

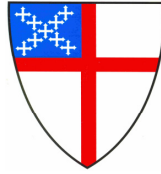
The Church of the Redeemer
Bryn Mawr, Pennsylvania



156th
Annual Parish Meeting
February 3, 2008

Church of The Redeemer

www.TheRedeemer.org



Clergy

The Rev. Peter W. Sipple
Rector

The Rev. Judith A. Sullivan
Associate Rector

The Rev. Stephen Snider
Assistant Rector

The Rev. Peyton G. Craighill
Senior Associate

Vestry

John Wallingford, Rector's Warden

Norm McClave, Accounting Warden

Douglas Arnold

Beth Corrigan

Joe Dougherty

Betsy MacIntosh

Grant Norris

Jim Pugh

Diane Senior

Cannie Shafer

Marby Sparkman

John Spielman

Lay Professional Staff

Barbara Billings, Director of Children's & Youth Ministries

Ken Garner, Director of Communications and Stewardship

Denise Gibbone, Bookkeeper

Dan Moriarty, Director of Music

Paulo Reyes, Custodian

Michael Stairs, Organist

Jay Einspanier, Parish Administrator

Pat Winkelvoss, Clergy Assistant

Tish Zaleta, Receptionist

<i>Table of Contents</i>	Page
Annual Meeting Agenda	4
Minutes for the 155th Annual Meeting	5
2007 Gifts and Memorials	6
Rector's Report	7
Rector's Warden's Report	13
Accounting Warden's Report	15
Stewardship Report	21
Investment Committee Report	23
Churchyard Committee Report	24
Outreach Committee Report (<i>includes:</i> African Children's Mission and IHN)	26
H.E.A.R.T. Committee Report	34
Parish Life Council (<i>includes:</i> NEW Committee, Christmas Bazaar, Thrift Shop, The Shop)	35
Pastoral Care Committee Report	38
Adult Spiritual Formation	40
Acolyte Report	41
Altar Guild Report	42
Flower Guild Report	42
Music Guild Report	43
Children and Youth Ministries Report	47
Christian Formation for Children and Youth Committee Report	52
Episcopal Campus Ministry Report	53
Natural Church Development Report	54
2008 Stewardship Pledge List	55

**Church of the Redeemer
ANNUAL MEETING
February 3, 2008**

1. Opening prayer.
2. Opening business and introductory comments.
3. Elections, with recognition of retiring members.
4. Memorials.
5. Reports:
 - a. Rector.
 - b. Rector's Warden.
 - c. Accounting Warden.
 - d. Chair, Buildings Committee.
 - e. Chair, Campaign Steering Committee.
6. Response from the Congregation.
7. Adjournment and Blessing.

The Church of the Redeemer
155th ANNUAL MEETING
Sunday, January 28th, 2007

- 1.) The Annual Meeting was called to order at 10:00 a.m. by Rector's Warden John Wallingford and a prayer was offered by Rector Peter Sipple. The parish was distributed copies of The Annual Report which included many reports for 2005-2006 as well as minutes from the 154th Annual Meeting.
- 2.) John Wallingford reviewed the procedure that the Nominating Committee presents the slate to the Vestry who approves it to be brought forward to the election at this meeting. The official election (with an official judge Doug Raymond) was held with a motion, a second and vote, for the following members.

Beth Corrigan
Betsy MacIntosh
Jim Pugh
John Wallingford

There was an acknowledgment and thanks given to the Vestry members who terms have concluded: Leslie Boris, Rod Day and Doug Raymond III

- 3.) Secretary Cannie Shafer reported the 2005-2006 Gifts and Memorials contributions and additional gifts and bequests.
- 4.) REPORTS: (as found in the Annual report)
 - a.) The Rector's Report was given by Peter Sipple with ideas about our worship life as well as acknowledgments for contributions from: Rector's Warden John Wallingford, Accounting Warden Norman McClave, Strategic Planning Committee Chair Leslie Boris, Campaign Steering Committee Chair Jacques Vauclain, and Master Plan Task Force Chair Richard Halloran. Peter went on to mention some "highlights" from the past year in Steve Snider joining the clergy staff, Sam Morris' work in Outreach, Bea Blackman's work with the Lycett Society's founding for Planned Giving, the dissolving of the Redeemer Youth Group but formation and building of Young Adults at Redeemer, The Liturgical Space Committee's on-going work and to all of the dedicated lay staff.
 - b.) The Rector's Warden's Report was given by John Wallingford with acknowledgment and thanks for all that Peter and Margaret Sipple are doing for Redeemer. He referenced the charge that 'to whom much is given much is expected' and mentioned that there is so much being done and planned at Redeemer and that we are made whole as a result of our good work here in so many areas.
 - c.) The Accounting Warden's Report was given by Norman McClave. In an overview of the previous year our revenues met our plan and the expenses were a bit under budget. The proposed 2007 Budget faces some challenges as witnessed in the report and effectively outlined here.
 - d.) Jacques Vauclain gave a brief report regarding the Capital Campaign Steering Committee's work in the past year; listening, learning and planning thoughtfully. He noted that we are a strong community and will indeed be well able to build a plan to support a case for a campaign. He will also serve on the Campus Master Planning Committee where all of the possibilities are being considered for the church's future and they will be prioritized.
- 5.) RESPONSE FROM THE CONGREGATION:
 - a.) A question was posed about our own auditing procedures which Norman McClave addressed by explaining that we undertake this monthly with a firm.
 - b.) Acknowledgment to the Music Budget was noted as to how much is in the annual budget v. what is also donated for or raised through the work of the Music Guild.
 - c.) Thanks also went to the Flower Guild who works joyfully and tirelessly behind the scenes, and also to so many who worked to make the Christmas Bazaar so successful (\$57,000 raised).
- 6.) PRAYER AND ADJOURNMENT were given at 11:00 a.m.

Respectfully Submitted,
Cannie C. Shafer, Secretary, Vestry

2007 Gifts and Memorials

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

William G. Baer, II
Ruth H. Bromley
Alice Campbell and Family
Jane Copeland
Captain George and Harriet Dalton
Louise Harrity
Mary Norris
Sally Pickering
Elizabeth Plowman
Mary Scattergood
Danila Cole Spielman
Thomas A. Williams

Contributions Were Made To The Following Projects:

**African Children's Mission
Christmas Baskets Program
H.E.A.R.T. Program
Joyful Giving Program
J2A Pilgrimage
Music Program**

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

**Mary King Bullock
William Burnett Trust**

Rector's Report

Peter W. Sipple

The writers of future Annual Reports will look back on 2007 as a particularly momentous and productive year for The Church of the Redeemer. We witnessed the completion of a new Strategic Plan, the development of a Campus Master Plan, the initiation of a capital campaign, an invigorated Stewardship campaign, and have enjoyed progress on all these fronts and more. We also bade farewell to clergy and other staff members who had devoted years of fruitful service here. Before noting these transitions, let me begin with the subject that is central to our mission as a Christian community.

Worship

Average attendance at all Sunday worship services during 2007 was 341, based on an overall attendance of 17,742 for 52 Sundays, plus Christmas. (In 2005 the comparable average was 324 and in 2006, 338, so we have experienced a modest overall growth of 5% in Sunday attendance over the past two years.) In addition, in 2007 all special services in the church included 26 funerals, 6 weddings, and 13 baptisms, with a combined attendance of 5,347. (By way of comparison, those services for the previous two years were as follows: 2005: 28 funerals, 5 weddings, and 24 baptisms; and for 2006: 43 funerals, 7 weddings, and 17 baptisms).

We have tracked average attendance at services over the past decade. The average attendance at our 9:00 a.m. service since the schedule was returned to 7:45, 9:00 and 11:15 (and excluding summer worship) looks like this:

2000: 245
2002: 229
2003: 220
2004: 217
2005: 244
2006: 274
2007: 273

Average attendance at 11:15 a.m. services, with a high of 137 in the early 1990's, had dropped to 82 with the return of the three service schedule in 2000, and then continued to drop: 67 in 2002; 60 in 2004; 56 in 2005; and 50 in 2006. But in 2007 we saw a modest increase in 11:15 attendance, with an average of 59. This growth is welcome, since we have made an effort to raise interest and participation in our last service on Sunday morning.

Attendance at the 7:45 a.m. service has remained quite constant over the past decade, averaging between 30 and 40.

In fall, 2007, we introduced a fourth Sunday worship service at 5:30 pm. Characterized as a quiet, contemplative Eucharist, the liturgy emphasizes the beauty of holiness; prayers and homilies are dialogical, songs and hymns typically sung *a cappella*. Attendance numbers have ranged from 6 to 15. Part of the rationale in offering this service is to provide an alternative for those who must miss Sunday morning worship. This service will continue on trial through Lent 2008 to determine whether we will continue to offer it weekly, less frequently, or not at all.

One essential characteristic of worship at The Redeemer is the central role played by lay ministers: lectors, acolytes, ushers, greeters, Eucharistic ministers and choristers. Less visible but no less vital are the members of the Altar and Flower Guilds whose preparations for worship create a setting within the church marked by beauty and dignity. The ushers play a key role in worship; thanks to our faithful head ushers Lisa McLean at 7:45; Grant Norris at 9:00; and Jay Browne at 11:15. We continue to find children involved in worship—as

acolytes with the excellent support of Susan Van Allen, and increasingly, too, as ushers at 9:00 am, masterfully conscripted by Grant Norris, Sean McCauley, Brook McCann and their associates.

In fall, 2007, a Worship Committee began meeting under the leadership of Luisa Rabe and Judy Sullivan. This group is helping the clergy to evaluate the liturgies used during worship here.

Staff changes

Two clergy who had served the parish faithfully and effectively for three years left to take up other assignments in late August, 2007. The Rev. Barbara Abbott moved to St. John's, Huntingdon Valley, where she became interim rector, and the Rev. Gary Davis is pursuing full-time doctoral studies in clinical psychology. Beginning early September, the Rev. Judith Sullivan became our associate rector. Judy's energy, organizational skills and warmth quickly endeared her to the parish. Her coordinative roles include the Adult Spiritual Formation committee and the Pastoral Care team; her interest in spiritual formation has initiated new forums on the topic and gave rise to the new 5:30 pm Sunday Eucharist.

Stephen Snider who joined the Redeemer's clergy staff on a half-time basis in fall, 2006, left us at the end of 2007 to become interim rector of the Church of the Holy Comforter, Drexel Hill. Steve formed strong bonds with parishioners during his time here and will be missed.

In June, 2007, our faithful and tireless parish administrator, Mark Sullivan, announced that he would be leaving The Redeemer to assume a similar position at St. David's, Radnor. After eight years in his role, Mark had seemingly filled three jobs, not one; his deep devotion to the parish and thorough knowledge of its every nook and cranny had made him apparently indispensable. But as Mark reminded us at the time, no one is. Indeed, the Holy Spirit smiled on this parish, for the early stages of our search for Mark's replacement led us to Jay Einspanier. After many years in the business world and with excellent training in financial and personnel management, Jay was willing to undertake a different kind of assignment. In his first few months on the job, he has made this fit an excellent one for all concerned.

The final shoe that dropped in 2007 fell on our music programs: we learned in mid-fall that Dan Moriarty, director of music and leader of our choirs, had accepted a similar position at St. Stephen's, Richmond, VA—hired a second time by the rector there, the Rev. Gary Jones (the first having been at The Redeemer in 1999). Dan's skilled leadership with young people created the boys' and girls' choirs that have broadened the Redeemer's reputation for excellent music in our region. Given Dan's impending departure, we all sighed deeply, expressed our congratulations to Dan and Christina, and were about to recover from their announcement when Michael Stairs, our celebrated organist, let it be known that his time had come to retire from service here. Michael had just embarked on his 25th year with this parish that included periods as music director as well as organist. His consummate keyboard skills, reputation as one of the region's premier musicians, and personal warmth bolstered our choirs and helped make each worshipper a singer. Michael felt that Dan's departure not only suggested a natural breaking point for him, but offered the parish the opportunity to find a new music team. To that end, a search committee chaired by Lee Paynter and including Christina Clay, Hope Knight, Colleen McCauley and Tad Sperry got to work in the late fall. Their efforts culminated in the appointment of Huw Williams of London, England, as our new music director, effective April, 2008.

The 2007 Strategic Plan

The work of a new Strategic Planning Committee that began in early 2006 culminated in the Vestry's accepting the 2007 plan "A Plan for Growth...A Call for Action" in May, 2007. Chaired by Leslie Boris, the Committee devoted itself with energy and thoroughness to identifying new priorities for our life and work together. The Plan calls for continued growth in Our Spiritual Center, Our Parish Vitality, Our Mission Beyond the Campus, and Our Financial Sustainability. Each priority presents a vision statement and strategies for achieving growth. The Plan's Appendix includes specific recommendations that emerged from meetings with committees and informal conversations with members of the parish.

During the second half of 2007, the Vestry and its committees have begun to respond to the plan's initiatives. Space here does not permit many examples, but these suggest some early progress. The plan identifies strengthening our spiritual center as the first priority. Recognizing that it is the Holy Spirit who defines us as a community and who leads us more deeply into faith, we have employed several strategies to invite the movement of the Spirit among us: first, the role of the Adult Spiritual Formation Committee has been expanded to include the development of a fuller menu of options for people who want to broaden and deepen their spiritual lives. The Committee has invited speakers for the Adult Forum to address traditional spiritual disciplines such as spiritual direction and contemplative prayer. Café Conversations have included issues of faith and theology. The Church of the Redeemer is the host site for an upcoming Diocesan Lenten retreat. A congregational retreat is planned for the fall of 2008 at an Episcopal Benedictine monastery and a pilgrimage to the Holy Land is being planned for the winter of 2009. The Worship Committee is also exploring new worship opportunities and experiences for prayer such as the new 5:30 contemplative Eucharist service and with the meaningful involvement of children in our worship.

