



Episcopal Church of  
**The Redeemer**  
164th Annual Meeting

# 2015 Annual Report



## **Clergy**

The Rev. Peter T. Vanderveen

*Rector*

The Rev. David F. Romanik

*Associate Rector*

The Rev. Melissa Q. Wilcox

*Assistant Rector*

## **Staff**

Dr. Michael J. Diorio, *Director of Music and Organist*

Jay Einspanier, *Parish Administrator*

Ken Garner, *Director of Communications and Stewardship*

Francesca Merritt, *Program Assistant*

Paulo Reyes, *Sexton*

Betsy Wolford, *Parish Accountant*

Tish Zaleta, *Office Coordinator*

## **Vestry**

Tad Sperry, *Rector's Warden* \*

David Senior, *Accounting Warden* \*

Ulf Cahn Von Seelen, *Secretary* \*

Richard Aldridge

Carol Chew

Anna Gerrity

Robert Nalls

Emily Gibb \*

Kathleen McClave

Rodger McKinney

Ginger Woods

Ellen Wang

\* Executive Committee

## **Annual Report Production**

**Francesca Merritt** - solicitation and coordination of reports

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Ulf Cahn von Seelen,

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**164th Annual Meeting**  
**Sunday, February 7, 2016**  
**10:30am**

**Agenda**

Agenda

Call to Order

Approval of Minutes from the previous meeting

Reading of 2015 Memorials

Distribution of Ballots

Rector's Warden 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 163RD ANNUAL MEETING

February 8, 2015

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

*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.*

## 1. **Call to Order, Quorum, Approval of Minutes**

Tad Sperry, Rector's Warden, called the Annual Meeting to order at 10:30am in the Assembly Room. Copies of the agenda and the 2014 minutes were distributed. Tad announced that the Church had an official quorum for the Annual Meeting. Upon motion, the minutes of the 162<sup>nd</sup> Annual Meeting were approved.

## 2. **Memorial Gifts**

Tad read out the list of 2014 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.

## 3. **Election of Vestry**

Serving as judges, Rodger McKinney, Paul Adkins, and Virginia McMichael passed out and collected ballots for the election of the new Vestry members. In response to a question from the congregation about the renomination of members of the Executive Committee (this year, David Senior), Tad Sperry explained how the nomination process followed the by-laws and emphasized the value of continuity in particular in the office of the Accounting Warden.

## 4. **Rector's Warden's Report**

Rector's Warden Tad Sperry spoke about the role of the Vestry as a liaison between the parishioners and the clergy. In the coming year, the Nominating Committee will broaden its scope, as envisioned in the by-laws, and meet throughout the year to develop leaders for the church's committees and groups.

## 5. **Accounting Warden Report**

Accounting Warden David Senior started his financial review (details of which can be found in the Annual Report) by thanking Jay Einspanier and the members of the Finance Committee, which monitors the financial health of the church and provides guidance to the Vestry. The church ended 2014 on a small surplus of 1% of budget while the endowment grew to \$10.4M. 67% of our revenues come from pledges, 22% from the endowment, and the remaining 11% from sources such as plate and rental income. On the expense side, two thirds of the \$1.6M budget go towards salaries and benefits and one sixth covers relatively fixed costs (buildings, grounds, administration), leaving only one sixth for discretionary expenses, such as program support or unexpected repairs. Thanks to our stable finances and the growing endowment, the 2015 budget was expanded by 4.5% over last year, to \$1.67M. It reflects a fully staffed clergy and increases in Christian formation, music, and grounds. David emphasized that while the endowment gives us some safety and flexibility, the budget expansion does rely on a 2% growth in pledge receipts to achieve our goals and mission. David and Peter addressed several questions from the congregation about the purpose and the right size of the endowment. Peter rejected distinctions between spending on our church vs. spending on mission work and responded that The Redeemer is here as a witnessing community and mission

to our neighbors. We have confidence in our mission and put our money to good work ourselves rather than pass it on to other nonprofits.

### **Election Results**

Tad Sperry announced that the slate of candidates for a three-year term to the Vestry, consisting of Anna Gerrity, Kathleen McClave, Bob Nalls, and David Senior (second term), was approved unanimously by 102 votes. At its next meeting in February, the Vestry will vote, as per by-laws, on the candidates for representative to the Merion Deanery, John Gregg, and for delegates to the Diocesan Convention, Glenn Beamer and Jay Brown.

### **6. Recognitions**

Tad thanked the outgoing Vestry members Jacques Vauclain, Devika Singh, and Eric Rabe for their work. Peter recognized Maisie Adamson, who stepped down as the leader of the Altar Guild after 12 years, for her graceful work, largely invisible to the community but critical to the clergy. He also thanked Kathleen McClave, who headed the Growth & Development Committee for over three years and is now joining the Vestry, for her energetic and insightful leadership.

### **7. Rector's Report**

Peter focused his remarks on the question of who we want to be as a church. He reinterpreted the parable of the Good Samaritan not as an exhortation to be moral and dutifully look after other people, but as an invitation to a different life, one that explores the eternal. He contended that all challenges to the church stem from losing this perspective: if we live in the idea that everything rises and practice love, then the church will not be a self-absorbed club but a community for others.

### **8. Dismissal**

In the absence of further questions from the congregation, Tad adjourned the Annual Meeting at 11:37am.

Respectfully submitted,

*Ulf Cahn von Seelen*  
Secretary of the Vestry

## 2015 GIFTS AND MEMORIALS

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

Howard Scott Baker, M.D.	Fielding Ewing Lamason
The Rev. Stephen R. Billings	Norman McAvoy
George M. Dorrance	F. Stanton Moyer
Lawrence Hannaway	Margaret Orr

### **Contributions were made to the following projects**

Music at The Redeemer	Lighting Fund
Joyful Giving Program	ECS Fill-the-Bus
HEART Fund	City Camp
African Children's Mission	The Margaret Orr Memorial Choral Scholarship

### **Contributions to the Capital Campaign**

Mr. & Mrs. Isaac Clothier, IV	Mr. & Mrs. David Senior
Mr. & Mrs. Thomas P. Gerrity	Tad Sperry & Ellen Harvey
Mr. & Mrs. N. Peter Hamilton	Mr. Watson Straub
Mr. Thomas Ramsey	

### **Bequest to Church of the Redeemer by Will**

Estate of Ann H. Brewster  
Estate of Charles B. Chadwick

### **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 DeMoss	Mrs. Ann Moyer
Douglas Arnold & Lynn Calhoun	Mr. & Mrs. Robert W. Denious	Mrs. A. Corkran Nimick
Mr. & Mrs. Warren Ayres	Mrs. Nancy Gardiner	Mr. & Mrs. Richard W. Palmer
Mr. Harvey Beyer, III	Miss Gay Gervin	Mrs. Nancy Schriber
Beatrice Blackman	Mr. John Gregg	Ms. Mary Presley Schwinn
Mr. & Mrs. James Bromley	Ms. Carol Harris	Mr. & Mrs. M. Rust Sharp
Ms. Mary Carle	Mrs. Joan Harvey	Mr. & Mrs. Daniel Slack
Mrs. Lynne Chapman	Mrs. Elizabeth Hopkins	Mr. Henderson Supplee, III
Mr. Sam Chew	Mr. & Mrs. B. Herbert Lee	Mr. & Mrs. R. F. Thompson
Mr. & Mrs. Isaac Clothier, IV	Mrs. Barbara Linder	Mrs. Dixie Wigton
Mrs. Woodward W. Corkran	Elaine and John Lisle	Mr. C. Cresson Wistar
Dr. & Mrs. Richard Davis	Mr. & 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](mailto:ken@theredeemer.org).*

# RECTOR'S REPORT

The Rev. Peter T. Vanderveen

[pvanderveen@theredeemer.org](mailto:pvanderveen@theredeemer.org)



In the opening lines of the Nicene Creed, we profess our faith in God “the maker of heaven and earth.” To which then is added this revelatory statement: “of all that is, seen and unseen.”

The natural rhythm of the creed allows us to roll through these words with hardly a thought, but the implication is powerful. Not even Big Data provides us a *comprehensive* picture of the world — much less a comprehensive understanding. We can master many things, many of which are advanced and spectacularly impressive; many of which give us hope and joy and a deep sense of vocation. And yet, becoming the masters of everything eludes us. And not because we haven’t quite developed the tools, but, if we are honest, because we remain creatures within a creation that has its own dynamism. It remains bigger than we are. And that should provide us reason for amazement and fascination and a marvelous reverence for God, who transcends all that we know. This reminder — astonishing in its own right — is one of the primary functions of the

church.

“Of all that is, seen and unseen” serves as well — though often a bit more lightheartedly — as a description of the church, both as a community and as an institution. There is much we know about and share with others in all the ways we gather together; this is one of the great virtues and strengths of Christian fellowship. Nonetheless, for as long as our relationships may be, and for as intense as they can be in the actual care we provide to one another, we can still be stunned by who others suddenly show themselves to be — for good and for ill. We should never be surprised to be surprised.

And programmatically, too, the Church of the Redeemer is a complex organization; most of the work that is done is known only by the relative few who are directly involved in any given project. For many parishioners, the path they walk through their engagements at The Redeemer is fairly narrow — determined by who they know and what they want from the church, by the interests and passions they pursue, and by the far greater number of habits they have outside the church alone.

This is the beauty and the challenge of the church. It is always more than it appears to be. There is no adequate way to provide a comprehensive picture of all that we are and do. And, correspondingly, conveying the whole nature of our ministries — in all the ways our presence and programs offer and proclaim good news — is simply impossible. There always remains a vast majority of things unseen. And if unseen, they are unappreciated or, most commonly, taken for granted. The greatest task facing the church in the next twenty years isn’t any of the popularly debated topics: secularism or atheism or conjuring a vision of God that feels relevant to our own times. It is our own awakening to this line from the creed so that we can more fully apprehend what the church, and we at The Redeemer, accomplish — for and among ourselves, for the greater community, in the preservation of the memory of generations past, in sustaining hope and promise for the future, and in gathering all things, from beginning to end, within the providence of God.

Years ago, The Episcopal Church declared the 1990s to be the decade of evangelism. It was the church’s first significant attempt to reverse major losses in membership and

attendance, and it was a resounding failure. Evangelism had already become a tainted word, but, more than that, few within the church had a clear sense of what they were asking others to come into. All the well-intentioned appeals were hollow and awkward exercises: talk with no substance. What was missed is that the church grows only from within. Growth doesn't begin by going out into the streets; it begins when more and more parishioners realize the depth and breadth and intrinsic merit of the church's mission. Growth increases only when indifference and passivity decrease, when we ourselves become more fully aware of what the church does, and why, and the difference this makes. We work continually to communicate this, even for this parish alone. It's hard work because it involves the uprooting and disposing of many entrenched, traditional, and beloved assumptions that makes the church cozy but small. But we have the opportunity at a critical time to claim again the church's rightful dynamism.

We are in the process of developing an arc of formation that far more fully describes the goals and objectives of Christian education, extending from Pre-school through college. It is an arc defined by series of proficiencies. For belief is not just a matter of thinking; it's a way of seeing the world and one's self that results in the acquisition and expression of skills and passions. This alone is a substantial upgrade from the usual course of church school, and I know of no other church that is doing this. And it seems logical to have this arc conclude at what is for many the end of formal education. But faith is never fully formed or finished. It's not a set of propositions that, once learned, can be set aside. It's a practice. It's a form of life. And the true end of this arc of formation should actually be the end of our lives. We lose the regular attendance of many parishioners when their children leave for college. It's as if the church has nothing more that is compelling or vital for adults; it's as if all the rest is simply recitation of what was learned before. Growth from within requires a change in this picture, where across all the ages there is the opportunity for us to see more and become more adept at fashioning our lives in accord with what is true and good and beautiful.

This expansion would help us see Stewardship in a new way as well. In spite of its nomenclature, stewardship has always been understood merely as trying to raise enough revenue to cover the budget expenditures planned for the year. That's a regressive vision, bent toward doing more with less, which creates an exhausting downward spiral. Most schools do not suffer this. Nor do hospitals. They are able to do more with more because people understand the expansive nature of their mission. For many of them, no amount of funding, in annual giving or endowment, is too much. People will still give generously — because they admire the purpose and they want to be associated with the work that is done. The same should be true of the church. It should be even more true, when we are aware of what the church means and contributes at multiple levels to the community. Our goal in growth from within is to make our stewardship progressive, where a shared conviction of the value of the church generates the desire for generosity.

This year we introduced new plans for a potential renovation of the Parish House and campus development. They are the product of several years of work, addressing critical building needs — in repair and redesign — and the integration of the campus. They are ambitious, as the church should always be, without being extravagant. And more than all else, they have been designed to better show in the architecture of our landscape and buildings the comprehensive message of the church, for generations to come. We all have the chance to do something rare and transformative well into the future, for those seen and unseen. This will be a major project for us in the next several years.

