

CHURCH OF THE REDEEMER BRYN MAWR, PENNSYLVANIA



161ST ANNUAL PARISH MEETING
FEBRUARY 24, 2013

Church of the Redeemer



Staff

The Rev. Peter T. Vanderveen

Rector

The Rev. Beth W. Hixon

Associate Rector

The Rev. Melissa Q. Wilcox

Assistant Rector

Michael Diorio, Director of Music and Organist

Jay Einspanier, Parish Administrator

Ken Garner, Director of Communications and Stewardship

Denise Gibbone, Bookkeeper

Tory Kline, Director of Children's & Youth Ministries

Gillian Lancaster, Program Assistant

Paulo Reyes, Custodian

Tish Zaleta, Office Coordinator

Vestry

Doug Raymond, Rector's Warden

David Senior, Accounting Warden

Ulf Cahn Von Seelen, Secretary

Michael Maggio

Eric Rabe

Devika Singh

Blair Stambaugh

Kitten Susanin

Bill Susskind

Danielle Trucksess

Jacques Vaucrain

Martha Wintner

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**CHURCH OF THE REDEEMER
ANNUAL MEETING**

February 24, 2013

10:30 a.m.

Call to Order, Approval of Minutes,

Memorial gifts, passing ballots

Rector's Warden Report

Douglas Raymond, Rector's Warden

Accounting Warden Report

Presented on behalf of David Senior by Phil Jodz

Election results

Recognitions

Rector's Report

The Rev. Peter Vanderveen

Response from congregation

Close

Refreshments

THE CHURCH OF THE REDEEMER
Minutes of the 160th Annual Parish Meeting
Sunday, February 12, 2012

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

Doug Raymond, Rector's Warden, called the Annual Meeting to order at 10:30am in the Parish House. Copies of the agenda and the 2011 minutes were distributed.

2. Quorum

Doug Raymond acknowledged that the Church had an official quorum for the Annual Meeting.

3. Approval of Minutes

Upon motion, the minutes from the 159th Annual Meeting were approved. Ballots for the Vestry election were passed out.

4. Memorial Gifts

Doug Raymond read out the list of 2011 memorial gifts to the parish, as recorded in the Annual Report.

5. Rector's Warden Report — Doug Raymond

In addition to his remarks as noted in the Annual Report, Doug highlighted the making of the kneelers and the annual Lessons & Carols as an example of life at The Redeemer and called for more participation in the various groups, missions, and committees.

Doug bade farewell to the outgoing Vestry members and thanked them for their service: Sean McCauley for his work on the church renovation, Darrell DeMoss for maintaining a sound budget, Ginny Williams for her work on the Welcoming Committee, and Barry Alexander for her work in Youth & Education.

6. Election Results

The results of the election were read out:

For Vestry (three-year terms): Eric Rabe, David Senior, Devika Singh, and Jacques Vauclain

For Diocesan Convention: Warren Ayers, Brook McCann; alternates: John Pickering, Melanie Le Boeuf

For Merion Deanery: John Gregg

7. Accounting Warden Report — Doug Raymond, Jay Einspanier

Because Darrell DeMoss was not able to attend the meeting, Doug and Jay presented the past year's finances. In 2011, expenses of \$1.77 million, which were \$28,000 higher than budgeted, exceeded revenues of \$1.72 million, which fell short of budget by \$24,750, resulting in a deficit of about \$51,000.

The 2012 budget is built around \$1.65 million in revenues and \$1.63 million in expenses, since there will be no choir tour in 2012. \$1.1 million, or 67%, of the revenue come from pledges, and another

18% are drawn from the endowment. It costs about \$4,500 per day to operate the parish.

8. Rector's Report — Peter Vanderveen

Peter started by expressing his appreciation for this parish and the joy of working for it. He thanked Ken Garner for the digital communications and Jay Einspanier for his tireless, thoughtful, and professional work as parish administrator.

Peter's remarks revolved around the idea that the real purpose of life for man, being made in God's image, is to fall in love with himself as a giver. He interpreted this notion also as a call to stewardship.

Peter thanked the outgoing Vestry members for their work. He recognized Duncan Van Dusen for organizing the liturgy volunteers for many years. He recognized Barbara Billings, the director for Christian education, for her caring about the spiritual growth of the children at The Redeemer. She brought the catechesis program to the parish and will be resigning from her position at the end of the school year.

Peter presented the current plans for the parish house renovation. The architects maintained features while cutting costs. Construction details and displacement plans have yet to be worked out, but the total project time is estimated at 18 months or more. Fund raising plans still need to be developed; \$2.2 million in pledges is left from the previous capital campaign.

Finally, Peter recognized his staff and thanked Doug Raymond for his work as rector's warden.

9. Adjournment

Peter opened the floor for questions; none were asked. There being no other business, the Annual Meeting adjourned at 11:45am.

Respectfully submitted,

Ulf Cahn von Seelen
Secretary of the Vestry

2012 Gifts and Memorials

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

William Hixon
Robert Kirkpatrick
Mary Langlais
Robert McLean
Margaret Orr
Edwin M Rhea
Margaret B Thaw

Contributions Were Made To The Following Projects:

Music Program
Joyful Giving Program
African Children's Mission

Christmas Baskets Program
HEART Program
Margaret Orr Music Scholarship

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

Estate Josephine Bull
Estate Mary E Haines
Estate Louisa MacLaren
Estate Edgar A McCoy

Text to be added after the report
is presented on
Sunday, February 24, 2013.

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The Annual Report provides an impressive survey of our parish life at the Church of the Redeemer during the year just past. As you read through it, you will easily see the thoughtful planning and wonderful programs that have all contributed to the richness of our shared life here at the Redeemer. We see the fruits of those efforts all around us, and in the pages of this report. I urge you to read the Annual Report, and better understand all that we do here on this campus, and outside this campus, as we work to become the women and men that Christ calls us to be.

We spent a lot of time in 2012 focusing on how best to grow and develop the Redeemer. The Growth and Development Committee (G&D), superbly chaired by Kathleen McClave, has been at the forefront in helping us to consider how we can better welcome newcomers and draw our existing parishioners more deeply into our life in our church. The G&D summit in October was a remarkable and inspiring gathering of so many of our parishioners, and since then has resulted in many fruitful discussions about how to build and strengthen the Redeemer. From my personal perspective, these efforts are not principally about bringing in new faces, as I do not consider our growth and development initiatives as primarily a recruitment effort. Rather, I see this important work, which is already bearing fruit, as part of a sustained undertaking to be more fully who the Gospels call us to be. If we continue on this path, I believe we will be more inspired, more deeply fed, and more able to live our lives in accord with God's Word. And that, I expect, is deeply attractive to the many who are searching for a life that has more meaning than our popular culture admits is possible. The work of the G&D Committee has taken wonderful steps along this pathway, and we are blessed that they are continuing their efforts in this coming year.

As I considered my final report to the parish as the Rector's Warden, I had intended to sound a grand theme or perhaps share a compelling vision. But I will leave that to others, who are more eloquent. Instead, as I reflected, it seemed to me that in the events of the week of Ash Wednesday, we can see a worthy testimonial to the work of the Parish during all of 2012. On the Sunday before Ash Wednesday, we welcomed our Interfaith Hospitality Network, (IHN) guests, who then stayed with us all week in the Parish House, supported by scores of dedicated parishioners. Barbara Hobbs, and many others, work hard to make sure that we cover all necessary bases when hosting, which is a complex undertaking, involving overnight hosts, cooking meals, doing laundry, food shopping, and visiting with our guest families. But the rewards of participating are immediate, and can be deeply moving both to those who give, as well as to those who receive.

The Finance Committee met at 7:30 AM on Monday morning, and reviewed, and then approved, the 10th draft of the 2013 budget, which reflects the diligent efforts that this group has made over the past months to be fiscally prudent. The committee, under the able direction of Accounting Warden David Senior, meets monthly to make sure that the Parish is run responsibly. And their work is made much more productive by the efforts of our Parish Administrator, Jay Einspanier. Jay works tirelessly on behalf of the Parish, and his skill and experience with financial management have been a great benefit to us and our fiscal stability. In their discussions, the Finance Committee has returned time and again to the research and

recommendations of the Growth and Development Committee, taking to heart the effort to more fully integrate everything we do, so that there are no hard lines between finance and mission, worship and outreach. Their work challenges the rest of us to do the same.

The Growth and Development Committee itself met later that same day, to carry on its work of finding ways to encourage the Parish to be more intentional about our programming, our welcoming efforts, and even how we talk about these issues.

On Tuesday night, the Vestry cooked hundreds of pancakes, both with and without chocolate chips (and apparently some with ginger and cloves...). And we served at least as much sausage and bacon to hungry and happy families enjoying the annual Shrove Tuesday fellowship. It is a long-standing tradition here at the Redeemer, and was a lovely evening, made more meaningful by the presence of our guests from IHN.

The Vestry met after the dinner in its regular monthly meeting, and took this opportunity to spend time with the nominees for election at the Annual Meeting. As has been our custom, the Vestry discussed those things that have been working particularly well, which encourage the development of our parish life, as well as those things that may be hindering our growth. It can be a free-wheeling discussion, but it is centered in an honest love of the Church, and on how we can best move forward. We were particularly pleased to hear, from Kitten Susanin, the final report on the results of the 2012 Christmas Bazaar, and the great news that our chairs for the 2013 Bazaar will be Mary Ellen Noel for Friday Night, and Susan Van Allen and Lesie Susskind for Saturday.

The Vestry spent some time discussing the budget that had been recommended by the Finance committee. The Parish, by hard work and careful administration (thank you again to Jay and all the staff), has kept our expenses at essentially zero growth for several years. We had good financial results in 2012, and we are hoping for the same in 2013. There are many very generous parishioners here at the Redeemer, a blessing which has kept us on a sound and stable financial footing during difficult times and allowed us to develop and even add to our many ministries and programs. I look forward to the expansion of that support so that it comes from all our members, at whatever level of giving is appropriate for them, because in doing so, I believe that we would find ourselves more committed to each other and our common ministries, and much more deeply fed and sustained by the Church.

The next day was Ash Wednesday. We held three services at the Church, and a fourth at Beaumont. We also filled the kitchen with cooking for Food for Friends, a ministry which Deann Mills, with important assistance from David Randolph, has grown into a mainstay of our Church life.

On Thursday, we held our two weekly Bible studies in the Parish House in the morning, and in the evening we began our Lenten study, which is focusing on the book, *Living the Resurrection*, by The Rt. Rev. Franklin Brookhart. Both Peter Vanderveen and Beth Hixon are leading this study. Our Parish life is immeasurably enriched by this unthreatening discussion of the Resurrection, which goes to the heart of our faith and our hope.

On Saturday, there was a memorial service for one of our parishioners who had died. Our

Pastoral Caregivers were active with the family, as they are with so many others in our Parish who are ailing or otherwise in need. Later that evening, a delighted group enjoyed the “Dining with Divas” dinner, a wonderful evening which raised funds for the planned mission trip to the Dominican Republic, which will be led by Melissa Wilcox and Bill and Leslie Susskind. Volunteers from the choirs (and some of their friends) sang light opera and show tunes, directed by our music director, Michael Dorio. Before and after the singing, our young adults served a lovely dinner (which they had prepared with much help from Deann Mills and Rich Weigel). The dinner featured a fundraising auction at which the young adults offered their time, talents, and hard work and sweat to the parishioners in order to raise money for the trip. It was a terrific time of fellowship and a great success.

