

Minutes of the Meeting of the Vestry
Church of the Redeemer, Bryn Mawr, PA
Tuesday, January 12, 2021
7:00-9:00 PM via Zoom

Vestry members present: Jim Buck, Lisa Davis, Elisabeth Cooke, Al Greenough, Melanie LeBoeuf, Mackie MacLean, Andrew Masterman, Harry Miller, Carolyn Morris, Tracy Steele, and Jacques Vaucelain.

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

Absent: Susan Adeniyi-Jones

Recorder: Francesca Merritt

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

The December meeting minutes were approved.

Rector's Warden Report

Andrew reported that we are averaging 60-70 log-ins for Sunday Zoom service and about 60 log-ins for the Livestream at 10:00 AM. An additional 60-70 log-ins occur throughout the day on Sunday. Andrew was pleased to have the recordings of Lessons and Carols and Pageant online. He noted that, to date, we've had a successful stewardship campaign, and, with the opening of the parish house in 3-4 weeks there is a lot going on.

Accounting Warden's Report

Mackie reported the December figures. In short, while revenues were lower than budget, expenses were much lower. We realized a surplus of \$48,000. With good December payments, we collected a total of \$950,000 in pledge revenue. Mackie reiterated that the PPP (Paycheck Protection Program) loan has been forgiven.

The budget for 2021 shows a modest deficit, which reflects a return to normal spending in the fall and a slight increase in pledge revenues for the year. The budget includes increases in adult education and youth programs and music.

In 2020 the vestry stated its intent to reduce the endowment draw from 4.5% to 4.25%. The vestry unanimously approved the return to the 4.25% spending rule.

Planned Legacy into Promise contributions for 2020 are currently about \$96,700 short. Reminders will be sent to those that are late. After review of those who have not yet fulfilled their 2020 commitment, Mackie felt that this was a timing issue and that these revenues would be received. We are currently planning to borrow about half of the amount we anticipated. We have a \$3 million line of credit and plan to borrow \$1.75 million.

In compiling the parochial report, for 2020, the Diocese includes PPP funds as part of our revenues and, thus, they will be subject to assessment. We object to this understanding of the PPP program funds, and may send a respectful letter from the Finance Committee to the Diocese, registering our non-compliance with the Parochial Report requests. Mackie will make sure the letter is composed and reviewed by Peter.

Administrator's Report

Jay reported that we are nearly the completion of construction and movers will be scheduled to shift the offices from 211 Pennswood to the Parish House. Our Livestream continues to improve. David Woods,

Carter Williams, Caroline Manogue, and Meghan Jodz are volunteering. Jay praised Mackie for his excellent service as Accounting Warden.

Growth and Utilization Plan

Andrew and Elisabeth introduced the Growth and Utilization Plan with a presentation that summarizes parish initiatives for the coming years (presentation slides attached). This will be presented to the whole parish at the Annual Meeting.

Andrew suggested that what we undertake, and in what order, will be the work of the new vestry.

Rector's Report

Peter thanked Jay for facilitating and directing much of the conversations on the pillar plan. He also praised the retiring vestry members for their superb leadership. Three years ago, we were just getting underway with the building project and now every day the building shows itself to be more and more an asset for the church and community. Peter thanked to Carolyn, Susan, Mackie, and Andrew who were an incredible source of knowledge, expertise, and insight.

For the Annual Meeting, the slate of candidates put forward by the Nominating Committee will be distributed via email. Additional candidates may be nominated from the parish. Since the meeting will be conducted via Zoom, we plan to distribute ballots by email, asking parishioners to respond electronically or to return printed ballots. The minimum requirement for an election is a total of fifty ballots submitted.

Peter stated that we hope to have a certificate of occupancy for the Parish House by the end of January. For the Annual Meeting, there will be a video walk through of the building.

The bishop sent notice that the diocese would move to the Phase II Covid-19 protocols as of January 16th. With the recent installation of Livestream capabilities, and the continuing surge of Covid-19 cases, we have decided to delay our own opening to this level.

Peter said that he was very pleased with the number of people that logged into the Pageant and Lessons and Carols. Peter received notes from around the country from people that appreciated it. Things are improving with livestream and some of the chronic problems have been resolved. Carolyn asked, in light of the fact that we have been on a two service schedule on Sunday for quite a while, if we were considering changing the Sunday schedule of services once Covid-19 restrictions are removed. Peter replied that it has been an internal conversation for years, and we would definitely be reviewing the best arrangement for services and program in the coming months.

Committee Reports

Stewardship Committee

Jacques reported that the Annual Operating pledge budget has been set at \$970K. To date for 2021, we have received 292 pledges for total pledge of \$948K, and getting that extra \$20K is possible. Jacques reported we still have \$102K outstanding in potential Lybunt pledges. Peter added that last year more than 50 pledges were returned between January 1 and February 28.

Adult Education

Jim reported that we had originally scheduled David Thornburgh for a presentation this coming Sunday; due to his father's passing, he has asked to defer. Jo Ann will be speaking this Sunday and David Thornburgh will be on the 24th. Jim also mentioned further upcoming presenters including the Rev. Dr. Charles Howard and Vanessa Christman from Bryn Mawr College. Andrew asked that we have an email blast advertising these speakers.

