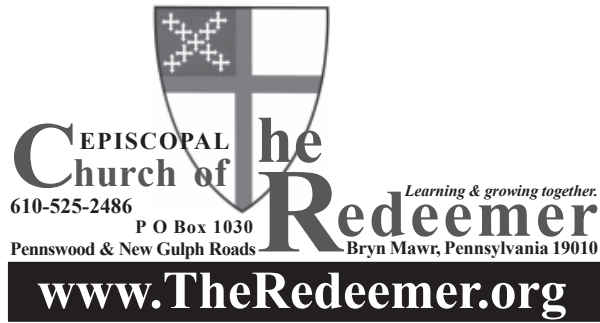


153rd Annual Parish Meeting

January 30, 2005



The mission of The Church of the Redeemer is to celebrate the love of God in Jesus Christ in an open and welcoming Christian community, worshipping together, learning and growing together, and supporting each person we touch in our parish and the world through the generous and creative use of God's gifts.

Clergy

The Rev. Peter W. Sipple, *Rector*
The Rev. Barbara Abbott
The Rev. B. Gary Davis
The Rev. Peyton G. Craighill

Vestry

Rodney Day, *Rector's Warden*
Percival Moser, *Accounting Warden*
Douglas Raymond, III, *Counsel*
Virginia Woods, *Secretary*
Maisie Adamson
Douglas Arnold
Leslie Boris
Christina Clay
Cecily Craighill
Nadia Jannetta
George Steele
John Wallingford

Lay Professionals

Barbara Billings *Director of Children's & Youth Ministries*
Scott Clifford *Sexton*
Ken Garner *Director of Communications & Stewardship*
Denise Gibbone *Bookkeeper*
Margaret Helminska *Clergy Assistant*
Dan Moriarty *Director of Music*
Paulo Reyes *Custodian*
Michael Stairs *Organist*
Mark Sullivan *Parish Administrator*
Tish Zaleta *Receptionist*

Table of Contents

Annual Meeting Agenda	page 1
Minutes of the 152nd Annual Meeting	page 2-3
2004 Gifts and Memorials	page 4
Rector's Report	page 5
Rector's Warden's Report	page 6
Accounting Warden's Report	page 7-8
Stewardship Report	page 9
Buildings and Grounds Report	page 10
Churchyard Report	page 11
Outreach Report <i>includes: African Children's Mission and Interfaith Hospitality Network</i>	page 12-13
Episcopal Church Women Report <i>includes: Christmas Bazaar</i>	page 14-15
H.E.A.R.T Fund Report	page 15
Pastoral Care Report	page 16
Adult Education Report	page 17
Acolyte Report	page 17
Altar Guild Report	page 18
Flower Guild Report	page 18
Music Guild Report	page 19-20
Children's and Youth Ministries Report	page 21-23
Episcopal Campus Ministry Report	page 24

Agenda

I Opening Business

- A. Welcome and Invocation: the Rev. Peter W. Sipple
- B. Call to Order
- C. Appointment of the Secretary of the 153rd Annual meeting
- D. Approval of the Minutes of the 152nd Annual meeting.
- E. Introduction of the vestry, January 2004-January 2005: Rodney Day
 - 1. Vestry Continuing Service:
 - Maisie Adamson Leslie Boris
 - Rodney Day Nadia Jannetta
 - Percival Moser Douglas Raymond
 - George Steele John Wallingford
 - 2. Vestry Retirement:
 - Christina Clay Cecily Craighill
 - Virginia Woods
 - 3. Vestry Retirement From Mid-term Appointment
 - Douglas Arnold

II Election in accordance with Bylaws

- A. To serve a three-year term, to the 156th Annual Meeting:
 - Douglas Arnold Cannie Shafer
 - Marby Sparkman John Spielman

III Memorials

- A. The reading of the names of those in whose memory gifts were made to the Gifts and Memorial Fund during the year 2004 (excluding those in whose names flowers were given for the Altar, Christmas, and Easter).
- B. Contributions to Special Projects.
- C. Gifts from Foundations and trusts.
- D. The reading of the names of those who left Bequests to the Church of the Redeemer by will in 2004.

IV Reports

- A. The Rector's Report: The Rev. Peter W. Sipple
- B. The Rector's Warden's Report: Rodney Day
- C. The Accounting Warden's Report: Percival Moser

V Response from the Parish

We encourage those in attendance to ask questions and express their views on topics covered in the meeting or raise others in which they are interested

VI Adjournment and blessing

Minutes for the 152nd Annual Meeting

January 25, 2004

David R. Schropp, Secretary of the 152nd Annual Meeting

With prayer, the Reverend Canon Gary Hall, Rector, called to order the 152nd Annual Meeting of the Church of The Redeemer. The meeting was well attended and a quorum present.

Opening Business

The Rector's Warden, Mr. Rodney Day, appointed Mr. David Schropp Secretary of the Meeting and noted that copies of the minutes of the 151st Annual Meeting had been distributed to the congregation for examination. The congregation approved the minutes of the 151st Annual Meeting.

Introduction of Current Members of the Vestry

Mr. Day then introduced members of the Vestry:

Mrs. Nadia Jannetta, Dr. George Steele, Mrs. Maisie Adamson, Dr. Christina Clay, Mr. Robert Denious, Mr. Percival Moser, Ms. Cecily Craighill, Mr. Robert Nalls, Mrs. Carolyn Morris, Mrs. Ginger Woods, (absent) Mr. Douglas Arnold (absent)

Retiring Vestry Members

Mr. Day gave thanks to the retiring members of the Vestry:

Mrs. Carolyn Morris - President of the Episcopal Church Women
Mr. Robert Denious - Counsel to the Vestry and member of the Executive Committee
Mr. Robert Nalls - Chairman of the Buildings and Grounds Committee.

Importantly, Mr. Nalls will continue to serve as Chairman of the Buildings and Grounds Committee even though he is retiring from the Vestry.

Election of New Vestry Members

Mr. Day then introduced nominees for the Vestry to serve three year terms.

All have been recommended by the Nominating Committee:

Mrs. Leslie Boris
Mr. Douglas Raymond, III
Mr. John Wallingford
Mr. Rodney Day
Although Mr. Day's term as Vestry member and Rector's Warden expires today, he has been nominated for another term. The Church's By-laws provide for his re-election.

Since no additional nominations were received in the Parish Office, the congregation moved to elect the new Vestry members.

Gifts and Memorials

Now retired Vestry member, Mr. Robert Denious, noted those for whom gifts and memorials, additional gifts, contributions to special projects, and bequests have been made.

Rector's Report

The Rev. Canon Hall, Rector, acknowledged his report for parishioners to read.

The Rev. Hall then highlighted several items in his report. First, the Chairs of the Strategic Planning Forces: Leslie Boris of Engagement; Jim Buck of Stewardship; and Welcoming with Mary and Sid Smith. Also, the Communications Task Force is making progress establishing a web site for the Parish and Creating Space for the Holy Spirit is developing its plan.

The Rector also noted a priority of the Strategic Planning Task Force to fill two new staff positions: Stewardship and Communications. This endeavor is now likely to include only one person, hired to represent both areas for a two year period.

Finally, the Rev. Hall noted that Churchyard Grounds will become a separate organization from Buildings and Grounds with Bob Nalls remaining Chair of Buildings and Grounds and Bob Denious in charge of the new Churchyard Committee.

Rector's Warden's Report

Mr. Rod Day, the Rector's Warden, noted that while the Church of The Redeemer is as strong spiritually as it has ever been, there are some dark clouds overhead: namely, maintaining the Parish's buildings and infrastructure. A group studying the church's buildings and grounds recommended investing \$200,000 per year to achieve proper maintenance. As an example, the boilers in the church are now fifteen years beyond their life expectancy. But, with the church's budget topping out at \$1.5 million per year, the funds for such an investment are simply not available. Therefore, short of a specific capital campaign for that purpose or an increase in pledge income, the church will have to deal with maintenance problems as they occur. The recent and costly repairs to the porte cochere and narthex are examples of such maintenance.

Accounting Warden's Report

Mr. Percival Moser, Accounting Warden, reported that 2003 was the first year since 1998 that the Church of the Redeemer did not outspend its operating budget. In fact, the church's budget in 2003 was in balance. In that regard, Mr. Moser gave special thanks to members of the Clergy and Finance Committee for their help, and to his predecessor, Mr. John Lisle, who continued to provide assistance after his Vestry term

as Accounting Warden expired. Although the church's budget for 2003 was balanced at just under \$1.5 million, it did not allow for growth. As a consequence, music, education, buildings & grounds, and capital renewal programs were cut. The budget for 2004 does not provide for any growth either, although it does include staff salary increases of 3%, added health costs, and a new staff person whose position has been funded.

