



the
**Church of
Our Redeemer**

Parish Annual Meeting

January 30, 2022



Annual Report for Year 2021

The Church of Our Redeemer, Lexington, Massachusetts

Table of Contents

Agenda -----	3
Candidates for Election -----	4
2021 Annual Meeting Minutes -----	5

Committee/Team Updates

Nominating Committee Report -----	11
Leadership Report -----	13

Acolytes -----	14
Alewife Deanery -----	14
Altar Guild -----	15
Christian Formation (all ages) -----	16
Finance/Investment Committee -----	17
Liturgy Team -----	18
Memorial Committee -----	19
Music Committee -----	19
Pastoral Care Committee -----	20
Property Committee -----	20
Racial Equity Action Group -----	22
Regathering Team -----	23
Social Action Committee -----	24
Stewardship Committee -----	27
Worship Committee -----	30

Financial Reports

Treasurer's Report -----	32
Balance Sheet -----	33
Consolidated Fund Activity Report -----	35
2022 Budget approved by Vestry -----	36

2022 Annual Meeting Agenda

9:30 Eucharist and Clergy address via Live Stream

Then on Zoom:

10:30 Images of 2021

11:00 Recall to order

- *Orientation*
- *Prayer*
- *Certify quorum*
- *Approve minutes*

11:15 Review and Vote on Revised Bylaws

11:20 2022 Nominating committee report

11:25 Election of Vestry and Deanery Representatives for 2022

11:35 Warden's Report and Budget Presentation

11:55 Closing Prayer

12:00pm Adjourn



**2022 Candidates for Election
for Annual Meeting – January 30, 2022**

Executive Committee:

Senior Warden: Murray Daniels

Junior Warden: Sarah Conrad

Treasurer: Winthrop Brown

Clerk: Cathy Burns

Vestry for 3-year terms:

Linda Kukolich

Joanne Frustaci

Youth Vestry Members for 1-year term:

Haynes Porter

Deanery:

Mike Webb

Connie Parish

Cali Koso

Sarah Klein

Respectfully submitted by the Nominating Committee 2021

John Bernhard, Randy Bowlby, Endy Chiakpo, Richard Friesner, Joanne Frustaci, Judi Dimicelli (alternate)

Annual Meeting Minutes

Sunday, January 31, 2021

Minutes: **DRAFT**

Presiding: The Rev. Kate Ekrem
Clerk: Cathy Burns
Parliamentarian: Charles Hornig

The meeting began at 9:50 with Rector's Call to Order, followed by her address, and a celebration of Eucharist in the sanctuary. The address began at 9:49 a.m. with Kate Ekrem addressing the congregation. She started by telling us that she's started running and has learned that it's hard because you have to push yourself to keep going. The author Dan Hotchkiss has used running as a metaphor for church; and turning corner from 2020 to 2021 is like going into lap #2 of a run. To be successful, we need to keep going even though we are tired. In reporting about the state of the parish, Kate told us that our parish is strong and resilient. She asked, *Why are we strong and resilient? First, we have strong relationships; we care for one another and are always thinking of ways to keep in touch. Second, we have continued to intentionally cultivate our worship experimentation. We have shown this by trying new things and discovering what happens. These two elements contribute to the third element, patience. We have continued to be patient and kind to each other. Next, we have made a commitment to God and the community. The work of the parish has continued to get work done and this shows a commitment to a relationship with God and with each other. Another element is being able to be honest about our struggles. We are vulnerable to each other and we share our heartaches and losses. There are many opportunities to share and sharing our burdens helps us continue to be resilient. We are also outward facing. We are really good at recognizing and answering the needs of our mission partners; the Regathering team worked hard to accommodate the food pantry and LexEat; and the Racial Equity group has helped deepen our call to work for racial justice. Lastly, the values of welcome, inclusion, justice, and love that we identified during our worship experiments last year have guided us at every step along the way. We have continued to ask the questions of how to include others and reach out to others. We keep asking, Is it inclusive? Does it show God's love and justice? These values have continued to be true through the past year.*

Kate described how Christmas this year exemplified our resiliency. Although it was a virtual Advent, parishioners jumped in and helped make our Advent and Christmas observance amazing. She highlighted that the Wright's provided materials to make Advent wreaths; Cara Kalf created an Advent calendar; Bethany Friesner worked really hard to provide a pageant on Christmas Eve; Kathleen Mirani and her team invited speakers for Adult forums; the choir took on the challenge of making music virtually; the Mission Committee coordinated with the Grow Clinic for support of virtual holiday party; Susan Burkhardt collected and delivered knitted hats and mittens to the Grow Clinic; Murray Daniels worked on Christmas carol videos; the Pastoral care team sent cards and coordinated the Service of Remembrance and Healing; the Altar Guild, under Susan Dresley's leadership worked hard to make church pretty; the Tech team worked on each service; the Regathering team protocol helped make

(2021 Minutes continued)

having communion together Christmas Eve a possibility. Everyone did what they used to do, but in a brand new way. It turned out to be a wonderful Christmas.

Kate told a story about a zoom meeting she had with other clergy and there was a discussion about how their respective stewardship campaigns were going. Many of her colleagues were stating that they felt good because giving at their churches only went down a small percentage. Meanwhile, our giving went up! Parishioners gave more to Redeemer in 2020 than in 2019. This is proof of hard work by the Stewardship Committee as well as a commitment to and faith in this community. We even had nine new members decided to pledge to Redeemer during the pandemic. To be able to report this is miraculous.

Kate thanked us all for all we do as it shows how strong and resilient the parish is today. Kate went on to say that going forward, we will continue to live stream services even after we return to in person church and she expects to have a new assistant rector this spring because of the generosity of parishioners.

In sum, Kate asked us to read the parish collect together:

Loving God, who calls us to restore unity and justice, your son Jesus teaches us that love brings us together in a community where all are welcome. Help us to deepen our faith and relationships so that we can grow our community to make a difference within and beyond ourselves, through Jesus Christ Our Redeemer. Amen

After the Eucharist, the meeting was suspended and the congregation was directed to join the Annual Meeting Zoom call. The Zoom call began with a slide show that included pictures from the many events of 2020 that we shared together.

The meeting was recalled to order at 10:48 a.m. on Zoom with an opening prayer by Kate Ekrem. Charles Hornig served as our Parliamentarian. He led an orientation to the meeting. Parishioners signed into the chat function in for attendance.

A quorum was certified by the clerk and a **motion** was made, seconded, and unanimously passed to approve the minutes of the 2020 Annual Meeting.

2020 Nominating Committee Report (Kate)

The committee worked for several months on the slate. Thank you to the members of the committee: Christopher Huggins, Jackie Potdevin, Lee Noel Chase, Karen Schragle, and Tony Johnson.

The following nominees for officers, vestry, and deanery representatives:

Senior Warden: Murray Daniels

Junior Warden: Sarah Conrad

Treasurer: Winthrop Brown

Clerk: Cathy Burns

Vestry for 3-year term: MaryAnn Burnside

Vestry for 3-year term: Helene Sullas Huggins

Youth members for 1-year term: Christie Burnside and Heath Fox

Deanery representatives (one year term): Linda Kukolich and Sarah Klein

(2021 Minutes continued)

The following vestry members will continue to serve their elected terms and are not standing for election this year:

1-year term: Susan Dresley, Dan Voss, Cassie Bowlby, and Susan Burkhardt

A **motion** was made, seconded, and **unanimously approved** to elect the slate of officers, vestry and deanery representatives as submitted and included in the annual report.

This group will be commissioned next Sunday, February 7, 2021.

Election of the Nominating Committee for 2021-2022

The following candidates have expressed an interest in serving on next year's Nominating Committee. We need 5 members and 1 alternate. We will take nominations from the "floor" and vote on Zoom. The following are the candidates: Endy Chiakpo, Richard Friesner, Joanne Frustaci, Judi Dimicelli, Randy Bowlby, John Bernhard, and Karen Schragle. Additional nominations: None.

We will have a vote. The slate is on the screen. Choose 5 candidates.

The Nominating Committee for 2021-2022 are: Endy Chiakpo, Richard Friesner, Joanne Frustaci, Randy Bowlby, John Bernhard, and Judi Dimicelli will serve as alternate.

