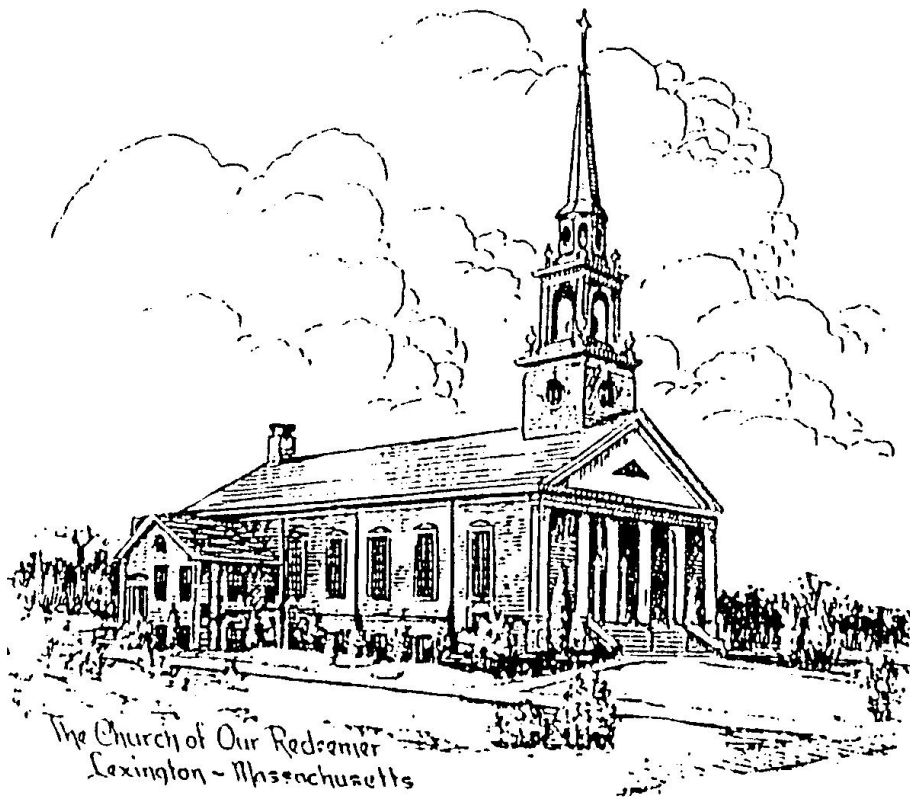


**Parish Celebration  
and  
Annual Meeting**

**January 29, 2012**

**Annual Report for Year 2011**



**Church of Our Redeemer, Lexington, MA**  
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## **Parish Celebration and Annual Meeting**

### **AGENDA**

- 9:30 A.M. Eucharist and Rector-elect's Address
- 10:30 A.M. Brunch and Images of 2011
- 11:10 A.M. Call to Order and Opening Hymn
- 11:15 A.M. Certification of a Quorum by the Clerk and Approval of 2011 Minutes – Paula Antonevich
- 11:20 A.M. Wardens' Report on 2011 and Acknowledgement of Outgoing Vestry – Connie Parrish and George Murnaghan
- 11:30 A.M. 2010 Nominating Committee Report – Cassie Bowlby
- 11:35 A.M. Election of Officers, Vestry, and Deanery Representatives
- 11:45 A.M. Election of 2011 Nominating Committee
- 12:00 P.M. Treasurer's Report for 2011 – Frank Kern
- 12:10 A.M. Presentation of Budget for 2012 – Jim Neumann
- 12:25 P.M. Election results of 2012 Nominating Committee
- 12:30 P.M. Adjourn

## Opening Hymn *The Church's one foundation (vs. 1&5)*

1 The Church's one foun - da - tion is Je - sus Christ her Lord;  
 2 E - lect from ev - ery na - tion, yet one o'er all the earth,  
 3 Though with a scorn - ful won - der men see her sore op - pressed,  
 4 Mid toil and tri - bu - la - tion, and tu - mult of her war  
 5 Yet she on earth hath un - ion with God, the Three in One,

1 she is his new cre - a - tion by wa - ter and the word:  
 2 her char - ter of sal - va - tion, one Lord, one faith, one birth;  
 3 by schi - sms rent a - sun - der, by her - e - sies dis - tressed;  
 4 she waits the con - sum - ma - tion of peace for ev - er - more;  
 5 and mys - tic sweet com - mun - ion with those whose rest is won.

1 from heaven he came and sought her to be his ho - ly bride;  
 2 one ho - ly Name she bless - es, par - takes one ho - ly food,  
 3 yet saints their watch are keep - ing, their cry goes up, "How long?"  
 4 till with the vi - sion glo - rious her long - ing eyes are blessed,  
 5 O hap - py ones and ho - ly! Lord, give us grace that we

1 with his own blood he bought her, and for her life he died.  
 2 and to one hope she press - es, with ev - ery grace en - dued.  
 3 and soon the night of weep - ing shall be the morn of song.  
 4 and the great Church vic - to - rious shall be the Church at rest.  
 5 like them, the meek and low - ly, on high may dwell with thee.

**Church of Our Redeemer  
2012 Candidates for Election  
For Annual Meeting-January, 19 2012**

**Executive Committee:**

**Senior Warden** – George Murnaghan

**Junior Warden** – Ian Fox

**Treasurer** – Frank Kern

**Clerk** -- Paula Antonevich

**Vestry:**

**3-year terms:** Lance Conrad and Tony Johnson

**2-year term:** Jim Bradley (filling Ian's remaining term)

**Completing 2<sup>nd</sup> of 3-year term:** James Surprenant

**Completing 2<sup>nd</sup> of 2-year term:** Bob Bettacchi

**Completing 3<sup>rd</sup> of 3-year term:** Susan Emanuel

**Sharing 1-year term:** Sarah Neumann & Leah Mirani

**Deanery:**

Mary Ann Burnside

Mary Bicknell

Connie Parrish

Hao Doan

Jackie Potdevin

*Respectfully submitted by,*

Cassie Bowlby (Chair), Nominations Committee

Members of Nominating Committee: Charlie Coons, Linda Kukolich, Jessie

Maeck, Sam Stevens, Ellen Cosgrove (alternate)

# **FINAL DRAFT**

## **Church of Our Redeemer**

### **2011 Annual Meeting Minutes: January 30, 2011**

Presiding: The Rev. Kate Ekrem, Priest-in-Charge  
Clerk: Paula Antonevich  
Parliamentarian: Charles Hornig

#### **I. Call to Order and Opening**

The Annual Meeting was called to order by Kate Ekrem at 11:10 AM in the Great Hall of Church of Our Redeemer with the singing of the hymn *We all are one in mission*.

#### **II. Certification of a Quorum by the Clerk and Approval of 2010 Minutes**

A quorum was declared by the Clerk.

A MOTION to accept the 2010 Annual Meeting minutes was made and seconded. The motion was approved unanimously.

#### **III. Warden's Report on 2010 and Acknowledgement of Outgoing Vestry**

Senior Warden, Connie Parrish, delivered report on behalf of herself and Junior Warden, George Murnaghan.

Connie reviewed the year 2010. It was a busy year with many tasks completed and good progress on identified priorities. This was not possible by Vestry work alone, many thanks to those who served on standing or ad hoc committees, or provided support to a partner who did.