In advancing our parish vitality, we have developed a more structured, routine and reliable means of connecting with visitors and newcomers. A special liturgy welcomes newcomers every six months. Those participating in the Foyers' dinner program have found it a good way to draw new and returning people into the life of the community. These and other strategies are helping us develop a more effective newcomer ministry. The NEW committee chaired by Sally Moser has continued to oversee this process of connecting with visitors and I thank the members of that committee, Mary and Peyton Craighill, Joe Dougherty, Rick Herman, Jon Leyland, Margaret Sipple and Ginny Williams for reaching out to those new to our community.

Those serving on the Strategic Planning Committee devoted countless hours to the Plan's fruition; they engaged the entire parish in the process, through surveys, interviews, and open meetings. Our gratitude goes to Leslie Boris, chair; and members Beth Corrigan, Cecily Craighill, Stephen Lee, Grant Norris, David Senior, Doug Raymond Jr., Margaret Sipple, Tad Sperry and Ginger Woods.

Planning for Change on our Campus

2007 also saw the culmination of plans for improving and expanding our campus facilities. In collaboration with the strategic planning committee, another group met frequently with our master planning architects, Bower Lewis Thrower (BLT), whose chief architectural representative was Roderick Wolfson. Chaired by Richard Halloran, the "master plan task force" included Betsy Crowell, Joe Dougherty, Jacques Vauclain, John Wallingford and Ginger Woods. The architectural team held numerous meetings with committees representing education, worship, buildings and churchyard, music and parish life. All groups were asked to reflect on present use of facilities and projected use, assuming continued modest growth. The architects learned of the parish hall's extensive use by the parish as well as outside groups seven days a week throughout most of the year. Of special concern was the use of the parish house for children's education. Members of the Christian Formation Committee for Children described overcrowding and the need for spaces to reflect program goals.

The BLT architectural team met frequently with the task force to review potential alternate solutions; though many were eliminated, some of the more workable ideas found their way into an emerging campus plan. Proposed rearrangements of existing space were considered, along with possible expansion of both the parish house and the church. BLT and the task force submitted a draft plan to the Vestry in the late spring, based on the study and analysis of the previous year. It proposed four major changes: renovation and reconfiguration of the parish house and an addition to it that would include new classrooms; the interior changes within the church recommended earlier by the Liturgical Space Committee; an addition to the church that would increase hospitality space, sufficient room for our choirs, and new bathroom facilities; and a pedestrian walkway from the church to the parish house that would replace the existing driveway. A new parking area by the rectory, served by a new entrance off Pennswood Road, would replace parking lost elsewhere.

Each of these proposals grew out of hours of discussion and choices among alternatives. BLT provided cost estimates for the various options to help the Vestry determine whether all could realistically be included as goals of a capital campaign. To get a fix on the total of project costs and all associated expenses, in May the vestry appointed an *ad hoc* committee chaired by John Lisle. This group determined that to undertake the whole plan the parish would need to raise over \$19 million. At its July meeting, based on the recommendations of our campaign consultants, the Vestry opted to reduce the scope of the campaign. Weighing the alternatives again, the Vestry decided to postpone the construction of new classrooms on the parish house. Removing that goal, but nonetheless underscoring the need for renovations to increase and improve spaces for children's Christian education, the Vestry moved to proceed with an overall campaign goal of \$14 million. The campaign would bring about a thorough renovation of the parish house; the restoration and reconfiguration of the church interior; a new building at the northwest corner of the church; additional endowment to help in the care of our buildings and grounds; and funding for outreach.

In the fall, the master plan task force morphed into a new group, the Project Management Committee. This group, chaired by Kyle Lissack, includes Betsy Crowell, Joe Dougherty, Richard Halloran, Ellen Harvey, Grant Norris, Nissa Omara, and John Wallingford. The group will take the campaign construction goals to the next step; if we are able to move forward with sufficient funding, in what order will these projects be undertaken? They working closely with the new architectural advisors, John Milner Architects, to seek approvals from the Historic Commission and obtain land use permits from the Township. With Milner producing schematic drawings by mid-March, 2008, and after another close look at program needs especially with our Christian educators, Project Management will interview construction management firms as well as owners' representatives.

Capital Campaign Planning

Beginning in 2006, a Campaign Steering Committee (CSC) under Jacques Vauclain's leadership began to consider how and when a capital campaign for The Redeemer should take place. The group met throughout 2007 and remains active. The Vestry's charge to this group included scheduling and organizing a campaign, retaining and working with professional consultants, developing a feasibility study to determine the salience of campaign goals, creating materials to inform prospective donors, and communicating with the parish. The Committee was very pleased to learn that Rod and Evie Day had agreed to serve as Honorary Chairs of the campaign.

In 2006, a sub-committee of CSC interviewed three consulting firms and recommended to the CSC and the Vestry that The Redeemer retain the services of Schultz and Williams, a Philadelphia-based firm with a strong reputation in our region. Two of the firm's principals, Patricia Voigt and Kathy Watson, have worked closely with the CSC throughout 2007. In May and June, they conducted 32 interviews with members of the parish to test both the salience of the goals and the feasibility of our raising the funds necessary to achieve them. The information gleaned in this study helped the Vestry determine the shape and size of the campaign.

With the Vestry's approval of a campaign goal of \$14 million and with the specific goals articulated, members of the CSC began to visit with prospective donors to assess their readiness to contribute. By the end of 2007, thirty parishioners had committed \$3.4 million in gifts and pledges. The Committee will continue to play a vital role in communicating with donors and with the entire parish to explain and advance the campaign goals. In addition to Jacques Vauclain, its chair, the CSC includes Doug Arnold, Al Boris, Jim Buck, Betsy Crowell, Rod Day, John Lisle, Carolyn Morris, Blair Stambaugh, and Carter Williams.

Stewardship: looking ahead to 2008

In anticipation of the 2008 budget year, the Stewardship Committee, led by Betsy MacIntosh, established two significant goals. The first: to set a target of \$1.2 million in overall pledge income, an increase of

\$100,000 (or 9%) over the previous year's budgeted amount. The second: to encourage parishioners who had been giving at the same level in recent years to increase their pledges in response to increasing operating costs and the growth of our ministries. As of the close of 2007, the financial target appeared achievable and the number of those increasing their pledge doubled those giving at the same level, whereas the previous year they had been close to the same. The parish recognizes the hard work and creative ideas of the Stewardship Committee whose members, in addition to Betsy MacIntosh, include Doug Arnold, Bea Blackman, Morris Kellett, Gie Liem, Julie Williams, John LeBoeuf, Mike Thompson, and Danielle Davis Trucksess.

Outreach

Our mission as a Christian community calls us outside of our parish walls into the world. During 2007 this parish's Outreach Committee advanced that part of our mission by distributing funds provided by the operating budget and raised the by the Christmas Bazaar and the Thrift Shop. The Bazaar, chaired in 2007 by the ever-present and inspired Lisa Davis, raised major support as well as community spirit. For years, thanks to the unstinting and dedicated work of co-chairs Carolyn Bennett and Jane Hastings, the Thrift Shop generously supplemented the funds available for supporting local agencies. Beginning summer, 2007, the new Shop, inspired by its chair Lou Ann deLisser, opened its doors and began supporting Outreach. All of these sources combined to permit the parish to reach out to those with less, and a very well-organized committee saw that the funds were carefully distributed, based upon personal visits and contact with agency reps. Thanks to Sam Morris, chair, and members Susan Ayres, Carolyn Bennett, Charlie Blackman, Christina Corcoran, Jane Hastings, Carolyn Morris, Jim Pugh, Steve Snider, Carter Williams, and Julie Williams.

Any reference to outreach must include recognition of the outstanding leadership of Grant Norris and the African Children's Mission and Susan Ayres and all those who have served the Interfaith Hospitality Network on behalf of this parish.

Summary

Throughout this yeasty year together, you, the members of The Redeemer, have demonstrated an amazing commitment of time, energy, effort and devotion. Literally hundreds of you have participated in all aspects of community life, spending untold thousands of hours in meetings and inter-meeting communications. The Pastoral Care team deserves special thanks from all whose lives they have touched this past year. Your vitality as a parish, your collaborative skills, your patience and determination all bespeak God's call to Christian service. Whatever eventuates in the fulfillment of our goals, your efforts will have left The Church of the Redeemer far readier to respond to that call in compassion for one another and for those we serve.

I cannot close without thanking the members of the 2007 Vestry for their attention to detail, the time and thought they have put into every aspect of our planning together, and their courage in making complex and challenging decisions. My special thanks go to our wardens, John Wallingford and Norman McClave, for leading and inspiring others, and for supporting their rector at every turn in the road.

Campus Site Plan



Rector's Warden's Report

John Wallingford

I couldn't help thinking how relevant the sermons these last couple of Sunday's in Epiphany were for writing of this report. "Who are you?" "What are you looking for?" "Where are you going?" the sermons asked. We all have to answer those questions individually. But let's reflect on who we are collectively, what we are looking for and where we are going.

Peter remarked on the turnover in staff since this time last year, among clergy, music and administrative staff. He could have gone on. The diocese is rent, and the Anglican Communion is beset with division. Last year I wrote that Redeemer was again whole. Now I can see that we are whole and steadfast. There is tumult on all sides, but peace comes to Redeemer because our sights are on Jesus as Lord, on the Good News as the Way, on forgiveness and mercy. We can only persevere through faith.

Since last year we have added another 57 names of households to the rolls, many of whom are headlong into new lives in community here. That is great news. At the same time, there are folks I haven't seen for a while. I wonder if in addition to welcoming, we need to welcome back. I saw a few folks I hadn't seen for a while at that wondrous Christmas Eve service. When Bailey Sperry sang *O Holy Night* my heart was filled with hope and my eyes were filled with tears in thanks for God's gifts to us in Jesus, and in each other. Amid the changing of faces, the same Spirit is among us. Who are you? The Redeemer is a people of God, striving for hearts of compassion, kindness, humility, gentleness and patience (Col 3:12).

What is the Redeemer looking for? Sometimes church life can be overwhelming and sometimes we need to pause to refresh ourselves in our commitment to the church. At the same time, our requirements for membership are nominal: "Appear on the records of the Parish to have contributed financially to its support during the preceding calendar year" (article 1, Section 1 of our bylaws.) We really do wish for more than that. We expect folks to find some way to contribute with their hearts as well, and to invest in their own spiritual growth, through fellowship, prayer, and worship. Nowadays the hospitals don't inform the church when our parishioners are admitted, so Redeemer is looking for parishioners to inform clergy when they learn of an illness. The Redeemer is looking for members to serve the homeless in our community, to educate our young in the teachings of Jesus, to visit the homebound, to care for the children in Malawi. The Redeemer is looking for its parishioners to invite others in and share our mission--and for the new ones to make themselves known.

Where is Redeemer going? Some of where we are headed will be learned soon, as our architects bring forth the schematic drawings of the refurbished church and renovated parish hall. The capital campaign will kick off shortly. It may sound like a lot of secular bricks and mortal mortar, but really these past two years have been about the energy of imagination, careful listening, and pledging of commitment—stuff from the head and the heart. In the work to date and in calls to ask for financial help I have met fascinating parishioners, joined in a common effort to ensure that the future Redeemer remains the beacon of Episcopal hope we are today. Where is Redeemer going? We are going to be right here, just more so and better than ever.

While the parish has a visceral fortitude, it would be easy to drift off course or to be buffeted to nausea without the skilled vision and hands of our Rector. Early last summer Peter was successful in finding Judy so we'd have clergy enough for the fall. That relieved a huge stress. Then, about a week before Peter was scheduled to fly to Malawi, he learned he needed to find a new parish administrator. It might have seemed ominous. Mark Sullivan had so much information about Redeemer's day to day goings-on in his head and we were getting ready for a major capital campaign. The beginning of the silent phase of calls was not far off, when the Rector plays an important role.

I was at the Rectory when Mark's news came, and I watched Peter's face as he told me the news. Charles Darwin wrote extensively about the expression of emotions in man, revealed in minute variations of facial expression. There was so much written in Peter's face. Some anxiety, some disappointment, some concern, some revisited anticipation, some practical consideration as he thought through the implications on his time, and on Redeemer. For all the myriad emotions on Peter's face that afternoon, the most important one was faith. For beneath all the tension was some basic trust that God would provide. Redeemer is so blessed to have not just a lionhearted pastor and a brilliant administrator at its helm, but a living model of life in faith in God.

Read about the work of the Church of the Redeemer in the many reports collected here. See that our financial situation is sound and improving; that the stewardship effort boosted average contributions and the percentage of pledges increased, compared to last year. Learn about the continued growth of the church school, and the continuity of Redeemer's exceptional music program as we await the arrival of the new director of music. Find a group to join for study, reflection, or just some fun. Lead a project. Become interested in ways to serve in the Outreach Committee, with African Children's Mission and Interfaith Hospitality Network. And get ready for the kick off of the most significant capital campaign since the 1950's addition to the Parish Hall. "Where are you going" is written in these pages. We are going to be right here, just more so and better than ever.

Accounting Warden's Report

Norm McClave

The Church again had a successful year financially, with an increase in pledging and a modest surplus of income over expenses. Our budget for 2008 is again projected to balance. And, the Church made some progress on its longer-term structural financial challenges.

