

The Church of the Redeemer

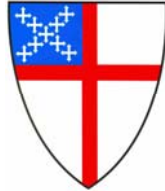
Bryn Mawr, Pennsylvania



157th
Annual Parish Meeting
February 8, 2009

Church of the Redeemer

www.TheRedeemer.org



Clergy

The Rev. Peter W. Sipple
Rector

The Rev. Judith A. Sullivan
Associate Rector

The Rev. Andrew G. Butler, III
Assistant Rector

Vestry

John Wallingford, Rector's Warden
Norman McClave, Accounting Warden

Beth Corrigan, Secretary

Joseph Dougherty

Jeanne Holeman

Betsy MacIntosh

Grant Norris

Jim Pugh

Tom Ramsey

Diane Senior

Connie Stuckert

Susan Van Allen

Lay Professionals

Barbara Billings, Director of Children's & Youth Ministries

Jay Einspanier, Parish Administrator

Ken Garner, Director of Communications and Stewardship

Denise Gibbone, Bookkeeper

Kristin Beck, Campaign Manager

Paulo Reyes, Custodian

Joshua Stafford, Organist and Asst. Director of Music

Huw Williams, Organist and Director of Music

Pat Winkelvoss, Clergy Assistant

Tish Zaleta, Office Coordinator

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**Church of the Redeemer
ANNUAL MEETING
February 8, 2009**

- 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, Project Management Committee**
 - e. Chairs, Rector Search Committee**
- 6. Response from the Congregation**
- 7. Adjournment and Blessing.**

The Church of the Redeemer
156th ANNUAL MEETING
Sunday, February 3, 2008

- 1.) The Annual Meeting was called to order at 10:30 a.m. in the church by Rector Peter Sipple (after coffee was served and parishioners viewed the DVD "Church of the Redeemer-Year in Review 2007." Copies of the 156th Annual Report 2006-2007 were distributed including minutes of the 155th Annual Meeting.
- 2.) Peter Sipple acknowledged an official quorum for the meeting and then asked for the approval of the last year's meeting minutes and accepted them. He also introduced the judges for the election: Doug Arnold, Betsy Crowell and Doug Raymond.
- 3.) Vestry secretary Cannie Shafer read the list of 2007 Gifts and Memorials.
- 4.) Doug Arnold read the slate of nominees approved by the Vestry:
 - Vestry: Jeanne Holeman, Tom Ramsey, Connie Stuckert and Susie Van Allen
 - Convention: Carol Chew, Rick Herman, Danielle Trucksess
(alternate: John Le Boeuf)
 - Merion Deanery: Katie Brown, (alternate: John Leyland)There were no other nominees presented to the Vestry so the ballots were distributed and the votes collected to be counted by the judges.
- 5.) **REPORTS:**
 - a.) **The Rector's Report** was given by Peter Sipple, and he mentioned the highlights of his written report, thanking the many volunteers who have given talent, hours, and support over this past very important and "yeasty" year! He commended work of the Strategic Planning and the Capital Planning Committees, the other clergy as well as all of the staff including those who have left us including: Barbara Abbott, Gary Davis, Steve Snider, Mark Sullivan, Michael Stairs and Dan Moriarty.
 - b.) **The Rector's Warden's Report** was given by John Wallingford who introduced the following from:
 - The Music Guild:** Christina Clay reported for new chair Lee Paynter, on the search to find a new music director and the hiring of Huw Williams, after Easter, from St. Paul's, England. There was discussion about the transition and the parties, as well as Choir Trips, Strategic Planning desires, the Master Plan, Great Concerts and a huge contribution to ACM!
 - Capital Steering Committee:** Jacques Vauclain gave an overview of the process to date: Strategic Plan, Master Plan, Feasibility Assessment, to the present: Silent Phase Fundraising to Schematic Drawings! Jacques thanked Peter, Rod and Evie Day (Chairs) and Ken Garner to date as well as the Parish for it "visceral fortitude" and overall great strengths and patience. He commented that there has been great progress to date!
 - Project Management Committee:** Richard Halloran spoke for the Committee, as the chair of the former Chair of Buildings, concerning the process and the development of the master plan including modifications to the parish house as well as to the church by the architect John Milner. The conceptual drawings will be submitted within the month to finalize the construction management, then the bids will be placed out for the contractors to work with the township and the historic. The construction could start by summer beginning with "deferred maintenance." The DVD "Redeemer: A Year In Review" was shown and it was mentioned that in a year's time, the Search Committee for a new rector will need to be founded.
 - c.) **The Financial Report:** was given by Norman McClave, Accounting Warden and he recounted that this has been a successful year in terms of a surplus and a demonstration of an increase in pledges. He reported that at the same time the 2008-09 budget is realistic. Norm reported highlights from the

written report noting contributions from the Music Guild and the African Children's Mission in addition to specifics about expense variations and maintenance repairs. He mentioned the endowment and the need for continued pledge income increases as well as the plan for the addition of a third full-time clergy person, the cost of living adjustment and current medical spending adjustments for staff and possible additional costs for grounds maintenance. Norm also mentioned that the Diocesan pledge will remain at about the same level where we have positioned it.

- 6.) At this time the results of the elections were announced for the acceptance of all of the slated candidates.
- 7.) An official "thank you" was made to the out-going Vestry members: Doug Arnold and Cannie Shafer as well as John Spielman and Marby Sparkman, who could not be present.
- 8.) Peter Sipple asked for any questions and there was one for the investment committee regarding the management of endowment which was answered by committee chair John Lisle.
- 9.) **ADJOURNMENT AND PRAYER** were given at 11:45 a.m. by Peter Sipple.

2008 Gifts and Memorials

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

Thomas A. Williams
Polly Elek
Alice Campbell & Family
Jane Newhall
Randolph Zelov
Mark McLaughlin

Jane Carstensen
Douglas Egan
John McClenahan
Win Schwab
Denison Carrillo

Contributions Were Made To The Following Projects:

Music Program
Joyful Giving Program
African Children's Mission

Christmas Baskets Program
HEART Program
J2A Pilgrimage

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

Livingston Emory Burnett
Ruth Grandin

Richard K. Page

Throughout its 157th year, Church of the Redeemer has continued to enjoy the active participation of several hundred people. My summary of the year 2008 will include comments about their involvement in **worship, outreach and other ministries, education, staff, and planning.**

Worship – During 2008, the service schedule remained consistent with prior years: September-May: **7:45 a.m.** (said) Holy Eucharist, Rite I; **9:00 a.m.** Holy Eucharist, Rite II with full choir; and **11:15 a.m.** Morning Prayer, Rite I, with Holy Eucharist, Rite II first Sunday of each month, both with choir.

Average attendance at 7:45 in 2008 was 31; at 9:00, 284; and at 11:15, 65. In 2007, the comparable averages were 29 at 7:45 a.m.; 265 at 9:00 a.m.; and 59 at 11:15. It was encouraging to see growth at each of the services. These numbers include all present: congregation, choir, liturgical ministers and clergy.

During the summer months, June-August of 2008, attendance at 8:00 a.m. averaged 32 and at 10:00 a.m. 149. The averages for summer 2007 were the same at both services.

Average Sunday morning attendance for all three services (and including Christmas services) has grown slightly in the recent past: 2005, 324; 2006, 338; 2007, 341; 2008, 350.

Attendance at worship other than on Sunday (including marriages, funerals, communions in retirement communities and private homes) grew slightly between 2007 (6,675 people at 132 services) and 2008 (7,282 at 147 services).

My admiration for our two Guilds, Altar and Flower, has grown each year. These wonderful teams work mostly out of sight, and no one knows how much time they devote to making our worship reverential and beautiful. Nancy Nimick who has faithfully led the Altar Guild in recent years asked to be relieved of her post at the end of 2008, and deserves our utmost thanks. Susan Bloom continues to lead the Flower Guild with great aplomb.

In addition, worship each Sunday benefits from the careful attention and faithful service of the ushers, led by Lisa McLean (7:45); Grant Norris, Sean McCauley, and Tom Ramsey (9:00); and Jay Brown (11:15); and the greeters, headed by Guy Woodruff (9:00); and John Gregg (11:15). Susan Van Allen, assisted by Margaret Shepard, has recruited, trained and supported a growing team of acolytes. Eucharistic ministers assist the clergy at the Altar and at the side stations; a couple of dozen parishioners have received training to administer the chalice. They, along with the many who read Scripture each Sunday, enrich our worship by their presence and loyal service. For years Duncan Van Dusen has communicated with lectors every week, created schedules, helped the clergy keep current, and jumped in to serve in the case of absences. Duncan deserves our greatest appreciation for readying us for worship. And during 2008 we added a new ministry team, those offering prayers for healing in the chapel to worshippers who request them. Thanks to those trained to offer this spiritual support.

Last but hardly least, our choirs; all choristers felt the new spirit and energy that accompanied Huw Williams' arrival in April. Hope Knight and Scott Myers provided excellent interim leadership for the first quarter and quickly supported Huw's new ministry.

Josh Stafford became our permanent organist in the early fall. New volunteer recruits have joined or rejoined the choirs for worship and additional services, choral evensongs, and concert choir performances. Music for worship is stronger than ever!

Outreach and other ministries encompass most of what takes place at the Redeemer other than worship. We are, during most weeks, a veritable bee-hive of activity, much of it related to service to those outside the parish. Both major ministries, Interfaith Hospitality Network and African Children's Mission, drew large groups of volunteers. IHN hosted six sessions when guests stayed with us for a week at a time, involving over 50 hosts each week. ACM raised over \$8,000 to support the purchase of goats in Malawi, and many thousands more directed through GAIA to those dealing with the scourge of AIDS in that country. During August, the Rev. Judith Sullivan, Lynn Marsden-Atlass, and Tom Ramsey represented the parish for two weeks in Malawi, the fifth group to visit the people we are supporting there in as many years.

The Christmas Bazaar in November enjoyed great spirit again this year and raised significant funds for Outreach. The inimitable Lisa Davis once again led a large and energetic team, putting together an unforgettable weekend of fun and successful raising of funds. A new group of busy workers use the parish kitchen monthly to produce 50 meals, food distributed by the regional group Aid for Friends. Jim Pugh and Deann Mills lead and energize this group. With Christmas approaching, Tom Ramsey and a crew he assembled saw to it that over 200 Christmas baskets were distributed throughout our region. Marlies and Kyle Lissack organized the ECS Christmas gift project, and other members of the Outreach Committee put together the annual Joyful Giving opportunity. Outreach, under Sam Morris' leadership, served many regional service agencies by distributing funds raised by the parish to help others. Joan Warren and the other members of the Heart Committee continue to make small contributions available to people throughout our region who can demonstrate need.

The series, Great Concerts for Great Causes, raised funds for IHN and ACM, thanks to dedicated efforts of the Music Guild under Lee Paynter's and Christina Clay's leadership. With a dedication inspiring to others, Lou deLisser and her team have added significant funding to Outreach through sales in the Shop.

I must apologize for not giving thanks for each parish ministry; latest count has over 40 up and going! But I would be remiss not to mention the pastoral care team that has served this parish faithfully over the past year. Supported by Judith Sullivan's compassionate leadership, about 25 care-givers visit parishioners and others who are ill or unable to get to church for one reason or another. Again this year, Kathy Hutchinson and Martha Wintner have led the group, whose services include visiting, taking communion, providing meals and transportation, and distributing flowers. Pastoral care-givers provide the arms and legs of our parish's compassionate heart.

Speaking of hearts, our Vestry and its committees provide the core of our parish leadership. I want to extend the thanks of the parish to its two wardens, John Wallingford and Norman McClave. They have given of their time and devotion unstintingly during one of the most demanding years on record. They have guided the vestry and staff through a series of tough decisions, with grace and concern for the welfare of all involved. Vestry members and committee heads have stayed on task; this parish is truly blessed by the large number of people who give generously of their time and skills.

Let me close this section by listing some of the other vital parish ministries that keep our community life vibrant: The Episcopal College Ministry; the Gathering of Men; Foyers dinner groups; the Moms' and Dad's groups; Senior Events lunches and programs.

Education takes place in the Parish House throughout the week, with outside groups as well as parishioners, using our spaces to fulfill their educational missions. Sunday mornings offer the parish its main learning time. Barbara Billings continues to serve over 200 children registered for church school programs and their parents. She arranges for education space, helps plan curriculum, and recruits and supports the teachers. Diane Senior has chaired the committee on Christian Formation for Children and Youth, helping to keep parents informed and involved. Starting in the fall, the Rev. Andrew Butler became a liaison with the *Journey to Adulthood* programs for young people in grades 6-12. My thanks to Barbara, Diane and Andrew for their leadership, and let us give special recognition to the catechists, teachers and assistants for their shared commitment to our educational goals for children and youth.

Learning for adults takes many forms in this parish. Meetings during the week include the Men's Bible Study, led by Dr. Doug Raymond; "Meet the Propers" that is clergy-led; and the home-based Bible study groups that meet during Lent. In 2008, Dr. Howard Baker, chair of Adult Spiritual Formation (ASF), offered evenings for book and film discussions. With Judith Sullivan's support, ASF organized a series of adult forum presentations on Sunday mornings, grouped by theme and related to the period of the church year. Opinions indicated that 2008 offered one of the best years on record for adult learning opportunities.

Staff changes in 2008 moved the parish from strength to strength. Huw Williams joined us in April as Music Director, the top candidate selected by Lee Paynter's search committee at the end of 2007. Huw in turn chose his assistant and organist, Joshua Stafford, in the early fall. The Christmas-related worship and concerts proved to all who attended that the parish was blessed with an unusually gifted musical team.

After a thorough search last spring, Andrew Butler accepted our call to join our clergy team. Shortly thereafter he was ordained Deacon at the National Cathedral, and in early December was ordained Priest by the Rt. Rev. Edward Lee. The ordination service gave us an opportunity to offer another beautiful liturgy in our church. Andrew has been well received as pastor and preacher, and now as priest.

Throughout the past year the Rev. Judith Sullivan has found many ways to serve this parish. Given the Natural Church Development goal of increasing opportunities for spiritual growth in the parish, Judy has helped educate us about spirituality, leading retreats, introducing Centering Prayer, training healing ministers, initiating small group discussions, and growing our lay pastoral ministry. She is helping us grow more in the likeness of Christ; her contributions have helped to center our Christian formation,

My sincere thanks to all of those who serve this parish as lay staff: Jay Einspanier, parish administrator; Ken Garner, communications and stewardship; Denise Gibbone, bookkeeper; Paulo Reyes, custodian; Pat Winkelvoss, clergy assistant; Tish Zaleta, office coordinator; Kristin Beck, campaign manager; as well as Huw Williams, Josh Stafford, and Barbara Billings. We comprise a strong team of talented people who collaborate in service to the parish. I am privileged to have been their colleague during the past four years.

