



**ANNUAL REPORT OF
CHURCH OF THE REDEEMER**

**PREPARED FOR THE
2019 ANNUAL PARISH MEETING**

**THE ANNUAL MEETING
OF
CHURCH OF THE REDEEMER
JANUARY 27, 2019**

AGENDA

- | | | |
|-------------|--|-----------------------------------|
| | OPENING PRAYER | THE REV MICHAEL FOLEY |
| I | WELCOME | THE REV MICHAEL FOLEY |
| II | VESTRY ELECTION | |
| III | FINANCE COMMITTEE REPORT
& BUDGET | JIM EDGAR & MIKE COYNE |
| IV | RECTOR'S REPORT & PARISH STATISTICS | THE REV MICHAEL FOLEY |
| V | PROPOSED REVISION TO PARISH BYLAWS | THE REV MICHAEL FOLEY |
| VI | SR. WARDEN'S REPORT & STEWARDSHIP | LORRIE ESCH |
| VI | JR. WARDEN'S REPORT | ELENA SWANN |
| VII | PARISH AWARDS | |
| | HUGH CLARK EXTRA MILE AWARD | |
| | REDEEMER'S TREASURE AWARD | |
| | PARISH GROWTH AWARD | |
| | VESTRY MEMBERS RECOGNITION | |
| VIII | ELECTION RESULTS | |
| | CLOSING PRAYER AND DISMISSAL | THE REV MICHAEL FOLEY |

PARISH STATISTICS

	2010	2011	2012	2013	2014	2015	2016	2017	2018
<i>Average Sunday Attendance</i>	70	66	68	66	68	66	65	71	71
<i>Easter Attendance (all services)</i>	174	174	150	153	136	135	129	141	147
<i>Baptisms</i>	1	3	2	0	0	0	1	2	2
<i>Confirmations / Receptions</i>	0	1	3	4	4	0	1	1	0
<i>Marriages</i>	0	2	2	2	3	2	0	2	1
<i>Burials</i>	0	1	1	4	4	2	0	1	0
<i>Transferred In</i>	0	?	0	0	2	0	2	2	2
<i>New Members</i>	4	?	12	6	15	5	7	9	3
<i>Transferred out or Moved</i>	2	10	4	4	9	2	7	1	4
<i>Deaths</i>	1	1	0	4	3	2	0	1	0

**THE MISSION STATEMENT
OF
CHURCH OF THE REDEEMER**

*A COMMUNITY OF COMPASSION,
BUILDING BRIDGES
THROUGH FAITH AND INQUIRY,
SERVICE AND CELEBRATION.*

RECTOR'S REPORT

Dear Church of the Redeemer,

Within this report you will hear the stories of how the expansion of your gifts, talents, and members continues to be a faithful witness to what you proclaim to be your mission: Church of the Redeemer is “A community of compassion, building bridges through faith and inquiry, service and celebration.” Living into your mission, there is a strength, confidence, and joy that is palpable in our community. My assertion is that this reflects that we are faithfully living into the desires of our hearts. As the wisdom of Proverbs tells us, “Trust in the Lord with all your heart, and do not rely on your own insight. In all your ways acknowledge God, and God will make straight your paths.” As you read the reports contained herein, see them not as a static reflection of what has been accomplished over the last year, rather as a narrative of what we have done as we walk together on the straight path that leads to God’s kingdom. This is a kingdom where Redeemer lives into truth telling, worship, renewal, healing, and a compassion that welcomes and embraces difference.

In the past year we have seen changes within our staff, within our worship, within our physical property, but most importantly in our awareness that Church of the Redeemer is more than only a place for worship. We are also placed within the larger community of Squirrel Hill and Pittsburgh, uniquely. Ours is a ministry unlike others where we stand with the assurance that the Conviction of our hearts strengthens our resolve to be the people who believe that Light overcomes darkness, and that God is both with us and everyone. It is the Holy One that we each name within our hearts who engages our hands and our minds in the trust that tomorrow is the day we are called to, and that Redeemer is and essential part of the healing and light that God has for Pittsburgh.

We are part of the Forest of Life that promises our mission is suited to bear the burden of our times, and promises the hope for future generations. What we do and who we are today is to the glory of God and will be the witness for our children, and our children’s children. In other words, in these pages you are a witness to the ministry of the glorious kingdom of God that is more and more alive in our hearts as we walk into our futures.

Over the year we have shared, our church has seen a renewal in its commitment to music, liturgy, care for our physical plant, care for our community as good neighbors, and finally, spiritual formation through book studies and conversations. We have before us the foundation to live into our coming year with a renewed commitment to healing the dividing wall of racism, and violence committed against all “others.” Redeemer has had its heart tested and proven faithful to the causes of peace, hope and fellowship with our neighbors. The work ahead of us is never finished, but our hope is real: it is reflected herein. See these pages that reflect our story of ministry not in the past, but alive in the present and calling us forward. Thank you Church of the Redeemer.

The Reverend Michael B. Foley

SENIOR WARDEN'S REPORT

As I begin my second year of my second term as Senior Warden, I am happy to see our Church in such good shape—physically, financially and leadership-wise!

Our buildings have undergone repairs and been put in great order under the passionate and energetic care of Elena Swann, our Junior Warden over the last four years. The details will be in her report, with the plans for future improvements and commitment to future upkeep.

