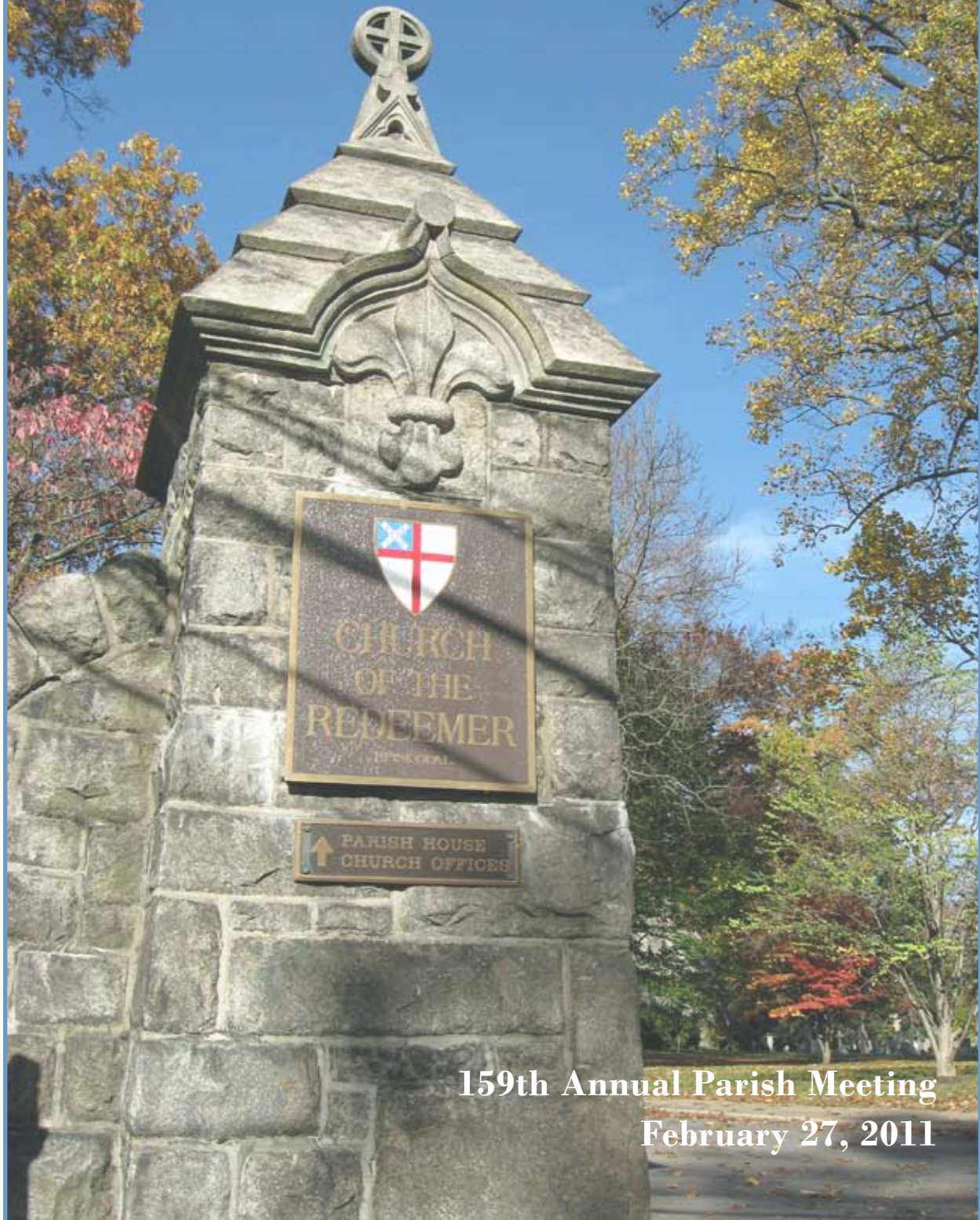


Church of the Redeemer, Bryn Mawr, Pennsylvania
ANNUAL REPORT 2010



159th Annual Parish Meeting
February 27, 2011



Clergy

The Rev. Peter T. Vanderveen
Rector
The Rev. Beth Hixon
Associate Rector
The Rev. Melissa Wilcox
Assistant Rector

Vestry

Douglas Raymond, Rector's Warden
Darrell DeMoss, Accounting Warden
Susan Van Allen, Secretary
Barri Alexander
Joseph A. Dougherty
Jeanne Holeman
Michael Maggio
Sean McCauley
Tom Ramsey
Catherine (Kitten) Susanin
Ginny Williams
Martha Wintner

Lay Professionals

Barbara Billings, Director of Children's & Youth Ministries
Michael Diorio, Organist and Director of Music
Jay Einspanier, Parish Administrator
Ken Garner, Director of Communications and Stewardship
Denise Gibbone, Bookkeeper
Gillian Lancaster, Program Assistant
Paulo Reyes, Custodian
Tish Zaleta, Office Coordinator

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**CHURCH OF THE REDEEMER
ANNUAL MEETING**

February 27, 2011

10:30 a.m.

Call to Order, Approval of Minutes,	
Memorial gifts, passing ballots (10)	Susan/John
Rector's Warden Report (5)	Doug
Accounting Warden Report (10)	Darrell
Campaign Report (10)	Jacques/Tad
Election results	Susan
Recognitions (5)	Doug
Rector's Report (10)	Peter
Response from congregation	
Close	Peter
Refreshments	

THE CHURCH OF THE REDEEMER
158TH ANNUAL MEETING
Sunday, January 31, 2010

The mission of The Church of the Redeemer is to celebrate the love of God in Jesus Christ. As an open and welcoming Episcopal community, we worship, learn and grow together, supporting each other and our world through the generous and creative use of God's gifts.

1. Call to Order. Peter Vanderveen, Rector, called the Annual Meeting to order at 10:40 in the Parish House Assembly. Copies of the Annual Report were distributed as people entered the meeting.
2. Quorum. Peter Vanderveen acknowledged that the Church had an official quorum for the Annual Meeting.
3. Approval of Minutes. The Minutes from the 157th Annual Meeting were approved.
4. Gifts and Memorials. Beth Corrigan, Vestry Secretary, read the list of 2009 Gifts and Memorials.
5. Balloting for Slate of Vestry Nominees. John Wallingford announced that the judges overseeing the election of Vestry nominees would be Susan Van Allen, Gerard deLisser, and Henry Miller. The judges distributed and collected election ballots; the judges left the meeting to count the ballots.
6. Rector's Warden Report. John Wallingford highlighted the notable events of 2009:
 - a. Peter Sipple's Retirement. He noted that Peter enjoyed the send-off and the thoughts that the congregation shared.
 - b. Church Restoration. John highlighted that the church restoration is part of our mission and helps us meet our goal of being a lively, spirited Christian community that welcomes people.
 - c. Bazaar Location. John commented that we embraced changing the location of the Bazaar.
 - d. 2009 Financials. He thanked the parish for coming through and meeting its stewardship goal in difficult economic times.
 - e. Peter Vanderveen's Arrival. He noted that Peter has stepped right as Rector but reminded the parish that Peter has only been with us for 5 months.
7. Accounting Warden's Report. Darrell DeMoss highlighted some points from the Annual Report.
 - a. 2009 Financial Results. The Church ended the year with a \$26,000 surplus, primarily because pledge receipts ran about \$50,000 ahead of budget, thanks to the second stewardship ask, which more than offset a slight increase in actual

expenses against the budgeted expenses. The proceeds of the surplus are being used to prepay some 2010 expenses and replenish the unrestricted endowment.

- b. 2010 Budget. The budget is calling for a 0% increase in pledges. Because the Church is assuming no second stewardship ask, budgeted expenses are \$67,000 lower than the actual 2009 figures. The Church is, nevertheless, budgeting a \$6,000 surplus by cutting expenses \$59,000 below 2009 numbers. Darrell noted that we will be cutting our voluntary contribution to the Diocese by \$20,000.
- c. Contingency Reserve. At the Vestry's request, Darrell discussed the historic use of the Contingency Reserve for unbudgeted expenses that arise during the year, which represents the unrestricted portion of the endowment (\$1.6 million, or 24% of total endowment funds). In past years, the Vestry has used up to \$100,000 per annum. In 2009, the Vestry only drew \$26,000 from the reserve and used the operating surplus to repay the fund. The Vestry has added \$40,000 to the 2010 operating budget's plant and grounds fund to avoid draws from the contingency fund in 2010. The Vestry's goal is to reduce or eliminate reliance on the reserve.
- d. Pledging. Pledge revenue accounts for 70% of the Church's operating income each year. Darrell highlighted that not only has pledge income been relatively flat for the past 5 years, the actual number of pledging units has declined from 510 in 2006 to 489 in 2009. To date, 386 units have made 2010 pledges and pledges total \$963,000 (versus the goal of \$1,100,000). He urged parishioners who have not yet made their 2010 pledges to do so.

8. Capital Campaign and Building Reports:

- a. Capital Campaign. Jacques Vauclain thanked Tad Sperry, co-chair of the campaign and chair of major gifts, and Evie and Rod Day, honorary chairs of the campaign. He discussed the overall vision of our campus and what the Parish House renovations will do to assist us in our mission. This phase of the campaign will "kick-off" in March, 2010. He urged parishioners to think and pray before making their gifts and urged anyone who wants to talk about their gift or the planned renovations to call.
- b. Building Report. Sean McCauley reminded the parish that the Parish House is used for approximately 16 hours each day. The renovations will provide us with more welcoming facilities, more classrooms, aesthetic improvements, structural/mechanical improvements, better organized office space, and bring the building to ADA standards. Construction is scheduled to start in May, 2011 and will take approximately 1+ years. Before beginning we need to finalize plans and go through a number of review/approval processes at the township level.

9. Election Results. Barri Alexander, Vestry member, read the results of the elections:

- a. For Vestry, completing a vacant one-year term: Joe Dougherty
- b. For Vestry, for three-year terms: Michael Maggio, Douglas Raymond III, Catherine (Kitten) Susanin, Martha Wintner

- c. For Diocesan Convention: Norman McClave, Beth Corrigan, Rick Herman – alternate
10. Outgoing Vestry: John Wallingford officially thanked outgoing Vestry members Betsy MacIntosh and Beth Corrigan.
11. Rector's Report. Peter Vanderveen made the following points:
- a. Judy and Andrew. He began by thanking Judy and Andrew for being wonderful colleagues and for all they did to welcome Peter to the Church.
 - b. Growth. He commented that we need to growth in depth as a Church; growing in breadth will be a natural result.
 - c. Mission. All that we do as a Church is outreach. He reminded the parish that every dollar and hour spent at Redeemer is part of our outreach mission. He further noted that if we embrace this view, it will help us change our philosophy about stewardship.
 - d. IHN. Peter recognized Susan Ayres and all that she has done to lead IHN for the past few years. He noted that it is time for the Church to find additional people to lead IHN for the Church.
 - e. Music. Peter recognized Hope Knight and the help and leadership she has provided to the music program.
 - f. Music Discernment. The Music Discernment Committee, led by Jeanne Holeman, has begun its work. The Committee will be listening to the church over the next 2 ½ months to determine what music is appropriate for Redeemer.
 - g. Parish House. As Jay Einspanier states, the Parish House is the engine of our parish. Peter urged everyone to play a role in the upcoming renovation plans.
 - h. Arrival. Peter noted that he is thrilled to be at The Church of the Redeemer.
 - i. John Wallingford. Peter ended his comments by recognizing all of John's leadership and work as Rector's Warden for the past 6 years. He closed by reading a letter that Peter Sipple sent, which also recognized and thanked John for all he did as Rector's Warden.
12. Adjournment. The meeting closed at 11:40am and was followed by a luncheon and time for parishioners to ask questions.

Respectfully submitted,
Beth Corrigan
Secretary of the Vestry

2010 Gifts and Memorials

Contributions To The Gifts And Memorials Fund Were Received To The Glory Of God And In Loving Memory Of:

Elizabeth Mitchell Beatty
Melinda Clothier Biddle
Alice Campbell
Mary Haines
Ruth Hart
Annie K. V. Klotz
Polly Mackie
Edgar A McCoy
Halsey Potts
Walter Smedley
Emily Wood

Contributions Were Made To The Following Projects:

African Children's Mission
Christmas Baskets Program
HEART Program
Joyful Giving Program
Music Program
Needlepoint Kneelers
RYG Work Trip

Additional Gifts:

The Hompe Foundation.
Defibulators & Teaching

The Following Made A Bequest To The Church Of The Redeemer By Will:

Frances P. Hardy
Ann Longstreth
Mary O'Neil
Rev. Timothy Pickering

To build means to put together. Human beings need to be put together. Just as a human being per se, without a fellow human being, would not be a human being at all, so also a Christian per se, separated from the communion of the saints, would not be a Christian at all. The royal freedom of one's faith is the freedom to be in community together with brothers and sisters... and to be in the service commanded of that community.

Karl Barth

This past year has been full of transition and, with it, our entering into new stages of ministry and life together.

Winston Churchill famously noted that “we shape our buildings; thereafter they shape us,” and this has proven to be true as we have, for a full year now, made continual adjustments to worshipping in the newly renovated church. With each ensuing liturgical season we have worked to find the best way to inhabit our new space, maintaining cherished traditions while being attuned to the possibility of fresh experiences. Liturgy involves many different, moving parts, and the whole congregation has shown wonderful patience as we have, bit by bit, experimented with forms and arrangements, trying to set down new patterns and movements. On any given Sunday, this coordination of people and efforts may not be visible or recognized, but it remains a deceptively complex task, and I’m immensely grateful to all the persons and parish groups that have gladly and patiently contributed to our efforts.

In May, Judy Sullivan was elected Dean of the Philadelphia Cathedral, and with much gratitude for the many gifts she shared with us over the course of three years here, we celebrated her new position there. Judy is a dynamic leader who also has a very soft touch. She brought great insight, skill, and passion to her work, and we continue to carry that grace with us in many of the ministries she began and nurtured.

Michael Diorio was appointed Music Director in July. This was the culmination of nearly a full year he spent as interim and followed the completion of an expansive review of the music program at the Redeemer. The Music Discernment Committee, which was formed in the Fall of 2009, worked diligently to inform the church about the history of the program and its present goals, structure, and costs, and it produced a full parish survey, which invited all the members of the church to provide their own perspectives on the place of music within our community life. The survey results strongly confirmed both the program we had put in place and the skills that Michael brought to his position, and we were very pleased to secure his continued direction of our music ministry.

In August, Andrew Butler announced that he had accepted a new position as rector of Saint John's Episcopal Church in Montclair, New Jersey. This was a significant step forward for him, and once again we were able to celebrate the advancement of one of our staff. In his short time with us, Andrew quietly yet effectively transformed several key areas of ministry, creating strong bonds with and between the youth in the parish and opening up new possibilities for personal involvement in mission and outreach work. We are continuing, as well, with the work he initiated.

With the departure of two clergy within so close a time, we began the Fall program year short-staffed, but many volunteers and a core group of committed lay leaders effectively helped us bridge the gaps and continue ahead with momentum. I'm particularly grateful to Barri Alexander and a team of middle and high school teachers (Rich Weigel, Carol Chew, Bryant Lim, and Bob Davis) who for the last six months have carried forward much of the youth program. I was also wonderfully aided by the assistance of the Rev. Gary Davis, who graciously served at Sunday services from September through November. This was not a particularly easy time, as staff and volunteers were stretched to meet the program needs of the church, but it offered, as well, many opportunities to coalesce as a community and draw a clearer focus on who we are and want to be.

In November, we called two new priests to join the staff: Beth Hixon as Associate Rector, and Melissa Wilcox as Assistant Rector. They have done a superb job, dropping into the middle of many ongoing projects, providing immediate guidance and direction while, at the same time, trying to learn names, relationships, traditions, and much of the broader history that has formed the bones of the parish.

Throughout these personnel changes, the rest of the staff has held together much of the internal operations of the parish. Each departure means a loss of some unrecorded institutional memory and set of habits, and each new staff member needs to learn many systems and unwritten expectations -- while adding fresh ideas and different perspectives. This makes each week both challenging and exciting, as we progressively settle in to new roles and create new visions.

Our Director of Communications and Stewardship, Ken Garner, went more than an extra mile in his efforts to rebuild and refashion our web site. He completed this work well ahead of schedule, saved us thousands of dollars in consulting fees, and produced a stellar product. In our times, web sites are often the first exposure that visitors have to the church, and he made sure that our digital presence is not only inviting and informative but also compelling.

In like manner, Jay Einspanier regularly contributes beyond the stated function of his position. Sometimes this takes the form of shoveling ice off the church roof or cleaning up the damage from plumbing leaks. Jay does whatever is necessary to keep our operations running smoothly. But he has also been willing to add his own marketing expertise on his own time to our Growth and Development work, and I'm particularly grateful for his personal desire to see the Redeemer prosper.

Barbara Billings is tireless in her advocacy for the children's formation programs. Paulo Reyes handles all the sexton's duties with exceptional cheerfulness and contagious joy. We have extended the hours for Gillian Lancaster, as she has demonstrated ever greater skills that are helpful to us. And Tish Zaleta and Denise Gibbone see to the many, sundry communication and financial details at the heart of our operations. It's hard to adequately appreciate what each staff member truly contributes to the life of the life of the parish.

As we move forward, I expect that the work put into transitions will be able to be turned now toward growth. With a newly formed staff, we may anticipate increasing stability and concentrate on building the church in new ways. We have so much to value, to offer to others,

and to take delight in. It should be our great joy to invite others to join with us, then, in the worship, mission, and fellowship of the Redeemer that gives meaning, solace, and tremendous satisfaction to our lives.

Respectfully submitted,
Peter T. Vanderveen

Rector's Report at the Annual Meeting

February 27, 2011

If you mention the name of Saint Paul in church circles, often the very first reaction comes in looks of bewilderment rising from the torturous nature of his prose. He tests the patience and the imagination of the best of us. But when Paul spoke directly to the church about the church, he could be remarkably clear, inspiring, and direct. These words from Thessalonians are both typical and timeless:

Encourage one another and build one another up... be at peace among yourselves.
Admonish the idlers, encourage the fainthearted, help the weak, be patient with them all. See that none of you repays evil for evil, but always seek to do good to one another and to all. Rejoice always, pray constantly, give thanks in all circumstances.
Do not quench the spirit but test everything and hold fast to what is good.

These are simple directives -- often forgotten in the mix of all the desires and designs that we bring into our common life. But they bear repeating, constantly, as the truest reminder of who we are called to be and what we are called to do as witnesses of God's presence and the bearers of God's promise to the whole of creation. This is what we have sung and said and sacramentally enacted, and as we turn our minds to the future of the Redeemer and its mission, these are the very things we should celebrate and advance. Christianity is nothing at all -- or worse, it's an ugly idolatry, if it isn't first and always our continual discovery and expression of a stupendous freedom, inviting us to be thoroughly engaged in the life all around us, to love God and God's world with all our heart, all our mind, all our strength. If we are to be true to our name, then we must never lose this central joy. Everything stands or falls with this.

Now, to matters a bit more administrative.

As I stated in my written report, the past year was dominated by transition, most notably:

- we returned to a renovated church,
- we finished an extensive review of our music ministry and established its leadership,
- we celebrated the enduring contributions of Judy Sullivan and Andrew Butler to this parish as they moved on to other callings,
- and we invited two new priests, Beth and Melissa into our lives and work, so that (in the words of our Prayerbook, we might go from strength to strength).

A year and a half ago, when I arrived, there was much talk of the fracturing of this community along multiple lines of individual interests and competing programs. Beginning with the vestry and the staff, working together, we have made great progress in re-forming again into one

body, one church, with one mission -- made rich by the varied gifts and passions of all of us. This can be seen in our efforts to make all our activities transparent, even at the budgetary level, encouraging entrepreneurial work but requiring that it fits within the broader scope of our goals and resources.