Questions and Answers

The Rev. Hall and Rector's Warden Mr. Day then entertained questions from the congregation as follows:

One parishioner asked about the accuracy of the figure "713 church members" listed in the Stewardship Report as not responding to pledge requests. Parish Administrator, Mr. Mark Sullivan, noted that this has been a consistent figure over the years. Further, the Rev. Hall commented that it is one of the consequences of the church's membership qualifications of baptism, confirmation, and letters of transfer. Mr. Day added that there is also a qualification of "member in good standing," i.e., to be known to the Treasurer.

Another parishioner asked about the 104 households that pledged contributions for 2003 but not 2004. Mr. Day responded that this figure was accurate and, that historically, some households are late with their pledges. In a related question, a parishioner asked if these 104 households were "driving the budget," and what kinds of follow-up communications from the staff to these households are in place. Mr. Sullivan responded that each household had received three mailings and that the overwhelming majority had been contacted by telephone.

Another parishioner asked if the church staff should cull the list of 713 not-heard-from members for viability. The Rev. Hall replied that historically, half a church's listed membership makes pledges; of those who don't, some make gifts.

Another question concerned the effects of recent tribulation in the Episcopal church at large - namely the ordination of Bishop Gene Robinson of New Hampshire, an acknowledged homosexual. Rev. Hall responded that he did not know of anyone leaving the church formally but, perhaps, ten to twelve persons have stopped attending the Church of The Redeemer with a corresponding reduction in pledge income estimated at \$25,000.

A parishioner asked how many newcomer forms had been filled out. Mr. Sullivan estimated fifty. Another question concerned our offering to the diocese: is it where we want it to be? Accounting Warden Moser replied that the contribution is 10% and the Vestry would like it to be higher.

Finally, a parishioner asked if the church still offered music at the 11:15 AM service. The Rev. Hall responded yes.

The Parish Meeting adjourned at 11:00 AM.

2004 Gifts and Memorials

Contributions to the Gifts and Memorials Fund were received to the Glory of God and in Loving Memory of:

Jack Berrentinni
Denison Carrillo
Alice Campbell
Elizabeth Goodwin
Charles Muscheck
Margaret G. Roth
Jack Satterfield
Margaret D. Schoettle
Anne Burpee White

Contributions were made to the following projects:

Music Program
Christmas Baskets Program
Joyful Giving Program
HEART Program
African Children's Mission
Piano Renovation

Additional Gifts:

The Hompe Foundation.
M/M Rodney D. Day III
Helen Parker Willard Foundation
Diocese of Penna.

The following made a Bequest to The Church of the Redeemer by Will:

Jeanne King
William Brewster
Ethel A. Pierson
Elizabeth Baum White
Laird U. Park Jr.

At the time of the Annual Meeting I will have completed only one month back at The Redeemer, so I am not able to comment extensively on the year just past, 2004. But in the short time we've been here, Margaret and I feel confirmed in our decision to accept your call—confirmed and gratified. I look forward to working with all of you at The Redeemer who are committing yourselves to helping this parish grow more and more in the likeness of Jesus Christ. Thank you for your welcome and for asking me to help lead the parish during these next important steps in its journey.

Thanks to the love and dedication of many of you, there is much to build on. The past four years have seen many positive developments. Among the encouraging signs are the increase in the number of new young families; the extraordinary growth of children's ministries and their spiritual formation; and the continued commitment to outreach as demonstrated by such initiatives as the African Children's Mission and Interfaith Hospitality Network—both additions this past year. Together we can keep the momentum going, since your vestry has decided not to take time out for another parish profile and search process. So my goal will be just that: to build on the good things now underway and to keep the energy level high and the ideas flowing. We can do all that and, by the way, have a great time doing it! God never said it couldn't be fun too.

The past year brought significant new additions to the staff. Given the departures of Margaret Cunningham and Greg Wilson, the Rector invited the Revs. Barbara Abbott and Gary Davis to join him in the fall. Ordained Deacon after completing her seminary education at General, Barbara became a priest late in the year, an event in which many members of our parish participated. Having spent several years on the staff at Christ Church, Philadelphia, she has a distinguished background in education, having earned a PhD in French literature and taught in higher education. Gary Davis joined our staff as Pastoral Associate on a part-time basis. With training and practice in counseling, he brings to us valuable experience in parishes, in school chaplaincy, and in pastoral counseling. I am delighted to join this outstanding team of professionals, which continues to include Peyton Craighill, a valuable mentor to us all.

In addition to these appointments, Gary Hall made another important addition to our staff in 2004 when he hired Barbara Billings to serve as Director of Children's and Youth Ministries. Barbara is responsible for ministering to and with children and youth, their parents and teacher/leaders. She held a similar job at St. Mary's, Ardmore, before joining The Redeemer, and already Barbara's strong sense of organization and understanding of spiritual formation have bolstered our educational programs.

In order to indicate where I'd like to put my attention and energies, I offered a short list of topics to the vestry at our first meeting this year, not as something fixed but as a conversation-starter. Let me include at least the headings here as a way of indicating where I'd like to put my energies during the next few months. Rather than breaking new ground, at least initially I intend to build on the strengths already in place.

- I. Pastoral ministry:** increase training and participation; broaden the scope of pastoral ministry; and help clergy serve as role models and support persons.
- II. Worship:** maintain the quality of our worship so that every offering is one made to God—reading, serving, singing—so that all takes place “in the beauty of holiness;” become affirmed in our worship spaces and in the ways they can be most appropriately used.
- III. Parish life:** help organize the many aspects of parish life so that the various parts work together to support the whole—e.g. hospitality, outreach, fund-and fun-raising, etc.
- IV. Spiritual formation:** maintain the vitality of all our offerings; build on the children's programs and ministries now underway and maintain the commitment to educating our young; make a logical and clear connection “up and down the line,” i.e. connect those portions of the program that may lack a clear link now; keep the offerings for adults varied, provocative and engaging—wherever possible, keep options open: e.g. a “lecture” format accompanied by a small group offering.
- V. Newcomers' ministries:** continue to look for ways to be the most welcoming place possible; ask ourselves: how can we best share what we love about this church with others who will come to love it as we do? Develop a more comprehensive and coherent program for newcomers.
- VI. Resource management:** make our dollars work for us as efficiently as possible. Keep in mind the *sine qua non*: that what we raise is to God's greater glory, as we seek to do God's bidding, both within the parish and in the world without.
- VII. Continue planning:** what will make the worship and community life of parishioners in 2020 even more uplifting than our own? where we lack the resources to bring about these positive changes, organize ourselves in such a way that we can raise them; above all, acknowledge and build on the priorities of the strategic plan entitled *Energetic Spirits, Generous Hearts*, honoring the time and effort that went into it and keeping its goals before us.

Rector's Warden's Report

Rodney D. Day

Once again we weathered the turbulence of yet another change in our clergy leadership, but this time under very different, and positive, circumstances. Gary Hall, our Rector since 2001, was recruited to become President and Dean of Seabury Western Seminary in Evanston, Illinois, one of eleven Episcopal seminaries in the country. This is an honor for Gary as well as a "dream" job for him. It's also a reflected honor for Redeemer, I think. We wish both Gary and Kathy all the best in this next chapter of their lives.

Indeed, there are times when the Lord works in mysterious ways! We have a happy ending to our latest challenge, and a very happy beginning of a new relationship with Peter and Margaret Sipple, dear and trusted friends. Peter accepted the call to be our Rector in November and was installed at a very moving service on January 6th. The Sipples have already settled into the Rectory. It is absolutely wonderful to have them back in the Redeemer family, and they plan to lead us until Peter retires in the summer of 2009. The Redeemer is also blessed by what Peter calls a "dream team" of other clergy and staff. The Rev. Barbara Abbott, recently ordained a priest, joined the parish last September; the Rev. Gary Davis accepted a part-time position here in November; and the Rev. Peyton Craighill continues to enhance the team in a variety of ways. In April, Barbara Billings accepted the call to serve as Director of Children's and Youth Ministries. During the summer, Ken Garner joined the staff as Director of Communications and Stewardship, with strong administrative experience gained at St. Paul's, Chestnut Hill. Ken's position is funded by a two-year grant.