I am exceedingly grateful for the many parishioners here who are dedicated to the mission of the church and contribute much in leadership. I am grateful, too, for the members of the staff who work indefatigably for the benefit of the church. They are talented, gracious, committed, and gifted. And I have been blessed by the constant support of Tad Sperry, who is stepping down as Rector's Warden. He was bold on behalf of the church, made himself a true companion in ministry, and always strove to come as close as anyone could to a comprehensive understanding of The Redeemer and our mission. I remain always thankful above all.

As we move forward these words from Morning Prayer are perhaps the best we have:

*Glory to God, whose power working in us, can do infinitely more than we can ask or imagine: Glory to him from generation to generation in the Church, and in Christ Jesus, forever and ever.*

# RECTOR'S WARDEN'S REPORT

Tad Sperry

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The vestry had another very good year. It is such an honor, and a true pleasure, to have been able to spend time with the committed, engaged, and caring parishioners who make up your vestry. We should all thank them for their time and sacrifice, for their wisdom and insight. We are a better parish for their leadership.

The major work of the vestry is to be a deliberative body advising the clergy and staff on behalf of the congregation. We have come to use the word *liaison* a great deal in describing the work of a vestry member —“a person who helps organizations or groups to work together and provide information to each other.” In addition to being a liaison between the congregation and staff/clergy, each vestry member is a liaison to a particular committee or group, working within the group to understand its issues that the vestry member can then reflect to the vestry/staff/clergy; and, conversely sharing with the committee or group vestry/staff/clergy's goals and thoughts. This is an important channel of communication that needs to be strengthened even further as we move forward as a thriving, growing community.

This year, we continued to try and delve deeply into some of the more complicated issues we face as a congregation, and to minimize the amount of meeting time spent in the minutia of committee reports. I am hopeful that the vestry will keep moving forward on a number of efforts we dealt with during the year. The By-Laws are being looked at not so much as to change the way we govern ourselves, but to reflect changes in the way we operate – for instance, we need to update them to allow for the electronic communication of votes and notices. We are moving forward to having a consolidated in-house Development team that oversees our fundraising efforts across Stewardship, Bequests and Capital Campaigns. This is separating Development from the Growth and Development committee, and allowing that group to concentrate its work around issues more concerned with growth. The new name of that committee, Marketing, Engagement and Growth, reflects this new emphasis. Work to strengthen Christian Formation and Outreach will also continue to be a focus of vestry work.

The vestry has enthusiastically committed itself to the Campus Development Project. This is an important time in the life of the parish and vigilant vestry attention to this effort will be important throughout the life of the project. The vestry will oversee the project on behalf of the parish, while delegating the work of executing a successful capital campaign and managing a major construction project to specific committees chosen to do that work. As the project unfolds, there will be a number of important decisions to be made regarding the scope, financing and the timing of the project.

The first decision the vestry will take up at the vestry retreat in early March is the viability of the proposed campaign. Schultz and Williams, our development consultants, are currently completing a feasibility study, and they will deliver their report before the retreat. The feasibility study simply asks the question: Can we do it? Is the plan of an appropriate size and scale? Is it appropriate to our needs and wants? Does the Case for Support tell the story in a compelling way that is resonating with potential donors? Do we have the infrastructure (volunteer leadership and staff support) to execute a campaign and project of this size? They have reviewed the

architectural plans, The Case for Support; they have interviewed clergy, staff and parish leadership. We will take the feedback they have gathered and incorporate it into the plans and into the Case and into our thinking about the work before us. Then, taking everything into consideration, the vestry will decide on how to proceed with the project. In any event, based on our own experience in living with the building, and on the Entech Report (the engineering assessment of our plant and equipment), we know we have to do something about Parish House. The current situation is untenable.

I believe that going ahead with the project would entail creating two committees: one to raise the money, and one to begin managing the construction project. The fundraising group will probably need a minimum of three years to secure sufficient funding to proceed with the project. Typically, an institution will set 60% – 75% of the necessary funds as the threshold for initiating construction – in other words, no shovels in the ground until we've raised most of the money and are pretty sure we can finish the campaign. The Finance Committee and the vestry will carefully consider these sorts of questions as the campaign and project evolve.

The project management group will engage with the architect and with the congregation to finalize the plans. We won't be choosing wall color or carpet patterns for some time, but the drawings for construction need to be much more detailed than we have now, and this is the time for feedback from the congregation about their concerns and suggestions. There will of course be permits and permissions to be acquired, which is never a simple process. Based on our experience with the Church renovations, where we were able to bring the project in *on time* and *under budget*, we have every confidence that we will be able to capably manage this project through design and construction.

As my term on vestry comes to an end, I want to express my deep gratitude for the service of everyone with whom I've had the privilege of serving. We should especially take a moment to thank the other retiring vestry members, Ellen Wang, Emily Beamer and Ginger Woods. Each of them was a passionate and thoughtful contributor who offered their wisdom and energy selflessly to the vestry's deliberations. Their voices will be missed at vestry meetings, but I'm sure they will continue to serve the congregation in leadership roles in the future.



# ACCOUNTING WARDEN'S REPORT

David Senior

davidmsenior@yahoo.com



## Members of the Finance Committee

Al Greenough  
Phil Jodz  
SooHee Lim  
Mackie MacLean  
Craig Owen  
David Senior –  
Chair  
Tad Sperry  
Mike Thompson  
Chris Trucksess  
Peter Vanderveen  
Jay Einspanier

2015 was a solid financial year, for which we are grateful for the contributions of many individuals. We ended the year with an operating surplus of 1.4%, or \$24,700. As stewards of our Parish resources, we strive to generally match spending with receipts, as we take a multi-year perspective. While this is the fourth consecutive year experiencing a small surplus, the dynamics behind 2015's numbers were unique and we do not anticipate them to be repeated, as described below.

With regard to Revenues, we exceeded our total budgeted revenue by \$60,000, or 3.6 percent. Importantly, while our revenues from Pledges were \$48,800 below budget they decreased by 3 percent or \$27,000 from 2014. Of note is that overall Pledges have decreased slightly over the last 3 years, \$1.08 mil vs \$1.06 mil and also remain below historic highs.

From a total Revenue standpoint, it is important to note that our total revenue increased by \$116,700 from 2014 largely due to three one-time events, two of which were insurance related. First, we had a reversal of two insurance payments, amounting to a benefit of \$65,300. The second increase was largely due to the success of the Christmas Bazaar and dinner which allowed for an additional draw of \$27,000 from the Outreach Reserve.

Our total endowment is worth approximately \$9.9 million, slightly lower than at the end of 2014. This decrease approximately equals the amount of our draw in 2015 of \$390,000. Because we set our withdrawal rate as a percentage of the rolling three year average of the funds, we have enjoyed an increase in draws over the last several years as the stock market has recovered from its 2009 low. As mentioned previously, in 2015, we drew \$390,000 from endowment funds, in line with recommendations made by both the Finance and Investment Committees.

Total Expenses for 2015 were \$1,714,000. Our expenses also took a different course in 2015 than previous years, with an 'overspend' of \$39,000, which was a result of deliberate actions taken through the year. As background, late in 2014, we engaged an engineering consulting firm to provide us with an updated view of our maintenance situation which would enable us to plan carefully in the coming years. By early 2015, we had established and prioritized a capital repair list of approximately \$160,000 (items generally more than \$1,000 each) that we believe should be tackled over the near term, approximately 4 years. While the list is intended to be comprehensive, we recognize that other issues will be continually discovered or arise that would be added to the list. Nevertheless, with the one-time insurance receipts in 2015, we were able to tackle more than an average year's capital repairs – nearly \$60,000 in major repairs, and many other smaller repairs - and still end the year with a small surplus.

### Budget 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 general terms, about 60% of the expenses comprise salaries and benefits of parish clergy and lay staff. One third of the remaining 40% represents relatively fixed and unavoidable expenses such as taxes, utilities and contracted expenses. Another view of the budget is that only about 25% of our budget can be considered discretionary and as such available to support specific programs (Outreach), major capital projects and other 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 25% comes from the endowment, which reflects a responsible draw rate of approximately 4 ¼%.

As described above, in 2016 we are, for the first time, tracking in our budget a separate line item for major capital repairs, something we worked towards over the last two years.

In addition to the operating budget, we have three budgets for which the details are managed separately by Parish committees but with 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),
2. The African Children’s Mission (ACM) budget, which is funded through special fundraising.
3. The Music Committee budget, which is also funded through special fundraising.

\* \* \*

So the good news is that thanks to stable pledge receipts and thoughtful expense management in 2015, our core operations are on sound financial footing going into 2016. We are committed to supporting a full staffing level, critical to driving forward on growth initiatives. In addition, we will continue to be attentive stewards of our entire campus and facilities.

In order to accomplish this, we will need to grow our financial means. While we are setting an overall pledge goal of slightly under \$1,040,000, a 2% increase over the amount of pledges received in 2015, we need parishioners to step in during the final phase of the stewardship campaign to make this a reality. Our pledges to date for 2016 fall somewhat more than 7% short of our goal. The commitment and sacrifices made by our parishioners make 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. And as you will note, we have increased our budget projection for 2016 with respect to collections from 2015 pledges made but not received.

Even with this pledge goal, we are planning to experience a small operating deficit in 2016. We believe this is appropriate given the surpluses of recent years, as long as we ensure this does not become the start of a long term trend. We will be seeking ways in the coming year to maximize the use of our expenditures, and reduce where appropriate. For example, 2016 will be a transitional year for our bookkeeping, during which we will be outsourcing this function. Going into 2017, this will provide material savings which will be available for overall expense reduction or targeted spending on growth initiatives.

\* \* \*

This Annual Meeting marks the completion of my fourth year as serving as Accounting Warden. I especially want to thank the members of the Finance Committee for their skillful and thoughtful 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](mailto:davidmsenior@yahoo.com).

## 2016 Budget Compared to 2015 – 2014 Actual Revenues & Expenses

Revenue	2016 Budget	2015 Actual	2014 Actual
Pledge	\$1,040,400	\$1,016,569	\$1,037,064
Non Pledge Offering	\$34,077	\$33,409	\$39,190
Prior Year Pledges	\$41,000	\$6,363	\$7,259
Total Pledge	\$1,115,477	\$1,056,341	\$1,083,513
Plate	10,758	10,547	11,767
Endowment Income	412,324	391,501	361,047
Misc. Contributions	12,240	22,875	5,345
Residential Rent	78,200	81,502	80,300
Misc. Rent/Income	26,112	94,939	25,059
Outreach Contributions	70,000	77,559	51,500
Total Revenue	\$1,725,111	\$1,735,264	\$1,618,531
Expense			
Clergy	\$377,553	\$361,386	\$303,614
Music	232,985	224,920	210,597
Christian Formation	47,099	37,392	43,438
Buildings	321,905	307,554	366,677
Capital Repairs*	40,000	59,114	NA
General Administration	483,088	458,023	451,974
Grounds	73,285	78,789	63,904
Outreach	190,103	186,808	158,759
Total Expense	\$1,766,018	\$1,713,986	\$1,598,963
Surplus/(Deficit)	(\$40,907)	\$21,278	\$19,568

\* not tracked separately before 2015

# ADULT FORMATION COMMITTEE

The Rev. David F. Romanik, Leader

Committees of the Vestry & Parish

dromanik@theredeemer.org

## Meeting Schedule

The Adult Formation committee meets approximately on a quarterly basis.

## Events and Accomplishments

### *Sunday Mornings:*

During the first half of the year, the committee sponsored Adult Forum series entitled “The Nature of Justice” and “Making the Common Holy,” led by clergy, parishioners, and guest speakers from around the area. David Romanik and Peter Vanderveen offered a summer series about Sabbath. Beginning in September, the extended Sunday School period allowed for longer and more in-depth conversations, including discussions about Science and Religion and Saint Paul’s letter to the Philippians.

In an effort to provide opportunities for Christian Formation to a wider variety of people, we resumed Cafe Conversations in November. Cafe Conversations are opportunities to have informal conversations about the intersections of faith and life. We usually meet on the first Sunday of the month.

### *Ongoing Events during the Week:*

The Men’s and Women’s Brown Bag Bible Studies met on a weekly basis, led respectively by Bob Peck and Barbara Billings. During 2015, the men’s bible study concluded its study of the gospel according to John and began a study of Luke, while the women’s bible study engaged in an in-depth exploration of the Passion narratives. Both groups have attracted new membership, which has enlivened and enriched discussions.

The Adult Study Group, led by Howard Baker, met several Tuesdays each month and explored diverse topics like the writings of Saint Augustine and the work of Dorothy Sayers.

The Rector’s Class continued on Wednesday and Thursday evenings. Peter Vanderveen led discussions on the book of Ecclesiastes and the topic of Forgiveness. The latter conversation held particular appeal, drawing a large and interested crowd.

### *Special Events:*

During Lent, the Reverend Dr. Kathy Grieb of Virginia Theological Seminary led a retreat on the gospel according to Mark. In October, David Romanik led an overnight retreat about establishing a Rule of Life.

