

# CHURCH OF THE REDEEMER BRYN MAWR, PENNSYLVANIA



160TH ANNUAL PARISH MEETING  
FEBRUARY 12, 2012



# Church of the Redeemer



## Staff

The Rev. Peter T. Vanderveen

*Rector*

The Rev. Beth W. Hixon

*Associate Rector*

The Rev. Melissa Q. Wilcox

*Assistant Rector*

Barbara Billings, Director of Children's & Youth Ministries

Michael Diorio, Interim Organist and Director of Music

Jay Einspanier, Parish Administrator

Ken Garner, Director of Communications and Stewardship

Denise Gibbone, Bookkeeper

Gillian Lancaster, Program Assistant

Paulo Reyes, Custodian

Tish Zaleta, Office Coordinator

## Vestry

Doug Raymond, Rector's Warden

Darrell DeMoss, Accounting Warden

Ulf Cahn Von Seelen, Secretary

Barri Alexander

Michael Maggio

Sean McCauley

Blair Stambaugh

Kitten Susanin

Bill Susskind

Danielle Trucksess

Ginny Williams

Martha Wintner

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**CHURCH OF THE REDEEMER  
ANNUAL MEETING**

**February 12, 2012**

**10:30 a.m.**

Call to Order, Approval of Minutes,

Memorial gifts, passing ballots (10)

Rector's Warden Report (5)

Doug

Accounting Warden Report (10)

Jay and Doug

Election results

Recognitions (5)

Barbara Billings

Duncan Van Dusen

Rector's Report (10)

Peter

Response from congregation

Close

Peter

Refreshments

THE CHURCH OF THE REDEEMER  
MINUTES FROM THE 159TH ANNUAL MEETING  
Sunday, February 27, 2011

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

1. Call to Order. Doug Raymond, Rector's Warden, called the Annual Meeting to order at 10:25am in the Church. Copies of the agenda, ballot and 2010 Minutes were distributed as people entered the meeting.
2. Quorum. Doug Raymond acknowledged that the Church had an official quorum for the Annual Meeting.
3. Election of Vestry, Diocesan Convention Delegates and Merion Deanery Representative. Doug Raymond announced that the judges overseeing the election of members to the Vestry, Diocesan Convention and Merion Deanery would be as follows: Darrell DeMoss, Ginny Williams and Sam Chew. Following introduction, the judges collected the election ballots and returned to the back of the Church to tabulate the results.
4. Approval of Minutes. Upon motion, the Minutes from the 158th Annual Meeting were approved.
5. Gifts and Memorials. Susan Van Allen, Vestry Secretary, read the list of 2010 Gifts and Memorials.
6. Rector's Warden Report. Doug Raymond reflected on the notable events of 2010:
  - a. Transition Period: Doug noted that with the arrival of Beth Hixon and Melissa Wilcox, and the installation of Peter Vanderveen as Rector prior thereto, the period of transition experienced by the Redeemer community had finally come to an end. The sense of fellowship at Redeemer is special, and we are a healthy and vibrant community.
  - b. Church Restoration. In celebrating its second Christmas in the Church, Doug acknowledged that the Parish achieved the first year post-renovation milestone. He reflected that the renovated church helps us meet our goal of being a lively, spirited and welcoming Christian community.
  - c. Website. Doug invited everyone to visit the new Redeemer website and to read the 2010 Annual Report online.
  - d. Looking Ahead. While celebrating our achievements in 2010, and there were many, Doug reminded us that we need to continue work on expanding our ministries, being a welcoming place for visitors and refining our programs (especially the Youth ministries). There is still much we can do to Bazaar Location.
7. Accounting Warden's Report. Darrell DeMoss highlighted some financial information from the Annual Report in his power point presentation. Among other things, Darrell discussed:
  - a. 2010 Financial Results. The Church's 2010 revenues totaled \$1,702,526, a \$92,338 surplus over budget. Most of the surplus was placed in the Unrestricted Endowment fund, while some were used to prepay 2011 expenses. Disbursements for 2010 were \$1,686,744, including the above mentioned distribution to the Unrestricted Endowment fund. This amount was slightly less than 2010 revenues because certain ACM and the Music Committee funds have distribution schedules that aren't consistent with the COR annual budget cycle.
  - b. 2011 Budget. The Vestry approved a budget for 2011 totaling \$1,556,101, roughly

- equivalent to last year's budget numbers. The budget again calls for a 0% increase in pledges and, through careful management of parish expenses, holds the line on expenses.
8. Election Results. Susan Van Allen, Vestry Secretary, read the results of the elections:
    - a. For Vestry (serving three-year terms): Ulf Cahn von Seelen, Blair Stambaugh, Bill Susskind and Danielle Trucksess
    - b. For Diocesan Convention. Norman McClave, Tom Ramsey, with Joe Berman, alternate
    - c. Merion Deanery. John Gregg
    - d. Outgoing Vestry. Doug Raymond officially thanked outgoing Vestry members Joe Dougherty, Jeanie Holeman, Tom Ramsey and Susan Van Allen for their service to the Church.
  9. Rector's Report. Peter Vanderveen discussed the following:
    - a. Special Recognition. Peter recognized Susan Bloom, outgoing Flower Guild Chairperson and thanked her for her wonderful leadership and commitment to Redeemer over the past ten years.
    - b. Year-in-Review. During the past year we as a Parish community celebrated, among other things, our return to a newly renovated Church, the ministries of Judy Sullivan and Andrew Butler as they moved on to new roles and responsibilities and the completion of a comprehensive music discernment process, which helped us identify music's role in our faith community. During the past year, great strides have been made to close fractures within the Parish and become one Church, one people, one mission; and with improving communications and making all of our activities transparent. We are now ready to enter a new phase – one of growth.
    - c. Growth and Development Committee. During 2011, this new created committee will focus on thoughtful growth of the Parish. We have inherited an incredible legacy and have an obligation to build it up. The Redeemer community has enormous gladness to share with others, but we can neither assume growth nor take it for granted. The Committee's work will help us to discern the best ways to improve and grow.
    - d. Focus on Youth Ministry. In 2011 the Parish will work on its youth ministries, creating a clear programming trajectory and establishing a mechanism for spiritual support for youth and parents alike. Clergy would like to have a plan in place within a year and see real change/growth within three years.
    - e. Stewardship Program. Redeemer needs to change its concept of giving and stewardship. Our current process generates good results but is bruising. Peter would like Redeemer members to focus on stewardship as an investment in the whole of the Church.
    - f. Parish House Plans. Peter shared a high level renovation plan for the Parish House, which would call for the removal of the 1950's addition and construction of a new building adjacent to the historic portion of the building. The new concept allows for better flow and use of the structure, and improves parking. Following this portion of his presentation, Peter entertained questions from the congregation.
    - g. Vestry Recognition. Peter thanked the Vestry for being wonderfully deliberative in their work and helping to lead the Parish towards good development. He thanked Doug Raymond and Darrell DeMoss for their work as Rector's Warden and Accounting Warden, respectively.
  10. Adjournment. There being no other business, the meeting adjourned at 11:31am.
- Respectfully submitted,  
Susan Van Allen, Secretary of the Vestry

## **2011 Gifts and Memorials**

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

Alice Campbell & Family	Campbell Family
Evelyn Denison Carrillo	Ray Gordon
Louis Hood	Barbara & Paul Kogge
William L McLean III	Mary G. F. McVickar
Louisa Mirick	Hannah Sullivan Randolph
Edwin M .Rhea	Catherine Walker Stradley
Margaret B. G. Van Dusen	

### **Contributions Were Made To The Following Projects:**

African Children's Mission	Christmas Baskets Program
HEART Program	Joyful Giving Program
Music Program	

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

Estate of John C. Haas	Estate of Mary E Haines
Estate of Edgar A McCoy	



**Text to be added after the report is  
presented on Sunday, February 12,  
2012.**

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Last December, over 1300 people celebrated Christmas at The Church of the Redeemer, our third Christmas in our restored and renovated church building. Even though the light bulb in the star over the altar burned out shortly before the Pageant started, disaster was averted (Thank you, Jay!). While our flower and altar guilds, choirs, greeters, readers and chalice bearers labor all year to enhance our worship, the Advent and Christmas seasons place special demands on them, and their efforts really were appreciated this year as everything looked lovely, and the services all ran smoothly. It was a wonderful conclusion to our Advent season and a lovely way to end the calendar year.

2011 was for us a year of continuity, reinvigoration and preparation for new and exciting ministries. It has been a blessing and a joy to be able to do this work with Peter, Beth and Melissa, who have brought their gifts, love and dedication to our parish. 2011 was a particularly fruitful time for the clergy, vestry, staff and parish to get to know each other more fully, and to be contemplative and thoughtful about how to move forward as a parish community. This has helped encourage a growing sense of engagement and community among our parish, as we have just seen in the successes of the Christmas Dinner and Bazaar, the choir mission trip last summer, and the terrific dedication and work by those who labored for over a year to give their gifts of new communion kneelers to the parish.

That same spirit has infused our already strong music program, under the able leadership of Michael Diorio (with much appreciated assistance from Michael Smith and Michael Stairs). The choir mission trip last summer to Italy combined music with mission (and a little sightseeing) and was a marvelous experience for the adults and youth who participated. That very successful trip has helped created a sense of anticipation for the planned Youth Group trip this summer back to the Dominican Republic. The recent fundraising dinner at the Parish House for the DR trip was itself a fun and exciting event. It was heartwarming to see so many of our young men and women giving their time and talents to help raise the funding for this trip. I hope many of our parish will feel moved to find ways to support our youth in this work, which has the potential to deeply shape their lives in important and positive ways.

Our younger parishioners have also benefited from the hard work organized by many hands, particularly Melissa and Barbara Billings, to revitalize our youth programs. Our outreach and ministries to the youth of our parish and our community are among our most important responsibilities, and it is gratifying to see them blossoming.

2011 also saw much energetic and enlightening discussion among members of the Vestry and our Growth and Development Committee, from whom you will be hearing more at the Annual Meeting. They have been doing hard work to articulate why we need our parish to grow, and how we should think about encouraging that growth. We ourselves are nurtured in our own spiritual development by our outreach ministries that build our parish and encourage others to join us in our worship. It also is important that we have strong programs that will help welcome our friends and neighbors. And growth is of obvious significance to the ongoing financial stability of our parish, as we depend on our parishioners to support most of what happens at the Redeemer.

While our Growth and Development Committee has focused on these important issues, our Stewardship Committee has been working faithfully to reinforce the message that everything we do at Redeemer is mission, and that, indeed, everything we do is stewardship as well -- our worship, our outreach and educational programs, our buildings, our campus, and our numerous ministries.

Among the many programs that took root or grew in 2011 were: the integration of our youth into our already vibrant Food for Friends program, as part of our refocused youth ministry; a new outreach for the Eldernet Food Bank; two new Bible Studies and the monthly “downtown lunch” with the Rector. Our African Children’s Mission, Interfaith Hospitality Network and Pastoral Care programs continued strong during the year as well. The pages of our 2011 annual report are full of the exciting and important work carried out by our many ministries, and reflect the efforts and dedication of hundreds of our parishioners. I hope you will take the time to read about all we have been doing, and consider whether this year might just be the time to sign up for that new ministry or program. You can do so on one of the sheets posted outside the offices in the Parish House. There are many good programs that could use your help.

A critical component of our stewardship is preserving our buildings and campus for future generations of parishioners. The Vestry and the Property Committee have spent many hours evaluating our current parish house space and its suitability for the future life at the Redeemer. It is no surprise that these buildings are inadequate and the 1950s addition in particular is in desperate need of substantial overall. As we have discussed over the past several years, significant consideration has been given to the possibility of building a new parish house, to be integrated into the historic part of the existing parish house and sexton’s cottage. This would provide wonderful gathering, fellowship and educational spaces for decades. Much work and investigation has been done, and while there is more to do, there will be a full report about our plans at the annual meeting.

Finally, in the life of any community there will always be transitions and changes. We will miss Barbara Billings when she retires as our head of Children’s Ministries, where she has worked faithfully and diligently in helping to build our Catechesis program and our other youth ministries. It is a great consolation that she will remain to help with the transition of those important responsibilities to new hands. I also want to acknowledge the many significant contributions of our outgoing Vestry members – Barri Alexander, Darrell DeMoss, Sean MacCauley, and Ginny Williams. They have been guiding lights and strong voices on your vestry. Their good counsel and thoughtful words will be missed in those meetings

Respectfully Submitted

Doug Raymond

First, I want to apologize to you for not being able to attend the Annual Meeting on February 12. Julia and I planned our trip to Paris around the earlier meeting date on February 5 and couldn't rearrange our schedule to accommodate the later date.