Leadership Report

Warden's Report and Budget Presentation (Bill Vogele, Murray Daniels)

Bill Vogele started by remarking how wonderful it is that we are all together. We are a parish that is resilient, loving, and full of hope whose members are drawn by faith, empowered by love, committed to justice. He stated that our faith helped us leap into the unknown last year; our love for one another was exhibited by our Regathering Team looking for ways to be together safely and nurture our community; and our commitment to justice strengthened our relationships and helped us respond to hurt in the world. Bill went on to thank parishioners who were finishing their term of service on the Vestry and those that were just elected. He thanked the Regathering Team, Tech team, and anyone else who worked so hard this past year to help us stay connected to each other and to God.

Murray Daniels talked about the work of the Regathering Team, led by Paula Antonevich with Cassie Bowlby, Murray Daniels, Christopher Huggins, Lori Wright, Erica Brotschi, Kate Ekrem, and Andrew Goldhor. He talked about how the team needed to address Diocesan guidelines, with checklists, support, and oversight. The team used parish surveys to ask questions and developed ways for the Food Pantry and Lexington Play Care to use the building, along with AA groups, and our staff, in particular our Sexton. They also focused on live-streaming technology and how best to ventilate our building, recognizing the importance of fresh outside air.

Murray continued to address our worship and music and how to keep our parishioners safe while still sharing worship together with music. He remarked that in 2020, we were from full in-person worship to online morning prayer to online Eucharist to in person Communion on Christmas Eve. In music, we

(2021 Minutes continued)

went from live music to a mix of remote, previously recorded, newly recorded, and on-line music. Special thanks to the Tech team, staff, and guest musicians all helping to make things happen.

Bill Vogele addressed our financial situation and started by thanking the parish for their generosity of time, talent, and treasure. He shared that he wanted to highlight the financial minds of the Finance Committee who meet each month they look at the finances. They review the monthly status of the church finances. He reported that on the revenue side, we are about \$25,000 short of the budget. In January of 2020, the Vestry approved deficit of \$15,000. Because of the pandemic, by end of the year revenues were \$25,000 short. This could be attributed to a reduction in gifts and especially rental income. However, expenses were about \$40,000 lower, due to saying goodbye to Andrew, lower program costs, and much lower utility costs. So, at the end of the year, we had a balanced budget. At the beginning of 2020, we had no way of knowing how things would play out.

Bill addressed the issue of the PPP loan. In August, with Vestry authorization, the Finance committee secured a loan under the CARES act for about \$50,000. It seemed appropriate to support Redeemer staff and mission; it was prudent because times were uncertain and it was opportune because the program was expiring. In 2021, Vestry will have to address how to use any funds that flow in from forgiveness of the loan.

At the end of 2020, we ended up in a good place. The 2021 budget was approved by Vestry projecting a surplus of \$12,000; with expected income of \$542,000 and expenses of \$530,000. Some underlying assumptions were made to come up with this budget. First, personnel costs will be lower because we still do not have an assistant clergy person; second, reduced costs from the use of the building; and third, we think rental income will recover but not until the fall.

Most important budget impact will be hiring a new assistant clergy person. When looking at our income, the largest portion comes from gifts; and on expense side, our largest expense is personnel. They are roughly balanced. Rentals keep the building open. The variables relating to hiring a new assistant are when they begin, what health insurance is needed, and their level of experience. Newly ordained priests will cost less than a priest with experience. The budget was created knowing that these were concerns.

Regarding the Stewardship campaign, while we did lose some members, we had an increase of 9 new pledges leaving us with a net increase of 4 new pledges. The total amount pledged also increased.

In closing, Bill said that looking forward we are in a great place and we are blessed by generally crazy members. The parish is looking forward to a safe return to worship, but we will continue to live-stream services. We will apply the lessons we have learned along the way to keep connected so we can return our attention to the sanctuary design project. The values we have of justice, community, and love will continue to sustain us.

Questions were taken from parishioners and topics covered included questions about how we served our Mission partners and potential solar energy projects.

A **motion** was made and seconded and approved by **unanimous vote** to adjourn the annual meeting. The meeting was adjourned at 11:55 am.

Submitted by,

Cathy Burns, Clerk

Meeting Attendees:

Bill Vocele	Charles Hornig	Richard Friesner
Ingrid Klimoff	Peter Jacoby	Murray Daniels
Cathy Burns	Ian Fox	Tony Johnson
George Murnaghan	Christopher A Huggins	Evelyn Haussein
Karen Schragle	Alix Fox	Susan Dresley
Erica Brotschi	Katharine A Mockett	Sandra Koerber
Ginny Neumann	Jim Neumann	Heath Fox
Debbie LeBlanc	Linda Kukolich	Jeanne Jacoby
Cara Kalf	Mary Eames Ucci	Katherine Ekrem
Steven Dillman	Susanne Dillman	Lance Conrad
Adele Purvis	Connie Parrish	Calie Koso
Jackie Potdevin	Peter Koso	Judith Dimicelli
Susan Burkhardt	Mia Jacoby-Twigg	Sarah Klein
Cassie Bowlby	Noah Jacoby-Twigg	Randy Bowlby
Sarah Conrad	Caroline Wortman	Bethany Friesner
Sam Stevens	David Cooper	Claudia Cooper
Paula Antonevich	John Bernhard	Christie Burnside
Russell Antonevich	Mike Webb	Cara Kalf
Bethany Friesner	Deb Jacoby-Twigg	MaryAnn Christie Burnside
Jamie Burnside	Mia Ong	Winthrop Brown
Steve Burns	Kathleen Mirani	Beth Murnaghan
Brad Dillman	Peter Dillman	Karen Daniels
Mary Nokes	Sandy Anagnostakis	Chris Needham
Frank Fornaro		





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Committee/Team Updates

2021 Nominating Committee Report

The Nominating Committee (NOMCOM) has the responsibility to bring a slate of nominees to the annual meeting for the purpose of filling vacant positions on the Vestry as well as positions as Alewife Deanery representatives. (NOMCOM members are prohibited from serving on Vestry during their tenure and may not nominate themselves to open positions for the coming year).

At each annual meeting, church members may nominate themselves or other members to be members of the NOMCOM for the coming year. Once nominations are closed, members vote to decide who will be on the six-member NOMCOM (five members plus one alternate).

Note: newly approved bylaws will change the above procedure so that the vestry will choose the nominating committee beginning with the 2022 Annual Meeting.

At the next annual meeting, NOMCOM presents its slate of nominees to the church membership. Members are also given the opportunity to nominate other members not listed on the NOMCOM's slate. Church members vote to accept or reject the slate of nominees brought forward by the nominating committee and/or vote for any other nominees should there be any presented.

At the January 2021 Annual Meeting, the following were selected to be on the Nominating Committee (NOMCOM) through the remainder of 2021:

John Bernhard
Randy Bowlby
Endy Chiakpo,
Richard Friesner,
Joanne Frustaci,
Judi Dimicelli (alternate)

The NOMCOM held its first meeting via zoom on 17 June 21 to discuss the work ahead and continued communication via email to develop the following information:

Vestry Officers serving in 2021 willing to serve again in 2022:

Murray Daniels - Senior Warden
Sarah Conrad - Junior Warden
Winthrop Brown - Treasurer
Cathy Burns - Clerk

The following individuals had completed their terms and would be leaving the vestry, leaving four positions to fill:

Dan Voss
Susan Dresley
Rory Fox (youth member)
Christie Burnside (youth member)

Linda Kukolich and Sarah Klein held the only two of five available Alewife Deanery representative positions during 2021, giving the NOMCOM the opportunity to fill at least three positions. (Of five

possible positions as Alewife Deanery representatives, no more than two of the five are allowed to vote at the annual Diocesan Convention held in November of each year).

The following individuals have accepted Vestry Nominations:

Linda Kukolich (leaves additional Alewife Deanery representative position open)

Joanne Frustaci (resigned from NOMCOM in July 2021)

Haynes Porter (youth representative)

The remaining youth Vestry position could not be filled as of this date.

The following individuals have accepted positions as Alewife Deanery representatives:

Connie Parrish

Calie Koso

Mike Webb

Sarah Klein

Respectfully Submitted,
2021 Nominating Committee



Leadership Report

Warden's Report
(Murray Daniels)

First, many thanks to all who served on the Vestry this past year. And special thanks to those who are leaving us: Christie Burnside, Susan Dresley, Rory Fox, and Dan Voss. Additional thanks go out to the Regathering Team led by Erica Brotschi, the Tech Team, all our various worship leaders (Altar Guild, lay readers, musicians, acolytes, ...) and our finance and personnel teams who all demonstrated remarkable resilience under difficult circumstances.

