

Minutes of the Meeting of the Vestry  
Church of the Redeemer, Bryn Mawr, PA  
Tuesday, November 10, 2020  
7:00-9:00 PM via Zoom

Vestry members present: Susan Adeniyi-Jones, Jim Buck, Lisa Davis, Elisabeth Cooke, Al Greenough, Melanie LeBoeuf, Mackie MacLean, Andrew Masterman, Harry Miller, Carolyn Morris, Tracy Steele, and Jacques Vauchlain.

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

Recorder: Francesca Merritt

The meeting of the Vestry was called to order at 7:07 pm. Michael Palmisano gave the opening prayer.

All three sets of minutes (September Vestry, October Vestry, and October Pillar meeting) were approved.

**Rector's Warden Report**

Andrew stated that a letter has been sent to the diocese regarding the 2021 Diocesan budget, which also outlines potential giving from The Redeemer (see attached). Mackie said he would send out a copy of the letter to everyone.

**Accounting Warden's Report**

Mackie reported that November and December are key months for pledge receipts. Revenues and spending continue to be reduced. We may end the year with a surplus.

Jay has put together a preliminary forecast budget for 2021. With regard to our spending rule, last year we increased it by quarter of point and reduced expenses, with the commitment to return to a 4.25% draw for 2021. It's unlikely we can do this if we are going to meet projected program requirements.

The PPP funding was used to cover staff costs in the Spring; steady pledge revenues to date have created a current surplus. If this remains at year end, the cash will be directed to the Building Fund and used for future maintenance and improvements.

2020 pledge receipts for Legacy into Promise, show a remaining balance of \$450,000. Collections continue to be close to be 100 percent. Use of the Meridian Bank credit line may begin by the middle of December. The total amount to be borrowed may be less than was anticipated.

**Administrator's Report**

Jay reported that we have installed the new livestream system, repaired the boiler, and painted the house at 211 Pennswood. Livestream services will begin the Sunday before Thanksgiving. The Christmas service of Lessons and Carols and the Christmas Pageant will be recorded in the coming weeks. Michael Diorio is working on the licensing of the music.

We are on track to have a conditional certificate of occupancy for the Parish House by mid to late December. Staff will move in the last two weeks of January. We have a permit to install the lighting in the parking lot. The Zoning Hearing Board will announce their decision regarding the placement of the emergency generator on the 19<sup>th</sup>.

Repaving the portion of the parking lot that has not been disturbed by construction will cost an added \$69K, and it should be done in the next 30 days.

**Fall Stewardship Campaign**

Jacques reported that results to date are good and that there is still substantial work to be done. Volunteers are following up with those who have not yet pledged. Jacques asked each vestry member to follow up with 2-3 names. As of November 5<sup>th</sup>, we have 152 pledging units, for a total of \$622,000, compared to

last year at this time 115 pledging units, for a total of \$421,000. To date, both the average pledge and the median pledge figures have increased. 15 pledges have decreased, totaling \$8,100. 5 new pledges totaling \$5,850 have come in. We still have 180 Lybunts outstanding. Their pledges for 2020 amount to \$380,000.

### **Growth and Utilization Plan**

Peter began the discussion by setting out some key overarching considerations. New initiatives should address:

- 1) Internal and External Dynamics (how do these increase the strength of the parish and what we are already doing; and how do these welcome others and address concerns or desires of the community)
- 2) Entry points and Destination points (the Parish House will provide many new ways for people to discover and encounter The Redeemer; how can we effectively use these to invite Church growth)
- 3) Building Bridges (diversity often divides us into various groups that have little connection; how do we integrate our activities across many differences — age, interest, ability, etc.)
- 4) Intentional Community/Common Commitments (the Church is an intentional community with a clear message: how can we welcome people into this by the recognition of common commitments. How do we retain the members we have and how do we attract new members?)

Michael Palmisano led the pillar group of an open and welcoming Episcopal community. He stated that the church should be mindful about putting its resources toward marketing and making sure the message is consistent. Growth strategies should expand the work of our dynamic programs. We should also consider opening our parish house to neighboring institutions, building helpful associations. To do this we'll need to create guidelines on how we use the space. We've considered another internal look survey of the parish and discerning what gifts are available to us. We can gather data from the community to see what are needs we can address.

The pillar group focused on worship and formation emphasized the development of the arc of formation as a means for attracting and retaining persons in all age groups. Peter added that we need to continue an effort to expand and diversify our worship opportunities.

Jo Ann reported on the third pillar: supporting each other and the world. She stated that one strong consideration is to create a marketing and growth task force and to potentially hire a new staff member to market the new facility. In order to be prepared to serve those who come to us, we might poll parishioners on the skill sets of members of the Redeemer has. We should build ourselves internally to serve externally.

### **Rector's Report**

Peter recognized Rebecca Northington for her dedication to the Redeemer Youth Group. Attendance on campus has been very good and we know of no incidences of people getting ill. Choral evensong was remarkably beautiful. The 10 am service is growing, and the Zoom attendance has remained stable. Peter stated that the Diocesan Convention had been held the previous Saturday. Once again the last thing on the agenda was the budget.

Peter noted the work of the staff, particularly Jay, who has done remarkable work with Legacy into Promise, along with Jo Ann and Michael, who have contributed much to the ongoing work of the parish.

Jo Ann gave the closing prayer. The meeting was adjourned at 9:10 pm.