I am particularly chagrined by my absence in light of the \$51,266 deficit showing for 2011 in the exhibit accompanying this report. Although a minus sign is never a good thing to see in the "Surplus" column, particularly in light of the operating surpluses we've been able to place into our endowment in the previous two years, I believe that this shortfall shouldn't be of great concern to parishioners, with perhaps one exception noted in my report below. If any of you have remaining concerns, please email me at darrelldemoss@aol.com.

### 2011 Financial Results

The income and expense statement you see in the exhibit actually represents four separate budgets:

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

We have placed financial information for all four in the Annual Report in order to give parishioners a complete understanding of The Redeemer's financial status. The Vestry and its Finance Committee focus primarily on the "core" budget – almost 90% of the total – while the other budgets are managed somewhat independently by other parish committees.

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

The same disproportionate weighting holds true on the revenue side. Roughly 65% to 70% of our core budget revenue comes from pledges, and another 20% comes from the endowment.

The good news is that, thanks to sound expense management in 2011 and in previous years, our core operations are on a sound financial footing, running essentially break-even in 2011. This is true despite some unplanned expenses authorized by the Vestry, such as \$14,000 for a refurbished piano for the practice room, a \$10,000 prepayment of The Redeemer's 2012 voluntary contribution to the Diocese of Pennsylvania and \$10,500 unexpected increase in health insurance expenses due to a required switch to the national church's program.

The bad news is that pledge revenues have been dropping for several years running and actually dropped below our \$1,100,000 pledge goal in 2011. The \$15,100 shortfall in 2011

shown in the exhibit has actually continued to be reduced by a number of late payments received after we closed our books, but these points remain valid:

- We have a few parishioners who are extraordinarily generous and committed to The Redeemer. We have a larger number of moderately generous parishioners. The members of these two groups are typically older, and their numbers are dwindling through infirmity and death.
- We have a large number of active members of the parish who either have serious and non-obvious financial constraints or whose pledges are not in line with the level of their involvement in the parish. We need greater financial support from this group in order to continue and expand our mission.

Duncan Van Dusen has said to me more than once that if members of The Redeemer were to pledge what they pay in annual dues to the Merion Cricket Club, all would be well. I have pointed out to Duncan more than once that not every parishioner can afford to belong to MCC, and that if MCC asked for voluntary contributions rather than assessing dues, its revenues would not be as great as they are.

Nevertheless, if you do belong to a social or athletic organization, you might want to consider the Van Dusen Rule.

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

Darrell DeMoss  
Accounting Warden

## 2012 Budget Compared to 2011 – 2009 Actual Revenues & Expenses

	<b>2012 Budget Projection</b>	<b>2011 Actual</b>	<b>2010 Actual</b>	<b>2009 Actual</b>
<b>Revenue</b>				
Pledge	\$1,100,000	\$1,084,900	\$1,112,372	\$1,150,473
Plate	\$13,000	\$11,583	\$13,622	\$12,318
Endowment Income	\$302,288	\$279,876	\$282,870	\$298,536
Misc. Contributions	\$15,000	\$32,156	\$22,500	\$19,162
Residential Rent	\$74,500	\$73,290	\$72,618	\$45,313
Misc. Rent/Income	\$40,000	\$41,871	\$73,431	\$36,443
Music Cmte Contributions	\$33,162	\$124,590	\$42,975	\$110,136
ACM Contributions	\$19,082	\$19,384	\$35,653	\$28,542
Outreach Contributions	\$50,000	\$53,430	\$46,485	\$76,075
<b>Total</b>	<b>\$1,647,032</b>	<b>\$1,721,080</b>	<b>\$1,702,526</b>	<b>\$1,776,997</b>
<b>Expense</b>				
Clergy	\$349,053	\$332,815	\$261,103	\$359,700
Music	\$174,758	\$183,223	\$157,488	\$164,696
Christian Formation	\$85,591	\$67,754	\$74,704	\$82,884
Buildings	\$305,274	\$308,049	\$354,229	\$311,419
General Administration	\$460,379	\$454,149	\$467,346	\$461,398
Grounds	\$67,790	\$79,742	\$65,952	\$55,251
Outreach	\$93,500	\$93,823	\$87,163	\$103,500
DOP Support	\$53,301	\$64,491	\$79,359	\$82,297
ACM Disbursements/	\$30,928	\$30,973	\$31,635	\$23,552
Music Cmte	\$12,993	\$157,327	\$31,209	\$105,465
<b>Total▶</b>	<b>\$1,633,567</b>	<b>\$1,772,346</b>	<b>\$1,610,188</b>	<b>\$1,750,162</b>
<b>Surplus</b>	<b>\$13,465</b>	<b>-\$51,266</b>	<b>\$92,338</b>	<b>\$26,835</b>

Christian Formation is the continual lifelong process of deepening one's understanding of his or her faith. We do it through worship, service, mission, fellowship and education. The purpose of the Christian Formation Committee for Children and Youth is to support the ministry to and with the children, youth and their families and their teachers/leaders in collaboration with the Director of the Children Ministries and the Assistant Rector with oversight of Youth Formation to achieve the following goals:

1. Help each young person feel welcomed, valued and loved;
2. Encourage participation in the programs of Christian formation and spiritual growth offered for children, youth and their families;
3. Promote training and support for those who lead, teach and assist in the Church School;
4. Strengthen the relationships between our young people and the adults who lead their Christian education and formation experiences;
5. Encourage the participation of children and youth in the fullness of ministry, including service, participation in liturgies, and outreach;
6. Build a caring community within the Church School;
7. Furnish families with Church School news and suggestions for resources; and
8. Maintain ties with other groups within the congregation that have specific ministries to and with children and youth (for example, choirs and acolytes)

**Members:**

Barri Alexander, Chair  
Barbara Billings  
Leslie Boris  
Catharine (Kate) Brown  
Carol Chew  
Christopher (Chris) Comai  
Kirsten Comai  
Nadia Jannetta  
Priscilla Nalls  
David Senior  
Diane Senior  
Leslie Susskind,  
William Susskind Jr.  
Susan Van Allen  
Melissa Wilcox

As I joined the Vestry three years ago, I became the Chair of the Christian Formation for Children and Youth Committee. Prior to my becoming the chair, I did not serve on the committee and did not know the purpose of the committee or how it was run. I held a few meetings each year, but most of the committee was comprised of Sunday school teachers/leaders who were already participating in the formation of our children. The meetings were not well attended and despite my best efforts, the committee lacked focus.



Despite the lack of formal meetings, our committee really worked to meet the above goals. Can we do more? Absolutely and with more focus and more specific goals, we will continue to advocate for the children and youth of this parish.

### **Children**

That being said, the children's ministries are vibrant and engaging at Redeemer. The Catechesis program is a draw for many new families and engages a multitude of young children at Redeemer. Barbara's strong sense of organization and understanding of spiritual formation continues to enrich our educational programs for children from birth through fifth grade. Her preceding comprehensive annual report should help parents understand the richness of the Catechesis program.

As you can see from Barbara's report, attendance hovers at approximately 50% any given week. Our hope is that each parent will commit to making Church School attendance a family priority, even in the face of the myriad of other options the world offers for Sunday mornings. Parents are the first and most significant catechists of their children and the Christian Formation Committee seeks to support our families in this important role in any way that we can.

Barbara will be resigning her position at the end of the Church School year. We will miss her many gifts, but fortunately she will remain active in our Catechesis program as a volunteer. We are eternally grateful for all she has brought to our Church School program over the years and for her faithful following of God's call in her life.

### **Youth**

Melissa Wilcox joined The Redeemer as Assistant Rector with oversight of Youth Formation in November 2010. Melissa is as caring, warm, knowledgeable, and spirit-led as one could hope to find to guide our youth. Our youth program has tried to live out the vision of Worship, Mission & Fellowship.

As you can see from Melissa's report, all aspects have been successful. Attendance varies widely, but on average, attendance is 50%, with more consistent attendance in the Rite 13 program, and a greater showing of high schoolers when we are doing mission work such as Food for Friends. Some parents have said their youth receive a Christian education at school, but the youth program is really about building community -- relationships with God and others. We discuss where our faith and tradition intersect with our daily lives and current events, as well as act as the hands and feet of Christ in our mission work. It is my hope that the CFCYC can offer strategies and support to parents to help make attendance on Sunday morning a priority, not as another box to check, but because joining the group offers something ineffably rewarding.

No matter how skillful and faithful our committee is, the program for children and youth would fail without committed and insightful teachers/leaders. Many teachers/leaders are needed to successfully conduct so many classes. We are exceedingly grateful to all the catechists, Church School teachers and leaders for giving so freely of their time and of themselves. Speaking from experience, as one helps to develop the children through prayer and teaching; one cannot help but grow closer to God. I am praying He will inspire some more of the talented people of

Redeemer to help make our excellent children and youth programs even better and to continue to attract new families. We invite all parents and members of our community to contribute in any measure possible. As teachers, assistants, volunteers or advocates of any kind, we would benefit from your efforts. The CFCYC will gather to prayerfully discern teachers and leaders for the coming Church School year. We will also be discerning the qualities and skill set we are looking for as we seek to fill Barbara's position as Director of Children's Ministries.

In the near future, we will continue to contemplate our physical space needs as our church school demographics change. In our effort to serve existing families and attract new ones, we need to find creative solutions to church school needs and the CFCYC expects to be involved in helping to plan the space as we look to renovating the Parish House.

What lies ahead for the CFCYC and how can we make the committee better? We are looking for a few new committee members. We are looking for people who want to make a difference in the spiritual lives of our children and youth, and consequently in our families and the entire parish. God can surprise us. The power of God can do infinitely more than we can ask or imagine. We see God's power at work whenever we allow the Holy Spirit to work out God's mysterious and marvelous love in our lives. Won't you join us, as we seek to develop fellowship across all ages of our parish so that coming to church is not just something we do routinely week after week, but so that coming to church can be transforming not only for ourselves, but for others.



## Churchyard

Robert W. Denious

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

The expense of the routine maintenance of the Churchyard, consisting primarily of lawn care, mulching and leaf removal, has been running in the range of \$60,000 or more annually and is absorbed by four separate Churchyard Endowment Funds, plus an allocation by the Vestry from the operating budget. The endowment is not sufficient to cover major maintenance such as tree removal and heavy pruning, which are arranged by our arborists, the John B. Ward Company. 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 is charged to oversee the work of the professional contractors retained by the Parish, including landscape contractors and arborists. We are guided and assisted in our work by the Long Range Parish Horticultural Plan prepared in consultation with Alice Doering, the Church's Landscape Consultant, and approved by the Vestry in 1996. The plan includes identification of specific plant material for grave sites and other areas of the Churchyard and is intended to assure that the long term planting is harmonious and in proper scale with existing buildings and plant material and that it includes the best plants, taking into account the nature and horticultural challenges of the site.

This year our oversight included a major renovation and replanting project in the area of the Pennswood Road curve, including removal of an unsightly and hazardous yew hedge, replacing the fence surrounding the Rectory rear yard, reseeding the area between the road and the fence and planting 4 American Hornbeam Trees (*Carpinus caroliniana*). In addition, unsightly, overgrown planting at the entrance to the Rectory front yard from the main parking lot was removed and the area was replanted with low maintenance evergreen shrubs.



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

A list of recent 2011 tree gifts is as follows:

- Gift of a Hybrid American Elm (disease resistant), in memory of Leighton and Catherine Stradley, by their children, Lynd S. Meyer, Judith S. Louderback, Leighton P. Stradley and Virginia S. Jenks. The tree is located in the approximate center of the West Churchyard.
- Gift by an anonymous donor of an American Linden (*Tilia Americana*), planted In the West Churchyard opposite the north side of the Church near the driveway and across from the Porte Cochère.
- Gift of a Shagbark Hickory (*Carya ovata*(Mill.) K. Koch) by the John B. Ward Company, the Church Arborist. The tree is located in the West Churchyard near the driveway and opposite the Choir Room on the north side of the church.

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

Anyone interested in discussing or making a donation of a tree may contact Jay Einspanier in the Church office (610-525-2486 ext. 21) or Bob Denious, Churchyard Chair, at 610- 525-4283.

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



Respectfully submitted,  
Robert W. Denious

## Investment Committee

Eric Noll

The Investment Committee was re-established and ably chaired by John Lisle. Our thanks to John for his tireless work on getting the Endowment reporting and oversight structure established and for creating warm working relationships with the managers of the Church of Redeemer Endowment funds. Eric Noll (or I – depending on how you want it), took over as Chair mid-year this year. The other committee members are Al Boris, Daniel Wallick, Ulf Von Seelen, Jay Riley and Paul Wanglee. Paul has been and will continue as the liaison to the Redeemer Finance Committee. Both Jay and Paul serve on the Church Foundation Endowment Committee which is one of the Redeemer's Endowment managers.