The Vestry with the Rector provides leadership for the parish. The nine vestry members are nominated or recruited from the congregation for terms of 3 years that overlap so that usually 3 members complete their term each year and 3 new members begin theirs. Hopefully these vestry members represent the demographics of the parish. Usually they are members who have shown their love for and commitment to the parish already. The Rector selects the Senior Warden, and the Vestry elects the Junior Warden from among its members. This year continuing with me are Sally Getty, Frances Dannenberg, Chris George, Paul Shepard and Emma Lee. We are grateful to Colette Satler, Cameron Twarek, and Elena Swann for their service as they complete their terms.

One of the important functions of the Vestry is to formulate the budget for the Church. With the budgetary wizardry of Mike Coyne and Jim Edgar, we worked on the budget that you will see at the annual meeting. We are blessed to be in the position of being able to pay our bills and have some discretion to allocate funds toward outreach and future improvements.

Our rector, Fr. Michael Foley, marked his 5th anniversary with us this month. Under his leadership we have maintained our wonderful relationships with our neighbors, St Edmunds and the larger community. We continue to grow as new members come to be with us. It is wonderful to see the big group of children coming forward each week for the Children's blessing! Father Michael is also active in the diocese, chairing the Commission on Race & Reconciliation.

We have always had wonderful organists at Redeemer but who would have thought that Ann Labounsky would come to fill the gap when Nathan Carterette left. Ann enthusiastically leads the choir and congregation each week, and for the first time in many years has formed a children's choir to sing at services. In addition she is continuing the First Friday concerts begun by Nathan and recruiting scholars to sing with the choir. We are truly blessed to have her with us.

It is wonderful to see the energy in our community—people with ideas and plans to keep the Church and its ministry strong for our church family and for those that will come after us.

Lorrie Esch

JUNIOR WARDEN'S REPORT

Building

Knowing as much as I do about our building is both wonderful and frightening. While a beautiful place with a fabulously rich history, the reality of our infrastructure requires constant diligence and many eyes. And then, add unanticipated surprises! Overall, our spaces are clean, bright, and inviting. We as a church family use every part of our building! Facility usage by outside groups is constant and we should be grateful for that income.

2019 was about water. Water has been pesky, entering in various forms: sewer backup, leaking at the bottom of basement walls, manifesting on Parish Hall and Lady Chapel walls, sifting in through Parish Hall window frames. The year started with cleanup and restoration from the November 2017 sewer line back up flood into the basement. This took about 3 months, multiple phone calls and estimates, openings and closings, and luckily \$32,500 in insurance money.

Before we could sigh with relief, March and April brought rain water entering at the bottom of a basement wall like a mini-flood. Between shop vacs, towels, sump pumps, mops, and Fr. Michael and parishioners coming and going at odd hours, we held this at bay. The same rains compromised the back-entrance floor and stairway walls, some Parish Hall walls, and the basement storage room ceiling and floor. While we received \$12,000 in insurance money for repairs, it became quite clear that an all-encompassing water prevention plan had to be figured out and implemented. Add to that the never-ending saga of our Parish Hall and Lady Chapel wall leaks, which have been repaired inside and out too many times with no relief. Also in 2018 we replaced the crumbling retaining wall by our back entrance; our neighbors were worrying too. Before any interior repairs were even considered, my focus has been to Stop Water.

Thus, we now have a new Parish Hall roof, extensive roof and gutter repair on the Forbes side of Parish Hall, repaired Lady Chapel roof, and a new retaining wall at the back entrance (total cost shared with neighbors). Due to the careful money management by Jim Edgar and Mike Coyne, we had the money for these projects. What was not completed however, was exterior masonry repairs—water can enter that way. Masonry work is seasonal; by Fall, we were too late---mason schedules were booked. This was disappointing, because I found a company who could address our tree at the top of the bell tower! So, in 2019 we'll address that, and then on to interior repairs.

Rectory

If you have not been to the Rectory where Fr. Michael and Pastor Chad live, go see it the next time Fr. Michael offers. It is a lovely space. We finally were able to address the unique windows, which were in extensive need of re-glazing and paint. It was made clear through the estimates we received, that this maintenance work was way overdue, at the cost of possibly losing the windows altogether. So, spending ~\$6,200 sounded great compared to replacing all 17 windows. The garage door required repair, or Michael would not be able to get his car out! Last, we found out termites are an issue and we will soon enter into contract with Terminex.

Capital Improvements

Working closely with Jim Edgar with his financial reports and excel sheets has been a joy, if not dizzying. He and Mike Coyne reserve a certain amount of money each year for capital improvements to our home. While certain work might be in process now, future building improvements must be considered and planned. It is a challenge for the Jr. Warden to keep on top of both, specially when unforeseen events occur (Water!). There were discussions with Fr. Michael, the Finance Committee, and Vestry about future needs. To that end, Vestry members now have individual projects to coordinate, with assistance from the current and past Jr Wardens. Recommendations for 2019 projects are:

- Building masonry
- Bell tower masonry and tree
- Parish Hall exterior window paint
- Escape staircase renovation
- Window well covering repairs
- New downstairs AC

The groundwork for these projects is in place and will require Vestry approval. As I step down, I hand these to the next Jr Warden, with the hope of no unforeseen surprises!