On the next day, Sunday, we held the usual three services, marking the first Sunday in Lent. Peter preached on temptation, and Tori Kline took the younger ones to the beautifully renovated chapel for their “children’s chapel.” (This renovation was led by our own Jim Crowell last fall.) At each of the three services we prayed for several of the 28 children who will be confirmed later this spring. The choirs sang at 9:00 and 11:15, and when we passed the peace, the congregation showed any visiting that we truly are a welcoming faith community. After the 9:00 service, there was a coffee hour, and two very different adult education offerings – one on how the messages we hear at funeral services have changed over the last century, and one on raising children in a Christian home. As happens every Sunday, the classrooms in the Parish House were filled with children and young adults at every stage of Christian Formation. Melissa, Tori, and a host of dedicated and inspired lay teachers and leaders make this possible. Later in the day there was a lovely choral evensong in the Church to help mark the beginning of Lent, with many in the choirs singing for their third time that weekend at Redeemer --Saturday night, Sunday morning, and Sunday night.

Throughout the week, the choirs, under Micheal Dorio’s direction, met and rehearsed, as they do each week. The staff oversaw the smooth running of the offices and maintained the buildings and the grounds, heading off problems before they could become crises. We hosted a plethora of 12-step and other programs, and our clergy met with many – parishioners and others – who turned to them and to the Redeemer for help in times of trouble.

Clearly, this was a busy week in the life of our Parish. But it was not unusually busy. We could tell a similar story about most weeks, and the other important programs and ministries that I have not mentioned in this report. This is what we do and who we are. We are a friendly and welcoming parish, with vibrant and growing programs. We are led by approachable, honest and inspiring clergy, who lead us faithfully and with much grace. We can see in the days and events of this one week where our parish is today, by the grace of God, the inspiration and hard work of our clergy, and the fellowship, cooperation and hard work of the many, many parishioners who contribute each day to the deep life we are blessed to have here at the Church of the Redeemer. We are not perfect, and there remains much to do. But for today, this seems enough.

First, I want to apologize to you for not being able to attend the Annual Meeting on February 24. Diane and I had a special weekend trip planned well before the Annual meeting was scheduled. Fortunately, you are in good hands with the oral presentation to be made by Phil Jodz, one of the many experts on the Finance Committee. I am cognizant of this being two years in a row without the Accounting Warden in attendance at the Annual Meeting, an unfortunate coincidence, and I will make best efforts for the next two meetings during my term.

I am particularly disappointed to be absent, as I would like to personally thank everyone for their contributions to this solid year, with a \$15,000 operating surplus, especially after much uncertainty appeared earlier in the year. This represents a turnaround of more than \$40,000 from the prior year in which we had a \$28,000 deficit. While in most recent years we have experienced either a small surplus or a small deficit, it is always nicer to be on the positive side of that balance.

Thanks to the continuing generosity of our parishioners and the financial performance of our endowment, we came within 1% of our budgeted revenue target and grew the revenue by \$23,000. I would point out that the revenue from pledges was virtually flat with 2011 and has declined slightly over the last 5-7 years. The revenue improvement from last year was due in large measure to continuing growth in our endowment.

Fortunately expenses were managed particularly well in 2012, with some unexpected benefits (e.g., no snow plowing), leading to expenses down \$21,000 vs. 2011. Combining stable revenue with careful expense control led to the surplus at the end of the year. This small surplus will be returned to the Unrestricted Endowment, to offset years such as 2011 during which additional funds were drawn on to fill in for small deficits.

As noted above, the endowment is another source of our financial strength, growing during 2012, and also serving as an important source of operating revenue for the Redeemer. Specifically, our total endowment is worth approximately \$8.7 million, increasing \$1 million from the end of 2011. Of the total, the Unrestricted Endowment is now worth \$4.14 million up \$670 thousand during 2012. Of this increase, approximately \$280 thousand came from donations, and \$390 thousand resulted from capital appreciation.

2012 Financial Details

The revenue and expense statement you see in the exhibit at the end of this report represents the parish's "core" operating budget. In addition we have three other budgets that are managed somewhat independently by parish committees but with general oversight by the Finance Committee and the Vestry:

- The "Outreach" budget, which is funded partially by parish revenues and partially by special events and activities (e.g., the Christmas Dinner and Bazaar and The Shop),
- The African Children's Mission (ACM) budget, which is separately funded through special fundraising, and The Music Committee budget, which is separately funded through special fundraising.

As you can see from the exhibit, revenues and expenses of the core operations of the parish are fairly steady from year to year. In general terms, about two-thirds of the expenses comprise salaries and benefits of parish clergy and lay staff. One half of the remaining third represents relatively fixed and unavoidable expenses such as taxes and utilities. Only about one sixth of our budget can be considered discretionary.

A similar weighting holds true on the revenue side. Roughly two thirds of our core budget revenue comes from pledges, and another nearly 20% comes from the endowment, from which we plan a responsible draw rate of 4 ½%.

So the good news is that thanks to expense management in 2012, following years of similar expense control, our core operations are on sound financial footing going into 2013. In addition, our growing endowment gives us a bit more flexibility with the design of our budget. These two factors drove the turnaround from a small negative to a small positive year over year, and will continue to play an important role in 2013.

For 2013, we have planned a number of new or enhanced initiatives to continue our growth mission. These initiatives are in areas such as increased staff hours in support of Youth programming, Growth and Development events, and special music opportunities.

In order to accomplish this, we will need to grow our financial means. While we are setting an overall pledge goal of \$1,075,000, only a 1% increase from 2012, to make this happen will require parishioners to fill a larger gap. To clarify, the aging as well as the passing of generous older parishioners means that our 'relatively younger' members need to increase their support. The commitment and sacrifices made by our parishioners are making a difference in keeping Redeemer strong and able to fulfill its mission. We think we can do even more.

Finally, the Vestry and staff plan the budget with less than complete information about revenue prospects for the upcoming year. To the extent that parishioners pledge and also fulfill their pledges, it really does make for a much more efficient operation and helps us avoid the need to make abrupt changes, positive or negative, in our spending decisions.

This Annual Meeting marks the completion of my first year as Accounting Warden. I especially want to thank the Finance Committee members for their diligent and usually unheralded work on behalf of The Redeemer, to our Parish Administrator Jay Einspanier for his tireless efforts, and to the Vestry and Peter Vanderveen for their leadership and support.

If any of you have remaining questions or concerns, please email me at davidmsenior@yahoo.com.

2013 Budget Compared to 2012 – 2011 Actual Revenues & Expenses

	2013 Budget	2012 Actual	2011 Actual
Revenue			
Pledge	\$1,075,000	\$1,064,417	\$1,063,254
Plate	13,000	12,632	11,583
Endowment Income	332,200	304,477	279,876
Misc. Contributions	15,000	27,201	32,156
Residential Rent	74,500	74,520	73,290
Misc. Rent/Income	30,000	34,842	41,871
Outreach Contributions	50,000	60,325	53,430
Total	\$1,589,700	\$1,578,414	\$1,555,460
Expense			
Clergy	\$349,702	\$332,391	\$332,815
Music	179,608	186,519	183,223
Christian Formation	67,098	63,632	67,754
Buildings▶	300,934	304,388	308,049
General Administration▶	472,010	454,072	454,149
Grounds	66,100	59,325	79,742
Outreach Targeted	50,000	59,851	54,293
Outreach	43,500	39,459	39,529
Diocesan Support	57,679	63,301	64,491
Total▶	\$1,586,631	\$1,562,939	\$1,584,046
Surplus/(Deficit)	\$3,069	\$15,475	-\$28,586

The Lycett Society is comprised of members of Church of the Redeemer who have notified us that they have made a heartfelt commitment of support for parish through a planned gift. Through planned gifts you can perpetuate your financial support for the Church of the Redeemer, and provide a lasting legacy for the future.

By making a planned gift to Church of the Redeemer, you become a member of the Lycett Legacy Society. Your great reward will be the knowledge that you recognized the needs of others, both now and in the future, and have responded to those needs with a personal gift.

If you would like more information about The Lycett Society, please contact Ken Garner in the Parish Office.

Mrs. S. Stanley Alderfer
Mr. Douglas Arnold
Mr. Warren Ayres
Mrs. Susan Ayres
Mr. Harvey Lloyd Beyer, III
Beatrice C. Durham Blackman
Mr. James Bromley
Mrs. Joan Bromley
Ms Mary Harrison Carle
Mrs. E. Blackwell Chapman, Jr.
Mr. Sam Chew
Mr. Isaac Clothier, IV
Mrs. Barbara Clothier
Mrs. Betsey Corkran
Dr. Richard Davis
Mrs. Rita Davis
Mr. Darrell DeMoss
Mrs. Julia DeMoss
Mr. Robert Denious
Mrs. Susan Denious
Mr. Edward Gardiner
Mrs. Nancy Gardiner
Miss Gay Gervin
Mrs. Herman K. Grange
Mr. John Gregg
Ms. Carol Harris
Mr. John Harvey, III
Mrs. Joan Harvey
Mrs. Elizabeth Hopkins
Mr. B. Herbert Lee
Mrs. Barbara Linder

Mr. John Lisle, Jr.
Mrs. Elaine Lisle
Mrs. Mary McAdoo
Mr. F. Stanton Moyer
Mrs. Ann Moyer
Mrs. A. Corkran Nimick
Mr. Richard W. Palmer
Mrs. Nancy Palmer
Mrs. Nancy Schriber
Ms. Mary Presley Schwinn
Mr. M. Rust Sharp
Mrs. Nancy Sharp
Mr. Daniel Brainard Slack
Mrs. Martha Slack
Mr. Henderson Supplee, III
Mr. Radclyffe F. Thompson
Mrs. Maria Thompson
Mrs. Robert W. Wigton, Jr.
Mr. C. Cresson Wistar

Edward Lyddon Lycett was born in England in 1820 and became Rector of Church of the Redeemer in 1856. It was his vision that led to construction of our church at Pennswood and New Gulph Roads. The Lycetts were the first residents of the rectory. Unfortunately, Edward Lycett did not live to see the completion of his dream but, instead, became one of the first to be buried in the church yard in 1878.

The Lycett daughters, Rebecca Howes Lycett, Emily Lycett Lippincott, and Mary Frances Lycett Curwen, began the Sunday School in rented quarters.

Mr. Lycett, known as the “Preacher on Horseback,” also helped establish St. Mary’s Church in Ardmore.