Redeemer has two investment managers – the Church Foundation and BNY Mellon. Both of those managers act as the sole manager of the funds assigned to them and our committee has no direct management responsibility for those funds. Our role is to provide guidance to the manager, discuss and establish the annual draw from the endowment for the operation budget of the Church and to ensure compliance with our risk and reward tolerance levels. It should also be noted that some of the funds have been given for the support of specific purposes at the Church and can only be used for those purposes. The annual draw for last year was 4.5% for support of the Church's missions and operation budget and that percentage has been established as the draw for 2012.

In these trying economic times, both managers have performed well, but have not outperformed in the past year.

The beginning and year end totals along with changes to the endowment funds are as follows:

Change	BNY Mellon	Church Foundation	Total
12/31/2010 Beginning Balances	\$2,172,328	\$5,277,676	\$ 7,450,004
Additions/Withdrawals	<u>(220,998)</u>	<u>459,914</u>	<u>238,916</u>
12/31/2011 Ending Balances	\$1,951,330	\$5,737,590	\$ 7,688,920



## **Growth and Development Committee**

**Kathleen McClave**

Members of the Committee: Leslie Boris, Jay Einspanier, Harry Miller, Kathleen McClave, Eric Rabe, Devika Singh, Peter Vanderveen, John Wallingford, Martha Wintner

### **Why Redeemer Must Grow**

Cultivating a growing Redeemer community is important for many reasons:

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

### **The Mission of the Committee**

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

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

### **Key initiatives completed in 2011:**

- Parish Preferences and Priorities. An important early step was to understand what members of Redeemer thought were important characteristics of Redeemer that should be incorporated into the Church's growth agenda and priorities. To this end, members of the Growth and Development Committee met with representatives of Redeemer committees and groups to better understand their views. They told us that mission, worship and fellowship were important to all. This direction was used to further shape the activities of the Committee.
- Communications strategy: A communication plan that identifies key stakeholder groups and messages was developed and approved by the Committee. Members of the Committee are working with Redeemer to staff to implement the plan on an ongoing basis.

- **Tracking results:** A set of key metrics to track growth at Redeemer were developed and presented to the Vestry for approval. Standard set of definitions for the metrics have been developed for use in all communications. Members of the staff are working with committees and groups to refine the metrics as needed, and begin tracking/reporting progress.
- **Post Service Parish Dialogue:** many members have indicated an interest in opportunities for more informal fellowship and relaxed dialogue with one another. Beginning on January 29, members are encouraged to enjoy the fellowship of other Redeemerites in the main meeting room of the Parish House following the 9:00 am service. Those who want to attend other Sunday morning events are encouraged to stop in for coffee and then head to the event of their choice.
- **Extending the reach of the Welcome Committee:** In collaboration with the Welcome Committee, members of the Growth and Development Committee are developing ways to extend the reach of the Welcome Committee to engage new members in the Redeemer Community. Key efforts will focus on identifying more contacts for new members, creating shepherding programs to extend the efforts to engage new members that are initiated by the Welcome Committee and to provide more effective communications regarding the nature of and access to key Redeemer activities.

## **2012 Agenda**

The key priorities for the Committee for 2012 will center on improving the way we engage new and existing members and creating a culture of growth through:

- **Helping Redeemer members find ways to address the important issues that matter:** Working with the Rector, the clergy, the Vestry and committees/groups to find new ways within Redeemer to help members in their efforts to address the important life, work, family and worship questions and issues in their lives.
- **Communications:** Continually improving the quality, reach and effectiveness of Redeemer communications to all of our stakeholders to effectively convey the broad agenda of the Redeemer, our focus on growth, and our interest in promoting the values of mission, worship and fellowship.
- **Attracting/engaging families:** Finding new ways to work with existing committees and groups (such as the Church School, the choirs, etc.) to better engage families in the Redeemer agenda.
- **Greater engagement of existing members:** To continue to explore ways to re-engage or broaden the engagement of existing members in the Redeemer agenda by continuing to improve our understanding of what is important and what may be missing from our agenda and communications programs. This means more dialogue with committees and groups regarding their experience and priorities and opportunities to engage new members in their work. We will also seek more feedback from members of the Parish generally.
- **Tracking results:** The Committee will continue to work with other committees, groups and Parish administrative staff to measure and report progress in growing the parish and the engagement of members.

Appendix: Tracking Growth:

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



## Music Committee

David Hastings

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

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

In 2011 the Committee supported the Music Program with a series of concerts at the church, some by our own choirs and others by outside artists, supported by ticket sales and outright gifts from parishioners. A major highlight was the youth choir trip to Italy in June.

Fund-raising efforts, heavily assisted by youth choir members, included the chili and soup sale, pie sale, rummage sale, "Dining with the Divas" and Appleford party. (This year, the proceeds from Appleford will be given in support of the youth trip to the Dominican Republic.)



## Mission Committee

John Lisle

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

Most, if not all, of what we do at the Redeemer is outreach in one form or another such as pastoral care, the Flower Guild, the churchyard, the choir and the Episcopal Campus Ministry just to name a few. The current projects that are under the purview of the Outreach Mission Group include:

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

One focus of these projects is what can be gained by a volunteer above and beyond the rewards of helping others. Certainly there is fellowship as well known by the Food for Friends group. There are also the Christian aspects of the projects that a volunteer will naturally engage in as a direct result of simply deciding to join a project. The enrichment that one can experience is entirely personal and can be compelling. In several of the activities, volunteers who choose to can join brief discussions about the broader ideas of what a particular mission project entails. These are generally led by one of the clergy.

You will have the opportunity to learn about each of the missions through adult forum discussions and from the broadsheets or the Voice that describe one of the projects monthly. Our motto is Embrace, Engage and Enrich. We hope that each of you will become more familiar with each of the Redeemer's Outreach missions. As a group, they are designed to suit the differing time availability, age groups, and interests of our entire church.

We are constantly searching for new opportunities to partner with groups and to find interesting and meaningful ways for parishioners to participate in communal projects that are not only beneficial to the individuals in the groups but also offer parishioners chances to engage in substantial Christian experiences. If you have suggestions, please let one of our group know.

Please feel free to contact any of the Outreach Mission Group: Betsy Crowell, David Hain, Michael Maggio, Julie Williams, Bill Young, and John Lisle, chair.

## **Mission Reports**

### **African Children's Committee**

**Lynn Marsden-Atlass**

In 2011 The African Children's Mission continues to thrive in its eighth year, with its mission statement that guides all its goals and activities:

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

The following mission activities were advanced during the year. There are 20 active ACM members this year. Although a small group, ACM members are deeply committed to the ongoing mission and actively seek a wider engagement and involvement with Redeemer parishioners.

### **Education Efforts**

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

Using Abwenzi Means Friends (written by Carol Chew and Peter Sipple in 2009) ACM members Stephen Billings, Prill Bradshaw, Jeanne Holeman, and Chandra Kee worked in the church school this fall with grades 4 and 5. The children learned about Malawi and the United Nation's Millennium Development goals through readings from the story, experiential opportunities and scriptural references. They gained an understanding of the connections between ACM, GAIA, and the people of Malawi. Through their collection of pennies the students made a group donation to ACM in church on December 4 of \$110.

On November 13 in "Mentored for Mission" Carol Chew, Bill Suskind, and Lynn Marsden-Atlass worked with the high school students to make many of the Malawi goat ornaments that graced our Got Goat/ACM table at the Bazaar on November 18, and for the subsequent Sundays before Christmas.

ACM will present programs in "Mentored for Mission" three times this year for the High School students at the Redeemer. Upcoming dates are February 12 and March 11, when Malawian nurse Kibone Gondwe will share her story as an AIDS orphan who was directly influenced by our support through GAIA.

### **Travel Team**

From July 15 – 27, 2011 ACM members Priscilla Bradshaw and Jeanne Holeman traveled to Malawi joining forces with a GAIA group led by Amy Rankin-Williams. Prill and Jeanne were based in Blantyre, and made daily trips to visit remote villages in the South and Mulanje districts. ACM has made a three-year commitment to provide support (\$30,000 annually in 2011, 2012,



2013) for the village of NALUSO and its 1,863 people through GAIA Villages Intervention. The Redeemer's village consists of 331 households in great need of health initiatives and life-saving services, such as food, water, medical supplies, nursing and orphan care, and education.

Prill and Jeanne traveled to Naluso to witness what our mission has accomplished in this first year. They bought 10 soccer balls in Blantyre and set out to Naluso. Over 300 people gathered in song and celebration to welcome them in Naluso,

and told them exactly how our support has given them hope and a future. The festivities were presided over by two village Chiefs, the Deputy Headmaster, Jean, a GAIA coordinator and village caregiver coordinators. There were many testimonials by orphans and by adults. Jeanne and Prill's conclusion: we are making a difference in Malawi.

### **Support for GAIA**

During the year, the ACM sent much needed funding to GAIA, the Global Aids Interfaith Alliance, in support of some of their most important ministries. This is the 11th anniversary of GAIA's ministry in Malawi. In September 2011 Gordon Keen, an active ACM member and parishioner of the Church of the Redeemer, was elected to the Board of Trustees of GAIA.

Gordon attended his first Board meeting in San Francisco in the fall, and reported back in October to ACM. William Rankin retired as Founding Director in October and GAIA hired a new CEO Todd Schafer. Gordon Keen represented ACM in November at a celebration in Purchase, NY honor Bill Rankin. Bill will



continue to be involved on a part-time basis with GAIA. ACM plans to invite Todd Schafer and Bill Rankin to the Redeemer to speak about GAIA in Malawi at the Redeemer this spring.

### **GAIA Ministries Update**

GAIA created its signature HIV intervention-GAIA Villages, which uses a grass roots, community-based approach to preventing and treating HIV/AIDS in Malawi's rural villages. GAIA Villages employs 4-5 women in rural villages in the south as Community Caregivers. Moving forward, GAIA seeks to expand its village ministry to more than 40 villages over the next 3-years. In

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

### **Open Arms Infant Home Orphanage**

Ongoing care of orphaned infants provides food, medical care and a safe environment until the baby can be placed back in their home village. Our support has provided mosquito repellent-treated nets to protect against malaria. The orphanage has seen a drop in the mortality rate from 50% to around 10%. Prill Bradshaw and Jeanne Holeman spent a day at Open Arms in July.

### **Orphans in Community**

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

In September 2011 ACM received a letter from Jones Laviwa, GAIA County Director in Blantyre, Malawi who reported that our support had literally saved the life of orphan baby Nsimbi, whom his 7-year-old sibling was caring for. Through Prill and Jeanne's visit and subsequent ACM cash donation, \$500 became the means for the baby's grandmother, Ellen Nsimi to provide food, care and clothing to care for baby Nsimbi.

### **Mobile Medical Clinics**

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

### **Youth HIV Prevention Programs**

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

### **Orphan Care and Education Program**

ACM provided funds to help with secondary school fees, and support some 300 orphans with food and supplies for the orphan care center. Additional funds by the ACM travel team offered Naluso village children scholarships for secondary school fees, uniforms and books.

### **Nursing Scholarships**

ACM has provided more scholarships than ever before, covering the expenses for tuition, supplies, stipend, uniform and other basic necessities for students. A total of 98 students on GAIA scholarships attend both 3 and 4 year programs and, upon graduation, will spend the next four years working in community hospitals. In 2010, The Nursing Scholarship Fund is altering Malawian society for the better by empowering young women to become agents of



change in their communities and role models for millions of vulnerable young girls. Many of our Nursing Scholars are also AIDS orphans who are responsible for raising their siblings. Without nursing scholarships, these young women would struggle to obtain an education.

### **Fund Raising Efforts**

ACM has seen great generosity and support from our parishioners and from the community in a year of economic challenges. ACM endeavors have been supported by the sale of Abwenzi Means Friends, the sale of handmade carved pieces and custom greeting cards from Malawi along with the Got Goat ornaments at the Malawi table at the November 18 Saturday bazaar and subsequent parish hall table events. In 2011, a Fall Solicitation Committee (chaired by Julie Williams and Gordon Keen) wrote personal letters to 100 people which was very successful. Funds were also raised with the “Have a Heart” campaign (chaired by Julie Williams and Margaret Welch), “Joyful Giving” campaign, and a grant from the Outreach Committee.