Elena Swann

STEWARDSHIP COMMITTEE REPORT

The Stewardship Campaign was a great success this year, and I want to personally thank each of you for your prayerful consideration. I'd also like to offer special thanks to our 2019 Stewardship Speakers: Ashley Hezel, Tor Richter, and Kess Ballentine. I am always thrilled with the insights I gain about each of our speakers and Redeemer through these small speeches, and I hope you all feel the same way!

Our pledges for 2019 totaled \$169,060. This is about \$8,000 more than our 2018 pledge number! We lost 4 pledging units this year, but gained a whopping 5 units with new Redeemer Members joining us! Overall, our individual pledge amounts also increased. In 2018, with 50 pledgers, the average pledge was \$3,216. In 2019, with 51 pledgers, the average increased to \$3,314. This is such a wonderful expression of support!

Thank you all for helping to keep our budget stable from year to year. Caring for our church home and all of its many important missions takes time, treasure, and talent, and I hope you'll keep them in mind as you consider your role in the stewardship of our church home and family in 2019 and beyond. After three years as Stewardship Chair it is clear to me that this parish is beloved and held close in people's hearts. It has been a true gift to witness this so intimately.

Alison Oehler

CHOIR REPORT

It is with great pleasure that I offer to you my second annual report regarding the choir and the music ministry. The choir has continued to progress with weekly Wednesday evening rehearsals and regular Sunday hour rehearsals and remains dedicated to serving the Redeemer parish.

Our Steinway piano in the choir room was renovated by David Barr and continues to serve us well. A minor adjustment was made without charge before Christmas. The purchase of a baby grand piano from a former member of Redeemer for the sanctuary was made in the fall and the small upright piano formerly in the sanctuary was moved to the parish hall. We received an unexpected gift of a fine two-manual harpsichord from the Michael Price family which is housed at the back of the Lady Chapel. Don Franklin has contributed substantially to the musical life of the parish with both substituting on the organ and playing the harpsichord.

We have two choral scholars from Duquesne University, Sam Froelich, Bass and Robyn Long, Soprano who sing every Sunday during the choir season from September through May. Our instrumentalists Paul Shepherd, Frances and Roger Dannenberg have enhanced many of our liturgies. Additional special instrumentalists play for Christmas and Easter.

The children's choir has begun and sings about every six weeks. Dottie Owen, Ashley Hezel, and Dyane Coyne help with the organization of this group. We rehearse for a brief time each Sunday after church in the sanctuary.

The Friends of Music committee has officially been established and a fund raising letter was recently sent to members and friends of the music at Redeemer. The Bach Birthday celebration continues with a program on March 24 at 3:00 pm.

The program of First Fridays at Redeemer through the OSHER continuing education program at CMU is continuing. Programs on J.S. Bach, César Franck, Jean Langlais were offered this fall. This winter the program continues with three programs on Pittsburgh composers: Joseph Willcox Jenkins (Feb. 1), Nancy Galbraith (March 1), and Joyce Moon Strobel (April 5).

I am pleased to continue as your organist-choir director. It is a joy to work with Father Michael Foley, to serve a congregation dedicated to praying through the music of the liturgy and to work with an equally dedicated choir. New members are always welcome and reading music is not a requirement. I continue to be fed spiritually through the Centering Prayer group on Friday mornings. I look forward to getting to know more of you and building on the fine music ministry that preceded me here at Redeemer.

Ann Labounsky

MUSIC & WORSHIP COMMITTEE REPORT

The committee is an advisory body to the rector and organist/choir director. In January, Dr. Ann Labounsky began as our choir director and organist as of January, 2018, and we are grateful for her musical gifts and leadership! The committee assists in identifying elements and personnel needed for the smooth and meaningful operation of the liturgy in our worship services, and provides feedback, ideas, and support. Our focus is especially on the preparation of special services such as those offered in Holy Week or Christmas. Atypical services such as the one we host for the East End Lenten Preaching Series or the monthly outdoor services offered in the summer months deserve special attention, and we continue to coordinate with the Church School and Heritage Place team. Current committee members include Lee Hart, Sam Altmann, Nancy Bolden, Joan Gundersen, Dianne Watson, Fred Whelan, Bryan Webb, and Wiltrud Fassbinder. Many thanks to Joan Gundersen, who faithfully continues as the secretary.

Wiltrud Fassbinder

FINANCE COMMITTEE REPORT

2018 was a demanding year for Redeemer in terms of finances. If you look at the statement of income, you will see the effects of a run of unexpected expenses which caused us to run deficits in our operating and capital accounts. In addition, as you all know, the stock market—and therefore our endowment -- took a hit. But despite that we remain on solid ground as you can see from the balance sheet matrix. We have a strong endowment and the obligations for our designated funds are fully funded. 2019 looks better. With the addition of several new members, pledge income looks up, and we plan to tighten up our budget execution.

