturday, year-round, lunch is served at St. Gabriel's Mission, a vibrant parish in Olney – one of the most economically challenged sections of Philadelphia. On the 4th Saturday of each month, 4-6 volunteers meet at The Redeemer (9:30AM) to prepare, transport and serve nutritious meals to 80-100 adults and children who live in the area. We return to Redeemer by 1:30PM. In the past year, the COTR St. Gabriel's program coordinator and volunteers dedicated approximately 35 hours per month (420 for the year) to this ministry.

The program has been described as a "feeding ministry" – one that offers nourishment for hungry bodies and hungry souls alike. Clergy and children's program heads from St. Gabriel's and other parishes help serve meals and reach out to church members and non-members alike. Over the program's 5 year history, the church has seen steady growth in its congregation. The Sunday School now has close to 30 children enrolled and a chapter of the Girls Friendly Society has been formed for preteen and teenage girls.

Consider joining us for a "hands-on" outreach experience on the 4th Saturday of any month. A sign-up poster is located in the Assembly Room, or contact Jan Clarke-Gross

Accomplishments

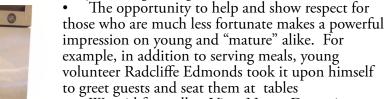
At St. Gabriel's Saturday Lunch Program, we make and serve a nutritious lunch from 9:30am- 1:00pm, every 4th Saturday of each month at St. Gabriel's Mission Church - Roosevelt Blvd., Philadelphia. 4-8 COTR volunteers serve 75-110 meals every month.

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 2014

• Volunteers from The Redeemer and St. Gabriel's Mission work together to feed the hungry in this economically challenged neighborhood.



• We said farewell to Vicar Nancy Demming who took a position on the Bishop's staff; and we welcomed Carol Anthony as the new Vicar. The Redeemer was recognized at the vicar's installation as the first parish to make a commitment to the Saturday Lunch Program almost 6 years ago.

Goals for 2015

- Continuing to help nourish bodies and spirits in this struggling community.
- Encourage more volunteers from The Redeemer.



Women's Bible Study

Barbara Billings, coordinator

Parish Groups bandsbil@verizon.net

Meeting Schedule

Thursdays from noon to 1 pm during the school year

This group has been engaged in studying the Old Testament book of Exodus, looking at it from literary, historical, theological and spiritual perspectives. As we reflect on the text, we relate it to our own lives, the liturgy, and current events, taking away fresh insights. We also pray together, support one another and enjoy the fellowship of the group. All women are invited to participate. No previous Bible study experience is needed. Bring your lunch if you wish. Expect to question, grow in faith and have a good time.

Participants

Group members
Maisie Adamson
Barri Alexander
Barbara Billings
Leslie Boris
Kirsten Comai
Margaret Helminska
Monica Lind
Cheryl Masterman
Carolyn Raymond
Lisa Raymond
Nina Rogers
Cynthia Spadaro
Prem Singh

MEN'S BROWN BAG BIBLE STUDY

David Romanik, Bob Peck and Bob Hobbs, leaders

Parish Groups RBHobbs@aol.com

Meeting Schedule

Thursdays, 12:00 - 1:30 PM in the Parish House Conference Room, weekly, monthly, annually on demand or as requested by participants.

Mission

To maintain a tradition of regular bible study for Men of retirement age at the Church of the Redeemer. To read and discuss selected books of both Old and New Testaments. Also read and discuss Applicable Literature.

History

Dr. F. Douglas Raymond, Jr. started the Men's Brown Bag Bible Study at the Church of The Redeemer in 1989 for retired male parishioners and any other interested men from wherever, who were available at noon on Thursdays. Dr. Doug kept the group going with anywhere from 8 to 10 regular attendees for almost 25 years until 2013.

Reflections on 2014

- Completion of the Gospel of St. Matthew
- Familiarity with scripture lessons from Gospel of St. Matthew in Church
- Increased Clergy Participation from Rev. Peter Vanderveen and Rev. David Romanik in the absence of Dr. Doug Raymond

Goals for 2015

- Complete the Gospel of St. John
- Increase weekly participation from parishioners

Participants

Charlie Blackman Bruce Northrup Charlie MacIntosh Charlie Alexander Rick Davis Larry Hannaway **Bob Frazer** Dale Huff Norman (Bud) McAvoy Sam Chew Wayne Thompson Quartie Clothier Bob Peck **Bob Hobbs** The Rev. Peter Vanderveen The Rev. David Romanik

Guy Woodruff and Tad Sperry

Group Members

Meeting Schedule

Every Tuesday 7 a.m. in Parish House Library (Except August)

Bud McAvoy Tim Patterson David Randolph Tom Rees Randy Westby Rick Sperry

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

Scenes from the Outreach Dinner and Christmas Bazaar





CHRISTMAS BAZAAR & OUTREACH DINNER

Susan Van Allen

Parish Groups scvanallen01@comcast.net



A wonderful time was had by all who attended the 2014 Redeemer Outreach Dinner and/ or Bazaar on Friday and Saturday, November 21-22, 2014! Merion Cricket Club with its festive decorations and wonderful food (thank you Susan Bloom for leading our efforts at Merion!), set the mood for a sensational night of socializing, bidding and buying. Silent Auction Chair Beth Ganss really outdid herself in making sure we had many

incredible items to bid on and Jennie Seward's beautiful Redeemer catchall trays were a wonderful replacement to the Christmas Shop. As in past years we had another spirited live auction and Outreach ask. Not only did we enjoy the efforts of Alfie Putnam, but Kathleen Putnam joined in this year to make auctioneering a family affair. Kudos to Carolyn and Sam Morris, our Live Auction Chairs, for giving us such an attractive and enticing array of live auction items! And the evening would not have run smoothly without Sally Moser who singlehandedly wrangled reservations and bid number assignments, or Bill Susskind, our able Treasurer over the two day event!

On Saturday, the Parish House, Sexton's Cottage, Parish House garage and surrounding areas were buzzing with volunteers, shoppers, kids and onlookers from early morning until mid-afternoon, looking to make good deals on antiques, attic treasures, books, toys, jewelry, handbags and other vintage items; bidding on auction items; getting appraisals on cherished family items (thank you Michael Bernstein!); buying candles and plants; enjoying children's activities; and lingering over delicious food and conversation. We enjoyed the company of the famous Phillie Phanatic – who at one point made himself at home in Peter Vanderveen's Office…leaving some to wonder if we had called a new rector!

Countless behind the scene hours were put in to making the 2014 Bazaar a rousing success, and I would be remiss not to thank our wonderful, dedicated and hard working Committee Chairs who made it all happen.

In addition to the Event Chairs, we would like to thank everyone who contributed to the 2014 Bazaar –by volunteering the evening or day of, soliciting/donating auction items, donating Bazaar items and/or making food, putting in an hour or ten to clean/organize donated items and/or moving furniture, posting a yard sign up to advertise the event, providing clean up assistance, or directing a friend to come by. All of these activities were important to the success of the events – and I am extremely grateful.