Planning the future of our parish has required an enormous commitment of time on the part of our vestry leadership, clergy and staff. We sought to achieve a culmination of the previous 3-4 years' progress that resulted in the 2006-07 Strategic Plan and the Campus

Master Plan. I will leave it to other writers in this Report to outline the goals approved by the vestry. Meanwhile, since the fall of 2007 the Campaign Steering Committee (CSC), with Jacques Vauclain and Carolyn Morris as chairs, sought the means to accomplish those goals. Early in 2008 the vestry approved an overall capital campaign goal of \$8.5 million; by December 65 donors had committed \$4.5 million to the campaign. Midway through the year, the CSC gave rise to two sub-groups, a Major Gifts Committee, chaired by Tad Sperry, and Cultivation and Recognition under Betsy Crowell and Blair Stambaugh. The campaign is well organized and many have participated in the raising of funds.

I have given more of my time to the campaign during 2008 than to any other single aspect of my ministry—in effect as a director of development, ably assisted by Kristin Beck, part-time campaign manager. I had hoped that most of the fund-raising would be completed by the time of my departure, but the next rector will no doubt be called on to help advance the campaign after settling in.

A capital campaign energizes a community; soon all members of the parish will be invited to take part, and before 2009 is over you will all experience the beauty and improved uses of the newly renovated church. That will be an exciting moment for The Redeemer!

In closing I want to thank again the wardens and vestries who invited me to serve as your rector for these 5 ½ years, including the year as an interim. I am indeed grateful to the Rector's Wardens who have inspired and supported me: Quartie Clothier, Betsy Crowell, Rod Day, and John Wallingford, and to all members of the vestries with whom I served. Many of you, as well as other community leaders, demonstrate your love of God and faith in Jesus Christ through a profound and lasting commitment to this parish. Margaret and I will never forget our good fortune in being asked to serve with you, taking our inspiration from you as you seek to preserve all that is good here.





Writing about what has been this past year, about what is happening right now, and about what is to come at Redeemer is familiar: What was, is now, and ever shall be. How well our liturgy trains us for life, keeping the whole in view! The world now is straining with anxiety and bent in change. There is a contingent of Redeemer parishioners headed to the Holy land in a month. Pray for their safety in a region rich in war. The daily drip of woeful economic news casts a pall over the joy of being fully awake and alive, for many suffer much and many feel diminished security. But we know our security is in our faith, and that our Lord has suffered as one of us.

This year we saw many changes at Redeemer, most notably the new faces and voices of Huw Williams and Andrew Butler who joined the Redeemer's team. Last year at the annual meeting we were still getting used to the arrival of Jay Einspanier and Judy Sullivan, and getting used to the departures of Peyton Craighill, Michael Stairs, Dan Moriarty and Steve Snider. Let us be mindful of the excellent job Peter Sipple has done to replace beloved staff with wonderful new leadership for the church.

What fine expressions Huw has brought to the liturgy! When he turns from his director's platform from the choir to lead the congregation antiphonally in the Amens, and brings the choir and congregation together in the majestic "Christ will come again" my heart soars. I have had the pleasure of watching the faces of parishioners light up when I pointed out to them that the music was of Huw's composition. I sing his music all week.

Andrew's ordination was one of the moments of religious life that brought tears of joy. It is a long road from the first discernment to the threshold of priesthood. There is so much to learn: facts and emotions, earthly things and heavenly things. Then, standing before the Bishop, clergy, family and congregation he said yes, make it so. The Bishop prayed for Andrew to be blessed in priesthood with power and grace. I watch now to see that power and grace grow in Andrew, and to be shed on us. I look forward to listening to Andrew's homilies, to the revelations of truth, and the identification of needs to fill that he sees at Redeemer.

Judy Sullivan has taken on one element after another of Redeemer life, bringing fresh prayers to worship, and fresh worship forms. She led a service of loss just before Christmas, a sober reminder that at Christmas time for many there is loss of familiar rituals. Situations change with loved ones or for yourself, and Christmas itself has a new harsher side. Communion was at the crossing, followed by each person lighting a prayer candle from the baptismal candle, and putting it among the rest in a bowl of sand, prayers collected and offered up together. Judy's introduction of the healing ministry has energized pastoral care at a time when there are greater needs for it.

Jay Einspanier has brought the youth cottage back from a shambles to be such a quiet, cozy place for fellowship that the vestry chose to meet there during the fall. It is ready to give our senior high kids a place of their own once again, a bright spot on Redeemer's horizon. Jay also brought a gas line to the Parish house for flexibility in choice of heating fuel, upgraded the fire alarm system, instituted new preventative maintenance programs; attended pointing at the church, leveled sunken spots in the churchyard, and so on.

Ken Garner, Tish Zaleta, and Pat Winkelvoss put the face on Redeemer, the first welcome on the phone, in person or on the website when folks venture in. And they attend the support that our clergy need when preparing for sacred moments; baptisms, weddings, funerals, or the Eucharist. They have done their work well.

Our church school is full. If you have never been an assistant or teacher in church school, we need you to sign up. The expanding class sizes mean we need new teachers, but teachers learn a lot about our faith, too. The relationships our teachers forge with Redeemer's children can make a difference for the rest of their lives. Barbara Billings is as caring, dedicated, knowledgeable, and spirit-led as one could hope to find in a church school administrator.

The outreach program is vibrant, recreating itself by the new projects it has undertaken, like Food for Friends, and winnowing the ones we are not as close to anymore, and maintaining a strong commitment to Interfaith Hospitality Network and the African Children's Mission.

The church continues to operate on a balanced budget even in recent hard economic times, with modest cutbacks to programs. The largest single area where expense was reduced was for Diocesan support, and even with a reduced contribution Redeemer remains among the top few parishes in the diocese in total dollars given. The vestry recently agreed to devote more attention to diocesan matters for a few reasons, including the very close and somewhat precipitous vote at convention to sell Wapiti; Redeemer families have enjoyed the use of the camp the last three summers. Vestryperson Tom Ramsey agreed to be the vestry liaison for diocesan and deanery matters, a newly created role.

A disproportionate amount of vestry time was spent this year on matters around the capital campaign. In the spring the feasibility study concluded that it was not the right time to press forward with a new hospitality building adjacent to the church, but that bathrooms were a must. A reassessment of priorities ensued. Individual items were discussed and the scope of the project was developed to be in line with the financial goal of the campaign as informed by the feasibility results, resulting in a revised case statement. New staff support, Kristin Beck, was brought on board to assist in the day to day work of running a campaign. In the summer we hired Schultz & Williams to review the status of the campaign and our operating plan and to make recommendations; by fall the vestry had set a new goal, a new structure for the Campaign Steering Committee (CSC) to emphasize major gifts, with Tad Sperry and Carolyn Morris taking the lead to support Jacques Vauclain, and recognition and events led by Betsy Crowell and Blair Stambaugh. Kathy Watson of Schultz & Williams was retained for campaign guidance. The CSC team has coordinated visits with numerous prospective donors, and held information events to keep the parish informed of progress. Rector Peter Sipple has been heavily engaged with the CSC efforts, investing his energy to sustain the campus buildings and their best use for years to come.

While this was underway, Accounting Warden Norman McClave set out to obtain a line of credit from a local bank. This might not have been the most fun job, given economic circumstances, but Norman is not easily distracted or dissuaded. Not only did he obtain an early commitment that assured us we could press ahead, but the terms were surprisingly favorable. I don't think that the favorable terms were happenstance.

Equally complicated as fundraising was the planning of the needed work. There are special considerations for any work at these historic buildings, and moreover the infrastructural needs at the parish house were numerous. We had hired John Milner architects by this time

last year (you may remember Mary DeNadai was at last year's annual meeting), who was tasked to complete conceptual drawings for the improvements. The initial thinking had to be redirected after feasibility results came in indicating there was a lack of support for a large addition to the narthex end of the church. Christopher Miller has proven just what an extraordinary architect he is, not just with the pen or with his imagination, but with his ears and his heart. He has spent time with a variety of groups within the congregation to hear their needs and to explain his thinking and plans. Christopher has adapted to our changing needs ever cheerfully, ever thoughtfully and ever skillfully, and brought forth a scheme that the vestry approved in the fall.

Redeemer has been blessed with the gift of hours of professional construction thinking, planning and follow-through by the head of the Project Management Committee (PMC), Kyle Lissack. Kyle knows the township officials from whom approval is required; he knows the persons who coordinate Historic Commission meetings; he knows the estimators, the engineers and the lawyers. He is our main point of contact with the architects. And he takes the time to run the PMC and to report on its progress to the vestry. Side by side with Kyle was vestryman Joe Dougherty, who led the editing of contracts and worked alongside of external legal counsel to review of contracts with Milner (last year) and WS Cumby, this year. These men have demanding day jobs and young families, and somehow with their wives' understanding, have found the time to give to Redeemer to push the project along. In the late fall Redeemer's proposed plan was endorsed by the Historic Commission, and approved by the township's land use board. In January all the cost estimates were revisited by our construction management company, and were reviewed in joint session by CSC, PMC and Christopher Miller. In January the vestry unanimously agreed to press ahead with the work at the church this spring and to continue fundraising and planning for work at the Parish House as soon as possible. We will have a kick off of the project in March, and I encourage the congregation to attend and learn what is in store for us.

Another critically important task started this year was the formation of the Search Committee, who on behalf of the vestry would seek out candidates and recommend one of them to be called as the next Rector of the Redeemer. Doug Raymond III and Beth Corrigan agreed to co-chair the committee of 12 persons. With input from the congregation, and utilizing the Strategic plan and information obtained during the master planning process, this group wrote our profile, consulted with the diocese, posted the announcement of the opening with the National Church, obtained some 50 applications and narrowed the field to (at this writing) about a dozen prospects. It is a hard labor, where there are many things to be noted about each prospect, and the committee members speak with fairness and sensitivity, respecting the dignity of every human being.

There were other important activities by the vestry this year, such as review of by-laws regarding membership and elections (vestrypersons Susan Van Allen and Beth Corrigan), revision of the mission statement (vestryperson Diane Senior), institution of statements of no conflict of interest by Redeemer persons holding financial decision-making authority (vestryperson Joe Dougherty), revising accounting procedures (Accounting Warden Norman McClave), and assessment of Redeemer property values (vestryperson Jim Pugh).

Each year some well-loved persons in the Redeemer Community come to the end of their days on this earth. Last month Rector Emeritis Timothy Pickering died. During the year he came back to church many Sundays, and he took time to extend his greetings in love. His passing reminds me that our time at Redeemer is fleeting by, and that we are in an extraordinary company of wonderful human beings, rich in life's stories, and rich in their hearts with Christian love. The Redeemer is in good stead, my friends, for all that we have

done this year for each other and for strangers we don't even know. I have witnessed the grace of many groups, speak with each other in a manner as if our Lord was in the room, building each other up as encouraged by Paul. We are setting an example in our diocese of what the church can be and it is truly an abundant life. This is a treasure for us to offer to new ones coming in our church's doors.

My last item to mention is a bittersweet one. Peter Sipple has come to the last months of his time as our Rector, with the intended departure in June holding to schedule. Peter has acted with all deliberate speed to put every element of church life into good stead, not just sustained but thriving. Worship is elegant; pastoral care is greater than ever, there are new and engaging offerings for spiritual growth, we have brought in many new persons. It only can be this way because of the attention Peter pays to each individual parishioner. We will celebrate Peter's time at Redeemer in June, but don't wait to find some quiet time to spend with him while he is here among us.

Yes, there is much in store in the upcoming year. At the next annual meeting we will sit in a renewed space with a new rector. May your faith grow through the elements of our worship together, the Word in the Scriptures, the song of joy in the psalms and hymns, the preaching of the Gospels, the prayers of the people, the offerings of our lives in service, and beauty of a decorated altar for Eucharist.



Accounting Warden's Report

Norman McClave

The Church, like the rest of the economy, had a difficult year in 2008. While beginning well, it deteriorated quickly in the fourth quarter. Pledge receipts fell off sharply, and in spite of our cutting expenses, we ended the year with a deficit. Our budget for 2009 reflects this difficult environment, and cuts programs and services to deal with an anticipated shortfall in pledge income.

The financial performance during 2008 was as follows:

	2008 Actual	2008 Budget	2008 \$ Act/Bud	2008 % Act/Bud
Receipts				
Pledge Receipts	\$1,148,954	\$1,200,000	-\$51,046	96%
Plate Collections	\$17,045	\$17,000	\$45	100%
Endowment Income	\$296,071	\$326,830	-\$30,759	91%
Misc. Contributions	\$17,475	\$30,000	-\$12,525	58%
Residential Rent	\$35,307	\$64,200	-\$28,893	55%
Misc. Rent/Income	\$45,297	\$28,000	\$17,297	162%
Education Contributions	\$0	\$1	-\$1	0%
Outreach Contributions	\$89,679	\$86,000	\$3,679	104%
Budgeted Receipts:	\$1,649,828	\$1,752,031	-\$102,203	94%
Unbudgeted Contributions				
<i>Music Guild Contributions</i>	\$85,296	\$85,296	\$0	
<i>ACM Contributions</i>	\$36,693	\$36,693	\$0	
Total Receipts	\$1,771,817	\$1,874,020	-\$102,203	95%
Expenses				
Clergy/Worship	\$376,917	\$427,035	-\$50,118	88%
Music Department	\$173,541	\$167,054	\$6,487	104%
Christian Education	\$104,943	\$124,096	-\$19,153	85%
Outreach	\$124,105	\$110,000	\$14,105	113%
Diocesan Support	\$105,137	\$105,137	\$0	100%
Gen. Administration	\$424,326	\$428,706	-\$4,380	99%
Buildings	\$288,906	\$283,367	\$5,539	102%
Grounds	\$59,438	\$73,095	-\$13,657	81%
Investment Expense	\$0	\$1	-\$1	0%
Depreciation	\$0	\$1	-\$1	0%
Budgeted Expenditures:	\$1,657,313	\$1,718,492	-\$61,179	96%
Unbudgeted Expenditures				
<i>Music Guild Expenditures</i>	\$99,154	\$99,154	\$0	
<i>ACM Expenditures</i>	\$35,089	\$35,089	\$0	
Total Expenditures	\$1,791,556	\$1,852,735	-\$61,179	97%
Excess of Budgeted Receipts / Expenditures	-\$7,485	\$33,539	-\$41,024	-22%
Excess of Total Rec/Exp.	-\$19,739	\$21,285	-\$41,024	-93%

On the Income side, our receipts of \$1,649,828 fell far short of the planned \$1,752,031, and were below last year's income of \$1.7 million received in 2007. Pledge income fell over \$50,000 short of plan, and actually \$25,000 below the prior year. Additionally, endowment income fell about \$31,000 below plan, and Residential Rent \$29,000 below plan, as one of our houses on Pennswood Road is now used for staff housing instead of being rented out. In total, Income was over \$102,000 below budget and \$126,000 below 2007's actual receipts.

Pledges for 2008 did not meet the goal of \$1.2 million: with \$1,113,367 in pledges we fell about \$87,000 short in pledges. Actual receipts were greater than pledges, but still fell short of budget by \$51,000. Our shortfall, and the entire variance to budget, was attributable to the shortfall in pledge receipts. This, in turn, would seem to be driven by the economic situation, as the entire shortfall occurred in the 4th quarter.