Goals under four priority areas were developed at the 2010 Vestry retreat and provided the focus for the year. Those four priority areas were:

- Worship
- Finance & Stewardship
- Communication
- Strategic Planning

A Worship Committee was created to look at Redeemer's worship history and converse about how we can build on our strengths to deepen the worship community. From this committee a smaller Worship committee was formed to continue in an on-going advisory capacity, working alongside the clergy, altar guild, and acolyte director.

Under the Finance & Stewardship priority, concrete goals were developed. A fundraising policy was developed and approved, an Investment Committee was appointed, the Stewardship Committee worked to develop a strategic Stewardship campaign that encouraged proportional giving, and the Vestry approved a request from the Stewardship Committee to acknowledge those (with their approval) who made a pledge in the annual report.

The priority to enhance Communication was met by the Vestry Liaison structure, announcements on Sunday, summaries in *Redeeming Features*, and quarterly conversations at the Adult Forum hour.

The priority of Strategic Planning was met with the development of a Strategic Planning Task Group. (See separate section for details about the Strategic Plan.) The priorities of the Vestry for 2011 will be shaped by the recommendations of the Strategic Planning Task Group.

Last year was also a year of changes in our lay staff. Our long-term Music Director left for a new opportunity and our music program was supported by two interim directors. The Music Committee was acknowledged for maintaining a strong music program during the transition. The Music Committee Search Committee was acknowledged for assisting in the process of securing a final candidate for the vacancy and a new Music Director has been hired to begin in mid-February. The Parish Administrator position was also vacated and through the efforts of the Personnel Committee and Kate Ekrem, a replacement was quickly found.

Outgoing Vestry members were acknowledged: Randy Bowlby, Alex Davis and Rose Bennett. Connie also acknowledged volunteers from the Worship Committee, Finance Committee, Stewardship Committee, *Redeeming Features* editors, the Strategic Planning Task Group, and the seamless transition of Treasurers. (See Warden's Report for list of names.) Connie also acknowledged Priest-in-Charge, Kate Ekrem, for her unwavering, collaborative leadership.

#### **IV. Report of the Strategic Planning Group (Peter Lund)**

Strategic Planning Task Group Chair, Peter Lund, outlined three key points: how the Task Group was selected; work in Phase Three (September – January); and examples of how the pieces – the goals, objectives and action steps – fit together.

The Task Group was selected in the Spring by looking at the ministries and the key members who best represent those ministries. Nine members were selected and agreed to serve. John Woodard was recommended by the Diocese, was interviewed, and selected as the facilitator. The Task Group reviewed several documents over the summer to start Phase Three in September. In Phase Three the Task Group met every two weeks, developed an interview guide, interviewed several parishioners, and analyzed the results of the interviews. The analysis concluded that five core values emerged: Christ, Episcopal, Community, Contemporary, and Intergenerational.

And four goals that fit those core values were agreed upon:

- Worship
- Formation
- Mission
- Sustainability

A strategic goal, objectives and action steps were developed for Worship, Formation and Mission with the expectation that they will be Sustained by the resources of Redeemer (human (lay & clergy), property, and financial). The image of the encircled triangle was developed to illustrate the inter- and intra-dependence of the core values and the goals. Copies of the final Strategic Plan is available.

#### **V. Nominating Committee Report (Jessie Maeck)**

Nominating Committee included Jessie Maeck (Chair), Cassie Bowlby, Tony Johnson, Janet Kern, and Bob King.

Jessie reported on the composition of this year's slate of officers, Vestry members, Deanery Representatives, and Endowment Committee members.

The Senior Warden, Junior Warden, and the Treasurer agreed to serve again. There were no contested seats for open positions or nominations from the floor. The slate included:

#### VESTRY

Senior Warden: Connie Parish

Junior Warden: George Murnaghan

Treasurer: Frank Kern

Clerk: Paula Antonevich

Vestry for 3-year terms: Ian Fox, James Surprenant

Vestry for 2-year term: Robert Bettacchi

Youth Vestry Members sharing 1-year term: Anna Kern, Emily Charlton

#### DEANERY:

Representative for 1-year term: Mary Ann Burnside, Mary Bicknell, Ingrid Klimoff, Connie Parrish, Tom Pryce-Digby

#### ENDOWMENT COMMITTEE:

Endowment Committee for 3-year term: Claudia Cooper

A MOTION to accept the Nominating Committee's report was made and seconded. The Report was accepted unanimously.

#### **VI. Election of Officers, Vestry, Deanery Representatives, and Endowment Committee Members**

A MOTION to accept the slate presented by the Nominating Committee was made and seconded. On a voice vote, the slate was elected unanimously.

#### **VII. Election of 2011 Nominating Committee**

The Rev. Kate Ekrem gave a brief description of the responsibilities of the Nominating Committee, and opened the floor to nominations for committee membership.

Nominated were:

Linda Kukolich

Cassie Bowlby

John Wright \*

Jessie Maeck

Mary Avayzian\*

Ellen Cosgrove

Tony Johnson\*

Seddon Beatty\*

Chris Needham\*

Evelyn Haussein

Janet Kern\*

Charlie Coons

Russ Antonevich\*

Sam Stevens

\*= respectfully declined

Parish members were given paper ballots and asked to vote for no more than five of those nominated. The ballots were collected and counted by Sue Burkhardt, Tony Johnson and Janet Kern.

#### **VIII. Treasurer's Report (Frank Kern)**

Treasurer Frank Kern reviewed the 2010 Revenues, Expenses and Funds. He explained that revenues were \$16.8K behind budget due to a shortfall in unrestricted offerings. There was a \$5.5K surplus in rental income that was offset by shortfalls in designated offerings, transmittal income, and investment income. Expenses were \$24.4K less than budget expectations. Redeemer spent less on property, utilities, programs, and church office.

Overall, Redeemer can expect to record a modest surplus of about \$2K - \$3K for 2010. This surplus will translate into a small increase in our reserves. The capital account will decrease from \$80K to \$60K.

There were two questions from the floor regarding the investment income from the Pring and the Davidson Funds. The income from the Pring fund can be used for any purpose determined by the Vestry (operating budget, capital or reserve) and 25% income from the Davidson fund must remain with the principal and remaining 75% income can be used to fund Property only. Both funds have been repositioned to the Diocesan Investment Trust (DIT).

Jim Neumann clarified that all pledges go to the operating budget but any additional gifts can be dedicated (restricted) to any of the church Funds.

A MOTION to accept the Treasurer's report was made and seconded. The Report was accepted unanimously.

#### **IX. Presentation of Budget for 2011 (Jim Neumann)**

Jim presented a budget that was already approved by the Vestry and showing minor deficit of \$600 (0.1%). This nearly balanced budget is a result an increase in revenue from a successful negotiation of the cell tower rental as well as a successful Stewardship campaign. In addition, expenses will be less because of several fiscal adjustments in 2010 and because both new hires have opted out of health insurance coverage.

This year Property Capital will be budgeted at \$15K in (3%), a line item that has been unfunded (0%) the past three years.

There was comment from the floor by Chris Needham to clarify that even though only \$12K of the operating budget is allocated to the Mission line item, the church community actually contributes a total of approximately \$70K per year. About \$42K comes from mission-specific fund-raising, Sunday collections and in-kind donations, and \$16K or one-third of Redeemer's Diocesan Assessment (also from the operating budget) is allocated by the diocese to mission and outreach activities. Chris will work on developing a visual that gives a clearer picture of parish support for Mission and Outreach.