2013 Stewardship Pledge List

A

Mr. John Acton
Mr. & Mrs. L. Talbot Adamson
Mr. & Mrs. Paul S. Adkins
Mrs. S. Stanley Alderfer
Mr. & Mrs. Charles Alexander
Mr. & Mrs. John C. T. Alexander
Mr. & Mrs. James Alexandre
Mr. & Mrs. Charles Amis
Mr. & Mrs. Warren W. Ayres

B

Mrs. Gay Baer
Drs. Howard and Margaret Baker
Mrs. Benjamin H. Barnett, Jr.
Mr. & Mrs. Lewin Barringer
Mr. & Mrs. Glenn Beamer
Mr. Karl Beinkampen & Ms. Elizabeth Corrigan
Mr. & Mrs. Jeffrey G. Bell
Eric Benke & Frances Merritt Thompson
Mr. & Mrs. Thomas Bennett
Mrs. Sandra Berwind
Mr. Harvey Lloyd Beyer, III
Mr. & Mrs. Ernest L. Biddle, Jr.
The Rev. & Mrs. Stephen Billings
Ms. Diana H. Bittel
Mr. Charles Blackman
Beatrice Blackman
Ann Bloom
Mr. & Mrs. Charles J. Bloom
Mrs. Sara Ann Boenning
Miss Barbara Borgersen
Mr. & Mrs. Albert Boris, III
Mrs. Bryan Bostwick
Ms Priscilla Bradshaw
Dr. & Mrs. Fraser Brown

Mr. & Mrs. Frederick Brown
Mr. Medford Brown, III
Mr. & Mrs. James Buck, III
Mr. Richard Burton

C

Mr. Stephen Cadwalader & Ms. Monica Hackett
Drs. Ulf & Kristin Cahn von Seelen
Mr. & Mrs. Andrew Camerota
Mrs. Pamela Campbell
Mrs. E. Blackwell Chapman, Jr
Mr. Sam Chew
Mr. & Mrs. Peter Clement
Mr. & Mrs. Isaac Clothier, IV
Mrs. Benjamin Coates
Mrs. Susanne Coffin
Mrs. Walter Conlan
Mr. & Mrs. William L. Conrad
Mr. & Mrs. Peter Cooke, Jr.
Dr. & Mrs. David Cooper
Mr. & Mrs. David Copas
Mr. & Mrs. Woodward W. Corkran, Jr.
Mr. & Mrs. Theodore Coxe, Jr.
Mr. & Mrs. James Crowell
Dr. & Mrs. John Crowther
The Rev. Margaret Cunningham

D

Mr. & Mrs. Christopher D'Angelo
Dr. & Mrs. Richard Davis
Mrs. William Davison, III
Mr. & Mrs. Rodney Day, III
Francesca Linda de Pasquale
Mrs. Gloria de Pasquale
Mrs. Flora de Pasquale
Mr. & Mrs. Edward Dearden, III
Mrs. Charles Dearnley, Jr.
Mr. & Mrs. Darrell DeMoss

Mr. & Mrs. Robert W. Denious
Mr. & Mrs. David S. Denious, Sr.
Dr. Michael Diorio, III & Mr. Alan Causing
Dr. Thomas Dodds
Dr. & Mrs. John Donnelly, II
Mr. & Mrs. William E. Dordelman
Mr. & Mrs. George Dorrance, III
Mr. & Mrs. Joseph Dougherty
Mr. & Mrs. A. Webster Dougherty, Jr.
Dr. & Mrs. Richard Drummond
Mr. & Mrs. James Drumwright

E

Mr. Lawrence Earle
Dr. & Mrs. L. Henry Edmunds, Jr.
Mr. & Mrs. Joseph F. Elefritz
Mr. & Mrs. Michael Erdman
Mr. & Mrs. William H. Eyre, Jr.

F

Mr. & Mrs. George Fabian
Mr. & Mrs. P. W. J. Fisher
Dr. Cynthia Flynn
Mr. & Mrs. Harry French

G

Mr. & Mrs. Edward Gardiner
Kenneth Garner & Robert Mikrut
Mr. & Mrs. C. Meade Geisel, Jr.
Mr. & Mrs. George W. Gephart, Jr.
Miss Gay Gervin
Mr. & Mrs. Bruce Gillespie
Mrs. Doris Gilson
Mr. & Mrs. David Glaser
Mr. Joseph Gordon
Mr. Francis Grebe
Mr. & Mrs. Allen Greenough
Mr. John Gregg
Mr. William Gross & Mrs. Janice Clarke

Mr. & Mrs. Peter A. Grove

H

Mr. & Mrs. Frederick L. Haack, III
Mr. & Mrs. David Hain, Jr.
Mr. & Mrs. James B. Haley, Jr.
Mr. & Mrs. Henry Hallowell, Jr.
Ms. Melissa Hancock
Mr. & Mrs. Lawrence Hannaway
Ms. Carol Harris
Mrs. Nancy Harris
Dr. & Mrs. William Hartz
Mr. & Mrs. John S.C. Harvey, III
Mr. & Mrs. David B. Hastings
Mr. & Mrs. Edward E. Hastings
Mrs. Joseph Hastings
Mrs. Peter Havens
Leo and Stacey Helmers
Mr. Francis Helminski & Mrs. Margaret Helminska
Mr. & Mrs. Frederick Herman, III
Mrs. William Hill
The Rev. Beth Hixon
Mr. & Mrs. Robert B. Hobbs, Jr.
Dr. & Mrs. Richard W. Hole, Jr.
Dr. Dale Huff & Dr. Denise Huff
Dr. & Mrs. Hubert C. Huh
Mrs. Klaus Hummeler
Mr. Daniel Hutchinson
Mrs. Katherine Hutchinson

J

Mr. & Mrs. Anthony Jannetta
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. Edward L. Jones, III

Mr. & Mrs. Henry K. Justi

K

Mr. & Mrs. Gavin Kahn

Mr. & Mrs. Gordon Keen, Jr.

Jon Keim & Chandra Kee

Mr. & Mrs. Sidney Keith

Mr. & Mrs. Morris Kellett

Mr. William D. Kelley, Jr

Ms. Barbara Kip

Bruce & Anne Kirkpatrick

Ms. Hope Knight

Mr. & Mrs. David P. Kollock

L

Mr. & Mrs. Joseph Ladd

Mr. & Mrs. Anthony C. Lame

Mr. & Mrs. Christian Lane

Mrs. Robert Laughlin

Mr. & Mrs. John M. Le Boeuf

Mr. & Mrs. Stephen Lee

Mr. & Mrs. B. Herbert Lee

Ms. Victoria Leidner

Mr. & Mrs. Robert Leininger

Timothy & Lauren Leithead

Mr. & Mrs. Jon Leyland

Mrs. Nelly Lincoln

Elaine and John Lisle

Mr. & Mrs. Kyle Lissack

Mrs. Marian Lockett-Egan

M

Mr. & Mrs. Charles A. MacIntosh

Mrs. Joan Mackie

Mr. Burton & Dr. Charlotte MacLean, Jr.

Mr. & Mrs. Charles Marshall

Mr. & Mrs. Graham A. Marx

Mr. & Mrs. Andrew Masterman

Mr. & Mrs. John Mather, III

Mr. & Mrs. James McAdam

Mr. & Mrs. Robert C. McAdoo

Mr. & Mrs. Norman McAvoy

Dr. James & Louise McCabe

Mr. & Mrs. R. McCann

Mr. Norman McClave, III

Ms. Kathleen C. McClave

Barbara McClenahan

Mr. & Mrs. A. Donald McCulloch, Jr.

Mr. & Mrs. Joseph T. McDevitt

Mr. & Mrs. Rodger F. McKinney

Miss Elizabeth McLean

Ms Sandra McLean

Mrs. Elizabeth McLean

Dr. & Mrs. Paul McMullen

Mr. & Mrs. David B. McMullin

Mr. & Mrs. Hunter B. McMullin, Sr.

Mr. George McNeely, III

Mr. & Mrs. J. Gregg Miller

Mr. & Mrs. Philippus Miller, Jr.

Mr. & Mrs. Harry Miller

Dr. & Mrs. Monte Mills

Mrs. Anita Montgomery

Carolyn & Sam Morris

Sarah Morris

Mrs. J. P. Morris, Jr.

Mr. & Mrs. J. Robert Morris

Mr. & Mrs. Percival B. Moser, III

Mr. & Mrs. F. Stanton Moyer

Mrs. Jean Murdock

Mrs. Lois Muscheck

Dr. & Mrs. William S. Myers

N

Karen R. Nagel

Robert & Priscilla Nalls

Mr. & Mrs. Lewis L. Neilson, Jr.

Mr. & Mrs. Lathrop B. Nelson, Jr.

Mr. John Newhall

Mrs. A. Corkran Nimick

Mr. & Mrs. Philip Nord

Mr. & Mrs. Ryan Northington

Dr. & Mrs. Bruce Northrup

O

Mr. & Mrs. Brian O'Neill

Mr. & Mrs. D. Duncan Orr

Mr. & Mrs. Craig Owens

P

Mrs. L. Rodman Page

Ms. Despina Page

Mr. & Mrs. Francis Partel, Jr.

Ms. Aita Passmore

Mr. & Mrs. George W. Patrick

Leila and Bob Peck

Mr. & Mrs. Stephen H. Pendergast

Mrs. Joyce Petersen

Mr. & Mrs. John Pickering

Pam & Hobie Porter

Miss Margot Powell

Miss Laura Powell

Mr. & Mrs. John R. Pruett

Mrs. Dee Lafferty Pugh

Mr. & Mrs. Alfred W. Putnam, Jr.

R

Luisa and Eric Rabe

Mr. & Mrs. David Rae

Mr. Ernest Ramirez

Mr. Thomas Ramsey

Leonard & Sally Randolph

Mr. David Randolph

Richard S. and Susan D. Ravenscroft

Mr. & Mrs. F. Douglas Raymond

Tom & Josephine Rees

Mr. Karl Richter & Dr. Susan Rushing

Mr. & Mrs. J. Barton Riley

Mr. & Mrs. Philip Ringo

Mr. & Mrs. John B. Robinson

Mr. & Mrs. Herbert T. Rorer

S

Ms Deborah Safford

Mrs. Arden Saligman

Dr. Patricia Sandiford

Mr. & Mrs. Jay C. Sands

Mrs. William Scheetz

Mrs. Nancy Schriber

Mr. & Mrs. David K. Schroeder

Mrs. David Schropp

Ms. Suzette Schultz

Ms. Mary Presley Schwinn

Mr. & Mrs. Raymond P. Scott, Jr.

Mr. & Mrs. David Senior

Mr. & Mrs. M. Sharp

Mrs. Joan Shelley

Mr. & Mrs. W. Kent Silvers, Jr.

Mr. & Mrs. Daniel Brainard Slack

Dr. & Mrs. Howard Snyder, III

Mr. & Mrs. Arthur Solmssen

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

Ms. Ann Stewart

Mr. David W. Strawbridge

Mr. & Mrs. Steven L. Strawbridge
Mrs. George Strong
Dr. Caroline Stuckert
Mr. Henderson Supplee, III
Mrs. Barbara Supplee
Mrs. Catherine Susanin
Mr. & Mrs. John Susanin
Mr. & Mrs. William Susskind, Jr.

T

Mr. Gihan Tennekoon
Mr. & Mrs. R. F. Thompson
Mr. Wayne Thompson & Ms. Geraldine Richter
Mr. & Mrs. Christopher Trucksess
Mr. Michael Tyler

U

Mr. & Mrs. John Ulrich

V

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

W

Dr. & Mrs. Barry Walker
Mrs. Wallace H. Wallace
Mr. Daniel Wallick & Ms. Jennifer Mogck
Mr. & Mrs. John Wallingford
Mrs. John Wanamaker
Mr. & Mrs. James Wang
Dr. & Mrs. Michael Warhol
Mrs. Andrew C. Warren
Dr. & Mrs. Joel Wasley, III
The Rev. Joseph T. Webb
Ms. Elizabeth Webb
Frank & Margaret Welsh
Mr. & Mrs. Richard Wesley

Dr. & Mrs. George Westby
Mrs. Carol Wheeler
Mr. & Mrs. Bradford Whitman
Mrs. Robert W. Wigton, Jr.
The Rev. Melissa Q. Wilcox
Ms. Pamela Wilford
Mrs. Thomas Williams
Mr. & Mrs. Carter D. Williams
Ms. Camilla Williams
Mr. & Mrs. Claude Wintner
Mr. & Mrs. Charles R. Wood
Dr. Guy & Dr. Priscilla Bright Woodruff
Mr. & Mrs. David Woods

Z

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

4 Anonymous

Members of the Growth and Development Committee: Charles Amis, Clare Block, Leslie Boris (retiring), Julia DeMoss, Jay Einspanier, Ken Gardner, Harry Miller, Kathleen McClave (chair), Eric Rabe, Devika Singh, Peter Vanderveen, Julie Williams, Martha Wintner

When we meet: The Growth and Development Committee meets approximately 14 times annually on Mondays, from 5:30 to 7:00pm.

