

Minutes of the Meeting of the Vestry
Church of the Redeemer, Bryn Mawr, PA
Sunday, February 21, 2021
1:00-2:00 PM via Zoom

Vestry members present: Paul Adkins, Jim Buck, Jennifer Copas, Lisa Davis, Elisabeth Cooke, Al Greenough, Melanie LeBoeuf, Harry Miller, Susan Rushing, Tracy Steele, Jacques Vauclain, and Christopher Zafiriou.

Redeemer staff present: The Rev. Peter Vanderveen, The Rev. Jo Ann Jones, The Rev. Michael Palmisano, and Francesca Merritt

Recorder: Francesca Merritt

Tracy asked for impressions of the Parish House after the tour. Vestry members were enthusiastic.

Review of Consent Agenda Procedures

Tracy reviewed the consent agenda procedures. To allow the vestry to focus on the strategic plan, vestry liaisons for specific committees will not be appointed this year; however, vestry members will continue their service on committees. Committee chairs will provide monthly reports to the vestry. The monthly reports will be distributed to the vestry the Friday before the scheduled vestry meeting. The consent agenda will be presented for approval at the meeting. If there is something that requires discussion, it can be pulled off the consent agenda. Tracy will prepare a simple form for reporting committee chairs to complete, with set due dates, and Fran will solicit reports from the committee chairs. We will ask on a rolling basis to have committee chairs be present at vestry meetings.

Committees/Chairs

Jim Buck is the leader of the Nominating committee this year. The Nominating committee needs to recommend, and the vestry needs to appoint, the deanery and diocesan delegates. The third year vestry members, Jacques, Lisa and Tracy, are automatically members of the Nominating committee as well.

By-Laws Ad Hoc Review Committee

We are forming an ad-hoc committee to review the by-laws. Tracy said she would work on it with Peter, Jennifer and Jim.

Strategic Plan for Church Growth and PH Utilization - Year One

With the exception of the wardens and the head of the Nominating committee, vestry members will be appointed to lead the work on each part of the Year One Strategic Plan goals. Vestry members will work with staff on each goal.

Assignments:

Worship/Learn/Grow

Arc of Formation -- Elisabeth Cooke

Opening and Welcoming

Open Campus/Establish Guidelines/Engage Groups/Hospitality – Susan Rushing, Lisa Davis, Harry Miller, Paul Adkins

Engagement with Redeemer Youth – Jennifer Copas and Elisabeth Cooke

Support/Outreach

Survey/Communications – Melanie LeBoeuf and Al Greenough

Metrics

Elisabeth spoke about the metrics that we will consider for growth in faith, membership and impact. Ideally the metrics need to be meaningful and tied to the overarching objective of our mission. Elisabeth stated that this is a long term plan and we should not select too many items to measure within each pillar.

Incorporating Staff in Strategic Plan Development

Peter will ask staff to be involved with the strategic plan and will report back on their interests/assignments.

Inviting additional parishioners in Strategic Plan Development

Tracy noted that it may be appropriate to tap additional parishioners to help in the process because of their expertise. Each group should consider who to invite.

Fran was asked to distribute the full Committee and Groups listing to the vestry.

Tracy asked for the groups to meet via zoom and have a conversation before our next vestry meeting. She asked them to be creative and outward looking.

Tracy said the community goes into a hiatus in the summer, and we should aim to have some bold ideas to kick off the new parish house in the fall.

Paul asked is there a plan for a new welcoming brochure or video and perhaps a slogan as well. Jacques added it could have the web address of our YouTube channel where they could see the videos of the parish house that have already been made.

Tracy said there was a recent article on growth in the fastest growing of Episcopal churches. In these instances, the parishes were focused on the needs of their parish and the community. They worked to spread the good news, not just bring people onto the campus. The message was to engage community, and growth will follow. The vestry asked that Tracy share that article.

The meeting adjourned at 2:00 PM.