We (the entire COOR community) took on many efforts this past year to include: rewriting our Parish Bylaws, exploring the potential installation of solar panels, implementing enhanced in-person outdoor worship, installing a sprinkler system with a new water meter, and approving the purchase of an AED (Automated External Defibrillator) device ... all while adapting to the ongoing constraints of the COVID pandemic. We welcomed a new Assistant Rector who pitched in admirably after just a couple of months on the job to fill in when Mtr. Kate went on sabbatical over the summer. We welcomed Jessica Faggiano to be our new office administrator. In October, we learned with a mixture of both hope and sadness of the departure of our beloved rector Kate Ekrem to serve as rector at Christ Church in Cambridge and celebrated her time with us at a special service in November. In December, we welcomed the Rev. Ginger Solaqua to serve as our Interim rector during our transition to a new rector.

Looking forward, we remain exceptionally blessed – all because of the great community we have here at COOR. We remain focused on maintaining a safe community for all in all that we do. We are moving to a mix of in-person, hybrid (both in-person and online), and online-only experiences to meet the needs of all. We will continue to focus on significant long-term projects such as the worship space redesign effort begun before the pandemic and the solar panels project. And finally, we plan to make a deliberate, but also efficient, search for a new rector.



Acolytes

The fall of 2021 saw the return of weekly in person presence of the Redeemer Acolyte team contributing to the Worship ministry. Many times, this fall it was mentioned to me by our community how wonderful it was to see them back, live and in the service. Recognition for the 2020 team was held in September as well as a team training event (Gingerbread House muffins!) and it was great to see each other outside and in person. Major events were supported as Redeemer hosted the Confirmations, Receptions and Reaffirmations of Vows for eight parishes. At Reverend Ekrem's leave – taking service in October, the Acolyte team led the service's procession and were honored to receive from her Redeemer's Gospel Book as a symbol of their ministry. Additionally, it was great to be present during the Lessons and Carol, Creche (outside and cold!) and Christmas Eve services.

The team's twelve families / twenty acolytes' range in tenure from starting this past fall (two!) to those who have been faithfully serving the Redeemer community for 10 years (two!) – the longest duration served in recent Redeemer history. We will formally acknowledge their contributions on recognition Sunday, to be held in late spring, where the acolytes will be awarded colored ribbon and cross combinations based on the years of service to Redeemer.

We continue to be blessed by their contributions and dedication to this ministry.

Respectfully submitted,
John A. Wright, Jr., Chair



Alewife Deanery

The Alewife Deanery met monthly with the culmination of the year on a full day Zoom Convention on November 12-13.

The monthly meeting work of Deanery generally opens with prayer, a check in from the Deanery Congregation, discussion of grants and votes for approval, announcements and updates. We end with closing worship and a reminder of the next meeting.

The October Budget meeting prepares members to be ready with their votes during the November 13th Zoom Convention. Another pre-Convention event of particular note was a viewing of the documentary 'A Reckoning in Boston' with a panel discussion with Kafi Dixon and Carl Chandler, producers and key voices in this documentary about housing inequality in Boston (<https://www.areckoninginboston.com>)

The Annual meeting is conducted by Bishop's Gates & Harris who both call for prayer and carry a portion of the meeting's work. With over 300 members voting on Zoom advance preparation on email replaced the booklets usually distributed.

While the budget is the most obvious reason for the Diocesan Convention, the more interesting discussions involve our resolutions. This year, those included approval of our new Mission Strategy, promotion of Green Burial practices, and a resolution to enter Bishop Barbara C. Harris into the

Episcopal calendar. There were also calls to action on promoting carbon drawdown and studying reparations. Details of the convention are found at <https://www.diomass.org/diocesan-convention-2021>

While the Convention was the highlight of the year, the Diocese also maintained regular email communication with the monthly FYI newsletter distributed on email with the Events Calendar and Job Postings .

Deanery Representatives:

Linda Kukolich (voting), Sarah Klein (voting)



Altar Guild

Pandemic worship required ongoing flexibility and creativity from the Altar Guild this year. Early in the year, vaccinations allowed us to return to in-person work in the sacristy and church. Altar guild members responded gracefully to changing needs over the course of the year as guidance from the Diocese and Regathering committee evolved with the pandemic. Altar Guild members exercised great creativity in making the nave and altar beautiful in each season in a way that could be experienced by in person and online worshippers. They also responded creatively to ever-changing needs as the parish experimented with a series of ways of offering a second Sunday service outdoors, from eucharist to evening prayer. We are thankful to Susan Dresley for her years of service and wish her God's blessing in her new home.

The Redeemer Altar Guild is actively seeking new members. Our intrepid group helps our dedicated clergy by making sure the altar, sacraments, and worship space are ready each week. Our tasks are light and can be done at a variety of times so this is an ideal ministry for individuals who need some flexibility in when they contribute their time.

We will be having an information session on February 27th at 10:30 a.m (i.e. after the 9:30 service). All are welcome! Please join us if you would like to learn more. This important ministry needs your help!

Members: Debbie LeBlanc, Suzanne Wones, Valerie Clausen, Susan Dresley



Christian Formation

Assistant Rector's Report for Christian Formation for the year 2021 the Rev. Emily J. Garcia

Christians of all ages need help in formation, education, and discipleship. I joined the parish in March 2021, so this report is shaped by the fact that I am still learning about all of these programs! The pandemic—in all its stages and variants—has kept this parish on its toes. I am deeply impressed with this community's commitment to its youngest members and to formation for everyone. There is a willingness to experiment and a flexibility that I have loved to work alongside, and that I believe is a blessing to God's kingdom.

Atrium & Catechesis of the Good Shepherd

3yo through 5th grade

Our Catechists are Peter Koso, Linda Kukolich, and Lori Wright; Debbie LeBlanc has also assisted, especially early in 2021. They have done an amazing job in adapting this rigorous curriculum through the course of the pandemic. At their suggestion, in the spring, we took a brief survey of adults with children in their households to ask what their preferences were for their children. Families favored meeting in person (even in suboptimal conditions!) over anything online, so we continued to do that over the summer and into the fall. Our classes are small but mighty! We hope to move indoors in the new year now that we have more information on ventilation, and since more young people are able to be vaccinated (though that will not be required).

Rite 13 and Journey to Adulthood (J2A)

6th grade to 10th grade

At the start of 2021, Rite 13 was led by Susanne Dillman and Gerald Yung; we closed the program year with a second Rite 13 ceremony. J2A was led by Cassie Bowlby and Andy Clausen, and we closed the second year of the program with a modified J2A pilgrimage, entirely outside. At the start of the program year we still did not have lay leaders for these programs, so I convened twice a mixed group of the new classes. The weather made this very hard! Starting in the new year we will be able to meet inside as all students are required to be vaccinated or to test negative each week. Mtr. Kate and I made a plan that will allow for shorter volunteer terms (6mos to 1yr) and I hope that this will allow us to continue these programs with lay leaders.

Youth Group

9th-12 grade

Cathy and Steve Burns have done a magnificent job of sustaining and building this community during the pandemic; I believe there were many games of Among Us and a few great online discussions! In the spring and early fall they met outside, and by November with the Regathering Team's approval they were able to move indoors and return to cooking; each member is vaccinated (or tests negative each week) and they eat at a 6ft distance in the Great Hall with the filter on.

Adult Forum

After the Rev. Andrew left, a great committee had taken the lead on setting up and running Adult Forum and online coffee hours. Shortly after my arrival, much of the committee disbanded due to other commitments. With the shifting Sunday schedule through the summer and fall, plus the sabbatical and then Kate's departure, we were not able to start up our full schedule. We picked up in

November with a Forum put on by the Social Action Committee, and I anticipate beginning a regular schedule in the new year.

Adult Bible Study

We have begun gathering folks for a weekly Bible study that will meet online. I'm grateful to Julie Schaffner for bringing this to the top of my list for adult formation. This, I hope, will supplement the important work our Education for Ministry (EFM) members are doing.

Education for Ministry

The EFM group continued to meet under difficult circumstances this year, in a mix of in-person and online meetings. This fall they began their new year with 6 new and returning members! Mary Ucci has remained as the mentor and organizing leader of the group.