The financial performance during 2007 was as follows:

	2007 Actual	2007 Budget	2007 \$ Act/Bud	2007 % Act/Bud
Receipts				
Pledge Receipts	\$1,174,469	\$1,111,000	\$63,469	106%
Plate Collections	\$18,232	\$19,300	-\$1,068	94%
Endowment Income	\$319,676	\$297,094	\$22,582	108%
Misc. Contributions	\$61,557	\$30,000	\$31,557	205%
Residential Rent	\$64,040	\$64,200	-\$160	100%
Misc. Rent/Income	\$30,326	\$28,000	\$2,326	108%
Education Contributions	\$0	\$15,000	-\$15,000	0%
Outreach Contributions	\$107,763	\$86,000	\$21,763	125%
Budgeted Receipts	\$1,776,063	\$1,650,594	\$125,469	108%
Unbudgeted Contributions:				
<i>Music Guild Contribution</i>	\$210,686	\$210,686	\$0	
<i>ACM Contribution</i>	\$40,358	\$40,358	\$0	
Total Receipts	\$2,027,107	\$1,901,638	\$125,469	107%
Expenditures				
Clergy/Worship	\$393,336	\$412,011	-\$18,675	95%
Music Department	\$191,709	\$182,462	\$9,247	105%
Education	\$106,241	\$114,497	-\$8,256	93%
Outreach	\$136,745	\$128,050	\$8,695	107%
Diocesan Support	\$96,135	\$96,135	\$0	100%
Gen. Administration	\$428,628	\$393,469	\$35,159	109%
Buildings	\$297,680	\$241,692	\$55,988	123%
Grounds	\$56,368	\$45,750	\$10,618	123%
Investment Expense	\$20,445	\$24,000	-\$3,555	85%
Depreciation	\$3,000	\$3,000	\$0	100%
Budgeted Expenditures	\$1,730,287	\$1,641,066	\$89,221	105%
Unbudgeted Expenditures:				
<i>Music Guild Expenditures</i>	\$215,317	\$215,317	\$0	
<i>ACM Expenditures</i>	\$48,104	\$48,104	\$0	
Total Expenditures	\$1,993,708	\$1,904,487	\$89,221	105%
Excess of Budgeted Receipts / Expenditures	\$45,776	\$9,528	\$36,248	480%
Excess of Total Receipts / Expenditures	\$33,399	-\$2,849	\$36,248	

On the Income side, our receipts of \$1,776,063 more than met plan, with Pledge Income coming in about \$63,000 over plan, and Endowment Income, Miscellaneous Contributions, and Outreach Contributions all coming in over plan as well:

- The strong performance of the Endowment Income was driven by the exceptional performance of the endowment funds over the past three years.
- Additionally, we had a strong year in Miscellaneous Contributions (\$31,000 over plan) and Outreach Contributions (\$22,000 over plan). In total, receipts exceeded plan by \$125,000.

On the Expense side, we came in over plan at \$1,730,287, but not by as much as the receipts exceeded plan:

- Clergy expense was below than plan, with the departure of several of our clergy during the year.
- The Music Department came in over plan due to an addition to the healthcare plan.
- Christian Formation came in under plan, not spending all that had been budgeted for Catechesis Training.
- Together, Buildings and Grounds came significantly over plan, with additional temporary workers, considerable additional repairs and maintenance, and tree care and new plantings.
- General Administration was over plan, largely due to the overlap of Parish Administrators between Mark Sullivan and Jay Einspanier.
- All targeted and directed Contributions to Outreach were spent, with some funds remaining from the general Parish allocation for Outreach, to be carried over into 2008.

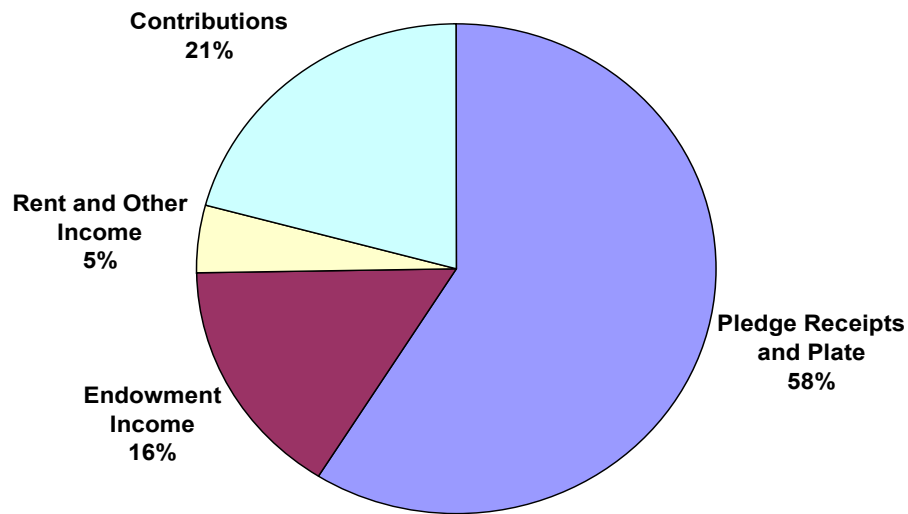
In total, we ended the year with a surplus of about \$46,000.

This year, we are presenting in the compilation of Receipts and Expenditures the contributions for the Music Guild and the African Children's Mission, along with their related expenditures. These are not budgeted items, as the funds are solicited by the respective organizations and are not part of the official Redeemer Budget. On the other hand, these are very significant receipts and disbursements, and provide a more accurate picture of the activities that the Redeemer is involved in. Together, these two items added about \$250,000 to the contributions, and accounted for \$263,000 of expenditures. Adding these receipts and expenditures in, we had a surplus for 2007 of about \$33,000.

As you can see by the following chart, our overall Receipts are very dependent upon our Pledges, with smaller additions from Plate collections: 58% of our total receipts are from these sources. We are blessed with a significant endowment, which supplies another 16% of our Receipts, but this source expands slowly, and only if the financial markets are going up for several years in a row. Contributions, including music and the African Children's Mission, account for 21% of the total revenues, but are dedicated to specific causes. As a result, expansion of core Parish programs, and salary and expense increases, are all dependent upon growth in Pledge income.

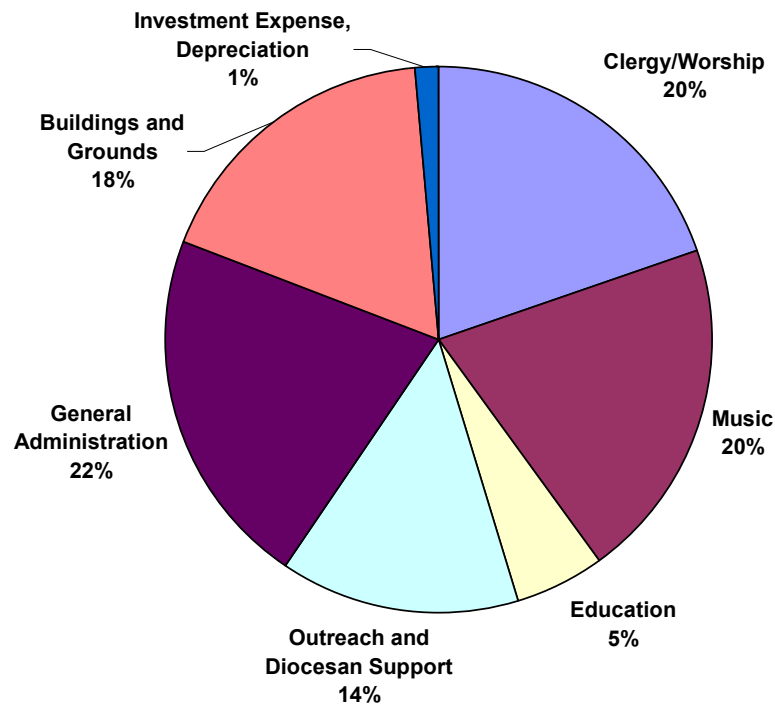
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Church of the Redeemer 2007 Receipts



On the other hand, our expenditures are more widely disbursed. The core functions of the Church (worship, music, education, and outreach) account for 59% of our expenditures, while administration and maintenance of our buildings and grounds account for 40%.

Redeemer 2007 Expenditures



The Finance Committee presented to the Vestry, and the Vestry approved, the following budget for 2008:

CHURCH OF THE REDEEMER 2008 BUDGET

Receipts	2008 Budget Projection	2007 Actual	08 Budget vs. '07 Actual \$ Change	08 Budget vs. '07 Actual % Change
Pledge	\$1,200,000	\$1,174,469	\$25,531	102%
Plate	\$17,000	\$18,232	-\$1,232	
Endowment Income	\$326,830	\$319,676	\$7,154	102%
Misc. Contributions	\$30,000	\$61,557	-\$31,557	49%
Residential Rent	\$64,200	\$64,040	\$160	100%
Misc. Rent/Income	\$28,000	\$30,326	-\$2,326	92%
Outreach Contributions	\$86,000	\$107,763	-\$21,763	80%
Total	\$1,752,030	\$1,776,063	-\$24,033	99%
Expenditures				
Clergy	\$423,435	\$393,336	\$30,099	108%
Music	\$167,054	\$191,709	-\$24,655	87%
Christian Formation	\$124,096	\$106,241	\$17,855	117%
Buildings▶	\$283,367	\$297,680	-\$14,313	95%
General Administration▶	\$428,706	\$428,628	\$78	100%
Grounds	\$73,095	\$56,368	\$16,727	130%
Outreach Targeted	\$70,000	\$96,745	-\$26,745	72%
Outreach	\$40,000	\$40,000	\$0	100%
DOP Support	\$102,000	\$96,135	\$5,865	106%
Other	\$27,000	\$26,445	\$555	102%
Total▶	\$1,738,753	\$1,733,287	\$5,466	100%
Income/Expense	\$13,277	\$42,776	-\$29,499	

Our budget for 2008 reflects a modest growth over Pledge Income actually received during 2007, although a more robust increase over the Pledge Income budgeted during 2007. Our goals for Pledge Income this year are aggressive, but we have budgeted the receipts more conservatively to ensure that we do not overspend our receipts. Miscellaneous Contributions and Outreach Contributions are always difficult to predict, so once again we have budgeted conservatively. Overall, we are budgeting a modest decrease in receipts from 2007; we hope we are too low.

On the Expenditures side for 2008, we provided all our staff with a 2% cost-of-living adjustment. In addition, we are adding to the Clergy budget to provide for a third full-time minister. With the retirement of our former Organist, and the resignation of our former Music Director, we think that we can save some money in the restaffing of these positions.

We continued to bring medical expenses under control. While we made significant progress last year on controlling medical benefits, we still offered our lay staff plans with very modest co-pays. In looking at comparable parishes in the area, we found that our co-pay amounts were much lower than others', so we have increased our co-pays to a competitive level. The Church will realize a current and on-going savings from this. To help our staff in this initial year of the new plan, we have added an additional raise to the 2% cost-of-living adjustment for each of the lay employees.

The expected Buildings expenditures will return to a more normal level from the high 2007 Actual, but we are expecting additional expenditures will be required in Grounds, largely driven by tree work. We are concerned here that fuel costs may be very high, and hope that we have taken that adequately into account in our budget. Our Outreach expenditures will match our contributions, and if Outreach receipts exceed budget, the additional funds will be directed to the Outreach Committee for that purpose.

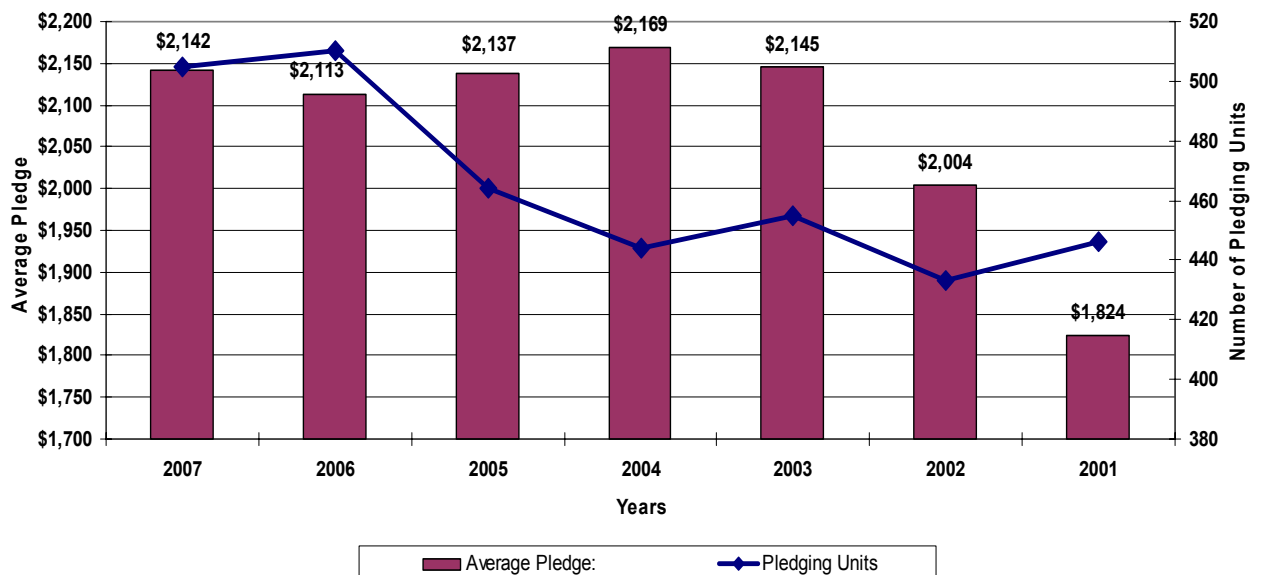
We have kept our Diocesan Pledge at a level similar to last year's, with an increase of less than \$6,000. This remains a significant decrease from the 2006 expenditure for the Diocese of \$128,000. The pledge for the Diocese was required and given in November, prior to the actions against the Bishop of Philadelphia by the Presiding Bishop. Again as last year, the Redeemer remains among the largest supporters of the Diocese.