Jim Edgar

Church of the Redeemer							
Balance Sheet as of December, 2018							
Account	Bank Accounts						Totals
	Checking	Money Mkt	Vanguard	Brokerage	Altar Guild	Discr Fund	
Current Assets							
Operations	26,029						26,029
Endowment			709,705	31,363			741,068
Capital Reserve		48,224		24,000			72,224
Altar Guild (including CD)					9,139		9,139
Rector's Discretionary Fund						2,595	2,595
Designated Funds	31,288			37,010			68,298
Totals	57,318	48,224	709,705	92,373	9,139	2,595	919,354
Current Liabilities							
Obligations	31,288			37,010			68,298
Current Balances	26,029	48,224	709,705	55,363	9,139	2,595	851,055

	2018 Actual	2018 Budget	2019 Budget
Operations			
Income			
Congregation	173,595	166,000	181,500
Facilities Rental Earnings	49,494	46,110	48,350
Gifts & Fund Raising	1,282	720	700
Grants, Investments & Trusts	8,488	11,450	10,900
Miscellaneous Income	337	5,500	1,200
Total Income	233,196	229,780	242,650
Expenses			
Diocesan Assessment	28,907	28,907	29,931
Facilities Management	64,746	48,300	56,250
Miscellaneous	1,043	500	1,000
Operations	19,273	17,835	17,063
Outreach & Education	4,287	3,800	4,050
Salaries & Benefits	133,089	137,644	138,055
Total Expenses	251,346	236,986	246,349
Net Operating Income	(18,150)	(7,206)	(3,699)
Endowment Income	(1,777)	28,000	28,000
Endowment Outlays		28,000	28,000
Net Endowment Income	(1,777)		
Capital Income	31,478	24,000	24,000
Capital Outlays	75,031	24,000	24,000
Net Capital Income	(43,553)		
Altar Guild Income	4,983		
Altar Guild Expense	4,056		
Net Altar Guild Income	927		
Rectors Discretionary Income	3,605		
Rectors Discretionary Expense	2,516		
Net Rectors Discretionary Income	1,089		
Designated Income	83,935		
Designated Outlays	98,348		
Net Designated Income	(14,413)		
Net Other Income	(57,727)		
Total Net Income	(75,877)	(7,206)	(3,699)

EAST END COOPERATIVE MINISTRY

In 2018, Redeemer served 12 meals, each month on the 3rd Sunday, at the East End Cooperative Ministry Homeless Shelter. More than 40 parishioners helped with this ministry this year, which is one of the most visible and important outreach opportunities we at Redeemer participate in. Very special thanks to Lou Camerlengo, Maria Bluestone (and family), The Church School (with thanks to Maria and Dyane for supervision!), Rose Miller, Emma Lee, Joan Franklin, Rebecca Mertz, Mae Smethurst, Becca Stallings, Alison & Paul Oehler, Sally & Pat Getty, Nancy Lapp, Elena Swann, Lee Hart, Colette Satler, Pat & Jim Edgar, Dottie Owen, Karen Esch, Frances Dannenberg, Catie Frye, Phoebe Robertson, Bob Goode, Michelle Keffer, Soledad Caballero, Lorrie Esch, Joan Gundersen, Lee Lane, Kess Ballentine, Janet Ferguson, The Lisien Family, Susan Wiebe, Michael Foley & Chad Tanaka Pack, and anyone not included in this list who contributed to the shelter dinner but did not sign up online!

For those who are not familiar with the process, here's a little refresher: The signup to make food or serve takes place online about 3 weeks before each meal (look for an email from the Church with the link), and once you sign up, reminder emails are automatically sent by Sign-Up Genius the day before the meal, so you don't have to worry about forgetting! If you do not have email access you are still VERY welcome to participate—just see me in church and I will add you to the list. We are always in need of more volunteers to make and serve this important meal each month.

Serving the meal can be especially rewarding, and involves a fairly short commitment of time. Volunteers are asked to pick up the food at the church at 5:45pm, travel to EECM to reheat anything that needs reheating, set up the dinner in the service line of the cafeteria, and then serve the food from 7-8pm. Redeemer's homemade meals are always commented on and extremely well received by EECM clients. Please see me with any questions!

Alison Oehler

WELCOMING COMMITTEE

The Welcoming Committee exists to help visitors and newcomers to our church to become acquainted with the people of our parish in an informal, home setting. We hold brunches once or twice each year so that people can meet after the regular Sunday morning service and learn more about our community and the people who attend Redeemer. Each autumn we host this brunch for any new people on a Sunday noon; Fr. Michael Foley is there to welcome new folks, and several other members of our congregation are there to meet and greet newcomers to our parish.

People stay around to talk about our community outreach, our liturgical services, and our inclusive mission, as well as simply to get acquainted with one another. This welcome brunch seems to inspire newcomers to continue to attend Church of the Redeemer; we look forward to welcoming more people in the coming months.

Joan and Don Franklin

CENTERING PRAYER GROUP

Our growing group meets every Friday morning at 7:15 a.m. for silent prayer, lectio divina, and a short reading with conversation. Sharing silence and deep listening gives us the space to open to — and connect with — God's presence in our lives. Everyone is welcome to join, no previous experience in Centering Prayer is necessary. For more information, talk to Wiltrud Fassbinder or Gloriana St. Clair. During the winter season, we meet at Gloriana's apartment in Oakland. Otherwise, we meet in the parish hall. Our group is a member of Contemplative Outreach Pittsburgh, who sponsor regular retreats and introductory workshops. (<http://www.pghcenteringprayer.org>)

Wiltrud Fassbinder

HOSPITALITY

Hospitality is an informally organized yet consistent ministry here at Redeemer. There are no committee meetings! Everyone is welcome to take part in Hospitality by serving a coffee hour or bringing some food for a holiday reception. Redeemer enjoyed lots of good food and fellowship in the past year thanks to the generosity and helpful spirit of our members, as well as Roxann Quallich's reliable coffee brewing, dish washing, and cleaning up.