Parties and Events for the Whole Church Family

In December we finally held what I hope will be the first of many open events. With Helene Sullas Huggins' cookie-decorating management skills, we held a Cookies, Carols, & Saint Nicholas event on the sunny church steps. The event was for all ages and designed with children in mind. These events are important not just to celebrate together—an important part of being a Christian!--but also as part of our evangelism and outreach.



Finance/Investment Committee

Redeemer's 2021 Finance Committee consisted of Jim Neumann (chair), Sam Stevens, George Murnaghan, Tony Johnson, John Bernhard, Bill Vogeles, Ian Fox, Sarah Conrad, our former Treasurer, Jeanne Jacoby, and our terrific new Treasurer Winthrop Brown. Sarah has served as the Vestry Liaison to the Finance Committee. We are fortunate to have members who have excellent Finance skills and are broadly involved in church-wide activities, allowing us to work closely with the Vestry, Executive, Personnel, Mission, Stewardship, and Property Committees. Our committee has been blessed to enjoy this broad representativeness and financial talent since at least 2012.

We meet once a month, 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. 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 and financial recommendations for Vestry consideration.

Since 2020, we figured out how to meet monthly and share files in a fully remote format, via Zoom. We continue to be grateful for the dedication of Jessica Faggiano, our bookkeeper Roberta VanDerkyl, our counting team (Alix Fox and Susan Burkhardt), Treasurer Winthrop Brown, and everyone who manages COOR budgets, for creatively figuring out how to keep our financial wheels spinning while maintaining all the public health safeguards needed to keep folks safe and healthy. The entire Finance Committee could not be more proud of how this team responded to another extraordinary year.

This year we learned that, primarily through the efforts of John Bernhard, our Eastern Bank PPP loan was forgiven (attaboy John). Our partner Lexington PlayCare has returned to at least relative financial health and, as a result, full rent payments. Tony Johnson continues to make tireless contributions documenting our activities and keeping us on topic. And Ian Fox has taken full command of the budgeting process and our long-term financial modeling. We wish Sam Stevens well as he retires from Finance – we think to pursue his true COOR passion, singing in the choir – we will miss his incredibly long institutional knowledge, and his detailed understanding of our accounting software, Church Windows – and wish him well!

The remarkably positive developments of 2021 noted above, along with George Murnaghan's continuing steady leadership of the Investment Committee, puts COOR in an excellent financial position to conduct our Rector search, consider new solar on our roof, and hopefully, reopen our space to new and varied programs. Faith, and all these good outcomes, has made us a hopeful group!

Our meetings are by turns prayerful, lively, and energetic, reflecting the high level of dedication, skill, and experience within the committee – and you might not believe it but we also have a great sense of humor - please contact any member if you'd ever like to join us, as a temporary or permanent member!



Liturgy Team

Many thanks to Susan Dresley and Charlie Coons, who in late summer, moved on from successfully co-coordinating the Liturgy Team. They had served as chairs for six years and nine years respectively. The coordinating responsibilities are now being facilitated by Bob Powers. Throughout 2021 the Liturgy Team focused on its in-service reading responsibilities from Scriptures, the Prayers of the People and Collect - and within the safety guidelines of the re-gathering committee began to allow the option of in-person reading as well as reading by Zoom (which remains the case). Approximately 16 parishioners took part in regularly reading.

Submitted by Bob Powers
Current chairperson: Bob Powers



Memorial Committee

Maintaining our Memorial Garden has always been left up to occasional volunteer efforts. Over the years, the garden fell into “disrepair”. The Vestry in 2020 passed a motion to fund the maintenance of both the Memorial and Labyrinth gardens. Now, for the second year, we have been paying to have them maintained. In 2021 the Memorial Committee hired the young landscaper, Peter Benton. He did a wonderful job both because he is responsible and skilled, and he was able to work hand and hand each weekend with his grandmother, Ashley Rooney. We are very pleased to report that he will be returning again during the growing season of 2022. A huge thanks to Ashley who has overseen the weeding, trimming, and many additions to the gardens over the past two years, and the coming year.

Members of the committee: Ashley Rooney, Russell Antonevich, Karen Schragle, Mary Nokes, Mary Ann Burnside and Christopher Huggins (Chair).



Music Committee

The Redeemer Music Program started 2021 with great hopes for a quick return to some semblance of normal after spending much of 2020 reacting to the pandemic. The adult and children’s choirs had ceased all in-person activities. The Organ Committee took a strategic pause. We pivoted to the use of recorded music.

As the year progressed, we continued much of the practices of the previous year until late Summer and early Fall when the choirs resumed in-person music-making taking advantage of the safety of the great outdoors. While still focused on recording music for the services, the choirs took a significant step forward by being able to make music together at the same time and place. Eventually the adult choir, under the guidance of the Regathering Committee, determined we could reasonably safely practice and record music in the sanctuary keeping the windows open, staying socially distanced, and wearing masks for all but short recording sessions. We also resumed live instrumental music during services for preludes, communion meditations, and postludes.

As of this writing, we have a significant library of COOR-recorded music – some recorded in years past as well as many recorded since the pandemic began. This includes a mix of hymns, choir anthems, children’s anthems, and instrumental pieces. While we look forward to having live vocal music in our services again, this library gives us at least a semblance of the Music Program we had before the pandemic hit us. This is a testament to the hard work of Bernadette Colley our Music Director as well as numerous volunteers who offer their many and varied gifts. Our deepest thanks go out to all!

Faithfully yours,

Murray Daniels for Bernadette Colley, Music Director



Pastoral Care Committee

The ministry of the **Pastoral Care Committee** is to care for our fellow parishioners who are unable to regularly attend church services due to health or mobility issues, reminding them that they are important and viable members of the Redeemer family. Normally, team members visit, make phone calls, write emails, bring the Eucharist, and share current Redeemer news to make certain our homebound parishioners continue to feel part of our church community, but the pandemic continued to bring big changes to how we were able to minister to each other.

Covid did not just affect our homebound parishioners, but all of us as we were no longer allowed to come together for Sunday worship. Because we could not minister to each other in-person, team members utilized other ways of keeping in touch. We telephoned people on a regular basis and we made extensive use of snail mail, sending cards and letters every month. We continue these efforts even as we slowly begin returning to in-person services in the church building.

Pastoral Care is a very satisfying ministry and is open to the entire congregation. No special skills are needed—just a loving heart. Until the pandemic resolves, we will meet quarterly by zoom with the clergy to review the needs of Redeemer's homebound members and to see how best we can serve those needs. Please prayerfully consider joining us.

Faithfully submitted,

Cassie Bowlby-Chair

Rev. Ginger Solaqua, Mtr. Emily Garcia, Cathy Burns, Maryann Burnside, Joanne Frustaci, Evelyn Hausslein, Kathy Mockett, Janet Needham, Jackie Potdevin , Elizabeth Smith



Property Committee

Projects & Activities

Irrigation: Vestry approved the expansion of the Memorial and Labyrinth irrigation system to include the driveway flower garden, front of church gardens, and the lawn. A separate water meter was installed to avoid the high sewer fees. We also purchased a “smart controller” that links to weather reports so watering will not occur if rain is predicted or has taken place. An iPhone app allows total control of all zones. Many thanks to the Ad Hoc Irrigation Committee for their in-depth analysis of this new Capital Improvement.

Solar Panels: Charles Hornig and Dan Voss worked hard to provide the vestry with additional information. Research continues to evaluate the addition of solar panels on the roof of the church.

Air Purifiers: for the safety of the parish, multiple air purifiers have been purchased for the church and offices

Thinning and trimming: Thanks again to Ashley Rooney for her coordination and oversight of a professional arborist to trim the trees around the Memorial and Labyrinth gardens and the maple trees

on the parking lot island. Ashley also worked with Cotting School students who trimmed the bushes and trees along our driveway and around the parking lot. Charles Hornig both chain-sawed and trailered-away loads of branches in his truck/trailer to the Compost Center. Thank you, Ashley and Charles!

Upgrade streaming: Steve Burns removed two rows of chairs in the balcony and constructed a stage for the Tech Team to place their desk and the new AV cabinet. We now have direct ethernet run to the equipment, so we are not dependent on the WI-FI. New amplification, microphones and mixer were purchased, as well as a new camera. The plan is to have streaming for the foreseeable future.

The Mowers consisted mainly of Lance Conrad again and his mechanic, Steve Burns. Our aging riding mower required Steve's attention multiple times. Many thanks to you both!

