

**THE CHURCH OF THE REDEEMER**  
**MINUTES OF THE VESTRY MEETING**  
**TUESDAY, OCTOBER 17, 2023**  
**7:00 P.M. – WOMEN’S COUNCIL ROOM**

*Blessed are the peacemakers, for they will be called children of God.*  
*Matthew 5:9*

**Quorum.** The October Vestry Meeting was called to order on Tuesday, October 17, 2023, at 7:00 p.m. The following Vestry members were present, representing a quorum for the conduct of business: Ally Abernathy, Michelle Gutberlet, Dixon Harvey, Kristen Heerema, Kathy LaPlant, John Schmick, Paul Smith, and Jim Stipe. The following clergy members, staff members, and officers were present: Cristina Paglinauan, Ellen Chatard, Keri Frisch, Steve Sutor, Doug Riley, and Fern Riley. The following Vestry members were absent: Peter Bain, Margie Chandler, Anne Haskins, and Jean Mellott. David Ware was on sabbatical.

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

**Approval of Minutes.** Fern Riley presented the corrected minutes of the Vestry Meeting held on September 19, 2023. A motion to approve the corrected minutes was made, seconded, and unanimously approved.

**Reflection.** Paul Smith offered a spiritual reflection.

**Priest-in-Charge Report [Cristina Paglinauan].** The Vestry/Staff Retreat was held on October 13-14, with members of 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. Cristina opened a discussion about the weekend meeting and follow-up thoughts. Vestry members said the retreat was well-planned and was helpful in preparing for meetings with the congregation. Parishioner sessions to learn about the findings of the History Working Group during the slavery era will be presented this week in E-Redeemer with sign-ups for specific meeting sessions, including Sunday, October 22 at 9:00 a.m. in the Dining Room; Wednesday, October 25 at 7:00 p.m. in the Parish Hall; Saturday, October 28 at 10:00 a.m. at Blakehurst; Wednesday, November 1 at 7:00 p.m. in the Parish Hall; Saturday, November 4 at 2:30 p.m. in the Women’s Council Room; and Wednesday, November 8 at 7:00 p.m. in the Parish Hall. A second series of parish meetings in early 2024 will present the History Working Group’s findings from the Jim Crow era.

**Parish Day School Update [Ellen Chatard].** To support the expansion of the Parish Day School through third grade and its need for more classroom spaces, Ellen Chatard said Robert Rice of the development consulting firm CCS Fundraising has

been engaged to advise the school on conducting a capital campaign. The firm will begin with a feasibility study to assess potential donor interest in funding construction of the proposed building expansion. Currently, the third grade has moved its classroom to the temporary learning cottage module near the South Columbarium.

**Junior Warden's Report [Steve Sutor].** Several lighting projects around the campus are being planned, Steve Sutor said, including the stone wall of the West Columbarium and the chapel steeple, east window, and south transept window. The electrical groundwork for the lighting projects is in place, and we are awaiting the arrival of the fixtures to complete the work. One of the two HVAC systems in the chapel needs to be replaced. Site work and engineering for the second ramp on the west side of St. Paul's courtyard has been completed, and the drawings are being reviewed. The ramp will include curb cuts to allow for easier wheelchair accessibility, and construction will likely begin in the spring. The stone work to the steeple, the chapel, and areas in the courtyard was delayed by rain but is scheduled to begin this week. Work on the drains under the rain garden stones is being planned to improve stormwater collection.

Redeemer was one of 45 featured sites for Doors Open Baltimore, a citywide festival of architecture and neighborhoods sponsored by the Baltimore Architecture Foundation on October 7, and Steve said the church had a steady flow of visitors interested in learning about the building designed by architect Pietro Belluschi. He is planning to conduct a tour of the church on Sunday, November 5 after the 10:00 a.m. service and will have copies of the guidebooks he wrote and created with photographs illustrating the design principles throughout the church. Steve noted the leaders of Trinity Episcopal Church in Concord, Massachusetts, another church designed by Belluschi and built in 1960, have contacted him to ask for help with designing improvements in lighting and sound for their church.

**Treasurer's Report [Doug Riley].** With lower than budgeted pledge returns and lower expenses, Doug reported the budget is balanced for the first three quarters of the year. In addition to unexpected tree removal expenses in August, we have also had recent HVAC and plumbing expenses, but Doug said over 12 months our income should match our financial needs.

Doug reported the accounting firm Gross Mendelsohn has completed the independent financial audit of the Parish Day School and has found its financial statements to be neutral, consistent and clear, indicating the accounting system and financial organization are in order and working appropriately.

Doug asked the Vestry to adopt a resolution authorizing Senior Warden Keri Frisch to assume the Rector's duty to sign contracts while David Ware is on sabbatical. The following motion was made, seconded, and unanimously approved:

During the Rector's sabbatical, Keri Frisch, as Senior Warden, is authorized as needed to sign contracts and perform other official administrative duties normally assigned to the Rector.

Doug noted Ellen and Katrina Schisler are drafting a preliminary 2024 budget. After review from the Budget & Finance Committee, the proposed budget will be presented to the Vestry at the November Vestry meeting for discussion and will be considered for approval at the December meeting. The income allocation from the Endowment Fund will be cut back by one-tenth of one percent from last year as we continue our intention to reduce the use of the Fund for annual programming, relying instead on current parishioner financial support and commitment to the church and its work. Ellen passed out a preliminary stewardship letter and pledge form, and she said the letters will be mailed to parishioners tomorrow.

**Other Business.** Ellen noted the church census form is available on-line in E-Redeemer, and she hopes other parishioners will complete the survey and join the 233 parishioners who have responded.

Keri asked Vestry members to use the on-line sign up to serve as Sunday morning Vestry Greeters.

Doug noted the recent death of the Rev. Elizabeth Gillett of Hamilton, NY. She served as an associate priest and was the second woman clergy member to officiate at Redeemer in the early 1980's.

**Adjournment.** Doug offered a closing prayer asking for peace and justice in the Middle East through acts and insights born of wisdom, humility, and love, and the meeting was adjourned at 8:21 p.m.

Fern Riley, Registrar