#### **X. Election results of 2011 Nominating Committee:**

Janet Kern read the results of the Nominating Committee Election:

Cassie Bowlby  
Jessie Maeck  
Sam Stevens  
Charlie Coons  
Linda Kukolich  
Ellen Cosgrove (alternate)

**XI. Adjourn**

A MOTION to adjourn was made and accepted unanimously. The meeting was adjourned at 12:35

Respectfully Submitted,  
Paula Antonevich, Clerk of the 2011 Annual Meeting

## Nominating Committee

We nominate the following members of the parish for the officers, vestry, delegates to the Alewife Deanery, and endowment committee as indicated below:

### **VESTRY**

**Senior Warden** (1 year term): George Murnaghan

**Junior Warden** (1 year term): Ian Fox

**Treasurer** (1 year term): Frank Kern

**Clerk** (1 year term): Paula Antonovitch

**Vestry member at large** (3 year term): Lance Conrad

**Vestry member at large** (3 year term): Tony Johnson

**Vestry member at large** (2 Years to fill Ian Fox's remaining term): Jim Bradley

**Youth Vestry member** (sharing one position, 1 year term): Sarah Neumann and Leah Mirani

### **DEANERY**

*The following are nominated by the Nominating Committee for election. Representatives will choose two delegates to Diocesan Convention from their group:*

#### **Representatives for 1-year term:**

#### **Deanery Representatives (1 year term):**

1. Mary Ann Burnside (for re-election)
2. Mary Bicknell (for re-election)
3. Connie Parrish (for re-election)
4. Hao Doan
5. Vacant as of this date

**In addition, the following vestry members continue to serve and are not up for election this year:**

**2 Years remaining to serve:** James Surprenant

**1 Year remaining to serve:** Susan Emmanuel

**1 Year remaining to serve:** Robert Bettachi

Respectfully submitted by the Nominating Committee: Cassie Bowlby (chair) Charlie Coons, Linda Kukulich, Jessie Maeck, Sam Stevens, and Ellen Cosgrove (alternate)

## **ACOLYTES 2011-2012**

Chair: Sandy Keshishian

Co-Chair: Jean Ricci

We have fourteen acolytes currently of which three are new members. The remaining eleven members have been faithfully serving the Redeemer community for more than several years. All children, 9 years of age and older, are eligible to be an acolyte.

On November 6, 2011, we had a ceremony for the commissioning of all acolytes during the 9:30 service. It's the third time this ceremony was done at Redeemer.

During the calendar year, acolytes participate in three training sessions followed by refreshments and playing the board game, "All Around The Altar." The older acolytes have been given more responsibilities during the 9:30 A.M. service, such as, assisting the clergy before and during communion.

Acolytes will participate in the installation service of The Rev. Kate Ekrem as Rector of Church of Our Redeemer in February.

Acolytes will be awarded their crosses in May during recognition Sunday. Their awards are based on the number of years of service.

Respectfully submitted,

Sandy Keshishian

## **Alewife Deanery Representatives**

1. *Who (or how many (as specific as possible) serve on the committee?*

Mary Ann Burnside, Mary Bicknell, Hao Doan, Jackie Potdevin and Connie Parrish. Kate Ekrem attends as her schedule permits.

2. *Who leads the committee and how long have they served in that leadership role?*

I, Mary Ann Burnside, currently serve as lay co-convener, which is an executive function that serves the entire deanery (since 2010).

3. *Is there a leadership succession plan in place for that committee leader? Training for replacement?*

This is an elected position that is filled on a volunteer basis. In May 2012, when my term is up, we will be looking within the Alewife Deanery for volunteers who wish to serve a 2-year term.

4. *A long with this, realistic time commitment (On average per week, how many hours of preparation time/training is required).*

For each attending rep, the individual deanery gatherings (of which there are approximately 4 in any given program year) require 2 hours plus travel time and any follow-up work, which is on a volunteer basis.

The reps that attend Convention offer additional time (1-2 days for Convention plus pre-convention meetings and post-convention reporting or sharing)

5. *Lastly, if you had a wish list, how many volunteers would you like this committee?*

Five is good.



## **Altar Guild**

2011 Altar Guild Members: Connie Chrusciel, Ginny Neumann, Janet Kern, Debbie LeBlanc, Georgette Sampson, Marion Hayes and Sheryll McKay.

Altar Guild worked in teams of two each month to set up and clean up after each communion service, and decorate the sanctuary for each season and special services.

After **20** years as Altar Guild Chair, Marion Hayes stepped down with thanks from the Parish on November 6, 2011. Joyce Dufault and Janet Kern became the new co-chairs.

## **Christian Formation**

God invites each of us, throughout our lives, to learn more, pray more, and grow deeper in our relationship with God. This is Christian formation, something to be desired and nurtured for all of us. This nurturing of our spiritual journey is the role of our Christian Formation programs.

We honored the many gifts of our 2010-2011 teachers and leaders on Pentecost (May 22), and we commissioned our 2010-2011 teachers, helpers, mentors and leaders for children and youth programs on September 18.

### ***Children***

We do ask that parents remain on the church premises during classes. We hope that you model your own Christian formation by participating in adult programs, or spend time building the Redeemer community in fellowship!

The Catechesis of the Good Shepherd provides the Christian formation program for our youngest learners (3 years through 3<sup>rd</sup> grade). Leaders for Catechesis in 2011 included Evelyn Hausslein, Carolyn Schultz, Linda Kukolich, Mary Ann Burnside; youth helpers Alison Antonevich, Molly Fortier, Anna Kern; and parent helpers Sarah Conrad, Suzanne Wones, Kathy Hodges, David Ekrem, Hanna Boyle, Christina Cohen.

In Spring 2011 we celebrated a Solemn Celebration, in which 3<sup>rd</sup> graders and their parents learned about the sacrament of Reconciliation through a 4 session preparation which culminated in a special Sunday celebration.

When children reach 4<sup>th</sup> grade, they join a class that focuses more on discussion of Scripture and daily living. The class includes children up to the age they join the Rite-13 youth class (5<sup>th</sup> grade some years and 6<sup>th</sup> grade other years). Leaders for this class in 2011 were Peter Koso and Kathleen Mirani. With an extremely small 4<sup>th</sup> grade class this fall and no regularly-attending 5<sup>th</sup> graders, we decided to keep the 4<sup>th</sup> graders with the Atrium – using an extended curriculum.

In 2011, 39 children participated in Redeemer's Christian formation programs.

### ***Youth***

The Journey to Adulthood program structures the Sunday morning programs for youth in 6<sup>th</sup> through 12<sup>th</sup> grades. Every other year (in odd-numbered years) a new Rite-13 class forms, composed of 6<sup>th</sup> and 7<sup>th</sup> graders. At the same time, the previous Rite-13 group becomes a new J2A class of 8<sup>th</sup> and 9<sup>th</sup> graders, and the previous year's J2A group becomes a Young Adults in Church (YAC) group for 10<sup>th</sup>-12<sup>th</sup> graders. The youth move together through the segments of the program, with each segment taking two years and some youth remaining in YAC for three years. 2011 was a year when all our groups transitioned into new segments.

