

Minutes of the Vestry of the Church of the Redeemer

May 20, 2025

Attendees: Charlie Merwin, John Black, Jim Jordan, Daniel Wesley (virtual), David Woods, Cheryl Masterman, Rev. Jo Ann Jones, Rev. Jeremy O'Neill (virtual), Rev. Peter Vanderveen, Joshua Castano

Absent: Win Shafer, Tiffany O'Neill, Lisa Raymond, Joe Spadaro, Danielle Trucksess

Meeting commenced at 6:35 PM in the Pembroke Room

Opening Prayer: Jo Ann Jones

Approval of Consent Agenda: Charlie introduced the consent agenda that included.

April 2025 meeting minutes. Revisions to the April minutes were put forth with the provision that typographical/grammatical corrections will be made by Charlie and forwarded to the vestry. Motioned for approval of the consent agenda minus the April minutes made by Hope second by David. The approval of the April minutes will be forthcoming, upon circulation of revised minutes.

New Business (first item out of sequence with agenda to accommodate guest's schedule)

Glenn Beamer, Church School Report

Glenn gave a summary of Church School operations.

- Weekly attendance ranges between 8-23 children; the average week is 8-12 children.
- 5 teachers are performing the duties and are building consistency and cohesion through teamwork.
- "Shine" Curriculum is helping children develop biblical literacy.
- K-5 focus Old Testament, Prophets, Gospel
- Weekly craft projects are within budget.
- Children's pageant enhancements have been well-received and interest is heightened.

Future plans:

- Next year's Church School schedule will more closely align with the liturgical calendar.
- Church School Family social activities are in the pipeline.
- Children's Chapel will be integrated into the church school curriculum with further examination.

- Aspirational projects: Field trip (Philly Goats), Holy Land model, Jerusalem model, 24-panel mosaic

Rev. Vanderveen remarked how the Church School curriculum is a great fit for Redeemer and expressed his confidence in Glenn's leadership of the Church School. It has been very difficult to retain students post-pandemic but the enhancements Glenn has overseen have been positive.

Vestry members expressed gratitude and enthusiasm for next year.

Accounting Warden's Report: Daniel Wesley

The Finance Committee reporting is on schedule.

Information is accurate and up to date, which is complex considering the various reports that must be consolidated for the Vestry to review.

Financial Statements:

Income and Expense Statement:

- Pledges are roughly 10% ahead of projections year to date. Matches the historic pattern of people fulfilling more of their pledge early in the year.

Expenses

- Expenses are running less than projections with one exception in Total Initiatives for Growth (includes cost of social media internship and activities which has evolved).
- Rev. Vanderveen acknowledged that a discussion needs to happen in the next few weeks to determine what the social media internship will look like over the summer months.

Endowment Performance and The Market

- Despite the excitement over the past several months, the general market index is unchanged since February.
- Although the endowment has only grown by .08% year to date, this can be viewed as positive given market conditions to date.
- Market volatility has not impacted endowment draw. The draw is a hard dollar figure set each year during budget process (based on a percentage of endowment value) and does not change during year, so not impacted by investment performance.
- The Finance Committee advises that a reduction in the endowment draw may be necessary in the coming year.

Overall happy with the performance of the endowment in Q1

Finance committee plans and priorities:

- Consistent reporting and processes
- Allow time for the new accountant to get up to speed.
- Move balances out of Church Foundation to Vanguard. Slightly complicated due to multiple accounts.

Rector's Warden Report, Charles Merwin:

SCHEDULE ADVISORY: The next two meetings will be held on SUNDAY June 8, and SUNDAY September 21 at 11:30AM in the Pembroke room.

Vestry remarks following services: Charlie reiterated the schedule and purpose of vestry members making personal remarks following services. Short comments should include encouragement to consider serving on Vestry and recap some recent Vestry business to build awareness of what Vestry does.

Parish Administrator's Report: Joshua Castano

- Church Insurance policy premium will increase by roughly 11-12%
- Investigating an increase in the deductible from \$1,000 to \$5,000 to determine monthly premium difference
- John Black offered insights and expressed satisfaction with Church Insurance
- Joshua provided updates on working with Cintas for Fire Alarm service.
- Christopher Miller has provided a preliminary proposal for upkeep to roofing and masonry on church building. Advises that in addition to the repairs and upkeep, additional upgrades are in the plans, i.e., electronic door locks, security lighting.
- -Acoustician: Looking for ways to incorporate the acoustic upgrades into the work of the Organ Committee
- David Woods raised the issue of deteriorating exterior steps by the choir room and Joshua

advised that mason will be called this week.

New Business:

Organization Around 4 Platform Points – Rev. Vanderveen

Peter tasked the Vestry members with forming subcommittees for each of the four Platform Points with the purpose of meeting over the summer with the Rector to identify strategies and actions to take to further the cause. Four committees:

1. COR as Anchor Institution – Jim Jordan, John Black, Joshua Castano, TBD
2. Volunteers – Hope Knight, TBD, TBD

3. Grants – Cheryl Masterman, Daniel Wesley, TBD

4. Relationship with Diocese – Charlie Merwin, TBD, TBD

Charlie Merwin will approach other Vestry members to join one of 4 groups to fill out roster. Groups will meet independently during Summer months and prepare recommendations and observations to report back to whole Vestry in September.

Cradles to Crayons - Rev. Vanderveen

Proposed placement of a collection box in Redeemer's parking lot

- The collection box will be placed in an end of row parking spot at the Pennswood road entrance to the parking lot.
- Cheryl made the motion to accept the proposal John second. Vestry unanimously approved the proposal.

Memorial Garden Plot Purchase Approval – Joshua Castano

- Parishioner Sally Moser's father has asked to purchase a plot for his wife's remains.
- Hope made the motion to approve to proposal Cheryl second motion. Unanimously passed.

The Rector's Report: Rev. Peter Vanderveen

- Rev. Peter gave informal remarks which led to discussion of parish survey and the ongoing effort to collect feedback and hear the voice of the congregation.
- Hope shared anecdotes from the collated responses.
- Next survey question to be distributed to the congregation June 8.

Old Business:

Committee liaison reports

Committee for Community Support

- Chair – Jan Clarke; Liaison Cheryl Masterman
- 8 members with one clergy, 2 year terms with option to serve 2 consecutive terms.

Succession plan informal, chair uncontested in recent years.

- Functions to support COR as Anchor Institution and act as change agent for social good.

Priority on supporting groups with relationships to Episcopal Church, also those that parishioners are engaged with. Beneficiaries include ECS, Family Promise Mainline, Eldernet, Episcopal Legal Aid, Meals on Wheels, St James School, Darby Mission Community Connections committee

- Chair – Barbara Billings; Liaison Danielle Trucksess
- 13 members with two clergy
- No set terms. Membership often linked to members ties to beneficiary or allied

organizations. No formal succession plan or set term for Chair.

Stewardship committee

- Chair – Chris Chojnacki; Liaison Charlie Merwin
- 8 members, informal one- year terms with annual ask to either commit to another year or leave; no term for chair but open discussion to choose new one each year (uncontested for last several years); more than enough members for current needs.
- Active September – March each year with 1-2 meetings per month during year; ongoing communication through out year as needed, including weekly note in bulletin.

Other Vestry members were reminded to prepare similar reports on their assigned committees.

The group agreed that the various Music Committee efforts and subcommittees required a more complex report later in the year.

Closing Prayer: Jeremy O'Neill

The Meeting adjourned at 8:55PM

Respectfully submitted,

James L. Jordan

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