To this end, we have also considerably increased our communications, as a point of stewardship and with the hope that this will lead to your further participation. The great irony of our times is that we have never had so many tools by which to communicate, yet it has never been harder to actually get our word out. This is an on-going challenge that we work at every week.

The good news for today, however, is that we are poised to begin a whole new phase here -- not of stabilization after too many disruptions in leadership or of transition, but now, a phase of growth, both internal and external. This past Fall we created a Growth and Development committee, which has met twice monthly since September. The meetings have been lively, challenging, and they have necessarily covered a dizzying array of topics -- in January the committee sponsored a luncheon with current and former parish leaders to discuss the future of the Redeemer. After an initial plenary presentation, Norm McClave asked a very basic question. At the time, I think I didn't fully appreciate how critical and needful it is that this question be asked and answered. But it's haunted me since, in every good way. Norm simply asked why we should grow, and as much of the discussion for the rest of the session proved, for all the thousands of hours of leadership that this group had contributed to the Redeemer, growth had never really been a major issue or aspiration. It's easy to forget and even easier to assume if the core programs are functioning and in good order. It's easy to take this place for granted, as if its continuing is as sure and permanent as the stone walls naturally lead us to believe. But I've had ample opportunity to see many of the problems and weaknesses even of the stone walls here, and we shouldn't and can't afford to take any of our church life for granted.

Look around you at the history recorded in the windows and bricks and tiles and plaques. We have inherited an incredible legacy. But our responsibility is to add to it, to further it, and to build it up. There are a thousand reasons for us to grow. We have a message to proclaim, resources to share, hope to offer, and beneath the sundry details inescapable in life, we have enormous gladness to realize between us. If we understand what we are truly about and what we are actually accomplishing in our worship, in our missions work, and in our fellowship activities, then every time you step into this building it should occur to you that there's someone you wished you had invited to come with you. The beauty of joy is that it's its own excuse. No explanations are needed. And it's time now for us to move decidedly and intentionally into this desire to bring others with us. If the church is not about obligation but rather an expansive freedom, then we should be able to talk about the Redeemer with enthusiasm and abandon. That's how growth begins and how it takes root and how it gains its own momentum. In the coming months, you'll hear much more about the work of this committee, and you'll probably be invited to lend your own voice to our task and help us discern the ways that we can best improve and develop our ministries. This is the most fundamental task ahead of us.

If we are going to grow externally, then it will be imperative that we grow internally, strengthening programs that have become weak. Chief among these is our youth ministry. We have some excellent component parts firmly in place and others that hold enormous potential.

Our catechesis classes for the youngest children are superb and garner impressive commitment. Our youth choirs are exceptional -- not only in the music they produce and the liturgical involvement they require, but, very importantly, for the number of youth drawn into this parish from outside our own membership rolls. The high school mission trip to the Dominican Republic last summer was overwhelming attended and produced great enthusiasm for continued relationships and outreach efforts. And with the addition of Melissa to the staff we have the ability to more significantly tie the Episcopal Campus Ministry to our parish life. And personally, I have been edified by having much more involvement with our acolytes. What we are missing, however, is a clear trajectory of formation that encourages the commitment of parents and the regular participation of children, even in the face of a myriad of other options; and what we need to better develop is a more evident and immediate sense of fellowship across age divisions so that attending church becomes -- if you'll pardon the use of this vernacular -- fun, enticing, and rewarding on multiple levels. I am dedicated to this -- if for no other reason than that my own experience of church throughout my youth is what I remember most fondly from those years. There's no magic way to build strong youth programs, especially in light of the intense competition for our children's time and attention. The temptation is simply to do whatever is popular; but what's popular rarely endures. Our real task is to be the church all the more keenly and all the more insightfully and encouragingly. We will be working assiduously to correct our missteps, fill our gaps, and provide compelling opportunities from PreSchool through college.

Part of our internal growth will also need to be a deeper understanding and then conveying of the meaning of stewardship. Our pattern for giving presents its own challenges. On one hand, as we show week by week in the News, response to our pledge requests by a fair portion of our members have traditionally come in sporadically and slowly, which creates the fear of deficits and imminent budget cuts. On the other hand, in actual contributions, our receipts have significantly exceeded the pledged amounts, and for the last two years we have ended December with a surplus. We can't complain with the results. But the process is a bit bruising. I'm hopeful that we will be able to realize growth in the number of pledges, a quicker response rate to our appeals, and, most of all, a rate of giving that reflects not just the budgetary needs of the parish but the desire of our members not only to meet projected costs but to invest in the whole mission of the church.

(The Rector's report continued with a presentation of the current draft plans for the Parish House renovation, a statement of thanks to the Wardens and Vestry, and a period of questions and answers).

We have been in our renovated church space for over a year now – Indeed, we recently celebrated our second Christmas together as a parish in this wonderful space, with which I hope we all have now become comfortable. The Psalmist has written: “Unless the Lord builds the house, those who build it labor in vain.” I believe that our work over the last year has not been vain labor, but has reflected our Parish’s strong and growing commitment to the work of the Holy Spirit in our world. With the arrival last year of our new Rector, we have put behind us the extended period of transition our Parish had to work through. Under Peter’s care and guidance, we can be confident in our plans, bold in our endeavors and trusting in the Christian fellowship we are building.

Today, our community is healthy and vibrant. We are a diverse group. The pages of this annual report are full of the exciting and important work done by our many ministries, and reflect the efforts and dedication of hundreds of our parishioners. I hope you will take the time to read about all we have been doing, and consider whether this year might just be the time to pick up that new ministry or program. If you did, you would be most welcome.

The Dad’s Group, the Men’s Fellowship, the NEW Committee and the Senior Events Committee are just some of the successful examples of the good fellowship we see all around us on this campus. But we know that this wonderful fellowship alone is not enough to keep our Parish strong. You will hear more of the work of our Growth and Development Committee, which has been working hard on implementing the work done in our last Strategic Plan to deepen and broaden our experience here at the Redeemer. In this work they are collaborating with many of our parishioners who are committed to their respective ministries and to the experience of the Holy that we can find in this work.

Our Stewardship Committee, which is being ably lead by John Wallingford, is helping the Growth and Development Committee make tangible our Christian understanding that everything we do – at the Redeemer and in the world – is stewardship, and everything we do is mission. While of course I urge each parishioner to expand his or her financial support of the Redeemer, what I really pray for is that each one of us become devoted to one or more of the ministries of the Parish. And to help us start new ministries if you are so inspired. It is in expanding our practice of ministry – to each other and to the world—that our Parish will thrive.

Some of our ministries are devoted to enriching our worship experience. These go about their work with steadfast devotion, week after week. We are all called to pursue a deeper Christian understanding, and our Sunday worship together is at the heart of that pursuit; it is in fact the very core of our Parish identity. Our worship together is so much richer because of their work. Read in the Annual Report about the work of the Altar Guild, the Readers, the Ushers and Greeters, the Acolytes, the Worship Committee and the Flower Guild. Remember how transformed the Church became at Christmas and the long hours that all of these groups give to us throughout the year.

As many as there are who help make our worship time more meaningful, an even greater number devote their Sunday mornings to the children of the Parish. There may not be any more

significant work we do at the Redeemer, than to “support these young people in their life in Christ.” And the many volunteers at all levels who do so are vital to the health of our Parish. For many of us, it was our children who helped bring us to – or back to – church, and we need to make sure that while they are with us, they are nurtured and supported as they grow into their own faith. This includes our high school and college programs, which have seen more transition than we would have liked over the past few years. But even there, the wonderful success and indelible experience of the mission trip to the Dominican Republic inspired many who went, and many who were unable to make the trip. 31 of our youth and 8 adults travelled to the DR for over seven days, working among the poorest communities. I have heard from so many that they will never forget the experience, and I am glad that the Redeemer was able to provide this important mission opportunity to them.

Our music program also is so important to so many of us. It has been wonderful that Michael Diorio has signed on as our permanent music director, and also that Michael Stairs has been willing to pitch in and help with our many programs. Our lovely and inspirational music has long been a hallmark of our experience at the Redeemer, and I know that many of our choristers experience the Holy in their anthems and other singing. Even the most tone-deaf among us were moved by the lovely Christmas Lessons and Carols service. Our Rector was himself drawn to the Episcopal Church by our musical tradition, and our music programs are a critical part of our outreach to our community. But the singing is not just on Sunday mornings. The choirs rehearse continually during the week, and even now the youth choir is planning for a mission trip to Italy. For a young singer, what could be more wonderful? Please be sure to support their efforts by buying their chili and raffle tickets.

Other ministries significantly impact the world beyond our Sunday worship, and in many cases are devoted to people who may never come onto our campus. But in each of these, the greatest benefits given and received are to our parishioners who have the experience of ministering to others. These include our Mission and Outreach committees, Pastoral Care, Interfaith Hospitality, Food for Friends, St Gabriel's, The Christmas Basket program, African Children's Mission, the Blankenberg School volunteers, the Heart Fund group, and our newest ministry with Eldernet.

You also will read of the important work being done by those who help care for our beautiful campus, and the financial resources that we hold in trust for future parishioners to make sure that our Parish stays healthy and active. Their dedication and insistence on good stewardship has allowed us to responsibly maintain our buildings and grounds, operate within a balanced budget, and even return money to the endowment from which we had been forced to borrow in prior years. Our project management team for the Church renovations was even able to bring that project to completion at a substantial savings to our budget.

Similarly, it seemed like almost everyone in the Parish helped out in some way with this year's Christmas Dinner and Bazaar, which over two days in November generated an outpouring of goodwill, fellowship and funding for the Parish's outreach. It seems unfair to single out just a few names from the dozens (hundreds?) who made the event a resounding success, but wow!

At the Annual Meeting we will share a vision that has been developing for our Parish House – a new approach that would respect and build on our historic 1881 building but would incorporate

a broader view for how we can make our campus more inviting to those who are not already familiar with us. It is an exciting, but challenging vision, that involves the demolition of the 1950s addition, and replacing it with a more open and welcoming space, both from inside as well as from the outside of the building. I hope that this possibility, and the potential opportunities it would give us, as well as the challenges we would face in realizing this vision, provoke an enriching dialogue about the path we should follow.

As many know, the work of the Parish depends in so many ways on the reliable and cheerful assistance of our staff. Their names are listed in the report. But particular thanks goes to Jay Einspanier, who has worked faithfully and diligently since his arrival on matters great and small, from resetting the boilers, to shoveling the ice off the Narthex roof with Paulo, to sitting on the Growth and Development Committee. He does more than most people know, and more than we have any right to expect, but we love him for it.

As I close, I want to say a few words about transitions. They never are easy, and it is always tempting to look at where we have been and not where we are going. This year, we have seen our share of transitions. Most importantly, we recall those in our Parish, and others loved by us, who have passed away. We remember them, and in the words of the Prayer Book, pray that Light Eternal may shine upon them. We also said goodbye to others, who for one reason or another have left our Parish family. While it was particularly difficult to say goodbye to Judy and Andrew, their partings were bittersweet, as our sadness at their departures was tempered by the knowledge that they have moved to new ministries and responsibilities to which they had been called by the Holy Spirit. They and their families remain in the prayers of our parishioners, and in our hearts as well. And while their departure left Peter with a lot to carry over the summer and much of the fall, it gave us a real opportunity to get to know him in a deeper way. We also were blessed that Gary Davis was willing to return and help out during this period, and, we hope, on an ongoing basis as well.

With the arrival of Beth and Melissa, the extra burden on Peter was reduced to a level that we hope he will be able to sustain for years to come. And, as we have already seen, Beth and Melissa have, in just a few months, become deeply involved in the life of the parish, Beth focusing primarily on pastoral care and adult spiritual formation, and Melissa on our children and youth. Their reports are included in this Annual Report, where you can read about the energy and vision they have brought to us.

In my first year as Rector's Warden I was blessed with a strong and dedicated group of Vestry members, a testimony to the long work and service of my predecessor, John Wallingford. It has been a wonderful group to serve with, and I feel we have together made a good start. We will miss the faithfulness and wisdom of those who have served their terms, and we thank them for all they have done, and will continue to do, for the Parish.

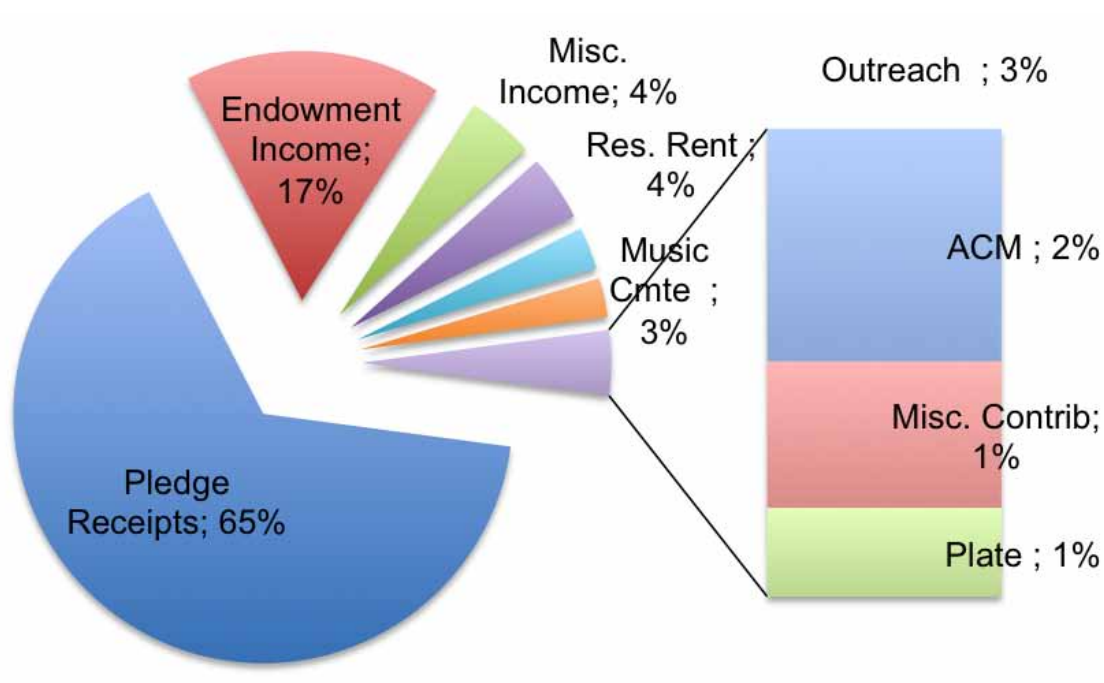
Respectfully Submitted
Doug Raymond

Accounting Warden's Report 2010 Financial Results

Darrell DeMoss

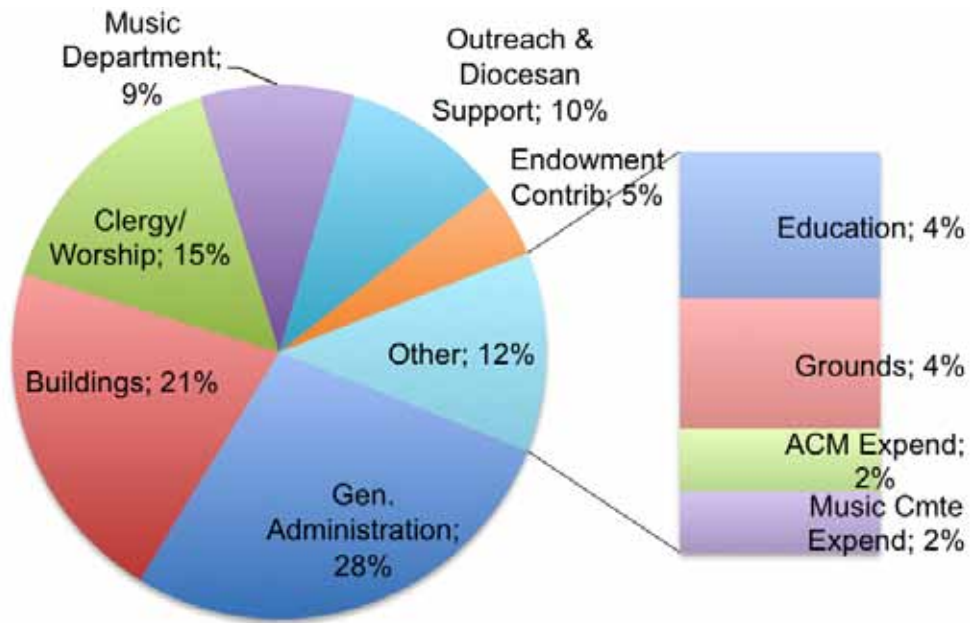
Thanks to the commitment of The Redeemer's parishioners and to careful stewardship of parish resources, The Redeemer ended 2010 with a surplus of \$76,500. We placed the surplus in our Unrestricted Endowment to support the parish's mission in future years.

The Church of the Redeemer's 2010 revenues totaled \$1,702,526, divided into the following categories:



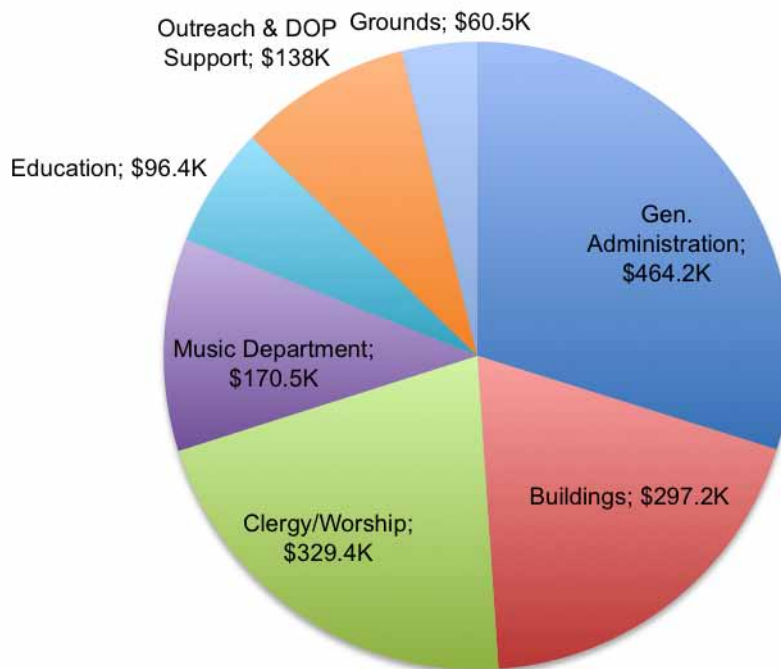
As we did last year, we are including in our parish budget display those contributions attributable to Outreach, ACM and the Music Committee in order to recognize the breadth of the parish's commitment to the total mission of our community.

Disbursements for 2010 were \$1,686,744, including the distribution of the revenue surplus to the Endowment Fund. The amount is a little smaller than 2010 revenues because certain dedicated funds such as ACM and the Music Committee have expense schedules that don't match our annual calendar year budget cycle.



2011 Budget

The Vestry has approved a budget for 2011 totaling \$1,556,101, which is roughly equal to last year's budget. The 2011 budget numbers below and in the enclosed exhibit do not include ACM and Music Committee line items, which are separately determined.



This is the second consecutive year in which we have held the line on the budget, despite large increases in health insurance premiums, significant expected increases in utility costs and real estate taxes and now, thankfully, a full complement of clergy. I would like to thank Parish Administrator Jay Einspanier and the Redeemer staff for their hard work in managing parish expenses.