Redeemer's coffee hour and kitchen habits were featured in an online article about environmental stewardship at church: <https://www.kitchenstewardship.com/greening-your-church-9-stewardship-strategies-that-wont-break-the-budget/>

If you've never served coffee hour, please consider taking a turn this year! Sign up in the small binder you'll see on the refreshment table.

'Becca Stallings

BOOK GROUP

Redeemer's infamous book group meets many Tuesdays a year, often at Maxon Towers with Mary Lou and George Kehm at 7 pm for about one hour. Our burdens and joys are studies of books which enhance our understanding of what it means to be a Christian. We study broadly and deeply with not only Redeemerites but also assorted fellow travelers. In the past year we have spent a great deal of time on racism and are currently reading a primary text on gender issues, Mary Daly's Beyond God the Father. All are welcome, for all will be well and all manner of things will be well.

Gloriana St. Clair

USHERS

Ushering at Redeemer is in serious need of additional volunteers to assist on a regular basis. Ushers welcome people to services and quietly work to maintain a comfortable environment for all in attendance. All are welcome to help, even in groups. Please see Bryan Webb or Lou Camerlengo if you're interested in exploring this ministry

Bryan Webb

ARCHIVES REPORT

With the office off the parish hall, partially cleaned up, I have begun working through the boxes of materials that are part of Redeemer's archives. I am working about 6 hours a month, on Wednesdays. Materials are being cleaned, duplicates removed, all metal fasteners removed before they do more rust damage, very fragile records copied, and materials placed in clean folders and boxes. I have worked on the oldest materials first and have found a number of fascinating things about the early years at Redeemer and our buildings.

Joan Gundersen

CHURCH SCHOOL REPORT

As is evident every Sunday morning, the Church School's numbers continue to grow. They are a bright, inquisitive group full of ideas.

Our annual Easter Egg Hunt and Halloween party were great fun. We continue our Outreach program with our monthly cooking for the shelter dinner and collecting and wrapping socks for the shelter dinner in December.

Dyane continues to teach the Primary Class. We use a curriculum based on the Gospel readings. Our goal is to make these lessons connect with their everyday lives. Sometimes our discussions run a little far afield, but the point is to talk about what matters in their lives. We also make some great craft projects.

Maria Bluestone continues to lead lessons for the older children. This past year they studied the five part structure of how collects are written and wrote a few of their own which were displayed at coffee hour. They took a quiz about whether they were a "Martha" or a "Mary" and shared a liturgical seasons game with the younger kids.

The Church School is always happy to have guest speakers join us. We give special thanks to the people who volunteer to help with our cooking projects.

Dyane Coyne

ALTAR GUILD REPORT

I have asked several Altar Guild members why they continue to commit to giving their time and energy to this service. They say that they don't consider it a duty, but a pleasure - a time to be in the church when it is empty and quiet, a time to chat with fellow Altar Guild members, a time to help prepare for Sunday service or to make the church especially glorious for a special service, a time to learn why we do what we do. When is aumbry used? Where's the reredos?

Part of our mandate is to maintain the vessels and linens and paraments that are used for the services. Silver patens get dinged and must go to the silversmith, purificators wear out from laundering, the stoles get tatty and must be replaced. The cost of this maintenance is not supported by your pledge, but is raised by the Altar Guild through the annual Christmas Greens and Plant Sale and by your contributions for memorial flowers. The maintenance is pricey: each little purificator is \$25.00, one credence table cloth is \$85.00, one stole is \$250.00 and a new chasuble may be \$750.00.

I thank all who serve on the Altar Guild, and am myself thankful to be able to serve God and Redeemer in a small but satisfying way.

New members are always welcome. If you have any questions or are interested in finding out what we do, please see me, Lee Hart, or any Altar Guildian.

Lee Hart

HERITAGE PLACE

In 2018 we marked eleven years of providing mid-week services at Heritage Place. The team has grown with Collette Sattler and Lee Lane joining Joan Gundersen, Don Franklin, Bob Goode, and Fr. Foley in alternating Morning Prayer and Eucharist. Our congregation attendance varies in size from 5 to 15, almost all long term patients in wheel chairs of some sort. When possible we add a little music. Several family members of residents also worship with us on occasion, and we get occasional requests for prayers from staff and volunteers. We have tried to respond on other occasions at Heritage, including with caroling at Christmas, and (with the help of many hands at coffee hour) making palm crosses for Palm Sunday distribution. Additional volunteers are always welcome.

Joan Gundersen

OUTREACH, SOCIAL JUSTICE AND EDUCATION REPORT

In addition to the EECM Shelter Dinner, Redeemer also lends our time, treasure, and talent to many other important SJO activities throughout the year. Early in the year we released a brand-new website, which our fantastic Parish Administrator Laura has kept updated with calendar events throughout the year. Many newcomers have already commented that the website was a determining factor in coming to visit us!