In Rite-13, young people work on forming a Christian community of their peers that is supported by adults other than their parents. They learn about and recognize their individual,

unique gifts – including the gifts of creativeness and generativity. We celebrate young people and their gifts around their 13<sup>th</sup> birthday (hence, the name of the group) with a rite that happens as part of the community's regular Sunday service. Because of when birthdays happened, we did not celebrate any Rite-13 ceremonies in 2011. We look forward to celebrating our new Rite-13 celebrities twice in 2012. Our out-going Rite-13 leaders were Sam Stevens and Alice Bennett, and our new Rite-13 group is led by Ginny Neumann, Cassie Bowlby and Randy Bowlby.

The J2A group is the next older group than Rite-13. This group's focus is to build on the community they created in Rite-13, while learning and practicing skills for being successful and caring adults in the church and in the world. The culmination of learning and practicing all these skills is a spiritual pilgrimage that they plan, fundraise, and prepare to take at the end of the second year of the program. In early 2011, the then J2A group decided they did not have the foundation laid to make a pilgrimage in the summer. Instead, they took a weekend retreat together in May. The outgoing J2A group was led by Ashley Rooney, Judy Downes, and Steve Burns. The newly-risen J2A group (last year's Rite-13 group) is led by Peter Koso and Kathleen Mirani.

Our Young Adults in Church (YAC) group for 10<sup>th</sup>-12<sup>th</sup> graders focuses on helping young adults further identify their gifts and passions, and where they can engage in ministries through the church. In the early part of the year Alan and Cara Kalf mentored the YAC group. Beth Murnaghan and Tom Pryce-Digby have become mentors to the new group this fall.

The Youth Group meets Sunday evenings to prepare dinner together, share fellowship over the meal, and clean up. They also do some fun activities, like bowling and attending the diocesan Senior High Retreat, and some mission-oriented activities, like cooking for Sandra's Lodge and shopping for Christmas gifts for the Grow Clinic. Youth Group leaders in 2011 included Chris Needham, Cathy Burns, Steve Burns, Helene Huggins, Jim Bradley and Donna Bradley.

In 2010, 30 youth participated in Sunday morning Christian formation programs, and an additional (non-duplicated) 3 young people participated in the Sunday evening youth group.

Additional activities included in 2011 Christian formation for children and youth included the Easter Egg hunt (coordinated by Dianne Barrucci), Easter Garden preparation (coordinated by Linda Kukulich), Advent Wreath making (coordinated by the Wright and Burnside families), and the Christmas Pageant (coordinated by the Youth Group, with leadership by Cathy Burns, Helene Huggins, and Anna Kern).

***Approximately 1,000 hours of volunteer time went into Christian Formation programs for children and youth in 2011 – with a value of approximately \$27,000.***

## **Adults**

The Adult Formation program meets on Sunday mornings after the 9:30am service. Programs in 2011 included:

- Reading Scripture Historically AND Faithfully
- The Prayer Book through the Ages
- Seasons of the Church Year
- Bibles, Bread and Battles – 4 part series
- Q&A Sessions with the Priest-In-Charge and Vestry
- Education for Ministry
- Questions of Faith – 5 part series
- Mission Speakers from mission partner El Hogar
- Planning for the Future – wills and estates
- Strategic Planning Process and Progress
- Stewards of Creation – 4 part series
- Spirituality and Music – the Personal and the Communal
- A thrill of HOPE – Art and Scripture through Advent (and continuing into Epiphany 2012)

The information session about Education for Ministry (EfM) in the spring generated enough interest to begin a EfM group this fall. Education for Ministry is a 4-year program of small group study which includes scripture, history, theology and theological reflection. The Rev. Kate Ekrem mentors the group, which meets on Tuesday evenings. If you would like to join EfM, please contact Kate ([kate@our-redeemer.net](mailto:kate@our-redeemer.net)).

In 2011, the Adult Christian Formation Committee (Ian Fox, Melissa Morgan, Anna Kern, Susan Burkhardt, James Surprenant) took an active role in planning, developing, and presenting programming. Special thanks to Bill Fortier, Bernadette Colley, and Janet Needham, as well as all those who participated in the panels for the Questions of Faith series – and many other members of the congregation who shared their passions and expertise. Look for more exciting programming in 2012!

***Approximately 300 hours of volunteer time were contributed for adult Christian formation programming, with a value of approximately \$8,100.***

## **Nursery**

Nursery care allows parents of children through age 4 to participate in meetings before church, worship and in their own Christian formation. Our nursery is staffed from 8:30am to 12 noon every Sunday by Safe Church-trained and CORI-checked paid employees. Our caregivers this year were Kathy Carcione, Laura Kelly, Nat Phakamart, and regular substitute Clare Swan.

## **Confirmation and Reception Classes**

Confirmation is an adult re-affirmation of the vows which were made for us at Baptism. We hope that this affirmation will come after some opportunity for questioning and exploration. Young people (and, indeed, older ones too) who are over the age of 15 are encouraged and

invited to participate in Confirmation preparation. The decision to be confirmed is made by the individual candidate at the end of the preparation process. At Redeemer, we generally hold preparation for Confirmation, Reception and Reaffirmation every other year in the winter/spring for a late spring Confirmation date. *Confirmation Preparation classes for 2012 are scheduled to begin in late February.*

If you are interested in Confirmation, Reception, or Reaffirmation, please contact the Rev. Sabeth Fitzgibbons.

### ***Safe Church Policy***

In November 2011, the Vestry adopted a Safe Church Policy for Church of Our Redeemer. With the adoption of this Safe Church policy, Redeemer affirms the importance of the safety of children and youth participating in our programs. Most simply, the policy means that no child should ever be alone with one adult in an enclosed space. All adults who work (as volunteers or paid staff) with children and youth must pass a CORI check and complete Safe Church training. The policy outlines specific guidelines for young children and teens. The responsibility to keep our children and youth safe is a community responsibility, in which we all share. You can obtain a copy of the policy through the church office.

*The Rev. Sabeth Fitzgibbons is the staff contact for all Christian Formation programs ([sabeth@our-redeemer.net](mailto:sabeth@our-redeemer.net)).*



### **Coffee Hour**

Coffee hour is a wonderful time to enjoy snacks and fellowship after the 9:30 am service. We are very fortunate to have many hard working volunteers who run coffee hour on different Sundays, and would like to encourage more parishioners to volunteer. If interested in volunteering, please contact Debbie LeBlanc. We have also had some of our coffee hours run by different Youth classes and youth group in the church.

Our menu usually includes: breakfast snacks, coffee, tea and hot chocolate and snacks for the children before Christian formation. We are also including gluten free items and fruit. Church breakfasts are held at different times during the year, which is a fun time for everyone. Our expenses have continued to be the usual - paper goods and coffee supplies as well as back up snacks. Come join us for coffee hour after the 9:30 service!

## Endowment Committee

The Endowment Committee recommends to the Vestry how the income from the Endowment shall be spent for projects outside the annual budget of the Church. The Committee requests proposals from congregants and organizations for the expenditures.

This year the Committee had about \$3000 to distribute.

The Committee only received two proposals from the congregation in 2011 and chose to fund one of them with substantially all of our funds..

The proposal recommended was to provide the electrical work required for superior phone and internet access via Verizon's FIOS for the Church office and staff. The cost was \$2840. This investment will also lower our phone and internet costs in the henceforward.

Tom Swithenbank  
Bob Bettacchi  
Frank Kern  
Sally Zimmerman  
Claudia Cooper



## Family Circle

**Family Circle** is a drop-in contemplative gathering for children, parents and other caregivers. This inter-generational program offers experiential teachings in awareness, compassion, kindness, forgiveness and other *heartful* practices that support the health and well-being of individuals and of families.

