

THE CHURCH OF THE REDEEMER

MINUTES OF THE VESTRY MEETING

TUESDAY, NOVEMBER 28, 2017

7:00 P.M. – HALE AUDITORIUM

“Then the king will say to those at his right hand, ‘Come, you that are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world; for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.’ ”

Matthew 25: 34-36

Quorum. The November Vestry meeting was called to order on Tuesday, November 28, 2017, at 7:00 p.m. The following Vestry members were present, representing a quorum for the conduct of business: Millicent Bain, Matt Buck, Kathy Dickinson, Lucy Neale Duke, Michelle Harner, Alison King, Chris Kurz, David Pitard, Doug Riley, Steven Sutor, and Murray Taylor. The following clergy members, staff members, and officers were present: David Ware, Ellen Chatard, Mary DeKuyper, Tom Spies, Tony Brandon, and Fern Riley. The following Vestry member was absent: Anna von Lunz.

Opening Prayer. David Ware opened the meeting with a prayer.

Reflection. Steven Sutor read the poem, “The Essence of Abundance,” by Jeff Foster.

Approval of Minutes. Fern Riley presented the minutes of the Vestry Meeting held on October 17, 2017. A motion to approve the minutes was made, seconded, and unanimously approved.

Rector’s Report [David Ware]. David said the staff is reviewing the security plans and operations for the church. He spoke with Baltimore Police Department Northern District Commanding Officer Major Richard Gibson for his thoughts about church protection. Major Gibson identified church greeters as an important face of welcome on Sunday mornings. He said making eye contact, introducing yourself and giving others the opportunity to introduce themselves extends hospitality and helps in establishing safety. He noted if anything feels dangerous we should not hesitate to call 911 immediately.

David has asked Mark Schroeder to survey the campus to document areas with good security and areas that need more work. Mark, Ellen Chatard, Mary Knott, and David will be meeting to discuss Monday through Friday security. They hope to establish a communication relay for emergencies and to train the Welcome Center personnel. We will also be reviewing Sunday morning security, including emergency training for the ushers.

Senior Warden's Report [Mary DeKuyper]. Mary DeKuyper said she is delighted to report all Vestry members have made a pledge for 2018.

2018 Budget Discussion [Tony Brandon]. Tony Brandon said the church is doing well and growing. The 2018 Proposed Budget projects matching increases in income and expenses compared to 2017, with a proposed pledge income of \$1,285,000 and increases in salary and benefit expenses along with increases in Parish Outreach/Community Engagement. The Endowment allocation to the Budget will decrease from 4.9% in 2017 to 4.8% in 2018, but because the Endowment has grown this year, the dollar amount will be greater than the 2017 Budget allocation. The Vestry will vote on the 2018 Proposed Budget at the next meeting. Michelle Harner did not participate in the budget discussion.

Ellen Chatard reported the church has received 312 pledges for 2018 to date totaling \$1,109,000, with 152 increased pledges from last year and 85 pledges outstanding. At this time last year, we had received 286 pledges for 2017 totaling \$1,028,000. Several new parishioners have submitted pledges this year.

BUILD Membership [David Ware]. David reviewed the four-step discernment process of the past several weeks to invite the congregation to consider whether Redeemer would like to become the 50th member of BUILD (Baltimoreans United in Leadership Development). First, David and Cristina Paglinauan met with 15 parishioners who had been involved in previous BUILD actions to discuss their impressions. Next, Cristina presented information about BUILD to the Vestry at the October Vestry meeting and led a discussion about potential benefits, challenges, and approaches to membership. On Sunday, October 22nd, parishioners met after the 11:00 a.m. service and had a healthy and vibrant discussion about membership. Cristina and David invited parishioners to be in contact with them to share their thoughts. David said they received over 40 e-mails and had many one-on-one conversations about the organization. Several people expressed an interest in meeting with current BUILD members. On Sunday, November 26th, parishioners met with four members of BUILD to hear about their experiences. Parishioners said they saw BUILD as an opportunity to grow, a way to engage with the city, and a place of hope, promise, and relevancy.

Some wondered about the risks of membership and whether BUILD has been successful. David said we will not lose ourselves by joining, but rather we may find ourselves in a calling to serve the city. BUILD members understand we may step away from any action that does not feel right to us. We will discover over time if membership is a good match for the church. Past BUILD actions have brought 300 housing units and rejuvenation to Greenmount Avenue. Turnaround Tuesday, a BUILD initiative, has been an effective organization providing intensive job retraining and preparation to participants leading to employment with partners such as Johns Hopkins University and Under Armour. BUILD helped young people have a voice and role in the most recent mayoral election. They have created a

relationship with City Council. Their efforts this spring led to return funding for after school programs.

