



The Episcopal Church of the Redeemer

2944 Erie Avenue | Cincinnati OH 45208

Annual Meeting of the Congregation and Annual Reports

The Fifth Sunday After Epiphany
February 10, 2019

*Our community: invites and welcomes all;
inspires growth in faith and knowledge of Jesus Christ;
reaches out with love and support to those in need.*

**THE EPISCOPAL CHURCH OF THE REDEEMER
ANNUAL MEETING
February 10, 2019**

AGENDA

OPENING.....The Rev. Philip DeVaul

- Opening prayer
- Appointment of a secretary for this meeting
- Move to accept minutes of 2018 Annual Meeting

REPORTS

- Senior Warden Remarks.....Charles Fellows
 - Vestry Bylaws change
 - Code of Regulations amendments and vote
- Nominating Committee.....Christine Andrew
 - Presentation of the nominees and vote
- Treasurer's Report.....Rob Kranz
- Rector's Forum.....The Rev. Philip DeVaul

CLOSING.....The Rev. Philip DeVaul

- Closing prayer
- Adjourn

THE EPISCOPAL CHURCH OF THE REDEEMER

Vestry Bylaws Change

ORIGINAL:

5. Each Ministry Board shall consist of (i) at least two members of the Vestry and (ii) persons who hold certain lay leadership positions within the Board's ministry. The Vestry members on each Ministry Board shall be appointed annually by the Vestry and shall serve as the liaison between the Vestry and the Ministry Board ~~In the absence of unusual circumstances, the chairperson of a Ministry Board shall not be a member of the Vestry.~~ The Rector shall assign a staff person to each Ministry Board, but the staff person so assigned shall be accountable only to the Rector and to the Board to which he or she is assigned.

AMENDED:

5. Each Ministry Board shall consist of (i) at least two members of the Vestry and (ii) persons who hold certain lay leadership positions within the Board's ministry. The Vestry members on each Ministry Board shall be appointed annually by the Vestry and shall serve as the liaison between the Vestry and the Ministry Board The Rector shall assign a staff person to each Ministry Board, but the staff person so assigned shall be accountable only to the Rector and to the Board to which he or she is assigned.

THE EPISCOPAL CHURCH OF THE REDEEMER

Code of Regulations Proposed Changes

ORIGINAL:

ARTICLE IV. MEETING

Section 4.1 Annual Meeting

(a) The annual meeting of members of the Congregation ("Annual Meeting") shall be held on the ~~second~~ Sunday of February of each year at such time and place as is determined by the Vestry and specified in the notice of the meeting in accordance with Section 4.3 below. At such Annual Meeting, Wardens, Vestry members, Delegates and Alternates to the Diocesan Convention, trustees of the Church of the Redeemer Foundation (known also as the Permanent Property Fund) ("Permanent Property Fund"), and such other ministry board offices as the Vestry specifies shall be elected. Such other business as may be necessary or appropriate shall be transacted.

PROPOSED AMENDMENT:

(a) The annual meeting of members of the Congregation ("Annual Meeting") shall be held on the **third** Sunday of February of each year at such time and place as is determined by the Vestry and specified in the notice of the meeting in accordance with Section 4.3 below. At such Annual Meeting, Wardens, Vestry members, Delegates and Alternates to the Diocesan Convention, trustees of the Church of the Redeemer Foundation (known also as the Permanent Property Fund) ("Permanent Property Fund"), and such other ministry board offices as the Vestry specifies shall be elected. Such other business as may be necessary or appropriate shall be transacted.

ORIGINAL:

ARTICLE IV. MEETING

Section 4.5 Presiding Officer at Meetings. The Rector of the Congregation, if present, shall preside at meetings of members. In the Rector's absence, the order of priority for presiding officers shall be: (a) a layperson chosen by the Rector; (b) the Senior Warden; (c) the Junior Warden; (d) the Clerk of the Vestry. If none of the foregoing officers is present, the members of the Congregation present at such meeting shall elect the presiding officer.

PROPOSED AMENDMENT:

Section 4.5 Presiding Officer at Meetings. The Rector of the Congregation, if present, shall preside at meetings of members. In the Rector's absence, the order of priority for presiding officers shall be: **(a) the Senior Warden; (b) the Junior Warden; (c) the Clerk of the Vestry; or (d) a layperson chosen by the Rector.** If none of the foregoing officers is present, the members of the Congregation present at such meeting shall elect the presiding officer.

ORIGINAL:

ARTICLE V. WARDENS, AND VESTRY, CONVENTION DELEGATES AND ALTERNATES, FOUNDATION TRUSTEES
Section 5.1 Number and Term.

- (a) The members of the Vestry shall consist of ~~sixteen~~ regular Vestrypersons, the Senior Warden, and the Junior Warden. The Rector shall be an ex officio member of the Vestry. All members of the Vestry (including ex officio members) shall be voting members and shall be counted for quorum purposes .
- (b) ~~At the Annual Meeting held in the Year 2000 four regular Vestrypersons shall be elected pursuant to the Code of Regulations as in effect at the beginning of such meeting to serve for a term of three years, four regular Vestrypersons shall be elected pursuant to the Code of Regulations as amended at such meeting to serve for a term of one year, and the eight previously elected Vestrypersons whose terms have not yet expired will continue in office until the expiration of their terms. At the Annual Meeting held in the Year 2001 eight regular Vestrypersons shall be elected to serve for a term of four years; at the Annual Meeting held in the Year 2002 four regular Vestrypersons shall be elected to serve for a term of one year; and at the Annual Meeting held in the Year 2003 eight regular Vestrypersons shall be elected to serve for a term of four years. Thereafter, at each Annual Meeting held in an odd numbered year, the successors to that class of regular Vestrypersons whose term then expires shall be elected to hold office for a term of four years. All regular Vestrypersons shall serve until their successors are elected and qualified.~~

PROPOSED AMENDMENT:

ARTICLE V. WARDENS, AND VESTRY, CONVENTION DELEGATES AND ALTERNATES, FOUNDATION TRUSTEES
Section 5.1 Number and Term.