As for the rest of the year just passed, Redeemer accomplished many things. With regard to our campus, significant improvements included the repair of the Narthex, the replacement of heating boilers, and the much needed beginning of the restoration of the Churchyard. In the area of Outreach, we continued our support of many worthy organizations striving to make life better for less fortunate people, and we established an African Childrens Mission to help young people in Malawi who have become orphans because AIDS has claimed their parents. Also, the Redeemer Youth Group and the Bryn Mawr Boys and Girls Choirs reached out in many ways to communities near and far.

The only negative I see is in the area of Stewardship. While we are blessed with the gifts of a number of generous members, we are operating our Church on a "bare bones" budget that seriously restricts our ability to care for our congregation, and to properly maintain our buildings and grounds. I wish we would break out of this perennial problem once and for ever, and I ask all of us to re-think our financial commitment to Redeemer. And, if Redeemer is not in our Wills, please consider that as well.

It is an honor for me to serve as Rector's Warden. I thank the Vestry for their wisdom and hard work, the Staff for all the long hours of keeping the business of our Parish life moving, and the Clergy for their dedication to us and their devotion to a calling that sets good examples for us every day.

Peace be with us all.

Accounting Warden's Report

Percival Moser

At our annual meeting last year, we reported that our 2004 expense budget was \$1,562,177. During the 1st quarter of 2004, we reset the budget – lower – to \$1,550,046. This was done to adjust for late information on planned program expense and more accurate insurance benefit rates. As it turned out, our actual 2004 expenses were \$1,586,839 against actual income of \$1,586,168, resulting in an income/expense shortfall of -\$671.

From a revenue perspective, we were not even able to achieve the level of pledges that we had forecast (\$26,003 below plan). If a number of miscellaneous contributions had not been made – some earmarked to music, some to education, and some to outreach; also a specific anonymous contribution fully funded our new communication and stewardship position - this report would have been a great deal more negative.

In terms of expenses, despite a number of surprises, for the second year in a row, the Church of the Redeemer managed within the operating budget – well almost. Our most current accounting has us \$671 in the red, which is 4/100 of 1% of our 2004 budget. Therefore, for all intents and purposes, we made plan. However, it wasn't easy. Almost all of the ministerial and professional staff turned over in 2004. In addition, we added a new position for communications and stewardship. Although turnover occurs in most large churches, very seldom this much in this short a period. Consequently, we were unable to effectively match the goings and comings of personnel and we found ourselves struggling to manage costs. With payroll the largest, by far, component of the budget (75%), this discontinuity made it difficult to match revenues and expenses, but this is our mandate. Specific personnel expenses versus budget manifest themselves as follows:

- Clergy and Worship over by \$16,267
- Education over by \$5,000

The Finance Committee undertook a number of other initiatives during the year:

- The development of a Mission Statement. The gist of which is ' to provide the Vestry, and through the Vestry, the Church, with advice, understanding and direction regarding the financial affairs and assets of the Church;
- Expansion and refinement of our budget process. This was implemented in June, in order to provide the Stewardship Committee with a clear picture of departmental financial requirements to effectively plan our annual campaign;

- Formation of an Investment Committee as a sub-committee of Finance, to oversee the performance of our endowment funds and to monitor the funds managers;
- Creation of a detailed, monthly accounting report on our endowment funds. It provides, at a glance, information on all of the additions to, and deletions from, the Church's various property and funds. (Our December year-to-date is available for your review);
- Establishment of a Music Guild account and an African AIDS account within our restricted endowment fund family.

Our operating budget for 2005 has been set at \$1,611,053. This represents a \$24,214, or 1.5%, increase over the 2004 final expense figure and includes slight increases in education and a significant increase in general administration to reflect the increase in staff. There are no increases in other expense categories that the Church has control over.

The Finance Committee through the Investment Subcommittee has reviewed the Church's endowment and is satisfied that the managers, Mellon Bank and the Church Foundation, are performing in a satisfactory manner. The endowment's market value as of 9/30/04 totals \$6,738,791. Presently the endowment produces approximately \$250,000 income annually for the Church, approximately 15.5% of the Church's annual budget. Last year at this time, the endowment totaled \$6,326,006.

As I reported last year, I, the Finance Committee, the Vestry and the Rector continue to be committed to operate a balanced budget. Unfortunately, our lack of ability to generate pledge income to support ongoing maintenance at a sufficient level, replenish our physical plant and fuel programmatic growth creates a significant handicap. So, while we continue to search for sources of income and to spend funds frugally, operating the Church in a fashion necessary to sustain the Church's present physical plant and quality of service require additional financial resources which the Church lacks at the moment!

Financial Spreadsheet

2005 Proposed Budget and 2004 - 1998 Actual

Church of the Redeemer

Income	2005 Proposed	2004 Actual	2004 Budget	2003 Actual	2002 Actual	2001 Actual	2000 Actual	1999 Actual	1998 Actual
Pledges	\$1,080,000	\$1,063,997	\$1,090,000	\$1,067,679	\$1,005,458	\$1,015,886	\$933,786	\$963,204	\$932,948
Plate	\$20,000	\$19,526	\$20,000	\$18,914	\$18,649	\$25,149			
Investment Income	\$265,093	\$254,539	\$248,096	\$251,152	\$293,730	\$312,949	\$293,698	\$196,572	\$200,685
Outreach Endowment Income	\$12,000	\$12,336	\$12,187	\$15,805					
ECW Outreach Contributions	\$50,000	\$59,292	\$50,000	\$56,259	\$19,836				
Music Contributions	\$10,000	\$7,126		\$22,932					
Education Contributions	\$2,000	\$12,366		\$1,395					
Community Life Contributions	\$40,000	\$53,465	\$30,000	\$51,399	\$64,396	\$21,046	\$50,639	\$19,306	\$25,443
Other Contributions	\$51,600	\$41,283	\$32,000	\$21,850	\$5,225	\$3,972	\$3,285	\$10,555	\$3,855
Rentals	\$19,000	\$11,398	\$21,500	\$19,041	\$20,493	\$17,925	\$11,145	\$6,900	\$19,915
Other Income	\$62,000	\$50,840	\$58,394						
Comm/Development Support					\$90,000				
Endowment Loan									
Total Income	\$1,611,693	\$1,586,168	\$1,562,177	\$1,576,426	\$1,517,787	\$1,396,927	\$1,292,553	\$1,196,537	\$1,182,846

Expense	2005 Proposed	2004 Actual	2004 Budget	2003 Actual	2002 Actual	2001 Actual	2000 Actual	1999 Actual	1998 Actual
Investment Expense	\$24,000	\$24,254	\$16,400	\$16,549	\$16,769	\$19,321	\$12,463	\$7,060	\$12,970
Clergy/Worship	\$296,542	\$335,243	\$318,976	\$310,126	\$350,278	\$342,144	\$322,556	\$282,597	\$264,638
Music	\$178,228	\$179,313	\$174,932	\$221,600	\$246,947	\$217,299	\$166,231	\$123,158	\$87,617
Education	\$123,313	\$119,940	\$116,121	\$122,209	\$101,906	\$106,357	\$94,215	\$93,640	\$85,550
Buildings	\$262,180	\$252,659	\$254,415	\$240,455	\$248,440	\$230,603	\$232,363	\$234,533	\$199,338
Grounds	\$48,850	\$40,878	\$44,280	\$55,244	\$39,590	\$48,143	\$65,101	\$57,048	\$82,398
General Administration	\$407,877	\$361,693	\$366,166	\$326,389	\$313,187	\$289,922	\$381,704	\$360,214	\$225,287
Community Life	\$4,600	\$6,586	\$6,400	\$8,748	\$17,143	\$6,140			
Outreach (Plate & Pledge)	\$40,300	\$36,384	\$43,300	\$47,100	\$78,611	\$117,755	\$122,385	\$79,029	\$60,000
Outreach (Endowment)	\$12,000	\$12,336	\$12,187	\$1,157					
Outreach (ECW)	\$50,000	\$59,292	\$50,000	\$50,000					
Diocesan Offering	\$125,963	\$121,061	\$121,000	\$121,004	\$121,985	\$136,998	\$137,000	\$137,000	\$134,000
Depreciation	\$7,200	\$7,200	\$8,000	\$7,200	\$7,200	\$7,200	\$7,958	\$7,833	\$3,720
Endowment Loan Re-Pay	\$30,000	\$30,000	\$30,000	\$28,000					
Total Expense	\$1,611,053	\$1,586,839	\$1,562,177	\$1,555,781	\$1,542,056	\$1,521,882	\$1,541,976	\$1,382,112	\$1,155,518
Net Income/Expense	\$640	-\$671	\$0	\$20,645	-\$24,269	-\$124,955	-\$249,423	-\$185,575	\$27,328
Endowment Investments		\$6,738,791		\$6,326,006	\$5,837,515	\$6,667,935	\$6,942,308	\$7,830,232	\$7,922,185
		(9/30/04)		(9/30/03)					

Stewardship

Douglas Arnold

The goal of the Stewardship Campaign was to raise parishioners' awareness of the connections between our fiscal, spiritual, and financial commitments to our church. The Stewardship Committee met with the Finance Committee this year and worked together to develop a financial plan for the current fiscal year. It also had long ranging discussions about the direction and structure of future Stewardship programming.