Why Redeemer Must Grow

- Cultivating a growing Redeemer community is important for many reasons:
- It is the Gospel imperative to share the good news
- Sharing our resources and gifts benefits both us and others
- There is power and energy in new perspectives and new ideas that make Redeemer a more dynamic and attracting place for existing and potential members
- Redeemer has been losing members (primarily through death) faster than gaining them, a trend that must be addressed to ensure our future success
- We must grow our membership and our resources (both volunteer efforts and financial resources) in order to continue the reach of our missions and the breadth of the opportunities for members to grow in worship and fellowship.

The Mission of the Growth and Development Committee

The purpose of the Growth and Development Committee is to identify ways to enable the Redeemer community to grow in every way – either directly or through the support of existing committees, missions and groups. The Committee meets regularly to determine:

- High value growth activities that should be developed and implemented by the Committee directly or recommended to and fostered by other groups or the Vestry
- Key stakeholder groups that are important to the growth of the Redeemer now and in the future, and what is important to each group in their relationship with Redeemer
- Key messages that connote the Church's intent to grow and how they will be communicated through the various communications vehicles – both print and digital
- New initiatives that will cultivate more involvement of existing Redeemer members and/or attract new members, and what is needed to implement them
- Ways to support existing committees, missions and groups to promote and execute their agendas

Key initiatives completed in 2012:

Parish Preferences and Priorities. Following up on the discussion groups of 2011, the Committee surveyed the members of the parish to understand their preferences and priorities relative to the initiatives identified in the 2006-2007 strategic planning process and progress to date on implementation. This survey was part of an ongoing effort by this committee to ensure

that parishioners have a voice in the work and priorities of the Committee and The Redeemer overall. Over 40% of the parish responded to this electronic survey.

The survey showed that The Redeemer parish is enthusiastic about spiritual development that focuses on beautiful worship reinforced by our liturgies, music and architecture. We want to help members identify their gifts and use them in new or existing volunteer ministries at church. We care about outreach and want to be a welcoming congregation. Parishioners believe each of these will help grow both the size of our congregation and the engagement of those who call The Redeemer their church.

Results of the survey are posted on the Growth and Development page of The Redeemer website.

Growth Summit for parish leaders and members.

On October 27, 2012, the Committee organized an all parish Growth Summit for parish leaders and any members of the parish wishing to attend. Members of the Vestry worked closely with Committee members to design and facilitate individual sessions of the Summit.



The purpose of the Summit was to focus the efforts and energy of our parish leadership on ways we can grow. Dr. James Lemler, a national church leader, a seminary dean and now the Rector of Christ Church in Greenwich, Connecticut, joined Peter Vanderveen in identifying the opportunities for growth and development at The Redeemer and setting the direction for the discussions among participants.

Four key areas for additional work came out of the Summit: a) defining what we want Redeemer to be known for in our communities so as to better focus our resources and energies

among a broad range of competing priorities; (b) using our committees and groups to draw new and newly active parishioners into the life of the parish; (c) tracking and communicating progress on achieving our growth objectives; and, (d) strengthening communications among members of Redeemer.

The Committee and the Vestry are incorporating the results of the Summit and the recommendations from participants into our 2013 agendas.

Communications strategy: A communication plan was developed in 2011 and further refined in 2012. Members of the Committee are working with The Redeemer staff to implement the plan on an ongoing basis. As a result of this work, significant changes have been made to improve the effectiveness of the “Voice”, pew notes and the parish website. A Growth and Development microsite has been added to the parish website.

Tracking results: A set of key metrics to track growth at The Redeemer were developed and presented to the Vestry for approval in November 2011. The staff is tracking results and publishing progress statistics as appropriate. The Committee will revisit these metrics to ensure they are helping the parish understand our growth progress and are reflective of the recommendations coming out of the Growth Summit and the Vestry’s priorities for 2013.

Post Service Parish Dialogue: Many members indicated an interest in opportunities for more informal fellowship and relaxed dialogue with one another. Beginning January 29, 2012, the Coffee Hour was restructured to promote informal dialogue in the main meeting room. Attendance has been very strong, and there has been no diminution in participation in other Sunday morning events.

2013 Agenda

The key priorities for the Committee for 2013 will center on improving the way we engage new and existing members and continuing efforts to create a culture of growth at Redeemer.

Key activities will focus on:

- **Further refining how Redeemer will be known within the diocese.** The recent Growth Summit made clear the need to further refine what we want Redeemer to be known for within the diocese. The results of these efforts will have many benefits: improving the effectiveness of our communications; ensuring that potential new members understand who we are and what we offer; helping the Vestry’s efforts to align our resources and investments in the areas that are the most important to us; and, more effectively engaging the congregation in the work of Redeemer in support of our goals.
- **Furthering the welcoming efforts of the parish:** The Committee will continue to work with existing committees, newcomers, and members of the parish to identify ways to attract and keep new members.
- **Greater engagement of existing members through a second Growth Summit:** To continue to explore ways to re-engage or broaden the engagement of existing members in The Redeemer growth agenda through a formal dialogue with members of the parish.
- **Attracting/engaging young families:** Finding new ways to work with existing committees

and groups (such as the Church School, the choirs, etc.) to better engage young families in The Redeemer agenda.

- **Communications:** Continually improving the quality, reach and effectiveness of Redeemer communications to all of our stakeholders to effectively convey the broad agenda of the Redeemer, our focus on growth, and our interest in promoting the values of mission, worship and fellowship.
- **Tracking results:** The Committee will continue to work with other committees, groups and Parish administrative staff to measure and report progress in growing the parish and the engagement of members.
- **Dialogue with the parish:** The Committee will continue to seek the input and involvement of members of the parish in implementing key elements of The Redeemer's growth priorities through ad hoc and formal surveys.

Appendix: Tracking Growth

The Vestry reviewed and approved the following growth metrics in November 2011. These metrics will be revised and updated by the G&D Committee in 2013.

Metric	Frequency	Rationale
Attendance at all church services each week	Monthly	<input type="checkbox"/> Reflects the primary mission of the Church
Parishioners on committees (ideally distinct individuals)	Semi-annually	<input type="checkbox"/> Reflects the degree of commitment of the Parish <input type="checkbox"/> Identifies the resources dedicated to doing the work of the Church <input type="checkbox"/> Reflects members' interest in being a member of this community
Number of members	Semi-annually	<input type="checkbox"/> Tracks the size of the Parish
New members	Quarterly	<input type="checkbox"/> Tracks the growth in membership and our ability to attract new members
Youth group enrollment	Annually	<input type="checkbox"/> Reflects the importance of a strong youth program in attracting and engaging families <input type="checkbox"/> Builds commitment of next generation members to Redeemer and the Church overall
Church school enrollment	Annually	<input type="checkbox"/> Same as above
Number of participants at children's/youth choirs (participants at each "call" over a 4-week period)	Quarterly	<input type="checkbox"/> Recognizes the importance of the children's and youth choirs in attracting new families to Redeemer
Pledging \$\$ value	Monthly	<input type="checkbox"/> Identifies the financial resources of the Parish to support its mission
Committee hours (for each group/committee)	Annually	<input type="checkbox"/> Identifies the time resources of the Parish dedicated to its mission

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 involved in parish life. We have a committee member at each 9 am service to identify and welcome new faces in the parish. To this end, we station the member on duty next to Peter at the entrance of the church after the service so that visitors and newer members to the church can be identified and engaged. Whenever possible, a committee member will accompany our guests to the parish hall coffee hour where we can learn about their interests and get to know them in an informal setting.

Names of visitors are also gathered from the Visitor Register, from the Pew Cards and through signups for Sunday School. Each visitor receives a follow up phone call from a committee member to further welcome them to The Redeemer and to facilitate their involvement in church life.

Current members of the Newcomer Committee are: Emily Beamer, Fraser Brown, Linda dePasquale, Elizabeth Dougherty, Joe Elefritz, Monica Hackett, Brook McCann, Sally Moser, Rebecca Northington, Connie Stuckert, Danielle Trucksess and Elizabeth Vandiver.

We hold a formal Coffee hour at the Rectory in the fall and in the spring which is attended by the Rector, Vestry members and NEW committee members so to welcome the new members of the church of the previous several months.

While impossible to welcome each newcomer the same way, we are keeping track of the steps we have taken for each new family to ensure that all visitors to our church are welcomed and exposed to as much church life as possible.

With the help of the Growth and Development Committee, we are working to ensure that newcomers to the church get involved in church activities smoothly and easily. We look forward to working more closely with this motivated group to find ways to improve the Newcomer process.



We hope that the Redeemer will continue to be a welcoming place for all. Greeting and getting to know newcomers is a rewarding ministry. If you are interested in participating on this committee which meets monthly for one hour, please contact Fraser Brown at fraser_brown@yahoo.com.

During the 2012 program year, the Redeemer Outreach Grants Committee continued to refine its objectives on the agencies it would support. This was done for several reasons. One was to channel additional support to organizations considered to be core to our mission, particularly within our local area. The second was to provide increasing support to the Parish Outreach Mission projects such as Food for Friends, Christmas Baskets, Youth Group and the St. Gabriel's Saturday lunch program.

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 12 organizations in addition to Parish Outreach Mission projects during 2012. Additionally one Parish Mission project, the Blankenburg School program, which had been discontinued in the fall of 2011 due to issues with WePAC, the community organization providing oversight to that program, started up again through the efforts of Carol Chew working directly with the principal at the School.

The Committee funded 7 Parish Outreach Mission projects during the year: Interfaith Hospitality Network (IHN), the Blankenburg School project, Food for Friends, Christmas Baskets, African Children's Mission, the one Saturday a month lunch program at St. Gabriel's Church in the Olney section of Philadelphia and the Youth Group trip to the Dominican Republic.

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 \$17,950 to 6 entities: IHN, African Children's Mission, Episcopal Community Services, Episcopal Relief and Development Fund for its efforts in the aftermath of Sandy, an amount for repairs to the St. Gabriel's kitchen so that that it will be better able to serve its clients and ElderNet. These amounts are included in the totals on the chart below.



The Committee thanks the many members of the Parish who in 2012 supported ACM, IHN, Food for Friends, St. Gabriel's, the Blankenburg School 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.

In 2012, the Parish budget allocated \$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 \$2,400 to the five organizations designated by the Committee for its Christmas Joyful Giving program. The amounts given in the Joyful Giving program are included in the chart below. Four of those organizations were ones in which the Parish is actively involved. In addition, HEART gifts totaled \$550 this year.

OUTREACH GRANTS COMMITTEE TOTAL ALLOCATIONS
(Including Joyful Giving)

Camp Dreamcatcher	\$1,920
Episcopal Community Services	\$34,000
Camp GetAlong	\$2,000
IHN - miscellaneous funding	\$24
ACM	\$2,265
IHN - Main Line	\$10,260
Diocesan Summer Youth Camp	\$5,550
Main Line Meals on Wheels	\$2,500
Christmas Baskets	\$4,726
Episcopal Relief and Development (Sandy)	\$5,000
Church of the Advocate Soup Kitchen	\$5,000
Blankenburg School Project	\$950
Community Outreach Partnership	\$3,000
Food for Friends	\$6,055
Youth Group Trip	\$2,500
St. Gabriel's	\$6,252
Dolphins of Delaware Valley	\$2,000
ElderNet	\$7,725
Total	\$101,727

In 2012 the members of the Committee were: Sam Morris, Chair, Carolyn Bennett, Jane Hastings, Jan Clarke-Gross, Carolyn Morris, Marda Schropp, Rodger McKinney, Susan Ayres, Lou deLisser, Stephen Billings, Ed Lewis, Julia DeMoss, Deann Mills and Stephen Cadwalader. New members are always welcome.