Parishioner Mary Ann Burnside approached Kate and Sabeth with the idea for this intergenerational practice circle in the summer of 2010. With the support of CooR clergy, Mary Ann wrote and was awarded two Diocesan grants to support Family Circle, allowing us to feed the families that come to participate.

Family Circle has served a small core of Redeemer families from Sept 2010 – June 2011. The first two sessions of 2012 are scheduled. We are assessing interest within our congregation and inviting families from churches within the Alewife deanery so that we may continue the program through 2012 with a short break over the summer.

## Finance Committee

Redeemer's 2011 Finance Committee consists of Jim Neumann (chair), Frank Kern, George Murnaghan, and Dorothy Swithenbank. We are fortunate to have members who are so broadly involved in church-wide activities, allowing us to work closely with the Vestry, Executive, Personnel, Mission, Stewardship, and Property Committees. In addition to the current Treasurer, one of our members is a former COOR Treasurer, one was Treasurer at another church, and one is the current Junior Warden. We hope to add one more member in 2012.

We meet once monthly, usually on the third Monday of each month, and our main activities include reviewing the prior month's financial report for presentation to Vestry. We review income and expense at a detailed level, provide input to other Committees and budget managers to try to keep the Church on track with the budget, and recommend Vestry action where necessary. We also review and prepare revisions to financial policies. Beginning as early as August, when we prepare our first draft projections, and continuing through January, we support Vestry's budget deliberations, maintain detailed historical budget performance data, make income and expense projections, and provide budget recommendations for Vestry consideration. Budget season is a busy time for us!

Some of our other projects and topics this year have included:

- **Investment Committee** – The Committee, technically a subcommittee of Finance, includes Frank in *ex officio* role and George as a member. The committee met quarterly this year to make recommendations to Vestry on investment strategies for Church funds. Most of our investments are now placed with the Diocesan Investment Trust, which provides a balanced portfolio of stocks and bonds. We will encourage the committee to provide short report to Annual Meeting.
- **Joint Property-Capital Committee** – Finance set a goal early this year to achieve better coordination with the Property Committee concerning capital budgeting and spending. A joint committee (Neumann, Kern, Murnaghan, Bob Bettacchi, Peter Koso, and Ian Fox) was established to review historical spending and a professionally commissioned 20-year capital plan, with the goal of recommending capital financing policies to the Executive and Vestry (including the required “steady-state” annual capital funding needed to maintain our building's current functionality). The group has largely completed its work, and some aspects of their work have been influential in the 2012 budgeting process, but a final report has yet to be issued, as budget season grabbed most our members' attention. We expect a report will be issued to Vestry in early 2012.
- **Financial Policies** – In 2011, Dorothy Swithenbank initiated a review of COOR's financial policies, which were last updated in 2007. We expect to pick up this task again in the first half of 2012.

## Investment Committee

In July, 2010 Vestry appointed an Investment Committee to advise Vestry on the investment of Redeemer's longer-term financial assets, which are primarily made up of our Endowment Fund, Paul C. Davidson Memorial Maintenance Fund and Emma and Trevor Pring Trust Fund, as well as any future bequests or memorial gifts that are permanent funds of the Church. Currently, Redeemer's Investment Committee consists of Bob Bettacchi, Claudia Cooper, Frank Kern (Treasurer), and George Murnaghan and, among them, they have a broad range of experience in overseeing and administering investments of this nature and are therefore well-qualified to advise our Vestry.

In 2010 the Committee reviewed the investment strategy for the Endowment, Davidson and Pring Funds and recommended to Vestry that each Fund have the same investment strategy emphasizing growth, preservation of principle and a growing income stream. (All three have similar aims – to serve as permanent assets of the Church which can generate a steady and growing income stream to support their designated purposes.) Vestry approved the recommendation and authorized the reallocation of the Davidson and Pring Funds from money market funds to the DIT Investment Trust with an allocation of 55% equities and 45% fixed income.

The Investment Committee also reviewed the DIT pooled funds to determine whether they were appropriate and competitive ways to invest assets of a nature and size such as ours. That review concluded that the two funds we use, the Stock Fund and the Income Fund, are well-diversified, socially responsible portfolios with qualified professional oversight, competitive costs and very good shorter- and longer-term returns, and this conclusion validated the continued use of these vehicles for our long-term assets.

In 2011 the committee met to review the continued use of DIT and to review the appropriateness of the asset allocation. The committee concluded that a 55/45 split between equity and fixed income was still appropriate for our goals and that the portfolio was within our target range.

Performance to December 31, 2011 of the DIT funds, target allocations and benchmark comparisons are provided below:

<i>Average Returns</i>	<i>Annual</i>	Last Year	3 Years	5 Years	10 Years
<b>DIT Stock Fund (55%)</b>		<b>-4.9%</b>	<b>13.5%</b>	<b>-2.2%</b>	<b>3.6%</b>
S&P 500 (benchmark)		2.1%	14.1%	-0.3%	2.9%
<b>DIT Income Fund (45%)</b>		<b>7.0%</b>	<b>10.6%</b>	<b>7.6%</b>	<b>6.6%</b>
Citicorp BIG Index (benchmark)		7.9%	8.0%	6.7%	5.9%

While the DIT Income Fund continues to perform well with 3, 5 & 10 year performance better than benchmark, The DIT Stock Fund has not. This year's performance combined with a drop

off of the year 11 comparison resulted in unfavorable comparison to benchmark in the 1, 3, & 5 year comparisons.

The following shows the actual performance of our Endowment funds:

<u>Fund Name</u>	<u>12/31/2010</u>	<u>12/31/2011</u>
Church of Our Redeemer Endowment	\$150,880.68	\$149,415.55
Paul C. Davidson Memorial Maintenance Fund	122,878.88	122,410.31
Emma Taft Pring & H J Trevor Pring Trust Fund	<u>20,468.38</u>	<u>20,391.16</u>
Total Endowment Funds	<u>\$294,227.94</u>	<u>\$292,217.02</u>

Due to the asset allocation, our Endowment Funds were essentially flat year on year as the gains in Fixed Income nearly offset the setback in Equities.



## Liturgy Team

Lay liturgical support for the 9:30 service is organized by teams of adults and children who serve for one or two months during the year. Members of the team share responsibilities for all of the liturgical functions-- preparation of the altar, lighting of the candles, greeting, reading the lessons, collecting the offering, leading the prayers, and offering the chalice at communion. On the first Saturday of the month, the team meets with the clergy to go over the lessons for the month, share ideas about the meaning and structure of the liturgy, and organize duties for each Sunday. The goal is to have everyone in the congregation participate. During 2011, 57 adults, 13 youth, and 20 children served, with 7 different individuals assuming responsibility for scheduling duties for the month. Our greatest challenge has been to recruit more families with children between ages 5 and 12 so that every month's team reflects the inclusiveness for which we strive in our worship.