- (a) **Beginning with the Annual Meeting in 2019 and continuing until the Annual Meeting in 2021, the** members of the Vestry shall consist of **13** regular Vestrypersons, the Senior Warden, and the Junior Warden. **From the Annual Meeting in 2021 and thereafter, the members of the Vestry shall consist of 10 regular Vestrypersons, the Senior Warden, and the Junior Warden.** The Rector shall be an ex officio member of the Vestry. All members of the Vestry (including ex officio members) shall be voting members and shall be counted for quorum purposes.
- (b) At each Annual Meeting held in an odd-numbered year, **5 regular Vestrypersons shall be elected to hold office for a term of 4 years, succeeding the class of Vestrypersons whose terms then expire.** All regular Vestrypersons shall serve until their successors are elected and qualified.

THE EPISCOPAL CHURCH OF THE REDEEMER

Annual Meeting of the Congregation

Sunday, February 11, 2018

The Rev. Philip DeVaul, Rector, offered an opening prayer to call the meeting to order in the Great Hall at 11:52 am. He then appointed Patricia Kovach, Clerk of Vestry, as Secretary for the meeting.

APPROVAL OF MINUTES

Copies of the minutes were included in the 2017 Annual Report booklets, which were made available to the approximately 150-175 people in attendance. A digital version of the booklet will be emailed to all parishioners. Philip DeVaul made the motion to accept the minutes from the 2017 Annual

Meeting as written, Mike Firesheets seconded. The motion was unanimously approved.

REPORTS:

SENIOR WARDEN:

Rev. Philip DeVaul thanked outgoing Senior Warden, Cynthia Williams for her mission and discipleship to Redeemer during her tenure. Cynthia recounted the many changes at Redeemer since she was first called as Junior Warden in 2014 – clergy and staff turnover, issues with the building and even a flood! She thanked all of the parishioners, clergy and staff who supported her over the years. Incoming Senior Warden, Charles Fellows made his remarks for his vision for the Vestry and for Redeemer.

NOMINATING COMMITTEE

Christine Andrew, chair of the Vestry’s Nominating Committee, announced the following as Nominees to Parish Office.

Office

Nominees

Senior Warden

Charles Fellows

Junior Warden

Emily von Allmen

Mission Funding Committee at Large, 3 year term

Susan Laffoon

Dan Startsman

Alternate Delegate to Diocesan Convention

Ryan Andrews

Nancy Hodges

Permanent Property Fund Trustee

Ellen Zemke

Christine asked for a motion to close the nominations and cast a ballot for the entire slate. Larry Kissel made the motion and Bob Boling seconded it. The motion was unanimously approved. Christine congratulated the new candidates, thanked Nominating Committee for their discernment, and asked the parish for support and prayers for their new leaders.

TREASURER’S REPORT

Rob Kranz presented the Treasurer’s report. He has stepped in to help manage the parish finances after Finance Officer, Cathy Hunt, was diagnosed with cancer. A new Finance Officer was recently hired, but quit after 3 weeks, so they are looking for another replacement.

The 2018 pledge numbers have increased as well as the total pledge amount. Income and expenses have remained steady. There is a slight surplus from the Redeemer Preschool and the various Fund balances are steady.

BOARD REPORTS

Rev. Philip DeVaul referred attendees to the printed Board Reports in the meeting booklet, and directed any questions to the Board Chairs.

Rev. Philip DeVaul offered a closing prayer and thanked Doris Crouch for the food. The meeting was adjourned at 12:22 PM.

Respectfully Submitted,

Patricia Kovach, Clerk of Vestry

RECTOR'S 2018 ANNUAL MEETING ADDRESS

My hope and dream and deepest desire for the Church of the Redeemer is that every single person in this church be a part of a ministry that helps us know God and grow in love. That first sentence was actually what I'm going to end with, but in case you zone out, I wanted to put it right there at the beginning too. Here I'll say it again: My hope and dream and deepest desire for the Church of the Redeemer is that every single person in this church be a part of a ministry that helps us know God and grow in love.

Every single one of us was brought to this church by Christ Himself. You might think you stumbled onto or into your relationship with Redeemer. You may believe it was a coincidence or happenstance. Maybe a friend or relative recommended you to this community, or maybe you were born and raised at The Redeemer. Whatever the circumstances of your presence and connection to this church – I believe that you have been brought here on purpose, and that we were brought together *for* a purpose – we're on a mission from God. That mission, that purpose, draws us into deeper relationship with God, and with one another.

You may have noticed that we talk about relationship a lot. Like, a lot.

We talk about relationship a lot because Jesus is all about relationship. Jesus is in the business of drawing us deeper into love relationship with God and with one another. Our Gospel story today is all about Jesus and love relationship. We hear the story we call The Transfiguration every year – sometimes multiple times a year, and we never quite get our arms all the way around it, and that's fine, but this story is relationship from beginning to end. From beginning to end, this is a story about relationship, and from beginning to end, so is our story.

In the story today, Jesus gathers His closest friends together for the purpose of showing them His true self. It's a revelation of Jesus' beautiful divinity, presented in the context of close connected relationship. Who sees Jesus for who He really is? His friends. And when they see Him for who He really is, what happens? They know Him more and they love Him more.

Why am I fanatical in my stubborn insistence to talk about relationship? Because all great transformation, every real transfiguration and divine revelation happens in the context of relationship.