The Committee usually meets eight times a year with no meetings in the summer and November. 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 Susan Bloom, Susan Van Allen and Leslie Susskind who collectively organized and ran the 2012 Bazaar). The success of The Shop and the Bazaar in 2012 will contribute to the additional funds available for the Committee's important work in 2013. We are extremely grateful for the work put in by all individuals involved in these two efforts. We look forward to a successful year in 2013.

Mission Reports

African Children's Committee

Stephen Billings and Lynn Marsden-Atlass

In 2012 The African Children's Mission continues to thrive in its ninth year, with this mission statement that guiding all its goals and activities:

- To empower the congregation of the Church of the Redeemer to support initiatives to improve the lives and health 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. There are 21 active ACM members this year. Although a small group, ACM members are deeply committed to the ongoing mission and actively seek a wider engagement and involvement with Redeemer parishioners.

Education Efforts

At Redeemer, the ACM has continued to implement a number of educational programs with committee members working with Barbara Billings and Tory Kline (as of July 2012) and church schoolteachers.

Using *Abwenzi Means Friends* (written by Carol Chew and Peter Sipple in 2009) ACM members



Stephen Billings, Prill Bradshaw, Jeanne Holeman, Becky Best, and Chandra Kee worked in the church school this 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. The G.S. 4 & 5 students collected offerings of money to fund specific projects, materiel, and services in Naluso Village.

On October 28 "Mentored for Mission" the high school students and 4th and 5th grade students attended the Report from Naluso forum about how our funds support the children and families of Naulso. Village.

ACM presented programs in "Mentored for Mission" two times this year for the High School students at the Redeemer. An upcoming date is March 10th, 2013 with Drums and Dessert when the High School students will provide home baked desserts and participate in the drumming.

Travel Team

On July 9, 2012 Ruth Thurmond Scott, Deborah Agnew, and Julie Denny, a travel team from Trinity Church (Princeton, NJ) visited Naluso with special gifts from the Redeemer—soccer balls and letters from our Church School. After



meeting with Alice Bvumbwe, GAIA (Global Aids Interfaith Alliance) regional supervisor, Ruth reports that there are currently 72 orphans (an exceedingly high number) in Naluso who need: food (There is a food shortage due to drought and a poor crop yield), education (school fees, uniforms, supplies) and shoes. No members from the Church of the Redeemer were able to travel to Malawi in 2012.

ACM has made a three-year commitment to provide support (\$30,000 annually in 2011, 2012, and \$ 20,000 in 2013) for the village of NALUSO and its 1,863 people through GAIA Villages Intervention. The Redeemer's village consists of 331 households in great need of health initiatives and life-saving services, such as food, water, medical supplies, nursing and orphan care, and education.

Church of the Redeemer's African Children's Mission supports Naluso village. GAIA Staff document the number of villagers receiving services through GAIA Villages. In the first quarter of 2012, Naluso's four Caregivers have: enrolled 8 Home-Based Care patients in the program; granted assistance to 80 orphans through our Orphan Care program; and tested 10 villagers for HIV (1 villager tested positive). ACM has provided schooling to: 70 boys and 31 girls (primary school) and 5 secondary school scholarships to 3 boys and 2 girls

ACM Special Events 2012

February 14: Have a Heart (Julie Williams, Margaret Welch, co-chairs)

March 18: A Story Hope: Kaboni Gondwe (Fulbright Scholar, and Ohio University MA student) Adult Forum presentation about Kaboni's personal story as an AIDS orphan in Malawi to Fulbright Scholar. 4th and 5th grade and "Mentored for Mission" students attended.

May 20: Afternoon Reception for Todd Schafer (CEO of Global AIDS Interfaith Alliance) at the Home of Herb & Linda Rorer (5:30-7:30 pm) (Herb Rorer, Julie Williams, Rick Sperry, Gordon Keen, co-chairs)

June: Kaboni Gondwe graduates from Ohio University with her M.A. in Nursing. Visits ACM, the Redeemer, and returns to teach and work in Llongwe, Malawi

October 28: Report from Malawi: Ruth Scott, Deborah Agnew, and Julie Denny (from Trinity Princeton) gave a forum presentation (PowerPoint and video) to the Redeemer community on their visit to the children and families in Naluso this past summer. Fourth and 5th grade students and “Mentored for Mission” high school students attended.

November 3: Evening in Princeton: GAIA event with Cole and Heidi Hamels, Dr. Michael Gottlieb, and Todd Schaefer (Gordon Keen and Lynn Marsden-Atlass were on the Committee) Several ACM and Redeemer members attended

November 17: Got Goat ? and ACM table at the Bazaar(Stephen Billings chair)

December: ACM Solicitations: (Rick Sperry, Julie Williams, co-chairs)

ACM Support in Malawi

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 the home village. (Our support has provided mosquito repellent-treated nets to protect against malaria, also.) The orphanage has seen a drop in the mortality rate from 50% to around 10%.



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; ensuring that the next generation remains HIV-negative is critical to the country’s future. We support the dynamic, youth-centered HIV-prevention program led 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. Additional funds by the ACM travel team offered Naluso village children scholarships for secondary school fees, uniforms and books.

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 2012, 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.

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 at the Malawi table at the November 18 Saturday bazaar and subsequent parish hall table events. In 2011, a Fall Solicitation Committee (chaired by Julie Williams and Gordon Keen) wrote personal letters to 100 people which was very successful. Funds were also raised with the "Have a Heart" campaign (chaired by Julie Williams and Margaret Welch), "Joyful Giving" campaign, and a grant from the Outreach Committee.

This year we are especially grateful to Herb and Linda Rorer, who hosted and donated a special reception at their beautiful home for Redeemer members to meet Todd Schaefer, the new CEO of GAIA in May. Rev. Peter Vanderveen, and many members of the parish attended this event.

Supporting Malawi Visitor

ACM members have served as host family (especially the Chew/Weigels, Prill Bradshaw, Marsden-Atlass) for five visits (2010-12) to Philadelphia for Kaboni Gondwe. ACM members have made it a priority to reach out to Kaboni Gondwe, the Masters nursing student who is living in the U.S. for two years without the financial capability to travel home to Lilongwe to visit her two brothers.

Kaboni Gondwe has been a very special friend, and has made 5 visits to the Redeemer to speak and share her story with the youth, church, and Philadelphia community and serves as an inspiring example to us all. Kaboni has returned to Malawi and is currently teaching and nursing in Llongwe. ACM has provided support for her Ph.D. applications for 2013-14

ACM Chair Transition

As of November 1, 2012 Lynn Marsden-Atlass completed a 3-year term as chair. Stephen Billings has assumed the Chair, and is assisted by Susan Munabi-Jones, Vice Chair for Programs

and Education, and Tom Ramsey, Vice Chair for Events and Outreach. Marda Schropp continues to admirably serve as Treasurer, Prill Bradshaw as Secretary, and Bea Blackman as Communications. ACM has regular monthly articles in the Voice.

Financial Position

The financial position of ACM continues to remain strong with an end-of-year \$32,977. Receipts from contributions and fund-raising efforts in 2012 amounted to \$26,340. Disbursements during the year totaled \$22,948, of which \$20,000 was issued as grants to GAIA for mission support

Kaboni Gondwe's Visit Provides Inspiration

Carol Chew

Have you ever wondered what in the world is the African Children's Mission (ACM) doing in Malawi, Africa? After all there are children and families in need here in Philadelphia, practically our neighbors. There are children and families in need in the Dominican Republic, only a 2-hour flight from Philadelphia. Why have we chosen to reach out to the people of Malawi, Africa?

Dr. Bill Rankin came to Redeemer more than 8 years ago with his compelling story of the epidemic of HIV/AIDS in the tiny African nation of Malawi. His story and his photos struck a chord with many of us and under the leadership of Grant Norris, the ACM grew quickly to 40 members.

Since then, more than 10 ACM travelers have visited Malawi to witness the impact of HIV/AIDS on children and adults countrywide. They have driven hundreds of miles on unpaved roads to see the shocking physical and social conditions experienced by the more than 80% of the population who live in villages without plumbing, electricity and sufficient food. They have met children yearning for education, willing to sit in crowded classrooms without desks, books or supplies. They have assisted at rural clinics where hundreds of patients sit quietly from dawn until dusk, waiting for a brief visit with a doctor or nurse. Each of the travel teams has returned with compelling stories and photos that have awakened us to the conditions in Malawi and inspired us to join in the effort to save lives.

And yet, there are those who still ask why, why there, why now, why us?

Our friend, Kaboni Gondwe, a young nursing student from Malawi, brings us our answer each time she visits Redeemer. We first met her in August, 2010, when she came to the United States on a Fulbright Scholarship to embark on her Masters of Nursing Administration and Education at Ohio University. She was excited to visit us on her first trip to Philadelphia, but unaccustomed to life in America. We visited Independence Hall, the Liberty Bell, South Street and the Art Museum. She tried a milkshake, pizza and looked for warmer clothes and American skincare products. Kaboni spoke quietly but with composure to the gathering at the GAIA Ballpark Event. Back in Athens, Ohio she settled in with her 3 Chinese roommates who spoke little English to begin her Masters. For most of us, this journey alone would have been daunting, but for Kaboni, this move was just another challenging experience in a life that had already been filled with challenges.

As a child of 3, she lost her father to AIDS. Her mother worked to support Kaboni and her two brothers in order to feed them and send them to school. Kaboni's mother died from AIDS at age 40 when Kaboni was just 11. Kaboni and her brothers were separated and sent to live with relatives far from each other. In 2002, Kaboni found GAIA's office in Blantyre where she stopped in to inquire about college opportunities. She became one of the first nursing scholars to graduate after which she became the head nurse at Queen Elizabeth Central Hospital as well as an assistant lecturer at Kamuzu College of Nursing. After completing a certificate in Midwifery, Kaboni was encouraged to apply for a Fulbright Scholarship so as to continue her education in the United States.

In early March 2012, Kaboni made her fifth and possibly final visit to Redeemer before graduating and returning to Malawi. As my daughter, Emily, and I met her at the airport, I felt as if the awkward duckling from 2010 had become a swan. Beautiful and composed, Kaboni's confidence and maturity shown throughout her last visit. Together, ACM friends celebrated her upcoming graduation at the Chew-Weigel home where she talked eloquently about the political and social conditions in Malawi. The following morning at the Parish house, she spoke to a group of 30 about her life in Malawi and fielded questions from both high school youth and 4th graders who had all had the opportunity to work on educational and fund raising efforts for Malawi. One of the most challenging questions came from a 4th grader, "how is AIDS transmitted from one person to another?" Her answer was simple, "Through blood transmission from one person to another."

Kaboni is the answer to why, why there, why now, why us? Because in one tiny country halfway around the world, one person found the strength and courage to make a difference. She started by changing her own life, seeking an education that could impact hundreds of individuals who might otherwise die. She reached out to GAIA and the ACM for a nursing scholarship. She repaid her nursing scholarship by staying and working in Malawi where there is a ratio of 36.8 nurses for every 100,000 patients. She had the ambition to continue her education in the United States so that she can return to Malawi and help to educate new nurses.

Why us? Because we have the heart and the financial capacity, we can make a difference. The ACM has provided financial support to Kaboni and other nursing students through the scholarship program. We have spread the word about Malawi in our church community and in schools throughout the city and the suburbs. Equally as important, we have been Kaboni's American family. Together we have celebrated her first Thanksgiving, Christmas and New Year. We have prayed for her and have been her place to rest and re-energize during semester breaks. She has been our inspiration. We have supported one person so many miles away and she, in turn, will return to save many.

Why now, because it continues to be our time. Come join us!

H.E.A.R.T.

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.