### **Supporting Malawi Visitor**

ACM members have served as host family (especially the Chew/Weigels, Prill Bradshaw, Marsden-Atlass) for four visits (2010-11) to Philadelphia for Kaboni Gondwe. ACM members have made it a priority to reach out to Kaboni Gondwe, the Masters nursing student who is living in the U.S. for two years without the financial capability to travel home to Lilongwe to visit her two brothers. Kaboni stayed with sponsor families for Thanksgiving 2010 and New Years 2011 where she had the opportunity to experience the unique qualities of American holidays and at the same time establish relationships with supportive family members. She returned for a week in August. She plans to complete her Masters degree this year. ACM plans to have Kibone visit in February or March 2012 to speak at the Adult Forum and to the high school students as part of “Mentored for Mission”.

### **Financial Position**

The financial position of ACM remains strong with an end- of- year balance of \$29,585. Receipts from contributions and fund-raising efforts in 2010 amounted to \$19,082. (Balance transfer from ACM reserve was \$13,000.) Disbursements during the year totaled \$30,927, of which \$30,000 was issued as grants to GAIA for mission support.

## **H.E.A.R.T.**

**Joan Warren**

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

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



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

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

## **ECS Backpack Program**

**Monica Hackett**

We did this project under the auspices of the Outreach Missions Group and did not start it early enough in the year. It should have been announced to the Parish in early spring so that the youth in the parish could have been involved.

Mainly my husband, Stephen Cadwalader, and I did the work on this project with much assistance from Gillian Lancaster, Sam Morris and Peter.

**Help Episcopal Community Services**

## **FILL THE BUS**



The ECS Annual Fill the Bus Campaign  
Provides Tools for School for the Children Served

Please take a token from the basket below,  
sign your name to this list and  
bring an empty backpack that a middle-school student would like.

Please deposit the backpack in the basket here by:

**July 3rd.**



## Food for Friends

Jim Pugh

In 2011, The Redeemer's "Food for Friends" prepared 3,230 meals which were delivered to Aid for Friends for distribution to needy, isolated, elderly shut-ins. The program expanded in September to include meal preparation by high schoolers from the Youth Group who were responsible for preparing 256 of the meals. The adult volunteers, 22 women and 8 men, are divided into individual teams of 7-8 which meet three Wednesdays each month from 1:00 pm to 3:00 pm in the kitchen of the Parish Hall. The three teams are supported by a fourth team of permanent substitutes who are available if a team member has a conflict and is unable to attend that week. During the school year, the 15-20 youth volunteers meet on the last Sunday morning of the month.

The volunteers prepare, package and freeze 90-100 attractive, yet simple, tasty and nourishing meals at each gathering. Deann Mills is the "Executive Chef" who plans the menus, purchases the food and directs the preparation. Recent meals have featured chicken marsala, lasagna, and meatloaf. Each meal tray also includes a vegetable, desert, roll and butter, a teabag, chocolate covered mint, and instructions for heating.



The frozen meals prepared by Food for Friends are delivered to Aid for Friends for distribution to elderly recipients, the "Friends", who reside in the five-county Greater Philadelphia region. Aid for Friends is a faith-based association of more than 18,500 volunteers recruited from 124 Roman Catholic, 148 Protestant and 13 Jewish congregations along with many community groups. Currently, Aid for Friends serves over 2,300 Friends who each receive seven free meals a week for a total of more than 840,000 meals each year.

Aid for Friends supplies the packaging trays, menu forms, plastic bags and ties. The Redeemer covers the cost of the food -- \$165 for the 90-100 meals. To support our efforts, Aid for Friends gave The Redeemer a large, new upright freezer in which to store the meals until they are delivered. The Redeemer's meals are typically delivered to Our Mother of Sorrows Church in West Philadelphia which serves as a central distribution point. Nuns from the convent and lay people from throughout the Philadelphia region personally deliver the meals and visit with the elderly recipients.



More important than the numbers -- the meals, the volunteers and the recipients -- is the mission: to help feed elderly neighbors whose circumstances, physically and financially, prevent them from providing for themselves. The meals supplied by Food for Friends and so many others provide not only nourishment, but also express the love God calls on us to share with one another.

If you are interested in joining or learning more about Food for Friends and its mission, please contact Jim Pugh, Coordinator, at 610-525-8376 or email him at [DLaffPugh@aol.com](mailto:DLaffPugh@aol.com).

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

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

Our 41 guests make up 13 families and we have 9 now living and working independently.



## **St. Gabriel's Mission**

**Jan Clarke**

Once a month, volunteers from The Redeemer provide a nutritious lunch for 50-80 adults and children - members of a struggling community in the Olney section of Philadelphia. The program has been described as a “feeding ministry” – one that offers nourishment for hungry bodies and hungry souls alike. On the last Saturday of each month, 4-6 volunteers meet at The Redeemer at 9AM to help prepare, transport and the serve meals at the mission, returning by 1:30PM. Over the past year, our core of volunteers has continued to grow. Laura Morris has been serving as co-coordinator and the following parishioners have participated: Warren and Susan Ayres, Carol Chew, Betsy Crowell, Stephen Cadwalader and Monica Hackett, Bill Gross, Victoria Leidner, David McMullin, Sam Morris, Jim Pugh, Danielle Trucksess, John Ulrich with Lucy, Ginny and Carter Williams with Cal and Cheney, and Ulf Cahn Von Seelen with Helena.

If you would like to help in any way, please contact Jan Clarke at [janc144@verizon.net](mailto:janc144@verizon.net) or by calling her at 610-667-3605.



## The Shop

Lou De Lisser

Now in its fifth year, The Shop saw increased traffic and sales, donations as well as consignments during 2011! The Shop's gross sales were \$25,345.39, with a net profit of \$20,933.83.

Although increased sales during the previous year of 2010 had been most attributed to the new consignment model implemented in late 2009, The Shop was very fortunate to receive several large and extremely generous donations during 2011. One parishioner family made a donation so substantial, that it resulted in sales of over \$5,000 from that one gift alone. It was a very exciting time in the history of The Shop with an abundance of attractive and very marketable items!

The increase in traffic that was seen in 2010 is a growing trend, continuing this past year. In addition to increased donations and additional first time customers, The Shop also attracted many new consignors in 2011. Aside from the benefit of supporting our own Redeemer Outreach program, the other advantage of consigning with The Shop is that it retains only 30% of the proceeds in comparison to its "for profit" competitors that typically charge 40-50%. The Shop continues to feature, and is always in need of, quality merchandise including furniture, rugs, decorative items, art and lighting in addition to jewelry, better women's and children's (casual and dress) apparel.

The volunteer base remains relatively constant with 10 volunteers. However, The Shop welcomes and needs new volunteers with a goal of having a minimum of 15. Parishioners are encouraged to get involved. One 2-hour shift per month goes a long way in supporting this very important fundraising effort. The Shop offers a rewarding (and fun!) volunteer opportunity for those who have the desire to give back but who have very limited time. A sincere thank you to past and present volunteers including Anne Barnett, Carolyn Bennett, Jan Clarke, Kirsten Comai, Jane Hastings, Suzanne Lammers, Pam McMullin, Rachel Miller, Carolyn Morris, Leslie Susskind, Susan Van Allen, Stephanie Vauclain and Ginny Williams. We greatly appreciate your ongoing commitment!



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

## **Newcomers Committee**

**Ginny Williams**

The mission of the Newcomers Committee is first to ensure that the parish is a welcoming place for new individuals and families, and secondly to help newcomers become engaged in parish life. Each new visitor is welcomed by a Newcomers Committee greeter on Sunday mornings, sent a letter from a member of the clergy and welcomed with a personal phone call by a member of the church. In early 2011 we added seven new committee members to our ranks. Current members of the Newcomer Committee are: Fraser Brown, Linda dePasquale, Elizabeth Dougherty, Joe Elefritz, Monica Hackett, Brook McCann, Colleen McCauley, Sally Moser, Arden Saligman, David Senior, Connie Stuckert and Ginny Williams.

While impossible to welcome each newcomer the same way, we are keeping track of the steps we have taken for each new family to ensure that all visitors to our church are welcomed and exposed to as much church life as possible. In December of 2011 we included a basic information sheet in the service leaflets in an attempt to further inform visitors to our church around the holidays of how they can get more involved. This will be repeated each December.

The Rector, Peter Vanderveen and his wife, Trish Bennett, opened their home to Newcomers on two separate occasions. In March and September, we held coffees welcoming those who had arrived in recent months at our church. These receptions were very well received by those in attendance and will be continued this year.

Foyers Supper Groups have been meeting through The Redeemer for about seven years. Foyers groups are formed by 8-10 randomly paired parishioners who have expressed an interest in joining. These groups meet at a mutually convenient time, usually around a meal, at the homes of the members. Young and older members of the parish who are new to the church or have been involved in the parish for years enjoy the Foyers groups. Currently over 30 parish members are involved in these groups. Although initially formed by the Newcomers Committee, once established, the Foyers groups run themselves. Anyone interested in forming his/her own group is welcomed to do so. (Jan Clarke is the Foyers contact [Janice.Clarke@jefferson.edu](mailto:Janice.Clarke@jefferson.edu)) With the help of the Growth and Development Committee, we are working toward a more comprehensive plan to welcome and informally mentor those new to our community. We look forward to working more closely with this motivated group to find ways to improve the Newcomer process.

We hope that the Redeemer will continue to be a welcoming place for all. Greeting and getting to know newcomers is a rewarding ministry. If you are interested in participating on this committee which meets monthly for one hour, please contact Ginny Williams at [vsharpwill@aol.com](mailto:vsharpwill@aol.com).



## Outreach Grants Committee

Sam Morris, Jr.

During the 2011 program year, the Redeemer Outreach Grants Committee continued to refine its objectives on the agencies it would support. This was done for several reasons. One was to channel additional support to organizations considered to be core to our mission, particularly within our local area. The second was to provide increasing support to the Parish Outreach Mission projects such as Food for Friends, Christmas Baskets and the St. Gabriel's Saturday lunch program.

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

The Committee funded 10 organizations in addition to Parish Outreach Mission projects during 2011; and one of these will be eliminated from funding in 2012. Additionally one Parish Mission project, the Blankenburg School Library program, has been discontinued as of the fall of 2011 due to issues with WePAC, the community organization providing oversight to that program.

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

Because of concerns that the funded organizations might have additional needs in this particularly challenging economy, once again the Committee did not disburse all available funds in June. At the end of the year, the Committee was able to make additional grants totaling approximately \$14,760 to 5 entities, including IHN, African Children's Mission, Episcopal Community Services, an amount for repairs to the St. Gabriel's kitchen so that that it will be better able to serve its clients and \$4,700 to ElderNet for its Emergency Fund which was running very low. These amounts are included in the totals on the chart below.

The Committee thanks the many members of the Parish who in 2011 supported ACM, IHN, Food for Friends, St. Gabriel's, the Blankenburg School Library project, Christmas Baskets and other agencies to which the Committee made monetary grants. The Committee also thanks all members of the Parish who independently support other organizations that work with the elderly, children, and women and families without homes through both their financial gifts and gifts of time.



In 2011, the Parish budget allocated \$38,650 to the Outreach Grants Committee. The balance of the Committee's funds came from The Shop and the Christmas Bazaar. In addition, Parish members contributed a total of \$3,235 to the five organizations designated by the Committee for its Christmas Joyful Giving program. The amounts given in the Joyful Giving program are included in the chart below. This year all of those organizations were ones in which the Parish is actively involved. In addition, HEART gifts totaled \$18,977 this year, between those funds received by outreach grants and the "R" fund.

**OUTREACH GRANTS COMMITTEE TOTAL ALLOCATIONS**  
(including Joyful Giving)

Camp Dreamcatcher	\$ 1,884
Episcopal Community Services	\$ 35,000
Camp GetAlong	\$ 2,000
IHN - miscellaneous funding	\$ 128
ACM	\$ 2,555
IHN - Main Line	\$ 9,900
Diocesan Summer Youth Camp	\$ 3,500
Main Line Meals on Wheels	\$ 2,500
Christmas Baskets	\$ 5,240
WePAC	\$ 1,000
Church of the Advocate Soup Kitchen	\$ 4,000
Blankenburg Library Project	\$ 975
Community Outreach Partnership	\$ 3,000
Food for Friends	\$ 4,980
Parish Mission Projects	\$ 1,560
St. Gabriel's	\$ 1,745
Dolphins of Delaware Valley	\$ 3,500
ElderNet	<u>\$ 9,700</u>
Total	\$ 93,000

In 2011 the members of the Committee were: Sam Morris, Chair, Carolyn Bennett, Jane Hastings, Jan Clarke-Gross, Carolyn Morris, Marda Schropp, Rodger McKinney, Susan Ayres, Lou deLisser, Stephen Billings, Ed Lewis and Stephen Cadwalader. New members are always welcome.

