

Minutes of the Meeting of the Vestry Church of the Redeemer, Bryn Mawr, PA Sunday,
October 22, 2023 11:30-1:30 Masterman Hall and via Zoom

Vestry members present:

- Paul Adkins
- John Black
- Lisa Raymond
- Chris Zafiriou
- Catherine Carruthers
- Susan Rushing
- Tracy Steele (via Zoom)

Redeemer Staff present:

- The Rev. Jo Ann Jones
- The Rev. Winnie Smith
- The Rev. Peter Vanderveen
- Andrew Senn

Absent:

- Chris Chojnacki
- Jennifer Copas
- Kevin Leahy
- Edwin Shafer
- Joe Spadaro

Recorder: Chris Zafiriou

The meeting of the Vestry was called to order at 11:52 am. Rev. Winnie Smith gave the opening prayer.

Approval of Minutes of September 2023 Vestry Meeting

- Motion made by Catherine, Approved.

Andrew Senn's Report

- Andrew Senn discussed his initial time at Redeemer, noting positive progress. He mentioned adding rehearsal hours for the children's choirs and some staff singer turnover. Senn also highlighted the need for balancing and improvement of the Church organ, a concern raised by all organists during the search process. Cost-effective strategies for long-term improvement were discussed.

Report from Initiatives Groups Black

- Initiative involving joint choir performances with Bryn Mawr Presbyterian Church was discussed.

Stewardship Update Chojnacki

- Vestry members were encouraged to submit their pledges. The stewardship process is running smoothly, and it is too early to gauge initial thoughts on 2024 pledges.

Nominating Committee Update Adkins

- Discussion about potential new accounting warden and other nomination roles for the future.

Christmas Village Update Black

- Everything is progressing well.

Villanova School of Business/Marketing Team Update Vanderveen

- Progress is being made; a meeting next week will discuss next steps and action items. More detailed updates are expected over the next six weeks.

Rector's Breakfasts Vanderveen

- Plans are underway to send out invitations over the next few weeks. The goal is to hold these breakfasts every three weeks.

Rector's Report Vanderveen:

- Announced the hiring of a new Parish Administrator, Joshua Castano, from Partners for the Preservation of Sacred Spaces. Joshua brings valuable

experience, including being an active parishioner at St. Mark's in Philadelphia and having served as Accounting Warden.

- Joshua's background includes being mid-career, a graduate of Oberlin College, and well-versed in the grant application process. His expertise in hospitality management and enthusiasm for our historic buildings are significant assets.
- Fran Merritt's responsibilities have been expanded to include some of the day-to-day tasks previously handled by Betsy. She will also attend Finance Committee meetings. In the short term, Fran will collaborate with Mike Wolfford and later with Joshua upon his arrival.
- Peter expressed the intention to make breakfasts a regular occurrence, every three weeks. Emails regarding this will be sent out soon.
- Jo-Anne attended the Diocesan convention on 10/21/23. The meeting lasted 6.5 hours. The average increase in dues will be 8%. There was discussion about the unsustainable high level of Diocesan endowment draw, with some pushback. It was noted that the Bishop hasn't spent much time within the Diocese in recent years.

Accounting Warden Report Zafiriou

- Finances are in good shape, with a budget surplus.
 - Income: On target for YTD pledge income.
 - Expense: Overall down by \$172,000 due to unfilled staff positions (music & admin). Legacy into Promise loan balance is now \$225,000, with monthly interest at about \$2,000.
 - Operational cash is at a healthy \$250,000, and some can be transferred into the money market account for higher interest.
 - The Vanguard Account and checking account are now linked online, making transfers easier.
- Trust Agreement consolidation project:
 - Extensive time has been spent reviewing the underlying trust agreements for the 18 separate trusts managed by the Church Foundation, with investment management by T. Rowe Price.
 - All trusts are revocable except one small one. Consideration is being given to combining trusts with similar purposes to potentially reduce the total from 18 to 6. Sensitivity to donor families is paramount to avoid discouraging future giving.

The meeting was adjourned at 1:43 pm with a closing prayer by Rev. Jo Ann Jones.