In 2012, the Redeemer's Food For Friends prepared 3,447 meals, which were delivered by our Transportation Team to Our Mother Of Sorrows Church in West Philadelphia. At that location, our meals--along with those from other churches--were grouped by type of entree, packaged in "variety packs" of seven, and delivered each week by community volunteers to elderly, indigent shut-ins in West and North Philadelphia. The recipients of these meals are selected by a representative (current representative--Sr. Nancy Roche) of The Sisters Of St. Joseph of Philadelphia.

It should be noted that Our Mother Of Sorrows Church in West Philadelphia has provided for indigent members of the West Philadelphia community for more than 50 years, and that our liaison group--The Sisters Of St. Joseph--has been part of that effort for the past 31 years. Thus, Food For Friends has the advantage of working with compassionate and experienced social service professionals, but at no cost to either the Food For Friends members, or to The Redeemer.

Our Food For Friends members met to cook 29 times in 2012--on selected Wednesdays in the Parish Hall kitchen, between 1:00 and 3:00 PM--and our Food For Friends Youth, who are engaged in Food For Friends as one of their "Mentored For Mission" activities, met on six Sundays in 2012, between 10:15 and 11:00 AM. Each time, the members benefited from the inspiring efforts of our meal planner, tireless shopper, and talented chef--Deann Mills--who made these meals possible.

As 2012 progressed, our group was able to upgrade the quality of the meals we provided. This was possible by accepting the generous offer by Sr. Nancy Roche of The Sisters Of St. Joseph to provide us with donations of commercially sized cans of fruit, vegetables, and other staples, so that Deann--our shopper--could purchase more costly entrees. Below are two of our sample meals this past December:



- I. Portions of freshly caught steelhead (Pacific Coast rainbow trout which migrate to the sea) marinated and baked in soy sauce with ginger, onions and orange juice, served over seasoned Basmati rice, with a side dish of spinach, and a blueberry muffin;
- II. fresh roast chicken cooked with sage and lemon, over sliced white potatoes, with a side dish

of seasoned collard greens, and a cranberry, fig & peach cobbler (made with oatmeal and Vermont maple syrup).



Each meal tray (90 to 100 prepared at each session) was finished with a tea bag, a chocolate covered mint, and printed instructions for heating on top of the foil cover. On some occasions, we did a comparative taste testing of our meals, to identify the entrees and side dishes which were most liked, so that these would be the basis of future meals.

Only one misfortune was experienced by the Food For Friends group during 2012, but it was grievous--the death of our good friend and mentor, Jim Pugh. Jim had worked for the group at a practical and at a deeply spiritual level, and we have him most to thank for defining our mission--to feed elderly neighbors whose circumstances--physically and financially--prevent them from providing for themselves. The meals prepared and supplied by Food For Friends at Redeemer--along with those from many other churches--provide nourishment for those in need around us, and express the love which God calls on each of us to share with one another. Jim can be remembered by continuing and fulfilling our mission.

If you are interested in joining or learning more about Food For Friends and its mission, please

contact David Randolph, Coordinator, at 610-964-0556, or email him at randstory@verizon.net

Over the past year, the leadership of IHN has been “committee-driven”, spreading the planning and workload among four people, rather than having a single chairperson delegating. We find it has worked very well, and we welcome other interested people to be part of the team.

Our volunteer activity over the year has been 1250 work hours with approximately 70 volunteers, who have contributed by making dinners, enjoying them with our guests, spending quality time visiting with our guests, caring for their children while they take important life skill courses, and spending the night with our guests in the Parish Hall. Other volunteers have worked behind the scenes, setting up and taking down bedroom furnishings, doing laundry, and shopping for groceries.

Our 33 guests were made up 10 families with 20 children.



Once a month, volunteers from The Redeemer provide a nutritious lunch for adults and children who live in a struggling community in the Olney section of Philadelphia. The program has been described as a “feeding ministry” – one that offers nourishment for hungry bodies and hungry souls alike. On the 4th Saturday of each month (year-round), 4-6 volunteers meet at The Redeemer at 9AM to help prepare, transport and serve meals at the mission, returning by 1:30PM. In September, the program expanded from twice a month to every Saturday. This led to a remarkable increase in the average number of people we serve – from 45-60 to 80-105!



Over the past year, Laura Morris (often accompanied by her dad, Sam Morris) has served as back-up coordinator. Participants included Warren and Susan Ayres, Carol Chew, Betsey Corkran, Betsy Crowell, Stephen Cadwalader, Bill Gross, and Monica Hackett. With larger numbers of people to feed, we are looking for more volunteers to help with the project. If you are willing to devote a few hours on the 4th Saturday of any month, please contact me at janc144@verizon.net or call 610-667-3605.

Now in its sixth year, The Shop has become a beloved fixture in the renovated basement of The Church of the Redeemer. It has acquired several repeat customers, many of whom drop by on a weekly basis to see what's new! The Shop's gross sales in 2012 were \$16,222, with a net profit of \$13,424. All proceeds directly benefit the Church Outreach Program. Sales, as well as donations and consignments, were on a decline this past fiscal year. However, we are optimistic that the coming year will result in future sales for The Shop, more commensurate with past performance.

The Shop's success relies substantially on smaller pieces of furniture that are in good condition and utilitarian as well as attractive. Items of this type result in a very high turnover, often selling within a week. Examples are occasional, end and coffee tables. There is a strong market for such items which may be easily transported. Larger items such as entertainment centers do not move since they are so large and expensive to move. Dining Tables and chairs, if in good condition, also sell quickly. The criteria for acceptance of future consignments will be more highly scrutinized this coming year, based on item size and marketability. This new policy should result in an upswing of sales and increased inventory turnover in 2013.

Aside from the benefit of supporting our own Redeemer Outreach program, the other advantage of consigning with The Shop is that it retains only 30% of the proceeds in comparison to its "for profit" competitors that typically charge 40-50%. The Shop continues to feature and always welcomes quality merchandise including furniture in good condition, rugs, decorative items, art and lighting in addition to jewelry. Better women's and children's (casual and dress) apparel is not consigned. However, donations of all types of merchandise, including clothing, are still much needed and appreciated!

The volunteer base remains constant with 10 volunteers. However, The Shop encourages new volunteers. 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. Our current volunteers include Anne Barnett, Carolyn Bennett, Jan Clarke, Kirsten Comai, Jane Hastings, Suzanne Lammers, Pam McMullin, Carolyn Morris, Leslie Susskind, Susan Van Allen and Ginny Williams. We greatly appreciate your ongoing commitment!

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!

It is the purpose of the Music Committee to support the Music Program of the Church, overseeing and executing activities that enhance the voice of the Music Program in the parish and the community.



In particular, these activities include (1) concerts in the Church and the community and youth choir trips, (2) create and oversee events to raise funds to support the music program not included in the overall parish budget, (3) maintain contact with parishioners and parents of children involved in choirs and (4) serve as the general voice of the Music Program. The Committee is also responsible for maintaining an accounting of funds received and expended for activities and events described above.

In 2012 the Committee supported the Music Program with a series of concerts at the church, some by our own choirs and others by outside artists, supported by ticket sales and outright gifts from parishioners.

Fund-raising efforts, heavily assisted by youth choir members, included the chili and soup sale, Thanksgiving pie sale, Lessons & Carols, rummage sale, and "Dining with the Divas."

Churchyard

Robert W. Denious

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 and William F. Delafield of the Arader Tree Service. 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 and 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, taking into account the nature and horticultural challenges of the site.

As our large canopy 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 and if necessary scheduled for removal. Over the last few years, a number of large trees, mostly 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.

A list of recent 2012 gifts for the Churchyard is as follows:

Gift of an American Beech (*Fagus grandifolia*) in memory of Mary Valentine Godley Langlais by her sister, Sarah Willets Godley Klein and her nieces, Martha Rockwell Godley Slack, Anne Craig Godley Wilson and Beverly Willets Klein Weissenborn.

Gift of a Yellowwood (*Cladrastis kentukea*) by Mrs. Stephen Gardner, Mrs. R. Stockton B. Hopkins and Mrs. Phebe D. Strong in memory of: Donald D. Dodge, Jr.; Frederick R. Drayton; Frederick R. Drayton, Jr.; Ruth P. Drayton; Ruth D. Dodge; R. Stockton B. Hopkins; George V. Strong III; Sydney Thayer III.

Gift of 3 American Shadblow (*Amelanchier arborea*) in memory of William L. McLean, III by Ms. Elizabeth R. McLean, Ms. Sandra L. McLean, Mr. and Mrs. E. Thomas Katzenbach and Mr. Warden D McLean.

Trees and shrubs are selected from an approved list developed for the location and conditions of the Churchyard and are purchased and planted by one of our arborists.

The work of the Churchyard Committee has over the years evolved from a group of dedicated volunteers, doing weeding, watering and light pruning, into a task force on standby to do these smaller jobs when needed. Our professional arborists now do or oversee all planting or moving of trees and shrubs, under the direction of the Churchyard Chair and the Parish Administrator, Jay Einspanier. The objective is to assure that the Churchyard continues to be the place of beauty and quiet repose it has always been.

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



Parish Groups

Adult Christian Formation

The Rev. Beth Hixon and Dr. Howard Baker

Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God— what is good and acceptable and perfect. Romans 12:2

The overarching goal of Adult Christian Formation is to support the mission of the Church of the Redeemer which is “to celebrate the love of God in Jesus Christ...and worship and grow together”. Celebration remains a vital focus throughout our lives as our relationship with God in Christ grows and changes. Christian formation does not end with baptism or confirmation. These are but entry points into the never-ending journey of deepening faith, a continually transforming relatedness with God and one another. Ideally, as we move through life as Christians, our individual and corporate understanding of how God desires us, calls us and then empowers Christ’s community to carry God’s message of love into the world changes with thoughtful, prayerful attention and discernment and is followed by an ever-renewed response.

During 2012, the clergy and the Adult Christian Formation Committee (Howard Baker, Elizabeth McLean, Tim Leithhead, Julie Williams, Ginger Woods and Beth Hixon) have actively discerned and planned programming to meet the formation needs and desires of adult parishioners and of the parish as a whole. A primary consideration was to explore and clarify our identity as Christian people and as Christian community. The programming is being broadened to embrace intergenerational opportunities as well as events that support deepening relationships between adults of every generation who worship and serve God in the Redeemer community, and we are particularly concerned about the incorporation of newcomers.

Adult Christian Formation Programming in 2012 on Sundays has been focused primarily in Sunday Forum opportunities that engaged these topics and activities among others at the 10 o’clock hour: Engaging Prayer, Christian Character Development, Resurrection in the Gospels, Youth Report on the Dominican Republic Mission Trip, The Dead Sea Scrolls, C.S. Lewis and His Theology, Stewardship: History of Stewardship in the Diocese of Pennsylvania, Money: Sacred or Profane?, Generosity Toward God. A Missions Exposition, Advent Wreath Making, dedicated Coffee Hours as well as a forum dedicated to the Rector’s recap of the Fall Growth Summit rounded out 10 o’clock hour offerings this year, most Sunday Forums were held in room 123 on the ground floor of the parish



house. This change has facilitated ongoing fellowship for those who wish to remain at coffee hour and has also provided a less distracting environment for Forum presenters and participants. The disadvantage is that this room is often too small to comfortably accommodate the size of the gathering. Parish group participation at local museum and theatre offerings enhanced this fall's Sunday Forum focus on the Dead Sea Scrolls and C.S. Lewis.

During Lent, home study groups met this year to engage N.T. Wright's 2010 publication: *After You Believe: Why Christian Character Matters*. Many thanks to all who hosted and facilitated these meetings.