We are still tabulating the results from Friday and Saturday so I can't share exact numbers, but it appears we raised more money this year than in recent memory. I promise to share more details in the next edition. None of this would be possible without the hard work and dedication of all of the Redeemer volunteers! My thanks to you all!

Committee Chairs

Attic Treasures

Melanie LeBoeuf & Lauren McKinney

Books

Deann Mills

Children's Activities

Kristin Cahn von Seelen

Communications

Monica Hackett

Decorations/Maps/Signage

Carol Chew

Luncheon

Ann Strong

Printing & Design Layout Ken

Garner

Publicity

Leslie Susskind

Redeemer VIPs

Jay Einspanier, Paulo Reyes

Silent Auction

Carolyn Bennett,

Jane Hastings &

Carolyn Morris

Treasurer

Bill Susskind

Vintage

Lisa Davis &

Pam McMullin

Dad's Group Ulf Cahn von Seelen

Group Members

Parishioners with school-aged children (and some others)

Group Mission

The Dads Group is an informal social group of fathers with children previously or currently in church school. The group's main event is the annual dads & kids camping trip, a Friday to Saturday camp-out soon after the start of summer break.

Dads' Annual Camping Trip

- June 21-22, 2014
- Wapiti Retreat, North East, MD
- Camping, grilling, swimming, boating, outdoor Eucharist 6 dads, 13 kids
- good weather, good fun

Reflections on 2014

The group is undergoing a generational shift as the children of a core group of parishioners who have known each other since childhood are aging out.

Goals for 2015

- Attract new families to the camping trip.
- Find activities for dads to socialize.



FOYERS GROUPS

Jan Clarke-Gross, coordinator

Parish Groups janc144@verizon.net

Meeting schedule

Each of the 5 groups sets its own schedule

Group Description

Foyer Groups continued to be 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 October.
- 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 member's home- schedule set by each group
- Each group begins with 10-12 members and most groups invite others to attend gatherings throughout the year.
- Judging from mostly positive feedback and number of parishioners who participate each year, the program is achieving its goal.

Reflections on 2014

- This program has been growing each year. Over 50 parishioners signed up in October 2014 (a record!) and the number of groups has gone from 3 to 5.
- Most groups invite additional parishioners to gatherings, broadening the opportunities for fellowship.

Goal for 2015

Continue to engage parishioners in small, diverse groups to build community and foster new friendships.

Group Members

Richard & Kris Aldridge Charles & Becky Amis Howard & Maggie Baker Stephen & Barbara Billings Carol Chew & Rich Weigel Christina Clay & Tom Ramsey Chris & Betsy D'Angelo John & Linda Day Gary & Becca Davis Darrell & Julia DeMoss Gloria DePasquale Al & Sallie Greenough Bill Gross & Jan Clarke Eileen Kelly Mary Lee Justin & Meghan Lockman &rew & Cheryl Masterman Norm & Kathleen McClave Rodger & Lauren McKinney Paul & Cindy McMullen Monty & Deann Mills Karen Nagel & Steve Kamp Bruce & Francesca Northrup Devika Singh & Kevin Leahy Chad & Elizabeth V&iver John & Jennifer Webster

Any mother of a child

registered for Church School

or the Nursery is a member

Kate Brown & Stephanie Vauclain

Committee Members

Meeting Schedule

Quarterly or as needed

Group Mission

To support the mothers of young children and offer them opportunities for fellowship.

Events

- Cocktail party, October, Jeannie Holeman's house
 - o Fellowship, support, discussion
 - o 15 moms attended
 - We discussed "the view from the other side" what it's like to have kids leaving the nest and how much we worry while we're going through it but those who have been through it reassured the rest.
- Hayride, November, Linvilla Orchard
 - o Fellowship, family activity
 - Everyone looks forward to this event every year and families are always looking for church-related events with children

Reflection on 2014

Moms of the Redeemer are always looking for ways to connect with each other for support, it's nice for them to have this outlet.

Goals for 2015

- Greater participation
- More diverse events
- Identify and implement new leadership



PASTORAL CARE

Parish Groups

Kathy Hutchinson & Martha Wintner, *co-chairs* The Rev. David F. Romanik, *clergy liaison*

kthutchinson64@gmail.com mwintner@haverford.edu dromanik@theredeemer.org

Working with the clergy, the Pastoral Care Visitation Team's mission is to serve our fellow parishioners who are ill, homebound, alone or simply in need of a compassionate visitor. It is composed of parishioners who have taken pastoral caregiving training and through conversation with our Associate Rector have discerned a call to this ministry. Some team members visit one person regularly throughout the year while others alternate visits to the same person. Caregivers gather in the Parish House once a month (second Monday of each month from 9:30 – 11:00 am; also, a few evenings a year) for prayer, fellowship and to further develop caregiving skills. Team members are responsible for keeping our pastoral care team's clergy liaison (Associate Rector) informed of the needs of those who are visited while respecting the dignity of every person by otherwise maintaining confidentiality.

Eucharistic Visitors

Eucharistic Visitors are Church of the Redeemer parishioners trained and licensed by the diocese to take consecrated bread and wine directly from a Sunday Holy Eucharist to a parishioner who is unable to attend church. Each Eucharistic Visitor serves one to two recipients every 4 to 6 weeks depending on the needs of the congregation.

Anne Barnett Jeanne Holeman Sam Chew Kathy Hutchinson Darren Clipston Michael Maggio Quartie Clothier

Healing Ministers

Lay parishioners called to the ministry of healing and having undergone training are available in the chapel at the 9 am (or 10 am summer) services to offer prayers and laying on of hands during the administration of communion for individuals or family groups, for self or for others.

Anne Barnett Mike Thompson
Carolyn Morris Anna Gerrity
Quartie Clothier Ginger Woods
Howard Snyder Monte Mills

Betsy Crowell

Meals and Transportation

Redeemer members who volunteer to provide casseroles or other food for parishioners in need of meals form our Meal Ministry. Transportation volunteers minister (on an ad hoc basis) to those parishioners who need a ride to church or medical appointments.

Events and Accomplishments

- On Sunday, December 7, the Pastoral Care Team hosted Coffee Hour at the Parish House. The purpose of this event was to educate the congregation about our work and recruit new members. We invited people to
 - a) participate in pastoral care training and joining the Pastoral Care Visitation Team
 - b) provide transportation to parishioners who have difficulty getting to church to medical appointments
 - c) provide food for parishioners in need of meals
 - d) deliver Christmas and Easter plants to fellow parishioners who have been on our prayer list or are not able to attend church services. Approximately 75 people attended this event and 13 pastoral caregivers volunteered to help.