The Committee usually meets eight months a year with no meetings in the summer and November. The bulk of the Committee's work takes place in the winter and spring during which time we conduct site visits, review and discuss grant applications, and allocate available funds to applicant organizations.

The Committee would like to thank the Vestry and all those who supported The Shop (particularly Lou deLisser) and the Christmas Bazaar (particularly Darrell and Julia DeMoss and Carolyn Morris who collectively organized and ran the 2011 Bazaar. The success of The Shop and the Bazaar in 2011 should make additional funds available for the Committee's important work in 2012 for which we are extremely grateful. We look forward to a successful year in 2012.



The Stewardship Committee has the primary responsibility of soliciting the pledges to support the annual budget. For the last few years the budget has neither increased nor decreased, and the stewardship campaign has held a target of \$1.1M. Each year we have managed to reach nearly that goal, with receipts from non-pledge income making up the difference.

**The life of a campaign**

During the stewardship campaign we receive about 75% of the ultimate number of pledges in the first month of the campaign (starting with the ingathering on the first Sunday of Advent). This year approximately 300 pledges were received by the 31st of Dec, out of an expected 440. And the dollar amount of the initial wave of pledges came to about 80% of the target, just a little ahead of average. Here you see the rub. To solicit pledges from the remaining parishioners who have previously given- LYBNYTs in the terminology of the trade, standing for Last Year But Not Yet This Year- and to provide the vestry with assurance that receipts will support their budget for the year, the Stewardship Committee carries out a series of written and telephone efforts. From the first of the year through the entire first quarter such follow-up is required. We understand that there are many forces at work in the lives of parishioners that make it impossible or undesirable to pledge early in the campaign. Indeed, there are some pledges that come in faithfully in the last week of December for that calendar year.

**The added benefits of calls**

I can't say that I find it easy to call folks to ask them about their plans to pledge. Yet what comes from making the effort can be surprising and rewarding. More than once I've had the chance to catch up with dear friends who I hadn't seen for a while or had seen but hadn't spoken to. A few calls have stretched to a half hour, sharing snapshots of our current lives. Most calls are shorter, but sometimes reveal a concern or the need for prayerful intercession. In these calls Stewardship is going well beyond the role of raising funds to keep our ministries thriving; it becomes fellowship of pastoral calling.

One of the exercises the Stewardship committee undertook last summer (5 sessions of 2 hours each!) was a review of half of all the parish pledging units, for the purpose of identifying opportunities that parishioners might find would engage them more fully in the life of the church. There is no other body at the church that takes the time to carry out such a review. We found dozens of possibilities to act on, from possible roles on committees like the natural match up of a person's known interests with a need in conducting the Christmas bazaar, to identifying a possible need for an in-person visit from the clergy.

**Looking forward**

In small group discussions about engagement, the Committee picked up a few ideas for the current year. One that seems especially promising is an all-parish wine tasting event, with the ulterior objective of identifying novel communion wines. Of course we'll also carry out the annual pledge campaign and continue to encourage stewardship in all manners of interaction at The Redeemer. We are a fun group who undertake our work with light hearted seriousness, and welcome folks to join us in generating the mindfulness of Stewardship throughout the congregation.

Anne Barnett, Bea Blackman, Pamela Campbell, Ken Garner, John Gregg, Morris Kellett, Betsy MacIntosh, Mike Thompson, Camilla Williams, Julie Williams, John Wallingford - chair, Ulf Cahn von Seelen - vestry Liaison

Responding to a request from NEW Committee chair Ginny Williams, the Committee wrote an Introduction to Stewardship at The Redeemer. We thought you might like to read the gist, extracted here:

Stewardship has traditionally meant the raising of funds to support the annual parish budget, and while that is still one of the important roles of the Stewardship Committee, we really want stewardship to have a larger meaning of taking care of the church; that is, of the people who congregate here as well as the buildings and grounds. We'd like folks to think about their care of each other in outreach, education, music and worship, and in the fellowship life of the community all as part of stewardship. God has blessed us with abundant gifts, and we have a holy responsibility to take good care of all that we have been given.

The objective of the annual stewardship campaign is to raise pledges to meet the upcoming year's budget, as set by the vestry. Redeemer's budget year is the calendar year, so typically the stewardship committee has a campaign in mid-Fall, with the hope of obtaining all pledges by the end of the year. Ordinarily there are some folks who don't pledge until after the New Year and we respect that. Still, it is helpful to the vestry and the Stewardship Committee to receive as many pledges as possible by the end of the year to make planning more realistic, and programs more secure. Nearly all of our operating funds for clergy and staff, programs and worship, maintenance of buildings and grounds, and our diocesan assessment come from pledges. The annual pledge campaign does not fund capital improvements; such activity is undertaken by a project-related team.

Parishioners typically use envelopes imprinted with their name and an identifying number to fulfill their pledge; some in weekly contributions, others monthly or even once a year. The envelopes with checks or cash allow your gifts to be recorded for tax purposes. The staff sends out statements of accounts on a quarterly basis so you can keep track of fulfillment of your pledge. Envelopes will be printed and mailed to you at no cost once you inform a member of clergy, staff, or the Newcomer Committee that you have decided to join the Redeemer.

The Church of the Redeemer has modest membership requirements, in keeping with our belief that the church is open for all. Our by-laws define membership in terms of a minimum age of 18 years and having contributed financially to the support of the Redeemer in the past year. A pledge to the annual stewardship campaign is a straightforward way to establish your membership at the Redeemer.

We hope all parishioners engage fully in the activities of our worship community to further their personal and communal growth in the Episcopal tradition of Christianity, in lives lived by faith in God. The Stewardship Committee invites you to pledge to the Redeemer as a statement of your membership, and hopes that your commitment to care for the people at The Redeemer grows in your heart, with thanksgiving.

**Parish Groups**  
**Adult Spiritual Formation**

**The Rev. Beth W. Hixon**

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

*Romans 12:2*

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

During the last year, the newly gathered clergy staff of the Church of the Redeemer has shared the work of discerning and meeting the formational needs of the parish. In this way, we have become better acquainted with one another, parishioners have come to know us better; and we have all gotten a better idea of how our particular gifts of teaching can be engaged on an ongoing basis.



Adult Christian Formation Programming on Sundays has been focused primarily in Sunday Forum opportunities that engaged the following topics and activities: Epiphany Themes / Compassion, Hope, and Glory;

Lenten Study: Sin and Salvation; Intergenerational Advent Wreath Making. In the fall, Café Conversations returned as a concurrent offering which gives a time and place to join in conversation to those who are edified and encouraged by discussing daily living issues and current events in the light of scriptural and theological ideas. While the 10 o'clock hour on Sundays is a time reserved primarily for scriptural / theological reflection, it must also serve several other formational functions for the community. Through offerings at this time we address communication and corporate life concerns (e.g., Annual Meeting, Stewardship, Vestry reports), we learn about the many mission and ministry activities and opportunities of the parish and we also set aside important time for informal conversation with one another which includes meeting, greeting and getting to know visitors, newcomers and new members.

Other groups meet regularly together through the year. They provide mid-week opportunities

for deeper exploration and reflection on scriptural, theological and faith-based ideas and issues. This year; programming included:

- A Gathering of Men: Every Tuesday at 7 am
- Adult Study Group: 2nd and 4th Tuesday evenings (Topic: Why Evil Exists)
- Men's Brown Bag Bible Study : Every Thursday Noon- 1:30 pm
- The Rector's Bible Study: Selected Wednesday evenings (Topic: Who Are We: Explorations of Paul's Letters)
- Contemplative Prayer for Women: Every Thursday 10:45- 11:45 am
- Biblical Studies for Women: Every Thursday Noon-1:00 pm
- Are You Crazy About Money: Six-session series (monthly meetings) led by Dr. Maggie Baker

The Lenten Home Study Groups met throughout Lent this year to engage the topics of Sin and Salvation. The 1989 Woody Allen Film, Crimes and Misdemeanors, and a study guide prepared weekly by the Rector served as springboards for lively conversation as groups, week by week, enjoyed fellowship in the home of a host.

Finally, under the guidance of Ginger Woods, a group of parents experiencing life-after-sending-children-off-to-college met on a couple of Sunday afternoons in the fall in each other's homes to process the changes occurring in their lives and the lives of their children. Dubbed, As the Nest Empties, this group will continue to meet periodically for fellowship and conversation. This is a model for other groups who have like interests and life circumstances.

The clergy wish to thank Howard Baker and members of the adult education committee for the freedom to discern our way forward this year. We believe that future discernment will importantly and appropriately involve a group of lay and clergy visionaries who will chart the way forward for Adult Christian Formation at the Redeemer in the years to come.

## Christmas Bazaar

Carolyn Morris

On Saturday, November 19th 2011, the Redeemer Parish House was filled with the happy sounds of parishioners working together to support our parish's commitment to outreach. Over a hundred Redeemer members worked very hard to raise over \$20,000 by selling books, antiques, attic treasures, lunch, baked goods, jewelry, handbags, auction items, toys and unique objects of every kind. In addition, children enjoyed a Moonbounce, making crafts, having their photo taken and turned into an ornament, helping with an ECS project and helped in many of the "booths". This long time Redeemer event, the "Christmas" Bazaar is an important testament to the dedication of so many people. Everyone who participates whether they work, donate or shop helps support the many ministries which are supported by Outreach Grants. In addition, we enjoy working and laughing together and we stretch out our hands to the community.

The booths and their chairs were:

Books	Deann Mills
Vintage	Pam and Sandy McMullin
Silent Auction	Carolyn Bennett and Jane Hastings
Attic Treasures	Rita Davis and Anne Barnett
Toys	Loraine Jones
Children's Activities	Barbara Billings
Crafts	Kristin Cahn von Seelen
The Shop	Lou de Lisser
ACM	Stephen Billings
Publicity & Volunteers	Kathy Hutchinson
Lunch	Ann Strong
Baked Goods	Barri Alexander
Clean Up	Kitten Susanin
Guards	David McMullin
Treasurer	Bill Gross
Decorations	Susan Bloom
Outreach table	Marda Schropp
Map	Sally Moser
Signage	Carol Chew
ECS table	Jennie Seward
Yard signs & banner	Colleen McCauley
Communication Advisor	Trish Bennett

Alongside each of these chairs were far more than four legs – it would be impossible to name all of the committee members and people who came to help on the day of the event. However, it is very important to thank those young women who pitched in to create wonderful activities for children: Clare Block, Claire Bunting, Leslie Boris, Cynthia Spadaro and Amanda Mlinar. All of us were extremely appreciative of the help which was cheerfully provided by our capable Redeemer staff and clergy. Without their support this would never be possible.

And now, the final word... in 2012 we will once again have a Bazaar and we need help from everyone. Please give thought to the way(s) in which you can participate.

## **Senior Events Committee**

**Elizabeth C. D. MacIntosh**

Once again this year, the Senior Events Committee held two Sunday luncheons at 12:30 p.m. in the Assembly Room, the first on May 15, 2011, the second on December 4th. The May program featured The Redeemer Schola Cantorum's 30 singers in a preview of their Italian concertizing tour. In December we welcomed Drew Becher, 36th President of The Pennsylvania Horticultural Society, with a lively, most enjoyable talk on "Making Philadelphia the Greenest City in the Country."

The purpose of the Committee continues to be to provide an opportunity for older parishioners to gather informally, enjoy luncheon and hear an entertaining speaker or program. However we are developing a new focus: to provide especially interesting, well-known speakers to welcome, and encourage attendance by, parishioners of every age.

Light libations precede a hot luncheon prepared and served entirely by the Committee, followed by a 45-minute program. Committee members meet several times during the year to plan interesting menus, consider speakers or other entertainment, prepare and mail 300 invitations, prepare place settings, and shop for, cook and bake each Sunday's attractive repast.

This year we provided an opportunity for fellowship within the Parish to 41 parishioners and 25 choristers in May, and in December, to 56 parishioners. A nominal charge of \$5 per person enables the Committee hopefully to break even (May: deficit of \$5.71; December: profit of \$7.95!) enhanced by lovely table arrangements contributed by the Flower Guild and also offered for sale.

Committee members in 2011 included Maisie Adamson, Pammie Campbell, Carol Harris, Jane Hastings, Bob Hobbs, Susie Keith, Barbara Ladd, Margery Lee, Betsy MacIntosh, Charlie MacIntosh, Minkie McAdoo, Lois Muscheck, Nancy Palmer, Marcia Solmssen, Dixie Wigton, and Un-Jin Zimmerman.

