



the
**Church of
Our Redeemer**

Parish Annual Meeting January 29, 2023



Annual Report for Year 2022

The Church of Our Redeemer, Lexington, Massachusetts

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2022 Annual Meeting Agenda

9:30 AM Eucharist and Report of the Interim Rector

10:30 Shared Breakfast

On Zoom and in-person

10:30 Images of 2022

11:00 Recall to order

- Orientation
- Prayer
- Certification of a quorum
- Approval of 2022 Annual Meeting minutes
- Presentation from the Search Committee
- Vote to Empower the Vestry to Select Rector
- 2023 Nominating committee report
- Election of Officers, Vestry and Deanery Representatives
- Leadership Report & Financial Presentation
- Closing Prayer

12:30 PM Adjourn

This meeting will be hybrid and all are invited to participate by Zoom or in person. Seating will be available in the Parish Hall or in the Sanctuary (for those in need of a less crowded space). A light breakfast will be served in the Parish Hall. After the meeting begins, masks will be required in the Parish Hall and in the Sanctuary. For information on how to attend by Zoom, please refer to the Our Redeemer News weekly email or call 781-862-6408.



2023 Candidates for Election for Annual Meeting – January 29, 2023

VESTRY

The following are nominated by the Nominating Committee for re-election/election:

Senior Warden: Murray Daniels

Junior Warden: Sarah Conrad

Treasurer: Winthrop Brown

Clerk: Cathy Burns

Vestry Member for 3-year term:

Kathleen Mirani

Vestry Member for 1-year term:

Cassie Bowlby

Youth Member

Eligible members have been approached and declined. Vestry will seek youth input in other ways.

DEANERY AND CONVENTION

The following are nominated by the Nominating Committee for election as Deanery Delegates and Diocesan Convention Representatives:

Representatives for 1-year term:

Sarah Klein

Connie Parish

Mike Webb

One Open Position



Annual Meeting Minutes **Sunday, January 30, 2022**

Minutes: DRAFT

Presiding: Interim Rector, The Rev. Ginger Solaqua
Clerk: Cathy Burns
Parliamentarian: Charles Hornig

The meeting began at 9:45 with Murray's (senior warden) Call to Order, followed by her address, and a celebration of Eucharist in the sanctuary. The address began at 9:49 (ended at 9:58) a.m. with Ginger Solaqua and Emily Garcia addressing the congregation.

Emily Garcia started us off. She plans to reflect on the past year and look forward. Let me trust in the lord. 2021 was tumultuous one in the world; vaccine available, summer we opened up, and then in the fall 2 new variants changed things again. Roller coaster year: Emily arrived in March, Kate went on sabbatical and left in October; and Ginger joined us in Advent. What is it you loved about this past year? Were do you want us to continue to grow in love? St. Paul, without love, we have nothing. But what does love look like in Redeemer. Emily arrived to many invitations of love – messages, committee meetings, opening prayers at meetings and events where ppl were really praying; love in YG, confirmation, etc. We trusted we were all doing our best and our most important work will get done even if it is in a different way.

Looking for a new rector soon. Look for someone who loves the best things about you and for someone who loves the things you love about yourself. She loved learning. Needed to find someone to share that. What is our greatest work as a community? When did parish speak in tongues of love? Move mountains and have love too?

Ginger: wardens asked that we give sermon together to honor the year we have all had together and to look forward.

Ginger served as supply priest when she first arrived. Hard to describe the feeling of joy and homecoming when joining Redeemer. We are dedicated to each other and to loving God. It is because of the type of community we are. We are a loving community. Don't underestimate the power of being a loving community; rooted in the heart of the living God. Ppl are isolated and divided. We take the time to reach out to other and it is all important. Ppl faith hope and love and the greatest of these is love. Original context Paul – talking about love that exists between members of a church. Showing up kind of love. What Ginger sees in us. Everyone feels valued and included.

See how they love one another. This is what people might say about Redeemer.

Season of transition – stress everywhere. Three questions to reflect on in these times of transition: reflect on those things you most value in your life – deepest needs in heart and community. Faith hope and love – greatest is love. A loving community is the strongest in the world.

MaryAnn Burnside – call to the Diaconate, approved to be a postulant by the Bishop. Blessing for MA for the next stage of her journey. Ginger led the blessing for MA.

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 2021 that we shared together.

The meeting was recalled to order at 11:00 a.m. on Zoom by Murray Daniels with an opening prayer by Ginger Solaqua. Charles Hornig served as our Parliamentarian. He led an orientation to the meeting. Parishioners signed into the chat function in for attendance.

Quorum and Corrected 2021 Minutes

A quorum was certified by the clerk and a motion was made, seconded, and unanimously passed to approve the minutes of the 2021 Annual Meeting. Minor error that Cassie and Susan identified that they only had 1 year left on the Vestry.

Motion: to approve the minutes as corrected to reflect the proper terms of continuing vestry members.

Discussion? None

Vote: unanimous consent

Vote on Motion to Change By-Laws; not Constitution

- Creates an adaptable “range” in the size of the vestry
- Changes how we select the nominating committee
- Limits service on the Nominating Committee to two consecutive terms
- Clarifies the status of a youth member of the vestry as a full voting member
- Establishes an anti-nepotism clause regarding family/household membership on the vestry
- Explicitly permits participation and voting in vestry meetings and annual meetings by remote (electronic) means
- Have been approved by the COOR Vestry
- Have been provisionally approved by the Diocese
 - Anticipate full final approval in February
- Need parish approval to adopt them
 - If adopted, they will be in effect for this meeting as per diocesan direction

Because we are not incorporated, we will now return to this document as a Constitution, not By-Laws.

Murray reviewed the changes to the document. Following this approval, the Diocese should give us final approval. Also, if we approve them, they will be in effect for the remainder of this meeting.

Size of Vestry and how we form the nominated committee.

Motion: to approve the proposed new COOR Constitution as passed by the COOR Vestry, provisionally approved by the Diocese, and provided to the parish for review.

Questions included:

How will the new nominating committee will be selected? Answer – There is a process for this, described in another slide. Committee members will be asked to join.

Are vestry meetings considered open meetings unless in Executive session? Answer - Yes they are.

VOTE: Motion was passed by unanimous vote.

2021 Nominating Committee Report

The committee worked for several months on the slate. Thank you to the members of the committee:

John Bernhard, Randy Bowlby (Chair), Judi Dimicelli, Endy Chiakpo, Richard Friesner

The Election of Officers, Vestry and Deanery Representatives

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: Linda Kukolich

Vestry for 3-year term: Joanne Frustraci

Youth Vestry Member for 1-year term: Haynes Porter

Deanery Representatives for 1-year term: Mike Webb, Connie Parish, Calie Koso, Sarah Klein

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

1-year term: 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.

Any candidates from the floor? Send names to Charles Hornig, Parliamentarian. None sent.

Motion: to approve the slate of candidates for officers, vestry members, and deanery representatives as presented by the Nominating Committee.

Discussion: None.

VOTE: The motion was passed with unanimous consent.

2023 Nominating Committee

We are in the process of creating a document to create the set of principles to guide this process. We want to make sure it is a fair process; includes turnover; and represents a wide range of members.

Leadership Report and Financial Presentation

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

Murray: before the pandemic, we identified a set of Redeemer's Values: Inclusion/Welcome, Music, Space for Community; Prayer, Traditional Plus; Beauty. Also, we identified 5 traits of a resilient organization: prepared, adaptable, collaborative, trustworthy, and responsible.