Your relationships with each other and with God have always mattered at Redeemer – but we are being more intentional in talking about relationships and explicitly grounding our ministries in connection – because, like the Transfiguration of Jesus, we believe that relationship and connection are the foundation for our salvation. In 2017 we began to observe monthly Feast Days – gathering together on a weekday evening simply to pray and eat together. We are recognizing these days as holy by using them as spaces to build friendship and connection, and to eat good food. Last year's Lenten series, similarly, was a potluck that focused on the significance of the shared meal.

Think for a moment of the ministries that mean the most to you here: How much do the friendships you've made in those ministries matter to you? I'm willing to bet those connections are some of the highlights of your life and work at Redeemer. In 2018, we will continue to sharpen our focus on seeing Jesus in one another more fully because, like the disciples on the mountaintop, in this seeing, we will know God and grow in love.

When Jesus and his dear friends are on the mountaintop, Jesus sees more friends – Moses and Elijah, to be exact. The importance of this gathering cannot be overstated. See, we know that Jesus is a change agent. He comes into our world and changes our understanding of who God is, changes our understanding of who we are. Jesus brings change. And relationship with Jesus brings more change.

When we think of change – however inevitable or however necessary, or however good it is, we worry that we might lose something essential about who we are. So, for instance, if we go from purple to blue during Advent, or if we change some of the seating and structure of the Banquet service, we are apt to wonder: are we denying the thing that makes us *us*?

From a Biblical narrative standpoint, if Jesus is bringing change, does that mean He's ignoring, negating, or undermining the importance of His history and culture? Is Jesus denying the thing that makes us *us*? When Jesus hangs out with Moses and Elijah He is connecting Himself to the essential history of His people, embracing their shared past – not denying or ignoring it.

Jesus continues to be present at Redeemer, and we continue to be in a time of great change. Like Jesus, we want to make sure that every change we make is rooted and grounded in what makes us *us*.

2017 saw Nancy Hopkins-Greene, Anny Stevens-Gleason, Becca Morehous, and Joyce Keeshin all step into new roles at the church. Each new job brought change – change to how we relate to these four powerful women and

change to the ministries they now oversee. But each change was made for the purpose of honoring some of the essential things that make us *us*. Our commitment to pastoral care and health & wellness, our passion for inclusion, our love of worship, and our desire to be a missionary people are all reflected in these changes.

We spent a good amount of 2017 praying and preparing for the reinvigoration of our ministries to youth and young adults. The prolonged emphasis on this underserved segment of our community felt like a big change for many of us. And there is no question that our new priest Mitch Bojarski will bring about even more change.

But this change too is grounded in the DNA of the Church of the Redeemer. We have a long history of seeking to bring people of all ages into deeper relationship with God. The changes we are making in the area of Youth & Young Adults are meant to honor that part of our DNA. We are not shifting our emphasis from old to young at Redeemer: Rather we are striving to make sure that whatever age you are, whatever stage of life you're in, you know that you are beloved, that you are a blessing, that you belong here.

Change is inevitable. But, like, Jesus, if we are attentive to our past, and stay connected to those essentials of our shared life and identity, every change we make will help us know God and grow in love.

God speaks up in our Gospel story today – saying those words that have meant so much to our church, “This is my son, the Beloved!” Can you hear God’s voice, like a mother beholding her child for the first or the thousandth time with wonder and joy?

In that miraculous moment we are reminded of our first and most fundamental relationship: That relationship with our Creator – the God of all things. We are reminded in that moment that, in Jesus Christ, we are all beloved daughters and sons of God, each of us made on purpose – each of us made *for* a purpose.

I love God’s voice here. It’s definitive. It’s forceful. God’s powerful love proclamation is the wellspring of Jesus’ work in this world. Jesus’ identity as beloved Son imbues Him with astounding purpose. His relationship with the Father defines Him as utterly beloved, and He spends His life sharing that belovedness – making it ours, helping us to see just how much we belong to each other, how much we belong to God.

But we don’t just belong to God so that we can become good people or better people, or so we can go to heaven. No, our belonging to God imbues us with that astounding mission: Jesus’ purpose becomes our purpose – the church’s purpose – our reason for being. When we embrace our purpose of love and mercy and participate with God in the redemption and reconciliation of the world, we become the church. We become the Body of Christ, we are transfigured such that we are finally able to see God in ourselves, see God in our neighbor. When we embrace our belovedness we know God. When we embrace our belongingness, we grow in love.

When I talk about purpose, I’m talking about the practical application of God’s love. I’m talking about the fact that knowing God and growing in love will absolutely define us and push us into action. To that end, I want to finish by pointing to two major developments that began in 2017 and will continue in 2018.

The first development is the discernment work that Joyce Keeshin, Amy Harris, and Larry Kissell have led concerning Mission at Redeemer. Mission, that is the Church’s work in the world outside the walls of our building, is central to the identity of Church of the Redeemer. Indeed it is central to the life of any church that is serious about following Jesus.

At the beginning of my time here, two things became very clear to me:

- 1) Mission work is an area of great pride and joy at Redeemer.
- 2) There was a sense among those who were engaged in Mission work at Redeemer that we needed to re-evaluate how we were organizing, developing, and encouraging Mission here.

Joyce, Amy, and Larry have engaged many of us in discussions, focus groups, meetings, and surveys, and are now beginning to interpret the data they’ve collected. They are working faithfully to assure that Mission remains sewn into the very fabric of Redeemer, and in 2018, their findings will help shape how we equip those essential ministries.

The second development concerns the work of our vestry. Over the last year, our vestry has been hard at work honing our vision of what we believe the Holy Spirit is calling Redeemer to be. I want to share that vision with you today.