Reacting to this situation, we cut what expenditures we could during the 4th quarter, building upon what had been tight expense control all year. In total, we spent about \$61,000 less than we had budgeted, a very significant reduction, but not enough to bring the budget back into balance:

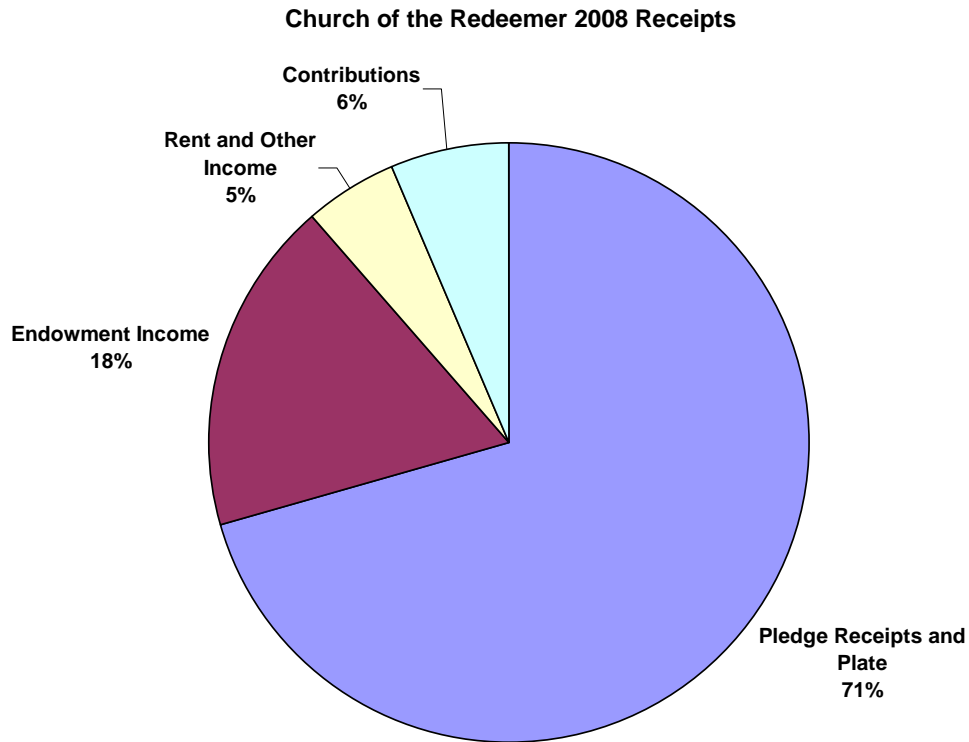
- Clergy expense was below plan, with some variation to budget surrounding the departure of Steve Snider and the arrival of Andrew Butler
- The Music Department came in over plan
- Christian Formation came in under plan
- Together, Buildings and Grounds came under plan, as the significant expenditures of the prior year did not need to be repeated
- All targeted and directed Contributions to Outreach were spent, with some funds remaining 2007 which were carried over into 2008 and accounted for the overage

We ended the year with a deficit of about \$7,500, as opposed to a planned surplus of about \$33,500, a \$41,000 difference.

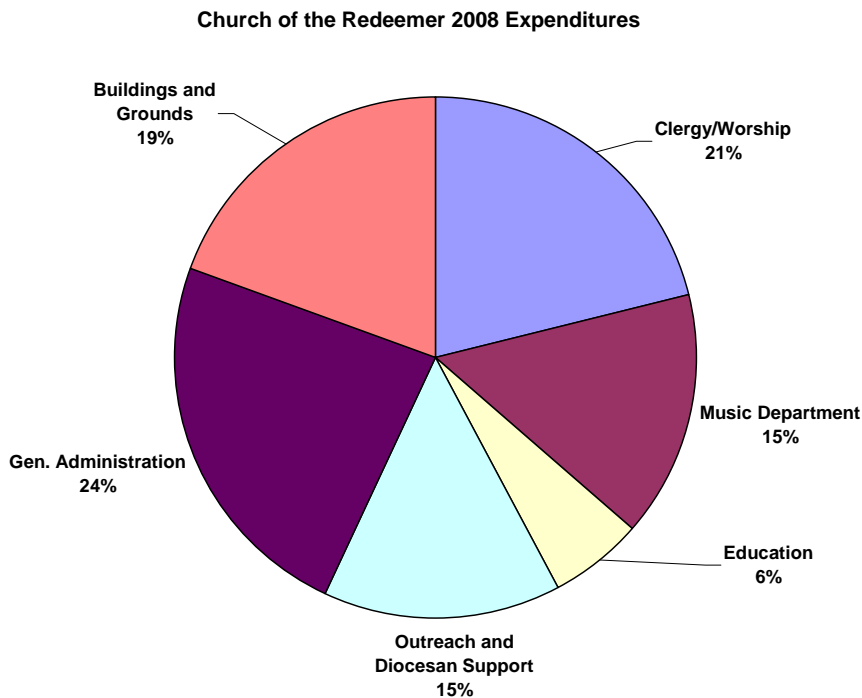
This year again, as we did last year, we are presenting in the compilation of Receipts and Expenditures the contributions for the Music Guild and the African Children's Mission, along with their related expenditures. These are not budgeted items, as the funds are solicited by the respective organizations 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 \$120,000 to the contributions, and accounted for \$135,000 of expenditures.

As you can see by the following chart, our Receipts remain very dependent upon our Pledges, with smaller additions from Plate collections: 71% of our total receipts are from these sources. We are blessed with a significant endowment, which supplies

another 18% of our Receipts, but this source will decrease significantly this year, as the market declines have hit our endowment. As a result, maintenance of Parish programs, and salary and expense increases are all dependent upon growth in Pledge income.



On the other hand, our expenditures are more balanced. The core functions of the Church (worship, music, education, and outreach) account for over half, 57%, of our expenditures, while administration, program support, and maintenance of our buildings and grounds account for 43%.



The Finance Committee presented to the Vestry, and the Vestry approved, the following budget for 2009:

CHURCH OF THE REDEEMER 2009 BUDGET

	2009 Budget Projection	2008 Actual	09 vs 08 Bud. vs Act. \$ Change	09 vs 08 Bud. vs Act. %
Receipts				
Pledge Receipts	\$1,100,000	\$1,148,954	-\$48,954	96%
Plate Collections	\$17,000	\$17,045	-\$45	
Endowment Income	\$302,188	\$296,071	\$6,117	102%
Misc. Contributions	\$30,000	\$17,475	\$12,525	172%
Residential Rent	\$30,000	\$35,307	-\$5,307	85%
Misc. Rent/Income	\$44,500	\$45,297	-\$797	98%
Outreach Contributions	\$60,000	\$89,679	-\$29,679	67%
Total	\$1,583,688	\$1,649,828	-\$66,140	96%
				-
Expense				
Clergy / Worship	\$394,870	\$376,918	\$17,952	105%
Music Department	\$161,200	\$173,543	-\$12,343	93%
Christian Formation	\$90,109	\$104,942	-\$14,833	86%
Buildings	\$279,372	\$288,908	-\$9,536	97%
General Administration	\$431,996	\$424,325	\$7,671	102%
Grounds	\$59,040	\$59,438	-\$398	99%
Outreach Targeted	\$60,000	\$75,000	-\$15,000	80%
Outreach General	\$43,500	\$49,105	-\$5,605	89%
Diocesan Support	\$62,297	\$105,137	-\$42,840	59%
Other	\$0	\$1	-\$1	0%
Total▶	\$1,582,384	\$1,657,317	-\$74,933	95%
Income/Expense	\$1,304	-\$7,489	\$8,793	

Our budget for 2009 reflects a decrease in receipts from the 2008 Actual, by about \$66,000, driven by the decrease in Pledge Receipts. Given the experience in 2008, with Pledge Receipts falling off sharply, we have projected a goal of \$1.1 million, or \$100,000 below the 2008 goal and about \$49,000 below 2008 Actual. We also anticipate that Outreach Contributions from the Christmas Bazaar and other fund-raising efforts will be below the 2008 levels. We have, however, slightly increased our withdrawal rate from the Endowment from 4.25% to 4.50% to increase our Endowment Income.

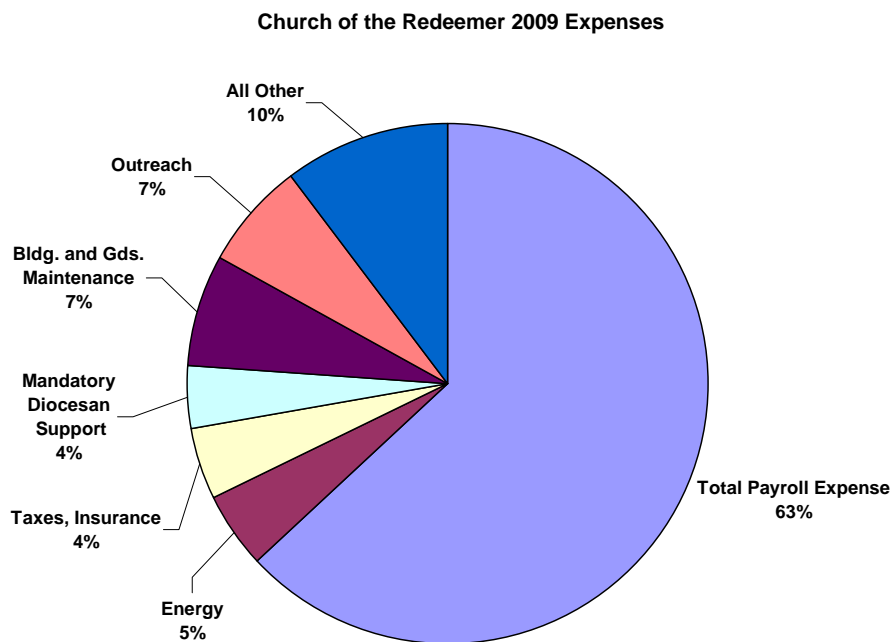
On the Expenditures side for 2009, we provided our staff with an average 3% cost-of-living adjustment, but everything else has been slashed to produce a very tight budget, with projected expenditures about \$75,000 less than last year.

Clergy / Worship expenditures will increase somewhat over 2009, reflecting the full staffing of three clergy for the full year, and making provision for a new Rector arriving during the fall quarter. Virtually every other area shows a decrease, with the largest coming in Diocesan Support, where we have cut our contribution from the prior year by about \$43,000. In spite of this significant decrease, the Redeemer remains one of the largest sources of revenue to the Diocese; over one half of the Parishes in the Diocese have made no pledge for 2009.

Overall, then, we shall break-even, with a small projected surplus of \$1,300.

This is a very bare-bones budget, in which cuts have been made to every area. This will affect programs and services for the Church: you shall notice less music, for instance during the summer and at the 11:15 am service. Or, for example, our reduced Diocesan Pledge will affect outreach provided by the Diocese.

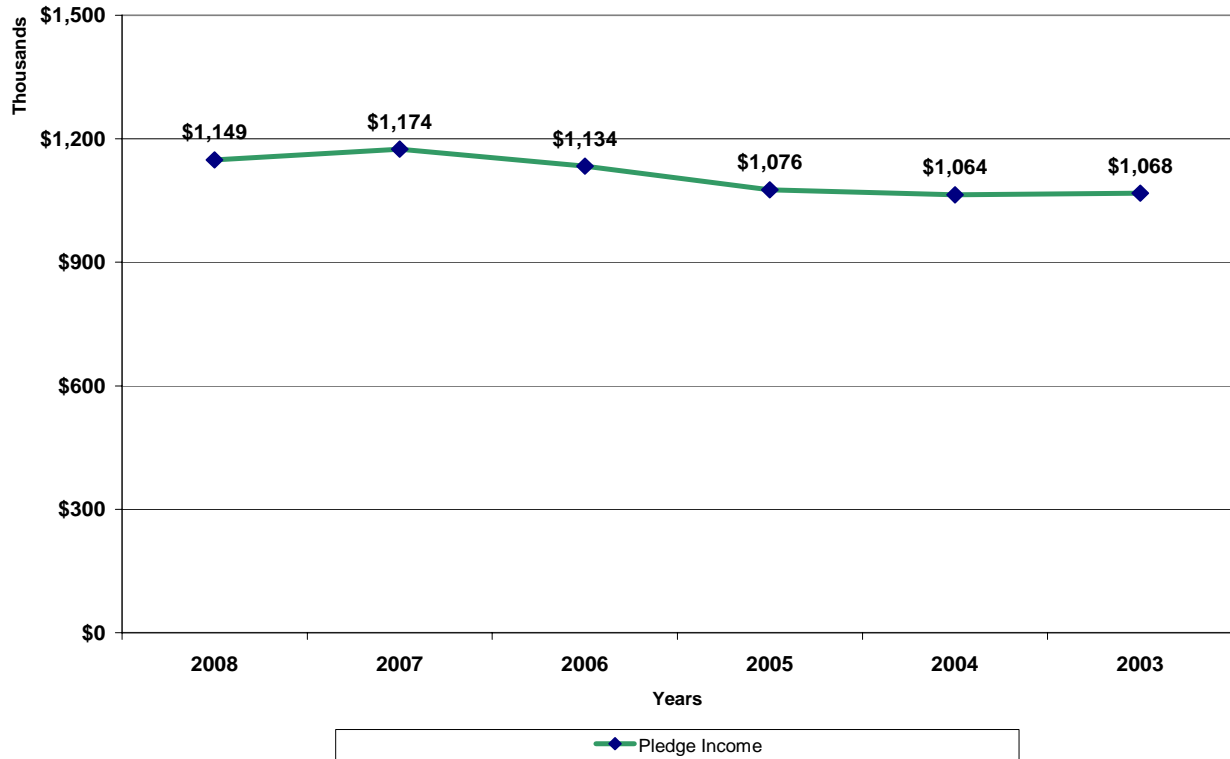
This budget is vulnerable to pledge receipts coming in below our goal, or for some expenses during the year, such as fuel, to be higher than last year's.



Staff payroll expenses are by far the largest category of expenses, and many of the other categories, such as Energy costs, Taxes and Insurance, or the Mandatory Diocesan Assessment, are not discretionary. If we have a shortfall in receipts, or higher uncontrollable expenses, further cost-cutting shall have to take place, and the burden of this will probably have to fall on staff cuts, which shall further affect the programs and services offered by the Church.

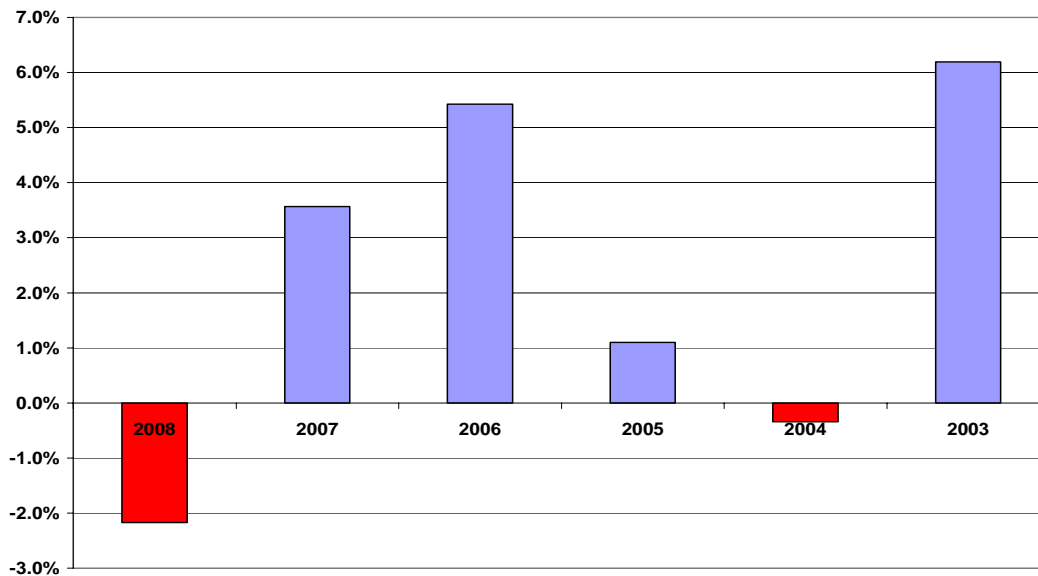
Our basic structural problem continues to be the very slow growth of Pledge Income: over the last 5 years, from 2003 through 2008, Pledge Income has grown only by around \$100,000 a year.