The Flower Garden was spectacular again this year. Ashley Rooney and Peter Lund quietly and skillfully tend this huge flower garden that greets and welcomes people as they walk, bike and drive along the busiest side of the church. Much appreciated!!!

Planting bulbs in various gardens happens like clockwork each fall thanks to John Wright and his family. Thank you, Wrights!

Roy McHoul who cleans and maintains our busy facility. Thank you for your dedication and hard work during these challenging days.

Jessica Faggiano is an important member of the facilities team as she helps schedule the annual inspections and vendors coming and going throughout the year. Thank you, Jessica.

Capital 2022:

Church Projects:

- a.) Paint steeple (approved and booked)
- b.) Paint portions of the exterior of the church
- c.) Tree removal

Possible Rectory Projects:

- a.) Paint interior
- b.) Upgrade sliders
- c.) Upgrade bathrooms
- d.) Upgrade patio

Members: Ashley Rooney, Lance Conrad, Bill Vogelee, Steve Burns, Dan Voss, Charles Hornig, John Wright, Bruce Francis, Randy Bowley, Roy McHoul and Jessica Faggiano.

Respectfully Submitted, Christopher Huggins, Property Chair



Racial Equity Action Group

Meetings: Monthly, 2nd Wednesday of the month. Meetings stayed virtual for 2021

Summary: 2021 continued to be a difficult year for racial equity awareness in America and REAG worked to try to support the Redeemer community through this challenging year. We consistently met monthly to help and support each other to process all that we were seeing around us. We discussed ways that we as Redeemer and we as individuals can help improve racial equity.

Actions Taken in 2021 & Plans for 2022

- Dismantling Racism In Our Town course
 - Courses continued to be well received
 - Many town leaders have participated and the courses continue to grow
 - Huge thank you to everyone involved for so much great work
 - In 2022 we will continue to run the courses for new groups
- Supporting ABCL
 - Sean Osborne, president of ABCL (Association of Black Citizen of Lexington) joined one of our meetings to share the work their group is doing with focus areas on police reform, education, and housing
 - In 2022 we will continue to work with ABCL to support their priorities
- Police reform in Lexington
 - We celebrated the promotion of Lexington police sergeant Christiana Severe who became first black sergeant in town history
 - We were unsuccessful in having a REAG member on the interview committee for the newly hired police chief
 - In 2022 we will continue to stay connected to policing matters in Lexington
- Housing in Lexington
 - We met with Charles Hornig who shared history about housing in Lexington and the work he is doing on the planning board
 - REAG discussed why housing issues are a key component of racial equity because of historical zoning restrictions and racially biased real estate markets
 - In 2022, REAG will continue to support the work Charles and others are doing to support affordable housing issues
- Movie club
 - We continued our monthly movie club with movies such as “Do the Right Thing”, “The Murder of Fred Hampton”, “One Night in Miami”, “Just Mercy”
 - We meet monthly on a Friday evening to discuss a movie about racism or racial equity. All are welcome!
- Weekly Newsletter
 - We used the weekly newsletter and Facebook updates to share information with the Redeemer community
 - Huge thank you to Jessica for supporting this!

- Coordinating with other groups
 - We are looking to expand our network in 2022 and coordinate on events and planning with other similar anti-racism groups in town
 - Redeemer is not alone in working towards anti-racism and we look forward to working with partners at other religious organizations to further the work.

Leaders: John Bernhard, Endy Chiakpo, Peter Jacoby, and Kalpana Dulipsingh continued as Co-Leaders.

Members: Sarah Conrad, Deb Jacoby-Twigg, Mary Nokes, Mia Ong, Judi Dimicelli, Randy Bowlby, Connie Parrish, Bill Voegelé, Emily Garcia, John Bernhard, Endy Chiakpo, Kalpana Dulipsingh, Peter Jacoby. And all are welcome!



Regathering Team

The Regathering Committee was constituted after the church shut down worship in March 2020, due to fear of Covid-19 transmission. The Diocese recommended that each parish create a committee to oversee the resumption of parish activities.

The committee met first weekly, and now meets every 3-4 weeks. Paula Antonevich expertly ran the committee as its first chairperson, and Erica Brotschi became chair when Paula moved away. The other committee members are Cassie Bowlby, Murray Daniels, Richard Friesner, Mother Emily Garcia, Christopher Huggins, and Mother Ginger Solaqua. Lori Wright also was on the committee during its initial meetings.

Many of the guidelines or restrictions on our worship and other activities came from the Diocese. Guidance from the bishops required that we institute six-foot distancing between households, maintain masking, avoid eating and drinking together, and (until recently) avoid singing inside. The Diocese also required that the church does not ask about vaccination status or use vaccination status to prevent participation in public worship. (The rules for six-foot spacing and no vaccination requirement apply specifically to public worship).

When we learned that the virus causing Covid-19 was transmitted mainly by respiratory aerosols, the Regathering committee convened a Ventilation subcommittee, consisting of Christopher Huggins, Sarah Klein, Jamie Burnside, and Erica Brotschi. This group studied droplet transmission, air exchange, and air filtration. We purchased a carbon dioxide monitor to measure indoor carbon dioxide as a method to track air exchange. With Vestry approval, we are purchasing air purifiers to place in the front of the church, the offices, and the kitchen.

Where do we stand now in our efforts to keep everyone safe?

- 1) We are maintaining six-foot distancing between households, and indoor masking, as required by the Diocese.
- 2) The six-foot distancing allows about 18 households in the church, with the potential to add 6-7 more in the chancel and balcony. Overflow seating is possible in the Great Hall.
- 3) The congregation is now allowed to sing with masks on during the indoor service.
- 4) We have obtained indoor CO2 measurements in the church during worship that indicate excellent ventilation when the windows are partially open. We will be trying other ventilation options and measuring the effectiveness of air exchange.
- 5) We have protocols to track attendance and respond to positive Covid-19 tests in the church community.
- 6) The Food Pantry has returned the space in the Great Hall to the church, to use for parish activities and rentals. The Great Hall and downstairs meeting room have effective fans and filters for air exchange.
- 7) The adult choir, as well as children's and youth programs, are transitioning to indoor spaces for their activities.
- 8) Adult Forum can now occur in hybrid form, with participants in the Great Hall and remotely.
- 9) The Tech Team continues its excellent work, to allow parishioners to participate online, if they do not feel comfortable returning to in-person worship.

Our committee continues to follow the literature on Covid-19, and the number of cases both nationally and locally, as we try to decide when it is safe to resume more of our parish activities. The goal is to maintain our community and keep us all safe.

Please feel free to contact us with questions and concerns.

Erica Brotschi MD



Social Action Committee

Micah 6:8:

He has told you, O man, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?

In 2021, the Mission Committee changed its name to the Social Action Committee. With this name change, however, the core of our vision and our key principles remained the same.

We seek to be Christ's heart and hands in the world in partnership with people, organizations, and other religious communities. Our experience has been that spiritual growth and social action activities feed each other and that our work builds our parish community. We have chosen to support organizations that our members are passionate about and to which they give their time and talent. Central themes of our outreach include the wellbeing of children, hunger, and homelessness.

Our Key Principles include:

- We pursue mission to be in relationship with, and not just in service to, others, especially those who are different from ourselves.
- As such, we seek to apply our anti-racism awareness to the relationships with our mission partners and intentionally engage with them to ensure we are meeting their needs, and not imposing our own.
- Since we are not a large organization, we seek to partner with other organizations over many years to create sustainability, commitment, and relationship.
- We focus our mission ministries on hunger, homelessness, and the education and wellbeing of children.

Unfortunately, the challenges of 2020 continued in 2021, and the ways we could work in partnership with others remained limited. The work of our partners was made more difficult, and in most cases even more urgent, with the continued challenges of 2021.