Bob King, LT coordinator

## Redeemer Reaching Out in Mission

Mission Committee

Chair: Chris Needham

Members: Jessie Maeck, Steve Burns, Bill Voegel, Evelyn Hausslein, Dorothy Swithenbank, Kathleen Mirani, Shoba Reginald, Randy Bowlby, Bob King, Sarah Conrad, Connie Parrish, Susan Emanuel, Kate Ekrem, Steve Burns, Cathy Burns, James Surprenant, Karen Schragle, Mary Ayzavian, Jackie Potdevin and Kathy Mockett

1 Peter 4:10

As each has received a gift, use it to serve one another, as good stewards of God's varied grace:

### 2011 Accomplishments

This year the Mission Committee continued our focus on working to ensure that mission provides an opportunity for all parishioners to deepen individual relationships with Christ through service and to develop relationships and connections among the congregation. While we remain committed to prayerfully and regularly considering the partnerships and commitments we make to other people, organizations, and religious communities, we continue to focus our mission work on the wellbeing and education of children and on hunger and homelessness.

In 2011, we have been particularly thoughtful about the succession planning of mission leadership. We appreciate the church's long-standing commitment to organizations, such as Bristol Lodge, and events, such as the Pancake Breakfast, and recognize the need to ensure the continued momentum from the congregation. This energy is best demonstrated through the willingness of community members to continue the good work of those who have come before them. We are particularly grateful to and excited about parishioners who recently have agreed to take on leadership positions. In addition we are forever indebted to those that are stepping down from leadership, but who will continue to stay actively involved in the mission work of the church.

Our 2011 partnerships and commitments continue to include:

- **Middlesex Human Service Agency, Inc.**
  - **Bristol Lodge** (We prepare dinner once each month for this soup kitchen in Waltham)
- **Lexington Food Pantry** (A regional food pantry Saturdays at Redeemer)
- **Lexington Interfaith Garden** (Growing food for our local Food Pantry and others in the region)
- **Redeemer's Giving Garden** (Garden on site that grows food for our local Food Pantry)
- **The Grow Clinic** (Failure to thrive clinic at Boston Medical Center, Boston)
- **El Hogar** (Elementary, technical and agricultural schools in Honduras)
- **Habitat for Humanity – Merrimack Valley** (Building homes for families in Lawrence.)
- **Esperanza Academy** (Episcopal middle school for girls in Lawrence)
- **Jubilee Ministries for AIDS in Africa** (Diocese and Alewife Deanery programs)

The Patriot's Day Pancake Breakfast provides an excellent example of Redeemer's commitment to provide opportunities for all our members to be actively involved in mission as

well as to develop relationships with each one another. It also demonstrates our desire to cultivate strong relationships with our partner organizations in mission. The Pancake Breakfast provides the Lexington Food Pantry with funding and visibility they have told us they need and it is held in our Great Hall which we give to the Food Pantry for its work each Saturday. In 2011, under the leadership of Randy Bowlby and Karen Schragle, over 60 of our members, of all ages, worked together flipping pancakes, cleaning tables, controlling crowds, and more. This is a huge team effort that also raises the visibility of Redeemer as a community of faith in action. Grateful for the time and commitment of Randy and Karen, we are excited to welcome new leaders to this important mission. Leading the 2012 effort will be: Hao Doan, Charlie Coons, and Sam Stevens.

Mission remained an important part of our worship this year. This included a guest sermon by Liz Kichen from El Hogar and a number of in-gatherings, providing the opportunity for the community to offer both monetary and material contributions to our mission partners. We continued to offer opportunities for our members of all ages to come together through the Pancake Breakfast, as mentioned above, two Habitat for Humanity work days, tending our own Giving Garden and the Interfaith Garden, cooking and serving at Bristol Lodge each month, and contributing in many ways to the Grow Clinic holiday party. Our 6<sup>th</sup> group of volunteers traveled to El Hogar to work and live side by side with the students and staff at the Agricultural School of El Hogar Ministries. Over 40 of our members including many of our teenagers have gone to Honduras since 2006.

In 2011, our parish contributed approximately \$90,000 or 17.5% of all parish resources to mission. We gave or raised approximately \$60,000 in funds and material goods for our parish mission partners. There is a team of several parish members leading our relationship with each of these partnering organizations. Our operating budget provided \$12,000 for direct contributions to our partner organizations plus a small amount to help send our members on our mission trip to Honduras; and our cash appeals and appeals for material goods, and our fundraisers contributed about \$48,000 in total value. Our payment of our Diocesan assessment provided another approximately \$30,000 for the mission work of our Diocese and the Episcopal Church throughout the world.

#### 2012 Plans

We look forward to continuing the Redeemer community's commitment to mission. We are energized by the incoming leadership and excited to work with the Vestry to review our mission focus and encourage all members of the community to give of their time, talents, and treasure in the ways that are the most appropriate for them.

## Music Committee

**Members:** Murray Daniels (chair), Elizabeth Gable, Ian Fox, Jim Beaty, Maryetta King, Lori Martell, Randy Bowlby, Sandra Keshishian

The year 2011 ushered in the transition from interim music director Joyce Painter Rice to the hiring of settled music director Bernadette Colley. Joyce carried the program through the beginning of Lent, including the Redeemer choir's presence in the Lexington Choral Festival. Bernadette officially assumed her duties in mid-February.

### Administration

With a new music director's arrival, Redeemer's music program saw a number of administrative changes and developments. Our available physical space changed from two adjoining rooms to one room used for housing the music director's office and holding choir rehearsals, and the other being a shared space for music library files and youth meetings. In April the vestry officially approved our new Music Building Use policy, which clarifies expectations regarding non-program use of our instruments and music spaces. During the spring and summer the music director solicited and developed a "Redeemer Musicians Roster" of individuals willing to offer musical talents in worship services. On a number of summer Sundays, and throughout the year, we heard from various vocalists and instrumentalists in our congregation. In October, our youth choir's rehearsal time was changed to coincide with Atrium classes so as to expand its membership to include all children in grades one through four. Thus far, we continue to have increased numbers of children singing monthly in Sunday services. We were also pleased that a number of adjunct singers joined the choir for Advent and Christmas services.

We evaluated and considered options for our pianos, organs, and harpsichord. In the spring we engaged Richard G. Pelland Pipe Organ Company of Derry New Hampshire to service the sanctuary organs, and Anthony McKenna of Belmont our pianos. Music librarians inventoried and kept our choral library organized, integrating many new titles this year. Organization and inventory of the music library so as to make optimum and easy access of it will be ongoing in 2012. This year, we have already tackled cleaning our two choir closets, inventoried vestments, cleaned them, and packed up those we no longer use to give to parishes in need. A major administrative goal for 2012 is to update the music program information on Redeemer's website and church bulletin boards. Toward that end, the music committee *welcomes* photos or recordings of music events in church life.

### Music

As a joint and ongoing dialog between music director, clergy, choir members, congregation, and both the music and worship committees, we continued to strive for the right balance between preserving cherished Anglican music traditions and introducing styles, genres, and instrumentations less typical into our music offerings. The worship committee planning conversations contextualize music in the larger liturgical picture, considering when, and what type of, for example, "themed" or special service is appropriate. In September, an adult forum "Spirituality and Music," examined the connection between communal and personal music preferences of members present. Our first Special Service Sunday observed with

authentic instrumentation Celtic spiritual and music traditions in celebration of a Creation theme, and also included a song taught at the September retreat emphasizing community. On mission Sunday in November, we programmed music of the Hispanic Diasporas, and for advent re-instituted psalm singing in worship. December featured a Renaissance Advent Service of Lessons and Carols, a service honoring St. Nicholas, and a Christmas carol prelude for the Crèche service accompanied by five guitarists. These new ventures existed along side Redeemer's traditional special services for Holy Week, Easter, Choir appreciation Sunday, and June's outdoor farewell service for Ted. In 2012, we hope to expand the Redeemer Musician's Roster to include more instrumentalists and singers, to include diverse styles and genres of music, to recruit additional regular and adjunct singers for the adult choir, to expand our children's music repertoire, and to explore the possibility of a joint presentation with another local choir of a major work. We especially welcome feedback and contributions from congregation members.