Church of the Redeemer Pledge Income: 2008 - 2003



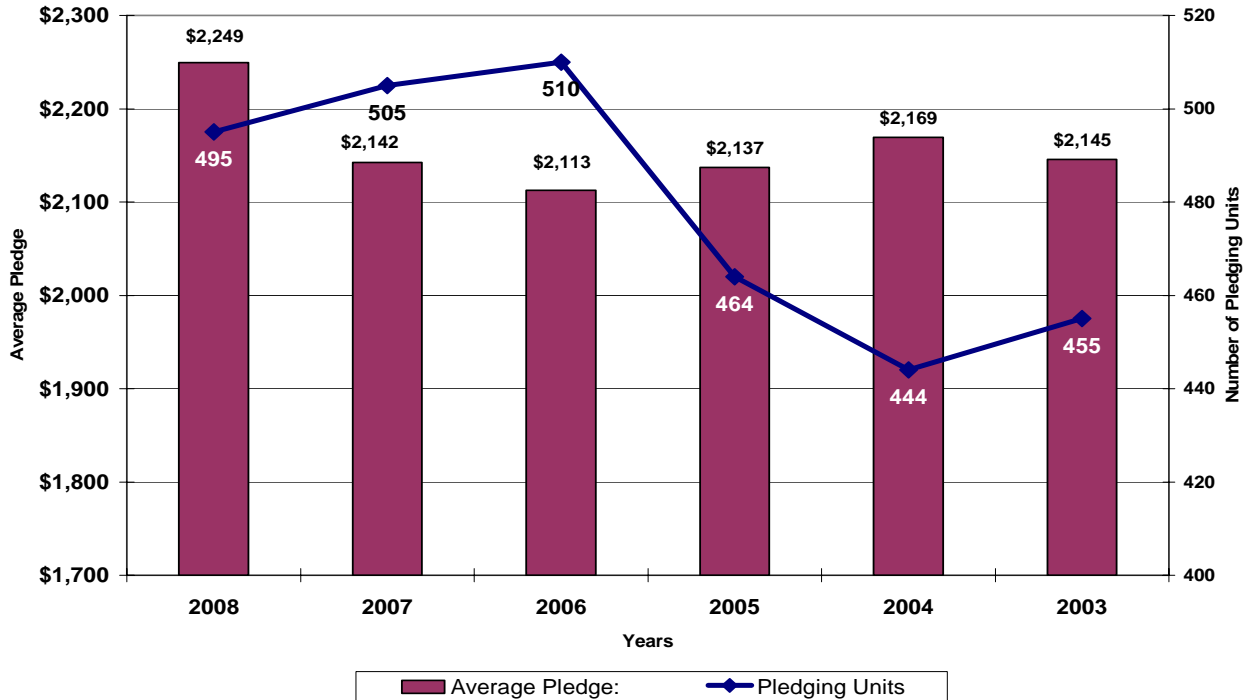
Looking year-to-year at growth, Pledge Income has grown an average of only 1.52% per year, or about the rate of inflation. Good growth in 2003 and 2006 was offset by declines in 2004 and 2008. Unfortunately, staff expenses, medical benefits, energy costs, and program-related expenditures have all grown faster than that.

Church of the Redeemer: Pledge Income Growth from Prior Year



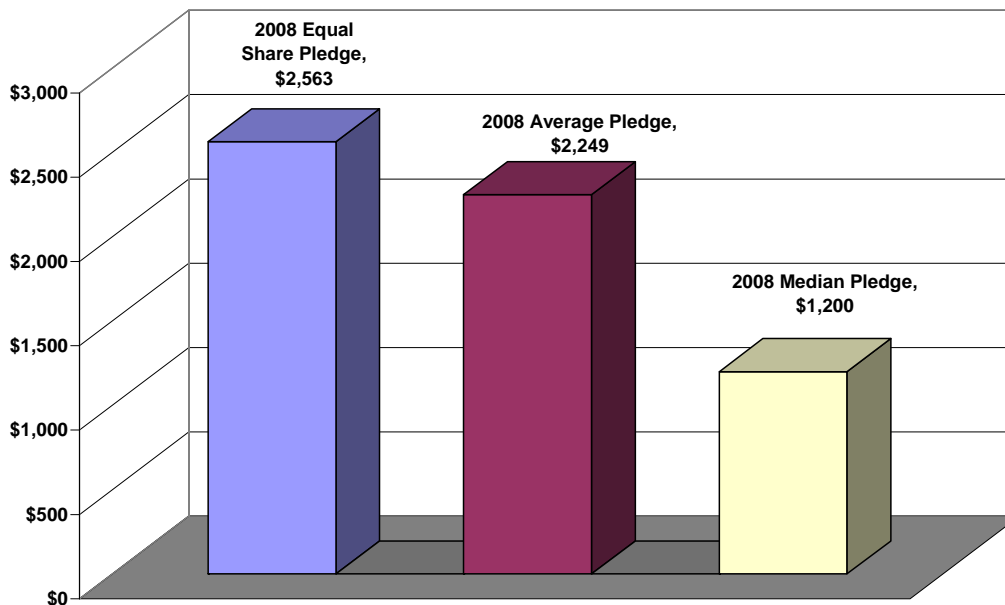
In addition, the number of families/individuals pledging has also stagnated: we grew in terms of pledging units from 2004 through 2006, but have declined since then.

Church of the Redeemer Average Pledge and Number of Pledging Units



Finally, we continue to have a low median pledge to the Redeemer. Based on an equal share of our budgeted receipts, less our Endowment Income, each family ought to be pledging about \$2,500. However, the Median Pledge is only \$1,200, which means half the families pledging more and half less. With the Average Pledge closer to the Equal Share amount, this means that a small number of people made very generous pledges to bring the average up, but that many families are pledging less than \$1,000.

Average Vs. Median Pledges for 2008



As of late January, we had 409 families/individuals who had made pledges, or 86 less than last year. For those of you who have not yet made your 2009 pledge, please do so; the programs of the Church depend on it.

Simply put, to maintain the work of the Redeemer, we need to grow. We can not depend on income from the Endowment, nor on the generous support of a few families. We need to grow in our median pledges, and we need to grow in the number of families pledging to the Church. Failing that, Church programs and services will have to be reduced.

Our economic environment is very difficult at this time, but in such times the work of the Church is doubly important, through its outreach to those having difficulty, and through the sense of community gained in our worship and various programs. Please continue to support the Church both through your monetary donations and through your time.

Over the past several years, your Finance Committee has strengthened the financial position and practices of the Church. For example, we have:

- ▶ Improved the budgeting process, with close cooperation with the Stewardship Committee and detailed planning in consultation with the various areas of the Church.
- ▶ Improved the monthly monitoring process so that we can deliver on our balanced budgets.
- ▶ Made considerable progress in the control of medical benefit expenses. Through changing the medical plan to a HMO and increasing the co-pay amounts, we have achieved savings of about \$115,000 over the period 2007 through 2009, or an average of over \$38,000 a year. (This is the equivalent of having an additional 32 families pledging the Median Pledge every year!)
- ▶ Changed the accounting system from one designed for golf courses to one designed for churches. This should yield us much better information.
- ▶ Changed our accounting methodology from full accrual accounting to modified cash basis accounting. Most churches are on a modified cash basis. This will simplify our accounting considerably, and should reduce our auditing expenses by about \$10,000 per year.
- ▶ Budgeted additional funds for maintenance and improvements, focusing on energy savings. We have, for instance, replaced corroded piping to save on heating expenses, and converted our boilers to gas to save on energy costs.

This work has been accomplished on the Finance Committee through the dedication of its members: Carolyn Morris, John Pickering, Paul Wanglee, Gale Gillespie, and Darrell DeMoss, along with John Gregg who provides a close link to the Stewardship Committee. And Jay Einspanier has provided exceptional 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.

This Annual Meeting marks the end of my tenure as your Accounting Warden. I have enjoyed working with the staff of the Church and the parishioners, and I thank you for giving me the honor of serving.

The 2008 Stewardship Campaign raised a total of \$1,148,954 in contributions from 495 pledging households—an amount slightly in excess of the pledged total of \$1,113,067. Many of the contributors increased their gifts, resulting in a increase over 2007 in both the average (\$2,249) and median (\$1,200) pledges.

The official 2009 campaign kicked off in October by a church-wide mailing featuring a new color brochure and a compelling Stewardship Sunday program. Before the general mailing went out, the Committee contacted a substantial group of parishioners who had not increased their contribution in recent years, asking them to consider a larger gift this year. The general mailing consisted of four different letters depending on the recipients giving history.

The nation's economic woes have created a real challenge for the 2009 campaign. A small but significant number of parishioners have had to dramatically reduce their pledges. Some have postponed mailing a pledge in hope that the economic climate will improve. Fortunately, many parishioners have responded to the challenge by increasing their commitment. The totals so far are as follows:

2009 Campaign as of January 29, 2009	
Total # of pledges	412
Number of increased pledges	153
Number of decreased pledges	54
Number of new pledges	26
Total amount pledged	\$978,468.12
Average pledge	\$2,375.00
Median pledge	\$1,200.00

There remain 105 households who pledged in 2008 but have not yet pledged in the current campaign. The Committee will continue to follow-up with these parishioners as well as those from whom pledges have not been received either year.

Our Stewardship Committee members this year were: Anne Barnett, Bea Blackman, Morris Kellett, John Le Boeuf, Gie Liem, Betsy MacIntosh, Peter Sipple, Fabio Terlevich, Molly Terlevich, Mike Thompson, Danielle Trucksess, Julie Williams, John Gregg, *chair*, and Ken Garner, *staff*.

Special thanks must go to Ken Garner, Stewardship Director, for his innovative ideas and faithful leadership.

In addition to annual pledges which pay for current expenses, the Redeemer also has a Planned Giving subcommittee chaired by Betsy MacIntosh. In 2006, the church established the Lycett Society, named in honor of our first rector, to recognize all individuals who have named 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. and Mrs. Warren W. Ayres
Mrs. Beatrice 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. William W. Haines
Mr. and Mrs. R. Stockton Hopkins
Mrs. Nataline Horwitz
Mr. Bradford H. Lee
Mrs. Barbara Linder
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
Mr. & Mrs. Radclyffe Thompson
Mrs. Robert W. Wigton

On behalf of the Stewardship Committee and the Planned Giving Committee, thanks to all who have heeded our message and who so generously support our spiritual home and its many and varied ministries.

Buildings and Grounds Report

Richard Halloran

The Buildings Committee divided its 2008 time into two major categories of effort, participation in the activities and meetings of the Redeemer's Project Management Committee associated with the upcoming construction projects in the church building and the parish house, and maintenance and repairs of the buildings that comprise the overall campus.

The activities of the Project Management Committee, under the capable and industrious leadership of chairman Kyle Lissack, have been reported upon elsewhere, and in great detail. Building Committee participation was necessary to ensure that needed major repairs are incorporated in the upcoming project, and that minor, or urgent, repairs being performed under the Building Committee oversight, were not duplicated in the plans for the major construction. We can report that all needed repairs are being made under one vehicle or the other. Upon completion of the major construction projects at the church building and the parish house, there will be no deferred maintenance items remaining.

With regard to the maintenance and repairs of the buildings on our campus, much has been accomplished in 2008. A brief summary of those items is as follows:

Sexton's Cottage. While it was briefly vacant between occupancy of Dan Moriarty and Andrew Butler, the floors were refinished and the interior painted, greatly improving the overall appearance of the cottage.

Parish House. The steam heat condensate return lines carry near hot water back to the boiler (usually). Our lines had been leaking heavily behind basement walls and under basement floors, wasting a great deal of energy and causing untold damage. We repaired some, and replaced the remaining heavily leaking lines last summer. We also cleaned and re-insulated the boiler, installed new and larger diameter gas supply lines, and we repaired leaking and damages areas of the roof. The fire alarm system was brought up to a functional level that met with the approval of Lower Merion Township officials.

Church Building. A termite infestation, most noticeable in the Narthex was successfully treated. We replaced and/or repaired all leaking rain gutters and downspouts. Those not leaking were not touched, and will need to be replaced or repaired as part of the main construction project as a precautionary item to protect the church building. The underground lines picking up the water from the downspouts are clogged and will need to be repaired or replaced under the upcoming project.

205 Pennswood Rd. This residence was given a much needed termite treatment along with a series of "handyman" type repairs to windows, eaves and doors.

211 Pennswood Rd. At the conclusion of occupancy by retail tenants, and in preparation for occupancy by Huw Williams and his family, this three story home was given a thorough freshening, including full interior painting, miscellaneous roof repairs, eaves, rain gutters and down spouts, attic insulation, driveway repaving, and major carpentry repairs to the front porch. A lot of work and a lot of money over a short time period were committed to bring the building up to a nice standard of appearance and soundness.

Stable behind 211 Pennswood. The windows and doors of this unused structure were secured for safety, and some structural repairs were made to ensure a solid building and to avoid being an attractive nuisance.

Youth Cottage. This building was in such bad shape and appearance that serious consideration was given to tearing it down completely. Instead, we repaired structural roof members, replaced all of the roof shingles, gutters, down spouts, and eaves, repaired and replaced radiators, installed new kitchen and other appliances, replaced the first level flooring and painted the entire interior. The total third party contractor costs amounted to \$48,000, and the Redeemer Youth Group now has a functional, clean, and attractive meeting place.

In addition to the items listed above, many smaller repair and maintenance projects were undertaken by both outside contractors and the Redeemer's facilities staff. Jay Einspanier somehow managed to manage, direct, oversee, and/or perform all of these items with first class results in a most cost effective way, while staying on top of his many other and important responsibilities on behalf of The Church of The Redeemer. We owe Jay our sincere and hearty thanks.



Churchyard Committee

Robert Denious

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

The expense of the routine maintenance of the Churchyard, consisting primarily of lawn care, mulching and leaf removal has been running in the range of \$50,000 or more annually and is absorbed by four separate Churchyard Endowment Funds, plus a modest stipend allocated by the Vestry from the operating budget. The endowment is not sufficient to cover major maintenance such as tree removal and heavy pruning, which require a crane and the services of expert climbers, both of which are arranged by our arborists, the John B. Ward Company. These major costs, which are substantial, must be funded from the operating budget or other specially authorized sources.