On a long term basis, the parish continues to struggle with its financial commitment to specific programs verses our commitment to the Redeemer's general operating budget. While as a community we are very generous in spirit, many of us continue to give on the basis of whether we approve of one program or disapprove of another. While the budget has increased over the last few years, our total dollars pledged have essential remained flat over the last three fiscal years. At a time when we should be putting more money into our programming for Christian education, outreach, and building maintenance, we are hamstrung by the lack of connection that some of us feel in our community and it may be showing up in the way that we pledge to the Redeemer. Clearly, Stewardship is an area where we can do a much better job connecting ourselves to a common goal, the support of the Redeemer and our common community here.

That being said there a number of encouraging trends in the way that we give to our church.

Total pledges as of 1/19/04	444
Number of increased pledges:	137
Number of new pledges:	53
Number same level as last year:	216
Total amount pledged to date:	\$953,120.89
Percent increase vs. last year:	8.13%
Dollar increase vs. last year:	\$71,635.89
Average pledge:	\$2,146.67
The largest pledge:	\$67,000
Smallest pledge:	\$40

The Stewardship Committee will be meeting during the next few months to map out a plan for next year's campaign. Parishioners who are interesting in serving on this committee should contact Doug Arnold or Ken Garner in the church office.

Thanks to Ken Garner our new Director of Communications and Stewardship and to Perc Moser and the Finance Committee for their support and guidance this year. I would also like to put in a special thank you to the Vestry of the Redeemer and to its clergy and staff for their help with our efforts this year. Finally, thank you to all those parishioners who have generously pledged for 2004. A list of Parishioners-Stewards is printed in the back of this booklet.

There were a number of maintenance activities that occurred in 2004. These included:

Church

- Added lighting in the church to illuminate the “crossing” area.
- Added new microphones to altar area for improved sound during worship.
- Added new snow/ice guards on the lower roof/south side above the air conditioning compressors.
- Selectively replaced damaged slates on the church roof.
- Added speed bump, improved lighting, and special lane painting/signage to improve safety of children’s choirs during drop-off/pick-up.
- Replaced roofing above the narthex; repaired/replace gutters and down spouts.

Parish House

- Replaced the broken Plexiglas covers on the exterior leaded windows (Assembly Room/Shortridge Room).
- Installed second floor showers in the existing bathrooms, including an additional large hot water heater.
- Replacement of several sections of aged steam pipes in basement areas.

Residences

- Refurbished 211 to prepare for outside rental (\$24,000 per year in rental income), including installation of a privacy fence between 211 and the Youth Cottage.
- Performed minor repairs and renovations (replaced hot water heater, etc) at 205 Pennswood to continue the rental (\$27,600 per year in rental income).
- Replaced chimney flu in Rectory following chimney failure in December 2004.

To keep us operating, Scott Clifford performs many repair/renovation jobs on a routine basis. He is quite skilled and saves us much money that would otherwise be spent on outside contractors. In addition, Paulo Reyes is tireless in attending to the day-to-day cleaning of the church and parish house, as well as the set-ups for the dozens of meetings, services, and functions held each week. Mark Sullivan also continues his ongoing efforts to balance the maintenance budget while finding funds and contractors for these essential repairs and improvements.

In addition to this ongoing routine maintenance, we are mid-way through replacement of the church boiler. This project received funding by the vestry as a critical repair and will be completed once the gas company has installed the new gas line into the church boiler room. This will significantly improve the controllability, dependability, and efficiency of the church’s heating plant.

Despite all this progress, we continue to struggle with inadequate funding to stay ahead of the necessary maintenance and capital renewal that our campus requires. The Entech report, commissioned in 2002, indicates that we are under-funding our facilities by approximately \$200,000 per year. This leads to a pattern of dealing with “emergency” repairs that were in fact, quite predictable. Despite the best efforts of both the Vestry and the staff to act as stewards of our campus, there is a need for all of us to dig a little deeper in finding the time and the funds that are necessary to support the environment that helps to shape our activities and memories here at the Redeemer.

In April of 2004 the Vestry approved a resolution reconstituting the Committee on Churchyard as a standing committee of the Vestry in accordance with the Parish By-Laws. This restored the division of responsibility for the Redeemer's physical plant between the Buildings Committee and the Committee on Churchyard, the arrangement formerly in effect for many years, and was done partly in recognition of the complexities of attempting to manage these two components under the auspices of one committee.

For some purposes, the "Churchyard" has been defined at the Redeemer as the equivalent of the "grounds" in general, including all planting areas, the tree canopy, walkways and open grass areas throughout the church campus, as well as the grave sites, the Memorial Garden and the Columbarium (now largely out of use).

The expense of maintaining these areas, which has been running in the range of \$50,000 annually, is absorbed by four separate Churchyard Endowment Funds, plus a modest stipend allocated by the Vestry from the operating budget, supplemented from time to time by funds contributed by lot owners or their families in maintaining individual grave markers. These expenses include, in addition to gravesite maintenance, lawn care and leaf removal throughout the campus and tree and shrubbery maintenance. In recent years the budget has also borne the expense of snow removal.

Under Parish By-Laws, in effect for many years, the expense of maintaining the grave sites is the responsibility of the Parish, while maintenance of the individual stones or markers is the responsibility of the lot owner or his or her descendants, although under certain circumstances the Vestry may appropriate funds from the operating budget to assist in stone repair or maintenance.

In addition to its planning responsibilities, the Committee has the oversight of the work of the professional contractors retained by the Parish, including the lawn care contractors and arborists. The Committee is guided and assisted in its work by the Long Range Parish Horticultural Plan prepared in consultation with Alice Doering, the church's landscape consultant and approved by the Vestry in 1996. The plan includes identification of specific plant material for grave sites and other areas of the Churchyard and is intended to see that the long term planting is harmonious and in keeping with the scale of existing plant material and church buildings.

The annual spring and fall cleanup days manned by volunteers from the Parish serve as a significant

contribution to the general appearance and tidiness of our beautiful campus. These activities are overseen by the Committee on Churchyard.

The Committee has approved a long-range plan for the restoration of the gravesites and adjoining areas in the Churchyard. The section between the Church and the Rectory ("the old section") was completed in 2004 and work has begun on the section bordering Pennswood Road. These labors will continue as funds and manpower become available. The hope is that the entire churchyard renovation can be completed by the end of 2006. Stone foundations are being stabilized or replaced, needed repairs to individual stones are being made and overgrown and out-of-scale plant material is being gradually removed.

On a larger scale, the care, maintenance and, alas, occasional removal of our largest trees represents a major responsibility of the Committee and a major part of the financial burden of the Churchyard. Two large trees on the Pennswood side of the Church have been identified by our professional arborist as endangered by disease and old age. One is slated for removal in the spring of 2005 and the other is being carefully watched for further deterioration. Once again the long-term horticultural plan of the parish, mentioned above, will guide the committee, assisted by our professional arborist, in dealing with these issues.

The Committee is deeply indebted to the ad hoc "crew" of Redeemer staff members who, working with professional contractors as needed, have produced the much noticed restoration of the old section of the Churchyard and are continuing to work on the Pennswood section. They are our inimitable Parish Administrator and jack-of-all-trades, Mark Sullivan, our Sexton, Scott Clifford, and our faithful custodian, Paulo Reyes.

Many needs remain. The largest part of the Churchyard, that bordered by New Gulph and Fisher's Roads, has yet to be addressed. In general, the job of leveling gravesites and repairing and resetting stones is endless, as weather, water damage, snow and ice and tree roots contribute to the inevitable instability of these areas. The Committee and staff are fully informed of these realities and are prepared to continue the effort, so well begun, to restore our beloved Churchyard to the place of beauty and repose it has always been.