Endowment Status

John Lisle reports elsewhere for the Investment Committee that our endowment accounts are valued at approximately \$7,450,000. The income from the endowment provides an important income stream to the parish budget and serves as a financial cushion in the event of an emergency.

I noted earlier that in 2010 The Redeemer added over \$75,000 in surplus revenues to the Unrestricted Endowment (formerly called the Contingency Fund). This and the careful oversight of the Investment Committee have helped our endowment accounts to regain most of the value lost in the recession.

I would also like to recognize Ted McCoy and other deceased members of the parish and their families for their generous bequests and gifts to The Redeemer which we placed in the Unrestricted Endowment. Their legacy will sustain The Redeemer for generations to come.

Conclusion

The exhibit following my report shows our 2011 budget compared to our 2010 and 2009 actual revenues and expenses. Please recall that the ACM and Music Committee revenues are separately raised and escrowed, and their disbursements are made off-cycle.

Finally, I would like thank the Finance Committee for their dedicated service to The Redeemer. Their attendance at monthly 7:30 AM meetings, diligent “homework” poring over spreadsheets, proposals and contracts, and constructive debates on how best to maintain the parish’s financial security is a ministry that may not be known or appreciated by many parishioners.

Darrell DeMoss
Accounting Warden

2011 Budget Compared to 2010 & 2009 Actual Revenues & Expenses

	2011 Budget Projection	2010 Actual	2009 Actual
Revenue			
Pledge	\$1,100,000	\$1,112,372	\$1,150,473
Plate	\$13,000	\$13,622	\$12,318
Endowment Income	\$280,116	\$282,870	\$298,536
Misc. Contributions	\$15,000	\$22,500	\$19,162
Residential Rent	\$73,000	\$72,618	\$45,313
Misc. Rent/Income	\$40,000	\$73,431	\$36,443
Music Cmte Contributions*	\$0	\$42,975	\$110,136
ACM Contributions*	\$0	\$35,653	\$28,542
Outreach Contributions	\$40,000	\$46,485	\$76,075
Total	\$1,561,116	\$1,702,526	\$1,776,997
Expense			
Clergy	\$329,368	\$261,103	\$359,700
Music	\$170,473	\$157,488	\$164,696
Christian Formation	\$96,351	\$74,704	\$82,884
Buildings	\$297,195	\$354,229	\$311,419
General Administration	\$464,183	\$467,346	\$461,398
Grounds	\$60,540	\$65,952	\$55,251
Outreach	\$83,500	\$87,163	\$103,500
DOP Support	\$54,491	\$79,359	\$82,297
ACM Disbursements*	\$0	\$31,635	\$23,552
Music Cmte Disbursements*	\$0	\$31,209	\$105,465
Total▶	\$1,556,101	\$1,610,188	\$1,750,162
Surplus	\$5,015	\$92,338	\$26,835

*To be determined.

Investments Committee Report

John Lisle

The Redeemer Investment Committee oversees the Church's endowments and advises the Redeemer's Finance Committee on the annual percentage rate to use annually.

The Redeemer has two endowments. The smaller endowment fund was started by the Church with less than \$9,000 in 1913 and placed in trust with Girard Bank as the sole trustee. That fund now has a balance of over \$2,000,000 and is managed by Bank of New York/Mellon, the merged result of Girard Bank.

The other endowment fund is a conglomeration of several investment accounts, some of which are trusts with varying restrictions. These funds are managed by the Episcopal Church Foundation. The secretary of the Redeemer's Investment Committee, Paul Wanglee, sits on the investment committee of the Church Foundation.

The BNY/Mellon endowment ended 2010 with a balance of \$2,172,327. The other endowment closed the year with a balance of \$5,277,675. These combined endowments provide approximately \$325,000 to the operating budget of the Redeemer each year. Typically that amounts to 4.25% of the average year-end market value of the combined endowments of the prior three years. The spending percentage is limited to about 4.25% to ensure that the endowments have a high probability of maintaining the purchasing power of their contribution to the church indefinitely.

The Redeemer Investment Committee meets with both investment managers at least annually for a thorough review of both endowments, including portfolio characteristics such as asset allocation, rate of turnover, and performance, to see that the accounts conform to the long term investment objectives of the Redeemer.

Both endowments are well diversified and invested appropriately for the Church's investment objectives and risk tolerance.

Please contact any of the committee members with your questions.

Respectfully,

Alan Boris

Stephen Lee

Eric Noll

Paul Wanglee, Secretary

John Lisle, Chair

Peter Vanderveen, Ex-officio

Melissa Wilcox, Ex-officio

The Stewardship Committee* is pleased to report that that pledge income received in 2010 (the sum of pledges received and other regular contributions) exceeded the goal, and that relative to time since in-gathering, pledges to date are tracking close to last year. As always, there are changes in the pledging units from year to year, with some lost and some new pledging units gained. At this writing we believe that the total pledge goal of \$1.1 million to support the 2011 budget is attainable. And as always, we encourage anyone who has not made a pledge to do so early in the year, as greater confidence in reaching the goal allows greater confidence in carrying out programs. This year we asked for a 3% increase for continuing pledges, which offsets a number of small increases in expenses in the 2011 budget.

The Stewardship Committee is actively discussing a number of initiatives to make future campaigns livelier, and to convey that stewardship goes beyond the pledge campaign to connote a much broader care-taking of all we have been given. Among the possibilities



are activities that raise awareness of stewardship of the environment, from maintaining our campus to the responsible use of resources; better communication of our stewardship involving long-term financial resources through the work of the investment committee; and discussions in the church school classes about taking care of what we have by forging a life lived with mindfulness for stewardship. We also are considering an array of educational activities to inform the parish about ongoing stewardship: on the scope of preventative maintenance in place to preserve our

buildings; on local and global ecological challenges; and on manners of giving to the annual campaign along with the Lycett Society and planned giving that maximizes the benefits to the donor and the church.

And importantly, we are looking into ways to recognize the individual pledging units that make our annual campaign successful, year after year. Our distribution of pledges continues to evolve so that we are more and more dependent on broad-based support, and less able to rely on a small group to carry the load for the parish.

We welcome new members to the Stewardship Committee as we strive to convey how stewardship is a natural, innate part of Christianity, relevant every day. We welcome persons who have ideas on how to make good stewardship the normal way of life at Redeemer and in our outward-facing lives.

* Barri Alexander (vestry liaison) Anne Barnett, Bea Blackman, Pamela Campbell, Ken Garner, John Gregg, Morris Kellett, Betsy MacIntosh, Mike Thompson, Julie Williams, Kim Williams, John Wallingford (chair); Doug Raymond, Peter Vanderveen ex officio.

Growth and Development Committee

Eric Rabe

This new committee was formed in the early fall to consider and make recommendations regarding the growth of our parish and its development. The committee aims to encourage deeper engagement by current members of our parish, and to recommend ways to encourage others to join us as active members of The Church of the Redeemer.

After several sessions to consider the scope of our work, the committee convened in January: a meeting of three dozen past and present leaders of Redeemer committees, vestry members and others who have been deeply involved in the workings of The Redeemer. This group seriously considered the strengths and weaknesses of our Parish as we find it today with the objective of building on what we have, and also to begin a parish-wide conversation about the importance of growth and deeper engagement. We considered the way in which the parish is perceived by others. We evaluated the many gifts we all enjoy as members of this community and considered how we can best share these gifts. Rector Peter Vanderveen set the tone, calling growth part of the job of each of us as Christians.

The comments received during this work are now being evaluated and considered by the committee. We expect this to lead to more thoughtful reflection on how best to spread The Redeemer's message: that this is a place of peace that deeply cares about our worship; that it is serious about reaching out to others through mission, and that we truly care about each other as reflected in our ongoing fellowship.

Members of the committee are:

Ken Garner (ken@the-redeemer.org); John Wallingford (jcwallingford@verizon.net); Peter Vanderveen (pvanderveen@theredeemer.org); Eric Rabe (ericrabe@me.com); Jay Einspanier (jay@theredeemer.org); Martha Wintner (ericrabe@me.com); Doug Raymond (doug.raymond@dbr.com); Gerard de Lisser (gdelisser@aol.com); Kathleen McClave (Kathleen.McClave@towerswatson.com)

We hope you will be in touch with any of us if you share our interest in growth at The Redeemer. Of course, we are always looking for new folks to help in this work, and we strongly encourage volunteers!

Eric Rabe, Chair

Eric Rabe 215-839-6639
eric.rabe@verizon.net

For purposes of this report and for most other purposes, the “Churchyard” is defined at the Redeemer as the “grounds” in general, including all planting areas, the tree canopy, walkways and open grass areas throughout the church campus, as well as the grave sites and the Memorial Garden.

The expense of the routine maintenance of the Churchyard, consisting primarily of lawn care, mulching and leaf removal, has been running in the range of \$60,000 or more annually and is absorbed by four separate Churchyard Endowment Funds, plus an allocation by the Vestry from the operating budget. The endowment is not sufficient to cover major maintenance such as tree removal and heavy pruning, which are arranged by our arborists, the John B. Ward Company. These major costs, which are substantial, must be funded from the operating budget or other specially authorized sources.



In addition to its planning responsibilities, the Committee oversees the work of the professional contractors retained by the Parish, including landscape contractors and arborists. The Committee is guided and assisted in its work by the Long Range Parish Horticultural Plan prepared in consultation with Alice Doering, the Church's landscape consultant, and approved by the Vestry in 1996. The plan includes identification of specific plant material for grave sites and other areas of the Churchyard. It is intended to assure that the long term planting is harmonious and in proper

scale with existing buildings and plant material, and that it includes the best plants for the site, taking into account the nature and horticultural challenges of the site.

This year, the Committee's oversight included completing the massive job of restoring and replanting the trees and shrubs which were removed from the construction site on the southwest border of the Church and moving most of it to a temporary site elsewhere in the churchyard, to be replanted following completion of the construction. Committee members, working with the contractors and our landscape consultant, Alice Doering, our principal nurseryman, Bill Delafield, and Jay Einspanier and other members of our own faithful staff, saw to it that this work was completed successfully.

In July, 2010, the Committee oversaw the installation of a long wished for automated watering system serving the borders of the Church and the Memorial Garden. Much valuable plant material was preserved from the effects of the drought thanks to the new system, made possible by a special grant from the Vestry.

As large trees continue to deteriorate due to the effects of old age, disease affecting certain species, especially oaks, and the continuing drought in our region, they are regularly identified by our arborists and, if necessary, scheduled for removal. In February, 2008 three large oaks, thought to be part of the original canopy of the Churchyard, had to be removed. As these trees are removed, sites for replacement trees, of a type better suited to the current environment, are identified. However, replanting occurs only when the necessary funds are donated by parishioners or friends of the Church, or made available by the Vestry.

In 2010, the Church was fortunate to receive donations of three mature trees: a Sugar Maple, a Swamp White Oak and a Black Gum, specifically intended eventually to replace canopy trees that have been lost over the past several years. The generous donors were Jacques and Stephanie Vauclain, Ann V. Klotz, Louise K. Middleton and William and Debbie Delafield. The trees have been planted in the southwest Churchyard and show every sign of being handsome specimens.

Almost all churchyards are inherently unstable and require substantial ongoing maintenance. In general, the job of leveling gravesites and repairing and resetting stones is endless, as weather, water damage, snow and ice and tree roots contribute to the inevitable instability of these areas. The Committee and staff are mindful of these realities and seek to do their best to see that our beloved Churchyard continues to be the place of beauty and quiet repose it has always been. Faithful volunteers provide invaluable help in this process.

Respectfully submitted,
Robert W. Denious, Chair

And the Committee:

Anne Barnett, Sue Denious, Jay Einspanier, Jane Hastings, Helen Jennings, Morris Kellett, Harry Marsh, Rodger McKinney, John Pickering, Jim and Dee Pugh, Dick Ravenscroft, Doug Raymond, III, Rev Peter Vanderveen

NEEDS AND GOALS FOR 2011

1. Two or three additional specimen trees to add to tree canopy in southwest churchyard.
2. Better sign for corner of Fishers Rd and New Gulph Road, constructed of stone and perhaps lighted. Link design with adjacent Lych Gate.
3. Install small hedge or railing along walk at rear of Church, to demark cemetery.
4. Upgrade Rectory grounds, replace fence and remove adjacent yew hedge, improve entrance planting.
5. Upgrade grounds of Youth Cottage across Pennswood from Church

Outreach Mission Committee

John Lisle

The Outreach Mission Group began in April, 2009 with the purpose of focusing the Redeemer's existing outreach programs, starting new ones, engaging in mission projects, and building parishioners' awareness of the wide variety of rewarding opportunities for Christian mission at our church. The Group works in conjunction with the Outreach Grants Committee. Well over 100 parishioners and their families participate actively in one or more outreach missions regularly. Their contributions have a very significant positive influence well beyond our immediate community.

Most, if not all, of what we do at the Redeemer is outreach in one form or another: Pastoral Care, the Flower and Altar Guilds, the Churchyard Committee, the Choirs, and Episcopal Campus Ministry just to name a few.

However some outreach-projects are very specifically aimed to serve people in need, outside our parish, and those are the particular focus of the Outreach Mission Group. The current projects that are under the purview of the Outreach Mission Group include:

- The Blankenberg School led by Carol Chew
- Food for Friends led by Deann Mills and Jim Pugh
- St. Gabriel's church project with Jan Gross
- Interfaith Hospitality Network run by Betsy Crowell, Barbara Hobbs and Anne Kellett
- The African Children's mission directed by Lynn Atlass-Marsden
- Food collections and Christmas Baskets by Tom Ramsey
- The Joyful Giving program led by Marlies Lissack
- Our just initiated project, Eldernet, with David Hain and Bill Young

In volunteering for one of these projects, parishioners very often experience intangible rewards. Yes, it "feels good" as a Christian to make the decision to give service and help others. And certainly there is the reward of fellowship, as is well known by the large Food for Friends group. However the glow of understanding gained by a friendly conversation with "a needy stranger," who turns out to have something in common with you, is an experience that is entirely personal and can be compelling or perhaps even life-changing in some small way. In several of the activities, volunteers who choose to can join brief discussions about some rewards of the heart that a particular mission project brings. These discussions are generally led by one of the clergy.



You will have the opportunity to learn about each of our parish missions through adult forum discussions, and from the monthly Mission Broadsheets, or in The Voice. Our group mottos for



mission are Engage, Embrace, and Enrich. Our aim is that each of you will become more familiar with each of the Redeemer's Outreach missions and will continue to participate, or will decide to try out a project. As a group, they are designed to suit the differing time-availability, age groups, and interests of our entire church community.

Please feel free to contact any of the Outreach Mission Group: Betsy Crowell, David Hain, Gerard deLisser, Michael Maggio, Julie

Williams, Bill Young, and John Lisle, chair. Ex-officio The Rev. Peter Vanderveen and The Rev. Melissa Wilcox.

At the beginning of 2010, the Redeemer Outreach Grants Committee reluctantly decided to reduce the number of agencies designated for financial support. This difficult decision was driven by a realization that the Committee would have fewer dollars at its disposal than it had in the past as well as a desire to channel additional support to organizations considered to be core to our mission, both within the parish and in the local area.

The Committee's Mission Statement is to award grants which provide significant support to programs and institutions whose work directly impacts and seeks to improve the lives of God's people who have critical needs – particularly the elderly, women, and children.

The Committee funded only 11 organizations in addition to Parish Outreach Mission projects during 2010. Sixteen organizations that the Committee had funded in the past did not receive grants.

The six Parish Outreach Mission projects funded by the Committee were Interfaith Hospitality Network (IHN), the Dominican Republic Youth Group work trip, the Blankenburg School Library project, Food for Friends, Christmas Baskets, and a new, one-Saturday-a-month lunch program at St. Gabriel's Church in the Olney section of Philadelphia. By the end of 2010, responsibility for the administration of these parish projects (except for the Youth Group trip) had been shifted to the Outreach Mission Group.

Because of concerns that the funded organizations might have additional needs in this particularly challenging economy, once again the Committee did not disburse all available funds in June. At the end of the year, the Committee was able to make additional grants totaling approximately \$12,000 to six entities, including IHN, African Children's Mission, and an amount for repairs to the St. Gabriel's kitchen so that that it will be better able to serve its clients. These amounts are included in the totals on the chart below.

The Committee thanks the many members of the parish who support ACM, IHN, Food for Friends, St. Gabriel's, the Blankenburg School Library project, Christmas Baskets and other agencies to which the Committee made monetary grants. The Committee also thanks all members of the parish who independently support other organizations that work with the elderly, children, and women and families without homes through both their financial gifts and gifts of time.

The Committee also thanks Marlies Lissak who took responsibility for the ECS Christmas Gift Program this year. This program encourages parishioners to contribute special gifts, movie cards, and individual store gift cards to ECS for its clients.

In 2010, the parish budget allocated approximately \$38,650 to the Outreach Grants Committee. The balance of the Committee's funds came from The Shop and the Christmas Bazaar. In addition, parish members contributed a total of \$4,965 to the five organizations designated by the Committee for its Christmas Joyful Giving program. This year all of those organizations were ones in which the parish is actively involved. In addition, HEART gifts totaled \$2,375 this year.

Outreach Grants Committee Total Allocations
(including Joyful Giving)

Camp Dreamcatcher	\$1,795	Episcopal Community Services	\$32,400
Camp GetAlong	\$2,000	IHN - miscellaneous funding	\$1,130
ACM	\$3,355	IHN - Main Line	\$10,385
Diocesan Summer Youth Camp	\$1,350	Main Line Meals on Wheels	\$2,500
Christmas Baskets	\$4,750	WePAC	\$3,200
Church of the Advocate Soup Kitchen	\$5,200	Blankenburg Library Project	\$1,785
Community Outreach Partnership	\$3,000	Food for Friends	\$2,790
Parish Mission Projects	\$2,000	St. Gabriel's	\$4,450
Dolphins of Delaware Valley	\$3,500		
ElderNet	\$3,000	Total	\$88,590

In 2010 the members of the Committee were: Sam Morris, Chair, Carolyn Bennett, Jane Hastings, Jan Clarke-Gross, Kathy Hutchinson, Carolyn Morris, Marda Schropp, Rodger McKinney, Susan Ayres, Lou deLisser, Tom Ramsey, Stephen Billings, Ed Lewis and Jim Pugh. Kathy Hutchinson resigned in the fall, and the Committee will miss the good counsel she gave it over many years. Rev. Andrew Butler served as the clergy liaison while he was still here. New members are always welcome.

The Committee usually meets monthly, except during the summer. The bulk of the Committee's work takes place in the winter and spring during which time we conduct site visits, review and discuss grant applications, and allocate available funds to applicant organizations.

The Committee would like to thank the Vestry and all those who supported The Shop (particularly Lou deLisser) and the Christmas Bazaar (particularly Sally Moser, Francesca Northrup and Colleen Holt-McCauley who collectively organized and ran the 2010 Bazaar) by donating time and material items to help raise funds for Outreach Grants in 2010.

While we continue to be concerned by the decrease in funding for Outreach Grants that has occurred over the last 3 years, the success of The Shop and the Bazaar in 2010 hopefully will make additional funds available for this important work in 2011. The Committee looks forward to its work in 2011.

Outreach Reports

African Children's Mission 2010

Carol Chew

During 2010, ACM continued to thrive due, in large part, to the clear mission statement that guides all its goals and activities.

- To empower the congregation of the Church of the Redeemer to support initiatives which improve the lives and hopes of children affected by AIDS in Malawi, Africa.
- To develop an interactive, educational, and spiritual relationship between children affected by AIDS in Malawi, Africa and the children, youth and adults at The Church of the Redeemer.
- To coordinate activities with other organizations whose missions coincide with ACM's mission.
- To ensure that funds are applied effectively and efficiently to support programs serving the most vulnerable Malawi children affected by AIDS and their caregivers.