We have a vision of a growing church filled with people of every age, color, gender, orientation, socioeconomic situation, and political persuasion. We have a vision of a people gathered together in relationships of holy connection and communion. We have a vision of a body of people who know why we exist, why we are Christian,

why we are Episcopalian, why Redeemer matters to us. We seek to build a church so overflowing with God's love, that we are compelled, driven out into this world to serve our sisters and brothers with humility, compassion, and abiding faithfulness. Our hope and dream and deepest desire for the Church of the Redeemer is that every single person in this church be a part of a ministry that helps us know God and grow in love.

In 2018 our vestry is committed to revitalizing the leadership structures of the church so that we can begin to live out this vision. This congregation has many devoted leaders, from our ministry heads to our board chairs, from our vestry to our staff. We plan to honor that devotion by making sure that the time, talent, and treasure you give to this church is used to empower ministry and facilitate blessing.

There's that moment up on the hill in the Gospel story, where the disciples suggest building some tents and simply hanging out in the glory of God for a while. But Jesus knows that's not how God's glory works. Jesus knows that God's glory is only really revealed when they head down the mountain and share their belovedness. We have a powerful vision of a thriving church that reveals God's love. We have a beautiful group of people gathered here in the name of Jesus Christ. Our goal is to connect this powerful vision to these beautiful people, and to share God's glory with our neighbors. Our hope and dream and deepest desire for the Church of the Redeemer is that every single person in this church be a part of a ministry that helps us know God and grow in love.

My prayer is that you will see yourself in this relational vision, that you will see God's glory in this beloved community, and that in 2018 you will join in making this dream of Love become a powerful reality.

This was originally delivered by Philip DeVaul during worship services on 02/11/2018. The biblical texts referenced was Mark 9:2-9.

THE CHURCH OF THE REDEEMER MINISTRIES

LITURGY BOARD

Chair: Andrea Rogers

<u>Before Worship:</u>	
Altar Guild	Rachel Votaw
Banquet Team	Anny Stevens-Gleason
Bread Guild	David Richards
Celtic Guild	Lynne Lingrel
Flower Guild	Francie Morrison
Sanctuary (10 am) Worship Team	Andrea Rogers
Wedding Consultants	Shelia Maxwell, Kathe Kissel
<u>During Worship:</u>	
Acolytes	Michelle Kirk
Audio Visual Technology	Anny Stevens-Gleason
Musician Ministries	Brett Scott
Lay Readers	Tom Hill
Lectors	Jim Votaw
Sacristans	Stewart Lewis
Sunday Intercessors	Deanna Thompson
Ushers	Larry Kissel
<u>After Worship:</u>	
Sunday Bankers	Mike Staffiera

STEWARDSHIP BOARD

Chair: Betsy Schram

Environment	Emily von Allmen
Estate	Alan Henning
Time & Talent	Dawn Neely
Treasure	Tom Kirkwood/Betsy Schram

MISSION BOARD

Mission Funding Chair:	Larry Kissel
Mission Outreach Chair:	
Episcopal Retirement Services	Mike Krug
First Step Home	Jeanne Plunkett
Foreign Missions	Carolyn Martin
Freestore Foodbank	Jim Miller
Habitat for Humanity	Ed Polaski
Home Comforts	
Interfaith Hospitality Network	Pattie Kovach
Christmas Adopt-a-Family	Lee Hardy/Jolene Strubbe
MEAC	Barbara Bennewitz
Lydia's House	Anne Housholder
Thanksgiving Boxes	Elizabeth Coley, Chris Cho, Lynn Lingrel
People Working Cooperatively	Keenan Beauchamp

EDUCATION BOARD

Family Ministry	Brad Gough
Children's Ministry	Tommy Kirk
Preschool	Denise Hoefling
Youth Ministry	The Rev. Mitchell Bojarski
Adult Education	
Young Adults Ministry	The Rev Mitchell Bojarski
Small Groups	
Bible Studies	The Clergy
Book Group	Nancy Schulhoff
Theology Group	Ed & Carol Ewbank

PASTORAL BOARD

Chair: Cynthia Blocksom

CardLink	Sheila Maxwell
Funeral Receptions	Doris Crouch
Health & Wellness Minister	Becca Morehous
Intercessory Prayer List	The Rev. Joyce Keeshin
Knitters Group	Heather Kromholz
Lay Eucharistic Visitors	Mark Sesler
Main Dish	Les McNeill/Anne Lilly Cone
Newcomers	
Newcomer Greeters	Carter Kemper
Newcomer Receptions	Lisa, Matt, and Linda Senter
Sole Mates	Lin Roth
Fellowship Opportunities	
Goodie Guild	Lisa Andrews
Annual Parish Picnic	Kathe Kissel/Robin Henderson

OTHER MINISTRIES

Archives	Elizabeth Grover/Mike Krug
Facilities Management Team	Cynthia Williams
Lay Weeders	
Nominating Committee	Christine Andrew
Office Volunteers	Mary Jo Schottelkotte

PASTORAL BOARD ANNUAL REPORT 2018



Listed below are some of the many achievements of the 2018 Pastoral Ministries.

CardLink This quiet but dedicated group of ten wonderful writers take great joy in connecting to our Redeemer family by sending cards, notes and messages to our brothers and sister experiencing sorrow, life struggles, rejoicing in successes, baptisms, new homes, and more. Additional criterion for sending cards has increased production from 150 in 2017 to 191 cards in 2018.

The **Funeral Ministry** was able to provide assistance to several families this year with receptions and is ready to assist families when requested. Two new assistants, Cynthia and Ann Blocksom, have joined Doris Crouch in providing this ministry.

The **Health and Wellness Ministry** has been busy with several new initiatives.