Murray wants to thank everyone for being so resilient these past couple years. Want to thank those finishing service: Susan D, Dan V, Christie Burnside; Rory Fox. Also, thank regathering team; tech team; all who support worship; finance and personnel teams; all parishioners to help our parish thrive. Special to Jim Neumann (15 years of finance comm) is stepping down as chair of the finance committee and letting someone else take that position.

Mother Emily: joined us in March of 2021. Two months later, Kate was going on sabbatical, and she helped lead us during that time; brought kids together offered loving goodbye to our Rectory; a tremendous asset. Special welcome to Reverend Ginger – shown skills, empathy, and leadership during this time.

New chair of finance committee: Ian Fox. Transition time to new normal. 2021 projected a modest deficit. What actually happened was we had a significant surplus. Higher personnel, expenses down quite a bit, and income from pledges and additional offerings were up

Looking ahead to 2022: stewardship campaign showed an income expectation that is the highest in 3 years.

Budget as approved by Vestry: stable rental income sources: school, cell towers, offerings; parking lot; great hall; endowment funds.

Expenses: personnel is largest; capital projects, programs and outreach; operating. projected surplus of \$9,700 in the budget. We are in a good position.

Some assumptions that are guiding us: additional rectory rental income offsets additional compensation for interim rector for housing. Additional expenses: rector search (10K-25K) and outdoor worship plans. Diocesan assessment increased %9K due to change in accounting. This is being reviewed. Program costs return but with different spending patterns. Revenue from rentals will recover slowly. We have good reserves to fall back on.

Questions Included:

Will we be facing expenses on the Rectory before it is occupied by the next Rector? There is money in the property budget.

Will the balance sheet like the reserves going to be discussed? It is in the annual report.

Rectory Analysis Team (RAT)

From a housing perspective, how do we best attract and keep a highly qualified rector? This group will be gathering data and are looking for your thoughts on the subject. Contact Randy, Christopher, or any Vestry member.

Solar Panels Project

We are looking to put panels on the roof of the church – economic and financial benefits. For further information, please contact Charles Hornig, Dan Voss, or any Vestry member. Ginger to speak about the Transition. When will we have a new Rector? She offered a website that outlines the process. We have a search consultant – Doug Harper. This will be the focus of the Vestry Retreat. We will be regularly updated on the process and invited to pray on the search for a new Rector.

Transition: Discernment and Search:

Questions for reflection: (see slide on the questions)

What are the deepest spiritual longings of your heart right now?

What longing do you notice in your neighbors?

As you turn toward calling a new rector, what are you looking for?

Murray: Looking forward – we are exceptionally blessed. We remain focused on keeping everyone safe and healthy while still staying active. We are moving to a mix of in-person, hybrid) in person and online) and on line only experiences. We will continue to focus on significant long-term projects and make a deliberate and efficient search for a new rector.

Questions?: Murray willing to take questions by raised hands or putting it in the chat.

Closing Prayer: Mother Emily

A **motion** was made and seconded and approved by **unanimous vote** to adjourn the annual meeting. The meeting was adjourned at 11:50 am.

Submitted by,

Cathy Burns, Clerk

Meeting Attendees:

Bill Voegel	Charles Hornig	Richard Friesner
Ingrid Klimoff	Peter Jacoby	Murray Daniels
Cathy Burns	Ian Fox	Tony Johnson
George Murnaghan	Christopher A Huggins	Evelyn Hausslein
Karen Schragle	Alix Fox	Susan Dresley
Erica Brotschi	Katharine A Mockett	Sandra Koerber
Ginny Neumann	Jim Neumann	Heath Fox
Debbie LeBlanc	Linda Kukulich	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
Bethany Friesner
Jamie Burnside
Steve Burns
Brad Dillman
Mary Nokes
Frank Fornaro

Mike Webb
Deb Jacoby-Twigg
Mia Ong
Kathleen Mirani
Peter Dillman
Sandy Anagnostakis

Cara Kalf
MaryAnn Christie Burnside
Winthrop Brown
Beth Murnaghan
Karen Daniels
Chris Needham



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Ministry Updates

2022 Nominating Committee Report

The Nominating Committee (NOMCOM) has the responsibility of bringing 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. The members of the Nominating Committee are chosen by the Vestry.

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.

The following were selected to be on the 2022 Nominating Committee by the Vestry:

John Bernhard
Susan Burkhardt
Haynes Porter
Karen Schragle
Dan Voss

The Nominating Committee met throughout the second half of 2022 to develop the slate.

Vestry Officers serving in 2022 willing to serve again in 2023:

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 two positions to fill:

Cassie Bowlby – agreed to extend term by 1 year
Susan Burkhardt
Haynes Porter (youth member)

Vestry Member for 3-year term:

Kathleen Mirani

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 nomination to serve as Deanery Representatives:

Linda Kukolich (leaves 2 additional Alewife Deanery positions open)

The following individuals have accepted positions as Alewife Deanery representatives:

Sarah Klein
Connie Parrish
Mike Webb

Respectfully Submitted,
2022 Nominating Committee



Wardens' Report

(Murray Daniels and Sarah Conrad)

First, many thanks to all who served on the Vestry this past year. And special thanks to those who are leaving us: Susan Burkhardt and Haynes Porter. Additional thanks go out to the Regathering Team led by Erica Brotschi, the Tech Team led by Charles Hornig, all our various worship leaders (Altar Guild, lay readers, musicians, acolytes), our Rectory Analysis Team (the RAT pack), and our finance and personnel teams who all demonstrated remarkable resilience as we started our transition out of the pandemic. And, of course, special thanks to our Search Committee and their efforts to develop our Parish Profile as a key step in calling our next full-time rector. Finally, we wish to thank our dedicated staff: our Interim Rector Rev. Ginger Solaqua, our Assistant Rector Rev. Emily Garcia, our Music Director Dr. Bernadette Colley, our (new) Parish Administrator Ms. Ellen Weene, and our Sexton Mr. Roy McHoul.

We (the entire COOR community) took on many efforts this past year to include: establishing the Search Committee, exploring various options regarding the use and maintenance of our rectory, exploring the potential installation of solar panels, and implementing enhanced in-person and streamed indoor and outdoor worship. This year also saw our return to the Barbara C. Harris Camp for our Annual retreat.

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 maintaining a mix of in-person, hybrid (both in-person and online), and online-only experiences to meet the needs of all – whether it be worship, formation, or various committee and team efforts. 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 hope to call a new rector sometime this next year.



Acolytes

The Redeemer Acolyte team was back in full force in 2022 contributing to the Ministry of Worship and adding their dimension to each service. Overall, there are approximately 50 Redeemer services a year that the Acolytes participate. In December, acolytes joined in the Advent Lessons and Carol service and added to this special event by lighting candles throughout the service. Additionally, a Clergy Cross has been carried on special occasions, such as All Saints, Christmas Eve, Bishop visits and Easter. The team further contributes to worship at the Easter Vigil service by participating as a Thurifer/carrying at thurible. The team enjoys the complexity and especially when there are candles – the more candles the better!

This Redeemer team is comprised of nineteen Acolytes, one of whom started this year, and the remaining members have been faithfully serving the Redeemer community for multiple years (longest tenure is now almost 10 years! and an emeritus of 20 years Tommy H!). All children approximately eight years of age and older are eligible to be an Acolyte, and can join the team at any time. During the year, Acolytes have/will be participating in a group training/slideshow morning with muffins and refreshments, as well as individual sessions if they want.

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. Their dedication to this ministry and the reverence demonstrated is appreciated by all. We are fortunate to have such a dedicated team!

