

Vestry Meeting January 20th, 2026
6:30pm

Minutes prepared by Hope Knight

Attendees: Rev. Peter Vanderveen, Rev. Jo Ann Jones, Rev. Jeremy O'Neill, Hope Knight, Daniel Wesley, Joshua Castaño, Tiffany O'Neill, Cheryl Masterman, Danielle Trucksess, Edwin Shafer, Jim Jordan, David Woods, Charlie Merwin

Absent: Lisa Raymond, Joe Spadaro, John Black

Opening Prayer: Rev. Jo Ann Jones

Approval of Consent Agenda: Moved to accept unanimously

Approval Minutes of November 2025 Meeting: Approved with corrections. Peter Vanderveen - correction on attendees (Joe Spadaro WAS in attendance last month)
○ P. 5: Lessons & Carols, not Blessings & Carols ○ P. 6, second bullet: Rector: spelling error of faithful

Administrative Reports

Rector's Report given by Rev. Peter Vanderveen

- The Christmas season was very successful; attendance was very good. Compliments to Andrew and whole music department for great music; people commented on the strength/enjoyment of the music.
- Great inclusion/spotlight on the children's choir during the Lessons & Carols
- Noticed an uptick of visitors, especially last week (1/18) even though it was a snowy, holiday weekend.
- Peter took time to look at other parishes while away and was shocked at how many churches have a small or non-existent music program. Some churches did not appear to have an organist. Speaks to the importance of continuing the program here at Redeemer as it helps to show and foster vitality. Helps to keep people coming back and supports the clergy's ministry without burdening them to come up with musical selections themselves.
- The Redeemer is incredibly blessed to be in a position of making decisions that bolster our programs and not find it stressful on the staff, the congregation, and the church

Parish Administrator Report given by Joshua Castaño

- Capital Projects Ahead
 - Masonry repairs to the church tower to begin this year
 - Plenty of work still needs to be done in the Narthex
 - On the horizon: the HVAC system in the church is nearing the end of it's life and will need to be completely replaced
- Digitalization of parish burial records being done by a few parishioners.
- Possible parish members interested in restarting Church Yard Beautification Committee
- Joshua wants to strengthen the marketing of our campus facilities to get a wider reach in the community
 - Helps to bring in rental fees/space usage fees
 - Maggie's Soups was brought up; at first, it was unclear to the congregation as to whether or not the sales were going to the chef (Mary) or to the church. Indeed, a portion of every sale is being donated to Redeemer. Peter clarified that this information is in the News bulletin for anyone to see.
 - Jim asked about liability for outsiders to use the expensive equipment in the kitchen. Joshua explained that he vetted her like every outside patron is vetted when requesting use of one or more of the campus spaces. He asks that people have their own liability insurance as well
 - Signed contract with extensive check list is necessary before outside people are allowed to use our space.

Accounting Warden's Report given by Joshua Castaño

- November Finance Report
 - Overall, monthly expenses were lower in November were lower than budgeted
 - Looks like we are in the neighborhood of a surplus of \$90,000.00 at the end of 2025

Rector's Warden's Report given by Charles Merwin

- Presented update on Stewardship Campaign
 - Committee considering demographic map of members
 - Could help with 5-10 year pledging projections vs. Risk of cutting programs if a dwindling number of pledges is foreseen. Cutting

programs too early will potentially cause pledging members to leave for other churches.

- The targeted asks worked - pledge amount per household were up overall
- Most outstanding pledges are in; letters will be going out to the few outstanding members we have yet to hear from.
- 175th Anniversary Meeting with Charlie Merwin, Cheryl Masterman, and Peter Vanderveen scheduled for Saturday, January 24th
- February 17th: Vestry Double Duty : Pancake Supper first (5-7 pm), Vestry Meeting will commence afterwards

New Business

New Vestry Slate

T. O'Neill

- Presentation of the four nominees: Scott Carter, Rita Davis, Jessie Caverly Rae, Eric Rabe
- A question was raised about a person wanting to have their name added to the ballot and Peter explained that this is not something that has happened in the past. Additional person would need to secure 30 signatures within two weeks of the presentation of the slate of the four original nominees.
- The overall consensus of the board is that it would be very unlikely that would happen
- Suggestion made to offer people that did not make the slate the opportunity to serve on another committee
- **MOTION made and seconded to accept slate of 4 nominees.** All in attendance (except for Peter) voted to **APPROVE** the slate unanimously

2026 get Draft Review

Castaño

- Small changes from the draft 2026 budget presented in the December meeting
- Community Support (Grants) is listed on the budget as Outreach Contributions
 - Joshua explained how the Christmas Village revenues are listed in the budget right now. These revenues are held in a restrictive account until they can be transferred to the operating budget of the following year which then increases our operating budget