The following mission activities were advanced during the year.

The Malawi Story

Abwenzi Means Friends by Carol Chew and Peter Sipple continues to serve as source material for a number of public schools across the country in their 3rd and 4th grade curricula. At Blankenburg School, the third grade is reading the book and watching a presentation about Malawi based on the photographs from several of our travel teams. Mrs. Philmore's class is collecting pencils to send and is raising money to purchase a goat through GAIA. In addition to Redeemer's church school, there are other church groups that are using the book and exploring ways to support GAIA's efforts in Malawi.

Education Efforts

At Redeemer, the ACM has continued to implement a number of educational programs with committee members working with Barbara Billings and church school teachers.

Using Abwenzi Means Friends as the foundation, ACM members worked in the church school, spending the fall with grades 4 and 5. The children learned about Malawi and the United Nation's Millennium Development goals through readings from the story, experiential opportunities and scriptural references. They gained an understanding of the connections between ACM, GAIA and the people of Malawi. We worked with YAR 9th through 12th graders to involve the youth in making many of the Malawi goat ornaments and trinkets that graced our Got Goat holiday table.

Travel Team

ACM had no travel team to Malawi in 2010 but anticipates forming a team in 2011 to visit "our" village of Naluso. It is part of Njirambo Center, a cluster of 5 villages in Mulanje District in southern Malawi. The Redeemer's village consists of 331 households--1614 people--in great need of health initiatives and life-saving services, such as food, water, medical supplies, nursing and orphan care, and education.

Team members will also deliver Medical Assistance Packs containing 75 lbs. of prescription drugs and over-the-counter medications to GAIA Mobile Health Clinics. It is difficult for us to understand the challenges that face villagers when even minimal health care is often unavailable. Former travel team members return from Malawi with an overwhelming sense of the needs of villagers and orphans along with a guilty appreciation of all that is accessible here in the U.S.

Support for GAIA

During the year, the ACM sent much needed funding to GAIA, the Global Aids Interfaith Alliance, in support of some of their most important ministries. The 10th anniversary of GAIA's ministry in Malawi was marked by one east coast and one west coast fund raising galas. Both events were very successful due to the support of groups like the ACM.

In spring 2010, GAIA's Malawi Country Director, Jones Laviwa, made a stop at Redeemer on his way to San Francisco. The ACM hosted several small gatherings where Jones gave us greater insight into the progress that GAIA has made in his country and the pressing problems still to be addressed. Jones flew on to San Francisco where along with Bill Rankin, CEO and co-founder of GAIA, Dr. Charles B. Wilson, they presented the most up-to-date report on GAIA Villages. With seed money from the Bill and Melinda Gates Foundation, GAIA created its signature HIV intervention- GAIA Villages, which uses a grass-roots, community-based approach to preventing and treating HIV/ AIDS in Malawi's rural villages. GAIA Villages employs 4-5 women in 40 rural villages as Community



Caregivers. ACM committee members, Marda Schropp, Carol Chew and her husband, Rich Weigel, attended the gala along with more than 500 GAIA supporters. The ACM and Redeemer are supporting the Naluso village, one of the new members of the GAIA Villages program.

In fall 2010, the ACM played an important role in the organization of the east coast gala, "An Evening at the Ballpark" that was held at Citizen's Bank Park and emceed by Cole and Heidi Hamels. ACM members hosted GAIA speaker Kaboni Gondwe and William Rankin during their stay in Philadelphia. More than 20 parishioners attended the festive gala on November 5, 2010. "Update from Malawi 2010," was featured at the Adult Forum on November 7, 2010 in the Parish House. Dr William Rankin, President and CEO of GAIA, and Kaboni Gondwe, a Malawi-born GAIA nursing student and Fulbright Scholar, presented a very enlightening program.

GAIA Ministries Update

In addition to adopting the Naluso Village, ACM has continued to support some of GAIA's most successful ministries as detailed below.

Open Arms Infant Home Orphanage

Ongoing care of orphaned infants provides food, medical care and a safe environment until the baby can be placed back in their home village. Our support has provided mosquito repellent-treated nets to protect against malaria. The orphanage has seen a drop in the mortality rate from 50% to around 10%. GAIA created its signature HIV intervention-GAIA Villages, which uses a grass-roots, community-based approach to preventing and treating HIV/AIDS in Malawi's rural villages. GAIA Villages employs 4-5 women in rural villages in the south as Community Caregivers. Moving forward, GAIA seeks to expand its village ministry to more than 40 villages over the next 3-years.

Orphans in Community

GAIA's Malawi Staff created the Orphan Care program to support vulnerable orphans and their overburdened family members, making it possible for grandparents, aunts and uncles to care for them. This program is keeping families intact, preventing neglect and halting the growth of more orphan-headed households.

Mobile Medical Clinics

GAIA has two four-wheel drive vehicles capable of reaching remote villages. Clinics are staffed by a Clinical Officer (similar to a Physician's Assistant in the US), a registered nurse, nurse's aide, and a driver. On average, the Mobile Medical Clinics see 100 patients per day. In addition, GAIA provides remote villages with bicycle ambulances to transport the seriously ill and women with complicated pregnancies to the district hospitals..

Youth HIV Prevention Programs

More than half of Malawi's population is under the age of 15, and ensuring that the next generation remains HIV-negative is critical to the country's future. We support the dynamic, youth-centered HIV-prevention program lead by GAIA staff and community leaders.

Orphan Care and Education Program

ACM provided funds to help with secondary school fees, and support some 300 orphans with food and supplies for the orphan care center.

Nursing Scholarships

ACM has provided more scholarships than ever before, covering the expenses for tuition, supplies, stipend, uniform and other basic necessities for students. A total of 98 students on GAIA scholarships attend both 3 and 4 year programs and, upon graduation, will spend the next four years working in community hospitals. In 2010, The Nursing Scholarship Fund is altering Malawian society for the better by empowering young women to become agents of change in their communities and role models for millions of vulnerable young girls. Many of our Nursing Scholars are also AIDS orphans who are responsible for raising their siblings. Without nursing scholarships, these young women would struggle to obtain an education.

Fund Raising Efforts

ACM has seen great generosity and support from our parishioners and from the community in a year of economic challenges. The ACM played an important role in the "Evening at the Ballpark" event that raised more than \$50,000 for GAIA.

ACM endeavors have been supported by the sale of Abwenzi Means Friends, the sale of handmade carved pieces and custom greeting cards from Malawi along with the Got Goat ornaments and trinkets at the Malawi table at the “Light the Way to the Holidays” and subsequent parish hall table events. In 2010, additional funding was provided by the “Gift from the Heart” campaign, “Joyful Giving” campaign, and a grant from the Outreach Committee.

Supporting Malawi Visitors

ACM members have served as host families for a number of Malawi visitors this year including Jones Laviwa, Bill Rankin, and Kaboni Gondwe. Just as travel to Malawi is a giant step for the ACM traveller, a visit to the United States represents a giant challenge for our Malawi visitors. ACM members have made it a priority to reach out to Kaboni Gondwe, the Masters nursing student who will be living in the U.S. for two years without the financial capability to travel home to Lilongwe to visit her two brothers. Kaboni stayed with sponsor families for both Thanksgiving and New Years where she had the opportunity to experience the unique qualities of American holidays and at the same time, establish relationships with supportive family members. We hope that Kaboni will return this summer for a visit and to volunteer at one of our area hospitals.

Financial Position

The financial position of ACM remains strong with an end- of- year balance of \$41,284. Receipts from contributions and fund-raising efforts in 2010 amounted to \$35,653. Disbursements during the year totaled \$31,635, of which \$30,200 was issued as grants to GAIA for mission support.

The African Children’s Mission: September 1 – December 31, 2010

This year, the African Children’s Mission continues its commitment to support initiatives that improve the lives and hopes of children affected by AIDS in Malawi, one of the poorest countries in Africa. As one of the Church’s outreach programs, we seek to develop an interactive, educational, and spiritual relationship between children affected by AIDS in Africa and the children, youth and adults at The Church of the Redeemer.

The ACM committee meets on the first Saturday of the month at 9 a.m. in the Parish House. As a community, ACM at the Redeemer will support a village, Naluso, in the Mulanje district in southern Malawi for the next three years. The Naluso village has 331 households, comprised of 1614 people in great need of life-saving services, such as food, water, medical supplies, nursing and orphan care, and education.

ACM’s programs will focus on education and fundraising for these life-saving services. This fall in our Good Shepherd classes (Grades 4 and 5) students will learn, and pray about, and raise funds to support other children in Malawi.

This fall the African Children’s Mission partnered with GAIA (the Global AIDS Interfaith Alliance) on “An Evening at the Ballpark: Building on GAIA’s work in Malawi” on Friday, November 5, 2010. Emcees for this event were Cole Hamels (pitcher for the Philadelphia Phillies) and Heidi Hamels. Twenty-two ACM and Redeemer Members attended this exciting event.

A dinner at the Chew/Weigl home in honor of Bill Rankin and Kaboni Gondwe was held on November 6, which gave several ACM members the opportunity to talk more about current needs in Naluso and in southern Malawi.

On Sunday, November 7 William Rankin, President and CEO of Global Aids Interfaith Alliance (GAIA) and Kaboni Gondwe, a Malawi-born GAIA nursing student and Fulbright Scholar, spoke at the Adult Forum giving an "Update from Malawi 2010."

Bill Rankin shared with us several goals for the village of Naluso: improved health initiatives, HIV testing and treatment, nursing and orphan care, and education for the orphans, all of which the African Children's Mission at the Church of the Redeemer has committed to support over the next three years.

Next, Kaboni Gondwe shared the story about her life as an AIDS orphan in Malawi and how, when she was 11, GAIA's financial support permitted her to remain in secondary school and then go to nursing school as she continued to support her two younger brothers. "Kaboni" means "witness," and she is a remarkable witness of hope for the future of Malawi. She is currently a Fulbright Scholar at Ohio State University, and once Kaboni completes her M.A. in nursing, she will return to Malawi to teach and to care for her people as a nurse.

As a result of her presentation, several Redeemer families have welcomed Kaboni. She was invited to return to Philadelphia for Thanksgiving by Carol Chew and her family. At that time Kaboni visited several ACM members and later was generously invited and hosted by Prill Bradshaw between December 28 and January 3. We continue to encourage and support Kaboni in her life and schooling with e-mail, calls and care packages.

This year an ACM subcommittee for year-end solicitations was proposed and co-chaired by Gordon Keen and Julie Williams. Marda Schropp, Rick Sperry, George Steele, and Lynn Marsden-Atlass joined the committee who met on November 13 and November 14 to coordinate and write individual solicitations. Letters were mailed just after Thanksgiving. The personalized letters were very successful in increasing ACM donations. ACM appreciates very much the efforts of Julie Williams and Gordon Keen.

On Saturday, November 20 at the Gifts of the Magi Bazaar ACM had their Malawi Shop, organized by Stephen Billings. ACM members Prill Bradshaw (books), Carol Chew, Emily and Kristen Weigl (ornaments), Lynn Marsden-Atlass, Kate Atlass, and Bea Blackman all participated. Stephen Billings' "Got Goat" program remains enormously successful, and the shop -- despite operating a single day rather than for two days as before--had a wonderful assortment of hand-made items. All sales supported Naluso village and other Malawi projects.

On Sundays in late November and December, there was an ACM table in the Parish house staffed for those who wished to secure additional goat ornaments, necklaces, or other significant gifts. Unique rolled paper bead items hand-made by Redeemer 5th graders and note cards representing special gifts such as the following were offered:

- Nursing scholarships (\$1200/yr.)
- Bicycle ambulances (\$200)

- School fees & uniforms for HIV/Aids orphans (\$125/yr)
- Microfinance loans (\$70)
- Rural medical clinic kits (\$40)
- Got Goats (\$20)

On December 5, the 4th and 5th grade students presented their gifts (7 cents a day program) to ACM at the 9 am service, at the conclusion of their fall study about Malawi, Naluso village and life for the AIDS orphans and children.

Marda Schropp has served this year as ACM Treasurer and will provide a detailed budget report for 2010. Discussions are underway for a 2011 travel team to Malawi.

Respectfully submitted,
Lynn Marsden-Atlass

Addendum from Stephen Billings

From its beginnings in 2004, the African Children's Mission of the Church of the Redeemer, Bryn Mawr, has had a two-fold policy regarding funding for programs for the people affected by HIV/AIDS in Malawi and for the mission teams representing our congregation who travel to Malawi each year.

The policy places a priority on raising funds from the congregation and friends for the most critically needed programs providing direct relief and aid for the people of Malawi, which are channeled in the most efficient, economical, and effective stewardship via GAIA, Global AIDS Interfaith Alliance, an NGO in the USA and in Malawi.

The second, related aspect of the policy relates to the mission teams which represent the congregation in their transformational relationship with the people of Malawi. Travelers (usually adults, but occasionally college or high school students) with a rich variety of gifts have established ongoing and evolving relationships in the link between the Church of the Redeemer and our brothers and sisters in Malawi.

In practice, Redeemer's ACM mission team members commit not only time for travel, but also advance study, preparation and team building, as well as participation in the full, ongoing program of the ACM. Further, travelers commit to securing funds and sponsors to cover their expenses. Individuals, friends, family members, scholarship programs and other supporters have provided significant resources, including frequently flyer miles, so that no prospective traveler has been unable to participate in a mission trip.

Interfaith Hospitality Network (IHN)

Betsy Crowell

Visits: In 2010 the Redeemer hosted families - mainly mothers and young children - from The Interfaith Hospitality Network of the Main Line for five one-week stays: in February, May, July, October, and December.

Our Hospitality Program: We have generally used the Parish House Shortridge Room as a common dining-room for guests, and have used various rooms on the second floor of the parish house as guest bedrooms, depending on weather conditions and the need for heat or air conditioning. We have usually housed three families at a time; each has its own bedroom. The house has been quite full and the kitchen very busy! Families arrive at the parish each day at 6 p.m., they are provided with dinner and after-dinner recreation or programs, and they leave in the morning at 6 a.m. (9 a.m. on weekends) to go to IHN headquarters in Norristown for their daily work or school. On request, we provide food that they may prepare for breakfasts or lunches, and we also provide baby-supplies if there are infants or toddlers who need diapers or pull-ups.

IHN Redeemer Leadership:

In the early spring of 2010, Susan Ayres stepped down from her position as the single coordinator of Redeemer's IHN project. Her shoes were too large to fill by a single person, so a leadership team was formed, and since April 2010 our parish IHN has been functioning as a group effort led by:

Betsy Crowell: IHN Communications and volunteer recruitment

Barbara Hobbs: Visit-week guest orientation and coordination

Jane Hastings and Carolyn Morris: Meal coordinators

Anne Kellett and Blair Stambaugh: Housekeeping and supplies

Derek Luther: Redeemer's Representative to the Board of IHN of the Mainline

Special applause and thanks to the leadership team above and also to the following wonderful persons who were essential to the success of our hospitality weeks!!

Gold Star Guest-Volunteer: Mary Hopkins

Gold Star Overnight-Volunteers: The Wallingford Family

Gold Star Laundry-Service: Christina Clay and Jeanette

Program Improvements:

Due to a grant from the Redeemer Outreach Grants Committee, funded by the Bazaar and The Shop, our IHN Program has been able to upgrade our supply of guest aerobeds, pack-and-play beds, washable blankets, and other linens and towels. We have also been able to fund some craft supplies and baby supplies that are extra expenses beyond the usual volunteer food contributions. Thank you to all who make this possible!!

Volunteers: On each IHN visit to Redeemer, it takes more than 50 volunteers to share in setting up the guest rooms, and providing meals and hospitality in the way that the families deserve. We are so very grateful and proud of the many families and volunteers who have helped the IHN program at Redeemer since last spring:

We know we may have omitted names! We apologize in advance; and we also ask you to please let us know of our mistakes so that we may have more correct records.

Email Betsy Crowell: betcrowell@aol.com.

Families:

The Kris and Richard Aldridge Family
The Jim and Lin Buck Family
The Karl and Beth Beinkampen Family
The Clare Block Family
The Andrew Butler Family
The Carol and Rick Chew/Weigel Family
The Tom and Anna Gerrity Family
The Jon Keim and Chandra Kee Family
The John and Elaine Lisle Family
The Roger and Lauren McKinney Family
The Carolyn and Sam Morris Family
The Ryan and Rebecca Northington Family
The Ann and Caroline Strong Family
The Susan Van Allen Family
The John and Karen Wallingford Family
The Carter and Ginni Williams Family



Single or Couple volunteers:

Barri and John Alexander
Lucetta Alderfer
Warren and Susan Ayers
Anne Barnett
Priscilla Bradshaw
Leslie and Al Boris
Monica Hackett and Stephen Cadwalader
Jan Clarke and Bill Gross
Christina Clay
Betsy and Jim Crowell
The Rev. Gary Davis and Becca Davis
Rick and Rita Davis
Rod and Evie Day
Marilyn and John Fetter
Al and Sallie Greenough
Carol Harris
Jane Hastings
Barbara and Bob Hobbs
Mary Hopkins
Helen and Jim Jennings
Anne and Morris Kellett
Jenny and Kirk Kirkpatrick
Helen and Pete Justi
Eileen Kelly
Suzanne Lammers
Victoria Leidner
Marion Lockett-Egan
Derek and Brittany Luther
Michael and Margrit Maggio
Lynn Marsden-Atlass
Elizabeth and Bill McLean
Mary Ellen and Frank Partel
Hobie and Pam Porter
Luisa and Eric Rabe
Tom Ramsey
Lisa and Doug Raymond
Nancy and Rust Sharp
Blair Stambaugh
Mark and Nina Sullivan
Kitten and Andy Susanin
Christopher and Danielle Trucksess
The Rev. Peter Vanderveen and Trish Bennett
Claude and Martha Wintner

Blessings and thanks to all for this successful year!!

HEART Committee

Joan Warren

Formed in 1980, the HEART Committee continued with its mission of crisis funding for individuals and/or for families in the immediate and wider community, when the participating agencies had determined that the need was serious.

Eight agencies are listed with the Committee. A social worker calls a member directly and if the request meets the criteria, the request is granted. Appeals are varied and may include utilities, rent or mortgage, clothing, medicine, moving expenses, and other necessities. Agencies may also buy coupons and distribute them. These grants are received within two or three days. A single family or individual may receive a grant once in a calendar year.

The HEART Committee is appreciative of the Vestry's direct funding of this program. Because of this, we are able to provide prompt help in an emergency.

Heart Committee: Joan Warren, Chairman, Joan Harvey, Mary McAdoo, Dixie Wigton, Kitten Susanin, Susie Keith, Betsy MacIntosh, Peter Vanderveen, clergy liaison.



Christmas Bazaar Gifts of the Magi Outreach dinner

Sally Moser

We had a successful evening of fellowship and fundraising at Merion on Friday, November 19. The evening was the culmination of planning which began in the summer and progressed through the fall.

We had 245 guests at Merion this year, a bit lower than the 270 attendees in 2009. We made the critical decision to increase the ticket price to an estimated break-even level of \$75, up from \$50 in 2009. In addition, we added higher level tickets (\$250 per person and \$125 per person) in hopes of enhancing our outreach funding goal. Fortunately we received 14 subscribers at the highest level, 34 at the middle level, and 197 at the breakeven level. The result was \$4150 of extra ticket revenue. We also received over \$3000 in outright cash donations. Together these two figures allowed us to make money on the dinner itself. As a point of interest, the actual break-even for the dinner was \$75.45 per person, calculated by adding the total MCC bill for food, service, parking, rentals, beverages, and the expense of invitations, divided by 245 guests. It should be pointed out that we had no entertainment or decorations expense this year. Taking into consideration the Merion expense and the invitations expense, offset by ticket revenue and contributions, the dinner itself (not including auction/sales) made a profit of nearly \$7000, thanks to the extra ticket revenue and contributions mentioned above.