Pastoral Care Visitation Team Membership

Charles Amis
Anna Gerrity
Monica Hackett
Bob Hobbs
Jenny Kirkpatrick
Melanie LeBoeuf
Mary Lee
David Randolph
Rick Sperry
Libby Van Dusen
Lisa Raymond
Quartie Clothier
Sandy McMullin

• During Easter and Christmas, members of the Pastoral Care Team and other volunteers delivered plants to and visited with parishioners who are on the prayer list, have suffered a loss, or are not able to attend church services. At Easter, 20 volunteers (11 parishioners not on the visitation team; 9 pastoral visitation team members) delivered plants to and visited 83 parishioners; At Christmas, 16 volunteers (9 parishioners not on the visitation team; 7 visitation team members) delivered plants to and visited 81 parishioners.

Expenditures

We created Pastoral Care Visitation Team Cards with Redeemer emblem, address, telephone number and space for visitor's name and a message at a cost of \$12.00. When parishioners being visited are unavailable, these cards are left to inform them (as well as any nursing or hospital staff) that a pastoral caregiver has visited.

Reflections on 2014

• Those participating in the Redeemer Pastoral Care Ministries find that their lives are deeply blessed as they get to know one another and those whom they serve. We are grateful for their dedication to these ministries and welcome new members who feel called to join us.

Guided by clergy, the visitation team's monthly discussions and sharing of
experiences related to pastoral care visits help us to learn how we can effectively
serve those we visit. We have begun to spend more time reflecting theologically
on our pastoral visits and our role as pastoral caregivers. These discussions have
been enhanced through readings such as Hunsinger's Pray without Ceasing and
Nouwen's The Wounded Healer.

• Our Pastoral Care Visitation Team members have been able to build close relationships with the parishioners we serve. Often, our pastoral care friends become role models for us in the abundance of faith, hope, courage, charity and perseverance they demonstrate under challenging circumstances.

We have started using technology, especially Google Sheets, in our effort

to more effectively serve those with pastoral needs.



- We hope to recruit and incorporate 2 4 new members into the Pastoral Care Visitation Team.
- We hope to keep our parishioner visitation database updated so that we can more effectively identify persons who might appreciate visits.
- We hope to have a Pastoral Care Retreat that will be an opportunity to train new and newer members and a chance to further reflect on our vocations as pastoral caregivers.
- We hope to increase our visibility in "News from the Redeemer" and the Voice.



REDEEMER LUNCHEON COMMITTEE

Betsy MacIntosh

Parish Groups CAMacI@aol.com

Meeting schedule

Advent/Winter and Spring luncheons, date TBD annually 3 preparatory meetings prior to each

Purpose

To provide an opportunity for parishioners to gather informally twice each year, just after the 11:15 Service, to enjoy a glass of wine, luncheon and an entertaining program or speaker, often from the Greater Philadelphia cultural or entertainment community.

Events

- Spring Luncheon, Sunday, May 4, 2014, Assembly Room, Parish House
 - O Speaker: Susan Collins, U.S. Senator for Maine, "A View from Capitol Hill"
 - o 74 reserved, 110 attended (including walk-ins for talk only)
 - Record turn-out. Speaker was very impartial, informative and wellspoken and was very well received
- Winter Luncheon, Sunday, December 7, 2014, Assembly Room, Parish House
 - Ruth Kapp Hartz, "Reflections of a Hidden Child in Nazi-Occupied France."
 - o 77 people attended.
 - A great deal of interest was generated in the talk, both before and after.

Fundraising and Budget

- Spring luncheon: Profit of \$248.12
- Winter luncheon: Profit of \$7.60
- We have no assigned budget but operate on the intention of just breaking even. Admission cost of \$5, plus sale of flowers and some gifts-in-kind help us to achieve this.

Expenditures

- May 4, 2014: Lunch ingredients, drink, paper products
 - O Cost: \$295.88 not including gifts-in-kind
 - o Income: \$541.00
 - o Profit: \$248.12
 - o Extra generous checks were received, plus sale of extra casseroles.
- December 7, 2014: Lunch ingredients, drink, paper products
 - o Cost: \$456.40 not including gifts-in-kind
 - o Income: \$464.00
 - o Profit: \$7.60

Reflections on 2014

- Both events provided social opportunity for parishioners to gather informally following the 11:15 service, for lunch and a speaker or entertainment of current interest.
- Both had optimal attendance, seemed to be enjoyed by all present, and were self-supporting, even making a small profit for the Church.

Goal for 2015

To continue to provide interesting speakers or entertainment for lunch, with a simple yet varied menu easily created by the Committee members.

Group Members

Maisie Adamson Anne Barnett Pamela Campbell Carol Harris Jane Hastings Nancy Hastings, **Bob Hobbs** Susie Keith Barbara Ladd Yasmine Limage Charlie MacIntosh Charlotte MacLean, Wistie Miller Lois Muscheck **Duffy Nichols** Dee Lafferty Pugh Josephine Rees Marcia Solmssen Kitten Susanin Dixie Wigton Un-Jin Zimmerman

CHILDREN'S MINISTRIES

The Rev. Melissa Q. Wilcox

Parish Groups mwilcox@theredeemer.org

Leaders

Caregivers

Ashley Thompson Maria Zano Joan Atkins Pat Sharpe

Level I

Linda Day Phil Jodz Monica Lind Jennifer Webster Tim Leithead Taylor Halteman Lainey Bouselli

Level II

Barbara Billings Kathy Fox Hilarie Johnston Karen Nagel Chuck Norris Caroline Buck

Good Shepherd

Stephen Billings Loraine Jones Cheryl Masterman Andrew Masterman Jim Buck Drew Camerota

Children's Chapel

Margaret Helminska

Program Overview

The 2014 program year was one of steady growth for the Redeemer's Church School Program. Whether it was in the Nursery, the Catechesis of the Good Shepherd Level I and II atriums or the Good Shepherd classrooms, we continued to see an energetic and dynamic level of participation.

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 our Christmas Eve and Easter Vigil liturgies and as they fellowship at the Catechesis Brunch and Closing Ceremony. This year, a group of parents gathered together for six sessions to share and reflect on Christian parenting. Also, adult formation sessions were led by the Rev. Melissa Wilcox on how to worship in church with children and teaching the Eucharist to children. 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.

Our Director of Children's Ministry departed in



October of the program year. A group of parishioners, led by the Rev. Melissa Wilcox, is in the process of reviewing our Christian Formation programs. They will make specific recommendations to the rector before the program year is completed. In the meantime, an ad has been placed on Episcopal Digital Network to advertise the open position.

Special thanks to each of our catechists, assistants and caregivers who weekly share their faith, love and time.

The Rev. Melissa Q. Wilcox

The programs for youth and campus ministry at The Redeemer continue grounded in our worship, mission, and fellowship.

Our Middle School program has grown this year; we added Becky Amis to our team. They join Richard Aldridge, Bob Davis, and Bryant Lim as leaders. Rite 13 continues to average a very high attendance among active families at the Redeemer. We had a well-attended Lock-in in October with close to 30 youth attending and we held a contemplative, candlelit Eucharist.

