

Minutes of the Meeting of the Vestry
Church of the Redeemer, Bryn Mawr, PA
Tuesday, December 10, 2019
7:00-9:00 PM

Vestry Members Present: Jim Buck, Andrea Cayley, Jan Clarke, Lisa Davis, Mackie MacLean, Andrew Masterman, Carolyn Morris, Tracy Steele, Scott Stephan, Jacques Vauclain, Carter Williams.

Absent: Susan Adeniyi-Jones.

Redeemer Staff Present: The Rev. Peter Vanderveen, The Rev. Jo Ann Jones, The Rev. Michael Palmisano, Francesca Merritt, Jay Einspanier.

Recorder: Francesca Merritt

The meeting of the Vestry was called to order at 7:04 PM.

Jo Ann gave the opening prayer.

The revised October vestry minutes and November vestry minutes were approved.

Rector's Warden Report

Andrew stated that the planned extra meeting on church growth meeting would be held on Jan 12th with Matt Manion of Villanova University's Department of Church Management. Andrew and Mackie will have a preliminary planning session with Matt on Monday, December 16. Carter Williams suggested we get input from past vestry members in preparation for the meeting. Andrew thanked Carolyn Morris and Lisa Davis for the success of the Bazaar Outreach dinner. Andrew also commented that David Anderson from ECS had noted how well the parish is able to come together for the outreach effort.

Accounting Warden's Report

Mackie informed the vestry that BNY Mellon had agreed to relinquish the trust monies they currently hold as part of the church's endowment funds. The funds, when released, will be moved to Vanguard.

YTD Operating Report

Mackie discussed the operating budget to date. Expected pledge receipts for November were short of what was budgeted. Revenues were also short due to a delayed endowment draw, which will come in December. Our greatest monthly revenues are generally realized in December.

2019 Projection/2020 Draft Budget

The current draft budget for 2020 projects a \$87,000 deficit. Mackie suggested that the church increase the endowment draw from 4.25% to 4.5%, which would generate added income for 2020. We would work to return it back to 4.25% in 2021. We are also looking for a slight pledge increase, along with trimming expenses, to bring the deficit down.

Mackie noted that there will be additional charges to pay roll for the 2019 budget due to the timing of bi-weekly payments. Bi-weekly pay will continue through 2020. Beginning in 2021, the church will move paying employees twice a month, which will eliminate the end of year timing issues.

Stewardship 2020

Jacques announced that outstanding pledge payments for 2019 amount to \$152,000, with a budgeted pledge revenue shortfall of \$140,000. Jay expects revenues between \$100,000 and \$130,000 in December.

To date, for 2020, the church has received 230 pledges for a total of \$780,000. Importantly 128 Lybunts (pledged last year, but have not yet pledged this year yet), account for \$240,000. If the church receives pledges from Lybunts at 2019 rates, the pledge revenue for 2010 would be approximately \$1,020,000.

The church has gained 11 new pledging units, for a total of \$33,000. Decreased pledges are more than offset by the new pledges.

Jacques passed out envelopes with names for each vestry member to call which include the 128 Lybunts plus over 150 Sybunts (some year but not last year).

Peter discussed the increased funding requested from the Diocese (across five years).

Nomintating Committee

Carter thanked Jan, Andrea, Mackie, and Scott for their assistance in the nominating process. The final slate of vestry nominees will be distributed to church members in January.

Mackie suggested that the work of the Nominating committee should involve long term cultivation of nominees. Carter suggested that the by-laws be rewritten so that the committee would be more of a standing committee.

Liaison Updates

Bazaar Outreach Dinner - Carolyn Morris reported the substantial parish support for the dinner. Projected net revenues are expected to be nearly \$80,000. The benefactor income replaced the revenues traditionally raised through the Saturday bazaar. Lots of people came together and worked together.

Outreach – Jan reported that grant applications are now available online. She has invited previous grantees to their submit applications. The community service arm has a lot of activity with the Christmas bags, Joyful giving which is focused on Food Insecurity this year, and the ECS gift cards.

NEW Committee – Scott stated that there has been good attendance of newcomers since beginning of the school year. He added that it appears from the newcomer spreadsheet that the church adds about 3 new units a month.

Adult Education – Jim stated Adult Education is not meeting until January.

