

Minutes of the Meeting of the Vestry
Church of the Redeemer, Bryn Mawr, PA

Tuesday, October 8, 2019

7:00-9:00 pm

Vestry Members Present: Andrew Masterman, Mackie MacLean, Susan Adeniyi-Jones, Jim Buck, Andrea Cayley, Lisa Davis, Tracy Steele, Scott Stephan, Jacques Vauclain, Carter Williams

Absent: Jan Clarke, Carolyn Morris

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

Recorder: Francesca Merritt

The meeting of the vestry was called to order at 7:03 pm. Jo Ann gave the opening prayer.

Minutes: The Minutes of the September meeting were approved.

Rector's Warden Report

Andrew Masterman opened expressing gratitude to see the new program year developing. Andrew began a conversation on initiatives for growth in light of the Legacy into Promise project being underway. He'd like us to examine who we are, how we do things, and try to gain some momentum over next year as we enter new phase of parish. What do we do well and what do we not do well. What do we do that stimulates growth or what inhibits growth. Are we doing the right things to retain those who are here? Andrew opened the question is this a topic the vestry would like to examine.

Jim Buck commented that we need to grow. Mackie added that it strategic planning is past due. Carter suggested that we should incorporate analysis of how the world has changed around Redeemer. We need to recognize or acknowledge we can fit what we have into the world or we can adapt to the world around us. Jay recommended looking at the PEW website for their studies on religious organizations. Peter also discussed the possibility of changing the service times (such as to 8 am and 10 am) when the new building opens.

Andrew closed by asking vestry members to send their availability to meet in November on a Saturday afternoon or Sunday to Fran in an email to meet to discuss initiatives for growth.

Accounting Warden Report

Mackie MacLean stated that we are in good shape in operations. The September actual is equal to the September budget. There are only small differences in timing or short falls in spending.

Jay Einspanier added that there were some capital repairs to the pipe organ and the narthex. At current we are forecasting a surplus of 10,000.

Mackie continued that the capital campaign cash flow looks equally good with approximately \$1.6 million that we are looking to borrow. Inflows continue according to schedule and we have had a couple of big gifts since we last met.

Mackie updated the vestry on the BNY Mellon account. We are moving to have Church become the trustee so we don't have to go through this again. This proposal will be presented to a trustee committee the bank has. We expect this will go through and then it goes to attorney general for approval. The new account is all set up at Vanguard.

Mackie discussed an Audit correction in retained earnings of \$25,028. The auditors discovered that the balance in retain earnings (in the surplus account, operating fund principle) had been out of balance at least ten years. The auditors do not insist that we correct it, but we would like to reconcile it at the end of this year to have a clean balance sheet.

Mackie closed with the proposal from last meeting in which \$1.287 million from the unrestricted endowment will be placed in a Bryn Mawr Trust account for the capital campaign.

Stewardship 2020

Peter Vanderveen handed out a draft copy of a flyer that would be send out with a cover letter and pledge card for the annual campaign. The vestry gave some feedback that the cover needs some work to be more legible. Peter discussed that the pledge card will have a change in that in the past there were line items for what was pledged the year before and an ask of an additional 5%. This year there will be one or two increments between that to move the folks that give the same as last year. Andrew suggested that we tie the increment to the inflationary expectation of 2.5%. Peter requested feedback emails and that the mailing would be going out this week. There will also be one minute presentations at the end of the service where people highlight that we are in the middle of our annual campaign.

Administrator Report

Jay Einspanier opened with the budget with personnel accounting for about 2.5%. He announced the snow plow service is not going to do it again this year. One bid based on the snowfall from last year is twice as much as what have paid in the past. Jay is working to get two more bids. Jay is focusing on prewinter planning which includes the steel metal ramp up to the parish house annex. The plan is to seal the bottom and put heaters underneath to melt any snow or ice. Jay closed by stating the capital campaign is taking up a lot of time with meetings and discussing the cash flow with Betsy.

Liaison Updates

Peter Vanderveen recommended that the MEG Committee in its current form be discontinued. He will discuss with Jay Einspanier about the ways in which the committee can be rebuilt and what talents are needed for the new committee.

Jim Buck discussed that the Adult Education committee met for the first time last week. Michael Palmisano announced there will be a liturgy class starting October 22nd. He also said he was thinking about what he advent and early winter adult forum series will be like. Jim Buck

elaborated that the liturgy class will provide a more in depth education for the existing lay reader group.