During 2021, our mission work included:

- Bristol Lodge Soup Kitchen, Waltham – As Redeemer has for over 30 years, we continued to provide Bristol Lodge with a nutritious and delicious meal to serve to their guests on the fourth Monday of each month. The Bristol Lodge team, led by Regina, ensured that meals were delivered safely each month. This would not have been possible without the support and donations of the Food Link and The Chateau Restaurant in Waltham. We remain grateful to them for their support, and to Regina for her coordination and leadership.
- Esperanza Academy – A middle school for girls in Lawrence, MA. We have stayed in touch with Esperanza through this year, and provided monetary donations to the school, including support for this year’s virtual Harvest of Hope event.
- Essex County Habitat for Humanity - Building affordable homes for individuals and families. We were not able to have a team volunteer with Habitat for Humanity this year, but are hopeful to get back out to work sites with them as soon as it is safe to do so. We continued to provide monetary support.
- The Grow Clinic – A failure-to-thrive clinic at Boston Medical Center. We provide monetary support, diapers, hats, and other supplies each year. This year the Clinic continued to see their caseloads grow, including an influx of recent immigrants with acute needs. Each December Redeemer serves as the primary supporter for the Grow Clinic’s holiday party for families, and we continued that support this year. While the party was online again this year, our community provided monetary support for crafts, gift cards, and more to ensure they were able to offer the kids and families a happy and festive holiday experience. We particularly appreciate our knitters and others who donated hats, blankets, and other supplies that we were able to deliver to the Grow Clinic in December, and we plan to take another load in January 2022. Many thanks to Susan Burkhardt and Dabbie Harter for coordinating the gathering of those donations!
- LexEAT Together – Offering a free, weekly community meal in our Great Hall to anyone who needs nourishment and companionship. Unfortunately, LexEAT had to cancel their meals at the start of the pandemic and will not return until it is deemed safe to do so, given the high-risk population they serve. However, the team continued to stay connected, supported the work of the Food Pantry, including a partnership with Minuteman Technical High School, made

sandwiches each week for the Community Day Center in Waltham, and have found other ways to contribute to the effort to combat food insecurity.

- Lexington Food Pantry, housed in our Great Hall and directed by Redeemer parishioner, Carolyn Wortman, The Food Pantry continued to see great need for their service in 2021, and continued some of the service innovations that came about due to the constraints imposed by the pandemic. Their team has done a tremendous job continuing to serve the Lexington community, and we are grateful for their work.
- Lexington Refugee Assistance Program or “LexRAP” - Supports and assists refugees and asylum seekers providing a support network for housing, food, clothing, transportation, health care, education (especially English), employment, legal aid, and socialization. LexRAP is typically the recipient of our Patriot’s Day pancake breakfast proceeds. Although we were not able to host a pancake breakfast again this year, we did send a donation to support the important work LexRAP continues to do.
- St. Christopher’s Episcopal Mission, Navajoland Diocese - While the ongoing pandemic has meant that we have not been able to send a group to St. Christopher’s we have tried to maintain our connection with them through staying in touch and monetary donations. Donations help St. Christopher’s Mission supply food and other essential supplies to residents of the Navajo reservation in southern Utah. We are hopeful to be able to travel there again once it is safe to do so.

Team Leaders:

Bristol Lodge – Regina Rockefeller

Esperanza – Mia Ong

Essex County Habitat for Humanity – Steve Burns

The Grow Clinic – Sarah Conrad, Chris Needham, and Susan Burkhardt

LexEAT Together – John Bernhard and George Murnaghan

Lexington Food Pantry – Carolyn Wortman

LexRAP – Ingrid Klimoff and Ashley Rooney

St. Christopher’s Mission – Erica Brotschi, Cathy Burns, and Steve Burns

2021 Donations

Partner	Operating Budget	Parishioner Contributions	Total
Grow Clinic	4500.00	630.00	5130.00
Habitat for Humanity	500.00	440.00	940.00
Food Pantry	0.00	397.80	397.80
LexRAP	1417.45	1197.55	2615.00
St. Christopher's	1750.00	547.80	2297.80
Esperanza	1500.00	100.00	1600.00
Bristol Lodge	3082.56	0.00	3082.56
Food Link	500.00	0.00	500.00
	13250.01	3313.15	16563.16

Report prepared by Sarah Conrad, Social Action Committee Chair



Stewardship Committee

“As each has received a gift, use it to serve one another, as good stewards of God’s varied grace.” (1 Peter 4:10)

January 2022

Committee Members: Randy Bowlby, Winthrop Brown, Connie Parrish (Co-Chair), Bill Vogele (Co-Chair), *Vestry Liaison:* Winthrop Brown

Committee purpose and objectives

The Stewardship Committee’s mission is to help all Redeemer members to live generously and thankfully, to understand the transformative power of Christian giving, and to use our time, talents and treasure to shine the light of Christ in the world. The Stewardship Committee implements strategies to develop a culture of generous stewardship at Redeemer. These include:

- The annual pledge campaign, in which parishioners are asked to make a specific financial commitment to Redeemer in the upcoming year to fund the Church operating budget;
- Planned giving, which encourages individuals to include Redeemer in their estate planning;
- Recognizing and thanking parishioners for sharing their gifts;
- Encouraging members to share their gifts of time and talent with Redeemer and its social justice partners

The Gift of Community

This year’s theme celebrated the special blessings of the Redeemer community. We said:

Stewardship is about the gifts we offer to our community – our time, talent and treasure – in appreciation and thanks for all the ways in which we have been blessed by God. In our theme

for this year – The Gift of Community – we want to hold up the gift that is community and all the ways it enriches our lives.

The joy that is the gift of the Redeemer community is present in the ways we have met the challenges of this past year by single acts of love and kindness, and by work done in the service of God both within and beyond our church. We have sustained our connections with and commitments to the communities with whom we partner on issues of social needs, social justice and hunger relief. We are committed to online and in-person worship options so that everyone can participate in the way that feels most comfortable and safe for them. Each week we witness the creativity of our leaders in worship and music. Formation leaders continue to find new ways to keep children, youth and adults involved, engaged and connected.

The campaign began in mid-October and “officially” ended with a COVID-interrupted in-gathering at the end of November. Continuing a practice begun in 2020 we had weekly e-announcements, most of which were tied to a post of some sort – Gospel reflections relating to stewardship from TENS (The Episcopal Network for Stewardship); a Q&A on pledging; Rev. Kate’s stewardship sermon. We hope these helped people feel engaged. We also are tremendously grateful for the personal reflections offered from Sandy Anagnostakis, Bob Powers, and Rory Fox.

In the upcoming months we be assessing how to conduct next fall’s campaign, including campaign dates, our modes of outreach and communication, and the potential impact of clergy leadership transition. We plan to take advantage of resources from the TENS network for this purpose. Input from the parish community also is welcome.

Pledge Campaign Results

Each member gives from their heart and in relationship to their personal resources. Uncertainty in so many aspects of our lives did not affect the faithful generosity of Redeemer’s members. The number of expected pledges remained stable, with pledge unit losses offset by new pledges. We are blessed by the many members who continue to sustain this community through challenging times.

As the table below shows, expected pledges and gifts for 2022 exceed those made for 2021, with the median of commitments (the midpoint of all the commitments made) being \$3,100. This middle point comprises both small and larger pledges. Nearly half of all commitments made represented increases over 2021.

Three-year summary			
	2022 Projected	2021 (actual)	2020 (actual)
Number of Pledges	74	75	73
Total Amount Pledged	\$326,000	324,838	\$303,251

Thanks to our members who have made commitments for 2022!

This list of members was current as of mid-January. Counted but not named are those who indicated their wish to remain anonymous. Thank you to those who have pledged since then – and new pledges are always welcomed!

If you would like to know more about planned giving, please contact one of the members of your Stewardship Committee for information.

* Member of the Redeemer Legacy Society, who have included Redeemer in their personal estate planning.