Music Committee – Andrew highlighted the music events coming up including Lessons and Carols and the Soles shoe drive. The pie sales were successful. The choir tour is subscribed 46 out of a maximum of 50 people. So far Michael has not found a suitable candidate to be an organ scholar, but he is in communication with Curtis about a future scholar. There has been a lot of discussion about the Annalies concert that will be held in March. Michael Diorio will be seeking some funding for that concert.

Pastoral Care – Jo Ann reported that 50 poinsettias were ordered to distribute to those who have lost a loved one over the last year or those that are on the prayer list. The third annual caroling program will be held at Rosemont Care Center. Jo Ann announced she was elected to be President of the Standing Committee.

Youth Education – Michael reported that the RYG proposed fundraiser for work trip in DC at Epiphany for homelessness date is Feb 8th from 6-8 pm. It will be a social gathering and may have some a cappella singing. Middle schoolers will be serving at Cradles to Crayons in January. The confirmation date is February 23rd at 9 am, and Bishop Michael will be with us. RYG went to St. Francis in Kensington and will be going back in March and April. The 20s and 30s group has increased to about 15 or 16 people.

Rector's Report

Peter asked for approval of the following resolutions. They were moved and approved.

The following resolution was duly adopted by the vestry of the Church of the Redeemer, Bryn Mawr, at a regularly scheduled meeting held on December 10, 2019, a quorum being present: Whereas, Section 107 of the Internal Revenue Code permits a minister of the gospel to exclude from gross income the rental value of a rectory furnished to him/her as part of his/her compensation, and a church-designated housing allowance paid to him/her as part of his/her compensation to the extent used for actual expenses incurred in maintaining the rectory; and, Whereas, The Rev. Peter Vanderveen is compensated by The Church of the Redeemer exclusively for services as minister of the gospel; and

Whereas, The Redeemer provides the Rev. Vanderveen with rent-free use of church-owned rectory as compensation for services that he renders to the church in the exercise of his ministry; and Whereas, the Rev. Vanderveen incurs expenses for living in church-provided housing; therefore, it is hereby Resolved, that of the annual compensation paid to the Rev. Vanderveen for calendar year 2020, \$30,000 is hereby designated to be a housing allowance pursuant to Section 107 of the Internal Revenue Code, and is further Resolved, that the designation of \$30,000 as a housing allowance shall apply to calendar year 2020 and all future years unless otherwise provided by the vestry.

The following resolution was approved by vestry. Whereas, section 107 of the Internal Revenue Code specifies that the amount of ministers' compensation that is designated in advance by their employer as a housing allowance is not taxable in computing federal income taxes to the extent that is used to pay for actual expenses; and Whereas, the Rev. Michael Palmisano is compensated by the Church of the Redeemer exclusively for services as a minister; and Whereas, the Church of the Redeemer does not provide the Rev. Palmisano with a parsonage. Therefore, it is resolved, that, of the total compensation paid to the Rev. Michael Palmisano for calendar year 2020, \$30,000 is hereby designated as a housing allowance pursuant to section 107 of the Internal Revenue Code.

The following resolution was approved by vestry. Whereas section 107 of the Internal Revenue Code specifies that the amount of ministers' compensation that is designated in advance by their employer as a housing allowance is not taxable in computing federal income taxes to the extent that it is used to pay for actual expenses incurred in owning or renting a home or apartment, and, in the case of ministers who own their home, does not exceed the fair rental value and maintenance of their home; and Whereas, Rev. Jo Ann Jones is compensated by Church of the Redeemer exclusively for services as minister, and Whereas, Church of the Redeemer does not provide Jo Ann Jones with a parsonage. Therefore, it is Resolved, that of the total compensation paid to Rev. Jo Ann Jones for calendar year 2020, \$21,005 is hereby designated as a housing allowance pursuant to section 107 of the Internal Revenue Code.

Peter received a complimentary letter from David Anderson about his perception of Redeemer. Peter read from the letter to the vestry.

Peter noted that he has been performing a lot of funerals. There will be a service on Saturday for Richard Barlow, and there will be a funeral at the end of December for Nancy Hastings.

Peter asked the vestry to pass along any feedback heard from parishioners on how church life has changed since the move.

Adoption Leave

The vestry approved an adoption leave for Tory Dunkle. Her expected return to work will be February 1, 2020.

The meeting adjourned at 9:30 PM.