The evening included several auction/sale categories, some new and some repeats:

- Gift Baskets were put together along thematic lines. The contents were almost entirely donated by parishioners who selected ideas posted by us early in the fall. Over 300 items, valued at over \$6000 were gathered and wrapped up in about 50 attractive baskets.
- About 20 Nativity scenes were gathered from various sources, mostly from less developed countries. These were very well-received in our silent auction, and in most cases sold for substantially more than cost.
- Silent auction items (about 60) were gathered from various parishioners and local businesses

- Live Auction items (11) including vacation homes and other unique/valuable experiences were offered
- Our gift table, with an inventory of new gift items and candies, bought mostly at the Valley Forge Gift Show in July

The Silent auction was successful from several perspectives: 1. Every item sold; 2. Guests appeared to enjoy the new categories (gift baskets and nativities), and 3. Auction proceeds exceeded 80% of the stated value of the contributions (i.e. we raised \$15,452 in the silent auction against a stated value of \$18,650; Live auction is trickier to analyze, given the “priceless” nature of several dinners).

Our Live and Silent auctions, combined, brought in a grand total of \$28,252. The gift table raised \$1,234. Against these proceeds, we had various acquisition expenses (about \$2,200 to buy gift items, nativities and a few supplemental items for the baskets) and clerical expenses (about \$700), for a net result from auction/sales of \$26,591. When combined with the nearly \$7,000 net proceeds from the dinner, the overall financial result for the evening was \$33,445. There is the inevitable question of how the event compared with those of previous years. Please note that the events were quite different. In 2010, we had both higher ticket prices and higher dinner expenses (more substantial food, open bar) and slightly fewer attendees. We altered the schedule in such a way that guests were forced to pay attention to the silent auctions because the “big” food was not served until later in the evening when the silent auction had closed. We enjoyed the volunteered music of the Ramblers throughout, along with the auctioneering skill of parishioner Alfred Putnam. Our auction was completed that night, and did not carry over to the next day, as it has in the past. We did not offer vintage/plants/ACM or any other categories that have been offered at some previous Friday events. Hence the financial results of 2010 vs. previous years is an apples to oranges comparison.

We were grateful for the participation of volunteers for the wrapping and transporting of baskets and other auction items, and for the volunteers who assisted in the Live auction solicitation, invitation stuffing, admissions, treasury, checkout, and redemption functions. In addition, we could not have been successful without the donors of our auction items, the contributors who stepped forward with additional cash gifts, and our auctioneer, ably assisted with a PowerPoint presentation prepared by volunteers. Thanks to all who helped to make this evening a success!

Sally Moser & Fran Northrup, Co-Chairs of the Friday evening event

Highlights:

1. Good participation across parish....donors, guests, auction purchasers etc.
2. Good fundraising result (\$33K+ net)
3. Ease of dinner preparation at Merion (i.e. they do the work)
4. Fun, community-building event for guests able/willing to buy a ticket

Challenges:

1. Goals of the event are elusive: aggressive fundraising is not necessarily compatible with creating a reasonably-priced social event that all can affordably attend
2. Expense and perceived exclusivity of Merion as a venue
3. Huge time and effort by co-chairs; not a breeze to run an auction, and difficult to delegate.
4. Very difficult communications; confusion about what was offered. Change is not well embraced!
5. Auction items tend to repeat year after year, which hampers excitement, and may tire the donors and the purchasers.
6. Concern that a diminishing group of dedicated volunteers is pressed to do more and more. The core volunteer corps is tired. Consideration should be given to the many calls for donations/volunteer action in our parish. Are we diluting our volunteer effectiveness by too many projects/too many asks?

Suggestions for next year:

2011 may be a year to change the format to mix it up a bit. Perhaps return to the parish house for a toned down (i.e. cheap) holiday celebration more affordable to all. Perhaps skip the auction for a year, although the financial ramifications are obvious. Maybe the Friday piece of our efforts should be tamped down and reconstituted as a social (rather than fundraising) event, and fundraising should be concentrated in the Saturday event.

Annual Report: Gifts of the Magi Christmas Bazaar

Colleen McCauley

It was a magical Saturday, the day after the Merion Cricket Club dinner, when one hundred



thirty-three Redeemer parishioners manned their places for the annual Christmas Bazaar on the grounds of the Parish House. This year's theme was Gifts of the Magi, and, oh how the gifts did come!

They came first in the form of wonderful donations from Redeemer members that filled the coffers of Attic Treasures, Silent Auction, Vintage, The Shop, Books, Toys and the Teen Boutique. They came next in the form of volunteers for each of these booths, who sorted, priced and attractively

displayed the donations as merchandise, while other volunteers made lunch, acted as greeters, or counted, and accounted for, the funds raised. Still more volunteers decorated the Assembly

Room, laid out the candy and crafts table, and brought their newly released CDs and books for the “Author/Artist Table.”

In the spirit of this great holiday tradition at The Redeemer, more gifts came as eager shoppers began to form lines early in the morn, awaiting the treasures to be found inside. Signs had been placed on lawns throughout the community and ads placed in local media inviting the community to partake in a fun-filled day for people of all ages. Children were delighted as they bounced on the moon bounce, had their faces painted and bought treats, such as chocolate-filled advent calendars, striped lollipops and other candy from the “Candy Bar.” Toys, manned by the Block family, did a rousing business with Santa’s helpers, Connor and Evan. Harold, the pink flamingo, watched over the crowds perched high on a window sill in a red Christmas hat and box. He was the mascot of this year’s Bazaar.

Attic Treasures’ new location, the Sexton’s Cottage adjacent to the Parish House, enabled this booth to nearly double its revenue from prior years. Committee members transformed this tiny Cottage into a charming little shop with attractive “used” merchandise that was priced just right. Authors, Trish Bennett, Leslie Susskind, and the mother/daughter team of Leslie and Lois Ehrin, happily signed copies of their newly released books from the Author’s Table, while used books were sold downstairs in the former location of Attic Treasures. Tenor, Paul Adkins, cheerfully sold many copies of his new release: “Part of A Painting.” These talented people bore gifts by contributing a portion of their sales to the Bazaar.

The luncheon committee fed the hungry crowds of shoppers and quickly sold out its servings of quiche, soup, chili and salad. The African Children’s Mission, or Malawi table, was, as always, a popular spot for parishioners. Handmade wooden necklaces, bowls and other items from Malawi were on display with the Reverend Stephen Billings sporting his brightly colored tunic of Malawian fabric and goat necklaces. All sales will benefit the HIV/AIDS orphans of Malawi.

The new Teen Boutique in the Library became a favored hang out for teens with its trendy selection of delicately worn clothing from popular teen stores, including jeans, hoodies, skirts, sweaters, belts and costume jewelry. Vintage and Silent Auction vied once again at being the top revenue producing booths with beautifully arranged antiques, including an original set of Audubons, and a unique assortment of unusual, one of a kind items that delighted collectors and gift givers alike. With the crowds almost gone by 3 pm, the final gift arrived in the form of a fantastic clean up crew who swiftly returned the Parish House back to its original form. Another Bazaar was over and the tired volunteers returned home, happy to be off their feet from a day of hard work and frenzied activity. Gross revenue for the day was over \$20,000, which would not have been possible without the help of the Committee Chairs, their volunteers, Parish Administrator, Jay Einspanier, and his staff, Ken Garner, Director of Communications, and all the generous donors of the above mentioned gifts. While the funds will provide for many people in need, locally and globally, the material gifts that are given in outreach are still tokens of what is even greater—the appearance of a generous community that recognizes others well outside their usual paths. As our Rector put it: “our presents are signs of our presence.” Thank you all for joining us on this journey of the magi and for showing the community so many facets of the gifts of The Redeemer!

Highlights:

1. Good community attendance and participation from across the parish. Volunteer participation from 130-135 parishioners.
2. Good fundraising result (\$24,051 gross income and \$16,275 net income); plus revenues of ACM and The Shop for the day.
3. New additions such as “author table” (three authors autographed copies of their books, and Paul Adkins sold his new CD) and Teen Boutique.
4. A festive community building event. Many shoppers took time to enjoy lunch and continue shopping. Activities for children were fun. Teens were able to donate and help sell at the Teen Boutique, resulting in more youth participation.
5. Use of cottage for Attic Treasures’ sales allowed for Books and Toys to have more space, resulting in better traffic flow downstairs than in prior years.
6. Ability to give a “preview” on prior Sunday during Adult Forum.
7. Excellent communications in Sunday Bulletins, The Voice and on Church website, thanks to Ken Garner.
8. We used credit card machine for first time with Bazaar this year and it brought in more sales.
9. Great cooperation from Redeemer staff. Wreaths and cash gifts given to Redeemer staff from Bazaar proceeds.

Challenges:

1. Storage and sorting of donations until day of Bazaar. Although always a big issue, this was resolved by using The Cottage for storage and sorting until week of Bazaar by Attic Treasures, Vintage, Silent Auction, Teen Boutique, Books and Toys.
2. Moving Books and Toys from drop-off location at The Cottage over to Room 123 of Parish Hall where books and toys were stored until opening of Bazaar. Recommendation: have different drop off location for books and toys and post signs in advance. Change of drop off location mid way through meant a lot of moving of heavy books in particular and clearing out of Room 123 of Attic Treasures donations.
3. There was confusion as to how to co-ordinate solicitation for items in Church communications for the Bazaar and The Shop. The Shop agreed to stop soliciting donations in order for Silent Auction and Vintage to begin receiving high quality donations. The Shop did well on the day of the Bazaar. Also, many buyers who purchased at the Bazaar came back to The Shop to purchase on subsequent Saturdays, having learned about The Shop through the Bazaar. A coordinated effort between The Bazaar and The Shop will work to the great advantage of both.
4. Clean up at close of Bazaar (so that the staff did not have to physically remove all unsold merchandise) was resolved by hiring outside help. Books were boxed and placed on curb. Arrangements for pick up by organizations of unsold merchandise need to be made in advance.
5. Since format of Bazaar was new with Friday dinner at Merion Cricket and Saturday Bazaar at Parish House, it was a challenge to get parishioners to understand the new format and types of donations needed for each event. Co-Chairs of Friday night were soliciting new items for themed baskets and donations for Silent and Live Auctions;

whereas the Bazaar was seeking primarily used/antique items, although some new items were received and easily sold. Ultimately, sufficient donations were received for both Friday and Saturday events, but the opportunity for confusion/conflict abounds in this type of situation.

6. Sale of wreaths and bulbs on subsequent Sundays did not raise significant funds. Needs to be re-evaluated.
7. Tracking of income from sales of autographed books after Bazaar needs to be streamlined.

Suggestions for next year:

Budget should be planned, based on this year's expenses. Allocate expenses only where necessary. No purchases or renting of equipment should be made unless determined necessary for production of income. Signage purchased this year can be reused by inserting new date, as is done with banner. Chairs of booths anticipating expenditures should communicate such expenditures in advance. Increased youth participation in Teen Boutique can be achieved. Tailored marketing to youth in community to come shop/buy will bring in more teen buyers. Maps of location of various booths should be hung inside and outside to help non-parishioners navigate. Ultimately, greeters and guards were very helpful and served the purpose of and answering questions as to booth locations, etc. Quartie Clothier did a great job as a Master of Ceremonies called in at the last minute. There is a need for an MC to make announcements.



Parish Life Council
N.E.W. Committee – (Newcomers, Engagement and Welcoming)

Ginny Williams

The mission of the Newcomers Committee is first to ensure that the parish is a welcoming place for new individuals and families, and secondly to help newcomers become engaged in parish life. Each new visitor is welcomed by a Newcomers Committee greeter on Sunday mornings, sent a letter from a member of the clergy and welcomed with a personal phone call by a member of the Church. In 2010 we streamlined the process of welcoming visitors to ensure that each is welcomed where they are in the newcomer process. We are keeping track of the steps we have taken to ensure that all visitors to our church are welcomed and exposed to as much church life as possible. In December of 2010 we included a basic information sheet in the service leaflets in an attempt to further inform visitors to our church around the holidays of how they can get more involved. This will be repeated in December of 2011.

The Rector, Peter Vanderveen and his wife, Trish Bennett, opened their home to newcomers on two separate occasions. In May we had a casual Friday night gathering to welcome those who had arrived at our church since January. In October, we held a coffee during the Adult Education hour at the Rectory, welcoming those who had joined our parish during the late summer and fall months. These receptions were very well received by those in attendance and will be continued this year beginning in late winter.

Foyers Supper Groups have been meeting through the Redeemer for about six years. Foyers groups are formed by 8-10 randomly paired parishioners who have expressed an interest in joining. These groups meet at a mutually convenient time, usually around a meal, at the homes of the members. The Foyers groups are enjoyed by young and older members of the parish who are new to the church or who have been involved in the parish for years. Currently, over 20 parish members are involved in these groups. Although initially formed by the Newcomers Committee, once established, the Foyers groups run themselves. Anyone interested in forming their own group is welcomed to do so. (Jan Clarke is the Foyers contact Janice.Clarke@jefferson.edu)

Last year we implemented a nametag program which was very well received by parishioners and our new Rector. The nametags are worn during all coffee hours and adult educational offerings in the Parish House. Thank you all for replacing your nametag where you find it each Sunday. If you do not have a nametag, please fill out the sheet which is facing the nametag racks in the parish House hallway, and one will be made for you.

With the help of Jan Clarke, we have attempted to identify the method by which the Ushers, Greeters, and Newcomers Committee Welcomers interact and support each other in the Narthex before, during and after Sunday services. We are meeting as a larger group to streamline the process of welcoming/greeting on Sunday mornings.

We hope that the Redeemer will continue to be a welcoming place for all. Greeting and getting to know newcomers is a rewarding ministry. In 2011 we will be adding a few members to our ranks to help us welcome newcomers. If you are interested in participating on this committee which meets monthly, please contact Ginny Williams at vsharpwill@aol.com.

The Shop

Lou deLisser

Now in its fourth year, The Shop's revenue almost doubled from 2009. The Shop's sales in 2010 were \$27,840.75, and net proceeds were \$23,779.25. Increased sales are most attributed to the new consignment model implemented in late 2009, in an effort to increase inventory and merchandise turnover. The Shop only retains 30% of the proceeds in comparison to its "for profit" competitors that typically claim 40-50%.

In addition to increased sales, the acceptance of consignments has resulted in an upswing in traffic through The Shop this past year. This has attracted new customers, donors, and now, consignors, resulting in an effective combination. The Shop continues to feature quality merchandise at affordable prices, including furniture, rugs, decorative items, art, and lighting, in addition to women's and children's better apparel.

The volunteer base continues to grow, and The Shop now has 10 volunteers. However, The Shop welcomes and needs new volunteers. Parishioners are encouraged to get involved. One 2-hour shift per month goes a long way in supporting this very important fundraising effort. The Shop offers a rewarding (and fun!) volunteer opportunity for those who have the desire to give back but who have very limited time.

We are optimistic about The Shop's continued growth and potential for contributing to Redeemer's outreach efforts. Although The Shop becomes more established each year, many of our customers and donors/consignors are not affiliated with the church. We still need the help of the parish to truly make The Shop thrive. Please consider The Shop when circumstances change and you have items you no longer use or need. Regardless of whether you choose to donate, consign, shop or volunteer, we hope you will contribute to The Shop and support Redeemer outreach!



Senior Events Committee

Elizabeth C. D. MacIntosh

The Senior Events Committee held two luncheons in 2010, on Sunday, April 18 and Sunday, December 12, both in the Assembly Room. Entertainment for the Spring luncheon was graciously provided by a group from The Orpheus Club (of which several Parishioners are members) and for Christmas, by The Haverford School Notables under the direction of Organist Emeritus Michael Stairs. Invitations were sent to more than 350 Redeemer households and, as usual, both the above groups attracted an enthusiastic attendance of about 75 people.

The Senior Events Committee was formed a number of years ago to provide luncheon and entertainment several times annually to parishioners who are 60 years of age and older.

Luncheons are usually held in the Parish House in December and April-May, on a Sunday following the 11:15 a.m. service. Light libations precede a hot luncheon prepared and served entirely by the Committee, followed by a 45-minute program. Subject matter is chosen for its entertainment value and is not of a traditionally religious nature. In recent years, programs with community



or Redeemer speakers have ranged from talks on antique toys and historic gardens to musical presentations (instrumental and voice, solo and group.) Guests vary in number between 50 and 80 men and woman, and all are asked for a voluntary contribution of \$5 to cover costs.

Special thanks to current members of the Committee: Maisie Adamson, Pamela Campbell, Carol Harris, Jane Hastings, Bob Hobbs, Margery Lee, Charlie MacIntosh, Minkie McAdoo, Lois Muscheck, Nancy Palmer, Marcia Solmssen, and Dixie Wigton, and especially to Paulo Reyes for his invaluable help.

Committee members welcome suggestions for future program entertainment for these popular semi-annual events.

Betsy MacIntosh
Senior Events Chair

As I write this “annual” report, I have been with you, the people of The Church of the Redeemer, on the shy side of 90 days, so this is more of a quarterly report and a chance to share my experiences, my thanksgivings and my hopes for the future.

Being with you in worship, especially worship during all of the seasons of the Incarnation (Advent, Christmas and Epiphany) has been a wonderful entrée into the community. The worship experiences have been full of beauty, reverence and awe and, at the same time, hold important moments of intimacy, caring and joy. I feel at home in our worship together and encouraged by your wonderful, warm welcome. Names are coming slowly but surely. I hope that in the year ahead I will not only learn many more names but will have the opportunity to get to know many of you much better as we worship, pray, reflect, learn, play and serve together.

In the last two months I have coordinated the reinstatement of two very important liturgical ministries of the Redeemer: Eucharistic Visitation and monthly mid-week Holy Eucharist on site at four nearby retirement communities. I can think of no more important function a Christian community performs than making sure those who are nourished by Holy Communion have an opportunity to receive it with regularity when they are unable to be present in Sunday worship. The Redeemer Eucharistic Visitors (Ann Barnett, Sam Chew, Quartie Clothier, Kathy Hutchinson, Michael Maggio, Eric Rabe, Tom Ramsey, and Howard Snyder) understand the importance of their ministry and serve our community with intentional and loving commitment, for which I am most thankful.

My primary areas of oversight are Pastoral Care Ministries and Adult Christian Formation. Both areas are blessed with wonderful lay leadership in Kathy Hutchinson and Martha Wintner, who coordinate the many Pastoral Care ministries of those providing pastoral care within the Redeemer community, and Howard Baker who leads the Adult Formation Committee. I am deeply grateful to them for their enthusiastic and dedicated companionship while orienting me to these active and flourishing ministries over the last 3 months. Please refer to the specific reports that describe their activities more fully. My hope is that we will continue to expand the reach of both of these areas by supporting members of the congregation to explore and discern their spiritual gifts for ministry as they seek, more and more intentionally, to live out their Baptismal Covenants in the world.

Serving God and making God in Christ known is the essential work of the Church. I am privileged to have alighted in a community of clergy and staff colleagues who are gifted and who consciously use their gifts to support the ongoing and growing life of the Church of the Redeemer... we are forming an able team and I look forward to serving with them and with all of you into the future.