## Reflections and Goals

Last year, the Adult Formation committee set several goals:

1. to sharpen The Redeemer’s focus when it comes to Adult Christian Formation,
2. to meet on a more regular basis,
3. to harness the resources of the area by inviting outside speakers to offer forums,
4. to create formation opportunities for those not served by our current offerings, and

## Members of the Adult Formation Committee

Andrea Cayley  
Rita Davis  
Anna Gerrity (Vestry Liason)  
Margaret Helminska  
Elizabeth Mclean  
Ginger Woods



5. to provide opportunities to participate in retreats and practice Sabbath.

On the whole, we successfully met these goals:

1. the Adult Forum calendar in particular has a clear focus and direction that begins to take shape at the beginning of the program year,
2. the committee meets regularly (rather than on an *ad hoc* basis),
3. at least three forum series this program year will mostly feature outside speakers,
4. the addition of Cafe Conversations to the schedule attracts a group of people not previously engaged by our Adult Formation programs, and
5. there were two retreats in 2015, one specifically devoted to establishing a rule of life and embracing the practice of Sabbath.

In the coming year, we will strive to build on these successes. We are also hoping to work collaboratively with representatives from Redeemer's other formation ministries. Our goals for the coming year can be summarized with the following objectives:

1. Create more opportunity for Christian Formation
2. Develop a unified vision for lifelong Christian Formation
3. Establish leadership for our Christian Formation programs

Some of the ways we plan to create more opportunity for Christian formation: we are planning a off-campus Lenten retreat in March, revitalizing home study groups for the season of Lent, and designing intergenerational formation events. We also hope to offer new opportunities for deeper spiritual formation.

Our unified vision for lifelong Christian Formation will be shaped by our Christian Formation Proficiencies, which are designed to articulate developmentally appropriate benchmarks for what children, youth, and adults at The Redeemer ought to be learning about the Christian faith and how they should be participating in the life of the community. Over the next year, these Proficiencies will be finalized and implemented

Though we have begun to engage the talents of our committee members, we can more fully invite them into leadership.

### **In Memoriam**

We would be remiss if we did not give thanks for Howard Baker's efforts on behalf of Adult Formation Committee and express our collective grief at his death. Howard's keen intellect and insatiable curiosity drove many of this committee's conversations, and he will be sorely missed. We are currently considering ways to honor his memory, but in the meantime, we pray that he will rest in peace and rise in glory.

# 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 Grounds Committee works with the Parish Administrator to address ongoing issues relating to our grounds, plan for repairs and replacements of plant materials and hardscaping and address needed upgrades. 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



# MARKETING, ENGAGEMENT, AND GROWTH TASK FORCE

Ken Schwenke, Chair

Committees of the  
Vestry & Parish

Ken@Schwenke.us

**Members of the  
Marketing, Engagement, and  
Growth Task Force**  
  
**formerly known as  
Growth & Development  
Committee**

Group members  
(year joined)

Charles Amis (2012)

Jay Einspanier (2011)

Beth Ganns (2013)

Ken Garner (2012)

Anne Kellet (2015)

Eric Rabe (2010)

Peter Vanderveen (2010)

Richard Aldridge is Vestry Rep  
since 2014

## Meeting Schedule

Generally once per month on last Thursday at 5:30 to 7:00 pm

## Mission of the Task Force

The Marketing, Engagement, and Growth Task Force has evolved out of what was formerly called the Growth and Development Committee, and is focused on helping the Redeemer do what the new name of the group says:

- ☐ **market** ourselves to others, so that people who are not currently members of our parish family can become aware of the diversity of offerings and opportunities at the Redeemer
- ☐ **engage** newcomers and existing parishioners in the life of our parish, so that each person can become involved in the life of our community to the extent they desire;
- ☐ **grow** so that, as demographics continue to change, the Redeemer can continue to be a vibrant church home for both existing and new members

The group has also recommended to Peter and the Vestry that efforts be of a set duration – ergo a “task force” – so that the group can help identify and help the parish act on 2-3 key objectives appropriate for this cycle in our evolution as a parish, and then “sunset” to be re-initiated, with new members, as needed in the future. This group is set to sunset as of December 2016, and will issue a final report at that time.

The task force’s focus for this year is on three key areas:

- ☐ follow up actions on what was learned last year from the “all hands” discussion of growth
- ☐ Apply classic marketing approaches to seek out and engage the new members vital to the Parish’s continued existence and growth
- ☐ Execute 1-3 of the tasks identified by the task force so that people in the parish who provided input see some result



## 2015 Reflections

This is a very dedicated group which is now focused on getting things done that are critical not only to our growth, but to our long-term viability as a living church. We have intentionally made the task force smaller this Fall, and **are actively looking**

**for people newer to the Redeemer to join us.** If you have any interest, please email me at Ken@Schwenke or call me on cell (610.246.9831)

### **2016 Goals**

- Using classic marketing approach, look for ways to improve the differentiation of our communications. Provide our current parishioners with tools to “market” Redeemer and all the value it offers. If each member of Redeemer brought in one newcomer, and we were able to have even a small fraction of those newcomers join us, we would have our growth challenges solved for years to come.
- Look for “low hanging fruit” solutions that we can quickly execute that key off our great location and strengthen that initial visit to the Redeemer
- Look for quick engagement with new members. Working with the Newcomers group, build from that first tenuous visit of a non-parishioner to having that person become engaged in the life of the church community

Building on the work of last year’s committee, establish and recommend growth metrics to the Vestry so we can measure our success over the long term.



# 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

David Tachna  
Catherine Carruthers  
Glenn Beamer  
Bill Young

## Meeting Schedule Monthly

### Committee Mission

The purpose of the Outreach Initiative Committee; Embrace, Engage, Enrich - is to create opportunities for our parishioners to experience enrichment through mission. Our goal is to integrate mission as a core activity in the various and disparate groups in our church community. Through our validation of new and ongoing mission opportunities, we will create an environment for success with our continued support and communication of mission opportunities.

### 2015 Activity

- Set the groundwork for effective coordination of outreach initiatives
- Created newly framed posters for the Parish House hallway providing meaningful decor for our hallways, give something for our guests to reflect on, and to remind us of what matters most.

### Reflections and Goals

Looking back on 2015

- We're grateful for the opportunity to work with the well-run Outreach Grants Committee
- More committee members will be important heading into 2016
- Our committee is well-positioned to make a tangible difference locally, regionally and globally

Looking forward to 2016

- Continue to review current outreach programs at Redeemer and map engagements, then tie back to our church's strategy, while expanding the size of our committee by at least 2 members
- Continue to work closely with the Outreach Grants Committee, ensuring that our efforts are in sync
- Promote, create and coordinate opportunities for all parishioners to participate in outreach initiatives that fit their skill-sets and interests



# INVESTMENT COMMITTEE

Al Boris, Chair

Committees of the Vestry & Parish

al.boris@db.com

## Committee Mission

The purpose of the Investment Committee, a subcommittee of the Finance 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 contribute more than 20% of the church's annual operating budget and has been a growing percentage of the budget. Our total endowment is nearly approximately \$9.9 million at the end of 2015, with approximately \$2 million managed by BNY Mellon and approximately \$8 million managed by T Rowe Price within the Church Foundation.

## 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. At least annually we meet with the investment managers themselves.

During the committee 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. And finally, we are reviewing fees to ensure they are appropriate and make necessary adjustments to minimize fees.

From these meetings we annually make a recommendation to the Finance Committee 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  
Ulf Cahn von Seelen  
SooHee Lim  
(incoming Committee Chair)  
Jay Riley  
Gale Gillespie  
Eric Noll  
David Senior  
(Finance Committee Chair)  
Jay Einspanier  
Peter Vanderveen



# MUSIC COMMITTEE

David Woods, chair

Committees of the Vestry & Parish

dbwoods@mac.com

## Members of the Music Committee

Jessie Caverly  
Carol Chew  
(*Vestry Liaison*)  
Michael Diorio  
(*Music Director*)  
Jim Jordan  
(*Staff Singer Liaison*)  
Mackie MacLean  
Andrew Masterman  
Cynthia Spadaro  
(*Choir Parents Liaison*)  
Susan Van Allen  
David Woods  
(*Chair*)

## 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.

## Event 1

### Chili Sales

- To raise money for our group's mission trips
- Last Sunday in January & First Sunday in February
- Parish House
- Raised approx. \$1000

## Event 2

### Jubilate Concert with Academy of Vocal Arts

- Fundraiser for Music Programs and trips
- St. Paul's Chestnut Hill (3/6), Church of The Redeemer Bryn Mawr (3/7); Trinity Rittenhouse Square (3/8)
- Approx. 150 at Redeemer
- Received \$1500 donation from AVA
- Exhausting, but worth it to sing with AVA; Redeemer to host again in 2016

## Event 3

### Annual Garden Party (and concert) at Appleford – Sunday, May 3, 2015, Appleford Estate, Villanova, PA

- Supports the efforts of Music at The Redeemer
- 180+ 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.
- Raised approx. \$14,000

## Event 4

### Music Co. Bake Sale and Car Wash – Sunday, September 20, 2015, Parish House

- Fundraiser supports the Summer 2016 Tour
- Raised \$600
- Good event for intergenerational interaction between choristers

## Event 5

### Thanksgiving Pie Sales – November 1-24, 2015, Parish House

- Fundraiser supports the Summer 2016 Tour
- Raised \$2000

## Event 6

### Lessons & Carols Service and Reception

- Sunday December 13, 2015 at 7 pm
- The committee organized elements of the service (finding greeters, ushers, making the programs), as well as the planning of the reception. This service and reception was very well attended (over 475 people). Over \$4000 was generated.

## Accomplishments

- Making decisions regarding scholarship awards for individuals apply to Margaret Orr Scholarship Funds for the Music and Mission Tour 2016

- Winter-Spring 2015-16
- 4 scholarship applications were submitted and 4 individuals were awarded scholarships for the Music and Mission Tour 2016.
- Hosted the Benenden School Girl Choir from Kent, UK for Evensong
- All Souls Requiem Service – The Fauré Requiem
  - Sunday, November 1, 2015 at 5 pm
  - Over 300 in attendance
- Provided Choir support for 300 anniversary celebration of St. David's, Wayne



### **Fundraising and Budget**

#### **Amount of money raised this year**

\$73,000

#### **Status of your group's budget (surplus or deficit of how much)**

Balance = \$56,000; Budget remains on target

### **Expenditures**

#### **Expenditure 1**

4 Margaret Orr Scholarships awarded

#### **Cost**

\$3100

#### **Reason**

Provide support for student fund-raising for 2016 Music and Mission Tour

#### **Expenditure 2**

Tour Company Payment

#### **Cost**

\$45,000

#### **Reason**

Prepayment for 2016 Music and Mission Tour

### **Reflections and Goals**

#### **Reflection 1**

- Welcomed 4 new committee members
- Thanked 4 retiring members for their service – Hope Knight, Melanie LeBoeuf, Emily Vanderzwaag, and Leslie Susskind

#### **Reflection 2**

- Dining with Divas postponed until 2016 when we will be fundraising for the 2016 Music and Mission Trip

#### **Reflection 3**

- Music Committee sponsored events show ever increasing levels of attendance

### **Looking forward to 2016, what are 3 goals for your group?**

#### **Goal 1**

Ensure continued excellent oversight of the Music Program through recruitment of new members to the committee

#### **Goal 2**

Arrange the recording of choir musical performances to offer parishioners, and to help spread the knowledge of our accomplished choirs and director

#### **Goal 3**

Seek ways to promote greater collegiality and friendship among the various choirs to help promote a broadened sense of the mission of music within and beyond the church

# NEW COMMITTEE

Fraser Brown, chair

Committees of the Vestry & Parish

fraser\_brown@yahoo.com

## Members of the NEW Committee

Fraser Brown  
Emily Gibb  
Sally Moser  
Brook McCann  
Becky Amis  
Caroline Manogue  
Emily Snell  
Sevren Fahr  
Monica Hackett  
Elizabeth Dougherty  
The Rev. David Romanik

## 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.

## Events

### Newcomer Greeters

A member of the Committee is present each Sunday to greet newcomers before and after the 9am service. Committee members will also attend special services such as Vespers or Lessons & Carols as needed to ensure a welcoming environment at The Redeemer.

### Newcomer Coffee

Newcomer Coffees help newcomers get to know members of the Newcomer Committee, the clergy, and members of the Vestry in a lovely relaxed setting at the Rectory between the 9:15am and 11:15am service. The coffees are a signature event of the Committee, and have been successful in helping newcomers feel welcome as part of The Redeemer community.

## Accomplishments

### Newcomer integration

In 2015, the Committee created a new process for assessing the interests of Newcomers and helping them connect with areas of interest within the church family. For example, the new process systematically helps connect Newcomers with Foyer groups and other key groups/Committees within the Church.