Our SJO budget monetarily supported the Shepherd Wellness Community, Persad, The Church World Service Crop Walk, East End Cooperative Ministry, PIIN, PA Interfaith Power and Light, and the Pittsburgh Racial Justice Summit.

Redeemer has a long history of participation in Pittsburgh's Pride march, and 2018 was no exception. Parishioners met early in 2018 to determine our presence at both the traditional Delta Pride as well as the grass-roots People's Pride event. Redeemerites decided to march in solidarity in both Prides. We also hosted a Pride Movie showing of *The Death and Life of Marsha P. Johnson*, a documentary about trans icon Johnson and her pivotal role in launching the gay rights movement. Kess Ballentine led a wonderfully informative discussion following the film.

We were also instrumental in planning a vigil along with other Forbes Faithful congregations to protest the separation of children from their families at the border and in support of immigration justice. Despite torrential rainstorms, hundreds of people participated and there was a standing-room-only crowd inside Sixth Presbyterian!

In other Social Justice news, Redeemerites helped to prepare and serve the Friday Wellness Dinner at Shepherd Wellness Community, and in preparation for our national mid-term elections, we sponsored a voter registration training drive, along with our counterparts at Congregation Dor Hadash. And sadly, we were called to unite with our friends at Dor Hadash once again after the horrific murders at Tree of Life temple, which Dor Hadash also calls home. Redeemer parishioners came together with many other concerned citizens to host a vigil in the heart of Squirrel Hill, the meeting of Forbes and Murray Avenues, in a moving gesture of love for our Jewish neighbors.

In 2019 we will start the social justice calendar off with a meeting to plan this year's Pride participation and discuss other potential Social Justice and Outreach activities. Please join us on Absalom Jones Sunday, February 10th at 12:30pm in the Library—all are welcome and encouraged to attend!

Alison Oehler

GREAT ISSUES REPORT

The intent of the Great Issues Committee is to establish a new mission for Redeemer where, each year, issues of importance to our faith-based community are addressed by academics, activists, and persons involved in the issues at forums open to the community.

On March 15, 2018, our fifth forum titled “Serving LGBTQ Youth: Intersectional Approaches” was held. Kess Ballantine, along with Father Michael and Alison Oehler, organized this event, and invited the three panelists, Dena Stanley, founder of TransYOUning in Pittsburgh; Julian Gill-Peterson, Assistant Professor of English at Pitt; and Shauna Lucadamo, the Gender and Sexuality Advisor for the Allegheny County Department of Human Services. The panel addressed the need for LGBTQ kids to feel safe in order to thrive, citing personal experiences as well as identifying the resources available to support these kids, especially transgender youth.

On October 11, 2019, our sixth forum titled “Gun Violence, Mental Illness, and the Law” featured Assistant Chief Bickerstaff, of the Pittsburgh Police, Dr. Ed Mulvey, Professor, Western Psych, and Rob Conroy, Cease Fire PA. The panel addressed the incidence of gun violence in the Pittsburgh area, the false belief that mentally ill persons committed most crimes, and the gun legislation pending before the Pennsylvania legislature.

The committee is in the process of planning the next forum to be held in spring 2019 focusing on immigration issues. We are pleased to announce that Pat Getty, Ray Owen and Mike Hezel have joined the committee.

Pat Edgar

ALTAR SERVERS

The altar is a place of blessings, fellowship and closeness to God. We perform not just a functional role but a symbolic one, and symbolism is part of the language of worship. We were joined by some new acolytes this year: Bob Scheible and Rose Miller have been with us several months now; Kess Ballantine and Chris George start this month and will likely always serve together in joint worship. We’ve also said goodbye to seasoned and dedicated acolytes Ken Esch, Don Franklin and Bob Goode, who you may still see from time to time as thurifer. As a confirmed or received Episcopalian, we would welcome you to serve with us. It only requires minimal training and a commitment to serve a few times a month. Thurifers are always needed. Please talk to Maria Bluestone for more information.

Maria Bluestone

CHURCH GARDENS

This year the grounds improved greatly due to the generous and diligent work of two of our parishioners who are reluctant to be singled out. So just whisper a thanks to Elena Swann for organizing a two hour grounds clean-up followed by camaraderie and a delicious repast. She also took charge of her corner bed, Maria's garden, and Marian's bench garden along with mysterious random pruning! While you're whispering, be sure to include the Rouleaus. Wil took on yard work and Ruth cleaned the whole driveway side all by herself! Michael as usual tended his bed on the Forbes side of the building and Chris and Kess have adopted the front sidewalk garden. Many thanks for that!

As for the fenced garden we sadly lost the apple tree (not enough water) but gained a surprise bursting forth from our new raspberry bushes. The addition of a blueberry bush is planned for the future. Due to the very fortunate lack of deer we've been able to add to our peony, daylily, and hosta collections. Other good news is that the American Cranberry Viburnum which was failing due to a blight was cut back to the ground and moved. It has now had a full recovery in its new location.

Efforts to educate adult and child visitors to the garden continue and from time to time our vegetables are added to the shelter dinners.