One of the greatest areas of growth for our Rite 13 has been the Sabbath Program led by Rebecca Northington. Each month, families of Rite 13 gather for dinner, play, and a reflective Compline. We have added seasonal elements as well, including an Epiphany celebration.

Our high school program continues to serve as a foundation for our young people as they grow-up, and into, what it means to be the church. We gather after the liturgy for complex discussions about the day's Scriptures. In addition, we have high school youth in leadership roles as junior vergers, choristers, lectors, and acolytes. On Sunday mornings, we continue to minister once a month as cooks for Food for Friends which is ably led by David Randolph. Both David and De-Ann make the monthly Sunday event a wonderful time of service for our high school youth.

Our High School leaders are enthusiastic and dedicated and creative: David Hain, Bill Susskind, and David Randolph. This year, the youth have put together a calendar of fellowship events. The group is currently exploring a parish mission trip to St. Gabriel's Episcopal Church in Philadelphia. Opportunities for fellowship, mission, and worship abound.

This year, our Episcopal Campus Ministry added a chorister program joining college students with our Redeemer Music Program. We continue to include Haverford and Bryn Mawr students in our parish life, especially with brunches after the main liturgy.

Since October, when our children's ministry director left, we have felt incredible energy around examining and evaluating our current children and youth programs. We have a group of fifteen adults who are meeting regularly to take on this important task and will make recommendations to the rector about our life together as we work to become followers of Christ corporately.

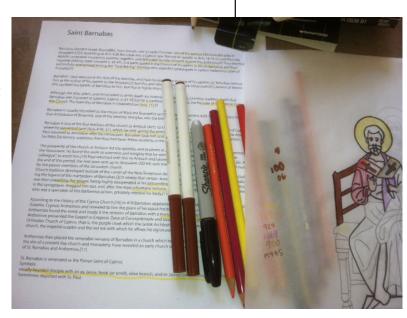
Leaders

Rite 13 Leaders
Becky Amis
Richard Aldridge

Bob Davis Bryant Lim

Sabbath Program Rebecca Northington

High School LeadersDavid Hain
Bill Susskind
David Randolph



2014-15 Acolyte Roster

Bo, Eliza, Evie, & Hank Aldridge Andrew & Julie Brose Elizabeth Camerota-Junior Verger Margaux Comai Lainey, Lucia, & Zoe Helmers Jared Holeman Jim Jordan (Adult) Evan Keim Aaron, Emma, & Quinn Leyland Samantha Manogue Nick & Zach Masterman Andrew McKinney-Junior Verger Graham Mills-Junior Verger Jeffrey O'Neill Diarmid Rae Elle Seward Addie & Ainsley Steele Jack Susanin Rebecca Susskind-Junior Verger Lucy & Susanna Ulrich William Vandiver Cal Williams-Junior Verger Cheney Williams

I have now entered into my fifth year as Verger at Church of the Redeemer. It is my duty to oversee all scheduled liturgical lay ministries, act as master of ceremonies for our main service liturgies, and direct and train our acolytes. When serving at the altar, or acolyting, one is doing just that: actively assisting the Celebrant in the worship of God. Worship is a



group effort and event, where all come together offering their gifts, talents, skill, and abilities in the praise of God. Acolytes are needed because they have a special ministry to perform at each service. Acolytes are ministers of the church; they are much more than just candle lighters, torch bearers, and offering receivers. They are a part of a tradition that dates back to the early years of the church and that has had one aim: to give praise to God and to help worshipers to see something of the goodness and glory of God.

There are 33 acolytes on the roster this year, consisting of mostly all youth, ages 10 through 18. There are no acolytes who serve at the 7:45 am service, all participate at the 9:00 am service, and 8 who serve at the 11:15 am service. Involvement includes acolyting at least once a month at a service, plus holiday and major services. Since we have a large number of children who participate in the program this year, and only one major service that utilizes Acolytes, we continue to utilize the additional set of Torchbearers to the 9:00 am service. Instead of 4 Acolytes, we now use 6. 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, eliminating the sharing of vestments.

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 Fall Fair. But, participants 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. 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.

This year we have instituted the Junior Verger program, utilizing the older acolytes as Assisting Vergers and enhancing more liturgical responsibilities. My next plan is to open the Verger's program to interested adults. Another idea is more involvement in the National Church Acolyte Programs, especially attending the National Acolyte Festival. This is usually held in the fall at the Washington National Cathedral.

Maisie Adamson, chair

Group leader

Maisie Adamson has served as chair for six years and is resigning as chair on February 1, 2015. Anne Kellett will act as interim chair until a replacement is found - abkellett@comast.net

Sub-groups

Teams for each week of the month - Week 1, Week 2, Week 3, Week 4.

Meeting schedule

Each team is responsible for everything that occurs during their week. They meet on Friday or Saturday to polish, prepare, and plan. Some members of the team serve at every service on Sunday, and midweek services. At funerals there is a member of the team in attendance as the family gathers in the chapel.

Guild Mission

The Altar Guild is responsible for the care of the silks, linens, silver, and brasses and the serving of the Eucharist. We order the wine, wafers, candles, linen and other supplies as needed. In addition to the regular Sunday services, the Altar Guild serves at the Wednesday 12:15 service and any other service with a Eucharist. At funerals there is a member of the Altar Guild in attendance as the family gathers in the chapel.

Accomplishments

- We served at all the services on 52 Sundays and 53 Wednesdays and some other services such as Maundy Thursday.
- We were in attendance to assist the families at more than 13 funerals.

Budget

- Budget \$2400.00
- Expenses \$2228.22
- Surplus \$171.78

Expenditures

- Operating Expenses
 - Wine \$143,76, Wafers \$335.05, Candles \$509.73, Brass polish \$70.18, Liquid wax and wax remover \$224.50.
- Maintenance and Supplies
 - Repair a Cross \$150.00, Metalwork on the Main Altar candlesticks \$450.00, Purchase purificators \$285.00.
- Misc. Expense
 - Living Church magazine \$60.00

Reflection on 2014

The members of the Altar Guild are extraordinarily dedicated volunteers. They work tirelessly and joyfully, week in and week out, to produce the beautiful services we love.

Goals for 2015

- Recruit more volunteers
- Have more meetings of the entire Guild

Guild Members

Week 1 Nancy Nimick

Leader

Kate Brown

Kristin Cahn von Seelen

Barbara Ladd

Duncan Van Dusen

Week 2 Kitten Susanin

Leader

Evie Day

Joan Harvey

Betsy MacIntosh

Pam McMullin

Lois Muscheck

Nancy Sharp

Joan Warren

Week 3 Anne Kellett

Leader

Betsy Crowell

Barbara Hobbs

Josselyn McAdam

Blair Stambaugh

Week 4 Maisie Adamson & Jane

Hastings

Leaders

Anne Barnett

Charlotte MacLean

Luisa Rabe

Debbie Safford

Nancy Wessells



CHOIRS AND MUSIC PROGRAM

Michael Diorio, Organist & Director of Music

Liturgical Servers mdiorio@theredeemer.org

Redeemer's music program includes five different choirs (75 members without carry overs between choirs; for those who sing in more than one)

Cherub Choir
11 members
Resident Training Choir
12 members
Schola Cantorum
25 members
Redeemer Choir
27 members
Chancel Choir
15 members

Parents play a crucial role in the success of our youth choirs. Their support of their children's involvement helps to maintain the desire for continued involvement. A parent can also be an important asset in recruitment by using word of mouth to encourage others' involvement.

