

Minutes of the Meeting of the Vestry  
Church of the Redeemer, Bryn Mawr, PA  
Tuesday, April 12, 2022  
7:00-9:00 PM in Masterman Hall and via Zoom

Vestry members present: Paul Adkins, Catherine Carruthers, Al Greenough, Kevin Leahy, Melanie LeBoeuf, Harry Miller, Susan Rushing, Tracy Steele, and Christopher Zafirou.

Absent: Chris Chojnacki, Elisabeth Cooke

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

Guest: Adam Watson, BBD

Recorder: Francesca Merritt (recorded via Zoom)

The meeting of the Vestry was called to order at 7:05 pm. Jo Ann gave the opening prayer.

### **Approval of Consent Agenda**

The consent agenda consisted of the March 2022 vestry minutes and committee reports. Paul Adkins made a motion to approve the Consent Agenda and Susan Rushing seconded. The vestry unanimously approved.

### **New Business**

#### **Auditor's Report – Adam Watson from BBD**

Adam reported the church had received a clean audit. There were no disagreements or corrected misstatements. Al Greenough moved to accept the audit and Melanie LeBoeuf seconded. The vestry unanimously approved.

### **Parochial Report**

Peter opened a discussion on the parochial report, which consists of two basic parts: a section on membership and attendance and a second section on finances. The calculation of numbers in the membership and attendance section is very difficult to record with accuracy, and Peter pointed out areas in the report where this is especially the case. The numbers in the financial section, in contrast, correlate with all our own accounting records. Harry moved to approve the parochial report, and Paul Adkins seconded the motion. The vestry unanimously approved.

### **Rector's Growth Initiative**

The wardens had asked if Peter would identify a specific new initiative for church growth that he would lead. In keeping with the idea that the most effective way to generate church growth is for church members to be active and vocal in inviting others to the church, Peter proposed hosting monthly dinners of 10-12 people, during which Peter could lead conversations about resistance to talking about church involvement with others and qualities of the church that would inspire parishioners to invite others to programs and services. Discussions would be across generations and varying fields of experience and would help individuals find a way to make the church a part of their regular conversation. If cultivated over several years, this could make a huge difference in the number of visitors coming through the door and how people feel they can welcome them. Peter wants to create invitation and welcome across these conversations starting in the fall.

### **Old Business**

Elisabeth put together an updated strategic plan after the retreat. Tracy discussed the need to determine our initiatives for the year and who would be involved with each one. The initiatives include an open house, broadening the adult forum, establishing community events, emphasizing community by highlighting the role of pets in parishioner households, and analyzing our recent survey results for the benefit of our community. Tracy will circulate the initiatives to the vestry members via email after the meeting and each vestry member should volunteer to join at least one initiative.

Peter noted that the staff is developing plans to align the formation topics of the church school and the adult forum one Sunday each month. Peter added that parents are the real drivers of Christian education for kids, and, thus, the staff has been discussing how to draw parents into conversations of faith with their children. Michael added that parents need to know the right questions to ask their kids.

Community Awareness Task Force – Paul reported that the committee would be sending cards to the church's neighbors, inviting them to explore the campus and welcoming them to the church's programs and activities. Ken and

Sean were working on thoughts around promoting Easter via social media and testing Facebook boosts and ways in which parishioners can promote via likes, commenting, and sharing.

### **Rector's Report**

Peter reported that during Michael's sabbatical Paul Fleckenstein has been a superb interim organist, a great staff member, and his playing has been impeccable. Peter requested that if vestry members are in attendance on Easter, to please thank Paul for his contributions. Peter commented that there have been many funerals in the last several months. Peter noted that he had decided not to livestream the services for Maundy Thursday and Good Friday, as these services should be experienced in person. Peter discussed bringing the chalice back on Easter, but decided against it due to increased risk of Covid due to the new variant. The church will stay mask optional and keep monitoring the situation. Peter has been busy working on finding a new administrator and a new associate. Peter applauded the Scriptural Reasoning series of the adult forums. Reviews of the adult forums are now in the news so people could see what they have missed.

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

Tracy has been supporting Peter on the items he had mentioned and working through the strategic plan.

### **Accounting Warden Report**

Chris reported that an analysis of scheduled pledge income was being done to better track the timing of pledges payments. Future capital expenditures are also being studied for mid-term planning purposes.

### **Administrator's Report**

Jay reported that the lower roof on the south side of the church needs replacement. Four different roofers were approached for estimates, and we received three bids. Russell Roofing provided the low bid at \$72,275. Jay proposed that we go forward with Russell. \$60K was set aside for this in the budget. Additional funds for this project may come from the Building Fund. Chris made a motion to approve and Harry seconded. The vestry unanimously approved.

Michael gave the closing prayer. The meeting concluded at 9:10 PM.