Scott Stephan stated that the Newcomer Committee is having a fall event on Friday, October 25th at Caroline Manogue's house. Invitations went out two weeks ago. Committee members and clergy are invited. The committee has continued to do activity of tracking those coming through the door. Michael Palmisano is working through long prospective member list.

Susan Adeniyi-Jones spoke about the Music Committee focusing on fundraising for the 2020 choir trip. The committee is thankful to vestry for the additional funds that were approved. Michael Diorio will be using the same vendor for the pie sales this year. The committee also discussed Christmas services, the Margaret Orr scholarship, chili sales, winter concerts, the Soles for Songs Shoe drive, and the Annual Garden party. A letter outlining this year's music activities and thanks to the vestry for their support from Michael Diorio was distributed to the vestry. Susan also mentioned there will be a tour to England in 2022.

Andrew Masterman added that Michael Diorio has taken on a role as assistant professor at Westminster.

Carter Williams stated the Nominating Committee received the file from Jay Brown on Sunday. Carter requested names from Scott Stephan, Jan Clarke, and Andrea Cayley as well as the vestry for names of individuals to be considered for vestry or the nominating committee. Four more members are needed for the nominating committee. The next meeting is planned for after the 9 am service this Sunday.

Jacques Vauclain updated the vestry on Stewardship. He stated there is a small group consisting of Chris Zafiriou, Chris Chojnacki, Joan Miller (works with the Annual Fund at Haverford), and Blair Stambaugh (former head of Baldwin). Items to be discussed include what does planned giving look like and stewardship look like in the future.

Associate Rectors' Reports

Joann Jones reported there are new Eucharistic Visitors (Mike Thompson, Glenn Beamer, and Barbara Billings). They will shadow the current Eucharistic Visitors and then they will be licensed. Diocesan activities will start up again including St. Francis in Sugartown tomorrow. Jo Ann is the Standing Committee Representative to the Commission on Ministry.

Michael Palmisano discussed the middle school group teachers met last night in the cottage. There are about 4 new teachers. Student attendance is stabilizing a bit with the Confirmation group about 7-8 students and the other group has 6. Improving attendance was discussed. On October 18th to 19th the lock-in event will be held. Outreach for the middle school group and RYG was also discussed.

Rector's Report

Peter Vanderveen reported that since the offices have moved to our temporary location, we need be mindful that folks often don't know where the offices are. In addition, since the offices are

located on two floors it's often hard to know who is coming and going. To help with scheduling, staff hours have been added to the calendar.

The Blessing of the Animals took place on Sunday and it was the least attended blessing in a long time. Like so many things in our culture, certain things peak and fall away. The Episcopal Church was on the leading edge of this service and other churches have taken it up. At least half of the people that came had no connection with the church.

Peter highlighted an internal fund dedicated for helping people prepare for ministry. The Episcopal Church Club provides scholarships. Peter thought it was appropriate to help Rebecca Northington with her studies at Villanova. She has an incredible calling and that she is doing more and more with the staff to help us build effective youth ministries. Every Thursday the clergy meet about the Arc of Formation and Rebecca is part of that meeting.

Peter reported last Thursday there was a small funeral for Barry Walker held in the church. Paulo had turned on the sound system and there was thunderous static. After calling ClearSound, we were told the FCC had sold the frequency for cell phone use. We can no longer use that frequency and the hardware might have to be changed in the future.

It has been a busy time with weddings and funerals. There is another funeral next week on Saturday. In planning funerals there is a part of ministry not on people's radar. One can find what people's needs are and be able to respond as the church. Peter often gets notes from families or brides and grooms after a service in which they respond their service was more than they had hoped for. We have the staff that can put everything together from Fran Merritt, to Michael Diorio, to the clergy.

Peter closed the report by announcing the Bishop will be at the Merion Clericus. Peter hopes he will address the budget and will be interested to see what he has to say about convention. They are planning to elect a board of trustees after incorporation of the Diocese. One member of Redeemer will likely be appointed to the board. A couple of other Redeemer parishioners have received invitations to consider running for elections. Peter hopes we will have at least one or two representatives from Redeemer on the board.

Michael led the closing prayer.

The meeting adjourned at 9:08 pm.