The 2014 season of the Choir Program at The Redeemer was one of intricate planning, preparation, hard work, dedication and reward on the part of all of our participants, young and old alike.

Aside from serving the Liturgies through music and song, the biggest objective of the season was running a successful campaign to fully support the choir's second Music & Mission Tour. Not only was the campaign successful but the tour was a remarkable experience of success for all involved, both singer and listener alike. The group morale and sound of the choir were at an all time high. Being together for so long with both the older and younger choir members enabled relationships to be both formed and strengthened. We visited three countries, including a US Army Base in Germany, two assisted living facilities in Austria and the Czech Republic, and a home for refugees just outside of Vienna. Each place experienced the best of who The Redeemer is as a parish that cares about not only our own but all around us and beyond. I, myself, learned that choir tours can have even deeper implications for not only parishes but program participants as well.

Some of our events leading up to, and even after, the tour were:

- o Annual Chili sale in January & March
- Dining with Divas in February
- o Academy of Vocal Arts Benefit Concert in April
- o Annual Garden Party at Appleford in May
- o Carwash & Bake-sale in September
- o Annual Thanksgiving Pie Fundraiser in October & November
- o All Souls Service, featuring the Duruflé Requiem in November
- o Candlelight Service of Nine Lessons & Carols in December

Music at The Redeemer involves almost 80 people multiple days a week, from ages 6 to over 80, spread over five choirs, six rehearsals, and multiple schedules of repertoire. Maintaining a program of such size and scope requires multiple people assisting in ways that help sustain the program and aid in general operations. Katy Hutchings leads the Cherub Choir, and does so with great love and kindness for the children involved. She is exceptional with the children. Jennifer Patten continues in her second season with us as the administrative intern. Jennifer's work includes the collection and distribution of music each week, which ensures each choir member an up-to-date cubby or folder. It is a time consuming activity detrimental to successful rehearsals

and time efficiency. Jennifer collects, collates and returns the music to the Parish House where it is counted and refiled by our Music Librarians, Connie Stuckert and Joan Warren.

Connie and Joan have been a weekly presence in the Music Office. Each Tuesday Connie and Joan work on the music library; not only with choral music, but all of Redeemer's orchestral scores, and instrumental parts that complement the more expensive sets of repertoire that we have. Over the past two years they have been able to create the most useful and current digital database of Redeemer's music library. Such a resource is an invaluable asset to any music program as it benefits the entire program and helps to protect the church's investment in the music that it purchases. We are most grateful to them for their time and zeal for careful cataloguing.



FLOWER GUILD

Ian Clarke-Gross

Liturgical Servers janc144@verizon.net

Group Members

The chairperson and coordinators provide the "vision", oversight, and communication for special occasions. Generally, the chairperson is responsible for planning and coordinating the floral decorations in the church at Easter and Christmas.

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 the following week.



There are no specific term limits for the chairperson, special coordinators (funerals, weddings, parish events) and team leaders as these positions require a combination of ability/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 work on them and those who view them.

Events

- Easter and Christmas Floral Arrangements for Church
 - O Basic elements for Easter and Christmas were set in place for Palm Sunday and the 4th Sunday in Advent respectively.
 - O Approximately 20 Guild members and other volunteers attended.

Weddings and funerals

- Guild provided elaborate floral arrangements for several large weddings and a number of funerals
- Approximately 6-8 Guild members per wedding
- A great deal of work in some cases, but each added exceptional beauty to the Sunday service following the wedding.
- Parish events
 - Year-round and on special occasions
 - O The Guild provided floral arrangements (e.g., the Garden Party at Appleford, the bazaar, Benefit Party) and plants (e.g., for delivery by the Pastoral Care Committee, for Lessons and Carols)

Fundraising and Budget

- Income from weekly memorial flowers, Christmas and Easter memorial flowers, weddings and funerals.
- Annual expenditures for flowers do not exceed income.

Reflections on 2014

- Welcoming a few new members and the many men and women who are always willing to lend a hand when we need it most.
- Shared love of arranging flowers in the church and shared joy in stepping back to see the results.

Goals for 2015

- Encourage more parishioners (men as well as women) to join the Flower Guild as weekly team members or members at large.
- 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)

Mary Ellen Noel (Ass't. leader)

Kathie Bell

Leila Peck*

Barkee Supplee*

Un-Jin Zimmerman

2nd Sunday Team

Marby Sparkman (leader)

Nadia Janetta* (ass't. leader)

Elise Carr

Jane Hastings

Lois Muscheck

Kathleen McCov

Josselyn McAdam

Gretchen Riley

3rd Sunday Team

Jan Clarke-Gross (leader)

Ginny Williams (ass't. leader)

Sue Denious

Gale Gillespie

Joanna Johnson*

Sandy McMullin

4th Sunday Team

Susan Bloom (leader)

Anne Barnett

Sallie Greenough

Roz Pendergast

5th Sunday Team

Sandy McMullin (leader)

Cecy Keller

Maria Thompson

Members at Large (weddings,

funerals, feast days):

Mary Ellen Partel

Fran Northrup

Evie Day

Lynn Chapman

Kathy Hutchinson

*New members in 2014

Guild Members past and present

Nancy Sharp Joan Warren Evie Day Sally Moser Nancy Shriber Anne Barnett Lois Muscheck and Mary Brigham Durand

AND those who have more recently expressed interest in stitching things for the church: Kate Brown Ginny Williams **Quartie Clothier** Kristin Cahn von Seelen Trish Bennett and perhaps others.

Group Members

There are only informal members, consisting of those who previously met to stitch the communion rail cushions a few years back. Since we have not achieved any forward momentum on the current proposed project of seat cushions, and possibly kneelers for the clergy, we have not had reason to meet this year, although I hope that 2015 brings some action.