Other groups have met regularly together through the year. They provide mid-week opportunities for deeper exploration and reflection on scriptural, theological and faith-based ideas and issues. This year programming included:

- A Gathering of Men: Every Tuesday at 7 am
- Adult Study Group: 2nd and 4th Tuesday evenings (Topic: Why Evil Exists)
- Men's Brown Bag Bible Study: Every Thursday Noon- 1:30 pm
- The Rector's Bible Study: Selected Wednesday evenings (Topics: Paul's Letters; The Book of Romans)
- Contemplative Prayer for Women (Winter and Spring only)
- Biblical Studies for Women: Every Thursday Noon-1:00 pm
- Empty Nesters Group: Meets periodically through the program year (Convener: Ginger Woods)

Goals for 2013:

- Continue to strengthen Christian and Episcopal identity among adult parishioners
- Seek opportunities to use the museum/arts venues in Philadelphia to augment adult programming
- Explore programming that enhances small group development and incorporation of newcomers
- Collaborate with other program groups to strengthen intergenerational programming.
- Explore the feasibility of scheduling a pilgrimage for adults to the Holy Land.



Christmas Bazaar

Susan Van Allen and Leslie Susskind

A wonderful time was had by all who attended the 2012 Redeemer Bazaar on Saturday, November 17, 2012! The Parish House, Sexton's Cottage, and surrounding areas were buzzing with volunteers, shoppers, kids and onlookers from early morning until mid-afternoon, looking to make good deals on antiques, attic treasures, books, toys, jewelry, handbags and other vintage items; bidding on auction items; buying holiday hostess gifts and plants; enjoying children's activities; and lingering over delicious food and conversation. As a result of the hard work and dedication of all of the Redeemer volunteers, the event raised more than \$20,000 to support the parish's Outreach projects.



Countless behind the scene hours were put in to make the 2012 Bazaar a rousing success, and we would be remiss not to thank our wonderful, dedicated and hard working Committee Chairs who made it all happen.

ACM	Stephen Billings, Carol Chew and Lynn Marsden-Atlas
Attic Treasures	Anne Barnett and Rita Davis
Books	Deann Mills
Children's Activities	Tory Kline
Silent Auction	Carolyn Bennett, Carolyn Morris and Jane Hastings
The Shop	Lou deLisser
Vintage	Pam McMullin, Sandy McMullin and Lois Muscheck
Lunch	Ann Strong
Vestry Liaison	Kitten Susanin
Treasurer	Bill Susskind
Decorations/Maps/Signage	Carol Chew
Communication Advisor	Trish Bennett

In addition to the Committee Chairs, we would like to thank everyone who contributed to the 2012 Bazaar—by volunteering the day of and showing the public what a wonderful group of people we have at Redeemer, donating items or making food, putting in an hour or ten to clean toys or moving furniture, putting a yard sign up to advertise the event, providing clean up assistance, or directing a friend to come by. All of these activities were important to the event's success – and we are extremely grateful. Do we want to add something like: Planning will be starting soon for this year's Bazaar and we look forward to working with old friends and meeting new ones for this beloved tradition.

Friday Evening Preview Party

The Friday Preview Party was held on November 16 at the Merion Cricket Club. It was ably organized by Susan Bloom and featured both a live and silent auction, a seated dinner, music and dancing. Among the items offered for bids were getaway stays at luxurious vacation homes; tickets to the 2013 U.S. Open at Merion; and property care services.

Senior Events Committee

Elizabeth C. D. MacIntosh

The Senior Events Committee as usual held two luncheons on Sundays at 12:30 p.m. in the Assembly Room, the first on May 6th, the second, on December 4th, 2012.

The purpose of the Committee continues to be offering an opportunity for parishioners to gather informally after the 11:15 service, to enjoy luncheon and to hear an entertaining speaker or program. This year we implemented our new focus: to bring new or well-known leaders of the Greater Philadelphia cultural arena for informative, informal talks about their institutions.

A brief social hour precedes a hot luncheon prepared and served entirely by the Committee, followed by a 45-minute program. Committee members meet several times during the year to plan interesting menus, consider speakers or other entertainment, prepare and mail over 300 invitations, prepare place settings, and shop, cook and bake for each Sunday's event.

In May, we were delighted to welcome The Barnes Foundation's Senior Vice President of External Affairs, Diana Duke, describing all aspects of the new Barnes (just one week before its re-opening). We had a record attendance, with 97 reservations. In December our speaker was Jeff Groff, Director of Programs, Winterthur Museum, Library and Gardens, (coincidentally, a former Redeemer Sunday School member while a neighbor). Sixty-one parishioners and guests attended and heard a fascinating illustrated talk on "Entertaining at Winterthur in the Heyday of the du Ponts, 1920's-30's."

A nominal charge of \$5 per person enables the Committee hopefully to break even (in May: a profit of \$5.20; in December: profit of more than \$60). All of this is enhanced by lovely table arrangements contributed by the Flower Guild and also offered for sale.

Committee members in 2012 included Maisie Adamson, Pam-mie Campbell, Carol Harris, Jane Hastings, Bob Hobbs, Susie Keith, Barbara Ladd, Margery Lee, Betsy MacIntosh, Charlie MacIntosh, Minky McAdoo, Anita Montgomery, Lois Muscheck, Nancy Palmer, Marcia Solmssen, Kitten Susanin, Dixie Wigton, and Un-Jin Zimmerman. Special thanks as well to those other volunteers who graciously stepped in to help us with our overflow crowds last year.



Please join us in 2013, May 5th and December 8th, when we are already planning some very interesting Sunday luncheons.

Youth Ministries

The Rev. Melissa Q. Wilcox

The programs for youth and campus ministry at Redeemer continue grounded in our worship, mission, and fellowship.

Our Middle School program continues to be able led by Bob Davis, Bryant Lim, and Richard Aldridge. Our lock-in was attended by an enthusiastic group of 25 Rite 13ers. Our Sabbath Time has not taken hold completely at Redeemer, but it is slowly making inroads as a time for our young people—from all different schools—to gather together for time of rest and recreation. Parents take turns hosting the program and will continue to need guidance and support in doing so. Next year, we may have enough parent interest to have a regular “youth group” program for our young teens.



A remarkably successful ministry this December was the ECS Kinship Christmas Party. We had approximately 30 young people and adults involved in hosting, entertaining, and cleaning-up for this annual Episcopal Community Service event. Our lay leaders for this program are incredibly able: Ginny Williams and Jennie Seward.



Our high school program, Mentored for Mission, culminated in the Mission Trip to the Dominican Republic this summer. A group of thirteen youth and four chaperones led a Vacation Bible School in Spanish, complete with crafts to match, and sports to play as a part of the whole program. We are planning to run our 2nd VBS this summer at the same mission in the Dominican Republic.

On Sunday mornings, we continue to minister once a month as cooks for Food for Friends. In addition, we have one Sunday a month focused on preparing for our Dominican Republic Mission trip. We added a new component this year called, Meeting our Mentors, which enables our high-schoolers to talk with someone in the parish who shares their ministries and life journeys as a Christian with our group.





On Sunday evenings, we gather once a month for our Progressive dinners. The youth pick the restaurant and we share a meal for fun, food, fellowship—and sometimes theological questions and wonderings. In addition to Sunday evenings, we held our annual Martin Luther King Day of service sponsored by the youth for the whole parish.

Our High School leaders are enthusiastic and dedicated and creative: David Hain, Bill Susskind, and Carol Chew.

Our Confirmation Program got off the ground this year with a full group of twenty-five young people seeking to confirm their Christian faith. Over the course of 14 weeks, the confirmands were introduced to the fundamentals of the Christian faith and Episcopal worship and culture. Plans are in the works to incorporate parents more fully into this journey for next year.

Moreover, Barri Alexander continues to bless us with her leadership as chair of our Christian Formation Committee. This year, we instituted an e-newsletter for children and youth.

This year, our Episcopal Campus Ministry added a chorister program joining college students with our Redeemer Music Program. We continue to struggle to find ways to minister to our college students without a real presence on campus.

Program Overview

The 2012 program year was one of steady growth for the Redeemer's Church School program. Whether it was in the Nursery, the Catechesis of the Good Shepherd Level I and II atriums or the Good Shepherd 4 and 5 classrooms, we continued to see an energetic and dynamic level of participation.

Our programs seek to nurture each child's relationship with God through open-ended and hands-on programming. One of our greatest strengths is the way it works to holistically integrate our children into the life of the church. Formation does not occur solely within the Church School classroom. It occurs as our children participate in our Christmas Eve and Easter Vigil liturgies and as they fellowship at the Catechesis Brunch and Closing Ceremony. Working hand-in-hand with Christian formation received at home, our programs encourage each child to discover the deep love God has for them and all of creation. It is our prayer that each child would grow to rely on God's love as the guiding force in their lives.

**Highlights****New Director of Children's Ministries**

After years of faithfully and passionately leading the Redeemer's children's programs, Barbara Billings retired from her position as Director of Children's Ministries this summer. It was under her direction that our Catechesis of the Good Shepherd programs took root and grew into the vibrant programs we have today. In July, Tory Kline officially came on board as our new Director of Children's Ministries.

Good Shepherd 4 and 5 Curriculum Changes Introduced Fall 2012

Just as fourth and fifth grade serve as a bridge between elementary and middle school, Good Shepherd 4 and 5 seek to guide our young believers from Catechesis to Rite 13. It is a period of spiritual, intellectual and social transition. Recognizing the significant role this period plays within a child's spiritual life, we have reimagined our GS 4 and 5 as a two-year survey of key Old and New Testament narratives. Constructed on a monthly rotation model, the new curriculum seeks to provide each child the time and variety needed to connect with each Biblical narrative. The monthly interactive rotations seek to illuminate key passages by exploring each narrative through several educational lenses – art, missions, language, etc.

Addition of New Families

The 2012-2013 Church School year kicked off in early September and since then we have continued to see our enrollment numbers grow. In the first four months of the new Church School year, we welcomed over 10 new families and their children to Church School and the Redeemer as a whole.

Attendance

Spring 2012

Total enrolled (Nursery through 5th grade): 103

Total average weekly attendance: 45

Average Children's Chapel attendance: 23

Average weekly attendance

Nursery: 5

Catechesis Level I: 12

Catechesis Level II: 17

Good Shepherd 4: 6

Good Shepherd 5: 5

Fall 2012

Total enrolled (Nursery through 5th grade): 105

Total average weekly attendance: 49

Average Children's Chapel attendance: 25

Average weekly attendance

Nursery: 6

Catechesis Level I: 8

Catechesis Level II: 15

Good Shepherd 4: 14

Good Shepherd 5: 6



Special thanks to each of our catechists, assistants and caregivers who weekly share their faith, love and time: Becky Amis, Barbara Billings, Stephen Billings, Prill Bradshaw, Lainey Bouselli, Kathy Fox, Stacey Helmers, Lizzie Helminska, Cherie Holmes, Andrew Jannetta, Nadia Jannetta, Phil Jodz, Hilarie Johnston, Lorraine Jones, Chandra Kee, Sarah LeBrun, Monica Lind, Jeanette Mazzocca, Charlotte Morris, Karen Nagel, Chuck Norris, Karen Wallingford and Lorena Wilson.

Pastoral Care Ministries The Rev. Beth W. Hixon, Martha Wintner and Kathy Hutchinson

The Pastoral Care Ministries serve parishioners and friends of the Church of the Redeemer who are in need of support when experiencing a time of transition that may be due to illness, death of a loved one, or many other kinds of life changes or losses. Support ranges from making compassionate visits to providing meals and/or transportation to taking Holy Communion from the altar to the home or bedside as well as providing prayer support and laying on of hands during communion at the principle service on Sundays. In addition, at Easter and Christmas, many additional parishioners participate in making visits to parishioners who are homebound or recently bereaved taking with them seasonal plants to leave behind as a reminder of the church community's care for them. .

