

Minutes of the Meeting of the Vestry  
Church of the Redeemer, Bryn Mawr  
Tuesday, November 13, 2018

Vestry Members Present: Carolyn Morris, Scott Stephan, Caroline Manogue, Jan Clarke, Susan Adeniyi-Jones, Carter Williams, Mackie Maclean, Elizabeth McLean, Andrew Masterman, Andrea Cayley, Phil Jodz

Redeemer Staff Present: Peter Vanderveen, Jo Ann Jones, David Romanik, Jay Einspanier

Recorder: David Romanik

The meeting was called to order at 7:05.

Peter offered an opening prayer on behalf of “all who do good in the world.” This led him to compliment the dedication of the Christmas Bazaar volunteers.

Carolyn asked, in light of the shooting at the Tree of Life Synagogue in Pittsburgh, whether Peter had been able to have someone from the Lower Merion Police Department come to discuss campus security. Peter noted that the LMPD had invited religious leaders in the township to a half day seminar about security on November 27. Jay is planning to attend. Carolyn noted that people expressed concern about security at the Bazaar. It was noted that there will be a uniformed officer on the premises this weekend.

The minutes of the October meeting were approved, pending several updates.

*Report of the Rector's Warden*

Andrew noted that it was a busy time of year at The Redeemer. He noted the success of the All Souls service, and drew particular attention to the fact that most of the featured music was by young composers (under the age of forty). He also noted that we are “closing the gap” for the Legacy into Promise Fundraising Goals.

*Report of the Accounting Warden*

Mackie observed that October was a good month financially. He noted that the improved numbers were probably not enough to cover the potential shortfall in pledge receipts, but that we could wind up with a small surplus by the end of the year. The potential surplus is the result of a change in payment patterns from the endowment, which generated \$50,000, and the fact that several budgeted expenditures have been postponed to the 2019 cycle. There was a good response to the letters addressed to people who had not yet sent in a 2018 pledge. Mackie also noted that the Finance Committee is debating a recommendation of what to do with the draw from the Vestry Designated capital campaign funds in the endowment (i.e., whether it should be added to the Legacy into Promise funds).

*Report of the Parish Administrator*

Jay continued the budget discussion by sharing projections for the remainder of 2018 and the proposed budget for 2019, which reflects a 2.5% increase over 2018 and no change in pledge revenue. He noted that there are reductions in Diocesan Support, because that had been prepaid this year, and in maintenance and repairs, because the Parish House will close in July. The current 2019 budget projects a surplus of \$5300. Jay also noted that we have planted 9 of the 11 planned new trees in the churchyard. He also noted that preparations for the Bazaar are in full swing, and encouraged members of the Vestry to come by and help in any way they can.

### *Liaison Reports*

Andrew reported on the latest Education Committee meeting, where there was a discussion of the newly organized class structure (6th and 7th grade together; 8th and 9th grade together). Caroline raised the issue that Confirmation was seen as a “graduation” rite. Andrew wondered how parents might encourage their children to attend Sunday school after confirmation. Pageant plans are underway: the Christmas Eve pageant is being organized by Rebecca Northington and Bailey Sperry, along with Tory Dunkle; the Advent IV pageant is being organized by Andrew Masterman and Jessica Harper. Andrew expressed a need for younger members on the Education Committee.

Mackie (Music Committee) reiterated the success of the All Souls service, and noted that plans are underway for Lessons and Carols. He also expressed appreciation for the chorister’s Evensong the previous Sunday. Peter noted the importance of evening services, which led to a broader discussion of the success of Evensong and the potential for increasing its frequency.

Carter noted that the ranks of the Marketing, Engagement, and Growth Committee are still thin, but they have been having fruitful discussions of ways to allow people to become more engaged with the ministries of the parish.

Susan noted that the Stewardship Committee had not yet met. Peter said that Jacques Vauclain has agreed to serve as chair, and the committee will meet more regularly in the coming weeks.

Jan reported that the Outreach Committee is “getting its arms around” a new structure, which includes a Grants Subcommittee and the Community Service Subcommittee, which is being led by Barbara Billings. The mission of the latter subcommittee is to improve communication about outreach opportunities at Redeemer and in the community, and to create new opportunities by working with the volunteer coordinators at agencies that receive grants.

Caroline and Carolyn reiterated that preparations for the Bazaar are underway. Carolyn noted that reservations for the Friday night dinner are down significantly. She also raised the question of how we raise outreach funds when the building is closed, and whether we can have a similar community-building event. Carolyn noted the donation of several valuable items that will be consigned through an auction house, rather than included in the Friday night auction. She also mentioned that several live auction items are available on a consignment basis this year, in an effort to provide more variety. This led to some discussion.

Scott (NEW Committee) remarked about the success of the Fall Welcome Gathering at Caroline Manogue's house. He also noted that the "Greeters" are now being scheduled under the auspices of the NEW Committee.

#### *Reports of the Associate Rectors*

David commented on the Adult Forum series about rights, and observed that he had received a number of compliments on the quality of the speakers. He also noted that most people who are new to the parish comment on how welcome they feel, which is a real shift in the culture of welcome at Redeemer.

Jo Ann reported on the implementation of a new curriculum for 6th through 9th graders, WGP13. She noted that the Middle Schoolers had a successful lock-in, which included hospitality and interaction with those who were with us through the Interfaith Hospitality Network. She noted that Redeemer Youth Group is planning its annual fundraising dinner for January 25, 2019, which will raise money for the group's work trip to Appalachia. She also remarked that the RYG will be participating in Nightwatch at St. John the Divine in New York City.

#### *Report of the Rector*

Peter noted that the Annual Giving campaign was now called the "Annual Funding" campaign. The rationale behind this decision is that "giving" is individual, whereas "funding" is more of a collective enterprise. In many ways, the shift in terminology reflects the shift from a small number of large pledges to a large number of smaller pledges.

Peter reported on Diocesan Convention, noting two major resolutions: accepting the plan to officially incorporate the Diocese, and the approval of the 2019 budget. He noted that the incorporation plan provides for more streamlined governance of the Diocese, but that there were several questions from the floor about whether all of the changes to Diocesan structures were fully considered. He also noted that the 2019 Diocesan budget includes an \$800,000 deficit, which will be covered by undistributed funds. There was no opportunity for comment during the Convention. Peter noted that the challenge as we move forward is to create a Convention that is more deliberative, and that the Diocesan leadership needs to be very clear about what will be asked of parishes going forward. Several members of the Vestry expressed concern. Jo Ann recommended that parish leaders participate in the preconvention meetings. David suggested that Redeemer's Diocesan delegates participate in Vestry meetings with more frequency.

#### *Legacy into Promise*

Peter reported that the construction drawings are 50% complete, and that the funding portion of the campaign is in its final push. He expressed satisfaction that there have been many unexpected gifts, and that collections are on schedule. The plan to request bids at the end of December is still realistic.

Jo Ann offered a concluding prayer.

The meeting was adjourned at 9:20.