Sally Getty

AUDIT REPORT

The Audit Committee, consisting of Frances Dannenberg, Suella Pipal, and Simon Wu, conducted the annual audit of Redeemer's financial records for the calendar year 2017, as required by Diocesan canons. The audit involves reviewing our parish's financial records, personnel files, tax records, Vestry minutes, and insurance coverage. We found that recommendations from the previous audit had been implemented, including improved procedures for check records and counting. In addition, new procedures for insuring the security of the church's collection have been implemented.

Our report was submitted to the Diocese following Vestry review, and Diocesan requirements were met. All required insurances were up to date and properly filed. A random sampling of records indicated that checks and cash were accurately counted and appropriately documented in the financial records. Parishioners' contributions were accurately stated in their giving letters. Recommendations for improved filing procedures and timeliness were made.

A list of documents which can be provided to the committee at the outset of the audit has been compiled.

The current committee recommends that future audit committees be named early in the year, ideally by February, to allow more time for completion of the audit in time for Vestry review and submission to the Diocese by September 30.

The committee was assisted by Fr. Foley, parish administrator Laura Nelson, and especially parish treasurer Mike Coyne, who was unfailingly generous with his time.

Frances Dannenberg

2019 VESTRY NOMINEES

Leanne Lisien

Leanne Lisien has been attending Redeemer for a little more than 6 years with her husband Brad, and two boys, Ian and Max. They enjoy the bagel breakfasts and Bible Study on Sunday mornings. She grew up in Squirrel Hill and attended Carnegie Mellon for both Mechanical Engineering and Drama (design, stage crew, management, not acting). She is an engineer and manager, and recently started working for the National Robotics Engineering Center in Lawrenceville, a part of Carnegie Mellon University. She enjoys drawing, making pottery, painting, weaving, and now knitting as well.

Rose Miller

I grew up in an American Baptist church where my father was the pastor. Anyone who grew up Baptist can still hear that clatter of the tiny communion cups filled with grape juice, and the clank as they were placed in the little holders in the pew. But what I loved most about communion (served monthly) was my father's voice saying the beautiful words. I didn't realize until I came to Redeemer that the words he used were from the Book of Common Prayer. And that is when my love of the Episcopalian liturgy began.

I originally joined Redeemer when my son Zach was born in 1991. Zach was baptized here, went to Sunday School here, and took his first communion here. I served on the Vestry and as Senior Warden during the planning and building of our downstairs classrooms and auditorium. I returned to Redeemer one year ago after a lengthy absence and am so happy to be back in this warm and loving community. I currently serve as a Chalice Bearer, and am a part of the Altar Guild. I am very pleased to be considered for the vestry again and hope that my experience will prove valuable to the group.

On a more personal note, I live in Munhall with my husband, Bob, Zach, his girlfriend Alexandria, and our 5 cats (yes, 5). My favorite hobby is knitting and I am a very happy member of the Redeemer knitting group. I work downtown as an Executive Assistant to a Sr. VP of Highmark.

Bob Scheible

Bob was born and raised in the North Hills (Ross) of Pittsburgh, surrounded by his cousins, through work on the family farm and related businesses on McKnight Road, now Ross Park Mall. He graduated from North Catholic High School back when it was on Troy Hill and from Indiana University of Pennsylvania (1978). As a Second Lieutenant out of college and then as a Captain, he spent time as a weekend warrior in the Army reserve until 1988. His college studies focused on History, Psychology and the German language, with original thoughts of a Law career. His work career in financial services started in Pittsburgh, and then took him to just outside of Boston (1984-1988), and onto San Francisco and the East Bay (1988-2016) where he met his partner, Gary.

Bob spent over 30 years in the Commercial Lending Sales and Marketing industry, with a variety of Fortune 500 companies: Westinghouse, Chrysler, Bank of America, GE and IBM. This career provided a strong foundation to his more recent endeavor in real estate sales and, currently, property management. He also spent over a decade as a Home Owner Association President where he acquired an in depth knowledge of neighborhood challenges, while learning the real value of those associations.

In 2002, he was first introduced to the Episcopal Church, where after an Inquirer Training, he was received from the Roman Catholic Church at Grace Cathedral in San Francisco. Bob was an active member of St. Mark's in Berkeley until his move back to Pittsburgh. His roles at St. Mark's included Torch Bearer, Crucifer, member of the Stewardship Committee and then its Chair, member of the Vestry, and then Treasurer and Chair of the Financial Oversight Committee.

In Bob's spare time he enjoys cooking, travel, theater, Mid-Century architecture and all the facets of landscape design.

Minutes of the 2018 Church of the Redeemer Annual Meeting, Jan. 28, 2018

12:00 Luncheon; Fr. Michael Foley opened the meeting with prayer.

Rector's Remarks (Fr. Michael Foley):

Our Sunday attendance is up, as is our Easter attendance. We have also seen an increase in baptisms, transfers into the Parish, and new members. Our average attendance from 1 September 2017 to 31 December 2017 was incredible--~82 people every Sunday.

I have recently had more conversations than I can count that indicate that there is a palpable angst in our lives. Redeemer is a place of healing where we can journey together and meditate on where the strength and hope is in our lives.

The current restoration of our stained glass windows is nearly completed. The generosity of the Church created a surplus for the first time in years. There is an abundance here.

We are part of something exciting! This place offers hope. What mission will emerge out of the coming year? The spirit never says enough, the spirit calls us to be fruitful, to move in a new direction.