The Rev. Beth W. Hixon

Pastoral Care Committee

Kathy Hutchinson and Martha Wintner

During 2010, the Pastoral Care Committee continued its mission of serving our fellow parishioners who were ill, homebound, alone, or simply in need of a compassionate visitor. Each pastoral caregiver, who has participated in a 6-week training course, visits on average two or three persons on an ongoing basis throughout the year. In some cases, several caregivers alternate visits to the same person. Under the experienced guidance of our clergy liaisons--Judith Sullivan for the first part of the year and now Beth Hixon--we meet monthly to share our experiences, develop our caregiving skills, and pray for those we visit as well as for one another.

Easter and Christmas plant deliveries have proved to be one of our most satisfying missions. Each year an increasing number of parishioners volunteer enthusiastically to help us bring cheerful blooms to members of our congregation who have been on the prayer list, or who are unable to attend church services, or who have experienced grief and loss during the past year. This past Christmas 22 volunteers brought plants to 75 parishioners! We are grateful to everyone who has participated in this important ministry and we welcome new volunteers at any time. We also thank those who have volunteered to transport parishioners to the Church or to medical appointments and those who have provided meals for parishioners in need of casseroles or other food.

We continue to update our parishioner visitation database in order to stay in contact with all members of the congregation and serve their needs. If you know someone who would like to have a visit from one of the pastoral caregivers, please do not hesitate to contact us. Also, please remember that hospitals do not inform us when parishioners are admitted. If you, a family member, or friend is hospitalized and would like a member of the pastoral care team or a clergy member to visit, please get in touch with us.

All of us on the Pastoral Care Committee enjoy and feel enriched by this opportunity to get to know and serve so many members of our parish: an opportunity open to everyone at the Redeemer who is interested in exploring a deeply satisfying caregiving ministry. We welcome new members at any time and would be happy to offer further information about our work. Please contact any one of us on the list below if you have questions or are interested in becoming a pastoral caregiver.

Beth Hixon (Clergy Liaison)
Kathy Hutchinson (Co-Chair)
Martha Wintner (Co-Chair)
Lynne Chapman
Sam Chew
Quartie Clothier
Darrell DeMoss
Sallie Greenough

Nancy Hastings
Bob Hobbs
Morris Kellett
Jenny Kirkpatrick
Melanie LeBoeuf
Betsy Livingston
Tom Ramsey
Josephine Rees
Marda Schropp

We thank Beth and all members on our committee for their dedication to this ministry.
Respectfully submitted, Kathy Hutchinson and Martha Wintner

2010 Highlights and Challenges:

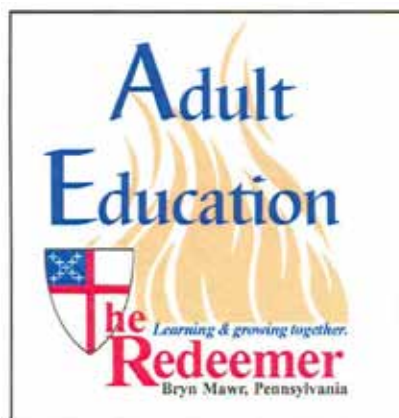
- Our major highlight has been to serve our fellow parishioners who are ill, homebound, alone, or simply in need of a compassionate visitor. We built extremely meaningful and close relationships with most of the parishioners we served.
- Additionally, learning more about how to help those who suffer helped us to be sensitive to parishioners' feelings, and taught us how to respond in a more constructive way to their feelings and needs.
- A major highlight for our pastoral caregivers was the superb leadership and guidance of our clergy liaisons, Beth Hixon, our most recent clergy member, and Peter Vanderveen and Judy Sullivan.
- Our dominant challenge in 2010 was updating our parishioner visitation database in order to know the members of the congregation better and serve their needs.

Plans/Hopes for 2011

- The Pastoral Care Committee plans to continue our pastoral care visits, education and plant deliveries. We will also coordinate the important missions of providing food for parishioners in need of meals, and transportation for those who need a ride to Church or to medical appointments.
- We also plan to address our 2011 challenge of updating our parishioner visitation database by doing more extensive research on parishioners who might appreciate Pastoral Care visitation.

“The theologian who labors without joy is not a theologian at all. Sulky faces, morose thoughts and boring ways of speaking are intolerable in this field.”

-Karl Barth



Clergy support: Although all the clergy assist the committee, the principal responsibility had been in the able hands of Rev. Judy Sullivan. Since assuming her duties with us, we are in the happy position of having the equally able and dedicated help of the Rev. Beth Hixon.

Introduction

The goal of Adult Formation is to support the mission of the Church of the Redeemer, specifically in our efforts “to celebrate the love of God in Jesus Christ...and worship and grow together.” Our part of this is to offer interesting, lively opportunities to understand how Christian theology supports this goal. As well, we try to support the development of stronger community among our membership and provide important information about other activities at The Redeemer. We are convinced that what may seem dense and overly intellectual actually can be a joyful exploration. Another word for this is “fun.” Our understanding of the vision of our current clergy is that striving for stimulating and challenging reflection about God’s presence with us can be filled with joy and definitely not consumed by dreary, morose contemplation.

Sunday Adult Forums

The time after the 9:00 am worship service serves multiple functions. In addition to The Adult Forums providing educational opportunities, it is a way to maintain communication within the parish and accomplish necessary business, including: the Annual Meeting, important business reports (e.g. the Stewardship Committee and the Music Discernment Committee), communication about travel groups (e.g. the youth group that went to the Dominican Republic and those who visited Malawi), and open meetings with the Rector. About once a month, we also reserve the time for informal talk at coffee hours.

The committee tries to develop issues that are interesting and helpful for the strengthening and deepening of faith. We thought, and continue to think, that having several Adult Forums in particular subjects is effective. To this end, in the past year our Lenten Forums looked at prayer from multiple perspectives, with outside speakers addressing views as apparently divergent as Quaker and Islamic prayer. In the fall, Peter Vanderveen led a series that helped us understand our Episcopal liturgy. We also celebrated having Beth Hixon and Melissa Wilcox join our clergy. Our Advent series gave us an opportunity to get to know each other. In addition to these series of Forums, we had several people who were experts in areas that seemed uniquely salient given world events. For example, Rev. James Jones discussed his recent book about religious violence, and Jane McAuliffe, the President of Bryn Mawr College, introduced herself to The Redeemer community by describing some of the challenges she faced translating the Qur’an from Arabic into English.

Adult Forums have given us a marvelous opportunity to get to know our clergy. We are indeed fortunate to have people who are able to deal with complicated theological issues as well as giving us ideas about helping our families better celebrate Advent. In addition, Peter has regularly offered opportunities to raise questions about our parish life directly with him. We think that these have worked well, and we will continue to use this format throughout the next year. Among the subjects we will be considering will be the “ever popular” subjects of sin, evil and the atonement.

Other Opportunities for Education and Spiritual Development

Doug Raymond, Sr., continues to lead regular Bible Study at noon on Thursdays.

There is a regular meeting of men, Gathering of Men, on Tuesdays at 7:00 am.

“Meet the Propers” meets weekly so that clergy and interested parishioners can discuss the coming week’s Lectionary Bible passages.

The Adult Study Group continues to meet on the second and fourth Tuesdays of the month during the academic year. This year, we decided to continue to use Teaching Company course, “The History of Christian Theology”, given by Phil Cary, Ph.D., the Chair of the Philosophy Department at Eastern College. The format is to watch one lecture at each meeting and then engage in vigorous discussion about the material. The discussion sometimes is somewhat peripherally related to the lectures. We will finish “The History of Christian Theology” by the end of June. We have not entirely decided on how to proceed in the fall, but we are considering several books and another Teaching Company Course, “Skeptics and Believers”. This group is open to new members, and when we use the Teaching Company Courses, there is no advance preparation. Of course, when we discuss theological books, we all try to read the material. The time requirements are really not very demanding.

Goals for the Future

The committee believes that most of the offerings have been reasonably successful. However, we think that there are people in our parish who would enjoy and benefit from participating in what is available—but they do not. Some don’t realize what is available and what the time requirements actually are (e.g. the Adult Study Group requires virtually no advance preparation). We hope to do a better job of making these known.

We are, however, aware that some have spiritual formation needs that simply require new approaches. We intend to address this in the next year. Before the summer, we are considering taking several Adult Forums to explore new possibilities, partly relying on what other churches do. These may include different programming content, different formats (such as using films as a vehicle to explore issues), and a variety of short “courses” that may last one evening for two weeks or every other week for 3 or 4 meetings, etc. (We have already begun this with “The Practice of Prayer” for two weeks on Feb. 21 & 28, led by Beth Hixon.) We hope that everyone will feel free to let us know what sorts of possibilities they would like, and we fully expect that new ideas will emerge in this process. One reason behind this is to open a process that will help us all discover what we actually know we need, but that we have not yet quite been able to articulate.



We are considering restarting Education for Ministry. EFM is a 4-year adult study program for laity developed by the School of Theology at the University of the South (Sewanee). EFM groups meet on a weekly basis through the academic year, use a text provided by the Sewanee faculty, and in successive years cover Old Testament, New Testament, church history and theology to the Reformation, and then history and theology from the Reformation to the Present. EFM groups usually are led by laity who have themselves graduated from EFM. One problem is finding a leader to start a new group. At some churches, not all the participants are in the same year; but it has seemed to several of us who have completed EFM that having everyone in the same year allows for a deeper exploration. It is our hope

that if you are interested in participating in or leading an EFM class, you will contact either Beth Hixon (bhixon@theredeemer.org) or Howard Baker (dochbaker@gmail.com).

Since many people have important commitments to family, work and the like, they simply cannot find the time for programs like EFM. Clearly this only means that their genuine need for spiritual growth must be met in valid, but less time consuming ways. It makes little sense to participate in programs that take so much time that they damage family life. As well, what we need often changes as we move from one stage of life to another.

The committee is most interested in your feedback about Adult Formation at The Redeemer so that we can identify and meet the wide variety of spiritual formation needs in our community.

Please free to contact Beth and/or Howard with your thoughts.

Respectfully submitted,

Howard Baker

Chair, Adult Formation Committee

Committee members: Howard Baker, chair, Fraser Brown, Rita Davis, Bob Peck, Doug Raymond Sr., Bill Susskind, Geri Thompson, Wayne Thompson, and Ginger Woods.

SUMMARY

The goal of Adult Formation is to support the mission of the Church of the Redeemer, specifically in our efforts “to celebrate the love of God in Jesus Christ...and worship and grow together.”

Our part in this is to offer interesting, lively opportunities to understand how Christian teaching supports this goal. As well, we try to support the development of stronger community among our membership and provide important information about other activities at The Redeemer.

Highlights

A number of Adult Forums have been particularly successful: meetings with our new rector about his vision for The Redeemer and his series about liturgy stood out. Likewise, the entire series during Lent on prayer led by a variety of outside speakers, Jim Jones discussion of religious violence, and Dr. Jane McAuliffe, the new President of Bryn Mawr presentation on Islam were

especially successful. The men's Bible Study and the Adult Study Group's exploration of Dr. Phil Cary's Teaching Company Course, "The History of Christian Theology", have very successful. Both of those groups could use/need more participants.

Future goals and directions

We think that there are needs for adult spiritual formation that are not being well met. We believe that what is required is some new kinds of possibilities because the needs of people are quite different depending on the demands of family and the place people are in their life cycle.



Altar Guild

Maisie Adamson

Two Thousand Ten was a joyous year for the Altar Guild. We were back in our beautiful renovated church, with a new altar and candlesticks, and our glorious frontals, silks, linens, silver and brasses - all the responsibility of the Altar Guild. There were questions to be asked and answered, and new procedures to try as we adjusted to our new spaces, and the transition went smoothly.

The Altar Guild is made up of four teams, one for each week of the month. The team meets on Friday or Saturday to polish, prepare, and plan, and to allocate responsibility for the Sunday services. The week begins on Saturday and runs to the following Saturday, including Wednesday noon and weddings, funerals and other services when there is a Eucharist. On the intergenerational Sunday at the 9:00 service, we have the help of 4th and 5th graders and their mothers (or fathers) and they are wonderful. Thanks to Barri Alexander for making that possible.

Many thanks to the clergy and the staff who are always there to help us, especially Paolo Reyes, our invaluable sexton. Thanks to the Flower Guild for their care in protecting the frontals as they create their beautiful arrangements on the old high altar. Most importantly, I want to thank our team captains, Nancy Nimick, week 1; Kitten Susanin, week 2; Anne Kellett, week 3; and Jane Hastings, week 4; and all their teams who work tirelessly week-in and week-out to produce the beautiful services we all love.

The Altar Guild is a very special way to serve God and our beautiful Church. If you are interested in this joyful ministry, please call Maisie Adamson at 610-645-8661 or speak to a member of the clergy.

Maisie Adamson

Highlights/Challenges, Plans/Hopes

The challenge for the Altar Guild is to recruit more members, particularly younger ones.

Maisie Adamson

Flower Guild

Susan P. Bloom

The Flower Guild rose to the occasion for the resurgence of events in the newly refurbished church in 2010. The four weekly leaders configured large scale arrangements for the now distant high altar, and set pedestals or an altar table planter on the raised chancel floor to bring flowers closer to the congregation. Nimble servers of the Eucharist circumnavigated the flowering branches (with bird nests) at Easter and many a voluminous pedestal cascade with great aplomb. We thank them.

There were 13 weddings and 22 funerals for which the Guild arranged flowers this year. The Guild supplied flowers or plants for Sunday School children every Sunday and at Easter, the Senior Spring and Christmas luncheons, the choir

party at Appleford, the Sunday School teachers, the Christmas Bazaar Preview Party at the Merion Cricket Club, Christmas concerts by the choir, and for delivery by the Pastoral Care committee to the ill and bereaved at Easter and Christmas.



To be green, we empty all flower bucket water outside. We wish for a compost pile area for floral disposal.

The Guild funded the attendance of a member to the five day church flower tutorial at the National Cathedral in Washington, DC and donated the provision of a custom flower arrangement to the Christmas Bazaar silent auction.

From the exuberant to the solemn, the floral designs in church were rendered by a devoted contingent of over 20 ladies. Peter Vanderveen, Jay Einspanier, the Altar Guild and especially Paulo Reyes have made this 10th year at the helm very rewarding and quite remarkable.

Respectfully submitted,
Susan P. Bloom.

The Music Department

This year has brought a considerable amount of change, progression, and momentum within the music program. In January we began the year on a high note (literally) with Peter Vanderveen's Institution as Rector; a rarity for the youth choir to be a part of, since these services don't occur on an annual basis within a parish. At the same time I was transitioning into the full position of both director and organist after having the invaluable help of Hope Knight during the first four months of my interim tenure. To Hope I am very grateful. January was also the month that witnessed the commencement of work on our pipe organ by the firm of Peddy-Madden, of Hopewell, NJ. The firm was hired to take an accounting of the condition of our pipe work in storage, to reinstall the instrument, clean the pipes, repair those that needed it, address major tonal issues, and to construct a new antiphonal division on the west wall of the church.



In February the Music Discernment Committee was assembled and began the important steps to ascertain the current pulse of our parish's music program and, by doing so, aid in establishing a direction for its future. Headed by Jeanne Holemann, the MDC met regularly producing "broad sheets" on the music program's past and present, leaving the future portion until the parish's music survey was complete. Surveys were dispersed at Easter time and a few hundred were returned within a matter of weeks with critical data that helped to form decisions for the music program's future advancement. The surveys provided the following data:

~76% of survey-takers were not participants in the music program.

~48% characterized their interest in music at Redeemer as "major"; 20.5% were "passionate"; 18.2% were "somewhat interested"; 10.2% were "minimally interested"; 2.7% were "not at all interested."

~65% characterized music quality at Redeemer as "excellent"; 22.7% indicated it was "good"; 6.7% said "superior"; 4.7% said "fair"; 1.2% marked it as "inferior."

~The amount of music at Redeemer was perceived by 67.1% as "just right"; by 12.9% as "a little too much"; by 10.6% as "not quite enough"; by 5.3% as "too much"; and by 4.1% as "not enough."

~The study showed that music at Redeemer affects people's worship experience in the following ways: for 31.2% it "inspires"; for 30% it "heightens strongly"; for 20% it "heightens"; for 13.5% it "doesn't affect"; and for 5.3% it "inhibits."

~75% of responders reported that people want professional section leaders within a parishioner based choir; 22.6% wanted a parish choir only; 2.4% wanted only a minimal music program, i.e. organ only.

Much gratitude to the MDC for their invaluable work and to all of the parishioners for their participation in last year's process and with the surveys.

Easter Sunday saw the return of the chancel portion of the pipe organ; the remainder of the work was concluded ahead of time, in June, with the addition of a new antiphonal division in time for Judy Sullivan's last Sunday service with us.

We continued to run "business as usual" within the music department knowing we had very particular needs and expectations to meet on a weekly basis. We also continued with the choir fundraiser at Appleford, where we made almost \$12,000. Our pie fundraiser brought in more than double what we did in 2009: over \$2,000. Our concert of Nine Lessons & Carols, too, showed a doubled amount in proceeds: over \$3,000.



Finally, in July I was very happy to accept the offer for the permanent position of Organist & Director of Music at Redeemer. Since my appointment, I have had nothing but wonderful support and kindness from our parishioners, staff, and all in the music department. I am also thrilled to have a wonderful working relationship with Michael Stairs, who so graciously comes to either conduct, accompany, or fill in for me when needed. It is a privilege to work with Michael and his fervent support is greatly appreciated by all.

Some of the challenges we face in the music program and are working to remedy are:

- Recruitment for youth in choirs given so many other conflicting youth activities.
- Having only one person to play and direct.

Some things that are new and positive:

- The Music & Mission Choir Tour to Italy (June)
- The Montreal Boys Choir Course (August)
- The St Thomas Girls' Choir Course (July)

- Enhanced service schedule, offering Choral Matins at 11:15 on Sundays
- A newly formed Music Committee (Michael Diorio, Linda diPasquale, Melanie LeBoeuf, Katy Gentry, David B. Hastings, Jon Leyland, Hope Knight, Tad Sperry, Leslie Susskind)

Some things we would look forward to:

- A new and broader, concert series.
- An established monthly Evensong schedule.
- Newly formed relationships with neighboring churches and area choirs.

Respectfully Submitted,
Dr. Michael Diorio, Organist & Director of Music



Children's Ministries: Our Vision

All of us have a longing and hunger for God in our lives. As Saint Augustine stated "You have made us for yourself, O Lord, and our heart is restless until it rests in you." In the Church School we appreciate that each child has a special relationship with God, and we seek to honor and nurture the growth of that relationship. To become the unique persons that God has created each of them to be, children need Jesus Christ in their lives, and they need to grow in their relationship with God, to reflect on the stories of the faith, and to participate in the Christian community. Christian formation is formation for life.

The Church School community is a wide one. It includes the children; the families who bring the children to Church School and continue the conversation at home; our catechists, teachers and assistants; our Christian Formation for Children and Youth Committee; members of the congregation who support the work of Christian formation among our young; our clergy, staff and Vestry and many other Christian educators and congregations that share resources and ideas.



Our prayer for our children is based on one in the Letter to the Ephesians: That they may be strengthened in their inner beings with power through the Holy Spirit, and that Christ may dwell in their hearts through faith, as they are being rooted and grounded in love. We pray also that our children may know the love of Christ that surpasses knowledge so that they may be filled with all the fullness of God (Ephesians 3:16-19).

Highlights from 2010Catechesis of the Good Shepherd, Level I (Age 3 to Grade K):

Catechists: Nadia Jannetta, Monica Lind, Barbara Billings
Assistants: Stacey Helmers, Phil Jodz, Chuck Norris, Chelsi Adams
Substitute Catechist: Leslie Boris
Assistant (Spring): Heather Spinosa
Assistant (Fall): Andrew Jannetta

One of the strengths of Redeemer is Catechesis of the Good Shepherd: an approach to Christian formation that is rich, deep, and life-giving. Each level of Catechesis builds on the previous one and meets the child where he or she is developmentally and emotionally. Joan Chittister in *The Gift of Years* wrote: "Mystery is what happens to us when we allow life to evolve rather than having to make it happen all the time." In Catechesis of the Good Shepherd

there is mystery because each child's relationship with God evolves in its own way and in its own time. This Montessori-based approach to Christian formation is aimed at developing the religious potential present in every child.