- Stephen Ministry: Seven Stephen Leaders were commissioned after a week-long intensive training workshop in July in Dallas and ten Stephen Ministers are currently being trained through 20 training sessions culminating with a May 19, 2019 commissioning.
- Brene Brown: Spring 2018 – Ten-week class on “Rising Strong” with an average attendance of 15-20. Fall 2018 - Eight-week class on “Daring Greatly” with an average attendance of 15-20.
- Quarterly Blood Pressure Screenings, and now offering an “Ask the Dietitian” feature.
- Hosted 2 Blood Drives with nearly 50 units of blood being donated by Redeemer parishioners!
- Hosted “Stop the Bleed” training for Redeemer staff members through UC Trauma Team’s First Responders.
- Hosted a “go Vibrant” Step Up Cincinnati Challenge amongst Redeemer staff members for April 2018.

Approximately seventy-five members regularly participate in the **Intercessory Prayer Ministry** of holding the petitions and thanksgivings of our parish family and the world to God through prayer. The Rev. Joyce Keeshin is examining how to best communicate with the group of intercessors.

The **Lay Eucharistic Visitors** have been a part of the Pastoral Ministries at Redeemer since 2017. The five LEVs visit those in a variety of situations that would benefit from Eucharist brought to their homes, such as to someone who is ill, recovering from surgery, new parents, etc.

The fourteen **Goodie Guild** bakers provide cookies and other treats on the coffee carts between Sunday services as well as participating in the sale for El Hogar, the Holiday bake sale for Redeemer and the blood drive. For 2019 they have decided to provide some fruit to encourage fruit consumption in addition or instead of just cookies.

Main Dish served about forty meals to fellow parishioners in 2018. Twenty-five enthusiastic cooks connected with simple food to help and celebrate newcomers, new babies, baptisms, new homes, funerals, surgical and medical recoveries, and other milestones for members of the Redeemer community. Main Dish cooks happily continued to accommodate dietary restrictions and individual preferences. Since Cooks are matched to households in need with an eye toward geography, scheduling of meal drop-off usually goes quite smoothly. We appreciate others’ informing us of needs as they come up or, if known, in advance. New Cooks are always welcome.

Newcomer and Fellowship Ministries:

Greeters/Back Door Ministry: It has been a busy year for Greeters as there is a steady flow of newcomers. Strong attendance means there is a lot of active Greeters at the front and back entrances. Recruitment open for new ministers!

A very successful Newcomer Reception was held in November and was well attended.

Second Half-This new ministry helps connect people who identify as being in the Second Half of Life and want to get to know each other better. At the Second Half kickoff potluck bunco party in August, we had over 60 people and received 49 survey responses with many suggestions to help shape this group and future activities. Second Half sponsored the Beer & Hymn Sing in September with about 70 people singing in the cloister garden or enjoying conversation in the Great Hall. We drew for Eat & Greet groups and have 74 participants in nine groups. The planning team of 10 people has scheduled quarterly events during 2019 and plans to offer at least one

speaker event per quarter. We will be offering some small groups in the winter and drawing new Eat & Greet groups in the spring. There seems to be a lot of energy around Second Half and we hope to build a sustainable infrastructure to move it forward and keep it vital.

Another successful Annual Parish Picnic fellowship event was held at Ault Park on August 19, 2018, and was attended by more than 200 parishioners. The picnic was the kick off to the beginning of the church program year that starts after summer.

The **SoleMates** team participated in several walk/run events including the FreeStore Hunger Walk on May 28th and the Matthew 25 Ministry's Hunger 5 K on November 3rd. A SoleMates Facebook Group is available to share information and to post pictures.

The **Knittin' Kittens** met monthly throughout the year to lovingly create full-size prayer shawls, mini pocket prayer shawls, prayer bears as well IHN baby blankets, Lydia's House blankets and items for sale at the Ministry Marketplace.

2018 Pastoral Ministry Leaders: Goodie Guild: Lisa Andrews, Main Dish: Anne Lilly Cone and Les McNeill, Funeral Ministry: Doris Crouch, Annual Parish Picnic Fellowship: Robin Henderson and Kathe Kissel, Intercessory Prayer: Rev. Joyce Keeshin, Greeters/Back Door Ministry: Carter Kemper, Knitten Kittens: Heather Kromholz, Cardlink: Sheila Maxwell, Health and Wellness Minister: Becca Morehous, Second Half: Dawn Neely: SoleMates: Lin Roth, Newcomer Receptions: Lisa, Matt and Linda Senter:, Lay Eucharistic Visitors: Mark Sesler. Vestry Liaisons: Robin Henderson and Anne Housholder.

For more information, please contact any of the ministry leaders listed in this report. There are many opportunities for you to use your gifts in the ministries listed above and we welcome to join us in serving God and our brothers and sisters through a pastoral ministry.

— Cynthia Blocksom, Pastoral Board Chair

EDUCATION BOARD ANNUAL REPORT 2018



Family Ministry

Family Ministry strives to provide meaningful and relevant offerings in three main areas of focus: Pastoral Connection, Formation, and Fellowship. We seek to continually improve our programs, adding, subtracting, and refining as needed, in order to minister to the growing and evolving families at Redeemer.

In an effort to deepen connections with the families at Redeemer we offer Newborn, Baptismal, and Pastoral Care Ministries. These ministries provide families with pastoral and educational support in their times of growth, change, and need. We continue to provide crosses and embossed bibles to the newly baptized, provide gifts and prayers of Thanksgiving for new babies, send small gifts and cards to kids on their birthdays, and offer pastoral visits to families and children as they desire. This past year, we provided numerous visits and gifted 9 crosses and bibles.

Our Sunday morning children's formation continues to be strong and vibrant. Current staff members in the Playroom have provided a consistent stability for the children under their care. Our "Teen Helper" program for the Godly Play classroom has continued to allow the teenagers of Redeemer to volunteer and serve as role models for our children. This year we have engaged 16 teenagers in the program. Our 3-6 year olds and their parents continue to enjoy our vibrant Godly Play class. Ten wonderful adult volunteers in the program facilitate the wonderful Godly Play curriculum of stories that engage our pre-K and Kindergarteners each week. Children's Liturgy continues to flourish, providing an age appropriate mini-service for 1st-4th graders in which the kids become the leaders, serving as readers, acolytes, and leading prayers as they learn the rhythms of our liturgy.