Group Mission

Creation of needlepointed items for the church worship space as needed commissioned

Accomplishments

Design for seat cushions/kneelers, Spring 2014

Have completed discussion with Nancy Lukoskie (Fancywork Finishing, designer of the communion rail cushions) regarding the design particulars for both seat cushions and kneelers. We know what needs to be designed; the only problem is that we don't have the furniture on which the cushions will sit. Therefore the actual painted canvasses cannot be properly prepared and the stitching work cannot start. Ditto for the kneelers, although they seem to have been put on a distant back burner (no kneeler furniture and few needs for clergy to kneel during services, as I understand it). Pricing for cushions, Spring 2014

o Pinned down Nancy Lukoskie to provide a more accurate idea of the cost of design and finishing of both the cushions and the kneelers. This will undoubtedly have to be re-discussed, given our delay in finding

Looking for furniture, Spring and Fall 2014

Sean McCauley has been on the lookout for castoff furniture from closed churches in our diocese. This effort has not been fruitful to date. I traveled to Adamstown, PA to try to find something in the antiques mart there, and was able to locate only one suitable chair, and a few possibles, at Oley Valley Architectural Antiques, which warehouses and sells old church things/altars/furniture etc. My search has led me to the conclusion that we should either buy three NEW chairs from a church furniture or regular furniture vendor, or commission the design and creation of three chairs from a local woodworking artisan. Efforts to find a solution are underway early in 2015.

Fundraising and Expenditures

Several stitchers have TENTATIVELY agreed to both stitch and underwrite the cushions that are contemplated. At 2014 prices, these cushions were estimated to be in the area of \$2000 apiece. When new pricing is established, we will have to revisit the subject of individual underwriting and stitching

Cost of three chairs to create functional, attractive, and comfortable seating

for clergy during worship.

- Cost unknown, and depends on whether purchased used or new, or created: I estimate \$5000 for three chairs, although this could be wildly
- Cost of design and finishing (upholstery) of three cushions needlepointed by hand, coordinated with the existing communion rail cushions.
 - Approximately \$2000 apiece, \$6000 total if 2014 prices remain intact.

Goal for 2015

Find the necessary furniture to get at least the cushions underway. Hope to find some help among members of the parish who are decorators/woodworkers/connected to the artisan community. No other goals until we complete this one underlying necessity!

Sub-groups and persons who schedule ushers

7:30 Service - Lisa McLean - lisascatz3@gmail.com 9:00 Service - Sean McCauley - sean@mralp.com 11:15 Service - Jay Medford Brown - mbrown@goldfeinlaw.com Special Services – Sean McCauley

Group Members

Lisa McLean – Lead Usher 7:30 Service David Shoemaker – Lead Usher 9:00 Service Rodger McKinney – Lead Usher 9:00 Service Chris D'Angelo – Lead Usher 9:00 Service Tom Ramsey – Lead Usher 9:00 Service Jay Brown – Lead Usher 11:15 Service

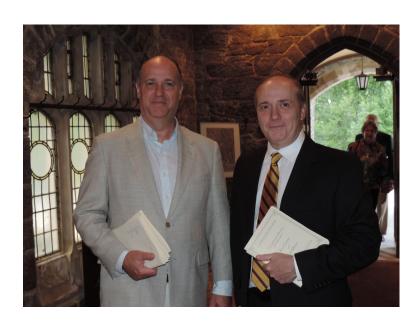
Brook McCan – Usher Bill Susskind – Usher John Susanin – Usher Michael Maggio – Usher Martha Wintner – Usher Claude Witntner – Usher Carol Chew – Usher Sam Chew - Usher

Meeting Schedule

Arrive between 15 to 30 minutes before services

Group Mission

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



GREETERS

Guy Woodruff - 9am John Gregg - 11:15am Liturgical Servers guy.woodruff@verizon.net jgregg5805@aol.com

Group Members

9:00 Service

Charlie Blackman

Drew Camerota

Lynne Chapman

Rodger and Lauren McKinney

Janie and Rob Morris

Lisa and Doug Raymond

Barbara Scudder

Rick Sperry

Guy Woodruff

Julie Williams

11:15 Service

Dixie Wigton

Kim Williams

Mary Page

Betsy MacIntosh

Charlie MacIntosh

Betty Webb

Pamela Campbell

Lisa Craig

Mary Clay Lee

Margie Widmann

John Gregg

Mission

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



Pledges received from these households for our work together in 2015

Mr. John Acton	Mr. & Mrs. Albert Boris, III	Dr. & Mrs. John Crowther	Ms. Beth Ganss
Mr. & Mrs. L. Talbot Adamson	Mrs. Bryan Bostwick	Mr. & Mrs. Stephen Dana	Mr. & Mrs. Edward Gardiner
Mr. & Mrs. Paul S. Adkins	Ms Priscilla Bradshaw	Mr. & Mrs. Christopher D'Angelo	Kenneth Garner & Robert Mikrut
Mrs. S. Stanley Alderfer	Mr. & Mrs. Joseph Bright	Dr. & Mrs. Richard Davis	Mr. & Mrs. C. Meade Geisel, Jr.
Richard and Kris Aldridge	Mr. & Mrs. James Bromley	The Rev. Dr. & Mrs. Bancroft Davis	Mr. & Mrs. Thomas P. Gerrity
Mrs. Alexandra Aldridge	Dr. Marcia Brose	Mr. & Mrs. Rodney Day, III	Miss Gay Gervin
Mr. Charles Alexander	Dr. & Mrs. Fraser Brown	Mr. & Mrs. John Day	Mr. & Mrs. Anthony Geyelin
Mr. & Mrs. James Alexandre	Mr. & Mrs. Frederick Brown	Francesca Linda de Pasquale	Ms. Patricia Gibson
Mr. & Mrs. Charles Amis	Mr. Medford Brown, III	Mrs. Gloria de Pasquale	Mr. & Mrs. Bruce Gillespie
Mr. & Mrs. Warren W. Ayres	Mr. & Mrs. James Buck, III	Mrs. Flora de Pasquale	Mrs. Doris Gilson
Mrs. Gay Baer	Mr. Stephen Cadwalader &	Mr. & Mrs. Edward Dearden, III	Dr. & Mrs. David Glaser
Drs. Howard and Margaret Baker	Ms. Monica Hackett	Mrs. Charles Dearnley, Jr.	Mr. & Mrs. Peter Goodhart
Ms. Judith Bardes	Drs. Ulf & Kristin Cahn von Seelen	Mr. & Mrs. Darrell DeMoss	Mr. Joseph Gordon
Mr. Richard Barlow	Ms. Barbara Cameron	Mr. & Mrs. Robert W. Denious	Mr. Francis Grebe
Mrs. Benjamin H. Barnett, Jr.	Mr. & Mrs. Andrew Camerota	Dr. Michael Diorio, III &	Mr. & Mrs. Norman Greene
Mr. Glenn Beamer	Mrs. E. Blackwell Chapman, Jr	Mr. Alan Causing	Mr. & Mrs. Allen Greenough
Mrs. Emily Beamer	Mr. Sam Chew	Mrs. Sophie Donaghy	Mr. John Gregg
Mr. & Mrs. I. Croom Beatty V	Mr. & Mrs. W. Morgan	Dr. & Mrs. John Donnelly, II	Mr. & Mrs. F. Hastings Griffin
Mr. Karl Beinkampen &	Churchman, III	Mr. & Mrs. William E. Dordelman	Mr. William Gross &
Ms. Elizabeth Corrigan	Mr. & Mrs. Peter Clement	Mr. & Mrs. Joseph Dougherty	Mrs. Janice Clarke
Mr. & Mrs. Jeffrey G. Bell	Mr. & Mrs. Darren Clipston	Mr. & Mrs. A. Webster Dougherty, Jr.	Mr. & Mrs. Peter Grove
Eric Benke &	Mr. & Mrs. Isaac Clothier, IV	Dr. & Mrs. Richard Drummond	Mr. & Mrs. Frederick L. Haack, III
Frances Merritt Thompson	Mrs. Benjamin Coates	Mr. & Mrs. James Drumwright	Mr. & Mrs. James B. Haley, Jr.
Mr. & Mrs. Thomas Bennett	Mrs. Susanne Coffin	Mr. Lawrence Earle	Mrs. S.M.V. Hamilton
Mrs. Sandra Berwind	Mr. Thomas Coleman	Dr. & Mrs. L. Henry Edmunds, Jr.	Mr. Charles Hancock
Mr. Harvey Lloyd Beyer, III	Mrs. Walter Conlan	Mr. & Mrs. Joseph F. Elefritz	Ms. Melissa Hancock
Mr. & Mrs. Ernest Biddle, Jr.	Mr. & Mrs. William L. Conrad	Mr. & Mrs. Michael Erdman	Mr. & Mrs. Christopher Hanley
The Rev. & Mrs. Stephen Billings	Mr. & Mrs. Peter Cooke, Jr.	Mr. & Mrs. William H. Eyre, Jr.	Mr. & Mrs. Lawrence Hannaway
Ms. Diana Bittel	Mrs. Rebecca Cooke-Laughlin	Mr. & Mrs. George Fabian	Ms. Carol Harris
Mr. Charles Blackman	Mr. & Mrs. David Copas	Mr. & Mrs. P.W. J. Fisher	Mrs. Nancy Harris
Beatrice C. Durham Blackman	Mr. & Mrs. Woodward W.	Mr. David B. Ford	Ms. Virginia Hart
Mr. Dave Blanchard	Corkran, Jr.	Dr. Robert Forster, II	Mrs. John S. C. Harvey, III
Mr. & Mrs. Lawrence S. Block	Mr. & Mrs. Theodore Coxe, Jr.	Mr. & Mrs. Frederick Franks, III	Mr. & Mrs. David B. Hastings
Mr. & Mrs. Charles J. Bloom	Mr. & Mrs. Charles Craig	Mr. & Mrs. Harry French	Mr. & Mrs. Edward E. Hastings
Miss Barbara Borgersen	Mr. & Mrs. James Crowell	Mr. & Mrs. John Fry	Mrs. Joseph C. Hastings