Level I incorporates group gatherings (including singing and prayers), individual work, and small-group lessons based on the scriptures or liturgy, using beautiful hand-made materials. The focus is on geography (to show that Jesus lived in a real time and place), the prophecies of Jesus' birth, the infancy narratives, parables (especially the Good Shepherd), baptism, Eucharist, Easter and Pentecost. Children are invited to wonder about these stories along with the catechist, and they can return to them time and again for reflection by "working" with the materials. It is during this time of working with the materials on their own that the mystery takes place.

From mid-September to mid-May, Catechesis I met from 9 to 11 a.m. each Sunday except the Sundays on which the 9 a.m. worship service was identified as "intergenerational." On those Sundays the service was intentionally designed to include the children from Catechesis I, who attended with their families. This gave catechists and assistants an opportunity to attend 9 a.m. worship.

Enrollment was: Spring – 35; Fall – 33. Attendance ranged from 40 to 50%.

Catechesis of the Good Shepherd, Level II (Grades 1-3):

Catechists: Anna Gerrity and Karen Nagel

Assistants: Kirsten Comai, Priscilla Nalls, Karen Wallingford

Substitute Catechist: Barbara Billings

Catechesis II builds on Catechesis I and offers developmentally age-appropriate lessons and materials. Each session includes a presentation by a catechist, individual work with beautifully made materials and communal prayer. Presentations about the parables, the Bible, prayer, the Eucharist, and baptism are more detailed than in Level I. This fall the children were introduced to the history of the Kingdom of God through the "Blue Strip" (one of three very large materials) which presented the three moments in the history of salvation: creation, redemption and Parousia (the time when God will be all in all), and emphasized that we are part of this history. As part of the Blue Strip there is a blank page, which is the one we – including the children – are writing on now.

The class met from 10:15 to 11 a.m. each Sunday. Class members left the 9 a.m. worship service during the recessional hymn and walked together to the Level II Atrium.

Enrollment was: Spring – 49; Fall – 44. Attendance ranged from 40 to 50%.



Good Shepherd-4 (Fourth Grade) and Good Shepherd-5 (Fifth Grade)

Teachers:

Good Shepherd-4 (Grade 4), Room 12 (Spring), Room 5 (Fall): Jim Buck (lead), Prill Bradshaw, Drew Camerota, Marda Schropp (Spring), Ginny Hart (Fall)

Good Shepherd-5 (Grade 5), Room 2-3 (Spring), Room 6 (Fall): Jeanne Holeman (lead), Stephen Billings, Chris Comai, Chandra Kee, Mimi Wolffe
Catechist: Barbara Billings

In an effort to engage more children in the ministries of the Church, in January these classes heard presentations from representatives of the ushers (Tom Ramsey) and the lectors (Sam Chew). They also were given a tour of the sacristy by members of the Altar Guild led by Maisie Adamson. The relationship between the Altar Guild and the Church School continued, and before each intergenerational service, a Church School family was invited by Barri Alexander, Chair of the Christian Formation for Children and Youth Committee, to help set the altar.

Building on the depths and riches of Catechesis I and II, in the winter and spring the Good Shepherd classes worked with material adapted from Catechesis of the Good Shepherd, Level III. Through scriptures and liturgy in Level I children explore their relationship with God; in Level II they



look at the history of God's Kingdom; in Level III they discover God's plan and their part in it.

The groups used a long handmade time line of the Plan of God, covering many civilizations from the time that man appeared on the earth to Parousia. The time line was designed to show that there are not two histories in the world – God's life and "real" life – but one big plan, God's plan; to see that civilizations are born, receive gifts from other

civilizations, grow, transform their gifts, then decline, and pass their gifts on to others as an invisible bridge; to see the role of Israel, a small and insignificant people, as chosen by God out of which Jesus was born; to realize that Christ is offered to all people in all times through the Sacraments; and to recognize our opportunity to take our place in this great history. As they studied the Plan and the different civilizations, children were encouraged to do individual research with classroom resource materials and add their insights to the time line.

These classes prepared for the Easter Vigil by reflecting on the first story of Creation and the gifts that God provided on each of the seven days.

In the fall the classes completed a unit on Malawi and the United Nations Millennium Development Goals (MDG's), which was intended to ground and interest them in the ministry of Redeemer's African Children's Mission. Fourth graders used the curriculum created in 2009 focusing on Abwenzi Means Friends, and appropriate scripture passages. Fifth graders concentrated on the MDG's and scripture. The children not only learned how we are helping people affected by HIV/Aids in Malawi but also raised funds to send to Malawi by saving 7 cents a day (UN Millennium goal suggestion). Their contributions, totaling nearly \$600, were dedicated during the worship service on December 5. The children will decide how the money is to be allocated (Goats? Bicycle ambulance? School fees? Medicine?).

In late November and December, the classes prepared the Church School Christmas pageant, Good News of Great Joy, under the direction of Jim Buck. They presented it in the Assembly Room on December 19.

Enrollment was as follows: GS-4 Spring- 17; Fall – 15. GS-5 Spring- 25; Fall - 14. Attendance ranged from 40 to 50%.

Good Shepherd-6 (Grade 6), Room 11

Teachers: John Wallingford (lead), Ginny Hart, Lore Yao

This group met in the winter and spring and followed the curriculum described above. In the



fall sixth graders were incorporated into the Middle School program.

Enrollment in the spring was 11. Attendance was about 50%.

Nursery (Ages Infant to 3)

Professional Caregivers, Spring: Chelsi Adams, Jeanette Mazzocca, Cassandra Iannetta, Elizabeth Moyer

Fall: Chelsi Adams, Bri Franks, Jeanette Mazzocca, Elizabeth Moyer

We are grateful for our professional caregivers, who have served on Sunday mornings from 8:30 to 11:30 a.m. (or 12:30 if needed) and on many special occasions. We are working on making improvements to the Nursery and yet are limited by the space. Chelsi Adams also has helped out in Catechesis, Level I. Enrollments were: Spring – 13; Fall – 22. Attendance ranged from 6 to 8.

Children's Chapel

Each Sunday during the 9 a.m. worship service, at the time of the Gospel hymn, children in Grades K and above were invited to follow the crucifer into the chapel for a Gospel story presented by one of the clergy and prayers led by Barbara Billings. Everyone returned to the main service at the Peace. During the Church School year attendance in "Children's Chapel" ranged from 20 to 30 children on a Sunday; on special occasions, such as Easter, there were as many as 60. We are grateful to Miki Leyland and Richard Aldridge for assisting.

Special Events

In addition to our ongoing classes, there were special events worthy of note:

- The Catechesis Brunch for families with children in Catechesis I and II took place on Sunday, January 24, and was attended by 90 parents and children. The Brunch provided an opportunity for Catechesis families to get to know one another as well as the catechists and assistants. Crafts were provided for the children. Brunch Committee members were Ginny Williams (chair), Kristin Cahn von Seelen, Soo Hee Lim, Rebecca Northington, Jessie Rae, Alexis Stephan.



- On Saturday, April 3, the day before Easter, children and youth in the Church School took part in leading the Easter Vigil through readings, dramatizations and singing.
- An Easter Egg Hunt for the children was organized by Joe Berman assisted by dads in the congregation following the 9 a.m. service on Easter, April 4.
- May 16 was the last day of Church School for 2009-2010. Children in Catechesis I and II and Good Shepherd-4, -5 and -6, along with parents, gathered for closing "moving up" ceremonies in the Assembly Room. Each class sang a song, gave a reading or described

a class project. Seven children in Kindergarten moved up from Catechesis I to Catechesis II and received wooden crosses (hand made by Ward Corkran at Dunwoody) with their names on them. Fourteen third graders moving from Catechesis II to Good Shepherd-4 received a copy of The Children's Illustrated Bible. Thirty-three children moving up from Good Shepherd—5 and -6 to the Middle School received the New Revised Standard Version of the Bible.

- Teacher Appreciation took place on May 23. During the 9 a.m. service, 33 persons ministering to children, along with six youth leaders, were recognized. Afterwards they were given hanging plants, provided by the Flower Guild.
- In the spring we sent out letters and Church School registration forms. Once again about 60% of Church School registrations arrived before the summer, giving us a significant lead in planning for the fall.
- Teachers were commissioned during the 10 a.m. service on September 12. At 9:15 on that day we had a Church School Open House so that parents and children could visit the classrooms and meet the teachers.
- On Saturday evening, September 18, a wonderful Church School Parents Party was held at the home of Deann and Monte Mills.
- The new Church School year began on September 19.
- In the fall Nadia Jannetta, Leslie Boris and Barbara Billings offered a year-long course, *Mysteries of Catechesis*, to introduce people to the Catechesis of the Good Shepherd and encourage their participation as assistants and catechists. (A preview had been offered on a Sunday morning in June.)
- Throughout the spring and fall the Director of Children's Ministries collaborated with the clergy to create an intergenerational worship service. In the spring these services fell on the first Sunday of the month. In the fall they were designed around special feast days in order to celebrate St. Francis, Halloween, and St. Nicholas. This special Eucharist was intentionally intergenerational, innovative, and less liturgically formal. The homily, music, readings and prayers were designed to engage and meet the spiritual needs of everyone, including our youngest Catechesis I children. Children assumed more responsibilities in the service. They did not leave for Children's Chapel during the homily, and for the Great Thanksgiving they gathered at the altar.
- Under the direction of Elizabeth Dougherty, the traditional Christmas pageant was once again presented at 4 p.m. on Christmas Eve.
- Throughout the year a book cart in the Narthex was thoughtfully and beautifully maintained by Lisa Raymond. Books, soft toys and other materials were available for children to borrow and use during any service in the church.
- Barri Alexander chaired the Christian Formation for Children and Youth Committee and also served as Vestry Liaison for Children's and Youth Ministries. Barri's report follows.

Plans for 2011

We continue to live into the vision set forth in the 2007 Strategic Plan. For 2011 we will be focusing on the following strategies:

Continue to strengthen our Christian formation programs and support our Christian formation leaders.

Catechesis of the Good Shepherd has provided a strong base for our Church School. Most children find this Montessori approach to Christian formation inviting, and they look forward to attending. Parents, in turn, have invited other families to “come and see” – a wonderful model of evangelism. To maintain the positive momentum of Catechesis, we need to increase the number of trained Catechists. Finding people who are willing to take the required 90 hours of training for Level I (and 180 hours for Level II) is challenging, and we are exceedingly grateful to those who have done so. We cannot, however, expect our current, devoted and beloved Catechists, to continue ad infinitum.

In 2010 the Director of Children’s Ministries, Barbara Billings, took the requisite 270 hours of training and completed an additional 50 hours of personal work to apply for certification as a Catechesis trainer. She is awaiting approval of her application and expects to be able to train and certify Level I catechists in 2011. We are hoping that by providing in-house training according to a mutually convenient, flexible schedule, more people will be willing and available to train.

Meanwhile, we are hoping to encourage some Level I catechists to train for Level II as we expect a shortage in Level II in the fall of 2011.

We are asking members of the Christian Formation for Children and Youth Committee to help us find additional assistants for Catechesis I and II. We believe that training is less time-consuming and easier to comprehend for those who have spent time as assistants before starting the training.

In Grades 4-6 we introduced materials from Catechesis Level III in 2010, and we will be introducing additional Catechesis III materials in 2011. We are looking toward a winter-spring curriculum that focuses on the Bible stories of the Creation, Flood, Abraham, and Moses.

Our teachers are volunteers who seek to encourage and nurture each child’s relationship with God. Each week they prepare for the children, pray for them, present lessons, and share God’s love with them. They have made a commitment to be here for the children. In turn, we hope that each parent will commit to making Church School attendance a family priority. Children need practice exercising their spiritual muscles on a regular basis so that they can grow to be the unique people God has created them to be.

Enhance and expand physical facilities for children and youth to accommodate both existing and future needs.

In the past catechists, teachers, Christian Formation for Children and Youth Committee members and staff have spent significant amounts of time working with the architect and making suggestions for the new space plan for the Parish House. We hope to continue to have input into any plans that are brought forth.

Broaden and increase opportunities for children, youth, and their parents to participate in and share leadership for the life of the Redeemer community, welcoming their ideas,

hopes, and service. Coordinate with existing outreach programs to facilitate hands-on outreach participation for families.

We are coordinating with the Missions Outreach Committee to bring speakers for IHN and St. Gabriel's Mission to our Good Shepherd-4 (fourth grade) and Good Shepherd-5 (fifth grade) classes with the idea of involving our Church School children more fully in these ministries. We intend to do more of this kind of collaboration.

Encourage partnership with parents in support of their children's faith development.

We are eager to deepen and strengthen church-family relationships. We plan to continue offering intergenerational worship services and will be looking for more opportunities for intergenerational programming. We are eager to develop our pastoral care ministry for families and provide support for practicing faith at home.



It continues to be a joy and a delight to serve in this ministry with so many gifted adults, youth and children and to see the Holy Spirit at work in and among us. "Glory to God whose power working in us can do infinitely more than we can ask or imagine; glory to Him in the church and in Christ Jesus." (Ephesians 3:20-21)

Barbara M. Billings
Director of Children's Ministries

In John's Gospel, Jesus places quite a bit of emphasis on friendship. This is not the friendship of Facebook, but deep, abiding friendship. In fact, Jesus chooses to lay down his life for his friends. In this day and age, it is often difficult to know who our friends are, and then how to continue to nurture those friendships that are life-giving. With texting and email and Facebook, we have the chance to be in constant contact, but we don't always know how to turn that constant contact into faithful friendship. Again in John's Gospel, Jesus suggests that we abide with him and that we abide in his life. The problem is that abiding takes time. Abiding demands being present and waiting. Abiding is a kind of faithful waiting.

It is my hope that while I am at the Church of the Redeemer we will develop habits of friendship and abiding. It will take time for me to know you and for you to know me. It will take time to figure out how we can form faithful friendships together. It will take time to figure out where the Holy Spirit is leading the young people of Redeemer.

I am excited about the possibilities of this process of becoming and abiding together. I believe our principal commitment is to continue to nurture young people on Sunday mornings. We need to continue to raise up our young people as active participants within the liturgy so that they will continue to be drawn into our worship, fed, and sent out. At the same time, they will know that they are valued, and needed members of the parish--and the whole body of Christ for that matter.

In addition to being present and nurtured during church, we need to have a place where these young people can abide. I want to thank Bryant Lim, Bob Davis, Carol Chew, Bill Susskind, and Barri Alexander for making this a community where young people experience ownership and a sense of belonging. With their great energy, their generosity of heart, and their listening, they make Redeemer a place where young people can "just be." I have only been here two months, and I see their commitment and presence as a true gift of friendship to these young people. I, and all the clergy, thank them for their ministries.

Once young people feel that Redeemer is a place where they can abide, I feel that it is the short hour of formation that knits us together and shapes us in profound ways. Currently, we are using a process of head, heart, and hands. Head is the piece that focuses on matters of theology and faith, heart on fellowship and prayer, and hands on outreach and mission. We are currently finding ways that our young people can participate in Food for Friends, IHN, St. Gabriel's, and other mission foci at Redeemer.

As the priest charged with oversight of this program, I see that I am called to support the youth leaders. I will do all that I can to help them use a curriculum that works best for them and this community. I will also find ways to equip them in that endeavor so that they feel anchored when they start to teach next fall.

I envision that there will eventually be two or three adults who feel called to lead a few social gatherings during the course of the year. In fact, play is an important part of our life together. We need to find some time to play--and what and how and where can all be determined, but that we have some relaxed and unscheduled time together, some Sabbath play time, is truly a gift.

It is absolutely apparent to me that the young people at Redeemer are determined and committed to life outside of this campus. The energy and enthusiasm of the Dominican Republic Mission is a witness to not only the love of Christ in this place, but the love of Christ shared with others. On that trip, people were given time to play, to eat, to dance, to work, to worship, to pray, and to think. It is my hope that during the course of the Sunday Formation time, we also will do all of those things. By developing such habits and practices, we will be able to put them to use not only when we are in such places as the Dominican Republic, but also in such ordinary places as Bryn Mawr and Lower Merion County.

I hope that someday we might have two high school students who would like to serve as peer ministers. This model would be very similar to the Episcopal Campus Ministry model

as well as the model that works well with the choir by having Head Choristers. In such roles, students would help shape the Sunday Formation time by contributing ideas and leadership and they would provide feedback and input about our short-term urban adventures as well as our overseas mission trips.

I thank you for inviting me to join this community and abide with you as we grow together as friends in Christ.

Melissa Wilcox



Christian Formation is the lifelong process of deepening one's understanding of his or her faith. We do it through worship, service, mission, fellowship and education. In short, the purpose of the Christian Formation Committee for Children and Youth is to support the ministry to and with the children, youth and their families and their teachers/leaders in collaboration with the Directors of the Children and Youth Ministries.

I have had the pleasure of serving as chair of the Christian Formation for Children and Youth Committee beginning in February 2009. In January 2009 Barbara Billings reduced her hours from 30 to 19.5 per week as she transitioned the responsibilities for ministry with youth and the Journey to Adulthood program to Andrew Butler. The Redeemer youth utilized the Journey to Adulthood curriculum through May 2010. Andrew made the decision to forego use of the Journey to Adulthood program for the 2010-2011 church school year, and we combined grades 6 through 8 as middle school students, and grades 9 through 12 as high school students. Andrew resigned his position at the Redeemer in August 2010. In November 2010, Melissa Wilcox joined Redeemer staff in a part-time capacity as our Assistant Rector with oversight of Youth Formation.



The children's ministries are vibrant and engaging at Redeemer. The Catechesis program is a draw for many new families and engages the multitude of young children at Redeemer. Barbara's strong sense of organization and understanding of spiritual formation continues to enrich our educational programs for children from birth through fifth grade. Her preceding comprehensive annual report should help parents understand the richness of the Catechesis program. I will echo Barbara in thanking all of our wonderful teachers in the program. As she said, we need to find others who will serve as assistants and/or who will go through the training to be a catechist and the committee's goal is to seek out and invite those parishioners who may be interested.

I will underscore that we hope that each parent will commit to making Church School attendance a family priority. Parents are the first and most significant catechists of their children and the Christian Formation committee seeks to support our families in this important role in any way that we can.

Our youth program continues to go through some changes. Before Andrew departed, he formed a Youth Discernment Committee which met twice with Andrew Kellner, the Youth Minister for our diocese. Unfortunately the number of participants was small and Andrew made the decision to utilize a curriculum other than Journey to Adulthood. As with the Catechesis program, it is difficult to find leaders and to be successful, and leaders need to be provided with training. To echo Melissa, I too am endlessly grateful for the commitment of our current youth leaders. The

CFCYC is committed to inviting and facilitating training for current and new leaders from our parish who feel called to engage with our youth.

I think tending to our youth is one of the most important things we can do here at The Redeemer. It is imperative that we have spiritual youth relationships rather than just social youth recreation. Rather than competing with secular programming, Christian youth ministries are called to offer something entirely different from the secular world. I hope we can help foster a relationship between our youth and the God that loves them, the God that has faith in them even when they have little or no faith in Him. To grow in faith our young people need someone to hold their hands gently and to point the way that God is guiding them. As one parent so eloquently put it, "We underestimate our young people's need for spiritual sustenance, and the reassurance that, throughout the often awkward process of growing up, grace is theirs; they are connected to something generous, powerful, and timeless. Providing a spiritual home that transcends school, sports, work and other affiliations is--to put it prosaically--a church's core competency and something that The Redeemer accomplishes with particular warmth and beauty."

