

**CHURCH OF THE REDEEMER  
MINUTES OF THE ANNUAL PARISH MEETING  
SUNDAY, APRIL 22, 2018**

*Jesus said, "I am the good shepherd."  
John 10:11*

The Annual Parish Meeting of the Church of the Redeemer was called to order by the Reverend David J. Ware, Rector, during the 10:00 a.m. worship service on April 22, 2018. He began with a prayer for the Annual Meeting.

Vestry Nominations and Election – Mary DeKuyper reported the Nominating Committee, consisting of the four retiring Vestry Members Kathy Dickinson, Michelle Harner, Chris Kurz, and David Pitard, and parishioners Peter Bain, Brandon Berkeley, Beck Cowling, Chris Lord, and Mary, considered all the submitted nominations and developed the slate from among the many qualified candidates. On behalf of the Committee, she thanked all those who put themselves forward for this important service to Redeemer. No additional nominations were received after the slate was published; therefore, according to the Bylaws, the slate as circulated earlier this month was presented. Mary moved, as recommended by the Nominating Committee, the adoption of the 2018-2021 slate for Vestry Members, consisting of Lis Green, Beverly Griffith, David Wallack, and Ted Winstead to serve for three years, and Jan Schroeder to serve for two years to fulfill the unexpired term of incoming Junior Warden Steve Sutor. The congregation voted by acclamation to adopt the slate of new Vestry Members.

Commissioning of the Vestry – Mary asked the newly elected Vestry Members to come forward and presented them on behalf of the congregation. David led them in the oath of office for their terms, commissioning them for their work with the guidance of the Holy Spirit.

Election of Officers – The Vestry elected Keri Frisch, Senior Warden; Steve Sutor, Junior Warden; Tony Brandon, Treasurer; and Fern Riley, Registrar. David led them in the oath of office.

Finance Update – Tony Brandon, Treasurer, said the church had a strong financial performance in 2017, and he said we are blessed with dedicated parishioners, inspired leadership from David, wise guidance from the Budget and Finance Committee and the Investments Committee, and a progressive and thoughtful Vestry. He presented a written Treasurer's Report giving a summary of actual revenue and expenses for 2016 and 2017, the 2017 and 2018 budgets, a summary of pledge income for 2015-2018, the balances for the Endowment and the Heritage Trust for 2016 and 2017, and the current balance for the Covenant Fund. The church had a budget surplus of \$76,000 in 2017 while fairly compensating our staff and expanding our programs. He said we are increasing and growing in all areas of revenue.

A parishioner asked Tony to explain the Endowment Fund. Tony said the Redeemer Endowment Fund is more of an invested savings account requiring Vestry approval for its allocations; it is not a true trust fund. A parishioner asked about the Covenant Fund. David said the Covenant Fund began in July, 2017 with a \$1 million anonymous gift to be used to address issues of poverty and help the people of Baltimore. Favorable investment returns and additional gifts have increased its current value to \$1,306,100. The Covenant Fund aims to give away as much as \$200,000 yearly in excess of our Community Engagement/Outreach giving.

Facilities Update – Tom Spies said he has been pleased to serve for four years as the Junior Warden. Steve Sutor has agreed to take over this work, and Tom said we are in good hands. He said the job is made easier by the wonderful, steady work of Director of Facilities Mark Schroeder, Facilities Manager Giang Vu, and Assistant Facilities Manager Chuan Phan, who oversee the daily operations and special projects. He acknowledged the work and offered thanks to the Historicals and Memorials Committee led by Karen Linaweaver; the Budget and Finance Committee led by Katie Gray and Dick Tucker; and the Buildings and Grounds Committee members Rick Buck, Lydia Kimball, Anthony Gill, Alison King, Larry Besel, and Janet Bardzik. Tom presented a written report of the 2017 Heritage Trust projects totaling \$126,766, and anticipated projects for 2018. He noted the new West Columbarium project was completed in 2017 with funds from the Heritage Trust, the Columbarium Fund, gifts, niche pre-sales, and minimal funds from the Endowment. The church received a Chesapeake Bay Trust grant, thanks to the work of the Caring for Creation Committee, to help fund the North Parking Lot storm water management project in 2018 to eliminate run-off pollution from draining into the Chesapeake Bay. Tom thanked the parish for its support.

A parishioner asked about the other anticipated 2018 projects. Tom said we will be finishing the construction and furnishing of the Youth Council Room; completing the Landscape Master Plan to organize campus projects; modifying seating in the North Transept to accommodate new members of the Adult and Youth choirs; continuing work on the Parish Day School cabinetry; designing and building an elevator to reach all five levels in the Parish Hall; and upgrading the church audio system.

Rector's Address – David spoke about the Gospel reading of Jesus, the Good Shepherd, and said good shepherds help the sheep to do what they are born to do by knowing their sheep and what they need. He recounted a lesson with his students at St. Alban's School, asking them to think about their image of God and how this image addresses the deep questions and challenges of life, guiding through loss, defining strengths and vulnerabilities and showing a way to use them for good, giving solace, mission, and growth. The Good Shepherd watches, listens, heals, holds, feeds, nurtures, and inspires; He invites mission in to the deepest part of ourselves and empowers mission out to serve.

