

**Vestry Meeting November 18, 2025**  
6:30pm

**Minutes prepared by Cheryl Masterman**

**Attendees:** Charlie Merwin, Rev. Peter Vanderveen, Rev. Jo Ann Jones, Rev. Jeremy O'Neill, John Black, Joshua Castano, Tiffany O'Neill, Cheryl Masterman, Lisa Raymond, Danielle Trucksess, Joe Spadaro, Edwin Shafer, Jim Jordan, Hope Knight, David Woods

**Absent:** Daniel Wesley

**Opening Prayer:** Rev. Jo Ann Jones

**Approval of Consent Agenda:** Moved to accept unanimously

**Approval Minutes of October 2025 Meeting:** Win Shafer amended to state he was present at the meeting but not listed. Approved without objection.

**Administrative Reports**

**Rector's Report given by Rev. Peter Vanderveen**

- Christmas Village was particularly wonderful showcasing the church at its best.
  - Many parishioners helped and it was a wonderful time for all to be together.
  - Friday night is well loved by parishioners and Saturday was busy all day.
  - Neighbors spoke of how much they appreciate our activity in their neighborhood.
  - Hats off the planning committee who did incredible work. It is a tremendous amount of work to pull it all together.
  - Not only does the event raise money, but more than the money, it is a time in which this parish pulls together. People volunteering that aren't here all the time but feel it is important.
  - Therefore, it is important for us to continue with this event.
- Nonstop needs and activities this year have been quite demanding.
- Vestry Committee Subgroups Scheduling was sent around to start a doodle poll for meetings

### **Parish Administrator Report given by Joshua Castaño**

- Thanks to Tiffany, O’Neill, Kathryn Joyce, Diane Senior, for helping to set up the kitchen with a more organized professional system.
  - More non-profits would like to use our space.
  - Some things could be added supplies wise to make it work better for caterers, and a professional kitchen supply dealer has volunteered to help us at cost with supplies.
- There are 3 bidders for masonry repairs.
  - First bid has come in at under \$40,000.
  - Awaiting the other two bids.
  - There is one week’s worth of work, but weather will determine when it happens.
  - Completion date is expected by the end of the year.
  - \$41,000+ left in our budget for repair.
  - There is another \$176,000 in a different building fund that could be used if needed.
- Additional Repairs
  - Westminster chimes are still not working.
  - Heat tape along the roof was damaged by fire.
  - Still looking into mechanically heating back choir room stairs to avoid salt damage.
  - Half a dozen other repairs that could be done
- Preliminary numbers for Christmas village - \$99,000 taken in thus far.
  - The event should be as profitable if not slightly more profitable than last year.

### **Accounting Warden’s Report given by John Black**

- Christmas Village line item in the budget will be finalized soon.
- Ellen Harvey has been very helpful and working with Joshua and Debbie to take care of loose ends regarding the changeover of accountant and accounting warden.
- Eric Rabe is now on the Finance Committee.
- Redeemer is ahead on revenue to date and holding our own on expenses.
- Assets in the Church Foundation are lagging by 2% compared to our Vanguard assets.

Commented [CM1]: It is Vanguard, yes?

- Church foundation statements don't come until the middle of the month. So, the finance committee can't review those statements until the following month.
- Financial information is always available to parishioners.

### **Rector's Warden's Report given by Charles Merwin**

- Monthly vestry introductions during service can be 2-3 minutes and include a review of what's happening in addition to why vestry is important to you.
- Stewardship participation as of November 18<sup>th</sup>, 2025
  - 2026 - 137 pledging units vs 2025 - 144 pledging units
  - 2026 - total pledged \$635,771.32 vs 2025 – total pledged \$701,962.80
  - 2026 - average pledge \$4,640.67 vs 2025 - average pledge \$4,874.74
  - 2026 – median pledge \$3,450 vs 2026 – median pledge \$3,900
  - 4 new pledges over \$10,000
  - 2026 is running at an overall 11.90% increase
  - Vestry Follow up calls will come after the reminder mailing goes out.

### **New Business**

#### **2026 Budget Preliminary View**

Castaño

Parish Administrator and Finance Committee will work on this at November meeting and will be part of next month's Vestry agenda.

**Commented [CM2]:** Do we just remove this since Joshua said John basically covered it? I'm not sure I captured anything particular to 2026

#### **Organ Purchase Update given by Andrew Senn**

- Pipes and keyboards have arrived and are being stored in undercroft and off sight storage.
- Original purchase agreement was for pipes only. Redeemer ended up acquiring pipes and keyboards for less.
- There were two donations of \$50,000 each.
- Remaining Balance is \$31,000; other donations are being sought.
- Grant funding is being explored from various sources in conjunction with Organ committee feasibility study.
- Organ committee will continue discernment on any potential rollout and make a recommendation.

#### **Canterbury Pilgrimage 2025 given by Andrew Senn**

- Financials came out even

- Vestry committed up to \$6,000 but the tour only needed \$2,132 after all other fundraising and participant payments.
- A comment of heartfelt thanks was unanimously offered to Andrew Senn Choir pilgrimage is deeply moving and important work for the choir and the people who hear it.
- This choir in residency style tour may continue for the near future.

### **Old Business**

#### **Nomination Committee – Vestry 2026 given by Tiffany O’Neill**

- Five vestry members met for the first meeting.
- Letter has gone out to ask for vestry nominations.
- The nominations committee goal is to look for board balance.

#### **175<sup>th</sup> Anniversary Planning given by Charles Merwin**

- Brainstorming Google doc is forthcoming.
- Brainstorm parishioners to approach to be on an anniversary planning committee.
- The goal is to create opportunities to come together that are not necessarily complicated.
- Could announce it to the congregation during a vestry highlight in service in January

#### **Proposed Cadence of Vestry Activity 2026 given by Charles Merwin**

- Eleven-month meeting schedule taking August off
- More Sunday meetings - 3 afternoons
- Onboarding late February for new members
- Three working retreats: March, May, September

### **Final Thoughts given by Rev. Peter Vanderveen**

- Current participation at Redeemer is of all ages by people of all persuasions.
- Kids are getting experiences in choir taking full leadership of the entire evensong.

- New kids are joining acolyting and other kids are taking leadership teaching the new kids
- Core mission of the church is to see one another through the lens of worship, and that is what maintains a strong church.

**Closing Prayer:** Rev. Jeremy O'Neill

***Meeting adjourned: 8:19***