BJ Addison Reid	Bethany & Richard	Mary Nokes
Sandy Anagnostakis	Friesner	Jackie Potdevin
Phil & Harriet Anthes	Rev. Emily Garcia	Bob Powers
Russ & Paula Antonevich	Bruce & Elizabeth Gable	Adele Purvis-Germain
John Bernhard	Jed Geyerhahn & Susan	Regina & Andy
Jim & Donna Brad	Denham *	Rockefeller
Randy & Cassie Bowlby	Evelyn & Bob Haussein	Rev. Virginia Solaqua
Erica Brotschi	Sarah Klein	Ashley Rooney & Peter
Winthrop Brown & Mia	Charles Hornig & Ingrid	Lund
Ong	Klimoff	Greg Ruth
Cathy & Steve Burns	Linda & Stephen	Julie Schaffner
Jamie & Mary Ann	Kukulich	Karen Schragle *
Burnside	Christopher Huggins &	Elizabeth & Clint Smith
Sara Chase	Helene Sullas-Huggins	Sam & Margaret Stevens
Endy & Evelyn Chiapko	Betty Kirkland	Bill Vogeale & Connie
Lance & Sarah Conrad	Peter & Jeanne Jacoby	Parrish*
Charlie & Julia Coons	Deb & Mia Jacoby-Twigg	Dan & Jenn Voss
David & Claudia Cooper	Alan & Cara Kalf	Michael Webb
Murray & Karen Daniels	Bob & Mary Etta King *	Suzanne Wones
Mark Davis	Peter & Calie Koso	Carolyn Wortman
Brad & Suzanne Dillman	Debbie & Yves LeBlanc	
Guy & Elaine Doran	Kathleen Mirani	And 17 anonymous
Judi Dimicelli	George & Beth	members
Ian & Alix Fox	Murnaghan *	
Bruce & Julia Francis	Chris & Janet Needham *	
	Jim & Ginny Neumann*	

Worship Committee

The mission statement of the Worship Committee states that it “advises the rector on how to improve and enhance the worship life of the parish, in keeping with our Episcopal tradition and Redeemer values of intergenerational, mission-oriented, quality worship that is reverent without being uptight.” I would add to that mission statement that in the pandemic year of 2021, the Worship Committee served as creative translators. They translated the Regathering Committee guidance on safe ways to gather into actual worship experiences - outdoors, and socially-distanced indoors, and online. And when the Regathering Committee had to change their guidance as the pandemic changed, the worship committee set about that work of translation again. They translated over and over, with each change in guidance and weather and community needs. They worked to include those worshipping at home, those worshipping in person, all ages and levels of health risk. Throughout all of the changes, they worked to creatively translate Redeemer’s deeply held values around worship, a commitment to worship that is “intergenerational, mission-oriented” and “reverent without being uptight” into new contexts.

In 2021, the Worship Committee focused particularly on transitioning the 9:30am service from a “streamed service with an audience” to a service that was intended to be truly hybrid, gathering those at home and those in person into one body. Particular highlights this year have been the return of our acolytes and choir. The Committee also experimented with a range of options for the second Sunday service, from outdoor morning eucharists to evening prayer around the labyrinth. They anticipate continuing this experimentation with a once-monthly evening service around a campfire during the coldest winter months. The Worship Committee also focused on creating meaningful hybrid services for Advent and Christmas, Lent, Holy Week, Easter, and Rev. Kate’s leavetaking.

Their current work is focused on continuing this translation of values and of health guidance into meaningful worship for this moment in the pandemic. We are thankful to the Worship Committee members: Susan Dresley, Bernadette Colley, Bob Powers, Cara Calf, Charles Hornig, Charlie Coons, John Wright, Mary Ucci, Murray Daniels, Katharine Mockett, and Mtr. Emily García.



the
Church of
Our Redeemer

Financial Reports

Treasurer's Report Through December 2021

ACCOUNTS	2021 YTD ACTUAL	2021 YTD BUDGET	2021 ANNUAL BUDGET	% OF ANNUAL BUDGET
REVENUES				
Unrestricted Offerings	\$ 349,402	\$ 335,639	\$ 335,639	104%
- Pledge Offerings	\$ 324,958	\$ 316,728	\$ 316,728	103%
- Other Contributions	\$ 24,444	\$ 18,911	\$ 18,911	129%
Designated Offerings	\$ 2,870	\$ 1,500	\$ 1,500	191%
Rental Income	\$ 171,647	\$ 174,956	\$ 174,956	98%
Special Offerings	\$ -	\$ -	\$ -	n/a
Investment Income	\$ 39	\$ 750	\$ 750	5%
PPP Income		\$ -	\$ -	
Income from Davidson	\$ 14,232	\$ 27,624	\$ 27,624	100%
Income from Pring Fund	\$ 884	\$ 884	\$ 884	100%
Income from Endowment	\$ 6,639	\$ 6,639	\$ 6,639	100%
Income from Kendall	\$ 7,015	\$ 7,015	\$ 7,015	100%
Income from Handley	\$ 1,194	\$ 1,194	\$ 1,194	100%
Draw from Kendall Innovation	\$ -	\$ -	\$ -	n/a
Transfer from Reserves	\$ -	\$ -	\$ -	n/a
TOTAL	\$ 553,922	\$ 542,688	\$ 542,808	102%
	\$ 11,233			
	Over Budget			
EXPENSES				
Personnel	\$ 336,336	\$ 328,217	\$ 328,217	102%
Diocesan Assessment	\$ 49,377	\$ 49,377	\$ 49,377	100%
Office/Communication	\$ 15,307	\$ 18,050	\$ 18,050	85%
Property (Operating, Church)	\$ 40,387	\$ 42,609	\$ 42,609	95%
Property (Operating, Rectory)	\$ 2,009	5,000	5,000	40%
To Cap. Fund from Operating	\$ 40,300	\$ 40,300	\$ 40,300	100%
Utilities	\$ 20,529	\$ 23,826	\$ 23,826	86%
Programs	\$ 15,472	\$ 25,239	\$ 25,239	61%
Misc. Expense (Outreach)	\$ 13,007	\$ 14,000	\$ 14,000	93%
Special Offerings	\$ -	\$ -	\$ -	n/a
TOTAL	\$ 532,721	\$ 546,618	\$ 546,618	97%
	\$ (13,897)			
	Under Budget			
NET TOTAL (Revenues less Expenses)	\$21,201	\$ (3,810)	\$ (3,810)	Expected Results
		\$ 25,010	Ahead of Budget	
The bottom line: we finished December 2021 \$25,010 ahead of budget				

Balance Sheet

As of 12/31/2021

Assets - Liquid Assets

Cash & Equivalents

Acct #	Account Name	Beg Balance	YTD Balance
1002.01	Cambridge Trust - Main Checking	152,273.39	184,078.30
1002.12	Cambridge Trust - Rector's Discretionary	3,998.87	2,701.88
1040.40	Eastern Bank - PPP Checking	56,010.00	60.00
1102.01	Cambridge Trust - Premium Savings	246,936.90	346,972.38
	Cash & Equivalents	\$458,246.89	\$532,812.56

Investments

1101.01	Fidelity Investment Assets	749,086.66	805,110.05
	Investments	\$749,086.66	\$805,110.05
	Liquid Assets	\$1,207,333.55	\$1,337,922.61

Fixed Assets

1901.06	Church Land	373,300.00	373,300.00
1902.06	Church Building	615,200.00	615,200.00
1903.06	Rectory	804,906.05	804,906.05
	Fixed Assets	\$1,793,406.05	\$1,793,406.05

Other Assets

1003.01	Credit Card Donations Mo-end Zero Bal	0.00	0.00
1800.01	Prepaid Expenses	0.00	0.00
	Other Assets	\$0.00	\$0.00
	Total Assets	\$3,000,739.60	\$3,131,328.66

Liabilities

2000.01	FICA Withheld	0.00	0.00
2002.01	Medicare Tax Withheld	0.00	0.00
2004.01	Federal Income Tax Withheld	0.00	0.00
2006.01	Mass Income Tax Withheld	0.00	0.00
2007.01	<i>Employee Share of Medical Insurance</i>		
2007.10	Medical	0.00	0.00
2007.11	Dental	0.00	0.00
	<i>Total Employee Share of Medical Insurance</i>	<i>\$0.00</i>	<i>\$0.00</i>
2008.01	403B Employee Contributions	400.00	0.00
2009.01	Employer FICA & Medicare Payable	0.00	0.00
	Employer Withholdings	\$400.00	\$0.00
2000.25	Diocesan Fund Loan 3.75%/15yr. Payable	0.00	0.00
2001.25	Diocesan Green Loan 2.75%/15yr. Payable	0.00	0.00
2010.00	<i>Other Liabilites</i>		
2010.01	Prepaid Pledges	102,074.00	125,678.337
2100.01	Other Liabilities	0.00	1,575.00
	<i>Total Other Liabilites</i>	<i>\$102,074.00</i>	<i>\$127,253.37</i>
2999.99	Accounts Payable/Vendors	1,244.59	1537.99
	Total Liabilities	\$103,718.59	\$128,791.36