Responsibility for the oversight of Pastoral Care Ministries lies with The Rev. Beth W. Hixon, who meets with a four-member planning team once a month and who leads pastoral care study and reflection sessions twice a month for those involved in pastoral care ministries. Meeting activities include prayer, fellowship, study of pastoral care related publications and reflections on pastoral care activities, all designed to further develop care giving skills of care givers. In 2012, meetings were held first Wednesdays from 7:00-8:30 p.m. and third Tuesdays from 9:30-11:00 a.m..

The pastoral care visitation team members, lay and clergy, visit parishioners as needs arise and as caregivers are available. Caregivers are responsible for keeping the clergy informed of the needs of those who are visited while respecting the dignity of every person they visit by otherwise maintaining confidentiality. A festive brunch was held in June to honor pastoral care givers and the relatively invisible but tremendously significant



qualitative and quantitative ministries they provide throughout the year as Eucharistic Visitors (5 visitors; 6-8 hours/month), Healing Ministers (10 ministers; 8-10 hours/month), Pastoral Visitation Team Members (10 active visitors; 80-100 hours/month), Meals (30 providers) Transportation providers (22 providers; Holiday visits and plant delivery (150 visits annually)

Goals for coming years include: 1) Clarifying and making more visible to Redeemer parishioners opportunities and means of both receiving and providing pastoral care 2) Identifying and implementing effective ways of encouraging parishioners to inform Redeemer clergy and caregivers when they have pastoral needs 3) Identifying needs and establishing corresponding pastoral responses specific to various groups (e.g., across age groups) 4) Continue to develop a culture of “whole Christian community” pastoral response (e.g., prayer list and intercessory prayer) 4). Identify and develop a dedicated space for pastoral care ministry activities 5)

Explore the feasibility of adopting the Stephen Ministry model of pastoral care 6) Explore and implement outreach pastoral care expressions as feasible/appropriate (for example, Care-Notes and Prayer Notes.)

Those participating in the Church of the Redeemer Pastoral Care Ministries find that their lives are deeply blessed as they get to know one another and those whom they serve.

We are grateful for their dedication to these ministries and welcome new members who feel called to join us.



Please contact any member of the planning team if you have questions about pastoral ministries.

Pastoral Care Planning Team (2012)

Kathy Hutchinson (Co-chair)	kthutchinson@comcast.net
Martha Wintner (Co-chair)	mwintner@haverford.edu
Quartie Clothier	Quartie.Clothier@gmail.com
Bob Hobbs	RBHobbs@aol.com
The Rev. Beth Hixon	bhixon@theredeemer.org

Pastoral Care Visitation Team Members (2012)

Beth Hixon (Clergy Liaison)	Jenny Kirkpatrick
Kathy Hutchinson (Co-Chair)	Melanie LeBoeuf
Martha Wintner (Co-Chair)	Mary Lee
Quartie Clothier	Sandy McMullin
Anna Gerrity	David Randolph
Bob Hobbs	Lisa Raymond
Rick Sperry	Libby Van Dusen

* Note from the Associate Rector: During the last year and a half, I was the recipient of an outpouring of care from the Redeemer Community following my husband's cancer diagnosis in October 2011 leading to his death in April 2012. There are not words to fully express my gratitude for the many meals, cards gifts, hugs and words of encouragement. Thank you, Martha and Kathy, especially for convening Pastoral Care meetings when I had to be with Bill at clinic or at his bedside providing care and for coordinating the glorious reception that was provided following his burial service in May.

Mom's Group

Kate Brown

The outreach of the Moms Group is impossible to quantify. We get together to support each other in ways that only mothers can support each other. This might happen at a scheduled event, or just running into someone in the hallway of the Parish House, or the supermarket. Peter once said, "you never know when, during a conversation, you are actually saving someone's life." This best describes the mom's group. We reach out to each other in ways that cannot be understood on paper.



All mothers, including those who have recently had babies, and those who are new to the Parish, are invited to contact Kate for more information about the group. Kate can be reached by email at catharinebrown@gmail.com or by phone - home phone 610.642.3272 or cell phone 215.370.5535.

Liturgical Assistants

Acolytes

Robert Mikrut (Verger)

As verger at Church of the Redeemer, it is my duty to oversee all scheduled liturgical lay ministries, act as master of ceremonies for our main liturgies, and direct and train our acolytes. When serving at the altar, or acolyting, one is doing just that: actively assisting the celebrant in the worship of God. Worship is a group effort and event, where all come together offering their gifts, talents, skill, and abilities in the praise of God. Acolytes are needed because they have a special ministry to perform at each service. Acolytes are ministers of the church. They are much more than just candle lighters torch bearers, and offering receivers. They are a part of a tradition that dates back to the early years of the church and that has had one aim: to give praise to God and to help worshipers to see something of the goodness and glory of God.

There are 45 acolytes on the roster this year, consisting of all youth, ages 10 through 18. There are no acolytes who serve at the 7:45 AM service, all participants at the 9:00 AM service, and 13 who serve at the 11:15 AM service. Involvement includes at least service once a month at a service, plus holiday and major services.

Acolytes of our congregation involved in this worship experience bless themselves and every other worshipper through their faithful service. Main recruiting for this ministry is held mainly during the month of September, and culminating at the Fall Fair. But, participants are encouraged to join throughout the Church year. I have been immeasurably supported by this wonderful group of enthusiastic participants. My heart-felt thanks and constant gratitude go out to this faithful and dedicated group, and their parents, which is made up of a web of essential volunteers of liturgy from this parish.



Altar Guild

Maisie Adamson

The Altar Guild is responsible for the care of the silks, linens, silver, and brasses and the serving of the eucharist. We order the wine, wafers, candles, linen and other supplies as needed. In addition to the regular Sunday services, the Altar Guild serves at the Wednesday 12:15 service and any other service with a eucharist. At funerals there is a member of the Altar Guild in attendance as the family gathers in the chapel.

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, funerals, and any other service with a eucharist. The teams are large enough to accomodate vacations and other family commitments.

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 beautiful arrangements on the old high altar. Most mportantly I want to thank our team captains, Nancy Nimick, Kitten Susanin, Anne Kellett, and Jane Hastings, and their teams: Kate Brown, Kristin Cahn von Seelen, Jenny Kirkpatrick, Barbara Ladd, Duncan Van Dusen. Evie Day, Joan Harvey, Betsy MacIntosh, Pam McMullin, Lois Muscheck, Nancy Sharp, Elizabeth Vandiver, Joan Warren, Betsy Crowell, Barbara Hobbs, Josselyn McAdam, Sandra Stafford, Blair Stambaugh, Anne Barnett, Charlotte MacLean, Luisa Rabe, Debbie Safford and Nancy Wessells. They work tirelessly week in and week out to produce the beautiful services we love.

The Altar Guild would welcome new members to share this joyful ministry. If you are interested in finding out more about it, please contact Maisie Adamson at 610-645-8661, talbotmaisie@mindspring.com, or speak to a member of the clergy.



Choirs & Music Program

Dr. Michael Diorio

The 2012 music season at The Redeemer witnessed a wealth of opportunities, ambitious goals, and wonderful achievement. The success of our program was dependent upon many of the children, youth and adults who went above and beyond for last season's causes. It is especially critical for me to mention the invaluable, and constant, support and assistance of the many parents who donated countless hours with our various fundraising projects. The community efforts and participation of the entire parish community is the other elemental key that aided in last year's achievements. All of The Redeemer's ministries flourish from the appreciation and enrichment received from this parish family, including our Clergy and Vestry who are ever-supportive.



Our fundraising efforts, as well as generous donations we received, brought in over \$27,084



to support our music program. A portion of these funds have been used to further our program offerings, generate program leaflets, foster the use of instrumentalists, and create a wider range of musical opportunities for our participants and our audiences.

This past year saw a number of important music events. The Mozart Requiem brought a huge crowd to the church with some familiar faces and many new ones. It was heralded as one of the best and most successful concerts ever held at Redeemer. The event was

important as many parishioners contributed as sponsors to the concert, remembering loved ones or honoring friends and family.

This type of engagement also brought a sense of ownership and investment in the parish's music program offerings, an important element to mention. In November we held a beautiful Evening Service of Remembrance, featuring the Durufle Requiem accompanied by strings and organ. It was a deeply meaningful service for those who were in attendance and those who participated in the music making. Our Thanksgiving Pie Fundraiser, too was quite successful, bringing in more proceeds than last year.

In November we were honored to welcome to Redeemer English composer Philip Stopford. Mr. Stopford's music has been steadily increasing into our choirs' repertoire over the past two years. Mr. Stopford actually discovered our choirs while finding a recording of us singing one of his pieces on the



internet. He was so impressed that he contacted me and asked to visit. We were excited to include the children, youth and adults (as well as visitors) to Redeemer for this wonderful Choir Masterclass with a representative composer whose works we greatly enjoy.

We rounded off the year with an amazing Service of Nine Lessons & Carols. That evening saw a record attendance of almost 400 people. The service is held in the tradition of Kings College, Cambridge, which is a drawing factor for many who appreciate the traditional readings paired with beautiful music of the Advent and Christmas seasons. Including the reception that followed, Lessons & Carols was a wonderful event that brought parishioners and the broader community together, giving awareness of our presence in the area, and hopefully growing our membership. This event has become the anticipated highlight of the choir season.

As we move into the new year, I look forward to the Brahms Requiem, our Rummage Sale, and the Appleford Choir Fundraiser. I also anticipate a growth of volunteer engagement and in membership across the board in our five choirs. I am very grateful to Katy Gentry who serves as the director of the Cherub Choir. The children adore Katy and receive wonderful training weekly. She provides a safe environment, as well as a fun learning experience. The Cherubs are future members of the older choirs, and when they arrive I'll know they've been prepared well.



The title of a 1997 publication from the National Cathedral, “Flowers to the Glory of God”, is a gentle reminder of our mission here at The Redeemer – to use the natural beauty of flowers and plant material to create arrangements that enhance worship and bring pleasure and spiritual peace to those who work on them and those who view them.

The Flower Guild continues to play an important role at The Redeemer, providing floral decoration for funerals, weddings and parish activities (e.g., Christmas Bazaar Preview Party, luncheons, and receptions) as well as creating the memorial floral arrangements for Sunday services and feast days. The Guild includes more than 30 regular members, each of whom is assigned to a weekly team of 5 or 6 with a designated team leader. A corps of adjunct members



helps with floral arrangements at Easter, Christmas, and special occasions.

In September, 2012, Marby Sparkman retired as Chairperson. She is a highly valued advisor to the new Chairperson, Jan Clarke. The Guild's leadership team also includes Anne Barnett (liaison with the Clergy, the family, and the Flower Guild for funerals), Susan Bloom (consultant for special services and parish events), and Marby Sparkman (liaison with Clergy and family for weddings).

The redesigned chancel continues to challenge and inspire our vision. For example, we installed floral arrangements and greens below the rose window and on the upper sections of columns in the chancel for Christmas. A number of parishioners – men, women, newcomers and long-time members – responded to the Guild's invitation to help deck the church. Given the beautiful results and the positive feedback, the invitation is likely to be extended again in 2013! Thanks to all members of the Flower Guild for their many hours of work, and to Tish and Gillian for their assistance with communications, Denise for her help with billing, and Paulo for his willingness to assist with whatever we need.

Now that the major needlework cushions for the Chancel are completed and in use, we continued to encourage stitchers to work on other projects. Susan Van Allen has completed a beautifully stitched and handsome cushion which will be dedicated and used for the first time at Confirmation on April the 14th this year. The design in the same mode as the cushions now in use, and will blend in perfectly. Nancy Nimick has replaced one of the older blue pads in the chancel. Stitching was done by Nancy and Anne Barnett. It will also be dedicated in April.