Our youth programs for this year have been well-received, dynamic, and collaborative. For the first time, we have seen a depth and breath of participation that is exciting. Our middle school group continues to be lively and is always looking forward to its lock-in, Rite 13 liturgy, and the new Sabbath program. A special thanks to the families—the Alexanders, the Holemans, the Kee/Keim family, and the Seniors for hosting this new program. On the mission front for this age-group, the ECS Christmas Party was ably planned and attended by Ginny Williams and Jennie Seward. Finally, my thanks to Barri Alexander for her communication and coordination of all of these programs.

Our High School program enjoyed a variety of Progressive Spirituality Dinners and they were met with a diverse group of foodies. Our Mentored for Mission program has engaged so many different facets of mission, both on campus and off, including a trip to St. Gabriel's in Philadelphia. The culmination of our trip to the Dominican Republic embodies how we seek to live and serve as Christians.

To all of leaders and mentors our thanks: Bryant Lim, Bob Davis, Richard Aldridge, Barri Alexander, David Hain, Bill Susskind, and Bill Young.

**Middle School Programs (Grades 6-8)****Rite 13**

Rite 13 will be the Sunday morning formation program focusing on the liminal state between being a child and a young adult in the church. The program includes engaging scripture, liturgy, and mission in a format that is conducive to fellowship. The program culminates in the yearly Lock-In and Rite 13 liturgy with parents.

**Sabbath Time**

The skills of wonder, joy, and reflection often begin in play and fellowship. Through some playful gatherings, young folks might experience the gifts of imagination, fascination, relaxation, and recreation as tenets of a faithful life. We invite you to be creative and see what you might like to offer.

**High School Programs (Grades 9-12)****Mission**

Our Sunday morning program will be centered on putting faith into action through mission. The young people have expressed their desire to do and to be collaborative. We will rotate having mission projects with fellowship time. Our youth will work side by side with adults who are already engaged in mission in the parish. In so doing, our youth will have a chance to taste the myriad mission projects we support in this parish. On the fellowship Sundays they will continue to build their friendships in Christ. The culmination of the program will be the summer Mission Trip to the Dominican Republic. Planning for the trip, fund raising, and community building will take place as an integral component of the program. There will be a kick-off gathering in the fall to explain the program.



## Fellowship

**Progressive Spirituality**—This program will be a monthly Sunday dinner at a local restaurant with Redeemer clergy. This is a chance for our youth to discuss their questions, their curiosities, their faith. It is also a great time for those who missed the Sunday morning gatherings to be present. The group will pick the restaurant each month (vote for your choice below), and all high school aged students are invited to come. This is also a great opportunity to invite friends from outside of church as it will have a relaxed, convivial atmosphere.



Redeemer Youth Calendar 2011-2012			
Please mark these dates on your calendar!			
Middle School		High School	
Church School Resumes	← Sept. 18	Sept. 18 → Church School Resumes	
Kick off Sabbath Time	← Sept. 25	Sept. 25 → Progressive Dinner 6 p.m.	
Spaghetti Dinner 6-10	← Sept. 30		
Sabbath Time 3-5	← Oct. 23	Oct. 23 → Progressive Dinner 5-7	
	← Nov. 6	Nov. 6 → Sister Jean visits	
ECS Giving Tree Christmas Party	← Nov. 20	Nov. 20 → Progressive Dinner 5-7	
	← Dec. 9		
No Church School	← Dec. 18	Dec. 18 → Progressive Dinner 5-7	
Nightwatch at	← Jan. 1	Jan. 1 → No Church School	
Cathedral of St. John the Divine	← Jan. 13		
MLK Day of Service	← Jan. 16	Jan. 16 → MLK Day of Service	
	← Feb. 3		
Sabbath Time 3-5	← Feb. 5	Feb. 5 → Mission Trip Fundraising Dinner	
Sabbath Time 3-5	← Mar. 4		
	← Mar. 18	Mar. 18 → Lenten Progressive Dinner 5-7	
No Church School	← Apr. 1	Apr. 1 → No Church School	
Easter Vigil 4:00	← Apr. 7	Apr. 7 → Easter Vigil 4:00	
	← Apr. 15	Apr. 15 → Progressive Dinner 5-7	
Annual Lock-in	← April 27		
Rite 13 Rehearsal 10:15	← Apr. 29		
Rite 13 Liturgy 9:00 and reception	← May 6		
	← June 3	June 3 → High School Seniors & Teacher Recognition	
	← June	June → D. R. Trip	
*Please turn over for Mentored Mission Sunday Program.*			



**Our Vision**

All of us have a longing and hunger for God in our lives. As Saint Augustine stated "You have made us for yourself, O Lord, and our heart is restless until it rests in you." In the Church School we appreciate that each child has a special relationship with God, and we seek to honor, nurture and strengthen that relationship, encouraging each child to become the unique person that God is creating her or him to be. Christian formation is formation for life.

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

One of the strengths of Redeemer is Catechesis of the Good Shepherd, an approach to Christian formation that is rich, deep, and life-giving for both the children and the adults who work with them. Each level of Catechesis builds on the previous one and meets the children where they are developmentally.

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

**Highlights from 2011****Nursery** (Ages Infant to 3) - Rooms 202 and 203, 2nd Floor, Parish House

Professional Caregivers (Spring): Chelsi Adams, Bri Franks, Jeanette Mazzocca, Elizabeth Moyer  
Professional Caregivers (Fall): Tory Kline, Sarah LeBrun, Jeanette Mazzocca, Lorena Wilson

We are grateful for our professional caregivers, who have served on Sunday mornings from 8:30 to 11:30 a.m. They have also worked extended hours, beginning at 7:30 or continuing until 12:30 if needed, and on many special occasions. We try to maintain a low ratio of caregivers to children, especially when there are infants. Children usually begin by playing in Room 202. They move to Room 203 for a snack and possible Bible story. Then they return to Room 202 to play. Caregiver Tory Kline also helps in Catechesis, Level I.

Enrollment was: Spring – 22; Fall – 18. Attendance ranged from 5 to 8.

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

Level I Atrium, Room 201, 2nd Floor, Parish House

Catechists: Nadia Jannetta, Monica Lind, Phil Jodz, Barbara Billings

Assistants: Stacey Helmers, Chuck Norris, Andrew Jannetta

Substitute Catechist: Leslie Boris  
Assistant (Spring): Chelsi Adams  
Assistant (Fall): Tory Kline

Joan Chittister in *The Gift of Years* wrote: “Mystery is what happens to us when we allow life to evolve rather than having to make it happen all the time.” In Catechesis of the Good Shepherd, the mystery of each child’s relationship with God evolves and unfolds in its own way and in its own time. This Montessori-based approach to Christian formation is aimed at developing the religious potential present in every child. It combines group gatherings (including singing, prayers and celebrations), individual work and small-group lessons based on the scriptures or liturgy, using beautiful hand-made materials.

In Level I the focus is on the parables of Jesus, the Good Shepherd, Biblical geography (to show that Jesus lived in a real time and place), the prophecies of Jesus’ birth, the infancy narratives relating to the birth of Jesus, baptism, Eucharist, Easter and Pentecost. Children are invited to wonder about these presentations along with the catechist, and they can return to them time and again for reflection by “working” with the materials. This time of working with materials provides an opportunity for personal meditation that leads to an awareness and knowledge of God and God’s presence in our lives.



From January to mid-May, Catechesis I met from 9 to 11 a.m. each Sunday except the few Sundays on which the 9 a.m. worship service was identified as “intergenerational.” On those Sundays the service was intentionally designed to include the children from Catechesis I, who attended with their families. This gave catechists and assistants an opportunity to participate in 9 a.m. worship as well. In the fall Catechesis I children attended one children’s liturgy – an extended period in Chapel during the 9 am service, during which they received communion.

In September we recognized a new Level I Catechist – Phil Jodz. During the previous year Phil had received weekly training at Redeemer from Barbara Billings, a recently certified Level I Formation Leader, as well as catechists Nadia Jannetta and Leslie Boris. Phil and our two other Level I Catechists, Nadia Jannetta and Monica Lind, began rotating on a weekly basis – two in the Atrium and one off, which offered a new-found flexibility and the opportunity to attend 9 am worship to our catechists.

In Catechesis children draw near to God in many different ways. One is by becoming familiar with the articles and gestures of the Eucharist. Because it is important to move beyond practicing to actually experiencing, we invited Melissa Wilcox to visit the Level I Atrium on November 13 and preside at a Eucharist for the children. A half hour before that, she met with parents of Catechesis I children to talk about their views and the position of the Episcopal church on communion for children.

Enrollment was: Spring – 33; Fall – 25. Attendance averaged 50%.

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

Level II Atrium, Rooms 209 and 212, 2nd Floor, Parish House

Catechists (Spring): Anna Gerrity and Karen Nagel

(Fall): Karen Nagel

Assistants (Spring): Kirsten Comai, Priscilla Nalls, Karen Wallingford

Assistants (Fall): Kathy Fox, Margaret Helminska, Hilarie Johnston, Karen Wallingford

Substitute Catechist: Barbara Billings

Catechesis II builds on Catechesis I and offers developmentally age-appropriate lessons and



materials. Each session includes a presentation by a Catechist, individual work with beautifully made materials and communal prayer.

Presentations about the parables of Jesus, the Bible, Biblical geography, prayer, the Eucharist, and baptism are more detailed than in Level I. This fall the children were introduced to the “History of the Kingdom of God: The Gifts of God” (one of three very large materials), aimed at initiating the children into the wonder and awe of the creation of the world and the gifts that God has filled it with especially for us. It highlighted the greatest gift of all, Jesus,

and emphasized our part in the history of God’s Kingdom until Parousia (the time when God will be all in all).

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

Enrollment was: spring – 44; fall – 34. Attendance averaged 50%.

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

Rooms 5 and 6, Lower Level, Parish House

GS-4 Teachers (spring): Jim Buck, Prill Bradshaw, Drew Camerota, Ginny Hart

GS-4 Teachers (Fall): Prill Bradshaw, Chris Comai, Ginny Hart, Mary Ellen Noel

GS-5 Teachers (Spring): Stephen Billings, Chris Comai, Jeanne Holeman, Chandra Kee, Mimi Wolffe

GS-5 Teachers (Fall): Stephen Billings, Jeanne Holeman, Chandra Kee

In an effort to engage more children in the ministries of the church, in January these classes heard presentations from representatives of Interfaith Hospitality Network and St. Gabriel’s Food Ministry.

Building on the depths and riches of Catechesis I and II, in the winter and spring the Good

Shepherd classes worked with material adapted from Catechesis of the Good Shepherd, Level III. Through scriptures and liturgy in Level I children explore their relationship with God; in Level II they look at the history of God's Kingdom; in Level III they discover God's plan and their part in it.

The groups used a long handmade time line of the Plan of God, covering many civilizations from the time that man appeared on the earth to Parousia. The time line was designed to awaken



awe in God's eternal plan; to see that civilizations are born, receive gifts from other civilizations, grow, transform their gifts, then decline, and pass their gifts on to others as an invisible bridge; to see the role of Israel, a small and insignificant people, as chosen by God out of which Christ was born; to realize that Christ is offered to all people in all times through the Sacraments; and to recognize our opportunity to take our place in this great history. As they studied the Plan and the different civilizations, children were encouraged to do individual research

with classroom resource materials and add their insights to the time line.

These classes also did an in-depth study of the Old Testament story of the Flood and prepared for the Easter Vigil by reflecting on the first story of Creation and the gifts that God provided on each of the seven days.

In the fall the classes completed a unit on Malawi and the United Nations Millennium Development Goals, which was intended to ground and interest them in Redeemer's ministry to and with children affected by HIV/Aids in Malawi and their families. They



used the curriculum created by Barbara Billings in 2009 using Carol Chew's book, *Abwenzi Means Friends*, and guidance and materials from members of the 2011 and 2009 African Children's Mission teams (Prill Bradshaw, Jeanne Holeman and Stephen Billings), appropriate scripture passages, and many other creative resources. The children not only learned about Malawi but also raised funds by saving 7 cents a day (a UN Millennium goal suggestion). Their contributions were dedicated during the worship service on December 4.





In late November and December, the classes prepared the Church School Christmas pageant, Good News of Great Joy, under the direction of Jim Buck and Drew Camerota and with the help of their teachers. They presented it to a standing room crowd in the Assembly Room on December 18.

Enrollment was: GS-4 spring-15; fall-14. GS-5 spring-14; fall-12. Attendance averaged 50%.