Overall, then, we expect once again to have a modest surplus for 2008, about \$13,000. We are budgeting Receipts to be slightly lower than 2007 Actual, and we are holding 2008 Expenditures very close to 2007 Actual.

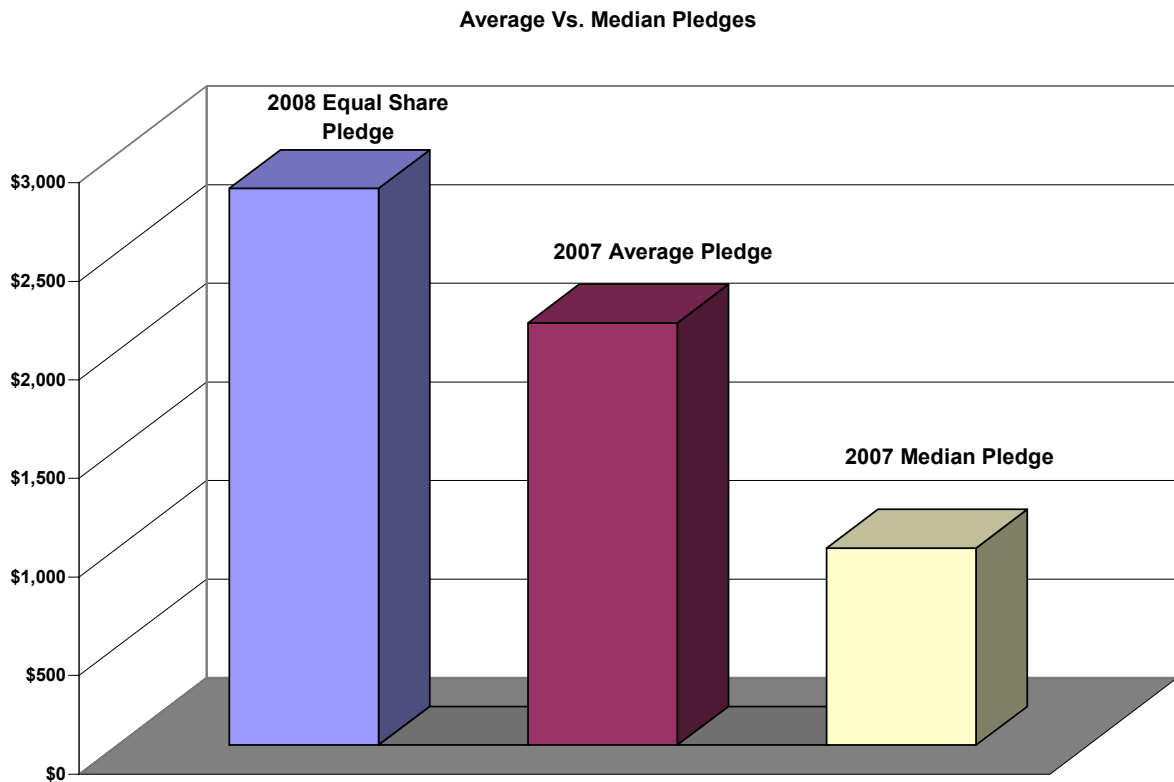
We were gratified by the increase in Pledge Receipts in 2007 over Budget: about 6%. Increasing our pledges on a regular basis is the only way to support the expanding programs of the Church, and to maintain our extraordinary buildings and grounds. Overall, however, Pledge Income has grown slowly over recent years. With most of our budget going to salaries and benefits, with a 2% cost-of-living adjustment, with the increases in medical benefits and fuel costs, we need sizeable growth in our pledges to maintain our staff, our buildings, and the existing programs.

Over the past years, the Average Pledges to the Redeemer have remained stagnant, at about \$2,150. We showed a good increase in the number of Pledging Units from 2004 through 2006, but the Average Pledge declined during that period, so the total increase in Pledge Income was modest.

Church of the Redeemer Average Pledge and Pledging Units



Additionally, our Average Pledge of \$2,142 in 2007 was far above the Median Pledge of \$1,000, which means that a number of people made very generous pledges to bring the average up. With an “Equal Share” of all the 2008 Budgeted Expenditures, less the projected Endowment Income, being about \$2,800, we need to increase our Median Pledges to broaden the base of regular giving to the church.



As of late January, there were about 70 people who had pledged last year, but not this year. We need those pledges to make our goal. For those of you who have not yet made your 2008 pledge, please do so.

Much work has been accomplished on the Finance Committee through the dedication of its members: Carolyn Morris, John Pickering, Paul Wanglee, and Gale Gillespie, with Doug Arnold and Betsy MacIntosh who provide a close link to the Stewardship Committee. And Jay Einspanier has provided strong support in managing and presenting complex financials. I thank all of them for their work, thoughtfulness, and compassion in managing the financial resources of the Redeemer.

Stewardship

Betsy MacIntosh

Stewardship pledges from parishioners each year provide almost 70% of the Redeemer's operating budget, the lifeblood of the Parish. We are extremely grateful to the 500 households each year who analyze and understand the need, who provide on-going support, and who actively engage and take responsibility to make this truly our spiritual home.

We are delighted to report that by year-end, the 2007 Stewardship Campaign had provided \$1,174,469 exceeding its goal of \$1,111,000 with a 7 % increase over 2006
Special thanks to each and every one of you!

Last fall we asked parishioners to take a personal "reality check." Through an Adult Forum, gatherings at the Rectory, a Stewardship brochure, and articles in *Voice of The Redeemer* and *News of the Redeemer*, we emphasized that annual pledges have not kept up with inflation. The average gift was only \$2,138 in 2007. The median gift of \$1,000 had not grown in the past five years. This meant that 50% of the parish contributed less than the median gift. But most worrisome of all was the fact that for 2007, 175 increased their pledges while nearly 250 had remained static for the past several years, both at approximately \$450,000.

The theme for the 2008 Campaign, therefore, is "Growing in the Spirit." This reflects long-range planning goals to grow the parish, grow the church school, and provide necessary upkeep on a more responsible basis for our exquisite church campus. To do all of the above, we need to grow our stewardship contributions as well and to that end, we set an ambitious Stewardship goal of \$1,200,000. We also asked each household to consider at least a 10% increase in their annual pledge.

It's with gratitude that we announce the following results to date:

	<u>2008 Campaign</u> as of Jan. 29	<u>2007</u>
Total number of pledges	443	503
Number of increased pledges	245	175
Number of new/returned pledges	37	47
Total amount pledged	\$1,069,254	\$1,081,895
Percent increase over last year	9.31% (from the same people who pledged in 07)	
Average pledge	\$2,414	\$2,138
Median pledge	\$1,200	\$1,000

To the 70 households who pledged last year but not yet this, please join us at this particularly exciting time for the Church of the Redeemer.

The above has been made possible by an active, engaged Stewardship Committee: Doug Arnold, Bea Blackman, Morris Kellett, John Le Boeuf, Gie Liem, Peter Sipple, Mike Thompson, Danielle Trucksess, and Julie Williams, and most especially by Ken Garner, Director of Communications and Stewardship, who guides us all.

In addition to annual pledges which pay for the budget, the Redeemer also has a Planned Giving subcommittee chaired by Bea Blackman. In 2006, the church established the Lycett Society, named in honor of the first rector, to recognize all individuals who have named The Church of The Redeemer in their estate plans. Members of that Committee are Doug Arnold, Bea Blackman, Quartie Clothier, Betsy Crowell, Gay Gervin, John Lisle, Jr., Betsy MacIntosh, Peter Sipple, and Ken Garner.

Members of the Lycett Legacy Society

Mrs. S. Stanley Alderfer
Mr. Douglas Arnold
Mr. & Mrs. Warren W. Ayres
Mrs. Beatrice C. Blackman
Mr. & Mrs. James Bromley
Ms. Mary Harrison Carle
Mr. & Mrs. Hans Carstensen
Mr. & Mrs. Isaac Clothier, IV
Mrs. Betsey Corkran
Mr. & Mrs. Darrell DeMoss
Mr. & Mrs. Robert W. Denious
Miss Gay Gervin
Mrs. Herman Grange
Mr. John Gregg
Mr. John C. Haas

Mrs. Mary Haines
Mr. & Mrs. Radclyffe Thompson
Mrs. Robert W. Wigton
Mr. & Mrs. R. Stockton Hopkins
Mrs. Nataline Horwitz
Mr. Bradford H. Lee
Mr. & Mrs. John Lisle
Mrs. Mary McAdoo
Mrs. Louisa Mirick
Mr. & Mrs. F. Stanton Moyer
Mr. & Mrs. Richard W. Palmer
Mrs. Nancy Schriber
Mr. & Mrs. M. Rust Sharp
Mr. & Mrs. Daniel Slack
Mr. Henderson Supplee, III

On behalf of the Vestry, the Stewardship Committee, and the Planned Giving Committee, great thanks to all who have heeded our message and who so generously support our spiritual home, the Church of the Redeemer.

Special thanks to these households who have made annual pledges for 2008 to continue the innumerable ministries of Church of the Redeemer.

Investment Committee Report

John Lisle, Jr.

The Redeemer Investment Committee oversees the church's two endowment funds and advises the Redeemer's Finance committee on the annual percentage rate that determines the withdrawal from both endowments for the Redeemer's operating fund. The committee is comprised of Al Boris, Stephen Lee, Paul Wanglee, secretary, and John Lisle, Chair. This committee examines investment characteristics such as asset allocation, rate of turnover, and performance to confirm that the portfolios are in concert with the long term investment objectives of the Redeemer.

The smaller of the two endowment funds was started by the church with less than \$9,000 in 1913 and placed in trust with Girard Bank as the sole trustee. That fund now has a balance of \$2,440,464 and is managed by Bank of New York/Mellon, the merged result of Girard Bank.

The other endowment fund is actually a conglomeration of 23 trusts and a discretionary account all managed by the Church Foundation. The Redeemer has two representatives on the Investment Committee of the Church Foundation, Gay Gervin and Paul Wanglee. The 12/31/2007 market value of his fund was \$5,321,374.

These combined endowments provide approximately \$325,000 to the operating budget of the Redeemer each year. This amount is derived by taking 4.25% of the three year average market values of the two endowments. Why so little, you may ask. Once average inflation and management fees are subtracted from the long term returns of balanced accounts, 4.25% is the percentage that will allow these endowments to maintain their purchasing power and to be able to contribute an equivalent amount to the Church's annual operating budget.

In April of 2004 the Vestry approved a resolution reconstituting the Committee on Churchyard as a standing committee of the Vestry in accordance with the Parish By-Laws. This restored the division of responsibility for the Redeemer's physical plant between the Buildings Committee and the Committee on Churchyard, the arrangement formerly in effect for many years, and was done partly in recognition of the complexities of attempting to manage these two components under the auspices of one committee.

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, the Memorial Garden and the Columbarium (now largely out of use).

The expense of maintaining these areas, which has been running in the range of \$50,000 or more annually, is absorbed by four separate Churchyard Endowment Funds, plus a modest stipend allocated by the Vestry from the operating budget, supplemented from time to time by funds contributed by lot owners or their families in maintaining individual grave markers or in adding new plantings to the Churchyard. These expenses include lawn care, leaf removal, tree maintenance and shrubbery and walkway maintenance, in addition to gravesite maintenance.

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 for the site, taking into account the nature and horticultural challenges of the site.

Under Parish By-Laws, in effect for many years, the expense of maintaining the grave lots is the responsibility of the Parish, while maintenance of the individual stones or markers is the responsibility of the lot owner or his or her descendants, although under certain circumstances the Vestry may appropriate funds from the operating budget to assist in stone repair or maintenance.

During 2007 the Committee oversaw the completion of the Churchyard restoration begun in 2004. During this period stone foundations were stabilized or replaced, needed repairs to individual stones were made and overgrown and out-of-scale plant material was removed. In addition, several hundred yards of fill and topsoil were added to the Churchyard to improve slope grades along the driveway and to fill sunken gravesites and correct erosion damage. When necessary, plant material was removed to reduce undermining of grave stone foundations and toppling of stones. Finally, major large tree maintenance was undertaken to raise and enhance sightlines within the Churchyard, new plantings were installed at the Church, Memorial Garden and the Rectory and the drainage system in the lower Churchyard was cleaned of debris and reopened.

In general, the job of leveling gravesites and repairing and resetting stones is endless, as weather, water damage, snow and ice and tree roots contribute to the inevitable instability of these areas. The Committee and staff are mindful of these realities and are prepared to continue the effort, so well begun, to maintain our beloved Churchyard as the place of beauty and quiet repose it has always been.

The Committee continues to be deeply indebted to the ad hoc "crew" of Redeemer staff members who, working with professional contractors as needed, have produced the Churchyard restorations to date. They are our inimitable former Parish Administrator and jack-of-all-trades, Mark Sullivan, his able successor, Jay Einspanier, and our faithful custodian, Paulo Reyes.

On a larger scale, the care, maintenance and, alas, occasional removal, of our largest trees represents a major responsibility of the Committee and is a major part of the financial burden of the Churchyard. Two large oaks on the Fishers Road side of the Church are scheduled to be taken down in 2008 after having been identified by our arborist as endangered by the effects of drought, disease and old age. As we lose these old friends, and as funds become available, new trees are planted to become tomorrow's tree canopy.

Many needs remain. The planting areas adjoining the Church, Rectory and Parish House need renewed attention, including replacement of overgrown or deteriorated plant material. These improvements will be made as funds become available through donations or funding from the Church budget. The Committee particularly welcomes memorial donations of trees or other plant material to enhance the Churchyard and replace plantings which have been removed.

In behalf of the Parish, the Committee gratefully acknowledges the following generous donations to the Churchyard in 2007:

Jane Hastings donated the beautiful English limestone planting boxes flanking the main entrance to the church, including the two varieties of boxwood which have been planted therein.

