

**THE CHURCH OF THE REDEEMER**  
**MINUTES OF THE VESTRY MEETING**  
**TUESDAY, NOVEMBER 21, 2023**  
**7:00 P.M. – WOMEN’S COUNCIL ROOM**

*But, in accordance with his promise, we wait for new heavens and a new earth,  
where righteousness is at home.*

*2 Peter 3:13*

**Quorum.** The November Vestry Meeting was called to order on Tuesday, November 21, 2023, at 7:00 p.m. The following Vestry members were present, representing a quorum for the conduct of business: Peter Bain, Margie Chandler, Michelle Gutberlet, Dixon Harvey, Kristen Heerema, Jean Mellott, Paul Smith, and Jim Stipe. The following clergy members, staff members, and officers were present: Cristina Paglinauan, Ellen Chatard, Steve Sutor, Doug Riley, and Fern Riley. The following Vestry members were absent: Ally Abernathy, Anne Haskins, Kathy LaPlant, and John Schmick. The following officer was absent: Keri Frisch. David Ware was on sabbatical.

**Opening Prayer.** Cristina Paglinauan opened the meeting with a prayer.

**Approval of Minutes.** Fern Riley presented the minutes of the Vestry Meeting held on October 17, 2023. A motion to approve the minutes was made, seconded, and unanimously approved.

**Reflection.** Dixon Harvey offered a spiritual reflection.

**Treasurer’s Report [Doug Riley].** Rebecca Ogus will be leading a pilgrimage to Belize on July 12-17, 2024 for recently confirmed youth, and Doug Riley said she has asked the Vestry for permission to raise money for the trip with two fundraisers: selling Christmas cookie tins on Sunday, December 3, and hosting a Shrove Tuesday pancake breakfast. Other fundraising ideas for the trip may follow. A motion to approve the Confirmation Class’s fundraising activities for its pilgrimage in July 2024 to Belize to include a cookie sale on December 3, 2023, a Shrove Tuesday pancake breakfast, and such other reasonable fundraising activities as the Rector or Priest-in-Charge may consent to was made, seconded, and unanimously approved.

Doug said the newly chartered Scout Troop 635 for Girls and its leaders have asked the Vestry for permission to raise money for their activities by selling Christmas greens at Redeemer in December. A motion to approve Scout Troop 635 for Girls’ request to sell Christmas greens as a sanctioned fundraising activity at the Church of the Redeemer between Thanksgiving and Christmas 2023 was made, seconded, and unanimously approved.

Doug said the proposed budget for 2024 as drafted by Ellen Chatard and Katrina Schisler was reviewed by the Budget & Finance Committee, and they have recommended it without change to the Vestry. On the revenue side, Doug noted the proposed budget projects pledge income of \$1,615,000, an increase of about \$37,000 from last year but still under our pre-pandemic pledge income of \$1,623,000. On the expense side, the proposed budget includes a 3% increase in staff salaries and increases to cover higher rates for health insurance and general liability insurance. The Vestry discussed the budget. Doug asked Vestry members to review the budget and said Ellen and he will be available for questions prior to voting for approval at the December 19 Vestry meeting.

Ellen Chatard gave an update on the 2024 Stewardship campaign, reporting \$758,733 in pledges have been made from 212 households, representing an increase of \$53,000 from this time last year. Many pledges have yet to be received. Ellen notes new parishioner pledges are coming in, including pledges from newcomers to the church.

**Priest-in-Charge Report [Cristina Paglinauan]**. The Redeemer History Working Group, created in response to the February 15, 2022 Vestry resolution to research the relationship between Redeemer and the institution of slavery, the adoption of Jim Crow laws, and other practices in Maryland that disenfranchise communities, led six parish presentation meetings with Vestry facilitators to discuss their findings from the slavery era. Cristina Paglinauan reported about 120 parishioners attended the sessions, and she opened a discussion with the Vestry about the meetings. Vestry members noted parishioners were engaged and eager to learn about the involvement and status of African-Americans at Redeemer during this time and readily shared their thoughts and feelings in small group discussions following the presentations. Longtime parishioners and newcomers attended, and several people shared stories of their personal family histories from this time. While the focus of the sessions was to report and discuss the findings, many said they would be thinking about how this new understanding of our parish history could shape our future. Cristina noted the names of African-Americans from the Redeemer archives who had participated in the sacraments of baptism, marriage, and burial from this era were read and remembered in the Necrology at the All Saints' Day Evensong service. A second series of presentations from the History Working Group to present the findings from the Jim Crow era is planned for early 2024. The Vestry expressed their thanks and gratitude to the History Working Group for their diligent, thorough research efforts and to David Wallach for his clear, cogent presentations.

Cristina announced church plans for the Christmas season. Thomasina Wharton, Director of the Center for Wellbeing, will offer an Advent Mini-Retreat on Saturday, December 9 from 9:00 a.m. - 1:00 p.m. The Lessons and Carols Service will be held on Sunday, December 17 at 5:00 p.m in the church. Services on December 24 will start with the Fourth Sunday of Advent service at 8:00 a.m. Christmas Eve services will begin with the 11:00 a.m. Holy Eucharist in the church with the Connections Choir. At 4:00 p.m., Holy Eucharist with the children's tableau pageant will be held

in the church with music by the Choir School of Baltimore and the Redeemer Choir. The 9:00 p.m. Festive Holy Eucharist will be held in the church with the Redeemer Choir offering a choral prelude at 8:30 p.m. Holy Eucharist on Christmas Day will be held on Monday, December 25 at 10:00 a.m. in the church

**Other Business.** Jim Stipe said a BUILD public action update on efforts to address vacant and abandoned houses in the city will be held at Greater Harvest Baptist Church on Monday, December 11 at 6:30 p.m. BUILD leaders will meet with Mayor Brandon Scott and Mark Anthony Thomas, President and CEO of the Greater Baltimore Committee. Redeemer has pledged to bring 70 people, and carpools will be organized to leave from the church.

Redeemer will partner with the Ivy Bookshop to host an evening conversation with authors Ann Patchett and R. Eric Thomas to discuss their latest books on Monday, December 11 at 6:00 p.m. in the church.

**Adjournment.** Doug offered a closing reflection and prayer commemorating the sixtieth anniversary of the assassination of President John F. Kennedy on November 22, 1963, and the meeting was adjourned at 7:59 p.m.

Fern Riley, Registrar