

**THE CHURCH OF THE REDEEMER**  
**MINUTES OF THE VESTRY MEETING**  
**TUESDAY, MARCH 19, 2024**  
**7:00 P.M. – WOMEN’S COUNCIL ROOM**

*He sent forth his word and healed them  
and saved them from the grave.  
Psalm 107:20*

**Quorum.** The March Vestry Meeting was called to order on Tuesday, March 19, 2024, 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, Anne Haskins, Kathy LaPlant, Jean Mellott, John Schmick, Paul Smith, and Jim Stipe. The following clergy members, staff members, and officers were present: David Ware, Ellen Chatard, Keri Frisch, Steven Sutor, and Doug Riley. The following Vestry members were absent: Ally Abernathy, Dixon Harvey, and Kristen Heerema. The following officer was absent: Fern Riley.

**Opening Prayer.** David Ware opened the meeting with a prayer.

**Approval of Minutes.** Fern Riley electronically presented the minutes of the Vestry Meeting held on February 20, 2024. A motion to approve the minutes was made, seconded, and unanimously approved.

**Reflection.** Anne Haskins offered a spiritual reflection.

**Rector’s Report [David Ware].** David informed the Vestry of several staff and leadership changes to come over the next several months. Keri Frisch has decided to step down as Senior Warden following the Annual Meeting on April 28. David said he has plans for keeping Keri involved in other ways, and he said Steven Sutor will continue as Junior Warden. Freda Marie Brown will retire at the end of July and leave her position in August after five years at Redeemer. She plans to stay in Baltimore for at least a year and may then move abroad. We will celebrate her ministry throughout the summer. Rebecca Ogus and her family will be moving to Southampton, England in October where her husband, Zach, has accepted a four year fellowship. She will inform Redeemer Youth Group members and the Parish Day School community in the next few weeks. She is expected to leave at the end of September after four years of ministry at the church. Barb Hart, long-time Administrative Assistant to the Parish, plans to retire on October 18. Chuan Phan, Assistant Facilities Manager, will retire in January 2025. Parish Day School staff transitions are underway and will be shared with PDS parents in the coming weeks. David will announce these changes in a letter to the parish on April 8.

David said filling these positions will be hard, but the openings provide an opportunity to rethink how we do things at Redeemer. A search for Rebecca’s successor

as Associate for Youth and Young Adult Ministries has begun. The search for Freda Marie to become Associate for Spirituality took two years; fortunately Thomasina Wharton, Director of the Center for Wellbeing, will be available to help with spirituality and pastoral care. Barb's work is multi-faceted and essential to the parish; a job description of all her responsibilities is being drafted. We are also looking for a part-time director of children's programming.

David said the PDS Board and CCS, our fundraising consultant, will attend the April Vestry meeting to discuss the feasibility of a capital campaign for a new school building project for the school expansion through third grade. Following the joint meeting, the Vestry will extend its meeting to allow for reflections from the Senior Warden and outgoing Vestry members on their time of service.

David reported the Right Rev. Carrie Schofield-Broadbent, Bishop Coadjutor for the Diocese of Maryland, will visit Redeemer on May 5 to confirm 10 youths and 2 adults and to receive 2 adults into the Episcopal Church. She will participate in worship and preach on Saturday, May 4 at 5:00 p.m. and on Sunday, May 5 at 8:00 a.m. and 10:00 a.m., and she will meet with the Vestry after the 10:00 a.m. service.

**Treasurer's Report [Doug Riley].** Doug Riley reported that the parish finances are in order. Ellen Chatard gave an update on the 2024 Stewardship campaign, noting \$1,379,365 in pledges have been made from 360 households. This pledge total is about \$20,000 less than pledges from last year at this time and about \$100,000 less than our budgeted pledge goal. David said staff vacancies in the coming months will likely reduce salary expenses and help with balancing the budget.

**Other Business.** Keri and Ellen distributed the 2023 Parochial Report to the Vestry prior to the meeting. A motion to approve the 2023 Parochial Report for transmission to the Diocese was made, seconded, and unanimously approved.

The Vestry Nominating Committee is seeking candidates for the next Vestry class, and Vestry members were asked to propose parishioners who might be interested in serving. David noted the clergy has also been thinking of potential nominees. Outgoing Vestry members Ally Abernathy, Peter Bain, Dixon Harvey, and Kristen Heerema will serve on the committee.

The Claggett Center is available for the fall Vestry Retreat on September 20-21. Ellen asked Vestry members to let her know if they are able to attend this weekend.

Jean Mellott commended members of the Adult Choir for volunteering to sing at three recent funerals.

**Adjournment.** Doug offered a closing prayer, and the meeting was adjourned at 8:23 p.m.

Fern Riley, Registrar