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



Alewife Deanery

2022 Diocesan Convention Summary of Business Meeting attended by Sarah Klein and Connie Parrish

The business meeting began with the bishop's address. [The start time was delayed from 8:30 to about 10am due to severe illness of the audio-visual coordinator.] Bishop Gates address, titled "By This They Will Know Us" included listing four key business issues to be conducted:

- Vote to continue creation of Racial Justice Commission by standing up funding for reparations and processes for disbursement of funds. Reparations to be fundamental to budget and prioritized as non-negotiable.
- As a result of Suffragan Bishop Gayle Harris's upcoming retirement in March, Bishop Gates will move to replace her position with an assistant bishop at this time. Bishop Gates is able (by diocesan canon law guidelines) to appoint an assistant bishop without standing up an election. This will save funds as the cost of an election is \$54k. [During the meeting, Bishop Gates promised to continue to make the diocesan leadership more diverse in this appointment.]
- We prayed for all migrants, refugees, and immigrants in our Commonwealth including those who recently arrived in Martha's Vineyard on a flight arranged by the governor of Florida (Ron DeSantis).
- Bishop Gates asked for an offering to be collected for Diocese of Jerusalem in honor of Bishop Harris.

All resolutions brought before the convention were passed. The following is a list of the resolutions that were passed. Each bullet below identifies the pages of the handbook that provides details, along with the issue being addressed.

- [p. H-16] Racial Justice Commission creation to continue. Claudette Gates from Church of the Holy Spirit spoke on behalf of this resolution.

- [p. H-23-29] Racial Justice Commission individual resolutions presented. All resolutions passed (appeared unanimous to me). We observed tears of joy and embraces from some delegates of color.
- [p. H-30-31] Ordained leaders in diocese to be trained regarding Racial Justice. Passed unanimously.
- [Budget memo: p. 14,15 budget summary; p. 19-22 assessment by deanery & parish]. Resolution to pass 2023 budget for diocese passed unanimously.
- [p. 34] Establishing Minimal Assessable Compensation for Permanent Deacons – 2022. Passed.
- [p. 36]. Resolution to Support and Engage With the “Poor People’s Campaign: A National Call for Moral Revival”. This resolution passed after a delegate asked diocesan council to address whether this might impact the tax status of our diocese.
- [p. 39]. Fostering Right Relationship: The Episcopal Diocese of Massachusetts, Indigenous Episcopalians, and Our Indigenous Neighbors. All resolutions passed.

Sarah Klein was assigned to a small group that had 7 participants (Sarah Neumann, postulant; William Margraff, postulant; Louise Mudinger, cathedral music director; Gwen, delegate from St. Johns Gloucester; Rev. Gregory Perez, St. Stephens Lynn; Rev. Edgar Gutierrez, San Lucas Chelsea; Sarah Klein, delegate Our Redeemer Lexington). Sarah Neumann (postulant who grew up in our parish of Our Redeemer Lexington!) Led our small group discussions. She did a wonderfully thoughtful job. All of the participants shared thoughtfully in response to a series of questions related to this years convention themes. The participants were able to become acquainted with the other members and their parishes as a result of the in depth discussions.

Deanery Representatives:
Sarah Klein (voting) and Connie Parrish



Altar Guild

The Altar Guild is a group of four members who help our dedicated clergy by making sure the altar, sacraments, and worship space are ready each week. We are responsible for the care of all linens, candles and vessels used in Redeemer’s services, including regular Sunday services, baptisms, funerals, and special services such as Lessons & Carols in Advent and services during Holy Week.

The Altar Guild is happy that 2022 was a full year of in-person worship, and with that our in-person work to prepare for services each week. During the program year members rotated responsibility each month and worked individually to set up and clean up after each regular Sunday communion. Summer outdoor worship was rotated on a weekly basis to accommodate summer plans. For special seasons and services (Advent, Christmas and Easter), it was “all hands on deck”, with all members helping to hang wreaths, greens and banners, set out candles and the Nativity set, and arrange potted flowers around the altar. Members worked creatively to make the nave and altar beautiful in each season in a way that could be appreciated both in-person and online.

We thank Suzanne Wones for her many years of service. Suzanne's last month on the rota was June, 2022, but she continues to assist for special services when she is available. We welcomed Ginny Neumann, who returned to the Altar Guild after a few years absence, and Connie Parrish, who started as a new member in the spring.

Special thanks to sexton Roy McHoul who hauled ladders, tables and boxes back and forth, and "undecorated" as necessary.

The Altar Guild is actively seeking new members. 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 regarding when they contribute their time. Please speak to any member if you would like to learn more. This important ministry needs your help!

Current Members: Debbie LeBlanc & Connie Parrish, Co-Chairs, Valerie Clausen, Ginny Neumann



Christian Formation

Assistant Rector's Report for Christian Formation for the year 2022 **the Rev. Emily J. Garcia**

This year there were many changes in our Christian education programs. Since I joined in March 2021, none of this feels like "going back to how it used to be" to me—it's all new! I know many people have strong memories of "how it used to be," and I hope that together we are finding a new way forward that builds on our good memories, our strengths, and the new situation we find ourselves in. I'm happy to say that we also welcomed three new households with children this year, and I hope that we can continue inviting in new friends and growing with them.

Atrium & Catechesis of the Good Shepherd

3yo through 5th grade

In spring of 2022 we started meeting in the spring in the Great Hall. In the fall, the catechists and their students moved back into the Atria. Each Atrium has a HEPA filter, and members are masked. They have been meeting roughly two weeks each month, and have welcomed quite a few new students. We currently have two classrooms (combined Atrium I and II, and Atrium III). We all hope for a time when we have enough students and volunteers for three separate classes again. It is a pleasure to see the good work and serious learning done in these rooms.

Rite 13 and Journey to Adulthood (J2A)

12yo/6th grade to 9th grade

In the fall of 2022 we began a Rite 13 class, after having sporadically gathered Rite 13 and J2A over the summer. This program year, Rite 13 is being led by Erica Brotschi and myself; we have returned to meeting after the 9AM service in the Library. We meet roughly twice a month and this wonderful group of students is doing beautiful work with our adapted curriculum. Helene Sullas-Huggins and I were set up to teach J2A, but our schedule only permitted evening meetings, and the students required morning meetings. Because of this, I

have been working with Rev. Solaqua to hire a co-teacher for Helene. Due to how late we began Rite 13 and how J2A has yet to begin, we will most likely start the two-year cycle timing with fall 2022.

Confirmation

10th grade

Our confirmation class was confirmed by Bishop Gates in the spring of 2022. All five of our students completed our course and thought deeply about the decision; four decided to be confirmed. This faithful and engaged group of students were a delight to teach—my spouse, Omar De Paolis, and I had the pleasure of meeting with them roughly twice a month starting in fall 2021. Our next class will convene once the two-year cycle of J2A has finished.

Youth Group

9th-12 grade

Cathy and Steve Burns continue to lead this group beautifully, and they are meeting again in the kitchen and Great Hall, roughly twice a month on Sunday evenings. The number of high-schoolers is smaller this year than the last two, and some scheduling challenges have changed how the group used to look. However, the group continues to meet and find fun ways to be together!

Adult Forum

Our Adult Forum has begun again! We started fall 2022 and meet regularly in a hybrid format—in the Great Hall and on zoom. Our subjects have been: How Anglicans Make Decisions and Change Our Minds; Bernadette's Summer Study; a presentation by the Search Committee; All About the Memorial Garden; Why Do You Go to Church? and an Our Redeemer Solar Panel presentation. This year I anticipate we will continue to do presentations by us clergy and by members of the parish; Rev. Ginger and I have the rest of the year planned with a variety of topics raised by parishioners and arising from conversations.