Our Club CoR program during the after-service formation hour remains a place where our 1st-4th graders build relationships, learn the story of our faith, and serve the common good. BEATs (Bridge for Early Adolescents and Teens) by CoR, our regular Sunday morning formation offering for 5th-8th graders, continues to meet during the after-service formation hour where we engage in thoughtful discussions about our faith and lives using Pop Culture as a backdrop. The group continues to meet once per month for Sunday evening social events, where we gather, share a meal, and occasionally perform an act of service.

New this year, we have integrated all of Redeemer's clergy into many of our formation opportunities. Clergy members sit in on Godly Play, facilitate Children's Liturgy, and help out in Club CoR, providing our them with multiple opportunities to engage with the children of Redeemer and allowing them to build relationships with the youngest members of our church.

Redeemer families and parishioners of all ages have continued to enjoy our annual fellowship events including Advent Wreath making, the Christmas Eve Pageant, and the annual Chili Cook-Off and Indoor Carnival. Over the summer, Family Ministry again held a series of off-site gatherings for parents of children within each of our 3 main age groups: infants through Godly Play, Club CoR, and BEATs and Youth. These gatherings continue to serve to connect parents in similar life-stages and allow them to ideate together and provide the Family Ministry team with direct feedback on our programs.

With the growth and energies of the numerous and diverse families at Redeemer, we are always looking to improve and innovate and provide meaningful programs for 2019 and beyond!

— Tommy Kirk, Children's Formation Leader and Brad Gough, Minister for Families

Redeemer Preschool

The preschool had 73 children in 7 classes. 64 total enrolled 9 of the children were enrolled in two separate classes. They were in the morning Pre-K class and enrolled in the 2-day Afternoon Enrichment class. 3 children were parishioners. Tuition remained the same for all classes.

The preschool continues to incorporate outreach activities in the community. The preschool filled six boxes for the food drive administered by The Church of the Redeemer. At Christmas the preschool adopted a family- 65 gifts and numerous gift cards were purchased for a mom and her 3 children.

This year 2 staff members celebrated important anniversaries with Redeemer Preschool. Florence Phinney celebrated her 40th year and Chris Ahrens celebrated her 20th year.

— Denise Hoefling

Youth Ministry

In 2018 the youth group started the process of reinvigorating the high school ministry at redeemer. Several opportunities and challenges have presented themselves as this ministry grows. The youth at Redeemer are a wildly talented group and are involved in a lot of activities including sports, theater, music, and the arts. With all these commitments it is hard to find a time when all or most of the youth are able to gather to build relationships and explore their faith. However, despite this and other challenges it is clear that there are many youth who are interested in exploring their faith together at Redeemer. In the coming year we will continue to develop programming that will capitalize on the interest levels and try to bring these incredible students together in relationships of holy connection and communion. This will include a new confirmation curriculum, new youth group events, and mission work away from Cincinnati and with ministries that Redeemer is already committed to.

— The Rev. Mitchell Bojarski, Associate for Youth and Young Adults

Adult Education

Inquirer's Class – 14 people took Inquirer's Class, a six-week Sunday evening Course leading to Confirmation/ Reception, that took place during Easter Season and led by Fr. Phil.

Engaging Scriptures – Fr. Phil taught this six-class course over seven Wednesdays in the Fall. The subtitle of the course was "An Episcopal Approach to the Bible" and focused on three main lenses through which people in the Episcopal/Anglican tradition are meant to read the Bible. The course had approximately 50 attendees, provided dinner catered by Hyde Park Fine Meats, and had childcare.

Living Well, Dying Well – Mtr. Nancy Hopkins-Greene organized this class, which was co-led by her, Mtr. Joyce and Fr. Phil during 5 Wednesdays in Lent. The focus of the course was on preparing for our deaths on a practical level. The course was well attended – between 35-60 attendees each week, and included a potluck meal.

Way of Love – During Sunday Adult Forum in the Fall, Fr. Phil led attendees in a study of the Way of Love – Practices for a Jesus-Centered Life. This is a new template for a Rule of Life that was created by the National Church and promoted by Presiding Bishop Curry. The goal was to introduce the congregation to this new Rule of Life so that we might begin to create a group at Redeemer who would like to adapt it and adopt it for our use in 2019 and beyond.

— The Rev. Philip DeVaul, Rector

Young Adult Ministry

Thanks to the work of Elisa Timmerman and others there was already energy and plans in place with the young adult group when I began in January 2018. In the spring we started occasionally gathering to start building and deepening relationships of holy connection and communion. Beginning in the fall we changed from occasional gatherings to regular weekly gatherings with great success. We gathered for light refreshments and to celebrate holidays together. The group is deepening friendships even as several members have moved away and new members have joined in. In the coming year we will begin exploring ways that we can deepen our faith together through serving in Redeemer ministries and starting new study and service opportunities.

— The Rev. Mitchell Bojarski, Associate for Youth and Young Adults

Small Groups

Bible Studies

Thursday morning Bible Study continued its decades-long tradition of working slowly through a book of the Bible in small portions and in a discussion-based study led by Fr. Phil. We begin with prayer – including petitions of concern and thanksgiving of attendees, then we read the portion of Scripture in two different translations with a few minutes of silence in between the readings. For the first half of 2018, we continued reading the Book of Exodus – in connection with the Diocese of Southern Ohio's "Big Read" for that program year. We began Exodus in the Fall of 2017, and finished it in June of 2018. We broke for Summer, and began reading the Letter to the Hebrews upon our return. Hebrews draws many of its themes, images, and theology from the Book of Exodus, and

so the group saw this as a continuation of sorts of our work in Exodus. We got about halfway through Hebrews in the Fall of 2018, and will finish in February of 2019. Bible Study averaged about 25 people each week throughout the year.