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

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

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

In addition to its oversight responsibilities, the Committee donates many volunteer hours to the small projects which are so important to the health of the Churchyard and to the beautiful impression it makes on those visiting the Church. This work consists of maintaining a hose brigade during the hot and dry summer months to preserve our evergreens and delicate annuals and perennials, feeding our acid loving plants, weeding

and planting, light pruning and cleanup of debris. All this takes place while many of the Committee are struggling to maintain their own gardens.

The Committee is always deeply indebted to the ad hoc “crew” of Redeemer staff members who, working with professional contractors as needed, have assisted in the Churchyard restorations to date. They are our Business Manager, Jay Einspanier, and our faithful Sexton, Paulo Reyes.

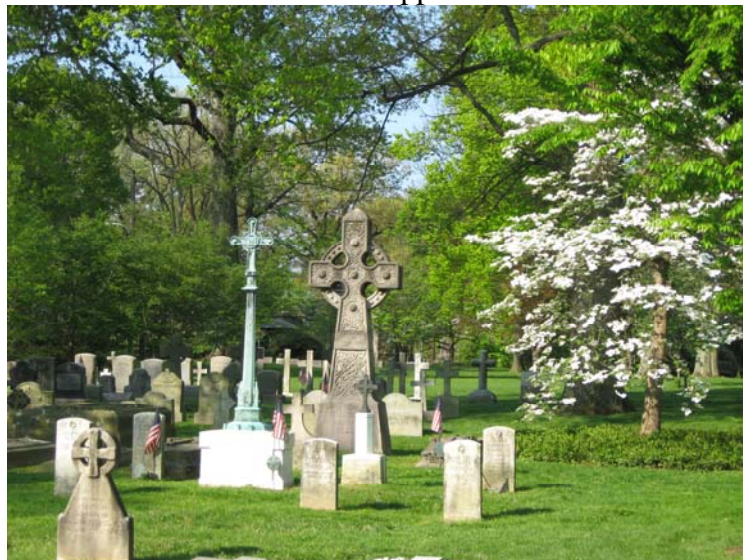
The care, maintenance and, alas, occasional removal, of our largest trees represents a major responsibility of the Committee. It is also a major part of the financial burden of the Churchyard. As we lose these old friends, funds will be needed to be made available so that new trees are planted to become tomorrow’s tree canopy.

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 a generous donation by our parishioner, George H. McNeely, III, which made possible the restoration and replanting of the area adjoining the Lich Gate at the corner of the Churchyard fronting the intersection of New Gulph and Fishers Roads. This project was completed in 2008.

Churchyard Committee

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



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 continue to 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.

In 2008 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, Lou deLisser, Tom Ramsey, Stephen Billings, Ed Lewis, and Jim Pugh, Vestry liaison. Rev. Andrew Butler served as the Clergy liaison. Charles Blackman and Julie Williams have recently resigned. We thank them both for their many years of service, guidance and counsel to the Committee. Jan Clark has joined the Committee. New members are always welcome.

The Committee usually meets monthly, except during the summer. The bulk of the Committee's work takes place in the winter and spring as we evaluate applications and then make allocations to the organizations which have requested funding. Members of the Committee are responsible for helping to evaluate applications and making site visits to the organizations which request funding.

This year the Committee had requests from 28 organizations. It funded 23 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 Food for Friends cooking project. Food for Friends meets weekly to prepare 60-65 frozen meals. These meals are delivered to Aid for Friends, a non-profit, interfaith agency which arranges for their distribution to persons who are isolated, handicapped or frail. Many members of the Parish support ACM, IHN, agencies to which the Committee makes grants and other outreach efforts by their gifts of time and money.

In 2008 the Parish budget allocated approximately \$40,000 to the Outreach Committee plus some additional funds left from 2007. The balance of our funds came from The Thrift Shop, The Shop and the Christmas Bazaar. In addition Parish members contributed a total of \$9,150 to the 10 organizations designated by the Committee for its Christmas Joyful Giving program. Of this amount, \$4,480 was designated for ACM, IHN and Christmas Baskets.

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	\$4,000	IHN – miscellaneous funding	\$ 1,200
		IHN – Main Line	\$ 10,000
		Main Line Meals on Wheels	\$ 4,000
Children’s Theatre – Coatesville	\$1,000	Masiphumelele Corporation	\$ 3,000
Christmas / Easter Baskets	\$4,000	PALM	\$ 5,000
Church of St. Andrew and St. Monica	\$3,000	Partners for ESL	\$ 4,000
Church of the Advocate Soup Kitchen	\$5,000	Peter’s Place	\$ 3,000
Community Outreach Partnership	\$5,000	St. Dismas Mission	\$ 1,000
		The Clinic	\$ 7,500
		WePAC	\$ 6,000
Dolphins of Delaware County	\$5,000	WePAC – photography project	\$ 450
ElderNet	\$5,000	Food for Friends – miscellaneous funding	\$ 1,200
		Total	\$115,850

HEART gifts totaled \$1,426 this year. In addition, during the Christmas 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 \$860 to this effort. Marlies Lissack took responsibility for the ECS Christmas Gift Program this year. Gifts, movie cards and contributed individual store gift cards were given to ECS.

During the year Tom Ramsey took responsibility for the Christmas/Easter Baskets Program. Tom also started a food cupboard program which made its first delivery in December. The beneficiaries of the program are Philabundance and St. Augustine’s in Norristown. Tom’s efforts in taking on these two projects are greatly appreciated. We hope the food cupboard project will continue its initial success. Contributions will be delivered quarterly.

In 2008, the Committee was fortunate to have funds left at the end of the year which had to be spent. Consequently we sent ECS, ACM and IHN each \$2,500 and Philabundance \$664.

During the year several members of the Committee – Susan Ayres, Jim Pugh, Marda Schropp, Tom Ramsey and Stephen Billings – spent significant time refining the Committee’s Mission’s Statement as well as its guidelines for making allocations. This work facilitated the Committee’s allocation process this year. It also resulted in a decision by the Committee to cease funding any school projects. The work that was done by this small group should make the Committee’s allocation process easier in future years.

African Children’s Mission

Grant Norris

The ACM is has been thriving for five years and as it enters a sixth year it is stronger than ever. This is due, in large part, to a clear mission statement which guides all our goals and activities, as follows:

- To empower the congregation of the Church of the Redeemer to support initiatives that improve the lives and hopes of children affected by AIDS in Africa.
- To develop an interactive, educational, and spiritual relationship between children affected by AIDS in Africa and the children, youth and adults at The Church of the Redeemer.

- To coordinate activities with other organizations when our mission coincides with theirs.
- To ensure that funds are applied effectively and efficiently to support programs that serve the most vulnerable children affected by AIDS and their caregivers.

An exciting new project that emerged from the ACM in 2008 was Carol Chew's and Peter Sipple's new book "Abwenzi Means Friends". Carol and Peter adapted the text of Peter's 2007 Malawi travel-log to convey the importance of the UN's Millennium Development Goals. Carol illustrated the book with scenes from Malawi. The book will be published in July 2009.

This year the ACM sent much needed support to the following organizations in Malawi:

- Mvera AIDS Support Organization - \$5378 for help with secondary school fees, and support of some 300 orphans with food and supplies for the orphan care center.
- Open Arms Orphanage - \$7142 to provide food for all their children for the year.
- Nurse Scholarships for 4 nursing students - \$4800 for tuition, supplies, stipend, uniform and other basic necessities.
- Lydia Foundation in Zomba - \$7318 to provide schooling for secondary school orphans, tailoring training and loan groups for women, support for orphans, and training traditional birth attendants about HIV. The goal of the project is improve knowledge, to encourage women to go for testing and to encourage prevention of mother-to-child transmission treatment for mothers who are HIV positive to saving infant's lives.
- Got Goat Program - \$8000 to buy goats, training and supplies for villages in Malawi to support sustained economic growth.

The financial position of the ACM remains good with contributions and disbursements in-line with previous years.

			Year End <u>Balance</u>
2004	Receipts	\$ 33,987	
	Mission support	\$ 30,000	
	Gain/(Loss)	\$ 3,987	\$ 3,987
2005	Receipts	\$ 66,377	
	Mission support	\$ 37,155	
	Gain/(Loss)	\$ 29,222	\$ 33,209
2006	Receipts	\$ 49,400	
	Mission support	\$ 45,240	
	Gain/(Loss)	\$ 4,160	\$ 37,369
2007	Receipts	\$ 38,861	
	Mission support	\$46,357	
	Gain/(Loss)	\$ (7,496)	\$ 29,873
2008	Receipts	\$ 32,257	
	Mission support	\$32,638	
	Gain/(Loss)	\$ (381)	\$ 29,492

The children's program at the Church of the Redeemer and the Blankenburg School continued to benefit from the ACM with musical instruments from Malawi and educational programs created and inspired by our learning's in Africa.

In 2008 four Redeemer parishioners travelled to Malawi to witness the situation there and bring back their stories for us. Bea Abbott travelled throughout Malawi volunteering her services for over a month. Lynn Marsden-Atlass, Tom Ramsey and Judy Sullivan traveled together to Malawi in August and distributed about 100 children's books and over 400 pounds of medical supplies that the ACM acquired through the Medical Assistance Program.

The ACM continued to raise awareness of the situation in Malawi with 2 adult education forums and a strong presence at church picnics, the Christmas Bazaar and Great Concerts for Great Causes. In April the Adult Education Forum was addressed by Sister Gertrude Chipungu who directs GAIA's activities in Malawi. In September the congregation was addressed by Tom, Lynn and Judy who shared their Malawi travel experiences. At the Church Picnics Malawi T-shirts, pencils, books and food were available to sample or purchase.

In 2009 the ACM will seek new projects to support our mission and new people to join us.

Interfaith Hospitality Network (IHN)

Susan Ayres

This year was the 20th Anniversary of the founding of IHN. Warren and I took the opportunity to attend the Anniversary Service of Celebration on November 16th at Christ United Methodist Church in Lansdale, which was a collaborative effort of 3 local IHN networks: IHN-Main Line, Souderton & Ambler. Carole Marchand was the organizing presence behind this event but all participated and it was an affirmation of the good work that you all do. A rabbi delivered the "message", asking us to follow the example of Abraham who reached out to protect his people. Karen Olson, the founder of Family Promise, IHN parent organization, followed him with an impassioned message about the need to help the impoverished. Finally several graduates spoke about what IHN meant(s) to them. Two of our own graduates, Dorothy and Carmen were among those speakers. All were so grateful for the tangibles given to them: food, shelter and clothing, but the intangibles were just as valuable, if not more so. They had never known that so many could care about them and that someone else could help them to believe in themselves again. For many, the hugs and words of encouragement they received were the first they had received in years. I cannot forget to mention that Dorothy recalled Halloween 2007 when St. Mary's Ardmore bought costumes for the children and Redeemer families took them trick or treating. Some things we all take for granted, but for them it was beyond special! .

We have had another great year, serving eleven (11) families, most of which now live in affordable housing, have jobs or are furthering their education. We hosted in January, March, June, August and October.

My goals continue to be the education of the parish about the program, to make it a more visible ministry, to increase volunteer participation, to deepen our relationship with our support congregation, Lower Merion 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 below and were in the January 2009 issue of the **VOICE**. We will continue to welcome and encourage new volunteers in 2009! It is a wonderful ministry that can involve the whole family or yourself and a friend. It takes only a few hours and is a "hands on" effort.

Tom Ramsey became more involved with our IHN effort beginning in November. Margaret Shepard continues to be in charge of coordinating the dinner hosts. Thanks so much to Tom and Margaret.

Lower Merion Baptist Church continued to serve as our support congregation and, with the help of their liaison, Judith Shank, took full responsibility for one evening during our host week. Sadly, they will take of *leave-of-absence* in 2009 as they devote all energies to finding a new pastor for their church.

Jim Pugh (with the help of Dee) worked closely for much of the year 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 Warren Ayres, Charlie Blackman and Barbara Hobbs. 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), though this past year we served smaller family units. 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 on Sunday morning
- ☐ 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, so please do set some time aside to help.

We continue to be grateful for the use of the church's truck to move the Aerobeds that the guests use. Thank you to Paulo 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 on the first Saturday morning of each month at Bryn Mawr Presbyterian Church. She has changed the format this year so that it is more interactive. I wish that more volunteers would take advantage of this opportunity to learn not only what it means to be homeless, but also to enrich their volunteer experience and to help manage their expectations about participation in the program. The workshop is appropriate for adults and children (of middle school age and older). Carole has a book that she lends to families with younger children.

I attended each of the Coordinator's meetings, in March, May, July, September and November – an opportunity to share concerns, problem-solve and to learn how other congregations manage their host weeks.

There have been many changes in clergy staffing in 2008, but we are now fortunate to have the Rev. Andrew Butler (also Outreach Committee liaison) serve as our clergy liaison. Rev. Judith Sullivan was our liaison to ECM and Barbara Billings helps us to coordinate the use of the church school classrooms during our host week with the teachers. As always, we have the support of the Rev. Peter Sipple and the Outreach Committee. Finally, without the help of 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:

- ❑ \$10,000 grant from Outreach Committee, plus an additional grant of \$2,500 from a balance remaining balance at year end.
- ❑ \$1,200 from the Outreach Committee as a discretionary fund to cover our parish's administrative costs such as printing, postage, guest needs, Christmas gift cards and volunteer materials.
- ❑ \$1,000 donation from 2007-08 "Great Concerts for Great Causes".
- ❑ \$735 from 14 individual parishioners – checks to IHN, through the holiday "Joyful Giving" program.
- ❑ \$215 from 8 individual parishioners – donations of store gift cards as Christmas gifts to current and some former network families. Donations from Carol Nielson, Karen Wallingford, Jess Wallingford and others unidentified.
- ❑ "Gifts in Kind" of gently used toys, books and games, linens and misc. supplies and food for use during host week.
- ❑ "Gifts in Kind" of cleaning supplies and toiletries from parishioners for use at the program's Day Center in Norristown.
- ❑ "Gifts in Kind" from the Church School of gently used toys and equipment.
- ❑ "Gifts in Kind" to families of clothing and household items from Marlies & Kyle Lissack, Janice Clarke & Bill Gross, Rex Saffer, Betsy & Jim Crowell.
- ❑ "Gifts in Kind" from the bazaar's Attic Treasures of household goods for the new homes of IHN graduates.
- ❑ "Gifts in Kind" from the Bazaar of six (6) Christmas Wreaths and an individual's donation of six (6) bows.