Adult Bible Study

I'm delighted to say that we have three regular Bible Study opportunities for adults. I continue to meet on Wednesday mornings online; Rev. Ginger leads a group Thursday evenings in person. And on certain Sundays, Rev. Ginger leads an in-person only Bible Study after church. These groups have been a gift for us clergy to lead, and sources of study and prayer. We anticipate their continuing indefinitely.

Parties and Events for the Whole Church Family

I'm delighted that what we began in December 2021 with a Cookies, Carols, & St. Nicholas event, has continued through the year with a variety of in-person parties and events for church feasts. In 2021, Saint Nicholas visited us on the steps outside, and so it was a delight to meet inside in 2022! In 2022 we had an Epiphany Party; celebrated Shrove Tuesday with new Pancake Games; Saint Joseph's Table; Michaelmas; and All Saints All Souls. I hope we will continue to find new ways to celebrate together.



Finance/Investment Committee

Redeemer's 2022 Finance Committee consisted of Ian Fox (Chair), Winthrop Brown (Treasurer), John Bernhard, George Murnaghan, Tony Johnson, Chris Needham, Jim Neumann, Bill Voegelé, and Sarah Conrad (Vestry Liaison). 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. This year we welcomed Chris Needham, whose years of experience in banking and finance have been a great help to the team.

We meet once a month, usually on the Sunday immediately before each month's vestry meeting, 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 have been meeting and sharing content in a fully remote format, via Zoom. We continue with this as it has been working well for the team. We are ably supported by our new parish administrator, Ellen Weene, who joined us mid-year, and has integrated bookkeeping work into her responsibilities, helping to smooth the process of timely handling of receipts and payments, as well as keeping our accounting accurate and current. We continue to rely on Alix Fox, our counter, the steady effort and dedication of Treasurer Winthrop Brown, and everyone who manages individual COOR budgets.

A major focus for the committee this year was collaborating with the Rectory Analysis Team to examine the feasibility of various loan and funding options for all the Rectory scenarios they considered, including property purchase and sale and major renovations. Chris Needham was invaluable in helping pursue the loan options and acted as our liaison to the RAT. In light of changes to how the Diocese determines our annual assessment, we reviewed our prior Parochial Report data and submitted some adjustments to ensure we are being assessed fairly and consistently with our neighbour churches. To ensure we have a full and complete financial picture ready to support our search for a new Rector, we have been working to catch up on prior year audits. Thanks to John Bernhard, we are now up to date on bank reconciliations, and ready to resume the audit process.

George Murnaghan continues his steady leadership of the Investment Committee, a sub-committee of Finance. The Investment Committee met late in the year to review the performance of our investment funds and allocations among asset classes. While it has been a tough year in the markets, we remain confident in our investment mix, and our endowment provides an important ongoing source of income. Special thanks go to

Winthrop for his suggestion to invest a prudent portion of our operating cash accounts in rotating CDs. Combined these are projected to add over \$32,000 to our 2023 budget.

Sarah Conrad provides her always insightful perspective of vestry's concerns as warden and vestry liaison, and Tony Johnson continues to make tireless contributions documenting our activities and keeping us on topic. And a special thanks to Jim Neumann for his many years as chair of the Finance Committee, for helping to make the transition to Ian's chairing so smooth, and for his ongoing wisdom and support to the entire committee.

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

It is with great sadness that we marked the passing of our dear friend, Charlie Coons, who led the liturgy team for nine years. We extend our prayers and sympathies to his family. We thank Rev. Ginger and Mtr. Emily for their warm support and counsel through the year as we kept our focus on reading from Scriptures and the Prayers of the People, as well as greeting worshippers to Redeemer Sunday services. Our responsibilities included answering worshippers' questions regarding changes to the covid policy around masking, recommended by the Re-Gathering Committee. We also reengaged in the practice of sharing the chalice with worshippers. One highlight of the year was the Advent season, culminating with Christmas Eve services, where just about all 16 members of the Liturgy Team participated. We also thank the tech team for their support, including providing the opportunity for readers to participate via Zoom, and Ellen for preparing our readings every week.

Submitted by Bob Powers
Current chairperson: Bob Powers



Memorial Committee

The Memorial Garden had a lot of activity this year with four interments. The committee worked hard to fine tune some policies and procedures and publish a guidebook. Our team was strengthened with the addition of four new members including the invaluable input from Reverend Ginger. We also benefitted from crucial support from Mtr. Emily and Ellen Weene.

In October the committee made a presentation at Adult Ed to explain the history of the Memorial Garden, and the recent improvements including the new memorial plaque, engravings on the granite posts, and the leather-bound notebook containing the biographies.

The committee explained that parish members can reserve a place in the garden if they want to be sure loved ones are all buried next to each other. After the presentation, several

families decided to reserve spots so they could assure they would be exactly where they wanted in the garden.

Reverend Ginger encouraged folks to consider doing some pre-planning of the service they would like whether they chose to take advantage of the Memorial Garden or not.

In 2023 some of the committee members will assist Ashley with maintaining the gardens.

The committee is excited and proud of this special place at Redeemer. If you have any questions, please see any member of the committee.

Members of the committee: Ashley Rooney, Karen Schragle, Mary Ucci, Sarah Klein, Janet Needham, Reverend Ginger and Christopher Huggins, Chair



Music Committee

The Redeemer music program in 2022 began by continuing in incremental steps toward “returning to normal,” i.e. to pre-pandemic practice, while also incorporating Redeemer’s new commitment to offering meaningful worship for those at home or out of town on Sunday mornings.

As the year began, our music director’s broken wrist presented a bit of a programmatic “speed-bump,” calling for some quick planning-and-adaptation on the part of the choir, clergy, and tech team for the first six weeks of the year. All those involved pitched in mightily, and were able to craft and present music for six weeks in Bernadette’s absence. (Thank-you, everyone!) From February through June, both of Redeemer’s choirs continued to rehearse in-person indoors, and the adult choir each week spent 10-15 minutes making hymn and anthem clips to add to our already-substantial digital-recordings music library. During the summer, our music director finally got to take her extended seven-week summer-study leave that had been postponed from 2020 due to Covid. Bernadette reported on her summer musical experiences in England, France, Italy, and Vermont at an October adult forum. The adult choir returned to singing live-for the first time since March 2020, in outdoor services in the fall. Redeemer confirmed its commitment to live music as a worship preference, so we ceased making additional recording clips. However, we found that our extensive digital-clip library of hymns and anthems came in quite handy in emergencies over the past year when either organist or choir was unavailable to provide music. Many thanks to Murray Daniels and the tech team for having facilitated, and continuing, this new and valuable program component!

Also in 2022, we were happy to return to Redeemer’s practice of inviting guest musicians to enhance our recorded and live music offerings, including Good Friday clarinetist Richard Yospin, Lessons & Carols harpist Nancy Hurrell, and a New England Conservatory graduate string quartet on Christmas Eve. Thanks to the work of the re-gathering committee and the vigilance of its members in providing equipment for safe spaces for us to rehearse and worship, our adult choir has returned to Room 208 for its pre-service 8:30 a.m. rehearsals on Sunday morning; yet another incremental step toward “returning to normal,” but “building back better!” Finally, the Atrium Singers are now rehearsing in-person regularly as part of their

Atrium curriculum, and the children sang live for the first time in three years just two weeks ago!

As we anticipate the search, selection, and arrival of Redeemer's new rector, we are pleased to report that music is alive and well among us!