Fund Balances
Operating Funds

<i>Account #</i>	<i>Account Name</i>	<i>Beg. Balance</i>	<i>YTD Balance</i>
3900.01	General Operating Fund	0.00	0.00
3900.02	General Reserve Fund	138,721.81	158,946.44
3900.05	<i>Flower Fund</i>		
3901.05	Edward's Memorial Flowers	4,968.00	4,968.00
	<i>Total Flower Fund</i>	<i>\$4,968.00</i>	<i>\$4,968.00</i>
3900.07	Music Fund	5,446.92	6,689.55
3900.09	Capital Fund	88,641.41	119,135.89
3900.10	Mission Fund	593.34	593.34
3900.11	Special Offerings - Transmittals	126.00	473.80
3900.12	Clergy Discretionary Fund	3,659.62	3,434.62
3900.13	Youth Ministries Fund	7,453.97	9,6333.04
3900.17	Sabbatical Reserve Fund	14,004.61	9,160.33
3900.22	Memorial Garden Fund	6,349.52	5,999.82
3900.25	Realizing Our Vision Fund Balance	13,055.98	0.00
3900.40	PPP Fund Balance	0.00	0.00
	Operating Funds	\$228,100.86	\$197,505.50
 <i>Investment Funds</i>			
3900.04	COOR Endowment Fund	246,452.61	268,488.96
3900.20	Paul C. Davidson Maintenance Fund	165,071.38	168,876.83
3900.23	Emma & Trevor Pring Memorial Trust	32,804.16	35,737.32
3900.24	Barbara Handley Estate Balance	44,315.42	48,277.83
3900.26	Kendall Bequest	3,494.93	3,494.93
3900.27	<i>Donald C. Kendall Fund</i>		
3901.27	Donald C. Kendall Operating Fund	35,067.40	35,067.40
3902.27	Donald C. Kendall Innovation Fund	18,042.84	18,042.84
3903.27	Donald C. Kendall Capital Fund	15,160.86	28,381.84
3904.27	Donald C. Kendall Endowment Fund	260,441.33	283,728.47
	<i>Total Donald C. Kendall Fund</i>	<i>\$328,712.43</i>	<i>\$365,220.55</i>
	Investment Funds	\$820,850.93	\$890,096.42
 <i>Fixed Asset Funds</i>			
3900.06	Building Fund	1,793,406.05	1,793,406.05
	Fixed Asset Funds	\$1,793,406.05	\$1,793,406.05
	Total Fund Balances	\$2,897,021.01	\$3,002,573.30
	Total Liabilities and Fund Balances	<u>\$3,000,739.60</u>	<u>\$3,131,328.66</u>

Consolidated Funds Activity Report

As of 12/31/2021

Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
3900.01	General Operating Fund	0.00	521,408.24	490,845.95	(30,562.29)	0.00
3900.02	General Reserve Fund	138,721.81	0.00	0.00	20,224.63	158,946.44
3900.04	COOR Endowment Fund	246,452.61	0.00	0.00	22,036.35	268,488.96
3900.05	<i>Flower Fund</i>					
3901.05	Edward's Memorial Flowers	4,968.00	0.00	0.00	0.00	4,968.00
3900.06	Building Fund	1,793,406.05	0.00	0.00	0.00	1,793,406.05
3900.07	Music Fund	5,446.92	1,775.00	532.37	0.00	6,689.55
3900.09	Capital Fund	88,641.41	1,000.00	10,805.52	40,300.00	119,135.89
3900.10	Mission Fund	593.34	0.00	0.00	0.00	593.34
3900.11	Special Offerings - Transmittals	126.00	3,313.15	2,965.35	0.00	473.80
3900.12	Clergy Discretionary Fund	3,659.62	100.00	325.00	0.00	3,434.62
3900.13	Youth Ministries Fund	7,453.97	3,070.00	890.93	0.00	9,633.04
3900.17	Sabbatical Reserve Fund	14,004.61	0.00	4,844.28	0.00	9,160.33
3900.20	Paul C. Davidson Maintenance Fund	165,071.38	0.00	0.00	3,805.45	168,876.83
3900.22	Memorial Garden Fund	6,092.37	950.00	1,042.55	0.00	5,999.82
3900.23	Emma & Trevor Pring Memorial Trust	32,804.16	0.00	0.00	2,933.16	35,737.32
3900.24	Barbara Handley Estate Balance	44,315.42	0.00	0.00	3,962.41	48,277.83
3900.25	Realizing Our Vision Fund Balance	13,055.98	165.00	0.00	(13,220.98)	0.00
3900.26	Kendall Bequest	3,494.93	0.00	0.00	0.00	3,494.93
3900.27	<i>Donald C. Kendall Fund</i>					
3901.27	Donald C. Kendall Operating Fund	35,067.40	0.00	0.00	0.00	35,067.40
3902.27	Donald C. Kendall Innovation Fund	18,042.84	0.00	0.00	0.00	18,042.84
3903.27	Donald C. Kendall Capital Fund	15,160.86	0.00	0.00	13,220.98	28,381.84
3904.27	Donald C. Kendall Endowment Fund	260,441.33	0.00	0.00	23,287.14	283,728.47
3900.40	PPP Fund Balance	0.00	0.00	0.00	0.00	0.00
Total		<u>\$2,897,021.01</u>	<u>\$531,781.39</u>	<u>\$512,251.95</u>	<u>\$85,986.85</u>	<u>\$3,002,537.30</u>

2022 Budget Approved by Vestry

Revenues by Source	2019LE	2020B	2020LE	2021R	2021A	2022B	
Total Unrestricted Offerings	\$ 364.8	\$ 332.0	\$ 324.0	\$ 335.6	\$ 349.6	\$ 337.8	Latest estimate
Total Restr./Desig.Offerings (ex Dreams)	2.1	1.5	-	1.5	2.9	0.1	
Fundraising Income	-	-	-	-	-	-	
Total Rental Income	180.4	183.4	167.0	174.9	171.6	200.4	Assume \$5k for GH rentals + \$21k for Rectory
Total Investment/Other Income	0.7	0.8	0.8	0.8	0.0	0.8	
Total Revenues	548.0	517.6	491.8	512.8	524.1	539.2	
Dreams Campaign (Restricted)							
Endowment Fund Distribution	9.9	-	-	-	-	-	
Paul C. Davidson Bequest Distribution	-	27.6	27.6	30.0	30.0	32.2	
Pring Fund Distribution	1.3	-	-	-	-	-	
Handley Fund Distribution	1.8	-	-	-	-	-	
Kendall Endowment Distribution	10.5	-	-	-	-	-	
Endowment Funds Distributions	23.5	27.6	27.6	30.0	30.0	32.2	
Draw from Kendall Innovation Fund	0.8	1.5	1.9	-	-	-	Reflects information communicated to date
Transfer from Reserves	-	-	-	-	-	-	Additional transfer for Rector search to be approved by Vestry
Grand Total All Revenues	\$ 572.3	\$ 546.7	\$ 521.3	\$ 542.8	\$ 554.1	\$ 571.4	
Expenses by Line Item							
Personnel	\$ 325.0	\$ 335.6	\$ 319.0	\$ 329.3	\$ 334.9	\$ 340.9	Assume Interim Rector TCC for entire year
Diocesan Assessment	45.6	47.2	47.2	49.4	49.4	58.2	
Office & Business	15.3	15.8	16.8	18.1	15.3	15.9	
Property (Operating Expenses)	48.3	46.3	40.8	47.6	41.4	46.3	
Property (Capital Projects)	38.0	39.2	39.2	40.3	40.3	41.6	Increase transfer to Capital by 3% per year
Utilities	35.8	34.5	29.2	23.8	20.5	23.3	
Property (Additional Transfer to Capital)	-	-	-	-	-	-	
Property Taxes	-	-	-	-	-	-	
Programs	27.5	30.7	13.3	25.2	16.4	20.5	Roughly halfway between old expense trend and last 2 years
Worship	6.6	5.8	4.4	4.9	6.7	4.8	Tent rental requires separate vestry vote to approve
Music	4.9	6.2	0.4	4.2	2.0	3.9	
Formation	4.4	4.9	2.2	4.1	1.9	2.8	
Other Programs	4.8	6.5	4.2	6.2	3.0	4.0	
Other Program Expense	6.7	7.3	2.1	5.8	2.7	5.1	Costs for Rector search to be added after Vestry approval
Mission & Outreach	11.7	13.0	14.3	14.0	13.0	15.0	
Endowment Fund Expense	-	-	-	-	-	-	
Sabbatical Fund Transfer	-	-	-	-	-	-	Adjusted per Vestry discussion
Total Expenses	\$ 547.2	\$ 562.3	\$ 519.7	\$ 547.7	\$ 531.2	\$ 561.7	
Cash Excess/(Cash Shortfall)	\$ 25.1	\$ (15.5)	\$ 1.6	\$ (4.9)	\$ 22.9	\$ 9.7	