So here's to the great team that made it all happen in 2008:

Lower Merion Baptist Church (LMB)
Episcopal Campus Ministry (ECM)
Alexandra Aldridge
Richard & Kris Aldridge, Hank, Eliza,
Bo & Evie
Barri Alexander, Morgan, Lauren,
Jamie & Jackson
Warren & Susan Ayres
Anne Barnett
Steve & Barbara Billings
Lynn Billington
Charlie Blackman
Andrew Butler, Blake, Marina, Andrea
Jim & Lin Buck , Nora, Charlotte &
Caroline
Patti & Chas Burkhart, Callie & Catie
Syheria Cerdan & Ade (former IHN
guest)
Carol Chew, Kristen, Emily & Kenton
Jan Clarke
Christina Clay
Barbara & Quartie Clothier
Betsy Crowell
Becca & Gary Davis
Rita & Rick Davis
Lou, Gerard & Mimi deLisser
Jay Einspanier
Ruth Goodlaxson (ECM)
Sallie & Al Greenough
Bill Gross
Carol Harris
Ginny Hart
Jane Hastings
Nancy Hastings
Barbara & Bob Hobbs
Jeanne Holeman
Mary Hummeler
Helen Jennings
Bill Jentes & Rebecca (LMB)
Anne & Morris Kellett
Eileen Kelly
Jenny Kirkpatrick
Jan Kollock
Judith Lame
Carmen Lazard (former IHN guest)
Steve LoCastro
Marian Lockett-Egan
Cooley & Jeff Lyon
Laurie MacKenzie
Ariana Mackenzie-LoCastro

Lynn Marsden-Atlass & Kate Atlass
Jeanette Mazzocca
Kathy Meermans
Sally Moser
Carol Nielson
Jason Oaks
Nancy Palmer
Sonja Pettingill & Georgia
Jim & Dee Pugh
Luisa Rabe
Tom Ramsey
Paulo Reyes
Michelle Rice
Basil & Janice Scott (LMB)
Judith & Wes Shank (LMB,
Margaret Shepard & Charlotte, Emily
Margaret & Peter Sipple
Sarah Stefanski
Kitten & Andy Susanin
Danielle Trucksess
Susan Van Allen, Phoebe & Kate
Jess Wallingford
John & Karen Wallingford
Richard Weigel, Kristen, Emily &
Kenton
Ginny & Carter Williams, Connor &
Cheney

Apologies to anyone whose name was
unintentionally omitted !



HEART Committee

Joan Warren

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

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

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



Heart Committee

Joan Warren, Chairman
Joan Harvey
Mary McAdoo
Dixie Wigton
Kitten Susanin
Susie Keith
Betsy MacIntosh
Peter Sipple, clergy liaison

Parish Life Council

Anne Kellett

The Parish Life Council is made up mostly of parish leaders of committees and projects. These committees provide food on a rotating basis for the Sunday morning adult forums and try to meet twice a year to offer advice to each other on parish related projects. The committee is planning to meet this spring in order to discuss ways the group can be helpful as the church renovations begin.



Newcomer, Engagement & Welcoming (“NEW”) Committee

Sally Moser

The NEW Committee has continued to provide weekly volunteers to greet newcomers in the narthex after the 9 a.m. service. Although few newcomers approach the newcomer greeters, Peter’s announcement of our availability conveys a welcome atmosphere.

As in previous years, we try to contact the newcomers shortly after they are known (either because they signed the book, or otherwise announced themselves). This has been haphazard; hopefully between the clergy, our members, and other staff (Sunday School etc.), we are covering our bases. Every newcomer is provided a copy of our updated welcome brochure by mail, accompanied by a letter from the Rector.

For the third year, we have arranged for Foyers groups, starting in the fall. These groups were a bit smaller this year (three groups of 10-12 members). As before, the groups seem to enjoy getting together; our main challenge is to attract more and different individuals, since it is increasingly difficult to arrange fresh groups when the majority of the members are repeat participants.

The Clergy celebrated two welcoming liturgies during 2008, one in the spring, and another in the late fall, which were followed by coffee hour receptions.

Our biggest challenge remains identifying our newcomers and ensuring that the right resources are made convenient to them. Many who sign the guest book are transient guests, but we appear to have many new members if the unfamiliar faces in the congregation are an indication.



Christmas Bazaar and Preview Party

Lisa Gardiner Davis

I am pleased to report that the 2008 Christmas Bazaar and Preview Party will once again go down in the books as a highly successful two-day extravaganza steeped in tradition, festive in nature, welcoming of the community, and worthy of its mission to raise funds for outreach. Hale and hearty thanks go out to the amazing efforts of many who made this multi-faceted event possible.

Recapping the myriad of happenings will offer a reminder to those in attendance and a picture of what was missed to those not able to join the events. The much loved and anticipated Preview Party was held on Friday, November 21, from 6:30pm to 10:00pm, and offered an evening of fellowship, dinner, dessert, beverage stations, music by The Redeemer Ramblers and Huw Williams and Schola Cantorum, Live Auction, Silent Auction, Plants, Books, Jewelry and Vintage, and even included childcare. The Parish House was teeming with Redeemer's very own parishioners, clergy and staff and the tent was put to excellent use as it was set as a comfy lounge complete with its own sound system to welcome the overflow. The events of the night closed and a new day dawned as

the Saturday Bazaar opened its doors to the public from 9:30am to 2:00pm and offered a plethora of shopping opportunities including Attic Treasures, Silent Auction & The Shop, Vintage and Jewelry, Lunch, Sweets, Books, Toys, and a variety of Artisans including Lynn Ray Photography, HomeAid For Africa, Scarves by Dotti Caruso, and Diana Lorenzo with authentic Peruvian jewelry.

The volunteer spirit proved itself to be alive and well as evidenced by the successful planning, launching, and executing of detail that begins in mid-summer and carries through to November and often beyond. Monthly committee meetings offer a chance to share visions and progress in addition to the fringe benefit of reinforcing social connections.

The combined efforts of many working together proved to be a most valuable tool and will perhaps be the key to the success of future happenings. The Christmas Bazaar and Preview Party play perfect host to team building throughout the two day event as evidenced with Barbara Billings and families of Church School creating a most inviting Toy Land, families of J2A putting together a profitable Sweets table that helped to raise funds for their spring pilgrimage, the combined efforts of Saturday Silent Auction and The Shop offering seamless donating opportunities, Redeemer Dads offering stellar bar tending and physical set-up and break-down, Dr. Doug Raymond and Gentlemen of the Redeemer offering guard duty, African Children's Mission and Got Goat tapping into a most perfect fund raising opportunity, and the sweet sounds of the Redeemer Choir creating a memorable Preview Party atmosphere coupled with a template to raise awareness for the funds needed for a summer trip to England.

Facility use and space management continued to be a variety of complex puzzles as Parish House basement hallways needed to remain clear and the allocated one-third of 1-2-3 room so quickly over-bursting at the seams. A bit of relief was introduced as one of the garage bays was designated drop-off location for donations filtering to either Attic Treasures or Saturday Silent Auction & The Shop. A good solution but coming at a physical cost of needing to move the donations across the parking lot.

Volunteer recruitment and filling key leadership positions continued this year (as in the past year) as the most challenging of all endeavors to handle and solve. It is quite an endeavor to live up to the sense of expectation that comes from the tradition of the Christmas Bazaar and Preview Party yet pull it off successfully with major chair positions vacant.

A February wrap-up date will be announced and will offer the opportunity for a new leader to step up and shape the direction of events to come in 2009. This gathering will be a chance to gain insights to those interested in continuing in the same capacity as volunteer and/or chair and address who will be retiring and deserving of a rest.

Embracing concepts of change and simplicity will perhaps be the best way to move forward with plans for 2009. I think the time has come to design an event to reflect the

volunteer spirit of today. I am happy to share my notes and files with anyone interested in learning more and gaining a behind-the-scenes point of view.

The Shop

Lou deLisser

The Shop which opened its doors in September 2007 generated over \$36,000 in revenue during its first year of operation and now has over six volunteers.

The Shop Steering Committee includes two new members this year, Ginny Williams and Julie Williams. The Steering Committee hosted its 2nd Annual Holiday Luncheon for the women of the parish in December, where volunteers were recognized.

In December, **E SHOP**, a counterpart to The Shop was launched offering a consignment opportunity “*to Parishioners - for Parishioners*”. Quality items valued at over \$500 can be posted for sale on our new Redeemer E SHOP. New listings will be posted each week in our Redeemer Friday newsletter. The Parishioner/Seller will receive 75% of the proceeds from any sale to a fellow Parishioner while the Church receives 25%. In addition, the Seller will receive a tax acknowledgment from the Church since that amount is also considered a charitable donation.

All proceeds from The Shop currently benefit our Redeemer Outreach Program, and E Shop can provide a vital ongoing operation to raise funds and continue to help sustain our outreach efforts!

Pastoral Care Committee

**Kathy Hutchinson
Martha Wintner**

During the year 2008, the Pastoral Care Committee continued its mission of serving more than sixty 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 on an ongoing basis throughout the year and met monthly under the superb, much-appreciated guidance of our Clergy Liaison, Judith Sullivan. These monthly meetings allowed us to share our experiences, grow in our caregiving skills, and pray for those we visited as well as for one another.

New approaches in our ministry initiated by Judith in 2007 have helped us expand our caregiving network in 2008 and build closer relationships with those whom we visit. In some cases, several caregivers alternated in visiting the same person, who thus benefited from wider contact with parishioners. At a fall luncheon organized by Judith, we also had the pleasure of honoring several former chairpersons of the Pastoral Care Committee: Minkie McAdoo, Rita Oliver, Carolyn Raymond, Pat and Win Schwab, Julie Williams. And in December, several of us under Judith’s leadership participated in a special “Light in Darkness” service, which offered parishioners the opportunity to give voice and witness through prayer and candlelight to personal experiences of grief or loss.

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.
- ♥ Numerous parishioners responded enthusiastically to our three appeals for support. We wholeheartedly thank all those who expressed interest in serving fellow parishioners who are ill, homebound, alone, or simply in need of a compassionate visitor; and all those who volunteered to deliver Christmas and/or Easter plants to members of our congregation who have been on the prayer list, or unable to attend church services, or have experienced grief and loss during the past year. We are also grateful to the Redeemerites who have provided casseroles (or other food) for members of our church in need of food and who have offered transportation on an ad hoc basis. If you or any of your family members or friends would appreciate meals or transportation to Church or to medical appointments, please let us know.

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. 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
Sallie Greenough
Bonnie Hamm
Nancy Hastings
Bob Hobbs
Morris Kellett
Jenny Kirkpatrick

John Le Boeuf
Melanie Le Boeuf
Betsy Livingston
Minkie McAdoo
Bud McAvoy
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.

The Adult Formation Committee has tried to provide several ways for our community to grow in closeness to Christ and one another. That is the function of everything that we do at The Redeemer, and we understand the role of the adult education is to facilitate this both directly and indirectly. Thus, it is important that we create programs that offer both solid content and the opportunities for interactions in which we can grow in friendship while we deepen our thinking about God and our relationship to him and each other.

In the past year, we have had a number of excellent people present valuable information. At times, we have created a series of talks on subjects so that specific ideas could be explored in greater depth. One example of this was the presentations during Lent on how the Passion was presented in arts.

We have had several opportunities to talk in small groups about our reactions to a variety of material. This has been facilitated by gathering around small tables in the Assembly Room during Adult Forum on a number of Sundays.

There have been other opportunities for adult education in small group settings. Eight of our members have participated in Education for Ministry and completed this four year process. They are Doug Arnold, Maggie Baker, Lynn Billington, Betsy Crowell, Margaret Helminska, Monty Mills, Bob Peck and Rick Perry.

Beginning in the fall, we have formed an open group that meets the second and fourth Tuesdays to discuss books related to theology. We have read books about religion and science as well as the work of important religious thinkers (Friedrich Schleiermacher and Reinhold Niebuhr). This group is continuing to meet regularly except during Lent (so as not to conflict with the Lenten Study Groups). It is open to new members. Information about it is regularly published in News from The Redeemer.

We tried to develop a movie group, but this did not work out. We will reconsider it in the fall.

Finally, we think that the booklet the Rev. Sullivan created about the educational programs at The Redeemer was a very helpful addition to our parish life.

Acolyte Program 2008

Susan Van Allen

It goes without saying that 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 and/or the Acolyte Supervisor. Kids serving as acolytes can expect, following training, to generally serve one Sunday a month, according to their availability. 2008 acolyte training was carried out on September 27, 2008 and October 4, 2008, and in-service training was completed as of January 31, 2009.

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

Junior Acolyte I (newly trained junior acolytes): Jack Denious, Lainey Helmers, Anna Helminska and Quinn Leyland

Junior Acolyte II (returning junior acolytes): Caroline Buck, Emily Beinkampen, Duncan Joyce, Graham Mills, Clayton Smith and Emma Leyland

Senior Acolyte I (newly trained senior acolytes): Elizabeth Camerota, Sam Denious, Zoe Helmers, Miller Joyce, Annie Neilson, Reese Shepard, Hunter Vanderzwaag and Livia Wallick

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

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 also serve as acolytes when needed. The following adults serve in the acolyte program: Margaret Shepard, as Acolyte Supervisor; Ted McCoy, Frank Helminski and Jon Leyland.

The formal commissioning and recognition of this year's acolytes is anticipated to take place in February 2009.

My sincere thanks and appreciation to Margaret Shepard and Justin Sands for their continued assistance in supervising the acolytes during services, and to the Rev. Judith Sullivan, who served as clergy liaison to the acolyte program.



The Altar Guild

Nancy Nimick

The Altar Guild has been busy this year with many baptisms, funerals, and the installation of our new Assistant Rector, Andrew Butler, in addition to our regular services. We thank our Rector, Peter Sipple, and our Associate Rector, Judy Sullivan, for their clear instruction, help, and support.

Jean Potts continues her dedicated service to the Altar Guild, although she has resigned as Head of First Week. I have taken that responsibility.

As of January 1st, 2009, Maisie Adamson has graciously accepted the Chairmanship of the Altar Guild. She is very experienced and a joy to work with. I thank the Altar Guild members for their flexibility and willingness to cover big services such as Easter and Christmas, and for making my job so much easier.

The Altar Guild needs new members. The work involves one Saturday morning and the following Sunday morning per month—and it's great fellowship too! If you are interested in joining, please contact Maisie Adamson.



The Flower Guild

Susan P. Bloom

The Flower Guild of the Church of the Redeemer provided floral arrangements—several pumpkin and autumn leaf assemblages and imaginative all-foliage or all-evergreen designs for Lent and Advent—for every Sunday of the year. The weekly flowers are funded by payment by relatives of those “In Memory.”

Eight weddings and twenty-seven funerals required extra planning and time of Guild members. A new fee schedule (after a decade) yielded more funds for Church. The proceeds pay for sixty poinsettias and sixty lilies or spring bulbs delivered by Pastoral Care at Christmas and Easter, respectively. The Guild provides or pays for flowers for the Senior luncheons, Sunday School luncheons, and teacher thank-you baskets.

The promise of Spring was beautifully wrought by stay-at-home Guild members for a very early March Easter.

In April 2008, we hosted two members of the National Cathedral Flower Guild, who, after three days of extensive preparation, gave a full, three-hour demonstration of “Flowers to the Glory of God.” Their floral exuberance bedecked the Church the following Sunday.

The December Ordination of Andrew Butler was held amidst a luxurious crimson cascade of flowers: a great celebratory collaboration.

An ice storm did not deter a hard-core corps from festooning the Altar, Rood Screen, Pulpit, Baptistry, and Narthex for Christmas. Special thanks to Sallie and Al Greenough and Sandy McMullin for garlanding the window sills; to Cecy Keller and Lynne Chapman for the Rood Screen; to Jenny Kirkpatrick, Sue Denious and others for the Pulpit; and Evie Day, Jan Kollock, Jan Clarke, Mary Ellen Noel, and Marby Sparkman for the Altar.