A donation by Mary Haines (Mrs. William W.) made possible the installation of new planting beds flanking the entrance to the Memorial Garden and Churchyard from the front driveway. Her donation made possible the beautiful planting of dwarf azaleas, yews, box and liriopse. In addition, Mrs. Haines donated funds for the replacement of damaged plant material in the border on the northeast side of the Church.

Robert W. Denious, Chair

And the Committee:

Anne Barnett

Sue Denious

Jane Hastings

Helen Jennings

Harry Marsh

Roger McKinney

John Pickering

Dick Ravenscroft

Doug Raymond, III

Tom Williams

Outreach Committee

Sam Morris, Jr.

The Redeemer Outreach Committee had an interesting and productive year. The African Children's Mission (ACM) and Interfaith Hospitality Network (IHN) continued to grow and remain the Parish's principal outreach ministries. While nominally these efforts fall under the overview of the Outreach Committee, they are really run independently. The Committee thanks both of them for their contributions to the Redeemer's overall outreach effort, especially to Grant Norris for his work on ACM and Susan Ayres for her leadership of the IHN Program. The ACM and IHN annual reports follow this one.

The Committee usually meets monthly, except during the summer. The bulk of the Committee's work takes place in the winter and spring as we evaluate applications and then make allocations to the organizations which have asked us for funding. In 2007 the members of the Committee were: Sam Morris, Chair, Carolyn Bennett, Jane Hastings, Julie Williams, Kathy Hutchinson, Lisa Davis, Carolyn Morris, Marda Schropp, Rodger McKinney, Susan Ayres, Charles Blackman, Christina Corcoran and Jim Pugh, Vestry liaison. Rev. Steve Snider served as the Clergy liaison. At the end of 2007, Christina Corcoran, who had been instrumental in the success of the Christmas/Easter Baskets Program left as did Rev. Steve Snider. For 2008, Rev. Stephen Billings is the Clergy liaison, and Tom Ramsey and Lou deLisser have joined the Committee. Members of the Committee are responsible for helping to evaluate applications, and making site visits to the organizations which request funding. New members are always welcome.

This year the Committee had requests from 36 organizations. It funded 26 organizations outside of the Parish, emphasizing those that support the elderly, children and women and families without homes. The Committee also funded two internal efforts – Christmas/Easter Baskets and the monthly Food for Friends. The latter is a cooking project which was started by Rev. Steve Snider and the Youth Group and which has continued under the leadership of Jim Pugh and Deann Mills. Many members of the Parish support these and other outreach efforts by their gifts of time.

In 2007 the Parish budget allocated approximately \$40,000 to the Outreach Committee. The balance of our funds came from The Thrift Shop and the Bazaar. In addition Parish members contributed a total of \$8,990 to the 10 organizations designated by the Committee for its Christmas Joyful Giving program. Of this amount, \$3,465 was given to ACM, IHN and Christmas Baskets.

The Committee decided that its contribution to Episcopal Community Services should be substantially increased this year because of the cutback in contribution from the Diocese to ECS. Consequently the Committee increased ECS' contribution from \$10,000 to \$30,000.

cont'd)

Our funds were allocated as follows:

Bethel Bryn Mawr Child Care & Dev.	\$2,500	Episcopal Community Services	\$30,000
Camp Dreamcatcher	\$2,000	Home of the Sparrow	\$3,000
Camp GetAlong	\$5,000	IHN - miscellaneous funding	\$1,200
Camp Wapiti	\$2,000	Interfaith Hospitality Network-Main Line	\$12,000
CeaseFire	\$1,000	Main Line Meals on Wheels	\$4,000
Children's Theatre - Coatesville	\$1,000	Masiphumelele Corporation	\$5,000
Christmas / Easter Baskets	\$5,000	National Adoption Center	\$2,000
Church of St. Andrew and St. Monica	\$3,000	Partners for ESL	\$3,500
Church of the Advocate Soup Kitchen	\$5,000	Seamen's Church Institute	\$500
Community Outreach Partnership*	\$5,000	St. Dismas Mission	\$500
Cornerstone Christian Academy	\$4,000	The Clinic	\$7,500
Diocesan Youth Project	\$1,200	WePAC	\$6,000
Dolphins of Delaware Valley	\$5,000	Young Scholars Charter School	\$5,000
ElderNet	\$5,000	Food for Friends - miscellaneous funding	\$1,200
		Total	\$130,600

HEART gifts totaled \$3,775 this year.

In addition, during the Bazaar, the Committee sponsored a fundraiser for books to be used by the Blankenberg School Library, which is part of the WePAC Program. The Parish contributed almost \$1,000 to this effort.



Each year the African Children's Mission (ACM) seems to grow stronger for different reasons. In 2007 the ACM was blessed with many new volunteers. This year new participants included children and young adults who bring fresh ideas and new energy to the table. This further enabled us to respond to God's call for each of us, in our own way, to improve the lives and hopes of children in Malawi affected by HIV/AIDS.

Children, both near and far, are the obvious priority for the ACM. This year we worked with the children and youth in All Things New, Rite 13 and J2A to develop empathy and awareness of the plight of Malawian children. Class room themes included the 2007 Travel Team's experiences in Malawi, the power of generosity through the support of the ACM, the goals and details of the "Got Goat" program, and about the crisis of HIV/AIDS in Africa. Two Malawi donation boxes were created and passed around in the classrooms in November and December to emphasize these themes and to allow children to participate personally in the joyful act of giving.

Publications and educational events focused on raising awareness and sharing new understand on the situation in Africa with the congregation. Adult Education events were held in the spring and fall where the congregation was able to meet and hear from our Malawian guests (The Honorable Margorie Ngaunje, Malawi's Minister of Health and Richard Yohane, Director of Malawi's Kenengo AIDS Support Organization) and hear from the travelers who went to Malawi in 2007. The ACM published an article in The Voice on the Millennium Development Goals; a travelers journal was published that chronicled this years' Malawi trip; a new ACM tri-fold was created and distributed widely to summarize the ACM's mission; and "Malawi Moments" were available in the weekly handout. The ACM also displayed our message and educational material prominently at Redeemer events (i.e. church picnics and the Christmas Bazaar).

This year the Episcopal Campus Ministry (ECM), led by Ruth Goodlaxson, at Bryn Mawr and Haverford colleges teamed with the ACM to raise awareness of the situation in Africa and to generate funds by selling of goats to students and faculty. The ECM worked vigorously to advertise the "Got Goat" Campaign with posters, attendance at college functions and by placing information and order forms in student mailboxes. In all, the ECM raised approximately \$1,600 for goats as well as significantly increasing knowledge on both campuses.

During 2007 the ACM qualified to become a recipient of the Medical Assistance Program (MAP) medicines. MAP acts as the consolidator of donated medications from various pharmaceutical companies that have been designated for impoverished regions. Qualification was a time consuming process that involved cross checking of our history, reviewing programs we support, confirming our medical knowledge, and validating our understanding of conditions in Africa. The qualification allows the ACM to obtain, transport and deliver medication to Malawi and was first utilized by this years' travel team who transported 6 large cartons of much needed medication to Malawi.

In July 2007, three self funded travelers (Mr. Thomas Ramsey and the Revs. Stephen Billings and Peter Sipple) journeyed to Malawi on behalf of the ACM. They returned healthy and exhilarated by the experience, with spirits lifted by the wonderful group of Malawians who received them warmly at every stop. Travel to Malawi places physical, emotional and financial demands on those who go. The question has been raised: Why not use those thousands of dollars as direct aid instead? As in previous years, this year's travelers returned convinced that their presence among our programs' beneficiaries put a face on the outsider and made concrete the caregiver, just as many people in villages around Malawi have become real to one another as dispensers of care. During their stay, our representatives shared in a ministry of presence that, over time, may have as salutary an effect on the children and patients they met as more tangible gifts are having. They learned the value of the assistance that the ACM is

providing. They witnessed positive results of recent initiatives in health care and animal husbandry and saw what a few hundred dollars can accomplish through the agency of micro-financing. They spoke with villagers in remote areas who are creating micro-economic systems that can ultimately help them raise money to benefit children and patients in their village. Stephen, Peter and Tom returned convinced that such visits, and the work we are doing here in Bryn Mawr, are definitely worth the time and effort. Above all, they learned a great deal and hope that sharing their experiences there will inform and inspire others within our congregation, some of whom will be future travelers.

While in Malawi, this year's travelers carried books and medications, which they disbursed where such items were most needed. In addition, the ACM sent direct aid to the following programs in 2007:

- \$9,000 to Churches Action in Relief and Development goat project to provide goats and capacity building in animal husbandry to 200 families.
- \$8,123 for Kanego AIDS Service Organization (KASO) to train 21 village women to learn to become home-based caregivers in addition to supporting the orphan feeding program.
- \$5,853 to Chididi Parish Orphan Care to buy 4 ambulance bicycles and 2 pushbikes in addition to nutritional supplementation to 60 children.
- \$4,800 to support 4 nursing scholars for one academic year in the GAIA Nursing Scholarship program.
- \$3,581 for the GAIA Grandmother Fund to help support 280 grandmothers in the 20 Adjacent GAIA Villages.
- \$10,000 to Open Arms Orphanage to fund ongoing support for the orphanage for toddler house, phase 3" homes, and village nursery/feeding stations for one year
- \$3,000 to Salima AIDS Support Organization to help fund medications for a clinic that cares for orphaned and HIV+ children
- \$2,000 to help fund Mvera AIDS Support Organization to support gardens and farm inputs to feed orphans as well as provide orphan care supplies.

The ACM continues to partner successfully with The Global AIDS Interfaith Alliance (GAIA) to ensure that funds are applied appropriately to local needs and that there is on-the-ground follow up with all these programs through out the year.

Outreach beyond the immediate Redeemer community continues to be an important aspect of ACM's work. In 2007 the ACM team presented information about Malawi to the children at the Blankenburg School in West Philadelphia, where members of the ACM volunteer as librarians. After a special presentation by Roy Nantoka (a PhD candidate at Westminster Seminary in Philadelphia, and a citizen of Malawi) about village life in Malawi, the children in 2nd through 4th grades read books about African villages and wrote letters to children in Malawi for Mr. Nantoka and his wife, Martha, to deliver on their next visit home. The ACM interlocks with local papers to have ACM events covered, which resulted in two articles in the Main Line Times on 04/19/07 and 10/04/07. The ACM presented at St. Thomas Whitemarsh in March to share our insights and inspire them to action. During the past year we have significantly developed our presence on the Redeemer website (www.thereedeemer.org) to ensure that anyone with internet access can learn about the ACM. Information available through the website includes the daily log from the 2007 trip, videos from earlier trips, newspaper articles, brochures, information about fund-raising, presentations on ACM, information about GAIA as well as links to other related programs. The ACM established a relationship with the Episcopal Relief and Development (ERD) program in 2007 for the first time and we are establishing ourselves formally in their ERD Network as the Parish Representative for the Redeemer.

As of the December 31, 2007 the ACM Fund had a balance of \$29,873 on hand. Total contributions since the beginning of the program are \$188,625 with \$158,752 of that amount dispersed to date. The ACM continues to operate with 0% overhead - all funds received from contributions are donated to support programs in line with our mission. In addition during 2007, the Redeemer received a restricted grant of \$10,000 which is to be use for the purpose of facilitating travel or participation in ACM by Redeemer parishioners and clergy. This restricted grant is administered separately and is not accounted for within the ACM Fund. The ACM raised funds from three main programs, the Got Goat program, the Gift From the Heart Campaign and Great Concert for Great Causes.

The ACM “Got Goat” team, led by 6th grader Emily Weigel, increased the number of donations for goats to Malawi while maintaining the 2006 goat donation at \$20 each. Emily prepared a new and exciting poster about the GAIA goat program, including photos from the summer 2007 Travel Team’s visits to several villages with their new goats in their raised shelters. Goat “jewelry” was designed to include necklaces, bracelets, and key-rings, to complement the 2006 goat Christmas tree ornaments. The team organized and coordinated the donation table throughout December. The “Got Goat” campaign has raised about \$8,000 during 2007, including the contribution by the ECM.

In 2007, the “Gift from the Heart” team designed and sent out 800 cards around Valentine’s Day to let the parish know about the ACM and its goals to help the people of Malawi with the feeding, educating and caring for children in that country. The cards asked for parishioners to open their hearts and consider contributing to the ACM. The “Gift from the Heart” generated over \$10,000 in contributions.

Great Concerts for Great Causes, which were presented throughout the year, promoted the ACM message while contributing approximately \$5,000 from the proceeds to the ACM cause.