## Reflections and Goals

- We have been successful in welcoming newcomers into The Redeemer community in 2015.
- We were successful in recruiting several new Committee members in 2015, and are always looking for new volunteers to help welcome Newcomers to the parish.
- The Committee enjoys making initial outreach to visitors and new members of the congregation. We continue to look for longer-term opportunities to connect newcomers with the groups or Committees so they can become integrated into The Redeemer community.

## Goals for 2016

- Develop a Newcomer class to educate newcomers on the Episcopal church, history of The Redeemer, available programs, and answer questions.
- Increase coordination with the Ushers, Greeters, Foyer organizers, Church School Director, and other members of the The Redeemer community who regularly interact with newcomers to ensure a coordinated and welcoming approach.
- Maintain Committee membership, and continue to recruit new members.

# OUTREACH GRANTS COMMITTEE

Julia DeMoss, chair

Committees of the Vestry & Parish

juliademoss@aol.com

The Outreach Grants Committee is responsible for awarding grants that 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. Our priorities are:

- Programs which provide direct relief to people with critical needs.
- Programs whose mission aligns with that of The Church of the Redeemer's mission.
- Programs in which Redeemer is already engaged, both financially and with significant engagement of our parishioners with hands-on work and/or board/committee work.

The Outreach Grants Committee was chaired by Sam Morris through the 2015 grant process. At the June meeting, Sam stepped down as Chair. The Outreach Grants committee is most appreciative of Sam's outstanding leadership and service over the past 12 years. Julia DeMoss succeeded Sam as Chair. We would also like to thank three committee members for their devoted service: The Rev. Stephen Billings, who died last summer, and Ed Lewis and Deann Mills who resigned.

In 2015 meetings were held January – June and October and December. Our committee works on a 7/1 – 6/30 year. Attached is the committee calendar for 2015 – 2016.

## Accomplishments/Events:

- 1) May 7 – Seven members of the committee took a bus tour of two ECS sites: St. Barnabas Mission in West Philadelphia and the ECS Headquarters downtown. We took the opportunity to visit facilities, meet with program directors and learn more about the programs we are funding.
- 2) May 14 - Awarded \$114,200 in grants to the 15 organizations listed below:

**African Children's Mission** – funds for villagers in Kukada, Malawi to help them meet their immediate needs for food and water, development of critical life skills and for HIV prevention services.

**Episcopal Community Services** – included funds for The Dolphins Program (visits to homebound elderly); The Darby Mission (for food, computers for local library, a summer camp and an after school program) and the Seeing Youth Succeed Program (career and employment training and 100 summer internships for over 300 Philadelphia youths last year).

**Elderly** – services for the elderly in Lower Merion and Narberth through ElderNet including transportation to doctor's appointments, daily check-in calls, food, and home visits.

**Food Ministries** – this included Food for Friends, Church of the Advocate Soup Kitchen (now called Advocate Café), Main Line Meals on Wheels, St. Gabriel's Mission Food Program, St. Stephen's Church CONNECT Program.

**Homeless** – Interfaith Hospitality Network of the Main Line and The Phoenixville Women's Center House Project.

**Philadelphia Youth Enrichment** – The Creative Arts program (art projects) at the Clara Barton Elementary School in Northeast Philadelphia, and the St. James School in the West Allegheny neighborhood of Philadelphia.

**Summer Camps** – Camp Dreamcatcher for children affected by AIDS, Camp Get Along and the Diocesan Summer Youth Camps one of which was St. Gabriel's City Camp where the Redeemer Youth Group worked this summer.

## **Members of the Outreach Grants Committee**

Julia DeMoss, *chair*  
Susan Ayres, *secretary*  
Carolyn Bennett  
Leslie Boris  
Stephen Cadwalader  
Jan Clarke  
Patricia Fowler  
Jane Hastings  
Carolyn Morris  
Sam Morris  
Susan Van Allen  
Rodger McKinney, *Vestry Liaison*



- 3) June 11 – year end meeting and pot luck dinner at the home of Carolyn and Sam Morris. Spouses and partners are included in the final meeting of the year.
- 4) July 7 – Julia DeMoss met with Outreach Mission Initiatives co-chairs Bill Young and Glenn Beamer, Rev. Vanderveen, and Rodger McKinney, the Vestry Liaison for both committees, to discuss how the two committees could work more collaboratively to improve outcomes for both parishioners and those we serve.
- 5) August – Coordinated the Redeemer “ECS – Fill the Bus” backpack project. We collected school supplies and backpacks for children who attend After School Programs at 2 public schools in the Feltonville area of Northeast Philadelphia.
- 6) October 6, 2015 – Prepared and served dinner at the Darby Mission in Darby, PA for over 75 people. The Darby Mission, which received a grant from the Redeemer this year, serves nutritious meals bi-weekly to a community where 26% of the population, primarily single, female-headed households, live below the poverty level. We prepared food, served the meal, ate with the attendees, and had an opportunity to find out about some of the many challenges they are facing. In addition we toured the facility and met with the Darby Borough Council President Janice Davis and the Rev. Doris Ragajopal, who heads the Darby Mission, to learn about the programs they are offering.
- 7) In December - Organized “Joyful Giving” and collected \$4,525 for African Children’s Mission (\$1,270), Interfaith Hospitality Network (\$1,140), ElderNet (\$1,070), and St. Gabriel’s Church (\$1,045). This was a 39% increase over last year.

### **Budget/ Expenditures**

Our budget for 2015 was \$114,500 all of which was spent. All but \$300 was spent on grants to the organizations or groups listed above. \$250 was spent on an advertisement and 2 tickets for an ElderNet Fundraising event and \$50 for printing posters and “Joyful Giving” materials.

### **Goals for 2016**

- 1 . Revise Grant Application process, application and criteria.
- 2 . Work with Outreach Mission Committee to better coordinate our funding and volunteer activities.
- 3 . Develop a Strategic Plan for Outreach Grants.



I would like to thank all the members of the Outreach Grants Committee, and especially Sam Morris, Susan Ayres and Rodger McKinney for their advice and counsel, flexibility and willingness to pitch in where necessary. It has made the transition and my job so much easier.

We are always looking for new members and fresh perspectives. If you are interested in joining the committee or have suggestions, please contact me.

# ANNUAL GIVING COMMITTEE

Emily Gibb, chair

Committees of the Vestry & Parish

ehgibb@gmail.com

## Annual Pledge Campaign

To raise money for The Redeemer programs and operations  
Oct-Nov 2015

353 pledges as of 1/21/16 totaling \$956K (2016 goal is \$1.04M)

- The annual campaign is a successful way of generating pledges and encouraging participation in the life of the parish.
- It is helpful for members of the congregation to pledge early in the campaign to assist the Vestry and Finance Committee in budget planning for the upcoming year.
- The total amount of pledges has largely remained flat in recent years. The Redeemer has seen an increase in newer pledges, however that has been offset by a number of long-time donors who have either relocated or passed away.
- In order to grow The Redeemer programs, the Committee is focused on cultivating participation in Annual Giving to increase both the number of pledges received and the value of those pledges.
- We are grateful to all members of The Redeemer who participate in the Annual Giving campaign and we appreciate their support.

## Parent's Party

To engage parents in the life of the parish  
September 2015 at the home of Kate and Fraser Brown

Approximately 50 parents of church school children

In 2015, the Annual Giving Committee hosted a gathering for The Redeemer parents so they could learn more about changes taking place in the church school programs.

The event was a great success and helped cultivate a spirit of participation in the life of the church. The Committee is planning additional events with key groups at The Redeemer in 2016 so that people have a greater awareness and understanding of how pledges support the programs at The Redeemer.

## Accomplishments

Execution of Annual Giving campaign

Oct-Nov 2015 with ongoing pledge activity

We haven't quite finished yet, but it's an ongoing document and it will be put into use in this next year.

## Fundraising and Budget

**Amount of money raised this year:** 353 pledges as of 1/21/16 totaling \$956K (2016 goal is \$1.04M)

## Expenditures

**Banners for the Annual Giving campaign** \$150

To create a visual reminder of the campaign and to thank members of the parish for their contributions.

**Campaign mailings** \$500

To provide information to members of The Parish about the church's financial operations and goals for 2016.

## Reflections and Goals

- We have been successful in creating a consistent schedule for the campaign so that members of the parish know to expect it each fall.
- The Committee needs a year-round planning cycle to maximize the effectiveness of the campaign.
- Pledges are critical to budget planning and to the overall operation of The Redeemer. We are grateful for all who pledge to The Redeemer.

## Looking forward to 2016, what are 3 goals for your group?

- Close the gap in the 2016 pledge base so that we achieve \$1.04M in pledges.
- Meet year-round to enhance campaign planning and build momentum for participating in annual giving.
- Maintain and, where possible, increase the number and amount of pledges to help The Redeemer grow its outreach, worship, and fellowship programs.

## Members of the Stewardship Committee

Tad Sperry  
Catherine Brown  
Sally Moser  
Ken Garner  
Julie Williams  
Mike Thompson  
The Rev. Peter Vanderveen  
Eric Rabe  
Doug Raymond  
Ellen Wang  
Emily Gibb  
Kathleen McClave



# AFRICAN CHILDREN'S MISSION

Pricilla Bradshaw, chair

Outreach Missions

prillbrad@verizon.net

## Group Members of ACM

Susan Adeniyi- Jones  
Lynn Marsden- Atlass  
Barbara Billings  
Bea Blackman  
Andrea Cayley  
Sevren Fahr  
Carol Harris  
Kathy Justi  
Gordon Keen  
Janice Keen  
Louisa Rabe  
Marda Schropp  
Rick Sperry  
George Steele  
Suzie Welsh  
Margaret Welsh  
Julie Williams

**Meeting Schedule:** First Saturday of most months at 9:00 am.

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

- Empower our congregation to improve the lives and hopes of people affected by HIV/AIDS through education, child care, health care, community improvement in Malawi
- Develop an interactive educational and spiritual relationship through education of our parish.

## Events:

- Adult Forum in October to announce the dedication of a Mobile Clinic in Malawi in memory of

**Stephen Billings**. The plaque will read:

*This stop of the GAIA Elizabeth Taylor Mobile Clinic is established in memory of The Rev. Stephen R. Billings, a dedicated member of the African Children's Mission of the Episcopal Church of the Redeemer, Bryn Mawr, PA, and a stalwart supporter of GAIA through that ministry. His loyalty and generosity to GAIA are honored here.*

Todd Schafer, CEO of GAIA (Global AIDS Interfaith Alliance), and two Malawian women, Joyce Jere, the new manager and Edna, a nurse, shared the new projects that have resulted in our making a difference in Malawi.

- Have a Heart campaign, February, 2015
  - To raise money for our sponsored village of Kukada
  - Provide an alternative offering to honor a loved one around Valentine's Day
- Malawi Table at the Bazaar, November 21
  - To sell items relevant to Malawi and spread the word of needs in Malawi
  - Sales amounted to over \$2,388.

## Fundraising and Budget

- Raised \$20,000

## Expenditures

- \$15,000 disbursement to GAIA - Second year of a three year commitment to sponsor the village
- \$2,500 for Nurse's Scholarship
- \$2,500 Donation for flooding. In our village, Kukada, 87 households were affected.

## Reflections on 2015

- ACM was able to meet the commitment to its village in Malawi
- Our fundraising was supplemented by generous donations
- Through our fundraising efforts we have been able to spread the word of the purpose of ACM

## Goals for 2016

- Maintain and increase awareness and interest of ACM in the parish
- Fall fundraising concert and reception all ready being planned

Participation in a travel trip in July to Malawi



# CHRISTMAS FOOD BASKET PROGRAM

Carter Williams, chair

Outreach Missions

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 – thank you drivers! 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 sons!) and Sean McCauley. 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

Outreach Missions  
deann.mills@verizon.net randstory@verizon.net

## Meeting Schedule

Food For Friends: The first Wednesday of each month, 1-3 PM

Food For Friends Youth: The Third Sunday of each month, 10:15-11:00 AM. Both groups meet in the Parish House Kitchen.

## Group Mission

Providing great, well-balanced meals in individual serving trays for elderly indigent shut-ins in West Philadelphia. Our drop-off point for distribution is Our Mother Of Sorrows Church, at 48<sup>th</sup> and Lancaster Avenue. Our partner in providing these meals is Our Mother Of Sorrows Outreach, which manages group and individual feeding ministries under the direction of the Roman Catholic Archdiocese of Philadelphia.

## Accomplishments

Food For Friends and Food For Friends Youth produce 70 to 130 individual meals at each of their cooking sessions. FFF met 18 times in 2015, and FFFY met 7 times. The two groups produced 2,774 finished meals in 2015.

## Expenditures

\$4,554 for the cost of the entrees for our meals.

In 2015, our food costs continued to be defrayed considerably by the donations of almost all canned goods, and some entrees by our program Partners- Aid For Friends, and Our Mother Of Sorrows Outreach.

## Reflections On 2015

We enjoy being productive, helping others, and being surrounded by our friends. We create excellent meals for a select group of elderly, indigent and homebound individuals in Philadelphia. We are connected to our community in faith, and across economic and cultural boundaries. We 'd love to have you join us. Just come as you are, and be yourself.