Faithfully yours,
Dr. Bernadette Colley, Music Director
Submitted January 2023



Pastoral Care Committee

In the past, the ministry of the Pastoral Care Committee has been 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.

In person visits and eucharist have only recently become possible again, but in the meantime, committee members have kept in touch through email, phone calls, and letters.

The Pastoral Care Committee is beginning to discern a change in focus. During this season, Redeemer has fewer homebound members. However, many within our congregation could use a word of welcome or encouragement. We are considering ways we can offer support in and through our twice-annual healing services and ways we can particularly support those who are caring for both children and aging relatives.

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

Chair: rector@ourredeemerlexington.org



Property Committee

Improvements & Activities

Rectory Improvements and Repairs:

The big accomplishment of the Property Committee this year was getting the rectory ready to rent during the month of July. We took advantage of this time to focus on both major and minor improvements while it was uninhabited. We are very pleased with the way it turned out and believe the next rector and their family will appreciate the house.

The biggest improvement was adding a Mitsubishi mini-split to the lower floor to compliment the mini-split we had installed in 2018. The house is now fully heated and air conditioned with

this highly efficient electric heat pump system. If the church puts solar panels on its roof, the cost of electricity will be minimal (as we can apply overage to the rectory).

During July we had the following done: repaint the interior, resurface the patio, lead testing, new dishwasher, new hot water heater, carpentry, replace faucets and shower cartridges, repair toilets, replace downstairs carpet (that had cat urine), mold testing and mold abatement in a bedroom and utility room.

Committee members did the following: install new sheetrock to replace moldy sheetrock in a bedroom, bathroom and utility room. Purchased washer and dryer from Ekrems. Rebuilt and painted deck railings, washed windows, updated all bulbs to LEDs, installed chimney top covers, re-stained the deck, removed roof moss, removed exterior mildew, replaced some cellular window blinds, upgraded bathrooms, removed invasive weeds, repaired kitchen drawers, repair locks, door handles and closet sliders. Replaced kitchen light fixtures. Oversaw the renting of the rectory starting August 1st for \$4,900 per month.

Church:

The main capital project for the church was **exterior painting** of everything except the steeple.

Solar panels: With the blessing of Vestry and the Finance Committee, Charles Hornig and Dan Voss hired an engineering firm to evaluate the church roof, and other issues to further develop the feasibility and cost details for the church to consider installing solar panels.

The **Lawn Mowers** consisted mainly of Lance and Christopher. The **riding mower** finally was replaced by Steve Burns finding one at half price with only 50 hours of use!

The **Flower Gardens** were spectacular again this year. Ashley Rooney, Peter Lund and their grandson quietly and skillfully tended all the flower gardens. Can't thank them enough. Thank you!!! Christopher trimmed the church shrubs and trees.

Planting bulbs in various gardens happens like clockwork each fall thanks to John Wright and his family. Thank you, Wrights! Wait till you see these in the spring.

Thanks to Roy McHoul who dependably cleans and maintains our increasingly busy facility and Ellen Weene who is learning to schedule our many routine maintenance visits and inspections.

Capital Projects 2023 (recommended):

- a.) Paint steeple (approved)
- b.) Update some rectory windows
- c.) Install insulated roof on rectory
- d.) Install Solar panels on church roof

Respectfully Submitted,
Christopher Huggins

Members: Steve Burns, Bill Vogelee, Ashley Rooney, Peter Lund, Lance Conrad, Dan Voss, Charles Hornig, John Wright, Bruce Francis, Randy Bowlby, Lee Noel Chase, Roy McHoul and Ellen Weene, Christopher Huggins, Property Chair



Racial Equity Action Group

Meetings: Monthly virtual meetings

Summary: 2022 felt like a year of transition for the Racial Equity Action Group. We tried to continue with virtual monthly meetings but a combination of factors led to decreased engagement from the group. We worked to continue to support the Redeemer Community as a venue for discussions of racial equity. Similar to other groups, the engagement with virtual meetings decreased and the overall changes at Redeemer took energy away from the work of racial equity. The goals in 2023 are to focus the group on a few key areas and have focused topic-based meetings.

Actions Taken in 2022 & Plans for 2023

- Dismantling Racism In Our Town course
 - Courses continued to be well received
 - Huge thank you to everyone involved for so much great work
 - In 2023 courses will continue for new groups
- Supporting Lexington MLK Day Activities
 - On-going annual financial contribution to the Town of Lexington Martin Luther King Day Community Dialog
- Black Lives Matter Banner discussions
 - Supported ongoing discussions around the Black Lives Matter banner at Redeemer
 - 2023 goal is to finalize plans for a more permanent banner
- Communicate and support Diocesan initiatives
 - The Diocese has initiated work around Racial Equity Audit and for Reparations
 - REAG discussed how these initiatives can be brought to Redeemer
 - In 2023 we aim to support community engagement using the Disocesian work as a framework for Redeemer-specific discussions

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

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



Rector Search Committee

Formation and work to date

Our vestry invited, and parish commissioned, the members of the Search Committee in June 2022. We began to form our group and define our work over the summer. Our goals at the beginning of the process are to discern where the parish is at this point in our life together

and to use this to create a new profile of the parish, which defines Redeemer in our search for a new rector.

In the fall we began three forms of direct outreach to gather input from the parish community. First, we invited parishioners to complete a “congregational assessment” survey. We selected this professional instrument because it is widely used, well regarded, and provides strong comparative insights. Parishioner response was strong, and the insights were extremely helpful.

Second, we held two open forums to listen to members in a more direct and personal way. One took place at the parish retreat in NH, and the other was a few weeks later at Redeemer. In each we explored the questions: “What do we love about Redeemer?” and “What do we see as our dreams for the future?”

Our third element of listening was to ask our children and youth what they thought. Unsurprisingly, children and young people have keen senses of church and faith – worth listening to! They expressed their sense of what makes a good rector and a good leader (such as “fun but not too silly”).

These efforts have led to our drafting a new parish profile, which should be completed in February 2023. We seek to tell the authentic story of our community - our strengths, our hopes, our worries and challenges - as part of the invitation to new clergy leadership.

Summary of Congregational Assessment Tool survey

The results of the CAT survey painted a strong and helpful picture of Redeemer as we move forward. We invited a total potential pool of respondents (16 years and older) of about 160; 85 members responded. Before you sigh and wish the response rate was higher, remember that a rate over 50% is very high. So, Thank Your Redeemer!

Rev. Richard Simpson, Canon to the Ordinary of the Diocese of Western Massachusetts, helped us interpret the data we received. His take away message: Redeemer is in a strong, positive, place as we seek a new rector. Engagement is high; commitment to the parish and the community is strong through our transition; the sense of vision for the future is positive.

The Holy Cow Consulting group offers several useful characterizations of congregations based on the CAT data. Members will recognize Redeemer in these snapshots.

First, the responses allow a characterization of the congregations along two dimensions: satisfaction and energy. Redeemer fits into a quadrant that is “high energy-high satisfaction”, which the Holy Cow group calls the “transformation quadrant”. They suggest that ‘Churches in this quadrant are sources of new meaning and purpose for their members. They may also serve as mentors to other churches.’

The data also suggests a second important characteristic of our community is what Holy Cow calls a “Magi Culture”. This is a church culture that, as the label suggests, embraces intellect as well as faith, with a commitment to questioning and learning. It is a culture that

tends to be adaptable - willing to embrace challenges in a spirit of problem-solving and a desire to seek what is best for the community.

Finally, the survey results highlighted priorities for the congregation and for the new rector. The top three clearly resonate with Redeemer's sense of being a welcoming, inclusive community; or our commitment to children and youth; and in our commitments to be engaged in our community and in the challenges of the world.

- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- Make necessary changes to attract families with children and youth to our church.
- Work to renew and revitalize the community around the church by building coalitions with partners.

Next Steps

In February 2023 we will complete the Parish Profile, with approval of both the vestry and the diocese. At that point our open search becomes public and we invite applications. Throughout the spring we will accept, evaluate and vet inquiries and applications. By late spring or early summer we hope to be engaged with final candidates.

We are blessed to have the support of a loving, thoughtful, engaged parish community. We are thankful for that and for the support and guidance of our Diocese team for transition ministry.

Members: Cassie Bowlby (vestry liaison), Endy Chiapko, Susanne Dillman, Judi Dimicelli, Bethany Friesner, Cara Kalf, Peter Koso, Deb Jacoby-Twigg, Tony Johnson, Bill Vogele, Mike Webb, Mark Gallagher (Diocesan consultant), and Rev. Ginger Solaqua, Murray Daniels, Sarah Conrad (ex officio members)



Regathering Team

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

The committee initially met weekly, and now meets monthly. During the initial phases of the Covid-19 pandemic we received guidelines and restrictions from the Diocese (including masking, social distancing, capacity restrictions, etc.). Most of these Diocesan guidelines have now been lifted. Over the past year the committee has been trying to balance the needs of people in the congregation who continue to worry about virus transmission with the needs of other members who want to return to pre-Covid-19 activities.

In 2021, when we learned that 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 purchased air purifiers to place in the front of the church, the offices, the classrooms, and the Great Hall.

Over the past year we have made multiple changes, while trying to respect the needs of parishioners who are still concerned about Covid-19:

1. We have eliminated social distancing requirements in the church buildings, except for the side of the church in front of the lectern and piano.
2. Masks are optional in the buildings, except for the "social distancing" pews, for indoor singing, and for children who come up for Eucharist.
3. We intermittently check indoor CO2 measurements in the church during worship, that indicate excellent ventilation when the windows are partially open.
4. Use of the Great Hall has resumed for formation and coffee hour. We are measuring CO2 levels in the Great Hall to determine optimal ventilation strategies.
5. The adult choir, as well as children's and youth programs, are meeting indoors with air purifiers and fans for ventilation.
6. 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 resume parish activities. Please feel free to contact us with questions and concerns.

Erica Brotschi MD, Cassie Bowlby, Murray Daniels, Richard Friesner, Mother Emily Garcia, Christopher Huggins, and Reverend Ginger Solaqua



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 2022, the Social Action committee continued our work to live into our vision and to be true to our key principles. Our key principle of being in relationship with our partners continued to be a challenge this year due to the ongoing affects of the Covid-19 pandemic. You can read more below about our work with each partner organization. This coming year, 2023, will require more intentional work and engagement from our parish community to deepen and renew our relationships with our partners. If you are interested in working with the Social Action Committee, please don't hesitate to reach out.

Our Vision:

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.

During 2022, 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 Rockefeller, 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. In addition, some parish members have volunteered with Esperanza.
- 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. If anyone is interested in partnering with Steve Burns, our current Habitat for Humanity lead, to plan volunteer days, please reach out!
- The Grow Clinic – A failure-to-thrive clinic at Boston Medical Center. Redeemer provides monetary support, hats, blankets, and other supplies each year. This year the Clinic caseloads remained at the increased level seen during the first year of the pandemic, and included children with more 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 virtual 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. In addition, this year, we were excited to be able to assist with the packaging of the party bags for families. The Grow Clinics co-Directors joined us at Redeemer on a Sunday morning and a group of about 20 Redeemer members of all ages worked with them to ensure each child got a bag full of fun, age appropriate gifts. We particularly appreciate our knitters and others who donated hats, blankets, and other supplies.

Many thanks to Susan Burkhardt and Dabbie Harter for coordinating the gathering and delivery 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 has not returned to in person meals given the high-risk population they serve. However, we are excited to report that the team has started to cook, package, and distribute meals from the Redeemer kitchen each week.
- 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 2022, and continued some of the service innovations that came about due to the constraints imposed by the pandemic. Their team continues to do a tremendous job serving 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 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.
- The Social Action Committee also directed monetary donations to the following organizations this year: FoodLink, in recognition for the support they offer to Bristol Lodge, LexEat, and the Food Pantry; and, Town of Lexington's MLK Day of Service and Community Conversation on Race.

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

2022 Donations:

Partner	Operating Budget	Parishioner Contributions*	Total
Grow Clinic	4500.00	1589.99**	6089.99
Habitat for Humanity	500.00		500.00
Food Pantry		500.00	500.00
LexRAP	1000.00		1000.00
St. Christopher's	1750.00		1750.00
Esperanza	1500.00		1500.00
Bristol Lodge	3173.04		3173.04
Food Link	1000.00		1000.00
Lexington MLK Day	250.00		250.00
Ukraine Support		430.00	430.00
Total	\$13,673.04	2519.99	16,193.03

*While these contributions were made in 2022, some will be distributed in early 2023.

**There were additional donations of toys, hats, gloves, etc. for the holiday party gift bags.

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)

Committee Members: Randy Bowlby, Winthrop Brown, Connie Parrish (Co-Chair), Sam Stevens, 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;
- Encouraging members to share their gifts of time and talent with Redeemer and its social justice partners;

- Recognizing and thanking parishioners for sharing their gifts;

Gratitude – Generosity – Abundance

This year's theme celebrated the abundance that flows from the gratitude and generosity of the Redeemer community. We said:

Stewardship is about the gifts we offer to our community – our time, talent and treasure – in gratitude for all the ways in which we have been blessed by God. In this year's stewardship theme – Gratitude. Generosity. Abundance – we want to give thanks for and hold up the strength of this community in sharing its love both within and outside our church walls. We have so much to be grateful for!

From gratitude and love flows generosity and abundance. The abundance of God's love is visible in the ways Redeemer continues to nurture us, provides opportunities to deepen our faith, and to love our neighbors as ourselves. Your gifts make it possible to worship together so that everyone can participate in the way that feels most comfortable - through the purchase of technology that improves our capacity to stream our services live (indoor and out) and air purifiers that make our indoor spaces safer. Your gifts help our lay leaders and clergy find creative formation opportunities for our children and youth (and adults). Your gifts enable the Redeemer community to continue its work with our social action and mission partners to provide assistance in a time of need. Though we are not able to physically engage with most of our partners, we are able to support them through donations – such as purchasing and delivering meals for distribution at Bristol Lodge once a month, and helping fund the Grow Clinic holiday party.

The campaign began in mid-October and “officially” ended with an in-person ingathering 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. Ginger's stewardship sermon. We hope these helped people feel engaged. We also are tremendously grateful for the personal reflections offered from Judi Dimicelli and Randy Bowlby.

In the upcoming months we will 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. 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 2023 exceed those made for 2022, even as the number of pledges has decreased. (As always, our estimates are made in mid-January; and are subject to change.) Pledge unit losses are offset by pledge commitment

increases. One third of all commitments made represented increases over 2022. The median of commitments (the midpoint of all the commitments made) is \$3,200. This middle point comprises both small and larger pledges.

Three-year summary			
	2023 Projected	2022 (actual)	2021 (actual)
Number of Pledges	65	68	75
Total Amount Pledged	\$330,942	323,365	324,838

Thanks to our members who have made commitments for 2023!

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!