Music Guild Report

Christina Clay

The Music Guild commenced operations on April 5, 2004 to provide central financial and volunteer staff coordination for the liturgies, concerts, and activities within the Music Department. It functions under the church by-laws as the Music Committee. Currently meeting approximately monthly, the members are Peter Sipple, rector; Huw Williams, director of music; Margrit Maggio, fund-raising; Tad Sperry, special liaison to the Development Committee; Leslie Susskind, public relations; and Connie Stuckert, vestry liaison. At the end of December, the Guild has approximately \$32,000 in available funds. The Music Guild provided as a gift to the Church of the Redeemer over \$1600 in new music and \$2000 in secretarial assistance to the Music Director. The Guild distributed \$1000 each to IHN and ACM as part of the Great Concerts for Great Causes series.

Changes within the Music Department and the Music Guild were dramatic this year. We were joined by Huw Williams as the new Music Director. He was accompanied by his wife, Angela, and their children, Emma and Matthew. Mr. Williams has continued to concertize in Canada, the UK, and U.S. During this year, Michael Stairs stepped down as Organist and was officially named Organist Emeritus. He has been followed by Josh Stafford, in his third year of organ studies at The Curtis Institute. Louis Hood was named Honorary Head Boy Chorister and Polly Mackie was named Honorary Head Girl Chorister.

The Music Program has seen an increase in volunteer involvement with the Children's Choirs (Bryn Mawr Boychoir, Bryn Mawr Girlchoir, Boys' Resident Choir, and Girls' Resident Choir) has increased 20%. Adult volunteers for the 9:00 and 11:15 services are up 75%, and involvement in events like the Chichester Psalms and the Brahms Requiem has increased adult involvement by 300%. Space, music, and robes continue to be a problem for our growing program. Attendance at concerts has hit several new highs reaching out to many non-church members, specifically the Hereford Concert which attracted 250 and A Very British Christmas which saw 300+. We continue to employ an octet of professional singers to help the volunteers develop a core sound.

The Guild oversaw:

- Bryn Mawr Boychoir's trip to New York
- a joint trip for children and adults to Washington and Richmond
- the second half of the Great Concerts 2007-2008 season and a re-imagining of concert programs for the fall of 2008 with many more offerings including:
 - a visit from the men and boys of Hereford Cathedral,
 - A Very British Christmas which involved readings by local British friends and followed by a British reception,
 - Huw Williams' presentation of Messiaen's Organ Meditations with readings
 - the Chichester Psalms with choristers from Bryn Mawr Presbyterian,
 - and the Brahms Requiem,
 - a fabulous going-away cocktail party for Michael Stairs at The Baldwin School,
 - the rebirth of the Redeemer Ringers,
 - furnishing the Sexton's Cottage for the arrival of the Williams and their move across the street.

Fund-raising activities included:

- cocktail party and concert at Appleford
- a rummage sale
- bake sales
- A Very British Christmas Concert and Reception
- Thanksgiving pies
- Shop for a Cause

- choir note cards
- caroling
- CD and DVD sales

In 2009, we look forward to:

- 2 new choirs of limited time commitment, the Jonah Choir for our youngest singers and the Redeemer Opera Chorus
- continued expansion of our concert offerings
- a successful tour of England and Wales with the Girlchoir and Boychoir, plus adult volunteers.

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Redeemer is blessed with an extraordinary group of committed volunteer teachers, leaders, catechists and assistants. Each Sunday they nurture, teach, wonder along with, inspire and empower our 260 children and youth from 13 or 14 public and private schools. Redeemer is also blessed to have 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 2008 highlights for each class. Because the Church School year runs from September to September, and the Annual Report covers the calendar year, I am presenting information from the second half of the 2007-2008 Church School year and the first half of the 2008-2009 Church School year.

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

Catechists, Spring: Nadia Jannetta, Monica Lind
Assistants, Spring: Loraine Jones, Kirsten Comai, Stacey Helmers, Chuck Norris, Lisa Raymond
Teen Assistants, Spring: Blake Shafer, Gabby Cerminaro, Alex Raymond
Catechists, Fall: Nadia Jannetta, Monica Lind
Substitute Catechists: Leslie Boris, Margaret Sipple
Assistants, Fall: Cindy Conger, Stacey Helmers, Chuck Norris,
Teen Assistants, Fall: Kit Norris, Louisa Raymond, Caroline Strong
Substitute Assistant: Blake Shafer

From mid-September to mid-May Catechesis I meets from 9 to 11 a.m. each Sunday except the first Sunday of the month, when it meets from 10:15 to 11 a.m. On the First Sunday Catechesis children attend the 9 a.m. worship service with their families.

Catechesis of the Good Shepherd 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. Many children love to attend Catechesis, and their positive attitude has brought new families to Redeemer.

In the Spring we held monthly assistants' trainings on Thursdays from 9 to 11 a.m. in the Level I Atrium, led by Nadia Jannetta and Barbara Billings.

On September 7, 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 November 16 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.

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

Catechists: Anna Gerrity and Karen Nagel
Assistants: Karen Wallingford, Priscilla Nalls, and Jennifer Mogck
Substitute Assistant: Debbie Lee
Teen Assistants, Spring: Courtney Lind, Bailey Sperry
Teen Assistant, Fall: Leah Rocktashel

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. Each session includes a presentation (lesson), individual work and communal prayer. The class is usually divided into two groups. While one works with materials, the other receives the lesson. Then the groups are reversed. Each week a different parent has helped out in the Level II Atrium. Parents are kept informed via regular e-mails from the catechists.

Our Catechists are still creating Catechesis II materials. This year we introduced the History of the Gifts of God, a fascinating 5-week-long presentation.

All Things New

Teachers, Spring, Grades 4-6 and Fall, Grades 4-5: Steve LoCastro, Chas Burkhart, Patti Burkhart, John Wallingford, Mimi Wolffe

Meeting from 10:15 to 11 a.m., All Things New bridges the gap between Catechesis of the Good Shepherd and Journey to Adulthood. This group used the *Episcopal Children's Curriculum*, Shell Year Intermediate in the spring and Chalice Year Primary in the fall.

On June 1, following the church picnic, the All Things New class put on a fundraising car wash, under the direction of Chas Burkhart and many parents. It was a huge success. The children felt good about raising monies for two outreach projects, IHN and African Children's Mission, and participants were pleased with the results.

Over the summer the All Things New classroom was moved from Room 206 to Room 1-2-3 in the Basement because enrollment increased to 45 4th and 5th graders. (While most grades in the Church School average about 15, the fourth grade group has twice this number.)

Students and teachers in All Things New presented the Christmas Pageant, “Good News of Great Joy,” at 10:15 on December 21. Steve LoCastro served as director.

Rite 13

Leaders, Spring, 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.

On Friday, April 18 Rite 13’ers had an overnight “Nightwatch” in the church and the Parish House. On Sunday, April 20, the Rite 13 youth and parents rehearsed for the Rite 13 service and followed that with a brunch. On the following Sunday, April 27, 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 2007-2008 church school year. A reception sponsored by the parents followed.

J2A

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

J2A is the second two years of the 6-year Journey to Adulthood program for youth. 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 9th and 10th graders successfully held the traditional Festive Dinner on Friday, February 1, to raise funds for their 2008 pilgrimage. Everyone pitched in. A lock-in for youth group members followed.

This was the first time Redeemer sent young people on a holy pilgrimage. A pilgrimage is a time for seeking and finding God in new ways. Once all of the normal activities, relationships, and obligations which sustain our day-to-day lives are removed, youth are free to look again at their understanding of God and their need for His grace and presence in their lives. Every moment of a pilgrimage does not have to be meaningful, nor should it be. There is time for play, laughter, quiet and rest. Even in the lighthearted activities which enhance our relationships, there is something afoot. God is moving in the hearts of pilgrims in ways which are undeniable. The blessings of pilgrimage can take time. What happens on pilgrimage has to be processed in the life to which we all return.

Our J2A group decided to explore Native American Spirituality and Culture in Arizona. Because not everyone could go at the same time, we sent two groups of pilgrims. The first group went to Good Shepherd Mission in Fort Defiance, AZ, from March 15 to 22. The second group went to Arizona from June 14 to 20, visiting not only Good Shepherd Mission but other Native American sites such as Monument Valley and the Grand Canyon. Earlier in the year the group gave an Adult Forum presentation on the pilgrimage.

For information on Rite 13, J2A, and YAR (Young Adults at Redeemer) for the fall of 2008, please see the report of Andrew Butler, Assistant Rector, who assumed responsibilities for youth ministry during the second half of 2008.

Confirmation

On February 24 Bishop Frederic Borsch visited Redeemer. He confirmed 32 youth and 1 adult and received two adults. This year 2 different tracks toward confirmation were offered.

Track 1: Youth in our current J2A (9th and 10th grade) class and older were eligible for confirmation. Because we believe that the Journey to Adulthood program offers solid, ongoing preparation for confirmation and the renewal of one's baptismal vows, those who were regularly participating in J2A and who wanted to be confirmed were required only to attend two pre-confirmation meetings, organized by Barbara Billings, to review the confirmation service and vows and to review logistics and prepare for the Bishop's visit.

Track 2: Youth who had not been participating in J2A as well as adults were invited to take part in "Connecting with the Church," a 6-week course led by Peter Sipple and Judy Sullivan.

Nursery (Ages Infant to 3)

Professional Caregivers, Spring: Jeanette Mazzocca, Kristin Leister, Maria Nicolas, Katie Tremont, Avis Young

Volunteer: Leah Rocktashel

Fall: Jeanette Mazzocca, Linda Juhas, Kristin Leister. Substitute: Brooke Einspanier

We are grateful for our professional caregivers, who serve on Sunday mornings from 8:30 to 11:30 a.m. Some also have provided 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. During the Church School year attendance in

“Children’s Chapel” averaged 40 children on a Sunday; many times there were as many as 60. Drew Camerota, Miki Leyland and Richard Aldridge assisted.

For the first time throughout the summer we continued Children’s Chapel during the family worship service (10 a.m). Most Sundays the group met on mats under the trees outside the bell tower door. Because of the shortage of clergy in the summer, lay volunteers shared the leadership with Barbara Billings, among them: Leslie Boris, Margaret Helminska, Kathy Meermans, Diane Senior and Angela Williams.

Special Events

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

- The Catechesis Brunch for families with children in Catechesis I and II took place on Sunday, January 27, 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 Saturday, March 22, 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, March 23.
- May 18 was the last day of Church School for 2007-2008. Children in Catechesis I and II and All Things New and youth in Rite 13 and J2A, along with parents, gathered for closing “moving up” ceremonies in the Assembly Room. Each class sang a song or gave a reading. The children in Kindergarten 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 third grader moving from Catechesis II to All Things New received a copy of The Children’s Illustrated Bible. The 5th and 6th graders moving from All Things New to Rite 13 were given copies of the New Revised Standard Version of the Bible.
- Teacher Appreciation took place on June 1. During the 9 a.m. service children sang “We See the Love of God in You” to our thirty-nine teachers, leaders and assistants, who were given hanging plants, provided by the Flower Guild, at the picnic following the service.
- In the spring we sent out letters and Church School registration forms. Once again about 60% of Church School registrations arrived before the summer, giving us a significant lead in planning for the fall.
- In July a group of knitters and crocheters, organized by Carol Chew and her daughter, Emily Weigel, gathered after worship to knit prayer shawls. In the fall the prayer shawls were blessed during morning worship..
- Teachers were commissioned during the 10 a.m. service on September 7.
- On Saturday evening, September 13, the traditional Church School Parents Party was held at the home of Elizabeth and Joe Dougherty. Collaborators were Katie and Paul Binnion, and Elizabeth and Grant Norris.

- The new Church School year began on September 14. To keep parents of children informed, Catechesis I, Catechesis II and All Things New teachers sent regular e-mail updates.
- Beginning in October the Church School collaborated with the clergy and the worship committee to create a First Sunday 9 a.m. service on the first Sunday of each month. This special Eucharist is intentionally intergenerational, innovative, and less liturgically formal. The homily, music, readings and prayers are designed to engage and meet the spiritual needs of everyone, including our youngest Catechesis I children. Children assume more responsibilities in the service. They do not leave for Children's Chapel during the homily, and for the Great Thanksgiving they go forward and sit in the chancel.
- During the fall members of the Rector Search Committee and Vestry met with the youth and older children during Church School to receive their input.
- 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 sixth year we collected children's books to be donated to Children's Hospital of Philadelphia. Ginny Williams announced that this is her last year for directing the pageant, and we are grateful to Elizabeth Dougherty for her willingness to assume this role next year.
- 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 met in the spring and periodically in the fall. It sponsored a fall hayride and had occasional special activities.
- Many hours were spent, often with Church School teachers and members of the Christian Formation for Children and Youth Committee, working on space plans for the Parish House, taking into account the various needs of each class. Most are currently operating in inadequate spaces under less than ideal conditions.
- Diane Senior chaired the Christian Formation for Children and Youth Committee and also served as Vestry Liaison to Children's and Youth Ministries. Diane's report follows.

My own role has changed over this year. In June with the arrival of the Rev. Andrew Butler, I began gradually to turn over responsibilities for ministry with youth and the Journey to Adulthood program to him. The transition was completed at the end of 2008 when my hours were reduced from 30 to 19.5 a week, effective January 1, 2009.

It continues to be a joy and a delight to deepen growing 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)



Youth Ministry

The Rev. Andrew Butler

I began my ministry at Redeemer in mid-June and have been amazed at the brightness of our young people. We are all indebted to the great group of adult leaders who give of their time and talents to provide lessons and activities to enrich the spiritual formation of our youth. Special thanks to all the parents of our youth who do so much to contribute to the success of this future generation of leaders.

Following are fall 2008 highlights for each class.

Rite 13

Grades 6-7

Leaders: Richard Aldridge, Bryant Lim, and Kilty Mahoney.

Rite 13 meets from 10:15 to 11 a.m. with other activities taking place from time to time. 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 fall the group had an evening activity of cooking out and volleyball, which was held inside the refurbished Cottage because of torrential rain. The event was changed to pizza and a movie.

In November and December, the Rite 13 class decorated nautical themed boxes to collect items for the Seamen's Church Institute which were gladly received by the organization.

J2A

Grades 8-9

Leaders: Sonja Pettingill, David Senior, and Ellen Wang

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.

In the fall, J2A youth began with a spaghetti dinner in the parish hall. This dinner was entirely prepared by the youth as a way of learning to work together. Various roles that each teen played in the evening's event were discussed.

Later in the fall, the J2A youth participated in a candle lighting ceremony with their parents. Following a pot luck dinner, each parent affirmed that his/her child is the light of the world and then sent them to the upstairs of the parish house for conversation and Eucharist led by Barbara Billings and her husband, Rev. Stephen Billings. The parents concluded their part of the evening by having a lively discussion about how letting go of our children is difficult and other difficulties we face in parenting teens today.

On November, J2A youth sponsored the cookie bake table at the Christmas Bazaar and added lots of good spirit and fun

YAR-Young Adults at Redeemer

Grades 10-12

Leaders: Katie Binnion, John Le Boeuf, Bill Susskind.