## Goal For 2016

Our goal is to continue doing the things we truly enjoy- creating great meals and spending time with our good friends.



## The Volunteers at Food For Friends

### Food For Friends:

Becky Amis  
Charles Amis  
Charlie Blackman  
Barbara Billings  
Carol Chew  
John Dziedzina  
Gordon Fowler  
Patricia Fowler  
Ken Garner  
Doris Gilson  
Jane Hastings  
Nancy Hastings  
Jenny Kirkpatrick  
Suzanne Lammers  
Monique Leaman  
Vivina Lewis  
Charlotte MacLean  
Charles McGraw  
Hunter McMullin, Sr.  
Bob Mikrut  
Deann Mills- *Executive Chef*  
Lois Muscheck  
Bob Peck  
Leila Peck  
David Randolph- *Group Leader*  
Evelyn Rosen  
Patricia Sandiford  
Nancy Schreiber  
David Shoemaker  
Kitten Susanin  
Steve Strawbridge- *Transportation*  
Nancy Wessels  
Christopher Yao  
Lorie Yao  
Un-Jin Zimmerman

### Food For Friends Youth:

Hank Aldridge  
Kate Atlass  
Carolyn Buck  
Charlotte Buck  
Jim Buck  
Claire Bunting  
Bob Davis  
Lisa Davis  
Mason Davis  
Fitz Dougherty  
Jack Dougherty  
Radcliffe Edmonds  
David Hain  
Lexie Hain  
Zoe Helmers  
Anna Helminska  
Margaret Helminska  
Jared Holeman  
Julia Justi  
Chandra Kee  
Evan Keim  
Emma Leyland  
Quinn Leyland  
Cheryl Masterman  
Zach Masterman  
Gwen McMullen  
Brandon Miller  
Cameron Miller  
Rebecca Northington- *Parent Leader*  
Jack Northington  
Diarmid Rae  
David Randolph- *Executive Chef & Group Leader*  
Issey Senior  
Audrey Senior  
Rebecca Susskind  
William Susskind- *Parent Leader*  
Ellen Wang

# H.E.A.R.T

Joan Warren, Chairman

Outreach Missions

Joan.Warren@comcast.net

## 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 of the Main Line provides a caring and positive environment for homeless families and their children while they design and implement a plan to break the cycle of homelessness in their lives. IHN is dedicated to families who seek to be accountable, resilient, and strive for a better tomorrow for their families.

For a week at a time, five times a year, we convert rooms in the Parish House into bedrooms and a gathering room and provide up to three families with a place to eat, sleep, and feel safe. Volunteers provide home cooked meals, child care, and companionship for our families every evening and overnight from 6:30 p.m. to 6:00 a.m. Additional volunteers help set up the accommodations, shop for groceries ("grab and go" breakfast foods, snacks, etc.), break down rooms at week's end, and do laundry. Many also donate supplies, such as sheets, towels, blankets, and toiletries.

Every morning, the families return to the Day Center in Norristown where they meet with a case manager and work on their goals. For the three months they are in our Network program, families receive a variety of professional services, including job coaching, individual case management, parenting skills classes, budget counseling, life skills classes, and clinical counseling.

## Accomplishments

- Hosted 12 families; 33 people (12 adults, 19 children)
  - December 28-January 4, 2015, March 19-22, May 17-24, August 2-9, September 27-October 4.
- Provided more than 270 meals
- Estimated 850+ total volunteer hours by approximately 100 volunteers (estimated to be the most ever!)

## Reflections on 2015

- 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!
- IHN's new executive director is very enthusiastic and results oriented.

## Goals for 2016

- 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 and Becky Amis  
Susan and Warren Ayres  
Lyle and Claire Beatty  
Leslie Boris  
Prill Bradshaw  
Marcia Brose, Drew and Julie  
Jim, Lin, Caroline, Charlotte, and  
Nora Buck  
Claire Bunting  
Stephen Cadwalader  
Ulf Cahn von Seelen and family  
Jan Clarke  
Drew, Babs, Elizabeth and  
Christopher Camerota  
Darren and Amy Clipston  
Nancy Collins  
Gary and Becca Davis  
Rick and Rita Davis  
Julia DeMoss  
Sev Fahr and Sevren, Jr.  
Gordon Fowler  
Beth Ganss  
Laura Graham  
John Gregg  
Carol Harris  
Jane Hastings  
Bob and Barbara Hobbs  
Chandra Kee  
Anne Kellett  
Jenny Kirkpatrick and John  
Herzog  
Christian, Peggy, and James Lane  
John Lisle  
Cheryl Masterman and family  
Lauren, Rodger, Andrew, and  
Courtney McKinney  
Rebecca Northington  
Joan Orr  
Lisa and Doug Raymond  
Rite 13 and Youth Groups  
Nina Rogers and family  
David Romanik  
Julie Schroeder  
Mary Beth Sedwick  
Nancy Sharp  
Emily Snell  
Rick Sperry  
Alexis and Olivia Stephen  
Kitten Susanin  
Meena Thayu  
Danielle Trucksess and daughter  
Ashely  
Susan Van Allen  
Nancy Walker  
Carter Williams  
Mark Wilmer

# 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  
Laura and Macy Graham  
Jan Clarke-Gross  
Bill Gross  
Meghan Jodz  
Maddie Jodz  
Chandra Kee  
David Randolph  
David Spence

Other participants in 2015 included: Michael and Madeo Clarke, Lisa Davis, Monica Hackett, Charles McGraw, Priscilla Robinson and family, Zoe Staack and the Cahn von Seelen family.

## 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 6 year history, the church has seen steady growth in its congregation. The Sunday School now has close to 35 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.
- The opportunity to help and show respect for those who are much less fortunate makes a powerful impression on young and "mature" alike. In addition to serving meals, young volunteers greet guests and make them feel welcome.



- The new Vicar, Carol Anthony, has actively supported the Saturday Lunch Program and helped to broaden St. Gabriel's outreach efforts by offering the church as a site for the Diocese-sponsored City Camp in July. Led by David Randolph, Redeemer youth raised funds for the camp at a special dinner and helped staff the camp during the first week in July.
- Redeemer volunteers provided some children's gifts for the mission's Christmas celebration.

## Goals for 2016

- Continue to help nourish bodies and spirits in this struggling community.
- Encourage Redeemer parishioners to come experience this ministry - once or many times.

## WOMEN'S BIBLE STUDY

Barbara Billings, coordinator

Parish Groups

bandsbil@verizon.net

### Meeting Schedule

Thursdays from noon to 1 pm during the school year

We are learning, growing and appreciating one another's insights as we read and reflect on the scriptures. In the beginning of 2014 we finished our study of the Book of Exodus. In Lent we began reading the Gospels of Matthew, Mark and Luke in parallel form, covering the events of Holy Week. In the Fall we continued using the Gospel parallels, this time beginning our study in the first chapter of each. We have been reading the scriptures as if for the first time, encountering Jesus and the Kingdom of God in a fresh way.

We wholeheartedly welcome new members. All women are invited to participate. Come with a beginner's mind. No previous Bible study experience is needed, all questions are welcome, and there is no homework. Bring your lunch if you wish.

### Participants

Group Members:

Barbara Billings  
Leslie Boris  
Andrea Cayley  
Amy Clipston  
Kirsten Comai  
Cheryl Masterman  
Lisa Raymond  
Nina Rogers  
Julie Schroeder  
Cynthia Spadaro  
Prem Singh

## MEN'S BROWN BAG BIBLE STUDY

The Rev. David Romanik, John Herzog, 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 at the Church of the Redeemer. To read and discuss selected books of both the 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 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 2015:

- Completion of the Gospels of St. Mark and St. John
- Familiarity with scripture lessons from Gospel of St. Mark in Church
- Clergy Participation from Rev. Peter Vanderveen and Rev. David Romanik

### Goals for 2016:

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

### Participants

Charlie Alexander  
Charlie Blackman  
Sam Chew  
Rick Davis  
Bob Frazer  
John Herzog  
Bob Hobbs  
Dale Huff  
Charlie MacIntosh  
Bruce Northrup  
Bob Peck  
The Rev. Peter Vanderveen  
The Rev. David Romanik

## GATHERING OF MEN

Guy Woodruff and Tad Sperry

Parish Groups

[guy.woodruff@verizon.net](mailto:guy.woodruff@verizon.net)

### Group Members

Tad Sperry  
Tim Patterson  
David Randolph  
Tom Rees  
Randy Westby  
Rick Sperry  
Guy Woodruff

### Meeting Schedule

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

### Group Mission

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

## CHRISTMAS BAZAAR & OUTREACH DINNER

Susan Van Allen

Parish Groups

[scvanallen01@comcast.net](mailto:scvanallen01@comcast.net)

### Committee Chairs

#### Outreach Dinner Committee

Susan Bloom, Outreach Dinner  
Coordinator  
Beth Ganss, Silent and Live  
Auction Chair  
Bill Susskind, Treasurer  
Sam and Carolyn Morris, Auction  
Assistance  
Sally Moser, Reservations and  
Bidding Number Coordination  
Leslie Susskind  
Phoebe Van Allen  
Emily Weigel  
Rich Weigel  
Allison Wortley, Auction  
Checkout

Another year, another wonderful Redeemer Outreach Dinner and Bazaar! A record number of Redeemer members participated in one or more of the events that took place over November 20-21, 2015. Beginning on Friday night at the Merion Cricket Club, with its festive decorations and scrumptious food, participants enjoyed an incredible night of socializing, bidding and buying. The Christmas Shop returned this year, with super hostess gifts and Redeemer crafts. As in past years we had another spirited live auction and Outreach ask. This year we honored Alfred Putnam for his years of service as the Outreach Dinner Auctioneer. Peter Vanderveen presented the plaque and gavel – which Alfred promptly put to use!

#### Outreach Dinner by the Numbers:

207 Attendees  
44 Benefactors  
84 Patrons  
79 Dinner Committee Members  
10 Dinner Donors  
68 Auction Donors  
\$45,239 (Net Profit)

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 Freeman's Auction!); buying hostess gifts and Christmas related items; meeting Santa; enjoying children's activities, including face painting, jumping in the moon bounce and visiting with the Bryn Mawr Fire Department; and lingering over delicious food and conversation. For a second year, we enjoyed the company of the famous Phillie Phanatic – who spread his own brand of joy throughout the event!

Countless behind the scene hours were put in to making the 2015 Bazaar a rousing success, and we would be remiss not to thank our wonderful, dedicated and hard working Committee Chairs and VIPs who made it all happen.

Bazaar Committee Members: Anne Barnett, Trish Bennett, Barbara Billings, Rita Davis, Katharine Eyre, Patricia Fowler, Sallie Greenough, Monica Hackett, Kathy Hutchinson, Chandra Kee, Cheryl Masterman, Colleen McCauley, Ginny McMichael, Sally Moser, Lois Muscheck, Fran Northrup, Tiffany O'Neill, Dee Pugh, and Danielle Trucksess.

In addition to the Event Chairs and Bazaar Committee members, we would like to thank everyone who contributed to the 2015 Bazaar –by volunteering the evening or day of, soliciting/donating auction items, donating Bazaar items and/or making food, cleaning/organizing 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 we are extremely grateful.

While the two day event is the largest Outreach fundraiser on the Redeemer calendar, it is also a significant community building event. Our members, spanning generations, come together to provide meaningful community service. Community members come and experience the very best of Redeemer – our fellowship, our joy at spending time with one another and our efforts to provide a welcoming, well valued community experience. We also impact untold others through the charities who receive our unsold items. An incredible number of people are impacted by this event each year.

And finally, I would like to give Carol Chew my enormous thanks and gratitude for serving as the Outreach Dinner and Bazaar Assistant Chairperson. Her support, creativity and enthusiasm were a real asset to me and this year's event!

#### Bazaar by the Numbers:

135	Volunteers
6	ACM
32	Attic Treasures
18	Books
11	Children's Activities
8	Christmas Shop
10	Luncheon
10	Saturday Silent Auction
10	Toys
17	Vintage

Numerous Donors  
\$24,269 (Net Profit)

Total Net Profit: \$69,508 (to date,  
funds are still coming in)

#### **Christmas Bazaar Leaders**

##### **Attic Treasures**

Melanie LeBoeuf and Lauren McKinney

##### **Books**

Deann Mills

##### **Breakfast**

Anne Kellett and Kitten Susanin

##### **Children's Activities**

Andrea Cayley

##### **Communications/Publicity**

Leslie Susskind

##### **Crafts**

Jennifer Vollmer Copas and Jane Hastings

##### **Decorations/Maps/Signage**

Carol Chew

##### **Luncheon**

Ann Strong

##### **Printing and Design Layout Guru**

Ken Garner

##### **Redeemer VIPs**

Jay Einspanier, Paulo Reyes

##### **Silent Auction**

Carolyn Bennett, Jane Hastings and Carolyn Morris

##### **Santa**

Bob Davis

##### **Santa's Photographers**

Joe and Cynthia Spadaro

##### **Treasurer**

Bill Susskind

##### **Vintage**

Lisa Davis, Pam McMullin,  
Karen Nagel and  
Kristin Cahn von Seelen



# DAD'S GROUP

Ulf Cahn von Seelen

Parish Groups  
ulfcvs@acm.org

## 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 13-14, 2015
- Wapiti Retreat, North East, MD
- Camping, grilling, swimming, boating, good fun, and good weather
- 8 adults, 19 kids

## Redeemer Elves

- Set up Christmas trees for Advent illumination
- Saturday before first Advent, November 28, 2015
- Lawn Across from church entrance
- 6 adults, 7 kids
- An annual tradition

## Reflections on 2015

The group is seeing healthy participation from a new group of parents with younger children.