The Committee: Helen Jennings Dick Ravenscroft
Anne Barnett Harry Marsh Doug Raymond, III
Sue Denious Louise Marx Tom Williams
Jane Hastings Roger McKinney
Frank Helminski John Pickering

Outreach

Carter Williams

The Redeemer Outreach Committee focused on two keys issues this year, in addition to our normal grant writing program, to achieve remarkable success through the dedicated efforts of many members. The African Children's Mission, led by Grant Norris, began the year to investigate and explore the AIDS crisis in Africa and not only visited Malawi but also contributed \$10,000 to two organizations there. Barbara Hobbs led a group of over 80 volunteers to host our first Interfaith Hospitality Network and began relationship supporting our local community.

The Redeemer Outreach Committee committed \$25,000 this year due primarily to decreased funding and a concerted effort to focused grants on local organizations. The organizations supported are as follows:

Camp Dreamcatcher	\$3,000
Dolphins	\$2,500
Eldernet	\$4,000
Episcopal Community Services	\$5,000
Global AIDS Interfaith Alliance	\$1,000
The Other Carpenter	\$4,000
Partners for ESL	\$3,000
St. Dismass Mission	\$500

It is important to note that in addition to the grant writing Redeemer Outreach Committee also sup-

ported many volunteer efforts such as Joyful Giving (Sam Morris and Julie Williams raised over \$10,000), the Christmas baskets program (Sally Moser orchestrated distribution of over 200 baskets with contribution exceeding \$7,000 est.), Episcopal Community Services toys program (Barbara Hobbs and Ann Kellett), and the Great Concerts for Great Causes (Dan Moriarty and David Hastings). These efforts included countless participants and all should be commended for their efforts.

Members of the committee who gave generously of their time are

Kris Aldridge, Charlie Blackman, Barbara Hobbs, Rick Sperry, Caroline Morris, Sally Moser, Leo Helmers, Nadia Jannetta, Sloan Walker, Peighton Wanglee, and Carter Williams

Moving forward Redeemer Outreach Committee will merge with the Episcopal Church Women's Outreach to form a parish wide Redeemer Outreach in 2005 and beyond. This Parish wide outreach will be co-chaired by myself and Caroline Raymond. The combined entity will allow us to better coordinate the gift giving while providing improved resources for the new entity. The resources of the new Redeemer Outreach Committee will commit and deploy over \$100,000 in 2005.

African Children's Mission

Grant Norris

Early in 2004 the Outreach Program significantly expanded its operations with the formation of the African Children's Mission. The principle aims of this program are to empower the congregation of the Church of the Redeemer to improve the lives and hopes of children orphaned by AIDS in Africa while also developing an interactive, educational, and spiritual relationship with them. The African Children's Mission approach is to provide this support in the long term. Over 100 members of the congregation were involved with the African Children's Mission in 2005 and helped raise over \$33,000.

In June 2004 a group of six self-funded members of the congregation and clergy traveled to Malawi to evaluate 16 projects. Upon their return they recommended five projects for support: Open Arms Infant Home, Kauma Youth and Children's Center, Chisomo Children's Club, Chididi Parish, and Kanengo AIDS Support Organization. These projects were recom-

mended because they all have trusted leadership, HIV/AIDS prevention and education as a central tenant, children as their focus and a holistic, long term, community oriented approach to the AIDS challenge. After receiving Vestry approval, and working through the Global Aids Interfaith Alliance, funds were distributed in late 2004.

Prior to the trip to Malawi, the African Children's Mission Children's Committee developed a curriculum to introduce Church School children and youth to the work of the African Children's Mission, life in Malawi and the AIDS challenges in Africa. The children and youth made balloon balls for the travel team to give to the children in Malawi. Similar information was also distributed to Rite 13, YAC, J2A, and the Adult Education programs. The "Great Concerts for Great Causes" series led by Dan Moriarty and Michael Stairs further informed the congregation of the plight of the people of Africa and raised additional funds.

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In 2005 the African Children's Mission will continue to educate the children, youth and adults at the Church of the Redeemer on the challenges of HIV/AIDS in Africa, create opportunities for the congregation to become involved and distribute funds to programs in Africa. Work is underway now planning informational events, fund raising events, a summer youth volunteer program in Malawi, and 2005 trip to Malawi to monitor progress of the funded programs. The African Children's Mission enters 2005 with strong leadership: Christina Corcoran will lead the Children and Youth Committee, Gordon Keen will lead the Funding

Committee, Julie Williams will be the Outreach Liaison, Cecily Craighill will lead the Engagement Committee, Dave Schroeder will lead the Communications Committee, Susan Adeniyi-Jones will lead the Community Education Committee, Elizabeth Norris will lead the Malawi Trip Committee, John Wallingford will be the Vestry Liaison, Lore Yao will be the Kauma Liaison and Elizabeth Norris will be the Open Arms Liaison.

Interfaith Hospitality Network (IHN)

Barbara Hobbs

Interfaith Hospitality Network (IHN) is a program that responds to the needs of homeless families who, through financial misfortune, abusive spouses or other factors beyond their control, have no housing for themselves or their children. IHN, through the generosity of local congregations and their volunteers, provide shelter, food and counseling to homeless families.

Church of the Redeemer has long been involved in this program. We have been a support group to Beth David as well as providing expertise on their board of directors. However many of us believe the time had come to open our doors and become a host church to homeless families 3-4 times a year.

We began a series of planning meetings and discussions as to how to make this program become a gift for everyone – guests and parishioners alike. Work began on the site. Very nice showers were added to our bathrooms upstairs; linens, toys videos, game and all sorts of supplies were brought in for use in the program. Class rooms were transformed into cozy

bedrooms. Our assembly room became a living, dining, family room and on October 10th four family units – four adults and four children – became our first guests. The week was wonderful. Parishioners met new parishioners. Everybody experienced a real sense of community. We provided delicious meals, helped with homework, encouraged, did laundry, drove guests to appointments and supported in any way we could. We were open to our new adventure. Over 80 volunteered in the week long event.

Our next IHN stay at Church of the Redeemer will begin on February 13th. We hope even more volunteers will participate and that our services can be expanded so that we may be more involved in helping the families re-enter the real world with mentoring volunteers to take families under their wings.

Episcopal Church Women (ECW)

Betsy Crowell

The Redeemer ECW has had a transition year, as the position of Board Chairman was not filled since January 2004. Regular monthly meetings were suspended; but the work of the ECW continued through its component committees and individuals. Debbie Lee has done an outstanding job as ECW Treasurer, keeping the accounts of the Bazaar, Thrift Shop, and Shortridge Fund.

The Christmas Bazaar in November, 2004 under the excellent leadership of Chairman,

Mary Brigham Herzfeld, and Vice-chair, Kathy Hutchinson, had a very strong year as a community building event and a fundraising success. The Bazaar is produced by many dedicated committee members. The net proceeds of the Christmas Bazaar were \$51,153.73. (see the Bazaar Committee Report for further details).

The Thrift Shop is ably chaired by Carolyn Bennett and Jane Hastings who, along with their loyal staff, contribute many hours of work each week. The Thrift Shop is open to the public four hours on Wednesdays, through the year. It is staffed by twelve volunteers who sort, price, and sell items. The Thrift Shop raised \$26,417.52 in 2004.

The ECW Outreach Committee, under the leadership of Carolyn Raymond, is proud to give grants of

support to organizations that support women and children. Special consideration is given to organizations with which Redeemer parishioners have personal commitments and contacts. In June, 2004, we gave ECW grants to the following organizations:

- \$2000 Main Line Meals on Wheels
- \$5000 Maternity Care Coalition/ Mom-Mobile in Germantown
- \$2500 ABC House in Ardmore
- \$6000 Home of the Sparrow in West Chester
- \$7500 Letitia Fifer House in Phoenixville
- \$7500 Masiphumelele Corporation in South Africa
- \$6000 Jubilee School in West Philadelphia
- \$9900 To Bethel-Bryn Mawr Child Care and Development Center in Bryn Mawr
- \$5000 Redeemer Christmas Baskets, for turkeys and vegetables
- \$5000 Legal Support Center for Child Advocates
- \$1000 Children's Aid Society of Philadelphia
- \$5000 Interfaith Hospitality Network in the Main Line Area

The ECW also set aside funds for Redeemer projects in 2004:

- The Redeemer Kitchen Floor, yet to be complete
- The purchase of new flatware and dishes for parish events.

Christmas Bazaar

Mary Brigham Herzfeld

In November, the Episcopal Church Women, (ECW), an organization composed of all the women in the parish of Church of the Redeemer, holds its annual Christmas Bazaar to raise money for international, national, and local organizations that support families, women, and children who are in need of help. The Christmas Bazaar, one of the two fundraising arms of the ECW, serves a vital function for raising funds for these organizations. This year the Christmas Bazaar was, as in previous years, a wonderful success. Along with the Thrift Shop, the other fundraising arm of the ECW, the ECW is able to make grants to these organizations.