Finally, a very special and heartfelt expression of personal thanks goes to Kate, Sabeth, Lisa, and Roy, the choir, vestry, and entire congregation for welcoming me so warmly into your midst.

**Submitted by  
Bernadette Colley, Director of Music**

## **Pastoral Care Team**

This year saw a great resurgence in the Pastoral Care Team, the group of lay ministers who visit those who are sick, in the hospital, or homebound. Thanks to longtime team members Mary Nokes, Evelyn Hausslein and Julia Francis, Redeemer hosted a diocesan Eucharistic Visitor training in October. Five new Eucharistic visitors were licensed from redeemer: Susan Emmanuel, Bill Fortier, Joyce Dufault, Linda Kukolich, Cassie Bowlby, and Mary Nokes. Ingrid Klimoff is another new member of the team, bringing our total number of team members to ten! Thanks to all of these new members we've been able to make regular visits, bringing the Eucharist to about eight of our homebound parishioners on a monthly basis. In addition the clergy visit these homebound members several times a year.

The team also sponsored the annual Epiphany and Easter services at Brookhaven, the Christmas Service of Remembrance and Healing, and were delighted by all the prayer shawls knitted, crocheted and quilted by members of the congregation. We were able to bring many of these shawls to members of our congregation who were sick, and now are well supplied for the future (but don't stop knitting!). Somewhat less successful was the website for bringing meals to those who are ill. We hope to recruit a lay coordinator for this ministry for 2012 and try again. Other plans for 2012 include a healing special service Sunday during Lent.

Many thanks to Cassie Bowlby Joyce Dufault , Susan Emmanuel, Bill Fortier, Julia Francis, Evelyn Hausslein, Ingrid Klimoff, Linda Kukolich, Mary Nokes and Nancy Williams for their wonderful ministry on the Pastoral Care Team and to all the members of our congregation who more informally visit those who are sick or in need.

Respectfully submitted,  
The Rev. Kate Ekrem  
Rector-elect

## Property Committee

### Members:

Karen Schragle (Chair): Bruce Francis, Peter Koso, Christopher Huggins, Tom Swithenbank (when not in Florida), Peter Lund (Vestry Liason), Roy McHoul (Sexton).

And our assisting membership-YOU the Parish!

We'd like to take this opportunity to say we are again seeking new members. Please consider joining the Property Committee: it's a wonderful way to work together in a community with knowledgeable property owners who together navigate the challenges of maintaining properties on a budget (no experience required). We are a project based group getting one job done at a time and having a good time doing it.

### Thanks:

Many hands make light work...

- To all the **MEMBERS** of the Redeemer community-staff and parish-who provided tremendous assistance on the 2011 Property projects
- To all the **VOLUNTEERS** for the Spring and Fall yard cleanup
- To all the **GREENERS** who faithfully tend to the lawn every week, their hard work contributes to the beauty of our church and helps conserve parish funds
- To all the **GARDENERS** for their care of the gardens
- To the Labyrinth & Memorial Garden (LMG) **COMMITTEE** who continue to manage the Dreams Project
- To **LISA** Thistle for taking on Property emergencies
- To **ROY** McHoul, Mr. Whatever, Whenever.....your assistance is gratefully appreciated
- Special thanks to **Peter Koso** for taking on so many major projects this year
- Usual thanks to **Bruce Francis** for keeping so many things running including the PA system, the organ, the emergency lights, and the list goes on and on...
- Many thanks to members of **J2A** for their Capital Contribution.
- To our energizer bunny chairwomen, **Karen Schragle** for everything she does almost daily!

### Major 2011- Projects:

- Steeple painted and repaired
- Creation of the soft space and moving pews to the balcony - with help from Roy and Lisa.
- Exterior paint - driveway side of church including re-glazing the nave windows.
- FIOS conduit installed allowing new phone and high speed internet service to the offices.
- Fire Alarm System: the Lexington Fire Department has blessed our new fire alarm system. Minor additions have been requested to make it the finest system in town.
- Worked on the long-term budget and capital planning needs with the finance committee.
- Boiler Projects and maintenance remain ongoing
- Technology & Sound System - the IT group maintained the system with upgrades
- Rectory – Connie Parrish and Sally Zimmerman begin HVAC analysis for Rectory
- Replaced Chancel Cross spotlight

### Projects In 2012:

- Church soffit repair
- Side Entrance Stairs: replace old tiles with rubber treads and carpet on each landing
- Make further driveway and parking lot repairs
- Rectory - we have scheduled an annual chimney sweep, plan to repair and stain the rear walkway/deck, install bathroom fan, remove the outside tool shed and order a screen door for the laundry room
- Further analysis, planning and pricing for replacing the Rectory's electric heating system

## Retreat Report

Redeemer held its 8th Annual Intergenerational Parish Family Weekend, September 20 – October 2, 2011, at the beautiful Barbara C. Harris Camp and Conference Center in Greenfield, N.H, with 48 adults, 8 teens, and 16 children staying overnight and 5 adults coming for the day on Saturday. The theme for this year was "Eat, Pray, Love", with a focus on building community. Friday night began with an informal gathering and Night Prayer in the Doran center, followed by songs, and s'mores around a blazing camp fire. Saturday morning began with a short worship service including Tony Johnson's introduction of a prayer wall to be filled over the weekend and Bernadette Colley's teaching us a round with movement. There were four program sessions offered concurrently for the remainder of the morning: an exploration of rules of life adopted by monastic and other communities, led by Mary Etta King and James Surprenant; sharing of our spiritual journeys, led by Mary Ann Burnside; preparation of a youth skit, led by Chris and Janet Needham, Steve and Cathy Burns, and Jim and Donna Bradley; and an intergenerational making of communion bread, led by Kate Ekrem. After lunch some scampered to the climbing wall and high ropes, while others took walks or relaxed by the lake or in the lodges. Saturday night's recreation was a fitting end of a stimulating day. There was lively intergenerational participation in group dancing, led by Sarah Vogeles, and a second campfire by the lake. Sunday morning began with a stimulating nature hike led by Peter Ekrem. We then capped the weekend with a joyous Eucharist, with the youth reenacting the Last Supper in hilarious (but reverential) fashion. We owe a special thanks to our fine guitarists-- Jamie Burnside, Bernadette Colley, and Tom Pryce-Digby--who supported our singing at worship and around the campfire. Retreaters left after lunch on Sunday, rejuvenated and filled with a stronger sense of community, a renewed appreciation of the outdoors, and much good food.

More than most parish activities, the retreat is planned on a "faith budget". We charge most participants a few dollars more than the camp bills for lodging and meals, but need to cover by other means most of the activity fees (ropes and waterfront), meals and lodging for the clergy and music director, and a deficit in lodging and meal costs resulting from a \$200 family cap and a 20% discount to first-time participants, both designed to encourage participation. This year these deficits were covered by an \$800 line-item in the parish operating budget and \$500 in donations by participants.