## Goals for 2016

- 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 6 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 2015

- This program has been growing each year. Over 60 parishioners signed up in October 2015 (another record!) and, since the program's inception, the number of groups has gone from 3 to 6.
- Most groups invite additional parishioners to gatherings, broadening the opportunities for fellowship.

## Goal for 2016

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

## Group Members

Richard & Kris Aldridge  
Warren & Susan Ayres  
Howard & Maggie Baker  
Barbara Billings  
Jay Brown  
Stephan Cadwalader &  
Monica Hackett  
Carol Chew & Rich Weigel  
Christina Clay & Tom Ramsey  
Chris & Betsy D'Angelo  
John & Linda Day  
Gary & Becca Davis  
Rick and Rita Davis  
Darrell & Julia DeMoss  
Gordon and Patricia Fowler  
Al & Sallie Greenough  
Bill Gross & Jan Clarke  
Gregory & Lorrie Harper  
Jessica Harper & Chris Zafriou  
Eileen Kelly  
Debbie Hamilton  
Jenny Kirkpatrick & John Herzog  
Mary Lee  
Justin & Meghan Lockman  
Andrew & Cheryl Masterman  
Norm & Kathleen McClave  
Rodger & Lauren McKinney  
Paul & Cindy McMullen  
Monte & Deann Mills  
Sam & Carolyn Morris  
Karen Nagel & Steve Kamp  
Aita Passmore  
Bob & Leila Peck  
Devika Singh & Kevin Leahy  
David & Diane Senior  
Emily Snell & Charles Silio  
David & Michelle Spence  
Ellen & James Wang  
David & Ginger Woods

## PASTORAL CARE

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

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

### 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

The Pastoral Care Committee actually includes four different groups with a variety of responsibilities: the Pastoral Care Visitation Team, Eucharistic Visitors, Healing Ministers, and Meals and Transportation Volunteers.

### Pastoral Care Visitation Team

Working with the clergy, the mission of the Pastoral Care Visitation Team is to serve Redeemer 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 have discerned a call to this ministry. Some team members visit one person regularly throughout the year while others make visits on a more episodic basis. 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 theological reflection on their work. 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 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

### 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  
Carolyn Morris  
Betsy Crowell  
Mike Thompson

Anna Gerrity  
Ginger Woods  
Monte Mills

### 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

- 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, 21 volunteers (11 parishioners not on the visitation team; 10 pastoral visitation team members) delivered plants to and visited 72 parishioners; At Christmas, 20 volunteers (13 parishioners not on the visitation team; 7 visitation team members) delivered plants to and visited 63 parishioners.
- On the fourth Sunday of Advent, the Pastoral Care Team sponsored a caroling excursion to the Skilled Nursing Center at Waverly Heights. More than 30 Redeemer parishioners from a variety of constituencies participated. Everyone seemed to have a wonderful time. More importantly, the residents and staff

at Waverly were incredibly grateful for the opportunity to sing those songs of the season. We hope this becomes an annual event.

- On Sunday, December 6, 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.



### Reflections on 2015

- 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 continued to spend time reflecting theologically on our pastoral visits and our role as pastoral caregivers. These discussions have been enhanced through readings such as Nicholas Wolterstorff's *Lament For A Son* and Atul Gawande's *Being Mortal*.
- 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 continued to use technology, especially Google Sheets, in our effort to more effectively serve those with pastoral needs.

### Goals for 2016

- We hope to recruit and incorporate two 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 will continue to increase our visibility in "News from the Redeemer" and the Voice.
- We hope to encourage a culture of openness among Redeemer parishioners, so that we can more adequately meet the needs of the community we serve.

### Leadership Transition

After 13 years of devoted leadership as co-chair of the Pastoral Care Committee, Kathy Hutchinson is stepping down. We are deeply grateful for all she has contributed to our ministry and look forward to welcoming Monica Hackett, a committee member who trained under Steven Billings, to serve as co-chair with Martha Wintner.

# REDEEMER LUNCHEON COMMITTEE

Betsy MacIntosh

Parish Groups

CAMacI@aol.com

## Group Members

Maisie Adamson  
Anne Barnett  
Carol Harris  
Jane Hastings  
Nancy Hastings  
Bob Hobbs  
Barbara Ladd  
Betsy MacIntosh  
Charlie MacIntosh  
Charlotte MacLean  
Lois Muscheck  
Dee Lafferty Pugh  
Josephine Rees  
Marcia Solmssen  
Kitten Susanin  
Un-Jin Zimmerman.  
Betsy MacIntosh, *past chair*

The Redeemer Luncheon Committee (formerly called Senior Events Committee) has existed for many years, first under the aegis of Dixie Wigton and then Maisie Adamson. For the past eight years, Betsy MacIntosh has led the group but retired as chair in the summer of 2015. The Luncheon Committee therefore has been on hold since then.

The group's purpose was to provide an opportunity for parishioners to gather informally twice each year, in Spring and Advent 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.

The Committee met several times during the year to consider and plan programs and menus, prepare and mail invitations, then to shop, cook and bake for each event as well as to serve the actual luncheon.

Our last speaker on April 19, 2015 was Jeff Groff, Director of Programs, Winterthur Museum, Library and Gardens whose popular topic was "Living Well: The Cassatts and Their Main Line Houses." One hundred and four parishioners attended for lunch or just the lecture.

In recent years we have had speakers such as our own Michael Diorio (twice, once with Redeemer Schola Cantorum,) Michael Stairs and the Haverford Notables (twice,) and also: Drew Becher, President, Philadelphia Horticultural Society; Diana Duke Duncan, Vice President, Barnes Foundation; Senator Susan Collins of Maine; John Nickolas, Chief Financial Officer, Philadelphia Phillies; Ruth Kapp Hartz, Holocaust Survivor; The Orpheus Club Singers (twice) and Jeff Groff, Winterthur (twice.)

For funding, we had no line item in the Parish Budget but attempted to break even from a \$5 admission charge and sales of extra casseroles and flowers contributed by The Flower Guild.



# CHILDREN & YOUTH MINISTRIES

The Rev. Melissa Q. Wilcox

Parish Groups

[mwilcox@theredeemer.org](mailto:mwilcox@theredeemer.org)

This year has been a full and exciting year, with many changes, and many constants. In particular, a group of very dedicated laypeople undertook a comprehensive assessment of our formation programs from nursery through high school and made a variety of recommendations. Some of the changes that ensued included a longer time for formation so that the adult forum and the children and youth formation would be aligned in terms of time. The consequence of this change is that both programs have been more robust this fall. The leaders of the Catechesis I program under the leadership of Pat Sharpe have adjusted very well to the change in time for our youngest members of the community. Now children 4 and older worship in church, attend Children's Chapel, and participate in Catechesis after the liturgy is over. Catechesis II continues to thrive in the present model and additional helpers were added this year. Good Shepherd 4 and 5 added a new teacher, Emily Snell, and they have enjoyed a rotation model of learning and succeeded in doing a beautiful job on the Christmas Pageant.

Two marked changes this year are the leadership of Children's Chapel under Margaret Helminska and the addition of the children's music activity under Cheryl Masterman. Children's Chapel has embraced the volume of children and the very young ages with great flexibility and persistence. Margaret has developed a beautiful liturgy, which includes a memory verse related to the liturgical season, a lesson by the clergy, prayers by the children, and the passing of the Peace. We are grateful for her dedication to this ministry. Cheryl has taken a group of wiggly children and taught them some fun songs and new ways to worship God with their whole bodies. Children in the whole church school program are participating one Sunday a month in raising their voices in praise to God together before they proceed to their respective age-appropriate classrooms. Finally, an Intergenerational Advent Program marked the end of the calendar year in a beautiful way.

Our youth programs continue to address adolescents as they encounter the various questions and challenges of faith. Our Rite 13 program, included a Sabbath Time program in which youth and families from Rite 13 would gather for a meal and sabbath, led by Rebecca Northington. This year, the Rite 13 group welcomed new teacher, Andrea Cayley.

During the course of the school year, a group of parishioners brainstormed ways that we could continue to strengthen our current youth program. In fact, the Parents' Working Group evaluated and visited each age group of our children and youth programs and made some recommendations. One recommendation that we are able to embrace this fall is adding more planned fellowship opportunities for our Redeemer Youth (grades 9-12.) Our youth program is built on the same principles as the whole parish: Worship, Outreach, and Fellowship. It is our strong belief that we create disciples of Jesus Christ by forming them in these pivotal areas as we help them grow up into the life of adult members of the parish.

## Worship

We continue to encourage our youth to take part in the life of the church by being the church—that is to say, we see Sunday morning as foundational for their life with God and with others. One way we get our youth to church is by providing a variety of venues for



## Leaders

### Interim Director

Pat Sharpe

### Caregivers

Ashley Thompson

Maria Zano

Joan Atkins

### Level I

Linda Day

Monica Lind

Tim Leithead

Taylor Halteman

Lainey Bouselli

### Level II

Barbara Billings

Kathy Fox

Karen Nagel

Chuck Norris

Jessica Harper

Lorraine Harper

### Good Shepherd

Loraine Jones

Cheryl Masterman

Andrew Masterman

Jim Buck

Emily Snell

Cody Wasco

### Children's Chapel

Margaret Helminska

### Rite 13 Leaders

Andrea Cayley

Richard Aldridge

Bob Davis

Bryant Lim

### Sabbath Program

Rebecca Northington

### High School Leaders

Charles Amis

Bill Susskind

David Randolph

Bailey Sperry

Alexis Stephan

Carter Williams

Rebecca Northington



them to connect on Sunday mornings. Whether in our acolyte program led by Bob Mikrut, our music program led by Michael Diorio, our intercessors and lectors led by Duncan Van Dusen, our Children's Chapel led by Melissa Wilcox, or our ushers led by the usher team. Each participant contributes to our worship. And, in some cases, with our junior vergers, each participant is leading us in worship. We are proud of the varieties of ministries our youth undertake and see

their presence as essential to our parish vitality.

#### **Christian Formation.**

As is the habit of our parish, worship moves us to learn more about the God we gather to praise. Our youth will meet in the Youth Cottage this coming year right after worship for a time of reflection on the texts they have just heard. They are using Teen Text which is a program based on our lectionary. Our youth leaders meet with them for discussion, questions, and occasional visits from the preacher. Of course, donuts come with the territory.

#### **Fellowship.**

This year, our youth gather twice a month, in the early evenings for fun and fellowship at the youth cottage. There is time for games like ultimate Frisbee, volleyball, scavenger hunts, and time for sharing a meal. The evening closes with a short service of Compline. The youth are also preparing to host a fundraising dinner in March.

#### **Outreach.**

All of our youth will have the opportunity to engage in local outreach once a month with our Food for Friends Youth program. One Sunday of the month, youth forgo meeting at the cottage after church and come to the kitchen to prepare meals for the hungry and the elderly.

In addition to local service, our youth together with the clergy, leaders, and program staff will plan their summer mission trip. These trips provide the youth a unique opportunity for service and worship in an intense period of time—both strengthening their relationship to God, the parish, and each other. A group is currently determining where the mission trip will be this Spring.

All of these components comprise a sustainable youth ministry with many different people leading our programs.

Many thanks to all of our volunteers, including nursery caregivers, all children and youth leaders, pageant helpers, outreach coordinators and children's chapel volunteers. Your gifts are noticed, appreciated, and vital to our community.

## ACOLYTES

Bob Mikrut, Head Verger

Liturgical Servers  
VergerBob@comcast.net

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

Acolytes of our congregation involved in this worship experience bless themselves and every other worshipper through their faithful service. Initial recruiting for this ministry is held mainly during the month of September, and culminating at the beginning of the fall. But, 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.

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

There are at present 32 Acolytes and 6 Junior Vergers 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 Eucharist service, and 11 who serve at the 11:15 AM Choral Matins and Eucharist services. 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 two services where acolytes are needed, we continue to utilize the additional set of Torchbearers at the 9:00 AM service. Instead of 4 Acolytes, we 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.

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](mailto:vergerbob@comcast.net) if interest evolves.