The Christmas Bazaar serves another equally vital function in our community as a medium that brings together the many aspects of our parish together in a single endeavor to support our larger community. The Christmas Bazaar is the only event in our parish that perennially desires, encourages, and requires the participation of the entire parish as a body to help make this event happen. As such, the Bazaar is a vital

act of outreach to not only to our immediate community, but also to the larger community that we live in.

With this in mind, this year's goals for the Bazaar were increasing the layers of participation and volunteerism, and increasing transparency. By increasing participation and volunteerism, we build stronger community. By increasing the Bazaar's transparency, we make the process of the Bazaar more accessible to the community. While these goals are sometimes slow in results, we tried to achieve this through the two venues of publicity and building the Bazaar committee. Publicity focused on engendering excitement about the bazaar not only as an opportunity to purchase and bid on offerings in the fundraising effort, but also as an opportunity to eat and be at table with friends, colleagues, acquaintances and family. Committee members included every age group, with a strong emphasis to include new

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members to our parish. The result was a tremendously dynamic, vital, energetic, resourceful, and committed Committee of 40-45 women who worked diligently on all aspects of the project. This, of course, is before the many, many volunteers, both women, men and children, who helped the week leading up to the Bazaar Weekend, on the evening of the Preview Dinner and Auction, and at the Bazaar the following day. This also does not include the clergy and staff who are so very important to the Bazaar.

This year's efforts raised a respectable \$51,275.00, as of January 17, 2005. As is customary, in June the ECW will deliver the grants to the organizations it chose for this year.

I wish again to thank all the people who worked on this project. God bless you.

H.E.A.R.T.

Joan K. Harvey

Formed in 1980, the H.E.A.R.T. Committee continued to fulfill its mission of providing crisis funding for individuals and/or families in the immediate and wider community, when the participating agencies had determined that the need was grave and urgent.

Twelve agencies are listed with the H.E.A.R.T.

Committee, three urban and nine suburban. A social worker from the agency involved will call a committee member directly, and if the request falls within the H.E.A. guidelines, the request is granted. Appeals are varied and may include help in paying for utilities, rent or mortgage, clothing, medicine, moving expenses, and other necessities of everyday life. Agencies also may buy food coupons and give them out when necessary. These grants are received by the

agencies within two to three days, giving an immediate solution to a grave situation. A single family or individual may receive a grant only once in a calendar year and seldom is there a repeat request.

The H.E.A.R.T. Committee is appreciative of the Vestry's direct funding of this eminently appropriate outreach program. Living and surviving in today's world can be extremely uncertain for many and it is reassuring to know that there is somewhere to turn when all seems lost.

During the year 2004, the Pastoral Care team continued its mission of serving our fellow parishioners who expressed an interest in receiving a visit from one of our members. We paid a call to approximately four to five parishioners each week, expanded the pastoral care ministry by carrying out systematic and ongoing visitations of those in retirement and nursing homes, and reviewed the overall pastoral care needs of the parish.

In addition to our pastoral visits, we recently assumed the responsibility of conducting the Redeemer Meals Program; our committee organized the distribution of dinners to one of our parish families for a couple of weeks in December. Susan Ayres, who has very graciously and effectively coordinated this program for a number of years, is no longer able to carry on this function. We thank you, Susan, for all the time and effort you put into this extremely meaningful service.

Gary Davis, our new Clergy Liaison, much appreciated for both his spiritual and administrative guidance, suggested updating our parishioner visitation data base. In connection with our review of pastoral care needs, we followed through with Gary's suggestion and will continue this process during 2005.

This past year, we have had on our committee sixteen well-qualified dedicated members. They have each successfully completed a basic training course in pastoral care given by the Reverend Stephen Billings of Episcopal Community Services. Most importantly, each team member enjoys and is thankful for the opportunity to serve our congregation as pastoral care visitors. Our pastoral team members are:

Gary Davis, Clergy Liaison
Kathy Hutchinson/Martha Wintner, Co-Chairs
Anne Barnett
Quartie Clothier
Betsey Corkran
Betsy Crowell
Jim Crowell
Martha Mel Edmunds
Morris Kellett
Minkie McAdoo
Bud McAvoy
Carolyn Morris
Rita Oliver
Carolyn Raymond
Dixie Wigton
Julie Williams

We thank Gary and all members on our committee for their dedication and compassion for others. We want to thank Rita Oliver, our out-going Co-Chair, for the fine job that she did this past year. Martha Wintner has succeeded Rita as Co-Chair.

Anyone who is interested in joining us, please do so by notifying one of the co-chairs. We welcome new members

Adult Education

Julie D. Williams

Keeping in mind the diverse areas of interest to our parishioners, we offered Sunday forums on the following topics: homelessness, terrorism, Islam, our project in Malawi as well as other organizations in Africa, the current state of the Anglican communion, prison reform, music presentations, reflections on sexuality, agencies we support in outreach (both local and in the city), criminal justice, caring for the aged, values in education, and scriptures beyond the Bible. Many topics were presented by our own parishioners as well as from outside professionals. All of these subjects allow us to reflect on our own Christianity and how we live it daily.

Aside from the 10:15am programs, there was a Bible study on the Book of Acts in the Shortridge Room and a program of six evenings in Lent called "Toward a Divine Delight".

Kudos to a very engaged committee.

Warren Ayres	Bob Peck
Danielle Davis	Marby Sparkman
Joe Dougherty	George Steele

With all new clergy, we are in the midst of a transforming period. With Barbara Abbott, our pro-active advisor, we look forward to big and exciting changes ahead. As always, comments are appreciated

Acolytes

Margaret Helminska and Frank Helminski

The Acolyte Program at Redeemer currently has 32 young people in grades 3 through 12 participating. Sixteen are Junior Acolytes, ten of whom are new recruits and have just completed their initial training and received formal commissioning. Five are Senior Acolytes, Level I, who have completed at least one year of service as Junior Acolytes and are at least 12 years old and have this year been elevated to Senior Acolyte status. Eleven of the Senior Acolytes are Level II – these are the oldest and most experienced acolytes. Ann Hedges Kellett, Doug Raymond, and John Wallingford assist the Acolyte Directors in the Sunday morning supervision of the acolytes.

In October 2004, three acolytes and the Acolyte Directors represented Redeemer at the Annual Acolyte Festival at the National Cathedral in Washington, D.C. The acolytes held a bake sale that covered the cost of festival registration and travel expenses.

Junior Acolytes I: Baker Featherman, Andrew Jannetta, Courtney Lind, Kelsey Lind, Ryan Lind, Matthew Lisle, Ariana MacKenzie-LoCastro, Charlie Orr, Kate Van Allen, and Phoebe Van Allen
Junior Acolytes II: Stewart Denious, Elizabeth Helminska, Lauren Johnson, Audrey Mills, Sarah Neilson, and Catherine Yao
Senior Acolytes I: Erin Gerrity, Walker Mills, Stockton Morris, Louisa Raymond, and John Steele
Senior Acolytes II: Timothy Adkins, Charlie Alexander, Rye Biddle, Jimmy Gerrity, Griff Gydé, Luke Miller, Ben Moser, Alex Raymond, Sarah Steele, Suzie Welsh, and Tyler Williams

Altar Guild

Lynn Billington and Nancy Nimick

We thank all the members of the Altar Guild for their faithful service in 2004.

This year, we accepted with regret the resignation of Weezie Harrity, a dedicated member of the Altar Guild for many years, and co-head of the First Week. As of 12/31, Lynn Billington also resigned as co-Chair of the Altar Guild after 3-1/2 years, but will continue to work with members of the First Week.

In preparation for Easter 2004, we met with Gary Hall and his staff to review their needs during the week leading up to Easter. This was a productive meeting and resulted in a printed set of vesting guidelines for Easter week, which can be updated each year.

In the fall of 2004, the 7:30 a.m. Wednesday communion service was discontinued in the chapel and replaced by a 12:15 p.m. communion, which takes place in the Sunday School chapel in the Parish House. The chapel traveling case, wine and linens have been moved into the clergy assistant's office in the Parish House to enable Guild members to vest for this service.

Also in the fall, an article was written for *The Redeemer News* describing the ministry of the Altar Guild and the need for new members. We look forward to working with our new Rector, Peter Sipple, to expand the membership of the Altar Guild.