2011 Retreat Committee: Mary Ann Burnside, Claudia Cooper, The Reverend Kate Ekrem, Tony Johnson, Alan and Cara Kalf, Bob and Mary Etta King, Chris and Janet Needham, James Surprenant and Ellen Cosgrove, and Peg Wright.

## Stewardship Committee

The Stewardship Committee seeks to develop financial stewards of Church of Our Redeemer by cultivating proportional giving at a minimum three percent level, encouraging the move from “plate” (non-pledge donations) to pledge, and maintaining an active year round stewardship effort. We see the process of developing financial stewards synonymous with developing stronger relationships between Redeemer and its parishioners, and likewise between parishioners, the greater community and Christ.

With the 2012 pledge season coming to a close, a continued trend towards proportional giving and increased financial gifts continues. As of January 25, Church of Our Redeemer has collected 94 pledges totaling \$284,471 (FY 2012), in comparison to 101 total pledges collected last year (\$293,647). The committee still expects more pledges will still be collected. Of the 94 pledges received this year, 9 are new, indicating that 16% (16 of 101) of those that pledged for FY 2011 have not pledged for FY 2012. The committee anticipates collection of some of those pledges, which could bring the total dollars pledged to projections for FY 2012. A third of this year’s pledges were increased from the previous year, with about 5% decreased.

Results from the pledge card survey indicate that 27 (vs. 23 last year) of the families that pledged this year determine their gift by calculating it as a proportion of their income, and 10 (vs. 9 last year) indicate that they have included Redeemer in their will. One person expressed interest in estate planning. The stewardship committee will continue its effort to educate parishioners about proportional giving. It also desires to encourage life gifts and has at least initial thoughts of creating a legacy society. Finally, the committee continues to seek members.

***The stewardship committee wishes to extend sincere thanks and gratitude to all those parishioners who pledged to support Church of Our Redeemer. Pledging parties for fiscal year 2012 as of January 25, 2012 include:***

Bob & Betty Adam	Helen Korman
Mary Ellen & David Alessandro	Peter & Calie Koso
Ann Thacher Anderson	Linda Kukolich
Russ & Paula Anontonevich	Debbie LeBlanc
Phil & Harriet Anthes	Peter & Ashley Lund & Rooney
Mary Ayvazian	Jessie & Peter Maeck
Fred Bailey	Katharine Mockett
Gregory Barnhart	Chris & Janet Needham
May Baskin	Jim & Ginny Neumann
Jim & Seddon Beaty	Sarah Neumann
Bettina Bentley & David Lehman	Mary Nokes
Bob & Karen Bettacchi	Jennifer Price
William & Mary Bicknell	Paula & Tom Pryce-Digby
Randy & Cassie Bowlby	Gregory Ruth
Cathy & Steve Burns	Regina & Andy Rockefeller

Jamie and Mary Ann Burnside  
Constance Chrusciel  
Lance & Sarah Conrad  
Susan Dresley  
Kate Ekrem  
Susan Emanuel  
Ron & Dorothy Fietze  
Ian Fox  
Bruce & Elizabeth Gable  
Jed Geyerhahn  
Trey & Nancy Grayson  
John & Kathy Green  
John Guppy  
Charles & Beverly Harvey  
Evelyn & Bob Haussein  
Katherine & Matthew Hodges  
Charles & Ingrid Hornig & Klimoff  
Christopher & Helene Huggins  
Frank & Janet Kern  
Sandy Keshishian  
Bob & Mary Etta King  
Betty & Henry Kirkland

Karen Schragle  
Sven & Anna Spoerri  
Arthur Stead  
John & Phyllis Steiner  
Sam & Margaret Stevens  
James & Viola Storer  
Ellen Cosgrove & James Surprenant  
Mary Ucci  
Frank Vargo  
Bill & Connie Vogeles & Parrish  
Elizabeth & Robert Whitman  
John & Betsy Wilkinson  
Doug & Nancy Williams  
Marilyn Williamson  
Tom & Joan Wilson  
Suzanne Wones  
John Worrell  
Carolyn Wortman  
Frances Wortman  
John & Lori Wright  
Peg Wright  
Anonymous (18)

In peace,

The Stewardship Committee: Bob Bettachi, Randy Bowlby, Rev. Kate Ekrem, Ian Fox, Jed Geyerhahn, Evelyn Haussein, Chris Needham, Jim Neumann and James Surprenant



## **Worship Committee**

The worship committee brings together representatives from the altar guild, acolytes, choir, and Liturgy Team, as well as other interested parishioners. We meet on the 4<sup>th</sup> Sunday of the month at noon in the library and all are welcome to join us. The worship committee helps to coordinate worship planning between all the various worship ministries, and also thinks creatively about how to further the goals of our strategic plan through worship. Specifically, we work to bring the elements identified as important to the Redeemer community -- formation for children and youth, good music, reverent without being uptight, lots of involvement from lay people, grounded in our Episcopal traditional and relevant to today, and praying for our mission activities -- more and more into our worship life.

One way we brought children more into our worship life was the implementation of the Soft Space in the back of the church, as a space where children under three years old can comfortably be with their parents during worship. There was a listening session at coffee hour in November to get feedback from the parish. Although concerns were expressed about maintaining a worshipful atmosphere with lots of small children present (always a concern in a lively parish like Redeemer) overall the feedback was positive and parents and newcomers were especially appreciative. The conversation also led the worship committee to consider sponsoring an adult forum on how we as a community support children as they learn how to worship.

The worship committee also supported with creative ideas and behind-the-scenes organization worship initiatives such as the Season of Creation our Bishops asks us to observe in October, and interactive activities helping us share the lives of our saints on All Saints Sunday. The committee also helped to think through the many requests for an earlier service time for the late Christmas Eve service. This service was moved from 10:30 PM to 8:00 PM in 2011, and apparently this was successful as at least 50% more people attended than in 2010.

The worship committee also helped to welcome our new Music Director Bernadette Colley. We greatly appreciated all of Bernadette's ideas. She helped us to coalesce our thoughts about a monthly "different" service, resulting in Special Service Sundays on the third Sunday of each month. Each of these services has taken on a theme, and they have been very well received. In September the theme was lay ministry, with guest preacher Jessie Maeck. In October we had the Celtic Sunday focusing on Celtic spirituality with a special musical group Fellswater. In November our theme was mission, and the mission committee helped design and lead the worship. In December, we celebrated Saint Nicholas Sunday with a special visit from the saint himself. (Many thanks to James Surprenant for donning the Saint Nicholas suit!) We hope to continue these in 2012, including a summer camp worship in February and healing service during Lent. These services have been opportunities for more lay leadership in worship, interactive sermons, child-friendly activities, highlighting the work of one of our ministries, or deepening our understanding of a particular spirituality.

As the year drew to a close, we also welcomed new members of our committee: Linda Kukolich as the choir liaison, new Altar Guild directors Janet Kern and Joyce Dufault, and Eliza Koso as the youth representative. And we bid a fond farewell to Julia Francis as our former choir liaison and Sam Williams as youth representative and thank them for all their work with the committee.

Many thanks to Mary Ann Burnside, Joyce Dufault, Julia Francis, Cara Kalf, Bob King, Janet Kern, Sandy Keshishian, Eliza Koso, Linda Kukolich, Mary Ucci, Sam Williams, and vestry liaison Susan Emmanuel for their dedication and service to this committee.

Respectfully submitted,  
The Rev. Kate Ekrem