### **Children's Chapel**

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

### **Children's Liturgy**

In order to help children understand and appreciate the Eucharist more fully, on certain Sundays the children remained in Children's Chapel through the Great Thanksgiving for intentional instruction by the clergy. After receiving communion in the Chapel, they returned to the main service. For one of the liturgies, children from Catechesis I were included.



### **The Communion of Saints**

On occasional Sundays at the 9 am service, we celebrated the Communion of Saints by highlighting some of the saints who have gone before us. On these Sundays children remained in the main worship service and came forward to the altar rail for both the homily and the Great Thanksgiving. In the fall we celebrated the Feast of St. Michael and all Angels (September 25), Hugh Latimer and Nicolas Ridley, Bishops and Martyrs, 1555, and Thomas Cranmer (October 16), and Martin, Bishop of Tours (November 13).

### **Book Cart**

Throughout the year a book cart in the Narthex was thoughtfully and beautifully maintained with books, soft toys and other materials that were available for children to borrow and use

during any service in the church. Our Book Cart Coordinator, Lisa Raymond, resigned in June. Her successor is Kristin Cahn von Seelen.

### **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 23, and was attended by 90 parents and children. This is a time when Catechesis families get to know one another as well as the catechists and assistants. Crafts were provided for the children. Brunch Committee members were SooHee Lim & Rebecca Northington, Co-chairs; Kate Brown, Kristin Cahn von Seelen, Tiffany O'Neill, Kristin Page, Jessie Rae, Alexis Stephan and Amanda Ulrich.



- On Saturday, April 23, the day before Easter, children and youth in the Church School took part in leading the Easter Vigil through readings, dramatizations and singing.
- An Easter Egg Hunt for the children was organized by Joe Berman assisted by dads in the congregation following the 9 a.m. service on Easter, April 24.
- May 22 was the last day of Church School for 2010-2011. Children in Catechesis I and II and Good Shepherd-4 and Good Shepherd-5, along with parents and friends, gathered for closing "moving up" ceremonies in the Assembly Room. Each class sang a song or gave a reading. Seven children in Kindergarten moved up from Catechesis I to Catechesis II and received wooden crosses (hand made by Ward Corkran at Dunwoody) with their names on them as well as copies of an activity book, What We Do in Church by Anne Kitch, in order to prepare them for attending the 9 am service in the fall. Fourteen third graders moving from Catechesis II to Good Shepherd-4 received a copy of The Children's Illustrated Bible. Fourteen children moving up from Good Shepherd-5 to the Middle School Rite 13 program received the New Revised Standard Version of the Bible.
- Teacher Appreciation took place on June 5. During the 9 a.m. service 28 persons ministering to children and six youth leaders were recognized. We also named Anna Gerrity "Catechist Emerita" and presented her with a small statue of the Good Shepherd. Anna, one of the originators of Catechesis of the Good Shepherd at Redeemer, was stepping down after many years as a Catechist. Afterwards all of the teachers were given hanging plants, provided by the Flower Guild.
- In the spring we sent out letters and Church School registration forms. Once again about 60% of Church School registrations arrived before the summer, giving us a significant lead in planning for the fall.
- In July Barbara Billings received certification as a Level I Formation Leader from the National Association of Catechesis of the Good Shepherd. This means that Barbara is licensed to train Level I Catechists and can provide in-house training at Redeemer.

- Teachers were commissioned during the 10 a.m. service on September 11. At 9:15 on that day we had a Church School Open House so that parents and children – particularly newcomers and those moving up - could visit the classrooms and meet the teachers.
- On Saturday evening, September 17, a wonderful, well-attended Church School Parents “Barn Party” was held in the barn at the home of Diane and David Senior. Co-hosts were Ellen and James Wang.
- The new Church School year began on September 18.
- Under the direction of Elizabeth Dougherty, the traditional Christmas Eve pageant was



once again presented at 4 p.m. on Christmas Eve.

- Barri Alexander chaired the Christian Formation for Children and Youth Committee and also served as Vestry Liaison to Children's and Youth Ministries.

## **Plans for 2012**

Living into the vision and strategies set forth in the 2007 Strategic Plan, for 2012 we hope to:

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

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

- Explore introducing Catechesis of the Good Shepherd to children age 3 and under.



Within the international Catechesis of the Good Shepherd community, there are people who believe that the sensitive period for religious sensitivities is birth to age three. They have guided toddlers in meditation through body awareness and reflection on the classic image of Jesus and the children.

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

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

- Broaden and increase opportunities for children, youth, and their parents to participate in and share leadership for the life of the Redeemer community, welcoming their ideas, hopes, and service. Coordinate with existing outreach programs to facilitate hands-on outreach participation for families.
- Encourage stewardship as a way of life.

Stewardship for children is about much more than money. It teaches them that God has already blessed them with gifts and talents, and that they have more than enough to share. We will try to incorporate these concepts into the curriculum.

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

To deepen and strengthen church-family relationships, we will continue to offer intergenerational worship services and intergenerational programming. We are eager to develop our pastoral care ministry for families and provide support for practicing faith at home.

It continues to be a joy and a delight to be called 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)

## **Pastoral Care Committee**

**Martha Wintner and Kathy Hutchinson**

The Pastoral Care Ministries serve parishioners and friends of the Church of the Redeemer who are in need of support when experiencing a time of transition that may be due to illness, death of a loved one, or many other kinds of life changes or losses. Support ranges from making compassionate visits to providing meals and/or transportation to taking Holy Communion from the altar to the home or bedside. Pastoral Care Visitation Team members work closely with Eucharistic Visitors and with Meals and Transportation Ministry Caregivers in responding to needs of parishioners on an ongoing basis throughout the year.

In 2011, the Pastoral Care Visitation Team was composed of 17 parishioners who had completed a 5-6 session formational pastoral care-giving course and who, through conversation with clergy, had discerned a call to this ministry. Most pastoral visitation team members visited at least one person on a weekly basis throughout the year. In some cases, several caregivers alternated visits to the same person. Caregivers had the option of gathering either once or twice a month for prayer, fellowship, and further development of caregiving skills under the guidance of Beth Hixon, Associate Rector. In 2011, the one and a quarter hour meetings were held the first Wednesday at 7:00 pm and the third Tuesday at 9:00 am. Caregivers are responsible for keeping the clergy informed of the needs of those who are visited while respecting the dignity of every person they visit by otherwise maintaining confidentiality.

During the spring of 2011 Beth Hixon and Stephen Billings offered a pastoral care training course attended by 15 parishioners. At the Pentecost service, 11 new members were commissioned as pastoral ministers; later in June at a festive brunch, we welcomed these caregivers and also celebrated over 30 other parishioners who served the congregation as Eucharistic Visitors, Healing Ministers, Pastoral Visitors, and Meal and Transportation Ministry Caregivers.

In addition, at Easter and Christmas an increasing number of parishioners joined us in making visits to parishioners who were homebound or recently bereaved taking with them seasonal plants to leave behind as a reminder of the church community's care for them. This year 24 caregivers took Easter plants to 62 parishioners; 27 caregivers took Christmas plants to 66 members and friends of our parish.

Those participating in the Church of the Redeemer Pastoral Care Ministries find that their lives are deeply blessed as they get to know one another and those whom they serve. We are grateful for their dedication to these ministries and welcome new members who feel called to join us. Please contact Beth Hixon, Kathy Hutchinson, or Martha Wintner if you have questions.

Pastoral Care Visitation Team members during 2011:

Beth Hixon (Clergy Liaison)	bhixon@theredeemer.org
Kathy Hutchinson (Co-chair)	kthutchinson@comcast.net
Martha Wintner (Co-chair)	mwintner@haverford.edu
Sam Chew	sam@samsvoice.com

Quartie Clothier  
Kathy Fox  
Anna Gerrity  
Nancy Hastings  
Bob Hobbs  
Morris Kellett  
Jenny Kirkpatrick  
Melanie LeBoeuf  
Mary Lee  
Sandy McMullin  
David Randolph  
Lisa Raymond  
Barkie Supplee  
Libby Van Dusen

Quartie.Clothier@gmail.com  
kathywfox@gmail.com  
agrunrun@aol.com  
nancybhastings@gmail.com  
RBHobbs@aol.com  
mckellett@comcast.net  
jenny.kirk@verizon.net  
melanieleboeuf@comcast.net  
mlee000@comcast.net  
Sandy813@verizon.net  
randstory@verizon.net  
EPRaymond@gmail.com  
barbarasupplee@gmail.com  
e.vandusen@att.net



## **Liturgical Assistants**

### **Altar Guild**

**Maisie Adamson**

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

The Altar Guild is made up of four teams, one for each week of the month. The team meets on Friday or Saturday to polish, prepare and plan, and to allocate responsibility for the Sunday services. The week begins on Saturday and runs to the following Saturday, including Wednesday noon, funerals, and any other service with a eucharist. The teams are large enough to accomodate vacations and other family commitments.

Many thanks to the clergy and the staff who are always there to help us, especially Paolo Reyes, our invaluable sexton. Thanks to the Flower Guild for their care in protecting the frontals as they create beautiful arrangements on the old high altar. Most importantly I want to thank our team captains, Nancy Nimick, Kitten Susanin, Anne Kellett, and Jane Hastings, and their teams: Kate Brown, Barbara Ladd, Jenny Kirkpatrick, Duncan VanDusen. Evie Day, Joan Harvey, Betsy MacIntosh, Pam McMullin, Lois Muscheck, Nancy Sharp, Joan Warren, Betsy Crowell, Barbara Hobbs, Josselyn McAdam, Sandra Stafford, Blair Stambaugh, Anne Barnett, Barbara McClenahan, Charlotte McLean, Luisa Rabe and Nancy Wessells. They work tirelessly week in and week out to produce the beautiful services we love.

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



The 2011 music season at The Redeemer witnessed a wealth of opportunities, ambitious goals, and wonderful achievement. The success of our program was dependent upon many of the children, youth and adults who went above and beyond for last season's causes. It is especially critical for me to mention the invaluable, and constant, support and assistance of the many parents who donated countless hours with our various fundraising projects: Susan Van Allen, Carol Chew, Julia Solmssen, and Leslie Susskind, to name just a few. The community efforts and participation of the entire parish community is the other elemental key that aided in last year's achievements. All of The Redeemer's ministries flourish from the appreciation and enrichment received from this parish family, including our Clergy and Vestry who are ever-supportive.

Heavy-hitting with fundraisers, continuing into January and through to June, our efforts to support the Music & Mission Trip included the Chili Sale, MINI Cooper raffle, Dining with Divas, and the annual Appleford choir fundraising event. We decided to hold the annual choir fundraiser at the Appleford Estate a bit earlier. This aided in a greater attendance from our community at Beaumont and Dunwoody. Our fundraising efforts, as well as generous donations we received, brought in over \$135,000 toward our tour. While in Italy we enjoyed the distinct honor of singing in such places as St Mark's Basilica in Venice, the Papal Basilica of St Francis of Assisi, and the Pantheon in Rome. The youth members of Schola Cantorum spent time painting in a children's hospital and interacting with the children in various fun ways. We also bicycled through a park in Rome cleaning up the debris and collecting trash along the way as part of our service learning project. I was incredibly proud of the youth and grateful for our adults who attended, including our wonderful chaperones: Carol Chew, Steven and Margaret Dana, and Deann Mills. It was well worth the effort of preparing for such an extensive excursion to see our youth interact with not only one another but those we met abroad in such respectful, fun, and productive way. I greatly enjoyed my time with our kids, and deeply appreciative to this parish for allowing it to come to fruition, and to the Vestry for their generous support and aid.

This past November saw a number of important music events. We held a beautiful Evening Service of Remembrance, featuring the Fauré Requiem. The service was accompanied by strings and organ, with a beautiful solo by one of our boys from the children's choir. It was a deeply meaningful service for those who were in attendance and those who participated in the music making. Just a few short weeks later we welcomed the members of the St Petersburg Men's Ensemble for the first concert of their US tour. They were a huge success, and were appreciated by all. They offered up traditional Russian Orthodox music as well as delightful Folk music selections. They plan to return next Fall. Our Thanksgiving Pie Fundraiser, too was quite successful, bringing in more proceeds than last year.

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



As we move into the new year, I look forward to growing membership across the board in our five choirs. I am grateful to Katy Gentry for not her outstanding work as our former Administrative Assistant to the music program, but for her continued work as the director of the Cherub Choir. Katy always demonstrates patience, kindness, and genuine love for her craft and those little “cherubs” with whom she works. Her leadership with them at Lessons & Carols was especially noteworthy, and recognized by many as miraculous cat-herding. The children adore Katy and receive wonderful training week after week. She never ceases to provide a safe environment, as well as a fun learning experience. Those cherubs are future members of our children’s choir and Schola Cantorum, and when they arrive I’ll know they’ve been prepared well.