- The diocese sees this and requests a higher sacred ask (right now at 6.31% - 8%)
- Executive Committee has asked that the Christmas Village revenues remain off of the operating budget because this money is used for organizations other than Redeemer. It is not part of our operations and therefore should not be in our budget.
- Update the Endowment for 2026
 - Vestry Transfer is a prediction of a surplus and is rolled over as money that can be used for the following year's operating expenses.
 - This money could be invested otherwise deployed instead.
 - From 2021 through 2025 years, the Vestry Transfers have totaled \$214,423. This might better serve us long term in the endowment.
 - Peter asks that we take action to lower the Vestry Transfer in coming years by considering changes to lower or eliminate the Transfer from Vestry Reserve in years that end with a surplus.
- Current Stewardship campaign asked people for a 6% increase in their annual pledge. Increased the pledge revenue. Response has been amenable
- Debbie (Parish Accountant) is now a member of the staff; this explains the increase in staffing costs.
- Buildings & Grounds has also increased due to care of the tree canopy\
- Corrections to Christian Formation and Nursery
 - The amount budgeted questioned as too low if growth is expected. Joshua explained that the costs for supplies is minimal since the curricula and staffing is taken care of elsewhere. There is currently more funds budgeted for this than is used but if an unexpected cost pops up, Redeemer would have to find the resources elsewhere.
 - Jeremy explains that funds are easily available if/when needed through the help of congregants

Joshua is asking the Vestry to ask any questions tonight, wait for the finance committee to finalize, and then vote to approve via email by Wednesday, January 28th.

- **MOTION to accept budget as presented** with a vote to occur next week by David Woods; seconded by Tiffany O'Neill

Christmas Village Update

Masterman

- All CV chairs have resigned but there are 20 members on the committee that still want CV to continue. Unfortunately, none of the 20 remaining members can chair.
- Unanimous feeling that loving one another/mankind is what this event is all about. It is also the primary funder for grants.
- Meeting scheduled with Rebecca Northington to discuss possible chair heads from some of the young families in our children's school/RYG.
- Meeting on 23rd to come up with a plan for the new vision.
- With the 175th anniversary occurring this year, perhaps both events could converge and come out as something new.
- Most of the money is made through benefactors; the Friday night event is a great party for the Redeemer congregation. The community event on Saturday is very important but needs a new vision because it is a huge undertaking for very little revenue.

Annual Meeting Orientation

Vanderveen

- Predictable event - necessary to share reports and commend people
- Peter feels it needs a revamp because the interest in attending year after year is dwindling
 - It should be forward thinking
 - What could we do to change/tweak the meeting to make it more palatable for the congregation to attend?
- Peter asks Vestry members to contact him with ideas as soon as possible

Approval of Sale of Memorial Garden Plot to Non-Member

Vanderveen

Parishioner Sally Moser's father Buck Scott will be buried in plot next to wife in Memorial Garden.

Motion to Sell Plot to Non-Member made, seconded and **approved** unanimously.

Old Business

Cadence of Vestry Activity 2026

Merwin

- At December meeting Charlie Merwin made motion to adopt calendar of 2026 Vestry Meetings. Seconded. Shelved to allow members to consider.

- **Motion to accept proposed Vestry meeting schedule for 2026** passed by unanimous approval.

Closing Prayer: Rev. Jeremy O’Neill

Meeting adjourned: 8:35

	Month	Date	Day	Event	Notes
Normal	January	13	Tues	Executive Comm	
	January	20	Tues	Vestry	
Normal	February	10	Tues	Executive Comm	
	February	17	Tues	Vestry	(Annual Meeting 2/22)
Retreat	March	7	Sat	Winter Retreat	with new Vestry members
	March	TBD	TBD	New Vestry Orientation	New members and detail from Vestry
Normal	April	14	Tues	Executive Comm	
	April	21	Tues	Vestry	
Normal	May	12	Tues	Executive Comm	
	May	19	Tues	Vestry	consider Sunday meeting?
Retreat	June	9	Tues	Executive Comm	
	June	13	Sat	Summer Retreat	4 hours – 8:30-12:30
Normal	July	14	Tues	Executive Comm	
	July	21	Tues	Vestry	consider Sunday meeting?
	August - recess				
Retreat	September	15	Tues	Executive Comm	
	September	19	Sat	Autumn Retreat	4 hours – 8:30-12:30
Normal	October	13	Tues	Executive Comm	
	October	20	Tues	Vestry	
Sunday Mtg	November	17	Tues	Executive Comm	
	November	22	Sunday	Vestry	11:45 - 1:00; Thanksgiving 11/26
Normal	December	8	Tues	Executive Comm	
	December	15	Tues	Vestry	
	7 Normal Months				
	1 Sunday Mtg	(November)			
	1 Recess	(August)			
	3 Retreats	(March, June, September)			
	10 Executive Committee Meetings				