Vestry Nominees:

Frances Dannenberg, Lorrie Esch, Chris George, Elena Swann have all been nominated to serve on the 2018 Vestry.

A motion made, seconded, and unanimously approved to elect all four nominees to the 2018 Vestry.

Personnel Changes:

This year we were graced with a brief but meaningful music ministry by Ethan LaPlaca, followed by the appointment of new Organist and Choir Director Dr. Ann Labounsky. Laura Nelson has been our Parish Administrator since August 2017.

Proposed Bylaw Amendments:

Fr. Michael introduced the two proposed amendments:

Proposed By-Laws amendments (additions in **bold italics**, deletions in strikethrough)

1. With respect to expanding voter eligibility, the proposal to expand eligibility beyond those who are monetary contributors, and the issue as to verification of eligibility, could be addressed by amending Article I, Sections 2 and 3, as follows:

Article I. Qualifications of Voters

Section 1. Members of the Parish are all baptized persons of sixteen (16) years of age or over, whose names are duly enrolled as such in the register of the Parish.

Section 2. All members of the parish who are present at a Parish meeting and who have been attendants upon **regular attendees** at the services of **the Parish**, and have **either** been regular subscribers to the revenues of the Parish for six (6) month immediately preceding said election, **or have been regular contributors of time and talent to the Parish and its mission**, shall be entitled to vote for the election of members of the Vestry and with respect to such other matters as may from time to time require the approval of the Congregation.

Section 3. The evidence of the qualifications of a voter, except in the case of disqualification under the provisions of Section 5 of this Article, shall be (1) those persons recognized by the Rector and Wardens as regular attendees at services, and(2) the Treasurer's records, or a certified copy of the same, of being part of a pledging unit supporting **a regular financial supporter** of this Parish, **or if eligibility is on the basis of contributions of time and talent, the recognition of the Rector and Wardens that such contributions have been made on a regular basis.**

2. To authorize approval of the minutes by e-mail as we have begun to do, amend Article VII (Meetings of the Vestry) by adding a new Section 8 as follows:

Section 8. In the absence of a meeting, action may be taken by the Vestry on approval of Vestry minutes if a consent or consents in writing setting forth the action so taken shall be executed by all of the Vestry members then in office who are not otherwise disqualified, and presented to the Secretary of the Vestry. Consent or consents in writing may also consist of e-mails from each member of the Vestry then in office who is not otherwise disqualified, if sent from an e-mail address recognized by the Secretary as belonging to the voting Vestry member.

-Joan Gundersen proposed a grammatical change to the language of the line about attendees (striking “attendance upon”).

Both amendments passed unanimously with the adjusted language.

Finance Committee Report (Jim Edgar):

The co-chairs of the Finance Committee acknowledged the labor of the Treasurer, the Parish Administrator, the Vestry Counters, and the Audit Committee.

Despite unanticipated expenses in 2017 (gas, retaining wall, etc.), Redeemer’s finances are in excellent shape. We are enjoying a surplus for the first time in years.

Note that the Diocese requires our budget be passed on 90% of Pledge Income.

Clarifying Question: how do we find out about more “micro” budgetary issues, such as the choir’s budget?

Response: Anytime anyone has a question about smaller budgetary items, they should come directly to the Finance Committee for information.

Our capital Budget will carry over from 2017 this year.

Senior Warden Report (Karen Esch):

Mark Jensen is rotating off the Vestry (but hopefully not rotating off baking delicious scones).

The outgoing Senior Warden thanked all who served on the 2017 Vestry and expressed her confidence that the 2018 Vestry will continue to serve Redeemer well.

Our major ongoing financial challenge is the restoration of our stained glass windows. On the positive side, we have surpassed our initial windows fundraising goal!

Windows Committee Update (Pat Edgar):

John Kelly of Kelly Art Glass Restoration is regarded as the best stained glass restorer in the greater Pittsburgh area; however, we had to collect a minimum of three active bids to qualify for the upcoming Pittsburgh History and Landmarks Foundation Grant.

Awards

Pat Edgar was awarded the Vision Award

Karen Esch was honored for her service as Senior Warden with a gift from the Church.

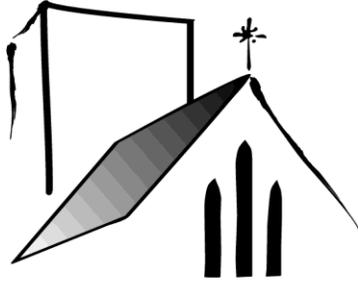
Dyane Coyne was awarded the Hugh Savage Clark Award.

Bryan Webb was awarded the Extra Mile Award.

Upon a motion, the 2018 Budget was unanimously approved.

Fr. Michael closed the meeting with prayer and the parish singing the Doxology.

Signed: Laura Nelson, Clerk



CHURCH OF THE REDEEMER

+

RECTOR

THE REVEREND MICHAEL B. FOLEY

+

ASSISTING PRIEST

THE REVEREND DIANE SHEPARD

+

ORGANIST & CHOIR DIRECTOR

DR. ANN LABOUNSKY

+

SENIOR WARDEN: LORRIE ESCH

JUNIOR WARDEN: ELENA SWANN

CHURCH SCHOOL COORDINATOR: DYANE COYNE

PARISH ADMINISTRATOR: LAURA NELSON

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