Without our children, our community's future is imperiled. While our children are an important part of the present, they are also the future. Churches are imperiled when they fail to bring the next generation to faith in Jesus Christ. The big question is what is it that wins our youth to Christ and helps them catch their stride as growing Christians? The CFCYC is going to continue to try to get an understanding of the current mindset and trends among the emerging generations, as well as to facilitate relationships with adult parishioners and with Christ.

Knowing that we glorify God by loving and serving him ("That God in all things may be glorified." -1 Pet. 4:11.), our desire to serve God directs our efforts to be involved with our community. The youth will move beyond fellowship and into intentionally caring for the needs of others. To this end, the youth will continue to participate in service and mission work.

Lastly, the CFCYC expects to be involved in helping to plan the space as we look to renovating the Parish House. There are a lot of exciting opportunities ahead and although I do not know what they are, I do know that God is in control. "Trust in the LORD with all your heart, and do not lean on your own understanding. In all your ways acknowledge him, and he will make straight your paths." - Proverbs 3:5-6

Capital Campaign

Tad Sperry & Jacques Vauclain

The Capital Campaign has raised \$5.67 million from 101 donors to date. Of that amount, \$4.35 million has been collected, and the remaining pledged funds will be collected over the next 5 years.

The Church renovations are complete, under budget, at a cost of \$2.2 million! After other expenses (Master Plan, architects, organ repair, fundraising, etc.) we have \$2.2 million already pledged or gifted toward finishing the Parish House part of the project! We have temporarily suspended actual fundraising activities while the Parish House plans are under review by the Vestry. Upon completion of their work, we will renew our efforts to raise the funds to preserve and improve our campus for current and future generations with energy and enthusiasm.

We are extremely grateful for all that we have received to date. And, we continue to believe that the Redeemer community will continue to be generous in supporting this important work and that we will be able to complete the necessary fundraising expediently.



The Worship Committee provides a forum for parishioners, clergy and staff to reflect on Redeemer's liturgical life. The committee offers feedback on Sunday worship services as well as on special and holy day services. We are particularly mindful of worship during Lent, Easter, Pentecost, Advent and Christmas. The two goals for this past year included incorporating children and youth in liturgies and assisting with the transition back to the renovated church space.

The Committee praised the clergy and staff for the beauty of our worship on Sundays and holy days as well as for weddings and funerals when so many who are not parishioners have the opportunity to participate. The Committee is extremely grateful to all of those – Altar Guild, Flower Guild, choirs, staff, lectors, and ushers - who so tirelessly contribute to our experience of worship.

Goal #1 Incorporating Children and Youth in Worship

The clergy, with the able assistance of Barbara Billings and the Sunday School teachers, led the effort to include more children and youth in worship. The parish choirs, acolytes, lectors, ushers and greeters welcomed our young volunteers. We continue to seek ways in which to improve so that we can be a more broadly inclusive worshipping community.

The intergenerational 9 a.m. Eucharists this fall commemorated feast and holy days: St. Francis, All Hallows, All Saints, St. Nicholas, and Epiphany. This tradition will continue through the spring. The service and the sermon are slightly abbreviated and are designed to meet the needs of young children as well as the rest of the congregation. Parishioners of all ages continue to report that they value these special Sunday services.

Goal #2 Assisting With Transition back to the Church

Our renovated worship space is spectacular. The committee remains in awe of all that was accomplished. Our work in 2009 centered on creating worship options during construction and moving back into the church. This year we had the privilege of settling into our new space. Peter Vanderveen, our rector, examined worship practices in detail with staff during liturgy meetings and led follow-up discussions with the Worship Committee. We appreciate the great sense of reverence, respect and intentionality Peter brings to these important decisions. This winter Peter taught valuable Adult Forums highlighting liturgy as the center of our corporate life.

Going Forward

Worship is at the heart of our communal life. The Worship Committee is eager to have curious, committed parishioners participate in our work. We find that a committee with a wide spectrum of perspectives is crucial to our success. We are very grateful to Warren Ayres, Christina Clay, Jon Leyland, and The Rev. Judy Sullivan for their years of service. We will miss their insights, experience and laughter. Let us know if you would like to join our efforts.

Goals for the coming year include exploring ways to grow our community, enhancing our life as a prayerful people, establishing a process to evaluate our work, and continuing to provide feedback to staff and clergy.

2010 Members - Warren Ayres, Jay Brown, Christina Clay, The Rev. Beth Hickson, Robert Hobbes, Luisa Rabe, Anne Strong, The Rev. Judith Sullivan (clergy liaison 1-7/10), Kitten Susanin, The Rev. Peter Vanderveen, and The Rev. Melissa Wilcox.



Project Management Committee

Kyle L. Lissack

This past year saw the successful conclusion of our project to restore, renew and beautify the Church and Campus. It was during 2010 that we buttoned up the project punch list, tackled a few additional deferred maintenance issues, and closed out our project finances. I am happy to report that the project was brought in on time and under budget.

In April of 2009 the Vestry approved a total construction budget of \$3,260,000.00. After all the dust settled and the bills were paid, the total project cost was \$3,130,867.00, a savings of \$129,249.64. The savings was realized in large part by aggressive and competent project management from the Project Team, lead by Parish Administrator Jay Einspanier, Christopher Miller of John Milner Architects, and Dolly Hernandez of W.S. Cumby. Special thanks go out to the Project Management Committee, most of whom worked for two and a half years to bring the dream of a renovated and restored Church to life. I was honored and privileged to serve with an exceptionally dedicated and focused group who included Betsy Crowell, John Wallingford, Joseph Dougherty, Richard Halloran, Nissa O'Mara, Ellen Harvey, Carter Williams, Sean McCaulley, Norman McClave, and Jay Einspanier.

The end of 2010 also marked a renewed focus on planning for the Parish House. A smaller Project Management Committee was convened to work with our Rector and Architects in finalizing plans for the work at the Parish House. The Committee consists of Joseph Dougherty, Richard Halloran, Jay Einspanier, and Kyle Lissack. Throughout November and December the committee met with Christopher Miller to begin working through different options for the renovation and expansion of the Parish House with an eye towards providing more flexible space to meet the ever evolving needs of the Children and Youth Ministries, providing better gathering and meeting spaces to serve the needs of the entire Redeemer Community, reconfiguring the Administrative spaces, and addressing structural, mechanical and deferred maintenance issues.

The plans are still in the early stages, but our architects at John Milner Architects have come up with an exciting plan that will breathe new life into our beautiful historic building and transform the way we come together and experience Community at the Parish House.

Once a design is finalized, we have roughly a year of Historic Commission and Zoning Approvals to secure before we can begin Construction. Between now and then, The Project Management Committee, along with the Rector, will be busy working with different ministries within the Church as well as our architects, engineers, lawyers, and township officials to bring our dreams of a renovated and renewed Parish house to life.

We invite any parishioners who would like to be involved in the planning and execution of the parish house to contact me or any member of the Project Management Committee. We welcome your ideas and your participation!

2011 Stewardship Pledge List
 (We are grateful to these parishioners who
 have pledged financial support for 2011)

A

Mr. John Acton
 Mr. & Mrs. L. Talbot Adamson
 Mr. & Mrs. Paul S. Adkins
 Mrs. S. Stanley Alderfer
 Richard and Kris Aldridge
 Mrs. Alexandra Aldridge
 Mr. & Mrs. Charles Alexander
 Mr. & Mrs. John C. T. Alexander
 Mr. & Mrs. James Alexandre
 Mrs. Edward Allinson, Jr.
 Mr. & Mrs. Warren W. Ayres

B

Mrs. Gay Baer
 Drs. Howard and Margaret Baker
 Mr. & Mrs. Robert P. Barker
 Mr. & Mrs. Richard Barlow
 Mrs. Benjamin H. Barnett, Jr.
 Mr. Karl Beinkampen &
 Ms. Elizabeth Corrigan
 Mr. & Mrs. Jeffrey G. Bell
 Mr. Thomas Bell & Lyn Ramsey
 Mr. & Mrs. Jack Belsinger, Jr.
 Mr. & Mrs. Thomas Bennett
 Mrs. Sandra Berwind
 Mr. Harvey Lloyd Beyer, III
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 Mr. Charles Blackman
 Mrs. Beatrice Blackman
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 Mr. & Ms. Jeffrey Block
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 Mr. & Mrs. Henry Boenning
 Ms. Ana Borgersen
 Miss Barbara Borgersen
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Mr. & Mrs. Albert Boris, III
 Mrs. Bryan Bostwick
 Ms Priscilla Bradshaw
 Mr. & Mrs. Joseph Bright
 Mr. & Mrs. James Bromley
 Dr. Marcia Brose
 Mr. & Mrs. Medford Brown, III
 Dr. & Mrs. Fraser Brown
 Mr. & Mrs. Frederick Brown
 Mr. & Mrs. James Buck, III

C

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 Mr. Richard Burton
 Mr. Stephen Cadwalader &
 Ms. Monica Hackett
 Drs. Ulf & Kristin Cahn von Seelen
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 Mr. & Mrs. Andrew Camerota
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 Mr. & Mrs. Peter Clement
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 Mrs. Wendy Coleman
 Mrs. Walter Conlan
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 Ms. Rebecca Cooke-Laughlin
 Dr. & Mrs. David Cooper

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Mr. & Mrs. Theodore Coxe, Jr.
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Dr. & Mrs. John Crowther

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Francesca Linda de Pasquale
Mr. & Mrs. William de Pasquale
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Mr. & Mrs. David S. Denious, Sr.
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Mr. Edwin Donaghy, Jr.
Dr. & Mrs. John Donnelly, II
Mr. & Mrs. William E. Dordelman
Mr. G. Morris Dorrance, Jr.
Mr. & Mrs. Joseph Dougherty
Mr. & Mrs. A. Webster Dougherty, Jr.
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Mr. & Mrs. James Drumwright

E

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The Rev. Hentzi Elek & Mrs. Sara Barton
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Dave & Mary Farrow
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Mr. Frank Goodyear
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Mr. & Mrs. Peter A. Grove

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Ms. Melissa Hancock
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Mrs. Katherine Hutchinson

I

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J

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Mr. & Mrs. Stephen A. Jannetta
Helen L. Jennings
Mr. & Mrs. Philip Jodz
Mr. A. David & Dr. Joanna Johnson, Jr.
Dr. & Mrs. Karl Johnson
Mr. & Mrs. Robert Joyce, II
Mr. & Mrs. Henry K. Justi
Mr. & Mrs. Henry M. Justi
Mr. & Mrs. Thomas R. Justi

K

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Mr. & Mrs. Sidney Keith
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Mr. William Kelley, Jr.
Ms. Eileen Kelly
Ms. Barbara Kip
Mr. & Mrs. Robert J. Kirkpatrick, III
Mr. & Mrs. David P. Kollock
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L

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Mr. & Mrs. Anthony C. Lame

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Mr. & Mrs. B. Herbert Lee
Ms. Victoria Leidner
Mr. & Mrs. Robert Leininger
Mr. & Mrs. Gregory Lewicki
Mr. & Mrs. Jon Leyland
Mrs. Nelly Lincoln
Mrs. Barbara Linder
Elaine and John Lisle
Mr. & Mrs. Kyle Lissack
Mr. & Mrs. Philip R. Livingston
Mr. Stephen LoCastro & Ms. Laurie MacKenzie
Mrs. Marian Lockett-Egan
Mrs. Marc-Antoine Lombardini
Mrs. E. Schuyler Lott
Mrs. Sydney Lowndes

M

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Mrs. Joan Mackie
Mr. Burton & Dr. Charlotte MacLean, Jr.
Mr. Michael & Dr. Margrit Maggio
Ms. Lynn Marsden-Atlass
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Mrs. Julian M. Marshall
Mr. & Mrs. Charles Marshall
Mr. & Mrs. Graham A. Marx
Mr. & Mrs. John Mather, III
Mr. & Mrs. Jeffrey L. Maxwell
Mr. & Mrs. James McAdam
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Mr. & Mrs. Norman McAvoy
Dr. James & Louise McCabe
Mr. & Mrs. Brook McCann
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Mrs. Kathleen C. McClave
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Mrs. Kathleen McCoy
Mr. & Mrs. A. Donald McCulloch, Jr.
Mr. & Mrs. Joseph T. McDevitt
Mr. & Mrs. Walter B. McIlvain
Mr. & Mrs. Rodger F. McKinney
Miss Elizabeth McLean

Ms Sandra McLean
Mr. & Mrs. William L. McLean, III
Mr. & Mrs. David B. McMullin
Mr. & Mrs. Hunter B. McMullin, Sr.
Mr. & Mrs. Hunter McMullin, Jr.
Mr. & Mrs. George McNeely, III
Mrs. Ronald McVickar
Mrs. Clementine Miller
Mr. & Mrs. J. Gregg Miller
Mr. & Mrs. Philippus Miller, Jr.
Mr. & Mrs. Harry Miller
Dr. & Mrs. Monte Mills
Mr. & Mrs. David Milne, V
Mrs. Anita Montgomery
Carolyn & Sam Morris
Mr. & Mrs. Percival B. Moser, III
Mr. & Mrs. F. Stanton Moyer
Mr. & Mrs. Robert D. Murdock
Mrs. Lois Muscheck
Dr. & Mrs. William S. Myers

N

Karen R. Nagel
Robert & Priscilla Nalls
Mr. & Mrs. Lathrop B. Nelson, Jr.
Mr. John Newhall
Mrs. A. Corkran Nimick
Mr. & Mrs. Eric W. Noll
Dr. and Mrs. Robert Noone
Mr. & Mrs. Philip Nord
Dr. & Mrs. Bruce Northrup
Mr. & Mrs. Brian O'Neill

O

Mr. & Mrs. D. Duncan Orr

P

Mrs. L. Rodman Page
David & Milly Pallett
Mr. & Mrs. Richard W. Palmer
Mr. & Mrs. Francis Partel, Jr.
Mr. & Mrs. George W. Patrick

Mr. & Mrs. Jeffrey Patten
Mr. & Mrs. Lanny R. Patten
Leila and Bob Peck
Mr. & Mrs. Stephen H. Pendergast
Mrs. Joyce Petersen
Mr. & Mrs. John Pickering
Ms. Ann Pickering
Pam & Hobie Porter
Miss Margot Powell
Miss Laura Powell
Mr. & Mrs. John R. Pruett
Dr. & Mrs. James Pugh
Mr. & Mrs. Alfred W. Putnam, Jr.

R

Luisa and Eric Rabe
Mr. & Mrs. David Rae
Mr. Ernest Ramirez
Mr. Thomas H. Ramsey
Leonard & Sally Randolph
Mr. David Randolph
Richard S. and Susan D. Ravenscroft
Mr. & Mrs. F. Douglas Raymond
Dr. & Mrs. F. Douglas Raymond, Jr.
Tom & Josephine Rees
Ms. Muriel Reich
Don & Michele Rice
Mr. Karl Richter & Dr. Susan Rushing
Mr. & Mrs. J. Barton Riley
Mr. & Mrs. Philip Ringo
Mr. & Mrs. John B. Robinson
Mr. Charles Rockey, Jr.
Mr. & Mrs. Herbert T. Rorer

S

Mr. & Mrs. James Safford, III
Mr. Ghassan & Dr. Slawomira Salameh
Mrs. Arden Saligman
Mr. & Mrs. Kyle Sammin
Mr. & Mrs. Jay C. Sands
Mrs. William Sayre
Mrs. William Scheetz
Mrs. Nancy Schriber
Mrs. David Schropp

Ms. Suzette Schultz
 Mrs. Patricia Schwab
 Mr. & Mrs. Kenneth Schwenke
 Ms. Mary Presley Schwinn
 Mr. David Scott
 Mr. & Mrs. Raymond P. Scott, Jr.
 Mr. & Mrs. David Senior
 Mr. & Mrs. Edwin H. Shafer, Jr.
 Mr. & Mrs. M. Rust Sharp
 Mrs. Joan Shelley
 Dr. Margaret Shepard
 Mrs. Robert Sherwin
 Mr. & Mrs. W. Kent Silvers, Jr.
 Ms. Dorothy Simpson
 Mr. & Mrs. Daniel Brainard Slack
 Mrs. Lois Smith
 Dr. & Mrs. Howard Snyder, III
 Mr. & Mrs. Arthur Solmssen
 Ms. Roslyn Souser, MD
 Dr. & Mrs. Thorne Sparkman, Jr.
 Dr. & Mrs. David Spence
 Mr. Richard Sperry &
 Ms. Nancy Collins
 Mr. Tad Sperry & Ms. Ellen Harvey
 Mr. Michael Stairs
 Mrs. Blair Stambaugh
 Dr. George Steele & Dr. Katherine High
 Kevin & Tracy Steele
 Mr. & Mrs. Scott Stephan
 Mr. & Mrs. Dana H. Stewardson
 Ms. Margaret Stewart
 Mr. David W. Strawbridge
 Mr. & Mrs. Steven L. Strawbridge
 Mrs. George Strong
 Dr. Caroline Stuckert
 Mr. Henderson Supplee, III
 Mrs. Barbara Supplee
 Mr. & Mrs. Andre G. Susanin
 Mr. & Mrs. William Susskind, Jr.

T

Dr. David Tachna & Ms. Catherine Carruthers
 Mr. Gihan Tennekoon
 Mr. & Mrs. R. F. Thompson
 Mr. Wayne Thompson &

Ms. Geraldine Richter
 Mrs. Joseph Tilghman
 Mrs. Margaret Tilghman
 Sen. & Mrs. Richard Tilghman
 Mrs. Pauline Toland
 Mr. & Mrs. Christopher Trucksess
 Mr. Michael Tyler

U

Mr. & Mrs. John Ulrich
 Mr. & Mrs. Peter Unruh

V

Mr. & Mrs. Chad Vandiver
 Ms. Susan Van Allen
 Duncan W. & Elizabeth E. R. Van Dusen
 The Rev. Peter Vanderveen &
 Ms. Trish Bennett
 Mr. & Mrs. Jacques Vauclain, III
 Mr. Peter Vogt

W

Dr. & Mrs. Barry Walker
 Mr. & Mrs. Sloan Walker
 Mrs. Wallace H. Wallace
 Mr. & Mrs. John Wallingford
 Mr. & Mrs. James Wang
 Mr. & Mrs. Paul Wanglee
 Dr. & Mrs. Michael Warhol
 Mr. & Mrs. Andrew Warren
 Dr. & Mrs. Kenneth Warren
 Dr. & Mrs. Joel Wasley, III
 The Rev. Joseph T. Webb
 Mr. Richard Weigel & Ms. Carol Chew
 Mrs. Nancy Wessells
 Dr. & Mrs. George Westby
 Mrs. Carol Wheeler
 Mr. & Mrs. Bradford Whitman
 Mrs. Ernest Widmann
 Mrs. Robert W. Wigton, Jr.
 The Rev. Melissa Wilcox
 Ms. Pamela Wilford
 Mrs. Thomas Williams

Mr. & Mrs. Carter D. Williams
Ms. Camilla Williams
Ms. Ellen Winn
Mr. & Mrs. Claude Wintner
Mr. & Mrs. Charles R. Wood
Mr. Alan Wood, IV &
 Mrs. Hilarie Johnston
Mr. & Mrs. David Woods

Y

Mr. & Mrs. Harold L. Yoh

Z

Mrs. Randolph D. Zelov
Mrs. Un-Jin Zimmerman

9 Anonymous

List of pledging households as of
February 15, 2011.