YAR is a continuation of the more formal Rite 13 and J2A programs. Each Sunday these youth met in the refurbished Cottage from 10:15 a.m. – 11:00 a.m. for fellowship and discussion. The curriculum is provided by subscription via email each week and touches on issues relevant to today's teen culture.

Prior to the beginning of the school year, several of the youth participated in a work day at the Cottage and did a fantastic job of painting. Many thanks to those who came and gave up a day to do this hard work.

We were blessed to host the Haverford *Notables*, in the Cottage for coffee and food. There was a great outpouring of hospitality to our guest musicians, a couple of whom attend Redeemer.

Christian Formation for Children and Youth

Diane Senior

I have served as chair of Christian Formation for 2008. During this time, we have worked to bring into action the COR strategic plan. Attention still needs to be paid to the strategic plan. Specifically, we need to improve communication to the larger Redeemer community regarding the needs, activities and experiences of the church school and family support programs.

In addition, Christian Formation has worked this past year with Christopher Miller, our architect, to communicate space needs for future renovations to the Parish House. As plans for renovation of the Parish House move forward in the coming years, we will need to continue as advisors to our architects and builders as they design and create appropriate classroom spaces.

In the near term, we readdress our physical space needs every year as demographics change. Currently, we are bursting at the seams in classrooms ill-equipped to handle the numbers, the energy levels, and some types of activities which would benefit our programs and our students. In our effort to serve existing families and attract new ones, we need to find creative solutions to church school needs now.

Finally, our Sunday school teachers are extremely dedicated and deserve recognition, support, and resources. Not only communication with the larger Redeemer community is necessary for this to happen, but also greater communication between parents, teachers, clergy and staff, creating an advocacy group, like that provided by the Music Guild.

The Sunday school feels particularly vulnerable as it is dependent on finding approximately 30-35 teachers to volunteer significant amounts of time each week through the church school calendar, often for years at a time. Increasingly hard to find volunteer teachers serve our children and youth in ways otherwise unfulfilled by church services and singing programs. For example, the Youth programs for ages 12-18 currently run three separate groups which attract full classes weekly. The youth numbers will rise as there are currently 35-40 active students in the group of fourth and fifth graders. What a group!

We invite all parents and members of our community to contribute in any measure possible. As teachers, assistants, volunteers or advocates of any kind, you would benefit from your efforts. Our kids' faith and generosity of their time, energy and ideas can serve as models and inspiration for us as adults. Redeemer kids renew the purpose, dedication, and understanding of God in all of us every time they gather together.

Capital Campaign Planning

Jacques Vauclain



The Campaign Steering Committee (CSC) leadership began in 2006 to consider how and when a capital campaign for The Redeemer should take place. The group continues to meet regularly and remains active. The Vestry's charge to this group includes scheduling and organizing a campaign, working with professional consultants, creating materials to inform prospective donors, and communicating with the parish.

Rod and Evie Day continue to serve as Honorary Chairs of the campaign. Carolyn Morris and Jacques Vauclain serve as overall Chairs of the Campaign. Tad Sperry serves as Chair of the Major Gifts Committee. Blair Stambaugh and Betsy Crowell serve as Co-Chairs of the Cultivation and Recognition Committee. Many other volunteers including Jim Buck, Gordon Keen, John Lisle, Al Boris, Betsy MacIntosh, Julie Williams, Anne Kellett and Clarissa Lyon have given countless hours to make sure we are successful.

Our Parish has shared values and very generous parishioners. We must continue to be good stewards of our Campus to honor those who have come before us and provide those who come after us the same wonderful opportunities we have had. The committee looks forward to continuing to raise money to preserve and improve the Campus in accordance with the projects laid out by the Vestry's leadership.

The projects will focus on upgrading our Campus with a focus on children, welcoming, adult education, and a great worship experience consistent with our strategic plan.

There will be a kickoff for the public phase of the Campaign on March 8, 2009 at the Baldwin School.

Rector Search Committee

Beth Corrigan

The Rector Search Committee (RSC), established in the spring of 2008, continues the process of identifying our next Rector after Peter retires this June. Since finishing the Parish Profile and meeting with the parish in two adult forums, we have been in contact with over 90 priests about our church and search process. Approximately 50 priests provided us with complete application packages and we interviewed a select group of applicants. As the winter comes to a close, our committee will be visiting a smaller group of applicants to continue the mutual process of discernment.

We have been excited by the response to our search to date. We want to thank all of our

fellow parishioners who have taken the time to share their thoughts with us and those who provided us with specific names to contact. We have followed up with each prospective candidate who was identified to us by any parishioner. We continue to seek your thoughts as the process enters the next phase. We ask that you pray for the Church of the Redeemer and the Search Committee, as well as those candidates who have entered into this process of mutual discernment.

Worship Committee

Luisa Rabe

Luisa Rabe, Chair; Rev Judith Sullivan, Clergy Liaison; Huw Williams, Director of Music; members - Warren Ayres, Jay Brown, Robert Hobbes, Jon Leyland, Anne Strong, and Kitten Susanin. Christina Clay, music program liaison

The Worship Committee provides a forum for parishioners, clergy and staff to reflect on Redeemer's liturgical life. The committee offered feedback on regular Sunday worship services as well as Lent, Easter, Pentecost, Advent and Christmas. Specific goals for this year included incorporating children and youth in regular Sunday worship, sponsoring alternative liturgies, and preparing worship options while our liturgical space is being reordered.

The Committee praised the clergy and staff for the beauty of our worship on Sundays and Holy Days as well as for weddings and funerals when so many who are not parishioners have the opportunity to participate.

Goal #1 Incorporating Children and Youth in Worship

The clergy with the able assistance of Barbara Billings and the Sunday School teachers led an extraordinary effort to include more children and youth in worship. The parish choirs, acolytes, lectors, ushers and greeters welcomed our young volunteers for Sunday morning services as well as Evensong. Today we find ourselves a more broadly inclusive worshipping community and we continue to seek ways in which to improve.

Goal #2 Sponsoring Alternative Worship Models

A contemplative Sunday evening Eucharist was offered during winter 2008. This initiative provided an interesting alternative to our morning offerings. Last fall, we began to celebrate an intergenerational Eucharist at 9 AM on the first Sunday of each month. This family-oriented service met much success. Children and youth took on significant roles, families enjoyed the chance to experience liturgy together (the service was slightly abbreviated given the needs of young children) and parishioners reported that service was an appropriate way to explore alternative liturgy. A well-attended service of Celebration of Light in the Darkness was offered in Advent this year for those experiencing grief, sadness, and loss in the midst of the upcoming Christmas season.

Goal #3 Preparing Worship Options During Construction in the Church

The committee is considering possibilities for worship while the liturgical space in the church building is being re-ordered. When the vestry decides to proceed with the project and finalizes the construction timeline with the contractor, we will work with clergy and staff to create options. We are exceedingly grateful to Kitten Susanin for leading efforts focused on the needs of parish families for funerals.

Project Management Committee

Kyle L. Lissack

2008 was a critical year in our efforts to restore, renew, and beautify the Church of the Redeemer Campus. The project management committee, comprised of Betsy Crowell, John Wallingford, Joseph Dougherty, Richard Halloran, Ellen Harvey, Carter Williams, Jay Einspanier, and Nissa O'Mara, has been working diligently to coordinate three key elements of our project: finalizing the design work with John Milner Architects, Navigating the Church through the municipal review process and securing all necessary approvals and special exceptions, and selecting and bringing a Construction Manager on board for the project.

Our Architects at John Milner Architects, led by Christopher Miller, have been working tirelessly with the Project Management Committee, the Liturgical Space Committee, the Clergy, and many other groups and ministries within the Church, as well as specialty subcontractors, to finalize the work to be completed within the Church. The major components of the project are:

- Building a new addition to the north side of the Church, along side the driveway: which will house 2 accessible bathrooms and a minor entrance. From the inside of the Church, the entrance to the new addition will be located at the crossing on the left side of the Church, at the site of an original entrance. This addition will be constructed of stone and slate similar to what is on the exterior of the Church and we will reuse the stained glass windows in the addition.
- Restoration of the Church exterior and interior: A key element of our restoration work is addressing the integrity of the building envelope – we will be replacing all of the flashings on the Church and repairing or replacing the slate on the many roofs of the Church. On the interior, we will clean all of the masonry surfaces, clean and restore the ornately painted wood ceiling, remove and refurbish the pews, and patch and refinish the wood floors. In addition, the interior and exterior doors and hardware will be restored as will be the windows of the Church. In the Chancel, we will restore the limestone and rebuild the south wall where the organ console was once located. The rooms behind the Chancel will be renovated with a focus on renewing these spaces and providing more built in storage for the Choir room, Acolyte vesting area, Altar Guild and Flower Guild spaces.

- Liturgical Space Renovations: The Chancel will be reconfigured with the Altar being brought further out into the Nave and closer to the Pews. On a newly constructed chancel platform, we will build a beautiful new Altar, Altar platform, kneeling rail, and Choir and Clergy seating. We have discovered the original tile that was on the Chancel floor when the Church was first built and found that it is still being produced by the same company in England! We will use the tile we found as a guide in restoring the Chancel floor to the original tile. Also as part of the Liturgical space renovations, we will install new lighting and an integrated lighting control system at the Chancel to better illuminate the Altar and an updated sound system to replace our aging sound system. There are also myriad structural and mechanical updates that we will undertake in support of the Liturgical space renovation which will take place in the undercroft. Although you won't necessarily see these changes, they are an important part of the overall project.
- Site improvements. As part of the Church construction project we will make some important changes to the Redeemer campus. The flagstone sidewalk alongside the driveway on the north side of the Church will be removed and a new, much wider concrete sidewalk will be installed to create a safer, and more pedestrian friendly walk way to help us get from the parish house and parking lot into the Church. Because of the addition, the porte-cochere will no longer be able to accommodate vehicles and will become part of the walkway. A new sheltered drop off area will be created at the end of the porte-cochere to provide a place for people to get from their vehicles and into the Church without being exposed to the elements. The driveway will be redone from the Pennswood Road/New Gulph entrance down to just past the Church, and several new parking spaces will be added. A new crosswalk will connect the Church sidewalk with the Parish House to provide a safer crossing point, especially for the youngest members of our Parish.

Because the Church sits on a residentially zoned property, the addition to the North side of the Church requires a special zoning exception. The Church has retained counsel to help guide us secure the necessary municipal approvals. I am happy to report that after three months of winding our way through the municipal review process, our application for special exception was approved.

While the Project Management Committee was working on the zoning application, we were also busy running a selection process for a construction manager. The Committee interviewed five firms based on recommendations from our design team and invited a short list of three to submit proposals in response to our formal Request for Proposal. Based on those proposals, the Project Management Committee interviewed two very qualified firms and selected W.S. Cumby.

Our team from WS Cumby, led by Bill Cumby, Jr. has a deep history of successful projects in historical structures with a particular emphasis on Church construction and renovation. WS Cumby recently completed the renovation of Bryn Mawr Presbyterian Church and construction of the new Sanctuary at St. David's Church,

among many other projects. We are currently finalizing the contract with Cumby and are already deeply engaged in the preconstruction process, planning schedules and finalizing budgets for the upcoming Church construction project this Spring.

Looking forward, 2009 Promises to be a great year for our Parish with some very exciting changes taking place! In January of 2009, the Vestry approved the plan to move forward with the Church project beginning this spring and wrapping up just before year end.

Our plan is to begin construction on the Church addition in late Spring, move into the Church to begin the interior renovations in early Summer, with completion slated for December 2009, right before Christmas. While the construction process will be a long one, we feel that it is important to allow appropriate time to complete the very detailed work of restoring and renovating our wonderful Church.

We invite any parishioners who have questions about this exciting project to contact any member of the Project Management Committee to sit down and discuss the project in more detail or to review a set of plans.

ECM Annual Report

Ruth Goodlaxson

In its seventh 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. The past year has seen many changes in the faces of ECM and its leadership; we began 2008 by welcoming back Jason Oaks as Haverford Peer Minister, and ended by saying goodbye to Pastor Jonathan Malone, who has provided a much appreciated voice of experience for the past several years. At the end of the Fall semester, Sarah Stefanski, a Bryn Mawr senior, stepped up to fill in the role of Bryn Mawr Peer Minister, and we also welcome Rev. Andrew Butler as a new voice in our discussions.

ECM has continued to build relationships with other faith-based groups. ECM members have been in communication with students at Bryn Mawr to help found the Mawrter Multifaith Alliance, an organization whose goal it is to connect different students of faith on campus. We also ventured to Swarthmore College to join their Episcopal/Lutheran group in a Taize style service, as well as dinner and a Christian music concert. We hope to continue a relationship with them in the future. We also continued the tradition of "goat sales," in tandem with the African Children's Mission, on Bryn Mawr and Haverford campuses. Almost everyone involved in ECM had a hand in either making or "selling" the goats for a \$10 donation, and the event was a great success. We also continued to assist the Interfaith Hospitality Network with overnight stays.

Natural Church Development

Tad Sperry

As prescribed by NCD protocols, a second NCD survey was completed in late 2007, in order to assess our progress and determine which area would need our attention. Passionate Spirituality was again identified as the area most needing our attention. The committee met several times in an effort to discern what our mission and work should be for 2008. To help us understand exactly how the NCD process would have us proceed we engaged the services of Rev. Ted Rice, an NCD leader with the Diocese. We endeavored to look at new ways that the Redeemer could be a place that would nurture congregants on their own spiritual journeys. Working with Ted and examining the kinds of programs and opportunities that have been spawned by the Adult Formation Committee and Judith Sullivan during the last year, we came to realize that there was a great deal being done to foster Passionate Spirituality at the Redeemer. The committee stands ready to engender other opportunities for growth in this area, but is currently not meeting regularly.





2008 Stewardship Pledge List

Ken Garner

*Special thanks to these households who have made annual pledges
for 2009 to continue the innumerable ministries of
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 E. S. Ward, III
 Dr. & Mrs. Michael Warhol
 Mr. & Mrs. Andrew Warren
 Dr. & Mrs. Kenneth Warren
 Dr. & Mrs. Joel Wasley, III
 The Rev. Joseph T. Webb
 Mr. Richard Weigel & Ms. Carol Chew
 Mr. & Mrs. Jerry R. Welch
 Frank & Margaret Welsh
 Mrs. Nancy Wessells
 Dr. & Mrs. George Westby
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 Mr. Andrew White & Sara D'Angio
 Mr. & Mrs. Bradford Whitman
 Mrs. Ernest Widmann
 Mrs. Robert W. Wigton, Jr.
 Ms Pamela F. Wilford
 Mrs. Thomas A. Williams

Mr. & Mrs. Carter D. Williams
Mr. & Mrs. Claude Wintner
Mr. & Mrs. Charles R. Wood
Priscilla & Guy Woodruff
Mr. & Mrs. Kenneth R. Wortley

X,Y,Z

Alan and Patti Yates
Mrs. Randolph D. Zelov
Dr. and Mrs. George Zimmerman
Mr. and Mrs. Graham F. Zug
10 wishing to remain anonymous

