

Minutes of the Meeting of the Vestry  
Church of the Redeemer, Bryn Mawr, PA  
Tuesday, March 16, 2021  
7:00-9:00 PM via Zoom

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

Absent: Melanie LeBoeuf

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 7:10 pm. Michael gave the opening prayer.

**Approval of Vestry Minutes**

The minutes sent out misstated the day of the Feb 21<sup>st</sup> meeting. The day was corrected, from “Tuesday” to “Sunday.” Vestry approved the minutes subject to the correction.

**Approval of Consent Agenda**

The committee reports received for this meeting were acknowledged and approved.

**Strategic Plan**

Tracy opened the discussion on the strategic plan, focused on growth in faith, membership, and impact. She reminded the vestry that the time frame between April and June will be especially important for progress on the Year One goals.

1. Creating an open and welcoming campus, engaging groups and extending hospitality – Susan, Lisa, Harry and Paul. — They have not met yet. It was suggested that the web site include more photographs of lay leaders (e.g. NEW committee, ushers).
2. Engagement with Redeemer youth -- Elisabeth and Jennifer. They have not met yet.
3. Survey communications – Al and Melanie met with staff members Ken, Fran, and Jo Ann, exploring how best to use the database and survey the congregation with regard to possible initiatives and expressed interests. After a year of Covid-19 restrictions there will be a need to reconnect with each other.
4. Arc of Formation – Elisabeth. This group has yet to meet. Primary work is still being done by the staff.

Al raised questions about data privacy associated with the survey. Tracy responded that we will need to be clear in the survey of our intent in the use of any survey data.

Jacques remarked that a lot of the strategic plan conversation is focused internally on the parish and on our campus. If we are going to accomplish growth, we should focus outside of our campus as well.

**Rector's Warden Report**

Tracy noted that the minutes will be posted on the consent agenda for next month.

The Parochial Report is due to be submitted to the Bishop this week. With regard to the PPP funds received in 2020, the vestry determined that these should not be reported in the revenue line of the Parochial Report (as directed in the

Report instructions). We will provide the diocese with an addendum stating the amount of PPP funding we received, noting it as a loan that was subsequently forgiven. The vestry approved this approach.

### **Accounting Warden Report**

Chris noted that: the cost of snow removal in February totaled \$9K; pledge payments were better than expected; the rectory boiler had to be replaced, which was a \$11,500 expense; gas and water pressure issues in the Parish House may lead to additional expenses. The draw on our line of credit with Meridian bank is now \$950,000. We anticipate it will go up to \$1.3 million in full.

Tracy added that the boiler was an emergency expense, so we did not have the opportunity to approve the work in advance.

### **Administrator's Report**

Jay reported that we are in the process of moving the offices into the Parish House. The Parish House Annex has been removed. The churchyard lawn in that area will receive a fresh load of topsoil and will be reseeded. So far it is going very well.

Tracy thanked Jay for all of his efforts. Jim asked if the space where the trailers were located is a designated space for burials. Jay confirmed that it is.

### **Rector's Report**

Peter noted that, in regard to moving in to new offices, the staff has a clear set of protocols for use of the space. The building has been designed in a certain way and we want the staff to get used to the building in the way it has been designed to work before moving in and hanging personal items.

A survey was sent out last week regarding services for Holy Week and Easter. The initial response rate has been good. Services have been held on campus for a couple weeks; the numbers are steadily growing. The bishop has increased the maximum number of attendees to 50% of capacity, beginning Easter Sunday. We are decided to keep our maximum number just a bit below this level.

The Bishop arranged for a Covid-19 vaccination site, and a number of the staff were able to get their vaccinations in early March.

Tracy requested the Holy Week and Easter survey results summary be distributed to the vestry.

### **New Business**

Executive committee is meeting March 21<sup>st</sup> at noon.

### **Old Business**

Jim reported that the previous 2020 Nominating Committee did not submit nominations for deanery and diocesan delegates. Jim, Peter, and members of the Executive Committee met on March 14 to discuss potential delegates. Gordon Fowler, a previous delegate was asked if he had interest in being a diocesan delegate. He was enthusiastic in his response. Meghan Jodz was also asked if she would consider serving. We are waiting for her response. Jim stated we may present these two names at next vestry meeting.

Selection of deanery delegates was postponed until the dean of the deanery could better define delegate responsibilities.

Jacques reported that we have received \$996K in pledges, and are \$4K away from the \$1 million goal. We are running \$110,000 ahead of where we were at the same time last year. To date we have 308 pledging units. Jacques added that we are still seeking pledges from a number of persons who pledged last year but have not yet responded for 2021. The amount pledged last year by this group totals \$40K.

Fran said that the NEW committee report and the Legacy into Promise operating committee reports will be added to the vestry packet and resent out to the vestry.

Jo Ann gave the closing prayer. The meeting concluded at 8:43 PM.