Pledges received from these households for our work together in 2015

Leo and Stacey Helmers	Mr. & Mrs. Morris Kellett	Mr. & Mrs. Christopher Manogue	Mr. & Mrs. Samuel Morris, Jr.
Francis Helminski &	Mr. William D. Kelley, Jr.	Mrs. Carolyn Markle	Mrs. J. P. Morris, Jr.
Margaret Helminska	Mrs. Jennifer Kirkpatrick	Ms. Lynn Marsden-Atlass	Mr. & Mrs. J. Robert Morris
Mrs. William Hill	Mr. & Mrs. Jarrett Kling	Mr. & Mrs. Charles Marshall	Mr. & Mrs. Percival B. Moser, III
Mr. & Mrs. Robert B. Hobbs, Jr.	Mr. & Mrs. Robert Klippel	Mr. & Mrs. Graham A. Marx	Mr. & Mrs. F. Stanton Moyer
Dr. & Mrs. Richard W. Hole, Jr.	Ms. Hope Knight	Mr. & Mrs. Andrew Masterman	Dr. Abraham Munabi &
Mr. & Mrs. Brian Holeman	Mr. & Mrs. David P. Kollock	Mr. John Mather, III	Dr. Susan Adeniyi-Jones
Mrs. Elizabeth Hopkins	Ms. Christine Kriebel	Mr. & Mrs. James McAdam	Mrs. Jean Murdock
Mary Hopkins	Mrs. Barbara Ladd	Mr. & Mrs. Robert C. McAdoo	Mrs. Lois Muscheck
Dr. Dale Huff & Dr. Denise Huff	Mr. & Mrs. Anthony C. Lame	Mr. Norman McAvoy	Dr. & Mrs. William S. Myers
Dr. & Mrs. Hubert C. Huh	Mr. & Mrs. Christian Lane	Mr. & Mrs. Anthony K. McCague	Karen R. Nagel
Mrs. Klaus Hummeler	Mr. & Mrs. John LeBoeuf	Mr. & Mrs. Brook McCann	Robert & Priscilla Nalls
Mr. & Mrs. Alex Hurtado	Mr. & Mrs. Robert Lee, Jr.	Mr. & Mrs. Sean N. McCauley	Mr. & Mrs. Lewis L. Neilson, Jr.
Dr. C.A. Wayne Hurtubise, Jr.	Mr. & Mrs. Stephen Lee	Mr. Norman McClave, III	Mr. Edward J. Neithammer, Jr.
Mrs. Daniel Hutchinson	Mr. & Mrs. B. Herbert Lee	Ms. Kathleen C. McClave	Mrs. Edward J. Neithammer, Jr.
Mrs. Paul Ingersoll	Ms. Mary Lee	Barbara McClenahan	Mr. & Mrs. Lathrop B. Nelson, Jr.
Mr. & Mrs. Anthony Jannetta	Ms. Victoria Leidner	Mrs. Kathleen McCoy	Mr. John Newhall
Mr. & Mrs. Stephen A. Jannetta	Timothy & Lauren Leithead	Mr. & Mrs. A. Donald McCulloch, Jr.	Mrs. A. Corkran Nimick
Mr. & Mrs. Philip Jodz	Mr. Edward Lewis	Mr. & Mrs. Joseph T. McDevitt	Mr. & Mrs. Eric W. Noll
Mr. A. David &	Mr. & Mrs. Bryant Lim	Mr. & Mrs. Walter B. McIlvain	Mr. & Mrs. Ryan Northington
Dr. Joanna Johnson, Jr.	Mrs. Nelly Lincoln	Mr. & Mrs. Rodger F. McKinney	Dr. & Mrs. Bruce Northrup
Dr. & Mrs. Karl Johnson	Mr. & Mrs. Roger Lind	Miss Elizabeth McLean	Mr. & Mrs. Brian O'Neill
Mr. & Mrs. Edward L. Jones, III	Mrs. Barbara Linder	Ms Sandra McLean	Mr. & Mrs. D. Duncan Orr
Mr. James Jordan	Elaine and John Lisle	Mrs. Elizabeth McLean	Mr. & Mrs. Craig Owens
Mr. & Mrs. Robert Joyce, II	Mr. & Mrs. Kyle Lissack	Ms. Virginia McMichael	Mrs. Ann Pagano
Mrs. Helen Justi	Mr. Stephen LoCastro &	Dr. & Mrs. Paul McMullen	Mrs. L. Rodman Page
Mr. & Mrs. Henry M. Justi	Ms. Laurie MacKenzie	Mr. & Mrs. David B. McMullin	Ms. Despina Page
Mrs. Rebecca Justi	Mrs. Marian Lockett-Egan	Mr. & Mrs. Hunter B. McMullin, Sr.	Mr. & Mrs. Francis Partel, Jr.
Mr. & Mrs. David M. Justi	Mrs. Marc-Antoine Lombardini	Mr. & Mrs. Hunter McMullin, Jr.	Mr. & Mrs. George W. Patrick
Mr. & Mrs. Gavin Kahn	Mrs. Sydney Lowndes	Mr. George McNeely, III	Mr. & Mrs. Lanny R. Patten
Mr. & Mrs. Gary Kasmer	Mr. & Mrs. Charles A. MacIntosh	Mr. & Mrs. J. Gregg Miller	Leila and Bob Peck
Mr. & Mrs. Gordon Keen, Jr.	Mrs. Joan Mackie	Mrs. Philippus Miller, Jr.	Mr. & Mrs. Stephen H. Pendergast
Jon Keim & Chandra Kee	Mr. Burton &	Mr. & Mrs. Harry Miller	Mrs. Joyce Petersen
Mr. & Mrs. Sidney Keith	Dr. Charlotte MacLean, Jr.	Dr. & Mrs. Monte Mills	Mr. & Mrs. John Pickering