Sandy Anagnostakis	Ian & Alix Fox	Chris & Janet Needham*
BJ Anderson	Bruce & Julia Francis	Jim & Ginny Neumann*
Phil & Harriet Anthes	Bethany & Richard Friesner	Jackie Potdevin
Russ & Paula Antonevich	Sean & Stephanie Fullerton	Bob Powers
John Bernhard	Bruce & Elizabeth Gable	Adele Purvis-Germain
Jim & Donna Bradley	Evelyn & Bob Haussein	Regina & Andy Rockefeller
Randy & Cassie Bowlby	Charles Hornig & Ingrid	Rev. Virginia & Anthony
Erica Brotschi	Klimoff	Solaqua
Winthrop Brown & Mia	Linda & Stephen Kukolich	Ashley Rooney & Peter
Ong	Christopher Huggins &	Lund
Cathy & Steve Burns	Helene Sullas-Huggins	Julie & Steve Schaffner
Jamie & Mary Ann	Betty Kirkland	Karen Schragle*
Burnside	Peter & Jeanne Jacoby	Sam & Margaret Stevens*
Sara Chase	Deb & Mia Jacoby-Twigg	Bill Voegle & Connie
Endy & Evelyn Chiapko	Alan & Cara Kalf	Parrish*
Lance & Sarah Conrad	Bob & Mary Etta King*	Michael Webb
David & Claudia Cooper	Peter & Calie Koso	George & Marybeth
Murray & Karen Daniels	Debbie & Yves LeBlanc	Whiteside
Mark Davis	Duncan & Eleanor	Suzanne Wones
Adam & Tracy Delmolino	MacQueen	Carolyn Wortman
Brad & Suzanne Dillman	Kathleen Mirani	And anonymous members
Guy & Elaine Doran	George & Beth	
Judi Dimicelli	Murnaghan*	

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

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



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.”

In 2021, we wrote that the Worship Committee served as creative translators, translating the Regathering Committee guidance on safe ways to gather into actual worship experiences - outdoors, and socially-distanced indoors, and online.

This year, as it became possible to cautiously return to some pre-pandemic practices, the Worship Committee served as sifters – sifting through our pre-pandemic traditions and practices, sifting through the new habits and practices that we've taken on during the pandemic – and finding what within all that sand was wise and safe to continue, what we wanted to change, and what was so authentically Redeemer that we needed to build on it.

This work is ongoing, and not always easy! But so often in our shared worship there is a moment that reminds us of the power and beauty of this resilient place and of the joy of meeting God and one another in worship.

We are thankful to the Worship Committee members: Bernadette Colley, Bob Powers, Cara Calf, Charles Hornig, Connie Parrish, John Wright, Mary Ucci, Murray Daniels, Katharine Mockett, Ginger Solaqua, and Mtr. Emily García.



From a nonprofit partner:

Lexington Interfaith Food Pantry

Throughout 2022 the Food Pantry has continued to do our small part in diminishing food insecurity. We continue to have new families come to us for assistance. Many of these families are larger families with many children. Our weekly numbers have risen from an average of 70-80 families to 80-90 families, with two weeks over 120 families around the Holidays and 97 families the first week in the New Year. Thank you to those who have supported us both monetarily and with food donations. We rely heavily on those donations. As our community support grows...so does our ability to support our community.

Carolyn Wortman, Coordinator



the
Church of
Our Redeemer

Financial Reports

Treasurer's Report

Through December 31, 2022

ACCOUNTS	2021 YTD ACTUAL	2021 YTD BUDGET	2021 ANNUAL BUDGET	% OF ANNUAL BUDGET
REVENUES				
Unrestricted Offerings	\$358,977	\$337,806	\$337,806	106%
- Pledge Offerings	\$320,534	\$319,480	\$319,480	100%
- Other Contributions	\$38,443	\$18,326	\$18,326	210%
Designated Offerings	\$1,205	\$145	\$145	831%
Rental Income	\$211,720	\$200,468	\$200,468	106%
Special Offerings	\$-	\$-	\$-	n/a
Investment Income	\$324	\$750	\$750	43%
PPP Income				
Income from Davidson	\$13,572	\$13,572	\$13,572	100%
Income from Pring Fund	\$1,049	\$1,049	\$1,049	100%
Income from Endowment	\$7,882	\$7,882	\$7,882	100%
Income from Kendall	\$8,329	\$8,329	\$8,329	100%
Income from Handley	\$1,417	\$1,417	\$1,417	100%
Draw from Kendall Innovation	\$-	\$-	\$-	n/a
Transfer from Reserves	\$-	\$-	\$-	n/a
TOTAL	\$604,475	\$571,418	\$571,418	106%
	\$33,056			
	Over Budget			
EXPENSES				
Personnel	\$341,645	\$345,511	\$345,511	99%
Diocesan Assessment	\$58,207	\$58,207	\$58,207	100%
Office/Communication	\$18,230	\$15,939	\$15,939	114%
Property (Operating, Church)	\$43,252	\$44,309	\$44,309	98%
Property (Operating, Rectory)	\$2,879	\$2,000	\$2,000	144%
Utilities	\$27,257	\$23,264	\$23,264	117%
To Cap. Fund from Operating	\$41,553	\$41,553	\$41,553	100%
Programs	\$18,934	\$24,030	\$24,030	79%
Misc. Expense (Outreach)	\$13,645	\$15,000	\$15,000	91%
Other Fund Transfers	\$350	n/a	n/a	n/a
TOTAL	\$ 565,952	\$ 569,813	\$ 569,813	97%
	\$ (3,861)			
	Under Budget			
NET TOTAL (Revenues less Expenses)	\$38,523	\$ 1,605	\$ 1,605	Expected Results
		\$ 36,917	Ahead of Budget	

The bottom line: we finished December 2022 \$36,917 ahead of budget

Balance Sheet

As of 12/31/2022

Assets - Liquid Assets

Cash & Equivalents

1002.01	Cambridge Trust - Main Checking	184,462.40	60,898.50
1002.12	Cambridge Trust - Rector's Discretionary	2,701.88	3,027.14
1040.40	Eastern Bank - PPP Checking	60.00	60.00
1102.01	Cambridge Trust - Premium Savings	346,972.38	247,006.53
1103.01	Cash Investments	0.00	150,000.00
Cash & Equivalents		\$534,196.66	\$460,992.17

Investments

1101.01	Fidelity Investment Assets	805,110.05	643,701.32
1300.01	Comutershare P&G	0.00	0.00
Investments		\$805,110.05	\$643,701.32
Liquid Assets		\$1,339,306.71	\$1,104,693.49

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	442.00
1004.01	Donations Year-End Holding	0.00	13,826.00
1800.01	Prepaid Expenses	0.00	0.00
Other Assets		\$0.00	\$14,268.00
1400.01	Stock Sale Holding/Suspense	0.00	0.00
Total Assets		\$3,132,712.76	\$2,912,367.54

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	Employee Share of Medical Insurance		
	Medical	0.00	0.00
	Dental	0.00	0.00
	Total Employee Share of Medical Insurance	\$0.00	\$0.00
2008.01	403B Employee Contributions	0.00	0.00
2009.01	Employer FICA & Medicare Payable	0.00	0.00
Employer Withholdings		\$0.00	\$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	Other Liabilities		
	Prepaid Pledges	125,678.37	78,836.19
	Other Liabilities	1,575.00	0.00
	Total Other Liabilities	\$127,253.37	\$78,836.19
2999.99	Accounts Payable/Vendors	1,537.99	1,102.93
Total Liabilities		\$128,791.36	\$79,939.12