			<u>Year End Balance</u>
2004	Receipts	\$ 33,987	
	Program support	\$ 30,000	
	Gain/(Loss)	\$ 3,987	\$ 3,987
2005	Receipts	\$ 66,377	
	Program support	\$ 37,155	
	Gain/(Loss)	\$ 29,222	\$ 33,209
2006	Receipts	\$ 49,400	
	Program support	\$ 45,240	
	Gain/(Loss)	\$ 4,160	\$ 37,369
2007	Receipts	\$ 38,861	
	Program support	\$ 46,357	
	Gain/(Loss)	\$ (7,496)	\$ 29,873

An exciting year is in store for the ACM in 2008. The dates are already agreed for the 2008 trip to Malawi. In April 2008 we will be visited by Sister Gertrude Chipungu who runs programs the ACM has funded in Malawi. Children will continue to be a focus in 2008. The ACM will educate the Church School children about the ongoing challenges of life in Malawi and to increase awareness about AIDS and other health issues throughout Africa and within our own community. We will continue to build on the successful “Got Goat” program by informing the congregation about the experiences of the 2008 Travel Team and the value of the goats to each community in Malawi. The goat “jewelry” will be refreshed to encourage adults and children to make the goat donation a special gift to family and friends at Christmas time. These and other activities will be led by our dynamic 2008 leadership team, as follow:

- | | |
|---|--------------------------------|
| • Carol Chew | Children’s Program |
| • Dave Schroeder | Communications |
| • Emily Weigel | Got Goat Program |
| • John Wallingford | Medical Assistance Program |
| • Judy Sullivan | Adult Education |
| • Marda Schropp / Julie Williams | Great Concerts for Great Cause |
| • Margaret Sipple | Web Master |
| • Margaret Welsh / Carol Chew / Margaret Sipple | Have A Heart Campaign |
| • Rick Sperry | Finance |

- | | |
|--------------------|----------------------------------|
| • Ruth Goodlaxson | Episcopal Campus Ministry |
| • Stephen Billings | Publicity, Promotion, Artwork |
| • Tom Ramsey | Malawi 2008 Mission Trip |
| • Tom Ramsey | Episcopal Relief and Development |

In 2008 the ACM will continue to look for new ways to help children in Africa, and thereby grow in our understanding of God's plan for each of us. In line with this the ACM will remain a "variable involvement" committee that encourages participation by anyone who is moved to join, for even a brief period, but does not ask for more participation than can be comfortably offered.

Interfaith Hospitality Network

Susan Ayres

We have had another great year serving seven (7) families, most of whom have now moved on to affordable housing, jobs or further education. We hosted in January, April, June and October. IHN-ML has added two new host parishes this year, St. David's Radnor and Paoli Presbyterian Church so this brings the number of host parishes to 12.

My goals for this year were to continue to educate the parish more fully about the program, to make it a more visible ministry, to increase volunteer participation, to deepen our relationship with LM Baptist Church, and finally to continue to organize and hone our own administrative structure. We moved from a small but wonderful core of regular volunteers [including assistance from Episcopal Campus Ministry (ECM)] to over 100 enthusiastic volunteers. All names and a public thanks are included in the February 2008 issue of the **VOICE**. We will continue to welcome and encourage new volunteers in 2008! It is a wonderful ministry that can involve the whole family and takes only a few hours of "hands on" effort.

Sonja Pettingill Paynter became more involved and served as co-chair until October. Christina Corcoran coordinated the dinner hosts until the birth of Charlotte in May. Margaret Shepard also asked to be more involved and since October has been in charge of coordinating the dinner hosts. Thanks so much to Sonja, Christina and Margaret.

Lower Main Baptist Church continues to serve as our support congregation and, with the help of their liaison Judith Shank, has taken full responsibility for one evening during our host week.

Jim Pugh (with the help of Dee) has worked closely, and tirelessly, with me and Ken Garner to write interesting and informative articles for the monthly Redeemer **Voice** and weekly for the Redeemer **Bulletin**. Keeping the parish informed is key and without his help this level of publicity would not have been possible. Thank you Jim and Dee! The Prayers of the People continue to include a weekly prayer for those who struggle with homelessness. We have a bulletin board display in the Parish House with photos of our guests, taken by ace photographers Steve Snider and Charlie Blackman. Jim helped to update the tri-fold brochure specific to IHN at the Redeemer and it was available to all at the September Ministries Fair.

As a host parish, guests stay with us for one (1) week at a time, five (4-5) times each calendar year. Typically there are two - four families, meaning that we have anywhere from 6-12 people with us for the week (max. of 14). To serve our guests we need at least 50 volunteers each week (that means generally well over 300 man-hours of service and in excess of 400 hrs. if we host over Thanksgiving or Christmas):

- ☐ to prepare dinner and eat with our guests
- ☐ to be after dinner hosts(esses)
- ☐ to stay overnight
- ☐ to shop for supplies
- ☐ to set-up the rooms and then to restore them to order for Church School use afterwards
- ☐ to move our guests to their next congregation and finally
- ☐ to launder the sheets, towels and blankets used by the guests.

As you can tell, this a ministry requiring tremendous hands-on effort.

We have continue to be grateful for the use of the church's truck to move the guests' bedding to the next parish. Thank you to Paulo, Mark and Jay who have lent a hand with this effort.

Carole Marchand continues to be an extremely competent IHN- ML Executive Director and a wonderful support to all of us coordinators. It is a real pleasure to work with her. To assist all volunteers, she offers (by pre-registration) a volunteer sensitivity training workshop once a month on Saturday morning at Bryn Mawr Presbyterian Church. I wish that more volunteers would take advantage of this opportunity to learn not only what it means to be homeless, but also to help manage their expectations about participation in the program.

There has been considerable turnover in clergy staffing in 2007, but we have been fortunate to have the Rev. Gary Davis and the Rev. Stephen Snider (also Outreach Committee liaison) serve as our clergy liaisons. Barbara Abbott was our liaison to ECM and Barbara Billings helps us to coordinate the use of the church school classrooms with the teachers. As always, we have the support of the Rev. Peter Sipple and the Outreach Committee. Finally, without the help of Mark Sullivan, Jay Einspanier and Paulo Reyes we could not make it all happen! Thank you all so much.

In addition to the substantial volunteer effort we have also supported IHN with significant financial and gift in kind contributions:

- ❑ \$1,200 from the Outreach Committee funds to cover our parish administrative costs – printing, postage, guest needs and volunteer materials.
- ❑ \$370 in donations from the Mayflower Society's Thanksgiving service offering - used for Christmas to purchase store gift cards for network families.
- ❑ \$12,000 grant from Outreach Committee.
- ❑ \$1,385 from individual parishioner donations directly to IHN, through the holiday "Joyful Giving" program.
- ❑ \$355 from individual parishioner donations of Christmas gift cards for current and some former network families.
- ❑ \$5,000 donation from "Great Concerts for Great Causes".
- ❑ "Gifts in Kind" of gently used toys, books and games, linens and misc. supplies for use during host week.
- ❑ "Gifts in Kind" of cleaning supplies and toiletries from parishioners for use at the Day Center.
- ❑ "Gifts in Kind" from the Thrift Shop of clothing for current guests.
- ❑ "Gifts in Kind" from the Thrift Shop and the bazaar's Attic Treasures of household goods for guests who "graduate" and begin their new lives.
- ❑ "Gifts in Kind" from the Bazaar of 7 Christmas Wreaths.

So here's to the great team that made it all happen in 2007.

Episcopal Campus Ministry – Ruth Goodlaxson
& Matt Dooley
Lower Merion Baptist Church
Alexandra Aldridge
Richard & Kris Aldridge, Hank, Eliza, Bo &
Evie
Warren Ayres
Lisa & Robert Barker & family
Anne Barnett
Carolyn Bennett
Steve & Barbara Billings
Lynn Billington
Charlie Blackman
Jim Buck & family
Carol Chew, Kristen, Emily & Kenton

Jan Clarke
Christina Clay
Christina Corcoran
Mary Craighill
Jim & Betsy Crowell
Sara D'Angio
Becca & Gary Davis
Rita & Rick Davis
Lou, Gerard & Mimi deLisser
Sallie & Al Greenough
Sarah Gridley
Bill Gross
Jane Hastings
Nancy Hastings
Mary- Brigham Herzfeld

Barbara & Bob Hobbs
Jeanne Holeman
Susan Hunter
Kathy Hutchinson
Eileen Kelly
Anne & Morris Kellett
Jenny Kirkpatrick
Vivina Lewis
Steve LoCastro
Marian Lockett-Egan
Cooley & Jeff Lyon
Beth McKay
Laurie MacKenzie
Ariana Mackenzie-LoCastro
Lynn Marsden-Atlass & Kate Atlass
Jeanette Mazzocca
Jennifer Mogck & family
Carolyn Morris
Sally Moser
Kathy Norris
Kate Otto
David Pallet Sr. and Jr.
Lee Paynter

Sonja Pettingill & Georgia
Jim & Dee Pugh
Luisa Rabe
Tom Ramsey
Paulo Reyes
Arden Saligman & family
Kate Schweiger (MLR temple)
Margaret Shepard & Charlotte, Emily & Reese
Rex Saffer
Dottie Simpson
Margaret & Peter Sipple
Steve & Irene Snider
Mark Sullivan
Kitten & Andy Susanin
Susan Van Allen, Phoebe & Kate
Daniel Wallick & family
John & Karen Wallingford
Wendy Warren
Richard Weigel, Kristen, Emily & Kenton
Andrew White
Ginny & Carter Williams, Connor & Cheney
Martha & Claude Wintner

Apologies to anyone whose name was unintentionally omitted.

H.E.A.R.T. Committee

Joan D. Warren



Formed in 1980, the H.E.A.R.T. Committee continues with its mission of providing crisis funding for individuals and/or families in the immediate and wider community, when the participating agencies determine that the need is 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 to three days. A single family or individual may receive a grant once in a calendar year.

The H.E.A.R.T. committee is appreciative of the Vestry's direct funding of this program. We are able to provide prompt help in an emergency.

Parish Life Council

Anne Kellett

In 2005, the Parish Action Committee along with the clergy developed a parish committee structure. One of the committees was named Parish Life Council, with the following committees as members of the council:

Newcomers/Engagement/Welcoming (NEW) Committee
The Christmas Bazaar
The Thrift Shop (now known as “The Shop”)

These three groups have been an amazingly vigorous part of parish life. My congratulations to them for their continuing important role in the development of our community.

NEW Committee

Sally Moser

WELCOME

The NEW (Newcomers, Engagement, and Welcoming) Committee has continued to provide volunteers in the narthex after the 9:15 service to welcome newcomers. We have been grateful for the work of Margaret Sipple, who has worked as the head of a new office-based newcomer ministry, and has created and maintained a tracking spreadsheet to ensure consistent contact with our newcomer families and individuals. In October, we scheduled an Invite a Friend Sunday, which encouraged people to think about their interactions with newcomers, although few newcomers attended on that day. We have however, had a constant stream of new families, thanks in large part to the Sunday school offerings, and celebrated a special liturgy in late December to welcome those who agreed to participate. A similar liturgy and reception is planned for the spring. In addition, the NEW Committee set up the Foyers program again this fall, and groups continue to meet through the winter.

Christmas Bazaar

Lisa Gardiner Davis

What better way to introduce the Holiday season than with two days of festive fun that offered a plethora of action and spirited good times including entertainment, shopping, dining, and comradeship for all ages. The parishioners, clergy and staff of The Church of the Redeemer can rest on their laurels for hosting the highly successful Preview Party and Christmas Bazaar. Success that is evident on many levels and includes the following; showcasing the beauty of the

Parish House, tapping into the power of volunteerism, raising monies for outreach, welcoming of the public, and deepening the bonds of an already existing community.

The Church of the Redeemer's November 2007 Friday Preview Party and Saturday Christmas Bazaar will go down in history as memorable occasions that reveled in volunteer spirit. As a result of the talents, time and dedication of many, just over \$46,000.00 will be directed to the Redeemer's Outreach Committee for dispersal to families and communities in need. Something we can all feel good about as the monies will help to better the lives of many.

The Friday night Parish Preview Party was a big hit with record breaking attendance and magic in the air. The Parish House came alive with festive greenery; garland, and twinkling lights as the party-goers were greeted with grilled filet, marinated shrimp, scallops with bacon, and cheesecake tarts that satisfied even the most discriminating palates. Spirited Redeemer Dads tended bar and offered a fine selection of Moore Brothers Wines among other libations. Music filled the air as Peter Sipple and Rick Davis once again hit the perfect notes with guest pianist. Sparkle to the evening was added with a bountiful and beautiful array of jewels thanks to Peter Cooke of Cooke & Berlinger. A wonderful display of talent was evidenced in The Art Tent with works by our very own Redeemer artisans Tad Sperry, Rebecca C. Cooke, Carol Chew, Elaine Lisle, and Mimi Johnson. Gowns designed and made by Chantal Westby added a most unique decorative element to the Tent. The Saturday Silent Auction was off to a good start as Vintage, Jewelry and Accessories attracted early birds and rave reviews. Plants, Festive Holiday Gifts, Toys and Books all welcomed the flow of happy shoppers fulfilling gift lists. The Live Auction with our very own Bob Davis was a big hit and a perfect end note to the evening.

The Saturday Christmas Bazaar continued in the festive footsteps of the previous evening and welcomed many from the community to spend the day shopping, dining and being entertained. The bountiful array of shopping opportunities were further enhanced with the addition of Attic Treasures, Malawi Shop, and visiting artisans Desi Boston, Marlyn Schiff, Lisa Occwhat, Rosemary Wells of Global Villages, and Rose Grosso of Indigo. The Shop opened its doors for its first Christmas Bazaar and reported sales success. Lunch and Sweets offered the most complete dining experience imaginable. The Kids Tent entertained both young and old with two featured acts; the first from dynamic brothers Bill and Dave of Quiet Riot and the second from Professor Bob's Hands-On-Science. Fun to be had for all!

Let me express my sincerest thanks to the clergy and staff of the Redeemer for incorporating the Christmas Bazaar to their already bustling schedules. Thanks to Tish for giving the Bazaar a voice as she handled the many inquiries that came to the Office. Much of the success and resulting good will of the Bazaar can be attributed to her early attention and stellar customer service. Thanks to Ken for his computer expertise, polished editing techniques, and willingness to incorporate the many messages of the Bazaar to all that he oversees. Thanks to Jay and his amazing ability to strategize and troubleshoot on behalf of the Bazaar as if there was nothing else needing his attention. Thanks to Pat for her moral support and eagerness to ready the 'set' for the holiday. Thanks to Barbara for sharing space and offering contacts. Thanks to Denise for her comradeship with Treasurer Debbie Lee and for the chocolate. Thanks to Peter, Judy, Steve, and Peyton for their spiritual guidance and willingness to listen. Thanks to Paulo for his loyal and steadfast service to the Bazaar that is delivered in the most amazing spirit. What a treasured lot at the Redeemer!