Flower Guild

Susan Bloom and Evie Day

The Flower Guild of The Church of the Redeemer fulfilled its mission of supplying flower arrangements "To the Glory of God" throughout the year. Fifty-two Sunday, 34 funerals, 6 weddings, 2 Senior Luncheons, 1 ordination, 1 baccalaureate, the Church Bazaar, the Youth Group Dinner, all Sunday School teachers and several Sunday School luncheons and receptions were supplied with flowers. The buying, conditioning, arranging, delivery and removal of flowers added up to more than 1,000 hours of volunteer time.

A robust corps of men and women delivered plant delivered plants to the ill and bereaved after both Easter and Christmas. Many of the bushes and bulbs used to decorate the Narthex for Easter were stolen, unfortunately, before they could be planted around the church.

The Guild gave a 95th birthday luncheon for its oldest member and awaits the birth of the first child of its youngest member. We are an all-inclusive team.

The Guild thanks especially Gretchen Riley and Marby Sparkman for their many extra hours on weddings and funerals. We thank Scott Clifford and Paolo Reyes for their heavy lifting and ever cheerful assistance.

Music Guild

Christina Clay

The Music Guild commenced operations on April 5, 2004 to provide central financial and volunteer staff co-ordination for the liturgies, concerts, and activities blossoming within the Music Department. Currently meeting every 4-6 weeks, it has one subcommittee, the Great Concerts for Great Causes (GCGC) committee which meets on an "as needed" basis. At the end of December the Guild has approximately \$13,288.57 in available funds, of which \$3,312.16 are committed to GCGC.

Members of the Guild in 2004 were Gary Hall, rector; Dan Moriarty, director of music; Christina Clay, treasurer and liaison to the Vestry; Tad Sperry, representing the children's program; and Polly Mackie, representing the Redeemer Choir. The Guild anticipates adding a new Vestry liaison and at the completion of Polly Mackie's term in June, 2005, selecting another adult choir representative.

The Guild oversaw:

- Bryn Mawr Boychoir's trip to Prague
- Bryn Mawr Girlchoir's trip to England
- The second half of the Great Concerts for Great Causes Program
- Quiz Night
- Boychoir and Girlchoir recordings
- Liturgies and concerts at several cathedrals in the US and abroad
- Work with the Choral Arts Society

The Music Department coordinated the activities of:

- The Redeemer Ringers
- The Redeemer Choir
- The Chancel Choir
- The Bryn Mawr Girlchoir
- The Bryn Mawr Boychoir

Fund-raising activities included:

- Cocktail Party & Concert at Appleford
- Rummage Sale
- Bake Sales
- Participation in the restoration of the Willoughby Steinway Grand in the church and repair of the Ravenscroft Baldwin upright in the Parish House

The Music Guild provided as a gift to the Church of the Redeemer over \$600 in new music and underwrote participation in the choir program for singers who financially could not otherwise have participated.

The Guild plans to continue its current activities and in 2005 add "Mugs for Music" and a Young Performers concert series in the spring.

Overall, it has been an exciting and busy first 9 months for the Music Guild. Its members look forward to more of the same in 2005.

Financial information summary concerning the Music Guild (full details on request)

Income:	Total \$120,910.60	Expenses:	Total \$107,622.03
donations (to all aspects)	\$42,961.31	events	
events (includes sales/donations)		Appleford	\$3,169.94
Appleford	\$16,435.00	GCGC	\$14,955.96
GCGC	\$14,584.00	trips	
rummage sale	\$1,583.00	combined	\$41,424.69
bake sales	\$470.00	misc	
trips		organ endowment	\$1,000.00
combined	\$37,933.02	music	\$644.00

Financial information summary concerning the Music Operating Fund (full details on request)

2004	Budget	Actual
Payroll costs	\$150,333	\$165,741
Program expenses	\$24,600	\$14,762
Contributions	\$7,126	
Total	\$174,933	\$173,377

In children's and youth ministries we think now in terms of "Christian formation." This past year we moved toward our goal of engaging all children and youth in programs of spiritual formation. This required changing the configuration of Church School classes. To show this shift toward formation, I have divided this report chronologically.

JANUARY TO JUNE

Nursery (Ages Infant to 3): Caregivers: Denise Seybold and Mark Hentosh.

Catechesis of the Good Shepherd (Age 3 to Grade K): Catechists Leslie Boris, Anna Gerrity, Karen Nagel, Jodi Uler. On April 18 Debbie Lee, with the help of Ginny Williams and Beth Corrigan, organized a well-received Catechesis parents' brunch in the Children's Chapel following Church School. The objective was to provide an opportunity for parents to get to know other parents and their children. About 90 parents and children attended.

Exploring Faith: This Methodist curriculum provided a weekly Bible story along with an appropriate craft or activity.

Grades 1 and 2: Teachers Anne Hain and Jennifer Mogck

Grades 3 and 4: Alternating teacher teams Christina Corcoran/Monica Lind and Diane/David Senior.

Grades 5 and 6: Alternating teacher teams Jim/Lin Buck, Babs/Drew Camerota, Sean Egan, and Richard Halloran.

Rite 13 (Grades 7 and 8): Leaders Nancy Bruechert, Deann Mills, J. Robert Morris, and George Steele. In their second year of the Rite 13 program, highlights for this class included the Rite 13 liturgy and reception for all in the class on March 14 and dedication of a tree in memory of classmate Jack Berrettini who had died in November 2003. The group raised money through bake sales to help pay for the tree.

J2A (Grades 9 and 10): Leaders Christina Clay, Pat Fernandez, Robert Peck. This was the second year of J2A for this group.

Redeemer Youth Group (Grades 9 to 12): Leaders Greg Wilson, Avery Cooke, Ed Collet, Cecily Craighill, and Ann Hedges Kellett. The Formal Dinner on Friday, February 6, was once again a huge success. This year for the first time former RYG members, Terry MacNeish and Peter Schriber, who own two eating/drinking establishments in Philadelphia, returned to coordinate the menu and the cooking. The RYG went on its annual work trip to Pendleton

County, West Virginia, where members helped to construct affordable housing in concert with Almost Heaven Habitat for Humanity.

JUNE TO SEPTEMBER

Church School Closing, Recognition and Registration
The Church School year closed on June 6 with teacher recognition during the worship service and a Parish Picnic. This year for the first time registration forms were sent to families in May, and about 120 children and youth had registered by June 6, giving us a significant lead in planning for the fall. By the start of Church School over 200 children and youth had registered.

Training

During the summer extensive training and preparation took place. On Friday and Saturday, June 4 and 5, Journey to Adulthood trainer Gregg Morris came to Redeemer. Friday night he gave an orientation to Journey to Adulthood for parents and interested others. On Saturday he provided an all-day training for Rite 13, J2A and YAC (Young Adults in the Church) leaders.

We also invited Lynn Robinson, certified trainer, to provide the 90-hour training program in Catechesis of the Good Shepherd, Level I at Redeemer, beginning July 26. Two-thirds of the sessions were held over the summer; the rest continued on weekends throughout the year. Anne Hain, Nadia Jannetta, Monica Lind and Barbara Billings received the training.

Class Reconfiguration

Over the summer we made plans to open a Level II Atrium for children in Grades 1 through 3 in the second floor classroom across from the Children's Library. Catechists Anna Gerrity and Karen Nagel, who had an additional 90 hours of Catechesis of the Good Shepherd training, moved from Level I to Level II and assumed responsibility for the preparation of the classroom and materials. Many parishioners participated in after-church workshops, painting or cutting materials. Others created beautiful wooden objects at home or in the classroom.

To bridge the gap between Level II Catechesis and Rite 13 (6th and 7th grade), we created the 4th and 5th Grade Class and chose a new Episcopal curriculum called All Things New.

SEPTEMBER TO DECEMBER

The year got off to a collegial start as Church School and Youth Group parents gathered on September 18 for a party hosted by Karl Beinkampen and Beth

Corrigan, with the collaboration of Debbie and Stephen Lee and Ginny and Carter Williams.

Church School opened on September 19 with the following classes:

Nursery (Infant to Age 3) continued with caregivers Denise Seybold and Mark Hentosh.