Pledges received from these households for our work together in 2015

Pam & Hobie Porter	Mr. & Mrs. Kenneth Schwenke	Mrs. George Strong	Dr. & Mrs. Michael Warhol
Miss Margot Powell	Ms. Mary Presley Schwinn	Dr. Caroline Stuckert	Mrs. Andrew C. Warren
Miss Laura Powell	Mary Beth Sedwick &	Mr. Henderson Supplee, III	Dr. & Mrs. Joel Wasley, III
Mrs. Patricia Pruett	Helen Wortham	Mrs. Barbara Supplee	Ms. Elizabeth Webb
Mrs. Dee Lafferty Pugh	Mr. & Mrs. David Senior	Mrs. Catherine Susanin	Mr. & Mrs. John Webster
Mr. & Mrs. Alfred Putnam, Jr.	Mr. & Mrs. Edwin H. Shafer, Jr.	Mr. & Mrs. John Susanin	Mr. Richard Weigel &
Luisa and Eric Rabe	Mr. & Mrs. M. Rust Sharp	Mr. & Mrs. William Susskind, Jr.	Ms. Carol Chew
Mr. & Mrs. David Rae	Mrs. Joan Shelley	Mr. David Tachna &	Frank & Margaret Welsh
Mr. Ernest Ramirez	Mr. Charles Silio & Ms. Emily Snell	Ms. Catherine Carruthers	Mr. & Mrs. Richard Wesley
Mr. Thomas Ramsey &	Mr. & Mrs. W. Kent Silvers, Jr.	Mr. Gihan Tennekoon	Mr. & Mrs. Daniel Wesley
Dr. Christina Clay	Ms. Dorothy Simpson	Mr. & Mrs. R. F.Thompson	Mrs. Nancy Wessells
Leonard & Sally Randolph	Mr. & Mrs. Daniel Slack	Mrs. JosephTilghman	Dr. & Mrs. George Westby
Mr. David Randolph	Mrs. Price W. Slattery	Sen. & Mrs. Richard Tilghman	Mrs. Carol Wheeler
Mr. & Mrs. F. Douglas Raymond	Mrs. Walter Smedley, Jr.	Mr. & Mrs. Christopher Trucksess	Mr. & Mrs. Bradford Whitman
Mrs. Carolyn Raymond	Mr. & Mrs. Henry Smith	Mr. Michael Tyler	Mrs. Robert W. Wigton, Jr.
Tom & Josephine Rees	Dr. & Mrs. Howard Snyder, III	Mr. J. Gillmur Tyson, III	The Rev. Melissa Q. Wilcox
Mr. Karl Richter & Dr. Susan Rushing	Mr. & Mrs. Arthur Solmssen	Mr. & Mrs. Peter Unruh	Ms. Pamela Wilford
Mr. & Mrs. J. Barton Riley	Roslyn Souser, MD	Ms. Susan Van Allen	Mrs. Corinne Wilkinson
Mr. & Mrs. Philip Ringo	Dr. & Mrs. Thorne Sparkman, Jr.	Duncan W. &	Mrs.Thomas Williams
Mr. John Robinson	Dr. & Mrs. David Spence	Elizabeth E. R. Van Dusen	Mr. & Mrs. Carter D. Williams
Mr. & Mrs. Lance Rogers	Mr. Richard Sperry &	Mr. & Mrs. John Vander Zwaag	Ms. Camilla Williams
The Rev. & Mrs. David F. Romanik	Ms. Nancy Collins	The Rev. Peter T. Vanderveen &	Mr. & Mrs. Claude Wintner
Mr. & Mrs. Herbert T. Rorer	Mr. Tad Sperry & Ms. Ellen Harvey	Ms. Trish Bennett	Mr. & Mrs. Charles R. Wood
Mrs. Deborah Safford	Miss Bailey Sperry	Mr. & Mrs. Chad Vandiver	Dr. Guy &
Mrs. Arden Saligman	Mr. Michael Stairs	Mr. & Mrs. Jacques Vauclain, III	Dr. Priscilla Bright Woodruff
Dr. Patricia Sandiford	Mrs. Blair Stambaugh	Mr. & Mrs. Graham Wagner	Mr. & Mrs. David Woods
Mr. & Mrs. Jay C. Sands	Dr. George Steele &	Dr. & Mrs. Barry Walker	Dr. Sook Hee Yoo
Mr. & Mrs. Stuart Saunders, Jr.	Dr. Katherine High	Mrs. Wallace H. Wallace	Mr. & Mrs. Bill Young
Mr. Mort Saunders	Kevin & Tracy Steele	Mr. Daniel Wallick &	Mr. Zafiriou & Mrs. Harper
Mrs. William Scheetz	Mr. & Mrs. Scott Stephan	Ms. Jennifer Mogck	Mrs. Randolph D. Zelov
Mrs. Nancy Schriber	Ms. Cynthia Stephan	Mr. & Mrs. John Wallingford	Mrs. Un-Jin Zimmerman
Mr. & Mrs. David K. Schroeder	Mr. Dana H. Stewardson	Mr. G. L. B. Walton	6 Anonymous
Mrs. David Schropp	Mr. David W. Strawbridge	Mr. & Mrs. James Wang	
Ms. Suzette Schultz	Mr. & Mrs. Steven L. Strawbridge	E. S. Ward, III	