### 2015-16 Acolyte Roster

#### *Junior Vergers*

Hank Aldridge  
Jared Holeman  
Emma Leyland  
Graham Mills  
Rebecca Susskind  
Cal Williams

#### *Crucifers & Torchbearers*

Bo, Eliza & Evie Aldridge  
Andrew & Julie Brose  
Anna & Edmund Cayley  
Sev Fahr  
Lainey, Lucia, & Zoe Helmers  
Maddie Jodz  
Jim Jordan (Adult)  
Aaron & Quinn Leyland  
Finn & Samantha Manogue  
Nick, Ryan, & Zach Masterman  
Austin Miller  
Jeffrey O'Neill  
Diarmid Rae  
Elle Seward  
Addie & Ainsley Steele  
Olivia Stephan  
Jack Susanin  
Lucy & Susanna Ulrich  
William Vandiver  
Cheney Williams



# ALTAR GUILD

Anne Kellett, interim chair

Liturgical Servers  
abkellett@comcast.net

## Guild Members

### First Sunday

Leader: Nancy Nimick  
Kate Brown  
Kristen Cahn von Seelen  
Beth Ganss  
Mary Hopkins  
Barbara Ladd  
Ann Strong  
Duncan Van Dusen

### Second Sunday

Leader: Kitten Susanin  
Evie Day  
Joan Harvey  
Betsy MacIntosh  
Pam McMullin  
Lois Muscheck  
Nancy Sharp  
Joan Warren

### Third Sunday

Leader: Anne Kellett  
Betsy Crowell  
Barbara Hobbs  
Kathy Hutchinson  
Josselyn McAdam  
Blair Stambaugh

### Fourth Sunday

Leaders: Maisie Adamson and  
Jane Hastings  
Anne Barnett  
Charlotte MacLean  
Debbie Safford  
Nancy Wessells  
Sook Hee Yoo

The Altar Guild operates at the center of our church liturgy and we work closely with our clergy to enable them to provide a liturgical experience for all parishioners at all services. We would love to have you join us as we continue to learn more about the sacraments and traditions of our church. If you would like, please contact me—Anne Kellett—at [abkellett@comcast.net](mailto:abkellett@comcast.net) or speak to any of our members.

## Sub Groups and Their Responsibilities

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

I urge you to consider joining us. It is not arduous or time consuming but is a tremendous learning experience and a real pleasure to work with our clergy. We plan to have an all Altar Guild lunch and meeting on Saturday March 19<sup>th</sup> at which time we will plan for Holy Week and Easter. Think about coming!!



# CHOIRS AND MUSIC PROGRAM

Michael Diorio, Organist & Director of Music

Liturgical Servers  
mdiorio@theredeemer.org

## Annual Chili Sale

Purpose: To bring volunteers together and offer culinary enjoyment to the parishioners while raising awareness of the music program.

When: January & February 2015

Where: Parish House

How many attended: Over 100 purchases

Reflection on Event: Always anticipated and enjoyed by our community. More varieties (and even soups) might be appreciated, as well as additional days to sell.

## Jubilate! Concerts with the Academy of Vocal Arts

Purpose: To serve as the chorus for three AVA concerts that enabled our program participants to enjoy collaboration with professional musicians for an important local institution for musical advancement.

When: First weekend in March 2015 (Fri, Sat, Sun).

Where: The Redeemer, St Paul's Chestnut Hill, Holy Trinity, Rittenhouse Square.

How many attended: Several hundred, cumulatively, over three concerts.

Reflection on Event: Great experience for youth and adult alike, demanding schedules illumined an understanding of performing and preparing. The Redeemer was represented well, by youth and adult participants, in and around communities that might not know us. AVA gave a donation of \$5,000 for our involvement.

## The Redeemer Annual Garden Party at Appleford

Purpose: Primary fundraiser of the music committee, helps to fund Music at The Redeemer and the scholarship fund. This event raised \$14,000.

When: May 2015

Where: The Appleford Estate

How many attended: 180+

Reflection on Event: Exceptional attendance, high spirited and well received.

Important and meaningful fellowship between parishioners, parents, and youth.

Longer time for libations and simpler food displays could add to the enjoyment of the afternoon.

## Car Wash & Bake Sale

Purpose: A time for the kids of Schola to work together and raise funds for their music & mission trip.

When: After the 9 AM service, on the last Sunday of September.

Where: The Parish House

How many attended: 40+

Reflection on Event: Received well. Many parishioners took part. Could use more carwash supplies and two or more adults to help with the washing and bake sale supervision.

## Thanksgiving Pie Fundraiser

Purpose: To raise funds for the choir's music & mission trip. Raised \$2,000.

When: October & November

Where: Parish House and beyond.

How many attended: Over 250 pies sold.

Reflection on Event: Appreciated by the members of Redeemer, and by the friends and family of choir members who purchase their Thanksgiving dessert from us every year. Suggestions have been made to find a more local orchard rather than the one in Princeton. 3 volunteers delivered the pies in separate vehicles, with two others helping with organizing orders by last name.

## All Souls Requiem Service

Purpose: Commemorate All Souls Day, and invite the community into a service of remembrance.

**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

17 members

### Resident Training Choir

17 members

### Schola Cantorum

20 members

### Redeemer Choir

29 members

### Chancel Choir

16 members

### Member types

54 youth and 34 Adult participants

### Rehearsal schedules

Schola

Tuesday 6:15-7:45

RTC & Cherub

Wednesday 5:30-6:30

Redeemer Choir

Wednesday 7:30-9:00

Chancel Choir

Sunday 10:30-11:10

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.

When: First Sunday in November.

Where: The church, and surrounding area outside.

How many attended: 200+

Reflection on Event: Beautifully executed by the choir and instrumentalists. New exterior lighting of the church was first illumined and viewed by all afterward, followed by a light reception in front of the church. There was a feeling of joy and love for The Redeemer as our parish home.

### **Service of Nine Lessons & Carols**

Purpose: Offer a service of Advent / Christmas music and lessons to the community and raise funds for the Margaret Orr Memorial Choral Scholarship.

When: December 13

Where: The church and Parish House.

How many attended: 400+

Reflection on Event: Most attended of these services yet offered. The congregation grows in number each year. Lighting was beautiful. People felt welcome. The entire gambit of the music program was beautifully represented from youngest to oldest. We raised over \$4,000 for the Orr scholarship fund. Along with the reception, which was full of good cheer, this event always highlight the Advent season at Redeemer. More bottled water and chairs needed for next year's event. Perhaps a different group of readers might be considered.

### **Accomplishments**

#### **Recruitment of singers**

We were happy to welcome several more adults and youth to the choral program.

#### **Replacing old choir microphones**

Truer representation of the sound in the church, of the choir and the congregation. Most helpful for those who listen to our services online.

#### **Fundraising and Budget**

Amount of money raised this year      \$30,000

#### **Expenditures**

Microphones      \$1,746.00

To create a more meaningful experience for the online listener, to more fully reflect the true sound of the "room" inasmuch as acoustics are concerned, and to have a more satisfactory archive of what we produce.

#### **Reflections**

- The level of engagement and dedication on the part of the choir member is incredibly meaningful. It helps to foster a true understanding of what it is we actually do, as opposed to simply doing what we *like* to do.
- Our staff singers are an essential element for our volunteers (young and old). In an arena where there are members of varying ability that are called upon to perform at certain standards, our staff singers help to aid in the learning, understanding and performing of our repertoire. They bring encouragement, helpfulness and support in each of their vocal sections, which fuels our volunteers' excitement about the program as well as increases their ability and awareness of musical concepts.

#### **Goals**

- Increase membership in both youth & adult participants.
- Schedule more off-campus outreach singing events, including a Music & Mission Trip this summer.
- Increase time for fellowship outside the choir room between the choral groups (and parents) by reducing the amount of demands on the special events schedule and creating a time for group activity.



# FLOWER GUILD

Jan 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 their 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: Approximately 20 Guild members and other volunteers assisted in decking the church for these feast days.
- Weddings and funerals: The Guild provided elaborate floral arrangements for several large weddings and a number of funerals with 6-8 Guild members participated per wedding. These required a great deal of time in some cases, but each added exceptional beauty to the Sunday service following the wedding.
- Parish events: Year-round and on special occasions, 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 is derived from weekly memorial flowers, Christmas and Easter memorial flowers, weddings and funerals.
- Annual expenditures for flowers do not exceed income.

## Reflections on 2015

- Always gentle and caring, Anne Barnett retired as Funeral Flower Coordinator at the end of the year.
- Long time Guild member and former Team Leader, Mary Ellen Noel died just after the year ended. Along with her love of flower arranging, she will be remembered for her hearty laugh and sharp wit.
- Welcoming 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 2016

- 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

### Group Leaders

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

### 1st Sunday Team:

Jenny Kirkpatrick (leader)  
Kathie Bell  
Leila Peck  
Barkee Supplee  
Un-Jin Zimmerman

### 2nd Sunday Team:

Marby Sparkman (leader)  
Nadia Janetta\* (ass't. leader)  
Elise Carr  
Lynne Chapman  
Jane Hastings  
Kathleen McCoy  
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  
Kathy Hutchinson  
Julie Schroeder

## Guild Members

This group did not meet in 2015, since we were waiting for decisions to be made about clergy chairs for which cushions were planned. I consider our “members” to be those who participated in the creation of the communion rail kneelers several years ago

Nancy Sharp

Joan Warren

Evie Day

Sally Moser

Nancy Shriber

Anne Barnett

Lois Muscheck

Mary-Brigham Durand

We have also had interest from

Kate Brown

Ginny Williams

Quartie Clothier

Kristin Cahn von Seelen

Trish Bennett

## Group Mission

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

## Accomplishments

- Chairs refinished: We arranged for the refinishing of the two existing clergy chairs during the summer. We had hoped to have them restored/repared in a more serious way, but were told by the refinisher that they were beyond repair. The refinishing job therefore was minor; hopefully the chairs will live for a decade or two more, but eventually the church will have to consider purchase of new clergy seating. Some research has been done on replacement chairs, but will not be pursued until budget and style parameters have been defined. Important note: any new chairs should be designed to accommodate the unique size and shape of the seat cushions now underway.
- Cushions designed, painted, and delivered: We have received the two seat cushion canvasses from Nancy Lukoskie of Fancywork Finishing. Stitching of the canvasses will begin in January by Kristin Cahn von Seelen and Trish Bennett. We do not yet have a timetable for completion, but expect them to take 12-18 months, depending upon the speed and availability of Kristin and Trish for this project.

## Fundraising and Expenditures

- To date, we have spent \$2132.90 for the design and materials of the two cushions, and \$300 for the refinishing of the two clergy chairs. Finishing expense (i.e. creating cushions from the finished canvasses) is expected to be in the area of \$550 apiece. Although I had been optimistic that we would find underwriters of the cushions, I was not successful in doing so. When the cushions are completed, there may be an opportunity to find folks who would like to sponsor them as memorials.

## Goal for 2016

- Gauge progress on the two cushions, so that a timetable for completion can be made

Gather the informal membership, as well as any other interested, for stitching session(s)—primarily as a social event, since no other projects are on the horizon.

# USHERS

Sean McCauley

Liturgical Servers  
sean@mralp.com

## 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 McCann – Usher

Christina Clay - 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  
Julie Williams  
Guy Woodruff

#### **11:15 Service**

Lisa Craig  
John Gregg  
Mary Clay Lee  
Betsy and Charlie MacIntosh  
Mary Page  
Betty Webb  
Margie Widmann  
Dixie Wigton  
Camilla Williams