The Thrift Shop

***Carolyn Bennett
Jane Hastings***

The Thrift Shop was chaired by Jane Hastings and Carolyn Bennett. In 2007, the Thrift Shop was open to the public from 10:00am to 2:00pm on Wednesdays, from January to June 6, 2007.

From the roster of ten volunteers, we averaged four volunteers as workers on Wednesday who sorted, priced, and sold items. The Thrift Shop raised \$12,235.55 in 2007. In addition, at the request of IHN and the Seaman's Church Institute, the Thrift Shop donated clothes and or household items to clients of these agencies. The Thrift Shop also identified and saved valuable items for inclusion in the Silent Auction and the Vintage Booth.

The Shop

Lou deLisser



After spending the summer months renovating the space formerly occupied by the Thrift Shop, the Shop opened its doors on September 16, 2007. The new hours of operation are Tuesdays and Thursdays from 10:00 am to 2:00 pm and the first Saturday of each month from 9:00 am to noon.

The Shop hosted a Holiday Luncheon for the women of the parish in December which we hope to make an annual event. At the luncheon, four volunteers were recruited who began working in the Shop in January 2008.

The Shop offers quality merchandise at affordable prices which now includes furniture, rugs and lighting in addition to women's and children's better apparel. However, any item donated that is not displayed or offered for sale in The Shop is donated to others in need. During the first quarter of operation ending December 2007, the Shop raised \$19,262.00.

Pastoral Care Committee

*Kathy Hutchinson
Martha Wintner*



During the year 2007, the Pastoral Care Committee continued its mission of serving more than fifty of our fellow parishioners who were ill, homebound, alone, or simply in need of a compassionate visitor. Each pastoral caregiver visited, on average, two or three persons each month (depending upon the need), then met once a month with a small group of caregivers and our Clergy Liaison (Gary Davis from January through June and Judy Sullivan from September through December). These monthly small group meetings allowed us to share our experiences, grow in our care-giving skills, and pray for those we visited as well as for one another.

Our new Clergy Liaison, Judy Sullivan, much appreciated for her spiritual, compassionate and administrative guidance, initiated some new approaches this fall. In order to build closer and more meaningful relationships, most pastoral care members made monthly visits to the same person(s). In other cases, several caregivers visited the same person; who thus benefited from wider contact with parishioners. A few caregivers have also been alternating weekly visits to the same person.

Other Pastoral Care missions:

- We continued to update our parishioner visitation database in order to know the members of the congregation better and serve their needs. If you know someone who would like to have a visit from one of the Pastoral Caregivers, please do not hesitate to contact us. Also, please remember that hospitals do not inform us when parishioners are admitted. If you, a family member, or friend is hospitalized and would like a member of the pastoral care team or a clergy member to visit, please let us know.
- Our Pastoral Care Team as well as other Redeemer members delivered forty-one plants at Easter and fifty-one poinsettias at Christmas; these deliveries were made to parishioners whom we visited throughout the year or who were on our parish prayer list. We are grateful to those of you from the congregation who volunteered to participate in this much-appreciated ministry.
- We offered meals and transportation to fellow parishioners in need of such services; although no meals were requested, several rides were provided. Please let us know if you or any of your family members or friends would appreciate meals or transportation to Church or to medical appointments.

All of us on the Pastoral Care Committee enjoy and feel enriched by this opportunity to get to know and serve so many members of our parish, an opportunity open to everyone at the Redeemer who is interested in exploring a deeply satisfying care-giving ministry. Several new members joined our committee in September after taking a six-week course with the Reverend Steve Billings, but we welcome new members at any time and would be happy to offer further information about our work. Please contact any one of us on the list below if you have questions or are interested in joining the

Pastoral Care Team:

Judith Sullivan (Clergy Liaison)
Kathy Hutchinson (Co-Chair)
Martha Wintner (Co-Chair)
Sam Chew
Quartie Clothier
Darrell DeMoss
Martha Mel Edmunds
Sallie Greenough
Bonnie Schalm Hamm
Nancy Hastings
Bob Hobbs
Morris Kellett
Jenny Kirkpatrick
John LeBoeuf

Melanie LeBoeuf
Betsy Livingston
Michael Maggio
Minkie McAdoo
Bud McAvoy
Dave McMullin
Elizabeth Oberdorf
Jim Pugh
Tom Ramsey
Josephine Rees
Dottie Simpson
Dixie Wigton
Julie Williams

We thank Judy and all members on our committee for their dedication to this ministry.

Adult Spiritual Formation

The Rev. Judith Sullivan



During 2007, Sunday mornings have been a rich time for adults seeking to explore their faith. Each week, between the 9:00 a.m. and the 11:15 services, members participate in the Adult Forum, Sermon Reflection, or Café Conversations.

The Adult Forum has continued to provide series of thematically linked offerings, as well as stand alone presentations on subjects important to the life of the Redeemer community. Planning for the Adult Forum is performed by the Adult Spiritual Formation Committee, chaired by Howard Baker. In the fall of this year, the charge to this committee expanded to include the development of a fuller menu of options for people who want to broaden and deepen their spiritual lives.

Programming for the Adult Forum this year has included a four-part series on aging grace-fully and a five-part Lenten series on the ministry of reconciliation. Though not in series, the Forum also featured presentations on ministry in Africa by Richard Yohane, the Rev. Bill Rankin, and our own Malawi travelers; the status of the Episcopal Church and the Anglican Communion through presentations by the Rev. Cathy Milford on women in the priesthood in the Church of England, Phoebe Griswold on the status of women in the Anglican Communion, and David Booth Beers on current controversies; worship innovation through presentations by the Rev. James Cotter, the Most Rev. Frank Griswold who spoke specifically about the architecture of worship space at the Redeemer, and the Rev. Dirk Lange who spoke on the multiple meanings of the Holy Eucharist and the implications for our common life, mission, and evangelism. Programming throughout the fall was largely dedicated to the topics of the campus master plan, stewardship, evangelism, and becoming a more welcoming congregation. We are also grateful that Howard Baker led two Forum discussions: the mind, body, and spirit connection and nativity art.

Café Conversations has met on a monthly basis throughout the year and continues to be well attended, particularly by families of young children. Topics have included questions relating to theology and practice of faith. Sermons Reflection has continued to provide an important weekly opportunity for the exchange of ideas between the preacher of the day and members of the congregation and for learning for all the participants.

Howard Baker leads the Adult Spiritual Formation Committee on which Fraser Brown, Bob Peck, Margaret Sipple, Marby Sparkman, and Ginger Woods serve. Judy Sullivan is the clergy liaison.

Acolyte Program 2007

Susan Van Allen

Church services at Redeemer run smoothly thanks in no small measure to the dedicated acolytes who carry the crosses and torches and assist the priests at Communion and with other parts of the worship program. Acolyte service is a wonderful opportunity for school-age children to serve God and the people of this church, giving them a meaningful first experience of ministry and community service.

Each fall the Church of the Redeemer provides orientation/re-training for children in grades 3-12 who have an interest in serving as acolytes. For those new to the program, the one hour orientation session provides the kids with age appropriate instruction on acolyte service and allows them the opportunity to practice carrying the torches and crosses while in procession. Following orientation, new acolytes are given three (3) months of in-service training, where they serve at several 9am Church services under the supervision of the Acolyte Director. Kids serving as acolytes can expect, following training, to generally serve one Sunday a month, according to their availability. 2007 acolyte training was carried out on September 29, 2007 and September 30, 2007, and in-service training was completed as of December 30, 2007.

The following young people now serve as acolytes at the Redeemer:

Junior Acolyte I (newly trained junior acolytes): Caroline Buck, Emily Beinkampen, Sam Denious, Duncan Joyce, Graham Mills, Clayton Smith and Hunter Vanderzwaag

Junior Acolyte II (returning junior acolytes): Elizabeth Camerota, Zoe Helmers, Miller Joyce, Emma Leyland, Annie Neilson, Elijah Peake, Reese Shepard and Livia Wallick

Senior Acolyte I (newly trained senior acolytes): Andrew Jannetta, Paige Susskind, Phoebe Van Allen and Emily Weigel

Senior Acolyte II (returning senior acolytes): Christopher Camerota, Stewart Denious, Baker Featherman, Erin Gerrity, Jimmy Gerrity, Elizabeth Helminska, Lauren Johnson, Mia Leyland, Ariana Mackenzie-Locastro, Courtney McCauley, Laura McCauley, Audrey Mills, Walker Mills, Sarah Neilson, Emily Shepard, Isabel Sperry and Kate Van Allen

Thanks to Caroline Orr, Charlie Orr and Alex Raymond for their acolyte service through December 2007.

With so many of our youth acolytes also serving in other capacities during worship (Choir and Ushers) it's extremely difficult to find kids available to serve at certain services and at certain times of the year. For this reason, adult members of the Redeemer community were also successfully recruited and trained to serve as acolytes. The following adults now serve in the acolyte program: Tom Ramsey and Margaret Shepard.

The formal commissioning and recognition of this year's acolytes is anticipated to take place in February 2008.

My sincere thanks and appreciation to Justin Sands for his assistance in supervising the acolytes during services, and to the Rev. Steve Snider, who served as clergy liaison to the acolyte program through December 30, 2007.

Altar Guild

Nancy Nimick



The Altar Guild thanks our Rector, Peter Sipple, for his continuing warm support and good counsel.

This year we received a gift of a beautiful new linen cloth for the Church altar from Barbara Linder, in memory of her mother, Jane Copeland, a devoted member of the Altar Guild. It was much appreciated as many of our Church fair linens are becoming worn out.

We are now preparing for a new service on Sunday—the 5:30pm Holy Eucharist Contemplative Holy Eucharist in the Church. The Wednesday 12:15pm Eucharist Service continues in the Church Chapel and we also prepared for and covered many baptisms and funerals.

The members of the Altar Guild all pitched in to help prepare for the Christmas Holiday Services. We are all indebted to Anne Kellett for her excellent organizational efforts.

As a final note, we need to expand our membership. If you are interested in serving on the Altar Guild, please contact Nancy Nimick at 610-527-2048

Flower Guild

Susan Bloom



In the year 2007, the Flower Guild of the Church of the Redeemer arranged flowers for 52 Sunday services, 26 funerals, and 6 weddings. The altar, pulpit, rood screen, lectern, baptistry, and narthex, were be-decked for Christmas and Easter and some weddings. A dedicated team of 25 women provide this service.

The Guild also provided plants or flowers for the Christmas and spring senior luncheons, several Sunday school luncheons, the Christmas Bazaar, and Pastoral Care Committee.

We thank Al Greenough for his baptistry branch lighting installation. We thank Paulo Reyes for his constant attention to our needs; and we thank Peter Sipple for his praise and re-presentation of our fleurs.

Music Guild

*Lee Paynter
Christina Clay*

There were several important projects undertaken by the Music Guild in 2007.

- 1) The Choir Tour of France. Between June 20 and June 29 our Bryn Mawr Girlchoir along with the Notables of Haverford School traveled to France. 23 girls, 18 boys, and 8 chaperones made the trip. The combined choirs visited Paris, Bayeaux, and Lyon, giving concerts at the Bayeaux Cathedral, the Memorial at Caen, the American Cemetery, the Madaleine, Chartres, Notre Dame, and Lyon. The Music Guild contributed \$34,274.30 to the trip.
- 2) The departure of Music Director Dan Moriarty for a career opportunity in Richmond and the retirement of 25-year organist and still fellow parishioner Michael Stairs presented the music program with the challenge of replacing them both. Peter Sipple asked the Guild to conduct the search and recommend a replacement for Dan. After a rapid search, three highly qualified applicants auditioned for the job of Music Director. Huw Williams, formerly of St Paul's Cathedral in London, was invited to and accepted the job. Although some immigration details are yet to be completed, we expect Huw, his wife Angela and their two small children, Emma and Matthew, to arrive here after Easter.
- 3) Hope Knight has accepted the post of Interim Music Director. Scott Myers is our interim organist. Huw will make arrangements for a permanent replacement for Michael after his arrival.
- 4) The bookkeeping functions of the Guild were transferred from a manual accounting system to a computer-based accounting package. This makes a wider variety of reporting and recordkeeping capabilities available.
- 5) Great Concerts for Great Causes continued to receive strong financial commitment from its underwriters and loyal concert-goers. David Hastings chaired this sub-committee which was able to make donations of \$5000 each to IHN and ACM.

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Children's and Youth Ministries

Barbara M. Billings

Redeemer is blessed with an extraordinary group of volunteer teachers, leaders, catechists and assistants. Each Sunday they nurture, teach, wonder along with, inspire and empower our 250 children and youth. Redeemer is also blessed to have children, youth and families for whom growing in the Christian faith and life is a high priority and who participate fully in the life of the Church School. The Gospel of Matthew tells us that "Jesus said, 'Let the little children come to me and do not stop them; for it is to such as these that the kingdom of heaven belongs.'" Jesus thought children were extremely important, and so do we at Redeemer.

Following are 2007 highlights for each class.

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

Catechists, Spring: Leslie Boris, Nadia Jannetta, Monica Lind
Assistants, Spring: Loraine Jones, Debbie Lee
Teen Assistants, Spring: Blake Shafer, Suzie Welsh, Gabby Cerminaro
Catechists, Fall: Nadia Jannetta, Monica Lind
Assistants, Fall: Kirsten Comai, Stacey Helmers, Loraine Jones, Chuck Norris,
Lisa Raymond
Teen Assistants, Fall: Gabby Cerminaro, Alex Raymond, Blake Shafer

Catechesis I meets from 9 to 11 a.m. each Sunday. This is a Montessori-based approach to Christian formation aimed at developing the religious potential present in every child. It combines group gatherings which include singing and prayers, individual work and small-group lessons based on the scriptures or liturgy. Parents are kept informed via weekly e-mails from the catechists.