Catechesis of the Good Shepherd, Level I (Age 3 to Grade K): Catechists Leslie Boris, Anne Hain, Nadia Jannetta, Monica Lind, and Jodi Uler. Assistants: Allie Noll, Jennifer Mogck and Christine Wallingford. The year began with lessons introducing children to the Level I Atrium and giving them skills in “practical life” (polishing sacred objects, arranging flowers for the altar). This led to conversations about elements of liturgical life (chasubles, the altar), Biblical geography, two parables, and the stories of Advent and Christmas. In this Montessori-based program Sunday mornings included time for praying and singing, presentation of the story and individual work with materials. In a spirit of collaboration, the Flower Guild began providing flowers for Catechesis children to use in their flower arranging

Catechesis of the Good Shepherd, Level II (Grades 1 to 3): Catechists Anna Gerrity and Karen Nagel. Assistants Katharine Joyce, Priscilla Nalls and Karen Wallingford. In an environment of calm and openness, children explored their relationships with God, family, friends and the local and global community and the theme of covenant as lived in the liturgy and reflected in the Bible. Prayer and work with related materials were incorporated into each session. In the late fall the children were introduced to the fettuccia (a box containing a long blue ribbon—longer than the hallway in the Parish House—representing the time line of God’s reign, from Creation to the Second Coming). On November 7 an Open House was held to recognize and appreciate all who helped to create materials for the Level II Atrium.

All Things New (Grades 4 and 5): Teachers Christina Clay and Diane Senior. Assistants: Maria Rocktashel and David Senior. Bible stories about people and events from the Book of Genesis were the subjects of lessons this fall. Students enjoyed responding to the stories by dramatizing them, writing poems inspired by them and talking about them. Parents received e-mail updates after each class. On Sunday, December 12, at 10:15 in the church, this class put on the Church School Christmas Pageant, “Go Tell It On the Mountain.”

Rite 13 (Grades 6 and 7): Leaders: Richard Aldridge, Christina Corcoran, Margaret Helminska, Frank Helminski. With this new Rite 13 group of 6th and 7th graders, building community was the first order of business. Lessons grounded in the scriptures focused on topics of self, sexuality, spirituality and society. Parents were given an orientation at a parent-youth brunch on October 3. One Saturday afternoon Rite 13’ers personalized their classroom by painting the walls. Occasionally this group gathered for evening activities at the home of a class member.

J2A (Grades 8 and 9): Leaders: Deann Mills, Margaret Shepard, George Steele. On Sunday mornings this new J2A group, comprised mainly of former Rite 13 youth, looked at the relevance of the scriptures to their lives, focusing on issues of identity, vocation, and using their talents. In addition, the J2A group served as Sunday night dinner hosts for IHN, walked in the Diabetes Walk on October 31, gathered for a spaghetti dinner and saw the movie Spanglish. Conversation also touched on plans for the Urban Adventure in Spring 2005 and the Holy Pilgrimage in 2006. An orienting parent-youth brunch took place on October 17.

Young Adults in the Church (YAC) (Grades 10 to 12): Facilitators: John Gregg, Luisa Rabe, David Woods, Susan Adeniyi-Jones. In the fall we added a new Sunday morning group for youth in Grades 10 to 12—the third component in the formational Journey to Adulthood series.

Redeemer Youth Group (RYG) (Grades 10 to 12)

Leaders: David Woods, Susan Adeniyi-Jones, Ed Collet, Cecily Craighill, Danielle Davis, Renee Ebbert, Rick Garrity, Ann Hedges Kellett. Gary Hall, Rector, and Barbara Abbott, Assistant Rector, participated on a monthly basis. In September participation in RYG was limited to youth in Grades 10 to 12 (rather than 9 to 12). In this way those in J2A (Grades 8 and 9) would not be split, with half being able to attend RYG and the other half not. With the thought of encouraging a formational approach, program materials from Young Adults in the Church (Journey to Adulthood) were made available for use by the RYG. Sunday 5 p.m. gatherings at the Youth Cottage usually included games, singing to guitar accompaniment, a program, supper and worship. Members also participated in work days at The Other Carpenter, and began planning for the annual work trip and formal dinner in 2005. RYG is a special ministry of the Redeemer in that it includes youth from our congrega-

tion as well as youth from outside the congregation, all of whom feel at home in the Youth Cottage.

GENERAL

Children's Chapel

Each Sunday children in Grades K and above have been invited during the gospel hymn to follow the crucifer into the chapel for reading of the scripture, a homily by one of the clergy, the Nicene Creed, Prayers of the People (in which the children participate) and The Peace. They have returned to the main church service during announcements.

African Children's Mission: The Children's Committee of the African Children's Mission (ACM), comprised of Christina Corcoran, Susan Adeniyi-Jones, Rita Oliver and Priscilla Nalls, developed a curriculum to introduce Church School children and youth to the work of the African Children's Mission, life in Malawi and the AIDS challenges in Africa. In the spring members took it to five different classes from Grades 1 through 8. The children and youth decorated balloon balls, which the ACM travel team gave to children in Malawi. In the fall travel team member Allie Noll gave a presentation on the trip to the RYG.

Christmas Pageant: With the direction of Ginny Williams, the costuming and make-up of Nadia Jannetta, and the assistance of Stephanie Vauclain, the traditional Christmas pageant was once again presented at 4 p.m. on Christmas Eve. For the second year we collected children's books to be donated to Children's Hospital of Philadelphia.

Staffing: On February 6 Ann Hedges Kellett completed her tenure at Redeemer having served in various capacities, most recently as Director of Children's and Youth Ministries. On February 1 Barbara Billings became interim Director of Children's and Youth Ministries, and on July 1 she joined the staff permanently, working 30 hours a week. In August the Rev. Greg Wilson, who had served as advisor for the Redeemer Youth Group, left to take a new position, and Barbara Billings was assigned responsibility for the coordination of RYG as well.

Vestry Liaison: Christina Clay served as Vestry Liaison, providing thoughtful support.

On a personal note I am delighted to have been called to Redeemer and to be ministering alongside so many gifted, creative, committed adults, youth and children. I have particularly enjoyed seeing the Holy Spirit at work in and among us, and I am looking forward to what's ahead. "Glory to God whose power working in us can do infinitely more than we can ask or imagine; glory to Him in the church and in Christ Jesus."
(Ephesians 3:20-21)

The Bryn Mawr/Haverford Episcopal Campus Ministry (ECM) has just completed its fifth semester as a ministry of the Church of the Redeemer. The group operated under two different systems this year, being led by a Chaplain for the first half of the year, and by two Peer Ministers, Anne Flor-Stagnato and Andrew White, the second half of the year. Both systems have proven successful, and the transition between ordained and student leadership flowed very smoothly. We appreciate the generosity of the Rev. Barbara Abbott, who has attended many of our meetings, and has served as an informal advisor since she started at Redeemer.

The ECM, which consists of about 12 active members a semester, meets weekly on Sunday nights at 8 pm. The first hour starts with a reflection on our high and low points of the week. It is a time when we can share our joys and sorrows with one another, lend support where needed, and listen for whom to pray in the coming week. We then have a discussion, based on readings, poems, Biblical readings, current issues, or any other relevant subject. After our discussions, which always include pizza, the group holds either Compline or a Eucharist. Every week we are able to sing hymns, thanks to the pianist supported by Redeemer.

The group has been involved in doing outreach work, including making sandwiches for homeless people in Philadelphia, working on a community garden in Philadelphia, and donating a portion of our operating funds towards scholarships for students going to Malawi through the African Children's Mission. One student is planning on going to Open Arms Infant Home in Malawi to volunteer for the summer, and another is hoping to go with sufficient financial support.

The high points of the ECM experience this year have been the several retreats we have gone on. This January started with a trip to the Poconos, giving us the opportunity to relax and rejuvenate ourselves before beginning the real rigor of second semester. In October, several students attended the Province III retreat at the Virginia Theological Seminary, which was planned, in part, by ECM member Sara D'Angio, and focused on prayer forms and reasons for prayer. Then, in November, we held our own retreat, entitled "Praying the Hours," where we observed the monastic cycle of prayer, and continued to explore the subject of prayer and its place in our daily lives. Our thanks go out to Redeemer for financial support for the retreats, and for the use of space for our most recent retreat.

This year ended with a conference in Estes Park, Colorado, at the National Gathering of College and University Students. The event consisted of five days of worship, workshops, discussion groups, and fellowship, and was attended by 300 young Episcopalians and chaplains. One of most helpful part of the retreat was the networking done by the three students who the Church of the Redeemer sponsored to go to the conference. As a result, Sara D'Angio is now planning a national conference to be held for campus Peer Ministers this coming December.

The Episcopal Campus Ministry looks forward to this coming year. We are already planning more retreats, more wonderful discussion, and we hope to re-start a program whereby parishioners can "adopt" college students during Lent. The support given to the ECM by the Church of the Redeemer has been crucial to the group's success, and we thank Redeemer for this support.



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Learning & growing together.

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