Katy left the position of Administrative Assistant to have time to pursue further vocal training and additional professional singing endeavors. Gillian Lancaster took over the post at the end of August 2011, and her excellent work has been of great aid to our weekly activities. The choir room, over the week, sees over 100 people for rehearsals and Sunday morning preparation. Gillian keeps the music in excellent order and always has a clearly organized system prepared for us. We are delighted to have Gillian at Redeemer; her talent and skill-set are incredibly valuable, as is her kindness and thoughtfulness.

I look forward to another successful year; a year of growth, learning, expansion and beautiful expression from adult and child alike.



## Flower Guild

Marby Sparkman

It is a privilege to arrange “Flowers to the glory of God” – the motto of the National Cathedral Flower Guild, where many of us trained.

The Flower Guild continues to play an exciting role in the worship services at The Redeemer, thanks to the ever-increasing number of Sunday memorials and Christmas and Easter tributes. The new chancel with its enlarged spaces, dramatic floor tiles and enhanced lighting challenges us to expand our vision, as the Rector encourages us to experiment with size, shape and placement of flowers in the new space.

Responsibility for the work of the Flower Guild is divided among 5 weekly leaders and some 35 guild members who work either on a regular monthly schedule or lend their expertise for special occasions when extra hands and talent are needed. Two workshops held early in the fall encouraged several new members to join our ranks and gave old hands an opportunity to brush up their skills and learn new techniques.

In addition to flowers for Sunday services, weddings and funerals, the guild provided flowers for a variety of parish events including Senior Luncheons, the Christmas Bazaar Preview Party, the Choir benefit at Appleford and special choir concerts; mini-arrangements for delivery by pastoral visitors and Christmas and Easter plants for Shut-ins and Sunday schoolers. In total, the Flower Guild contributed approximately 600 volunteer hours to the mission of the Church of the Redeemer, this year.

Special thanks to Paulo, who does much of our heavy lifting and to Gillian and Tish in the office who manage our computing, billing and communications most ably.





## Needlework Guild

Anne Barnett

Anne Barnett and Nancy Sharp contacted The Needlepoint Guild at The Washington Cathedral. Their designer, Nancy Lukoskie, came to Bryn Mawr during church reconstruction and went through piles of dust and stone with Peter, Nancy and Anne. Fortunately we did not need hard hats. Nancy took measurements and hundreds of pictures. She also looked at our existing needlepoint. Nancy came up with several designs and color schemes which we all poured over and refined. Nancy Sharp and Anne Barnett then presented the plans and design to The Vestry and received unanimous approval.

Next the Needlepoint plan was submitted to the congregation, and we invited stitchers to participate. Absolutely everyone had to do a small stitching project which was submitted to Nancy Lukoskie. The samples were submitted by number only. Nancy choose the stitchers that had the closest tension. Eight cushions were finished and dedicated in just two years: the average time for such a big project is four to six years. We were so fortunate to have Nancy Lukoskie involved. She is infinitely talented and infinitely patient. One more kneeler was started this fall which will be used for Confirmation and will be similar to the cushions in place.

We hope to have other projects in the future.



## **Lycett Society**

**Ken Garner**

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

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

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

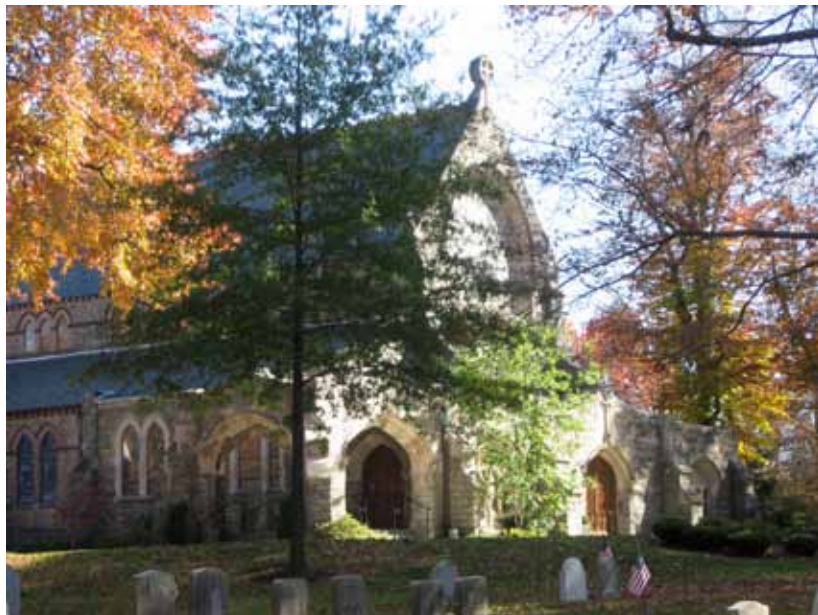
Mrs. S. Stanley Alderfer  
Mr. Douglas Arnold  
Mr. Warren Ayres  
Mrs. Susan Ayres  
Mr. Harvey Lloyd Beyer, III  
Beatrice Blackman  
Mr. James Bromley  
Mrs. Joan Bromley  
Ms Mary Harrison Carle  
Mrs. E. Blackwell Chapman, Jr.  
Mr. Sam Chew  
Mr. Isaac Clothier, IV  
Mrs. Barbara Clothier  
Mrs.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

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

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

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

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



## **2012 Stewardship Pledge List**

### **A**

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

### **B**

Mrs. Gay Baer  
Drs. Howard and Margaret Baker  
Mr. & Mrs. Richard Barlow  
Mrs. Benjamin H. Barnett, Jr.  
Mr. & Mrs. Glenn Beamer  
Mr. Karl Beinkampen & Ms. Elizabeth Corrigan  
Mr. & Mrs. Jeffrey G. Bell  
Mr. & Mrs. Jack Belsinger, Jr.  
Mrs. Russell Bement, Jr.  
Mr. & Mrs. Thomas Bennett  
Mrs. Sandra Berwind  
Mr. Harvey Lloyd Beyer, III  
Mr & Mrs. Ernest L. Biddle, Jr.  
The Rev. & Mrs. Stephen Billings  
Ms. Diana H. Bittel  
Mr. Charles Blackman  
Beatrice Blackman  
Mr. & Mrs. Charles J. Bloom  
Mrs. Sara Ann Boenning  
Mrs. Lea Bolling  
Miss Barbara Borgersen  
Mr. & Mrs. Albert Boris, III

Mrs. Bryan Bostwick  
Mr. & Mrs. Frederick Bradley  
Ms Priscilla Bradshaw  
Mr. & Mrs. James Bromley  
Mr. & Mrs. Medford Brown, III  
Dr. & Mrs. Fraser Brown  
Mr. & Mrs. Frederick Brown  
Mr. & Mrs. James Buck, III  
Mr. Richard Burton

### **C**

Mr. Stephen Cadwalader & Ms. Monica Hackett  
Drs. Ulf & Kristin Cahn von Seelen  
Mr. & Mrs. Andrew Camerota  
Mrs. Pamela Campbell  
Ms Mary Harrison Carle  
Mr. & Mrs. Richard Carr  
Mrs. E. Blackwell Chapman, Jr  
Mr. William Chew  
Mr. Sam Chew  
Mr. & Mrs. W. Morgan Churchman, III  
Mrs. Jeanne Classen  
Dr. Christina Clay  
Mr. & Mrs. Peter Clement  
Mr. & Mrs. Isaac Clothier, IV  
Mrs. Benjamin Coates  
Mrs. Walter Conlan  
Mr. & Mrs. William L. Conrad  
Mr. & Mrs. Richard J. Conway  
Mr. Peter Cooke, Jr.  
Dr. & Mrs. David Cooper  
Mr. & Mrs. Woodward W. Corkran, Jr.  
Mr. & Mrs. Theodore Coxe, Jr.  
Mr. & Mrs. Charles Craig  
Mr. & Mrs. James Crowell  
Dr. & Mrs. John Crowther

**D**

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Mrs. William Davison, III  
Mr. & Mrs. Rodney Day, III  
Mr. & Mrs. Gerard de Lisser  
Francesca Linda de Pasquale  
Mr. & Mrs. William de Pasquale  
Mrs. Charles Dearnley, Jr.  
Mr. & Mrs. Darrell DeMoss  
Mr. & Mrs. Robert W. Denious  
Mr. & Mrs. David S. Denious, Sr.  
Dr. Michael Diorio, III & Mr. Alan Causing  
Dr. Thomas Dodds  
Dr. & Mrs. John Donnelly, II  
Mr. & Mrs. William E. Dordelman  
Mr. & Mrs. Joseph Dougherty  
Mr. & Mrs. A. Webster Dougherty, Jr.  
Dr. & Mrs. Richard Drummond

**E**

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

**F**

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Dave & Mary Farrow  
Mr. & Mrs. P. W. J. Fisher  
Mrs. Barrie Ford  
Mr. David B. Ford  
Dr. Robert Forster, II  
Mrs. Kathleen Fox  
Mr. & Mrs. Frederick Franks, III  
Mr. & Mrs. John Fry

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Kenneth Garner & Robert Mikrut  
Mr. & Mrs. C. Meade Geisel, Jr.  
Mr. & Mrs. Anthony Geyelin  
Mrs. Helen Gibb  
Mr. & Mrs. Bruce Gillespie  
Mrs. Doris Gilson  
Mr. Joseph Gordon  
Mr. Francis Grebe  
Mr. & Mrs. Allen Greenough  
Mr. John Gregg  
Mr. & Mrs. F. Hastings Griffin  
Mr. William Gross & Mrs. Janice Clarke  
Mr. & Mrs. Peter A. Grove

**H**

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Mr. & Mrs. Henry Hallowell, Jr.  
Mr. & Mrs. N. Peter Hamilton  
Ms. Melissa Hancock  
Mr. & Mrs. Christopher Hanley  
Ms. Carol Harris  
Mrs. Nancy Harris  
Dr. & Mrs. William Hartz  
Mr. & Mrs. John S.C. Harvey, III  
Mr. & Mrs. Edward E. Hastings  
Mrs. Joseph Hastings  
Mrs. Peter Havens  
Mr. & Mrs. Harry Heaps, Jr.  
Mrs. Virginia Hedden  
Leo and Stacey Helmers  
Mrs. Margaret Helminska  
Mrs. William Hill  
Mr. & Mrs. Robert B. Hobbs, Jr.

Dr. & Mrs. Richard W. Hole, Jr.  
Mr. & Mrs. Brian Holeman  
Mrs. Elizabeth Hopkins  
Dr. Dale Huff & Dr. Denise Huff  
Mrs. Klaus Hummeler  
Mr. Daniel Hutchinson  
Mrs. Katherine Hutchinson

## I

## J

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

## K

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Mr. & Mrs. Gordon Keen, Jr.  
Jon Keim & Chandra Kee  
Mr. & Mrs. Sidney Keith  
Mr. & Mrs. Morris C. Kellett  
Mr. William Kelley, Jr.  
Ms. Barbara Kip  
Mr. & Mrs. Robert J. Kirkpatrick, III  
Mr. Jarrett Kling  
Mr. & Mrs. David P. Kollock  
Ms. Christine Kriebel

## L

Mr. & Mrs. Joseph Ladd  
Mr. & Mrs. Fielding Lamason  
Mr. & Mrs. Anthony C. Lame  
Mr. & Mrs. John M. Le Boeuf  
Mr. Kevin Leahy & Ms. Devika Singh  
Mr. & Mrs. B. Herbert Lee  
Ms. Victoria Leidner  
Mr. & Mrs. Gregory Lewicki  
Mr. & Mrs. Jon Leyland  
Mr. & Mrs. Bryant Lim  
Mrs. Nelly Lincoln  
Mrs. Barbara Linder  
Elaine and John Lisle  
Mr. & Mrs. Philip R. Livingston  
Mr. Stephen LoCastro & Ms. Laurie MacKenzie  
Mrs. Marian Lockett-Egan  
Mrs. Marc-Antoine Lombardini  
Mrs. Sydney Lowndes

## M

Mr. & Mrs. Charles A. MacIntosh  
Mrs. Joan Mackie  
Mr. Burton & Dr. Charlotte MacLean, Jr.  
Mr. & Mrs. Harry Marsh, Jr.  
Mrs. Julian M. Marshall  
Mr. & Mrs. Graham A. Marx  
Mr. & Mrs. James McAdam  
Mr. & Mrs. Robert C. McAdoo  
Mr. & Mrs. Norman McAvoy  
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