Downtown Bible Study continued to meet every Wednesday at noon at the Diocesan Office, and continued to study the Lectionary Readings for the upcoming Sunday. In 2018, we made a conscious shift toward having whoever was preaching the upcoming Sunday lead the Study – thereby making DBS into something of a Sermon Workshop between the priest and the lay participants. DBS generally had 5-9 people attend each week.

The Rev. Philip DeVaul, Rector

Book Group

The Redeemer Book Club is 18 members strong, meets monthly on the first Wednesday of the month and read 10 books this program year. We celebrated at our annual Christmas Party in December and had a Movie Night in the Parlor in January. Attendance at Movie Night is about 10 people and about 18 at the Christmas Party, while the monthly book discussions usually have between 8 and 18 in attendance. This year we celebrate 20 years since our founding.

Nancy Schulhoff, Chairman Redeemer Book Club

Theology Group

The Theology Circle met regularly during 2018 on a monthly basis. The group discussed various books such as "Reimagining Christianity" by Alan Jones, "Einstein and the Rabbi" by Naomi Levy, and "Short Stories by Jesus" by Amy-Jill Levine. There were also movie nights where the group enjoyed "Jesus Christ Superstar", "The Heretic" and "Sully". The group is open to everyone who likes discussions about a wide range of theological topics. It is a varied group of participants from Redeemer and non-parishioners too.

Ed & Carol Ewbank

LITURGY BOARD ANNUAL REPORT 2018



The Liturgy Board ministries serve to support the worship experience of the entire Redeemer community. Worship is central to our parish life and is frequently the first experience of Redeemer for those seeking a church home.

Redeemer offers very diverse worship experiences from the meditative and traditional Rite I Eucharist at 8:00, to the concurrent traditional Rite II and more contemporary Banquet services at 10:00, to the Celtic service at 5:00, and the mid-week Wednesday evening service at 6:00 p.m. Beyond our regular weekly services, the Liturgy Board also supports the special sacramental needs in the life of the parish such as marriages, funerals, and special liturgies.

The honor of welcoming The Reverend Melanie Slane, as Associate for Mission and Liturgy is a major highlight for the Liturgy Board for 2018. Anticipating her arrival gave all ministries the opportunity to look at what we do and why we do it. Holy Week is always a highlight of our year's worship with its deep meaning and many services which enrich us all. We continued a service of Lessons and Carols in Advent that was ancient, beautiful and well attended. On December 19, the Longest Night of the year, we had a service called Blue Christmas for those who feel "out of sync" with the joy and celebration of the holiday season. It was a beautiful service of quiet bringing light at a dark time. We hope to make it a tradition. On June 17th we had a service celebrating the long, beautiful ministry of The Reverend Nancy Hopkins Greene to this congregation and sent her off to new things with appreciation, gratitude and hope for a fruitful next chapter in her career.

Listed below are some of the many aspects and accomplishments of the 2018 Liturgy Board:

Flower Guild: The Flower Guild offered two workshops this fall which were attended by people outside of our Redeemer parish. Both were well received. We also introduced selling small bouquets for the congregants to purchase thereby offsetting some of the cost of our weekly flowers. We continue to have a consistent group of dedicated flower designers who produce beautiful arrangements for our worship spaces.

Banquet Worship Team: The BWT added the skill and energy of Nia McKenney as Associate Director of Music Ministries for the Banquet, rebuilt Spikenard group and added new Healing Prayer people to pray.

Bread Guild: David Richard retired as Bread Guild Chair and we are grateful for all that he did to found, build and maintain this wonderful ministry for ten+ years. Carol Hesser took over as chair and will be holding a bread making workshop soon.

Ushers: Larry Kissel, chair reports that several new usher couples have been added to his roster and his gratitude to his teams.

Music Director: Brett Scott reported that the choir roster has grown to 33 and he hired new organist, Thomas Heidenreich. A second Lessons and Carols service was added in the Christmas season, and we continued collaboration with St. Thomas Episcopal Church Choir. Our choir was invited to sing at the National Cathedral in Washington.

Acolytes: Michelle Kirk said good bye to assistant chair, Hume Jamieson and welcomed four new vergers to assist with the Sanctuary acolytes. She held a training in the Fall and welcomes any member 4th grade and older to join the ranks of the acolytes.

Lectors: The Lectors continued to read the Old Testament each Sunday with appropriate vigor while finding inspiration in the ancient and sacred texts. God's words passed on to the prophets and the other Old Testament authors filled us with the Holy Spirit and amazement every week.

Lay Readers: Tom Hill reports a full complement of faithful lay readers and has added some new ones this year. We are thankful for Tom's service and all of the lay readers.

Altar Guild: Rachel Votaw is moving into a transition year for 2019 after many years as its able chair. Rachel is training Kelli Wisecup and Karen Murphy to become the new co-chairs. The Altar Guild is an important ministry to our Liturgy Board.

We are grateful for all **Ministries that serve all worship**: the Altar Guild, led by Rachel Votaw; the Flower Guild, led by Francie Morrison; the Acolytes trained and led by Michelle Kirk; the Bread Guild, led by Carol Hesser; the Choirs, Celtic musicians and all musicians led by Brett Scott and the Banquet musicians led by Anny Stevens-Gleason and Nia McKenney; the Intercessors, led by Deanna Thompson; the Ushers led by Larry Kissel; the Sacristans, led by Stewart Lewis; and the Lectors, led by Jim Votaw; the Celtic Guild led by Lynne Lingel-Partin. Thank you to Kathy Kissel and Sheila Maxwell who serve the church as consultants for Weddings, and to Doris Couch who serves the church for funeral receptions.