### **Mission**

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



# PLEDGES RECEIVED FROM THESE HOUSEHOLDS

## FOR OUR WORK TOGETHER IN 2016

as of February 4, 2016

John Acton	Jay Brown	Gloria de Pasquale	Laura Graham
Talbot & Maisie Adamson	Jim & Lin Buck	Flora de Pasquale	Frank Grebe
Paul & Mary Adkins	Christopher & Claire Bunting	Edward & Anne Dearden	Norman & Joan Greene
Lucetta Alderfer	Stephen Cadwalader & Monica	Darrell & Julia DeMoss	Al & Sallie Greenough
Richard & Kris Aldridge	Hackett	Bob & Sue Denious	John Gregg
Alexa Aldridge	Ulf & Kristin Cahn von Seelen	Michael Diorio & Alan Causing	William Gross & Jan Clarke
Charlie Alexander	Bobbie Cameron	Sophie Donaghy	Peter Grove & Nancy Greene
James & Julia Alexandre	Drew & Babs Camerota	John & Melissa Donnelly	Fred & M. Lita Haack
Charles & Becky Amis	Lynne Chapman	Bill & Sally Dordelman	Jim & Barbara Haley
Warren & Susan Ayres	Sam Chew	Suzy Dorrance	Henry Hallowell
Maggie Baker	Blake & Julie Christoph	Joseph & Elizabeth Dougherty	Debbie Hamilton
Judith Bardes	W. Morgan and Sonia Churchman	Richard & Nancy Drummond	Gregory & Lorrie Harper
Anne Barnett	Peter & Kimberly Clement	Lawrence Earle	Carol Harris
Glenn Beamer	Darren & Amy Clipston	Hank & Martha Mel Edmunds	Nancy Harris
Karl Beinkampen & Beth Corrigan	Quartie & Barbara Clothier	Joe Elefritz	Bill Hartz & Cynthia Cericola-
Jeffrey & Kathie Bell	Thomas Coleman	Michael Erdman	Hartz
Eric Benke & Frances Merritt	Ellen Conlan	Charles & Karen Ernst	Joan Harvey
Thompson	Bill & Joanne Conrad	Bill & Katharine Eyre	David & Nancy Hastings
Thomas & Carolyn Bennett	Dick & Ottilie Conway	Sevren & Lynn Fahr	Ed & Bobby Hastings
Sandra Berwind	Peter & Elisabeth Cooke, Jr.	Philip & Suzanne Fisher	Jane Hastings
Lloyd Beyer	Becky Cooke-Laughlin	David Ford	Louise Havens
Ernest & Ana Biddle	David & Jennifer Copas	Bob Forster	Leo & Stacey Helmers
Barbara Billings	Ward & Betsey Corkran	Harry & Phyllis French	Frank Helminski & Margaret
Diana Bittel	Ted & Polly Coxe	Beth Ganss	Helminska
Charlie Blackman	Charles & Lisa Craig	Nancy Gardiner	Molly Hill
Bea Blackman	Jim & Betsy Crowell	Ken Garner & Bob Mikrut	Charles Hillis & Sylvia Lee
Luke & Betsy Block	John & Steffie Crowther	C. Meade Geisel	Bob & Barbara Hobbs
Charlie & Susan Bloom	Maggie Cunningham	George & Pooh Gephart	Rick & Annie Hole
Barbara Borgersen	Stephen & Margaret Dana	Tom & Anna Gerrity	Bessy Hopkins
Al & Leslie Boris	Chris & Betsy D'Angelo	Gay Gervin	Mary Hopkins
Priscilla Bradshaw	Rick & Rita Davis	Tony & Erin Geyelin	Dale & Denise Huff
Jamie & Joan Bromley	Gary & Becca Davis	Emily Gibb	Hugh & Margaret Huh
Marcia Brose	Rod & Evie Day	Patricia Gibson	Alex & Tucker Hurtado
Fraser & Kate Brown	John & Linda Day	Bruce & Gale Gillespie	Kathy Hutchinson
Rick & Phyllis Brown	Francesca Linda de Pasquale	Pete & Beth Goodhart	Mimi Ingersoll

## PLEDGES RECEIVED FROM THESE HOUSEHOLDS

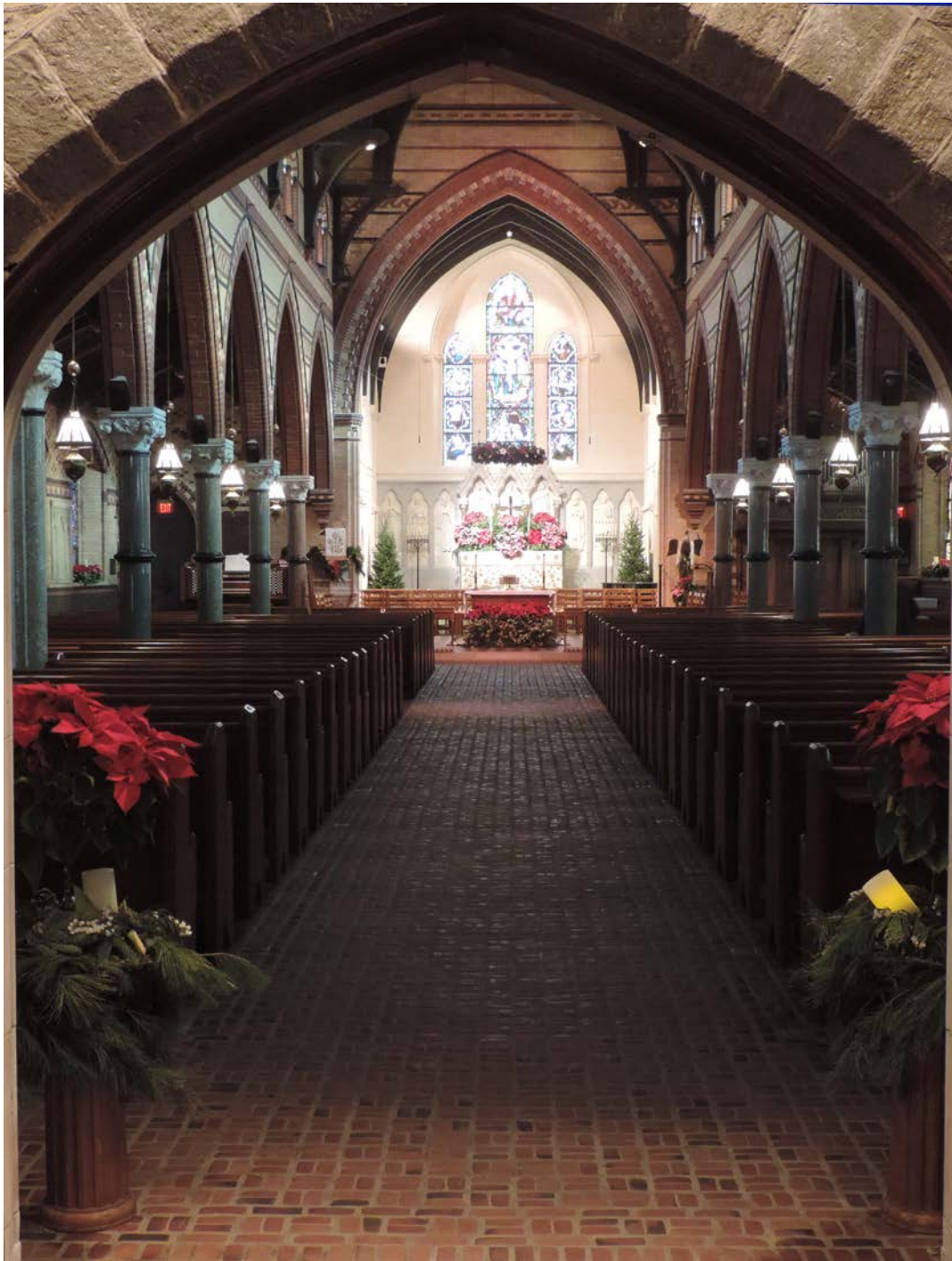
### FOR OUR WORK TOGETHER IN 2016

Tony & Sally Jannetta	Bob & Jennifer Leininger	Lisa McLean	Brian & Tiffany O'Neill
Steve & Nadia Jannetta	Timothy & Lauren Leithead	Sandra McLean	Duncan & Joan Orr
Phil & Meghan Jodz	Gregory & Anita Lewicki	Elizabeth McLean	Craig & Libby Owens
David & Joanna Johnson	Edward Lewis	Ginny McMichael	Mary Page
Karl & Sheryl Johnson	Bryant & Soo Hee Lim	Paul & Cindy McMullen	Frank & Mary Ellen Partel
Ed & Loraine Jones	Nelly Lincoln	David & Sandy McMullin	George & Kathleen Patrick
Jim Jordan	Roger & Monica Lind	Hunter & Pamela McMullin	Lanny & Ann Patten
Bobby & Katharine Joyce	Barb Linder	Brooke & Patty McMullin	Bob & Leila Peck
Helen Justi	John & Elaine Lisle	George McNeely	Roz Pendergast
Tac & Melinda Justi	Kyle & Marlies Lissack	Gregg & Mary Miller	Joyce Petersen
Betty Justi	Stephen LoCastro & Laurie	Wistie Miller	Jack & Linda Pickering
Gavin & Lori Kahn	MacKenzie	Harry & Rachel Miller	John & Emily Pickering
Gordie & Janice Keen	Marian Lockett-Egan	Daniel & Jill Miller	Hobie & Pamela Porter
Jon Keim & Chandra Kee	Charlie & Betsy MacIntosh	Monte & Deann Mills	Margot Powell
Sid & Susan Keith	Joanie Mackie	Sam & Carolyn Morris	Laura Powell
Morris Kellett	Mackie & Charlotte MacLean	Sarah Morris	Pat Pruett
Anne Kellett	Michael & Margrit Maggio	Becky Morris	Dee Pugh
William Kelley	Christopher & Caroline Manogue	Rob & Janie Morris	Alfy & Kathleen Putnam
Barbara Kip	Carolyn Markle	Perc & Sally Moser	Luisa and Eric Rabe
Jenny Kirkpatrick	Lynn Marsden-Atlass	Abraham Munabi & Susan	David & Jessie Rae
Jarrett & Judith Kling	Craig & Celia Martin	Adeniyi-Jones	Leonard & Sally Randolph
Hope Knight	Sandy & Louise Marx	Jean Murdock	David & Joyce Randolph
David & Jan Kollock	Andrew & Cheryl Masterman	Lois Muscheck	Doug & Lisa Raymond
Christine Kriebel	John Mather	William & Barbara Ellen Myers	Carolyn Raymond
Barbara Ladd	Jim & Josselyn McAdam	Karen Nagel	Tom & Josephine Rees
Tex Lamason	Bob & Minkie McAdoo	Robert & Priscilla Nalls	Jay & Gretchen Riley
Anthony & Judy Lame	Tony & Binney McCague	Ted & Carol Neilson	Philip & Sandy Ringo
Christian & Peggy Lane	Brook & Connie McCann	Lathrop & Lorna Nelson	Lance & Nina Rogers
John & Melanie LeBoeuf	Norm McClave	John Newhall	David & Sarah Beth Romanik
Bob & Mary Clay Lee	Kathe McClave	Nancy Nimick	Herb & Linda Rorer
Stephen & Deborah Lee	Barbara McClenahan	Eric & Georgie Noll	Debbie Safford
Brad & Margery Lee	Kathy McCoy	Phil & Nancy Nord	Patricia Sandiford
Mary Lee	Joe & Suzanne McDevitt	Ryan & Rebecca Northington	Jay & Fritzie Sands
Victoria Leidner	Rodger & Lauren McKinney	Bruce & Francesca Northrup	Stuart & Susanna Saunders

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### FOR OUR WORK TOGETHER IN 2016

Mort Saunders	Steve & Bebe Strawbridge	Joan Warren
Dusty Scheetz	Bill Streamer & Cecy Keller	Betty Warren
Nancy Schriber	Ann Strong	Joel & Phyllis Wasley
David & Julie Schroeder	Connie Stuckert	Betty Webb
Marda Schropp	Woozy Supplee	Rich Weigel & Carol Chew
Sue Schultz	Barkie Supplee	Frank & Margaret Welsh
Ken & Amanda Schwenke	Kitten Susanin	Richard & Pat Wesley
Presley Schwinn	John & Amy Susanin	Daniel & Kristin Wesley
Mary Anne Scott	Bill & Leslie Susskind	Nancy Wessells
Mary Beth Sedwick & Helen Wortham	David Tachna & Catherine Carruthers	Randy & Chantal Westby Cally Wheeler
David & Diane Senior	Gihan Tennekoon	Brad & Elaine Whitman
Jay & Jennie Seward	Mike & Maria Thompson	Margie Widmann
Rusty & Nancy Sharp	Mary Tilghman	Dixie Wigton
Charles Silio & Emily Snell	Christopher & Danielle Trucksess	Melissa Wilcox
Kent & Anne Silvers	Mike Tyler	Pam Wilford
Dan & Patty Slack	Gill Tyson	Julie Williams
Betsy Slattery	Peter & Jill Unruh	Carter & Ginny Williams
Polk & Nancy Smartt	Susan Van Allen	Cimmie Williams
Howard & Mimi Snyder	Duncan & Elizabeth Van Dusen	Claude & Martha Wintner
Arthur & Marsha Solmssen	John & Emmy Vander Zwaag	Charlie & Nan Wood
Roz Souser	Peter Vanderveen & Trish Bennett	Guy Woodruff & Priscilla Bright
Thorne & Marby Sparkman	Chad & Elizabeth Vandiver	David & Ginger Woods
David & Michele Spence	Jacques & Stephanie Vauclain	Andrew & Lore Yao
Rick Sperry & Nancy Collins	Graham & Jane Wagner	Sook Hee Yoo
Tad Sperry & Ellen Harvey	Barry & Nancy Walker	Chris Zafiriou & Jessica Harper
Bailey Sperry	Helen Wallace	Josie Zelov
Michael Stairs	John & Karen Wallingford	Un-Jin Zimmerman
Blair Stambaugh	Louise Wanamaker	3 Anonymous
George Steele & Kathy High	James & Ellen Wang	
Kevin & Tracy Steele	Paul & Peyton Wanglee	
Scott & Alexis Stephan	E. Smedley Ward	
Dana Stewardson	Michael & Kathy Warhol	
David Strawbridge	William Warner	



  
Episcopal Church of  
**The Redeemer**  
230 Pennswood Road Bryn Mawr, Pennsylvania 19010  
610-525-2486 [www.TheRedeemer.org](http://www.TheRedeemer.org)