During the summer we established a new Level I Atrium in the former Children's Chapel. On September 9, the Sunday before Church School began, catechists and assistants held an open house at 9 a.m. to introduce children to the Level I Atrium. On September 30 they held a parent orientation at 11 a.m.

Since a number of new assistants joined Catechesis I in the fall, we began holding monthly assistants' trainings on Thursdays from 9 to 11 a.m. in the Level I Atrium.

On November 11 an introduction to communion was provided for parents and children in Catechesis I. The Rev. Stephen Billings met with parents to talk about the Episcopal Church's practices and then offered a Rite III Eucharist in the Level I Atrium for children, catechists and parents. This was the first time some of the children had taken communion.

On November 18 the children attended the second half of the 9 a.m. worship service, sitting in the chancel and taking communion as a group. Afterwards they were treated to a behind-the-scenes tour by members of the Altar Guild.

cont'd)

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

Catechists: Anna Gerrity and Karen Nagel

Assistants: Karen Wallingford, Priscilla Nalls, and Jennifer Mogck.

Teen Assistants: Courtney Lind, Bailey Sperry

Catechesis II builds on Catechesis I and offers developmentally age-appropriate lessons and materials. The class meets from 10:15 to 11 a.m. each Sunday. Class members leave church during the recessional hymn and walk together to the Level II Atrium. Their session begins with communal prayer, led by one or two children. Next the class is divided into two groups. While one works with materials, the other receives the lesson. Then the groups are reversed. Parents are kept informed via regular e-mails from the catechists.

All Things New

Teachers, Spring, Grades 4-5: Steve Locastro, Kirsten Comai

Teachers, Fall, Grades 4-6: Steve Locastro, Chas Burkhart, Patti Burkhart,
John Wallingford, Mimi Wolff

Meeting from 10:15 to 11 a.m., All Things New bridges the gap between Catechesis of the Good Shepherd and Journey to Adulthood. In the spring this group used the *All Things New* curriculum. In the fall it used *Episcopal Children's Curriculum* rather than repeat *All Things New* lessons that the 6th graders had received in 4th grade.

The year began with a party for parents of children in the class on January 5 at the home of Katharine and Bobby Joyce.

On Friday, February 9, our first Friday Frenzy (aka Friendsy) for this group took place. DJ Howard and his team provided music and games. Parents and teachers provided the food. This event proved so popular that a second Friday Frenzy with DJ Howard was held on Friday, November 9. The purpose behind these events is to encourage and build community among our children.

Over the summer the All Things New classroom was moved from the Children's Chapel to Room 206.

Students and teachers in All Things New presented the Christmas Pageant, "Good News of Great Joy," at 10:15 on December 16. Steve LoCastro served as director.

Rite 13

Leaders, Spring, Grades 6-7 and Fall, Grades 7-8: Richard Aldridge, Barri Alexander, Kate Brown, Peter Cooke.

Rite 13 meets from 10:15 to 11 a.m. and has occasional evening activities. The first two years of the Journey to Adulthood program, Rite 13 recognizes the creative potential of young people, builds community and creates a safe haven to explore God's call in our lives. Grounded in scripture, liturgy and Episcopal church tradition, sessions focus on four areas of human development: self, society, sexuality and spirituality. In the first half of 2007 the topic was society, and in the second half, sexuality.

In the winter the group planned a game night at the Camerota home, which was canceled because of snow. On March 11, several weeks later, they participated in a Hunger Simulation. They also joined in the choir's Quiz Night.

On Friday, April 20 Rite 13'ers had an evening "Nightwatch" in the church and the Parish House. In addition to a pizza supper, Mark Sullivan gave guided tours of the bell tower, and Dan Moriarty played the organ for the group.

On Sunday, April 22, the Rite 13 youth and parents rehearsed for the Rite 13 service and followed that with a brunch. On the following Sunday, April 29, during the 9 a.m. service, the Rite 13 Ceremony took place. This was a celebration of the manhood and womanhood of members of the Rite 13 class who turned 13 during the 2006-2007 church school year. A reception sponsored by the parents followed.

On September 23, the Rite 13 group kicked off the church school year with a party at the home of the Camerotas.

J2A

Leaders, Spring, Grades 8-9 and Fall, Grades 9-10: Katie Binnion, John LeBoeuf, Bill Susskind.

J2A is the second two years of Journey to Adulthood. Like Rite 13 sessions are grounded in scripture, liturgy and Episcopal church tradition. In addition, J2A'ers receive training in skills such as assertiveness and negotiation. J2A is considered an important stepping stone along the road to confirmation. While class meets from 10:15 to 11 a.m., activities take place at various times.

The J2A Group of 8th and 9th graders held the traditional Festive Dinner (including a Service Auction), on Friday, February 2, to raise funds for their 2008 pilgrimage. A lock-in for youth group members followed.

On Sunday, March 18, J2A parents and youth crammed into Room 1-2-3 to hear Anne and Rick Wright, pilgrimage leaders from St. Mary's, share their experiences of four different pilgrimages. This was the initial planning meeting for the J2A 2008 pilgrimage.

On April 14 and 15 the J2A group and leaders went on an Urban Adventure—an overnight excursion to Washington, D. C. This trip, which included an urban scavenger hunt, was an important precursor to the 2008 pilgrimage to see how well the group traveled together.

In July the J2A group got together to paint their classroom. In July and August the group sold tomatoes donated by Harry Marsh from his garden in order to raise monies for their pilgrimage

On October 21 the J2A group had a parent-youth brunch to announce the site of the 2008 pilgrimage and review trip details. They will be going to Arizona to explore Native American spirituality and culture.

On November 17, J2A youth sponsored the cookie bake table at the Christmas Bazaar, providing and selling their wares and adding lots of good spirit and fun.

Nursery (Ages Infant to 3)

Professional Caregivers, Spring: Jeanette Mazzocca Jenny Ren, Katie Tremont, Avis Young.

Professional Caregivers, Fall: Jeanette Mazzocca, Kristen Leister, Maria Nicolas, Katie Tremont, Avis Young
Volunteer: Leah Rocktashel

We are grateful for our professional caregivers, who serve on Sunday mornings from 8:30 to 11:30 a.m. Some also provide childcare for the Mom's Group during the week and on special occasions.

Children's Chapel

Each Sunday during the 9 a.m. worship service, at the time of the Gospel hymn children in Grades K and above were invited to follow the crucifer into the chapel for a Gospel story presented by one of the clergy and prayers led by Barbara Billings. Everyone returned to the main service at The Peace. In the fall "Children's Chapel" averaged 30 to 40 children on a Sunday and sometimes had as many as 60. We were grateful for the assistance of Drew Camerota and his substitute, Richard Aldridge.

Special Events

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

- The Catechesis Brunch for families with children in Catechesis I and II took place on Sunday, January 21, and was attended by 120 parents and children. The objective was to offer an opportunity for Catechesis families to get to know one another as well as the catechists and assistants. Crafts were offered for the children. Elizabeth Norris, Katie Binnion and Elizabeth Dougherty organized the brunch.
- On April 7, Easter Saturday, children and youth in the Church School took part in leading the Easter Vigil through readings, dramatizations and singing.
- An Easter Egg Hunt for the children was organized and sponsored by dads in the congregation following church on Easter, April 8.
- May 20 was the last day of Church School for 2006-2007. Children in Catechesis I and II and All Things New, along with their parents, gathered for closing "moving up" ceremonies in the Assembly Room. Each class sang a song or gave a reading. The children moving up from Catechesis I to Catechesis II received wooden crosses (hand made by Ward Corkran and a team at Dunwoody) with their names on them. Each of the children moving from Catechesis II to All Things New received a copy of The Children's Illustrated Bible.
- Teacher Appreciation, Church School Registration and Church Picnic took place on May 27. Teachers were given hanging plants, provided by the Flower Guild. Once again about 60% of Church School registrations arrived in the spring, giving us a significant lead in planning for the fall.
- On June 2 and 3 the Dads' Group took their children on an overnight camping trip to Wapiti.
- In July a group of knitters and crocheters, organized by Carol Chew and her daughter, Emily Weigel, began gathering after worship to knit scarves and hats for cancer patients. They called their group "Create for the Cure." On October 13 Create for the Cure held a special gathering for youth to create a variety of objects for cancer patients.
- Teachers were commissioned during the 10 a.m. service on September 9.
- On Saturday evening, September 15, the traditional Church School Parents Party was held at the home of Elizabeth and Grant Norris. Collaborators were Katie and Paul Binnion, and Elizabeth and Joe Dougherty.
- The new Church School year began on September 16. To keep parents of children informed, Catechesis I, Catechesis II and All Things New teachers sent weekly e-mail updates.
- Christina Corcoran continued to bring awareness of the African Children's Mission and our ministry to and with people in Malawi to the Church School. In the fall she presented lessons to children and youth in All Things New, Rite 13 and J2A.

- Under the direction of Ginny Williams and the costuming and make-up of Nadia Jannetta, the traditional Christmas pageant was once again presented at 4 p.m. on Christmas Eve. For the fifth year we collected children's books to be donated to Children's Hospital of Philadelphia.
- Throughout the year a bookcart in the Narthex was thoughtfully and beautifully maintained by Margaret Sipple. Books, soft toys and other materials were available for children to borrow and use during any service in the church.
- The Moms' group continued to meet throughout the year and to have occasional special activities. In the fall they had a special guest speaker, Lisa Corcoran.
- Margaret Sipple chaired the Christian Formation for Children and Youth Committee during the first half of the year, and Diane Senior succeeded her. Diane also served as Vestry Liaison to Children's and Youth Ministries. Diane's report follows.

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

**Christian Formation for
Children and Youth Committee (CFCYC)**

Diane Senior

Our goals this past year as a committee for the Christian formation of children and youth have been:

- (1) To reflect on and support Redeemer's programming for our young people and their parents, such as the Church School programs, Youth programs, Moms' Group, Dads' Group, and Café Conversations;
- (2) To be open to ideas and suggestions regarding how to serve our Christian formation needs as our community changes and grows;
- (3) To work with other committees and our congregation as a whole to identify and communicate the challenges and joys we face in nurturing, educating and supporting our youngest Redeemer members. Specifically, this past year we worked with Strategic Planning and the Campus Master Plan Task Force to communicate space needs for future renovations to the Parish House. We rejoice in the abundance of leadership, fellowship and learning reflected in the 2007 Annual Report of Children's and Youth Ministries.

Many thanks to all meeting attendees and supporters.

The Episcopal Campus Ministry at Bryn Mawr and Haverford Colleges began the Fall 2007 semester with a number of fresh faces and new ideas. In its sixth year, ECM continued to provide a safe space for spiritual support and growth for students living in an academic world that at times does not leave room for religious discussions. This group of students, under the leadership of the Rev. Judy Sullivan, Pastor Jonathan Malone, and Peer Minister Ruth Goodlaxson, met weekly on Sunday evenings for discussion over food, followed by student-led prayer services. Discussions were wide-ranging, and spanned liturgical significance and relevance to students' lives.

In addition to weekly meetings, students enacted the ideals discussed together through community outreach, making monthly trips to a soup kitchen operating from St. Mark's Church in Philadelphia. Students also worked to fundraise for the African Children's Mission on both campuses and raised approximately \$1600 for goat sales. In the coming semester, we hope to hold a campus change drive to raise funds and awareness at Bryn Mawr and Haverford, as well as continue our monthly visits to St. Mark's.

The third component of ECM this year has been increasing work with other religious organizations at Bryn Mawr at Haverford. Students from ECM attended a Shabbat service during Hanukkah hosted by the Jewish Student Union, and welcomed JSU students for Eucharist at a weekly meeting. In a first time event, students also worked with Bryn Mawr's Office of Intercultural Affairs and co-hosted an Interfaith Devotional with the Baha'i Club which was widely attended by students from the Muslim Student Association, the Jewish Student Union, the Catholic Newman Association, as well as those with no religious affiliation. In this event, participants were asked to share poetry, music, prose, or prayers that spoke to their individual spirituality. It was a huge success: there were over 30 people in attendance representing many different creeds and sharing in at least 5 languages. The experience was powerful and unifying, and one that many of us will not soon forget.

Natural Church Development

Tad Sperry



The NCD committee continued to work on the areas of Passionate Spirituality and Need Based Evangelism. These were the two of the eight characteristics of a growing church that were identified by the NCD survey administered in 2005 as the least developed factors at the Redeemer. The NCD committee worked over the last two years to find opportunities where existing groups already operating within the Redeemer community might be able to support these areas. In addition, we have explored ideas around book and film discussion groups. We also tried to join the First Friday Main Line activities with some art and music offerings in the church. (Unfortunately, we seem to be just a little bit too far off Lancaster Avenue for First Friday to really work at the Redeemer.)

The NCD process is a rigorous one of achieving ‘spiritual balance’ both individually, and as a parish. When we reformed after the summer, the committee felt that it had drifted a bit from the actual NCD paradigm during the last year, and that we needed to re-focus, re-energize and set a new agenda for 2008. The NCD program calls for the survey to be re-done on a yearly basis to monitor progress toward growth in the less developed factor. So, to assess where we are now, the NCD committee re-administered the survey. It appears from the results that we have shored up Need Based Evangelism, but Passionate Spirituality remains an area of concern. In order to fully embrace the NCD program and use its tools we are going to invite an NCD leader to come and work with the NCD committee to set an agenda for the coming year to directly address Passionate Spirituality as NCD defines it, using the NCD tools and resources.

THOSE PLEDGING TO SUPPORT THE REDEEMER'S MINISTRIES IN 2008



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7

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