After the discussion at the meeting, Cristina asked those in attendance to stand if they wanted to recommend to the Vestry to join BUILD; all but about 8 people stood, showing majority support, but also allowing those who are unsure to express their opinion.

The Vestry discussed membership. David said if we join BUILD, we would give \$10,000 in dues to the organization for 2018. We would be assigned an organizer and training would be on-going. A core group of interested parishioners would work to be our voice in BUILD and would bring information and awareness back to Redeemer. We could choose what actions we will be involved in supporting and would be able to offer our expertise, and we would be connected to the channels BUILD has forged to try to accomplish our goals.

A motion for the Church of the Redeemer to join as the 50th member of BUILD and to give \$10,000 in dues for 2018 was made, seconded, and unanimously approved.

Columbarium Update [Tom Spies]. Tom Spies reviewed the planning and building of the new Columbarium. The planning process began in 2013 when the niches in the South Columbarium and the North Columbarium were close to capacity. By spring of 2017, the drawings for a new columbarium were completed. Doug Riley re-wrote and updated the rules and regulations to prepare for the new addition. Four bids were received, and a contract was signed for the work to be done for \$725,000. The West Columbarium was completed this fall on time and slightly under the projected cost. Funding for the work came from five sources: the Columbarium Fund; niche advance sales now totaling 15; the Heritage Trust; gifts from several generous donors; and Vestry approval for the use of funds from the Endowment up to \$350,000. Due to the cost savings on construction and the other funding sources, only \$225,000 was used from the Endowment. With an anticipated ten to eleven niche sales per year at \$5,000 per niche, these funds will be replenished in 4-5 years. The new Columbarium was dedicated with prayers on All Saints' Sunday, November 5th, and the first niche has been filled. Tom praised the great work of the professionals and volunteers involved in the process. David and the Vestry offered sincere thanks and gratitude to Tom for leading the work of planning and building.

The Rev. Bill Tully Visit Debriefing [David Ware]. David led a discussion of lessons learned from our meetings with the Reverend Bill Tully on church growth. The following themes emerged:

- Our biggest problem may be that things are going so well.
- If we are not growing in people, we are not growing.
- Growth may not be easy for those of us who are here (“We will grow and you won’t like it.”).
- Whatever we do must communicate we are not in this for ourselves.

- We need to find what makes people anxious and meet them there.
- If we are not numerically growing, we will die.
- Remember the quote from Orioles manager Earl Weaver: "This ain't football -- we do this every day."
- Find what we do well and do it well.
- If you want to do something, find some money and stick your neck out.
- Ministry is devoted to the next new person who walks through the door.
- Manage the reactivity to growth.
- Follow the example of the Jews: they know they cannot depend on the dominant culture in society to transmit their values. Be practice oriented, not belief oriented.
- Be redundant in communication.
- We will need human resources to grow; one clergy for 200 parishioners and supporting staff will be needed.
- Learn about effective marketing to millennials.

Announcements. Kathy Dickinson said the Christmas children's books sale this past Sunday was successful with over \$1,100 in sales, and many parishioners appreciated the opportunity to find these books.

Mary reported author Mark Bowden will be speaking on Wednesday, November 29th at 7:00 p.m. about his most recent book, "Hue 1968: A Turning Point of the American War in Vietnam."

Alison King noted Walt Michael will be playing on December 1st at 7:30 p.m. She also said the Lessons and Carols service will be on Sunday, December 17th at 5:00 p.m.

Upcoming Events

Wednesday 11/29, 7:00 p.m.	Author Mark Bowden, "Hue 1968: A Turning Point of the American War in Vietnam", sponsored with the Enoch Pratt Free Library
Friday, 12/1, 7:30 p.m.	Common Ground presents Walt Michael & Company, Annual Holiday Concert
Saturday, 12/2, 8:30 a.m.	Kids Love to Give: cookie making and crafts for families
Saturday, 12/2	Advent Quiet Day program
Sunday, 12/3	Advent Wreath Making
Wednesday, 12/6 & 12/13, 6:00 p.m.	Book Study with St. James Lafayette Square at Redeemer
Friday, 12/8, 7:30 p.m.	Peabody Early Music
Saturday, 12/9, 5:00 p.m.	Out of Darkness: Light
Sunday, 12/17, 5:00 p.m.	Candlelight Service of Lessons and Carols
Monday, 12/18, 7:30 p.m.	Christmas with the Bridge Ensemble
Tuesday, 12/19	Vestry Meeting

Sunday, 12/24

Christmas Eve services: 11:00 a.m., 4:00 p.m.
(children's pageant), 9:00 p.m. with 8:30 prelude

Monday, 12/25, 10:00 a.m.

Christmas Day service in the chapel

Adjournment. Matt Buck offered a closing prayer on the dedication of the new Columbarium as a call to us to live, to do and to be more, and the meeting was adjourned at 8:31 p.m.

Fern Riley, Registrar