Andrew said he appreciated everyone's support over the course of three years. He thanked Carolyn, Mackie and Susan for their continued dedication.

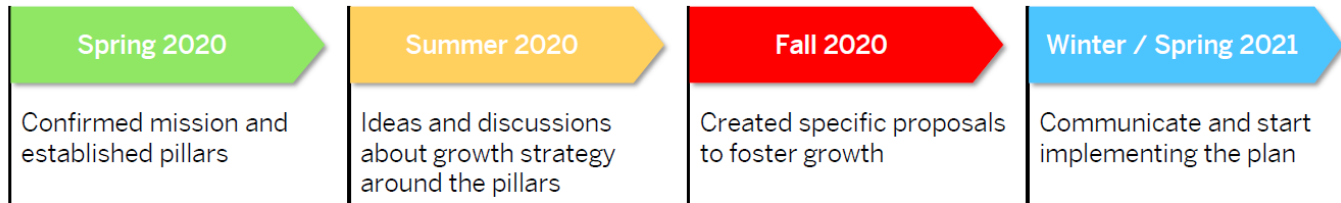
Jo Ann gave the closing prayer. The meeting concluded at 9 PM.

Church of The Redeemer

Strategic Plan 2021-2023

January, 2021

Strategic Plan | Planning Process and Outcomes



Mission

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.

Pillars

Worship, Learn & Grow Together

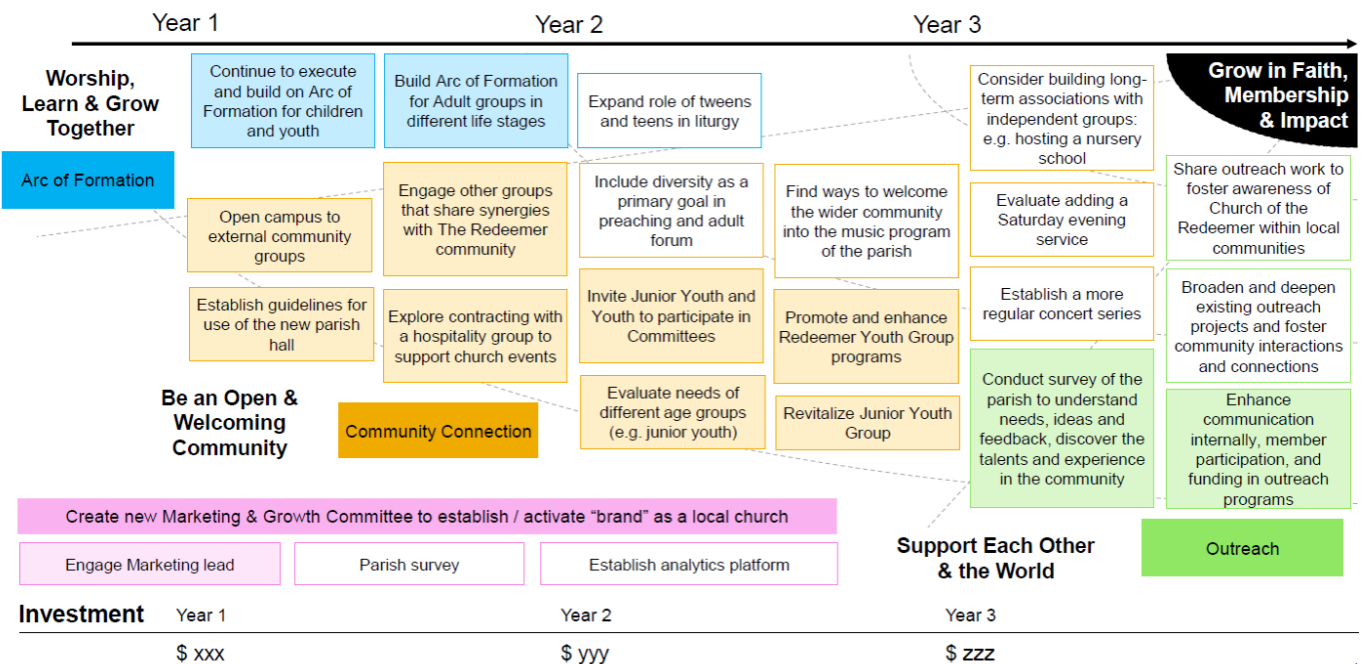
Be an Open & Welcoming Community

Support Each Other & the World

In order to preserve and continue that mission, the primary goal of our strategic plan for the next three years is to **grow in faith, membership and impact**.

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Strategic Plan | Grow in Faith, Membership & Impact



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How We Measure

Arc of Formation

- Program participation
- Attendance
- Engagement (measured by survey)
- Attrition / retention of target groups

Outreach

- # parishioners or # hours engaged longer term with the organizations we serve
- Donations to the supported organizations
- Grants from Outreach Committee

Branding / Marketing

- Membership
- Stewardship growth
- External perception of the Redeemer

Community Service

- Associations built - # of associations baseline vs. next year etc
- # of people served through those associations
- # programs offered
- Participation in Ministry programs
- Attendance
- Survey participation
- Utilization of the new building (# events hosted; hours of use)
- ROI
- Retention / new members
- Participation in Cherub Choir and RTC
- # Visitors during concert programs
- Effect on the parish – survey external perception (e.g. mentions in the press)