

Minutes of the Meeting of the Vestry  
Church of the Redeemer, Bryn Mawr, PA  
Tuesday, November 9, 2021  
7:00-9:00 PM via Zoom

Vestry members present: Paul Adkins, Jim Buck, Elisabeth Cooke, Jennifer Copas, Lisa Davis, Al Greenough, Melanie LeBoeuf, Harry Miller, Susan Rushing, Tracy Steele, Jacques Vauclain and Christopher Zafirou.

Redeemer staff present: The Rev. Peter Vanderveen, The Rev. Jo Ann Jones, The Rev. Michael Palmisano, Francesca Merritt, and Jay Einspanier.

Recorder: Francesca Merritt

The meeting of the Vestry was called to order at 7:02 pm. Peter gave the opening prayer.

**Approval of Consent Agenda**

Jim Buck made a motion to approve the consent agenda, consisting of the minutes of the October vestry meeting and the committee reports from October. Melanie seconded and the vestry unanimously approved.

**Committee Chairperson Report – Report on Clergy and reopening**

Jo Ann and Michael provided overviews of their responsibilities and ongoing work. Jo Ann commented on the challenges of pastoral work during the pandemic and the adaptations made to continue to reach out in many varied ways to parishioners. Jo Ann also noted her work for the Diocese as president of the Standing Committee, a member of the Commission on Ministry, and a delegate to General Convention. Lastly, Jo Ann spoke about the parish survey and encouraged the vestry to think about what it is they have that makes them uniquely who they are and who it is they are called to be.

Michael Palmisano distributed a handout outlining the programs occurring on a Sunday and during the week for which he has oversight. He described the scope and content of the Arc of Formation and its potential for designing formation opportunities at all levels and outlined some of his hopes for the Second Sunday evening service as a space in which we can capture an intergenerational worshipping community. The Adult Ed committee with Jim's help has scheduled an array of guest speakers for the Adult Forum. Michael also oversees the work of the New Committee.

Chris expressed his thought that there was room for improvement in the programming for Christian education. Peter stressed the importance of the Arc of Formation, which includes active liturgical components for all children and youth, expanding their experience beyond church school classes alone.

**Old Business**

Christmas Village Update – Elisabeth shared some of the logistics for the Christmas Village and showed the vestry the layout for the Christmas Village. The committee anticipates about 150-200 attendees for the Friday night event. With projected revenues of about \$85K and projected costs of \$36K, the committee hopes to make about \$45K on the event.

Stewardship Update – Jacques extended his thanks to the vestry: 100% of the vestry has pledged. He requested individuals to volunteer to make follow-up phone calls or emails. Jacques stated that several anticipated major givers have yet to submit pledges for 2022. As a result, the current Stewardship totals are a bit low with respect to last years pledges at this date.

Use Agreement and Fees – Jay thanked everyone for contributing to the building use agreement. The Executive Committee will make the final determination on the building use agreement.

Parish Survey – Al commented on the slow response rate for the Pillar survey that had been distributed to the parish. 670 surveys were sent out via email. The deadline for responses was originally set for November 24<sup>th</sup>. To date, 42 responses were submitted, including 5 vestry members. Only one millennial responded, with most of the respondents

were over age 67. Al said that in order to encourage a better response rate, he would create some messaging about respondents not having to complete everything in the survey.

### **New Business**

Wall Street Journal Article on Livestreaming – Tracy asked for feedback on the Wall Street Journal article on livestreaming that was sent out with the vestry packet. It continues to be a valued part of our offerings.

Budget – Jay and Chris will review the current draft budget for 2022 on Friday. The overall budget shows an increase of 3.25%, with a projected deficit of \$72K.

Community Engagement Task Force – Tracy introduced this task force which was discussed at the last Executive Committee meeting. It will be outwardly focused on growth. She asked the vestry to either think about being a part of the committee or recommending parishioners who would be a good fit.

Elisabeth asked if we could consider having a designated smoking area outside the entrance to the Parish House, away from the main doors.

### **Rector's Warden Report**

Tracy stated the Mozart Requiem attendance was excellent. She brought friends to the concert and they were very impressed. The December meeting will include time for the annual review of the rector.

### **Accounting Warden Report**

Chris reported that Jay and Kyle Lissack have developed a substantial Capital Expenditures report. Ellen Harvey will also be putting together a statement on our endowment investments. Chris noted that the fees charged by the Church Foundation are high; we will be evaluating if it is providing appropriate value.

### **Administrator's Report**

Jay reported that the 2022 budget process is underway. Various problems in the Parish House have been addressed, as well as a number of glitches in our livestream system.

### **Rector's Report**

Peter applauded the work of the youth vergers during the absence of Bob Mikrut. He also clarified that Bob is not paid for his extensive work as Head Verger. Peter noted the value to the parish of having three full-time clergy and a talented and diverse staff.

Jo Ann gave the closing prayer. The meeting concluded at 9:23 PM.