

**THE CHURCH OF THE REDEEMER**  
**MINUTES OF THE VESTRY MEETING**  
**TUESDAY, APRIL 16, 2024**  
**7:00 P.M. – WOMEN’S COUNCIL ROOM**

*We know love by this, that he laid down his life for us —  
and we ought to lay down our lives for one another.*  
*1 John 3:16*

**Quorum.** The April Vestry Meeting was called to order on Tuesday, April 16, 2024, at 7:00 p.m. The following Vestry members were present, representing a quorum for the conduct of business: Ally Abernathy, Peter Bain, Margie Chandler, Michelle Gutberlet, Anne Haskins, Kristen Heerema, Kathy LaPlant, 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, Doug Riley, and Fern Riley. The following Vestry members were absent: Dixon Harvey and Jean Mellott.

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

**Approval of Minutes.** Fern Riley presented the minutes of the Vestry Meeting held on March 19, 2024. A motion to approve the minutes was made, seconded, and unanimously approved. Fern thanked Doug Riley for his detailed notes from the meeting and his help in preparing the minutes.

**Reflection.** John Schmick read the poem, “He is Risen” by Jamie Trunnell.

**Rector’s Report [David Ware].** David sent a letter to the parish announcing clergy and staff transitions to come, including Keri Frisch stepping down as Senior Warden at the Annual Meeting later this month, Freda Marie Brown’s retirement in August, Rebecca Ogus’ family move to England in September, Barb Hart’s retirement in October, and Chuan Phan’s retirement in January. In addition, the Parish Day School is seeking three new teachers for next year. David said we will navigate this time of transformation together, staying grounded as a parish as we experience the losses and give thanks for the meaningful work and relationships we have had with these church leaders.

Vestry members joined David in expressing wonder and gratitude for the experience of Holy Week this year, including the Maundy Thursday Last Supper and stripping of the altar; the Good Friday liturgy, Redeemer History Committee Walk, and Embodied Prayer and Stations of the Cross; and the Easter Vigil with baptisms. Easter morning services on March 31 were well attended and joyful, with nearly one thousand participants at the two services.

David said a memorial service for Janet Harvey is planned for April 26 at 11:00 a.m. The Vestry held a moment of silence and prayer for Janet, Dixon and their family. David read the poem, "Blessed Are You Who Bear the Light" by Jan Richardson.

**Treasurer's Report [Doug Riley].** Confirming a recent trend in church giving discussed in previous meetings, Doug said an analysis of first quarter 2024 revenue reveals plate income was higher than budgeted, and pledge income was lower than budgeted. Pledge income, budgeted for \$626,000 through March 31, totaled \$608,000, and plate income, budgeted for \$16,000, totaled approximately \$20,500, including an Easter plate offering of \$9,900 that was about \$4,400 higher than the budgeted amount. On the expense side, the church's natural gas bill was \$6,000 higher than budgeted, HVAC repairs were \$3,600 higher than projected, and technology expenses for a new office computer were \$2,000 over the expected amount, totaling \$8,850 more than budgeted through March 31. Doug pointed out we are early in the fiscal year, and these budgetary differences are easily covered by a current surplus of \$257,000.

The Investment Committee will meet with the church's financial advisor, D. F. Dent & Company on April 23. Doug noted a parishioner asked the Vestry to consider adopting an investment policy similar to that of a recent resolution by the United Methodist Church to avoid investments in companies that produce coal, petroleum, or natural gas. Doug said D. F. Dent & Company invests the endowment and trust funds in a socially engaged and responsible way consistent with Redeemer's core values. He will bring this issue to discuss at the Investment Committee meeting.

The annual church audit is in process and will be reviewed by the Budget and Finance Committee prior to consideration by the Vestry at the May meeting.

Doug reviewed the policies and internal controls used by the ushers on Sunday mornings to safeguard the plate offering, the importance of periodic training for ushers and others involved in collecting and counting the offering, and the requirement that two people always be present during the handling of the offering from collection to deposit.

**Other Business.** The PDS Board and CCS, our fundraising consultant, will attend the May Vestry meeting to discuss the feasibility of a capital campaign for a new school building for the school expansion through third grade.

The Right Reverend Carrie Schofield-Broadbent, Bishop Coadjutor of the Diocese of Maryland, will visit Redeemer on May 4 and 5 to participate in all three weekend services and will confirm 10 youths and 2 adults and receive 2 adults into the Episcopal Church. She will meet with the Vestry and officers after the 10:00 a.m. service.

A slate of candidates nominated to serve on the Vestry will be sent out this weekend. The slate will be presented for election at the Annual Meeting on Sunday, April 28 at the 10:00 a.m. service.

The Vestry/Staff Retreat will be held at the Claggett Center on September 20-21. Vestry members were asked to contact Ellen Chatard if they are unable to attend.

**Vestry Reflections.** Outgoing Vestry members Ally Abernathy, Peter Bain, and Kristen Heerema spoke about their time of service on the Vestry, and David shared reflections from Dixon Harvey. Keri Frisch offered her thoughts on her six years of service as Senior Warden. On behalf of the Vestry and the Executive Committee, Fern thanked Keri for her constant presence through joyful and challenging times and the faith, plans, optimism, and perseverance she brought to help the parish move through the pandemic, study the Sacred Ground anti-racism course, and form the History Committee to learn about Redeemer's history during the slavery and Jim Crow eras. David thanked everyone for their time and willingness to serve and be present in the life and leadership of the church.

David announced Lucy Neale Duke has agreed to serve as the new Senior Warden. She is a retired college counselor who worked in Montgomery County schools, Baltimore independent schools, and Baltimore City College. She served as Vice President of the Roland Park Country School Board of Trustees, and she represented RPCS on the Samuel Ready Scholarship Board. She will bring her experience in school leadership to meet the opportunities and challenges that lie ahead in the growth of the Parish Day School.

**Adjournment.** Doug offered a prayer of thanks for the insight, wisdom, and camaraderie of the amazing team of people that have led the church in these recent years, and the meeting was adjourned at 8:35 p.m.

Fern Riley, Registrar