David said it has been a year of mission in and mission out at Redeemer. He discussed worship and music this year, including monthly Compline Services;

Community Engagement partners as readers at the Lessons and Carols Service; worship services with the Helping Up Mission choir and choir schools from Connecticut and New Jersey; early music and folk music concerts in the Parish Hall; naming Henry Lowe as Music Director Emeritus; the Choir trip to England with 45 children and adult choristers; the launching of the Choir School of Baltimore; Friends of Music concerts with offerings devoted to Paul's Place, Safe Streets, and hurricane relief efforts in Puerto Rico, and presenting two parishioner art shows; the upcoming Royal School of Christian Music America Choir Festival; and plans for monthly Evensong services from October to May. He said we have so much to be thankful for and thanked Bert Landman, Robert Chrystal, musicians and choirs.

We have broadened ideas of health and wellness through the efforts of the St. Luke's Healing Ministry with healing prayers at monthly Sunday services, and the Sacred Space for Grace grief counseling group. The Reverend Caroline Stewart took a course in mental health first aid and has subsequently trained 51 people with additional workshops to come. She has assembled an e-mail group dedicated to mental wellness. During May, we will be addressing and learning about mental health in our liturgy and Adult Education offerings, and in June, we will be screening "Living While Dying" with the filmmaker. Contemplative Prayer groups meet twice a week and have had workshops throughout the year. The Men's Fellowship Group, Women Who Wonder, the Tuesday Group, Knitting Group, Prayer Group, Vergers, Lectors, Lay Eucharistic Ministers, Ushers, and the Rector's Bible Study all serve, pray, and nurture mission in. David thanked Caroline, Barb Hart, and all who participate in this pastoral work.

The Reverend Cristina Paglinauan is completing her second year as Associate for Community Engagement, and David said the fruit of her leadership is palpable. In January, Redeemer became an official member of BUILD (Baltimoreans United in Leadership Development), and over two dozen parishioners have begun issue action training to address economic development, youth trauma, equity in mental health, policing, and community safety. Cristina organized Lent To Go site visits to our community partners, and she supports the weekly volunteers at Govans Elementary School, Habitat for Humanity on McCabe Avenue, Paul's Place, GEDCO/Cares Food Pantry, Good Schools Baltimore, Turn Around Tuesdays, Thread, the Ark Preschool, and Asylee Women. Cristina also organized and led three busses of participants to the March For Our Lives event in Washington, D.C. Boots for Baltimore donated 1,900 pairs of boots this December to the homeless. As Tom Spies noted, the Caring for Creation Committee wrote and received grant funding to make the North Parking Lot green by addressing storm water management to protect the Chesapeake Bay; they held a Native Plant Sale, and they will be planting a garden after the service in honor of Earth Day. David thanked Cristina and all those who have said yes to the invitation to serve.

The Parish Day School, directed by Mary Knott, has 121 students enrolled this year from age 2 through pre-first grade, taught by 19 faculty and staff members with an average of 13 years of teaching experience. The school completed a comprehensive

curriculum self-evaluation to create a guiding document for student growth, promoting kindness, the value of learning through mistakes, and the important role our children have as unique individuals within the community. David thanked Mary, the PDS faculty, parents, and students.

David said Children and Youth programs are growing, in part as a response to a question at last year's Annual Meeting. Children's Ministries Director Kathy LaPlant asked parents about programs and schedules and made changes based on those responses. Sunday School lesson plans now coordinate with the lessons parents are hearing in church and begin at a later start time, and Sunday School attendance has increased by 36%. Youth Ministries Director Paul Smith started the Redeemer Service Corps to engage youth in serving the community, and Redeemer Youth Group participation has increased for the past two years with new leaders developing in the 7<sup>th</sup> to 9<sup>th</sup> graders. Maggie Klaes directed the RYG cast and crew in three performances of the musical "Annie". David also announced that Vestry member and Calvert Middle School Head Matt Buck will take on the role of Acolyte Master this fall to bring vision and energy to the acolyte ministry. David offered thanks to our children and youth and all who lead and serve them.

The Redeemer Voices Speaker Series, led by a strong steering committee, partnered with the Enoch Pratt Library, the Baltimore Museum of Art, and several environmental groups to offer a series of engaging talks this year. Upcoming lectures include Brit Kirwan from the University of Maryland, portrait artists Amy Sherald and Stephen Towns, humorist Christopher Buckley, and columnist David Brooks. David announced Molly Hathaway and Caroline Stewart will be coordinating a new Redeemer ministry of planned giving called the Next Generation and said parishioners will be receiving a letter about this work soon. David also announced Director of Program Ellen Chatard will be going on a sabbatical from May 2 – August 6 to travel and spend time with family. He thanked Ellen and program staff members Darlene Gilchrist, Mark, Vu and Chuan.

David said we had the biggest attendance in memory at our Easter, Palm Sunday, and Christmas services, and our average Sunday attendance is 418 people. We have 1,000 Facebook members, and each week, 500 distinct users open our E-Redeemer Reflections. Our Outreach giving has doubled from last year, and with the creation and growth of the Covenant Fund, our ability to serve the poor will deepen and broaden in the coming years. He said our mission is clear: we are bringing hope and healing to Baltimore, serving out and nurturing in, like the Good Shepherd we follow.

David asked each of us to consider our image of God and what difference this image makes for us and those we encounter, be it the God of love, justice, healing, or life, and invited us to build the beloved community together here in Baltimore right now. He thanked the congregation for another great year.

The meeting ended at 10:55 a.m., and the service continued with Prayers of the People.

Fern Riley, Registrar