Fund Balances**Operating Funds**

3900.01	General Operating Fund	0.00	0.00
3900.02	General Reserve Fund	159,906.87	198,384.32
3900.05	<i>Flower Fund</i>		
	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	6,989.55	6,743.95
3900.09	Capital Fund	119,135.89	72,415.30
3900.10	Mission Fund	593.34	593.34
3900.11	Special Offerings - Transmittals	497.47	2,089.99
3900.12	Clergy Discretionary Fund	3,534.62	3,109.62
3900.13	Youth Ministries Fund	9,633.04	9,633.04
3900.17	Sabbatical Reserve Fund	9,160.33	9,160.33
3900.22	Memorial Garden Fund	5,999.82	4,736.80
3900.25	Realizing Our Vision Fund Balance	0.00	0.00
3900.40	PPP Fund Balance	0.00	0.00
	Operating Funds	\$320,418.93	\$311,834.69

Investment Funds

3900.04	COOR Endowment Fund	268,488.96	217,042.26
3900.20	Paul C. Davidson Maintenance Fund	168,876.83	129,380.25
3900.23	Emma & Trevor Pring Memorial Trust	35,737.32	28,889.49
3900.24	Barbara Handley Estate Balance	48,277.83	39,027.04
3900.26	Kendall Bequest	3,494.93	3,494.93
3900.27	<i>Donald C. Kendall Fund</i>		
	Donald C. Kendall Operating Fund	35,067.40	0.00
	Donald C. Kendall Innovation Fund	18,042.84	0.00
	Donald C. Kendall Capital Fund	28,381.84	79,992.08
	Donald C. Kendall Endowment Fund	283,728.47	229,361.63
	<i>Total Donald C. Kendall Fund</i>	<i>\$365,220.55</i>	<i>\$309,353.71</i>
	Investment Funds	\$890,096.42	\$727,187.68

Fixed Asset Funds

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	\$3,003,921.40	\$2,832,428.42
	Total Liabilities and Fund Balances	<u>\$3,132,712.76</u>	<u>\$2,912,367.54</u>

Consolidated Funds Activity Report

As of 12/31/2022

Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/JE's	End Balance
3900.01	General Operating Fund	0.00	572,225.29	524,049.23	(48,176.06)	0.00
3900.02	General Reserve Fund	159,906.87	0.00	0.00	38,477.45	198,384.32
3900.04	COOR Endowment Fund	268,488.96	0.00	0.00	(51,446.70)	217,042.26
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	6,989.55	0.00	245.60	0.00	6,743.95
3900.09	Capital Fund	119,135.89	0.00	88,273.59	41,553.00	72,415.30
3900.10	Mission Fund	593.34	0.00	0.00	0.00	593.34
3900.11	Special Offerings - Transmittals	497.47	2,519.99	927.47	0.00	2,089.99
3900.12	Clergy Discretionary Fund	3,534.62	250.00	675.00	0.00	3,109.62
3900.13	Youth Ministries Fund	9,633.04	0.00	0.00	0.00	9,633.04
3900.17	Sabbatical Reserve Fund	9,160.33	0.00	0.00	0.00	9,160.33
3900.20	Paul C. Davidson Maintenance Fund	168,876.83	0.00	0.00	(39,496.58)	129,380.25
3900.22	Memorial Garden Fund	5,999.82	3,350.00	4,963.02	350.00	4,736.80
3900.23	Emma & Trevor Pring Memorial Trust	35,737.32	0.00	0.00	(6,847.83)	28,889.49
3900.24	Barbara Handley Estate Balance	48,277.83	0.00	0.00	(9,250.79)	39,027.04
3900.25	Realizing Our Vision Fund Balance	0.00	0.00	0.00	0.00	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	(35,067.40)	0.00
3902.27	Donald C. Kendall Innovation Fund	18,042.84	0.00	0.00	(18,042.84)	0.00
3903.27	Donald C. Kendall Capital Fund	28,381.84	0.00	1,500.00	53,110.24	79,992.08
3904.27	Donald C. Kendall Endowment Fund	283,728.47	0.00	0.00	(54,366.84)	229,361.63
3900.40	PPP Fund Balance	0.00	0.00	0.00	0.00	0.00
	Total	<u>\$3,003,921.40</u>	<u>\$578,345.28</u>	<u>\$620,633.91</u>	<u>(\$129,204.35)</u>	<u>\$2,832,428.42</u>

2023 Budget Approved by Vestry

Revenues by Source

	2020B	2021A	2022B	2022LE	2023B	
Total Unrestricted Offerings	\$ 332.0	\$ 349.6	\$ 337.8	\$ 359.0	\$ 341.5	
Total Restr./Desig.Offerings (ex Dreams)	1.5	2.9	0.1	4.6	3.2	
Fundraising Income	-	-	-	-	-	
Total Rental Income	183.4	171.6	200.4	211.7	192.3	Assume \$8k for GH rentals; less \$28k lost Sprint income
Total Investment/Other Income	0.8	0.0	0.8	0.3	7.3	Includes CD interest
Total Revenues	517.6	524.1	539.2	575.6	544.3	
Dreams Campaign (Restricted)	-	-	-	-	-	
Endowment Fund Distribution	-	-	-	-	-	
Paul C. Davidson Bequest Distribution	27.6	30.0	32.2	32.2	25.7	
Pring Fund Distribution	-	-	-	-	-	
Handley Fund Distribution	-	-	-	-	-	
Kendall Endowment Distribution	-	-	-	-	-	
Endowment Funds Distributions	27.6	30.0	32.2	32.2	25.7	
Draw from Kendall Innovation Fund	1.5	-	-	-	-	Reflects information communicated to date
Transfer from Reserves	-	-	-	-	-	Additional transfer for Rector search to be approved by Vestry
Grand Total All Revenues	\$ 546.7	\$ 554.1	\$ 571.4	\$ 607.8	\$ 570.0	

Expenses by Line Item

Personnel	\$ 335.6	\$ 334.9	\$ 340.9	\$ 344.9	\$ 373.0	Assume Interim Rector TCC for entire year Admin costs +\$15k
Diocesan Assessment	47.2	49.4	58.2	58.2	45.8	
Office & Business	15.8	15.3	15.9	18.2	20.4	
Property (Operating Expenses)	46.5	41.4	46.3	46.1	44.3	
Property (Capital Projects)	39.2	40.3	41.6	41.6	42.8	Increase transfer to Capital by 3% per year
Utilities	34.5	20.5	23.3	27.3	27.0	
Property (Additional Transfer to Capital)	-	-	-	-	-	
Property Taxes	-	-	-	-	11.0	Incurring property tax liability to align with rental income
Programs	31.0	16.4	21.5	19.2	28.0	Returning closer to pre-pandemic levels + 5% inflation factor
Worship	5.8	6.7	4.8	3.7	4.1	
Music	6.4	2.0	3.9	2.5	5.6	
Formation	5.0	1.9	2.8	3.1	8.0	Includes \$3k for formation assistant
Other Programs	6.5	3.0	4.0	1.8	6.0	
Other Program Expense	7.3	2.7	6.1	8.1	4.3	Costs for Rector search to be added after Vestry approval
Mission & Outreach	13.0	13.0	15.0	13.6	15.0	
Endowment Fund Expense	-	-	-	-	-	
Sabbatical Fund Transfer	-	-	-	-	-	Can be deferred until 2025 due to clergy turnover
Total Expenses	\$ 562.7	\$ 531.2	\$ 562.7	\$ 569.1	\$ 607.2	

Cash Excess/(Cash Shortfall)

\$ (16.0)	\$ 22.9	\$ 8.7	\$ 38.7	\$ (37.1)
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