Special thanks to Missy Darling and Anny Stevens-Gleason for all that they do to schedule and re-schedule us for our ministries. Also thank you to Kris Woolf and Robert Votapek who support liturgy by transforming, managing and cleaning our worship space.

Each service is proof of a loving God in our midst. It is a pleasure to witness the dedication and loyal service of all who serve our ministries.

Thank you to the clergy who support and lead us in our ministries. Your leadership makes our work fun and meaningful.

We look forward to new opportunities to make worship inspiring at the Church of the Redeemer. If you have suggestions or ideas, please let us know.

— Andrea Rogers, Liturgy Board Chair

MISSION BOARD ANNUAL REPORT 2018



Redeemer's Mission Board consists of two committees, The Mission Outreach Committee (MOC) and The Mission Funding Committee (MFC). The MOC is a collaborative collective of "champions" for each of our Mission Partner Organizations. MFC members are elected by the congregation and are tasked with allocating mission funds that help realize the Mission and Vision of the parish as they pertain to outreach efforts. Both committees rely on the dedication of Redeemer members who provide the time and resources needed to serve our community in love. The chairs of these two committees serve as Mission Board co-chairs.

Our primary focus for mission efforts at The Episcopal Church of the Redeemer is that of accessible and affordable housing for all people. Within that context, we channel the majority of our efforts into partnerships and programs that promote: food security, vocational training, education, and increased levels of just awareness on issues of housing-insecurity in our community.

Mission Outreach Committee

The 2018 MOC consisted of the following "champions": **First Step Home**-Jeanne Plunkett, **Freestore Foodbank**-Jim Miller, **Habitat for Humanity**-Ed Polaski, **Home Comforts**-Lee Hardy and Jolene Struebbe, **Interfaith Hospitality Network**-Pattie Kovach, Hollis Bass, Lisa Senter, and Kathryn Zajac Albertson, **Lydia's House**-Anne Housholder, **El Hogar**-Carolyn Martin, **Episcopal Retirement Homes**-Mike Krug, **Madisonville Education and Assistance Center**-Barbara Bennewitz and Elisa Timmerman, **People Working Cooperatively**-Keenan Beauchamp, **MEAC Thanksgiving Boxes**-Lynne Lingrel, Christine Cho, and Liz Coley. Our **Vestry Liaisons** were: Alan Henning, Bill Taylor, and Kyle Roberts; and our **Clergy Liaison** was the Rev. Joyce Keeshin. In December of 2018 we welcomed the Rev. Melanie Slane as Associate for Mission and Liturgy, and we look forward to working with her in 2019 to serve as Gospel people with our Mission Partners.

With deep gratitude for their generosity and dedication, we give special thanks this year for Amy Harris, who served faithfully as interim chair of the Mission Outreach Committee since August of 2017, and to the Rev. Joyce Keeshin who, as clergy liaison to our board, nurtured in us the gift of God's Spirit, and encouraged us to reach out in love for our neighbor; and finally to Jolene Struebbe and Lee Hardy whose years of tireless efforts for Home Comforts brought unconditional love and a peaceful ease to families entering into spaces of secure and affordable housing. As our Mission efforts and partnerships continue to evolve, the devotion of these women will continue to inspire our work going forward. Thank you all for serving among us!

2018 Mission Highlights:

- March Madness raised \$1,423 for Episcopal Relief and Development's Nets for Life; our running total is \$14,236 and we have purchased over 1,100 life-saving mosquito nets since 2010
- 15 families were served by Home Comforts
- 250 Thanksgiving meals were donated to MEAC
- Several Redeemer parishioners stocked shelves at MEAC Foodbank and helped people shop at MEAC Marketplace
- After-school Tutoring continues at John Parker Elementary School
- Axel, the student Redeemer sponsors at El Hogar, continues to thrive in school
- Mission Marketplace raised funds to support El Hogar
- Fair Trade Sale helped to raise \$1,311 to support El Hogar
- Redeemer teams helped to build a 14th Habitat for Humanity house
- Eight weeks of hosting homeless families in our parish building through Interfaith Hospitality Network (approximately 34 families)
- IHN hosted a regional volunteer training session in April
- People Working Cooperatively served 14 families at the year's Prepare Affair with 50+ volunteer participants from our parish and students from Walnut Hills High School working diligently together to prepare peoples' homes for harsh winter weather
- Ramp building efforts through PWC are ongoing and have taken on a mentorship role to teach new volunteers in our community how to build ramps for people in need around our city.
- Souper Bowl of Caring raised \$688 for the MEAC food pantry
- Prepared and served three dinners at First Step Home throughout the year

- Over 60 toys donated to First Step Home Santa Store
- Home Comforts Adopted several families at Christmas time through the Adopt-a-Family program
- Hosted 8 families at Redeemer on President's Day so that the staff at IHN could enjoy the day off
- Our IHN Partner Congregation, Christ The King, was awarded *Support Congregation of the Year* by the IHN Board of Directors
- Food sorting and support of the Power Pack program at the FreeStore FoodBank; each month, our work helps provide weekend meals for over 800 school children in Cincinnati
- Medical Mission Trip to El Hogar
- Redeemer staff members and parishioners deliver for Episcopal Retirement Services' Meals on Wheels and help raise funds for lower-income living accommodations

Mission Funding Committee

Our congregation continues to be blessed with many individuals who give of their time and talent to an incredible number of organizations providing charitable services locally and throughout the world. Many parishioners have provided resources in trust for our church to be able to maintain a supportive mission beyond our walls ministry program.

The Mission Funding Committee, elected by the congregation, oversees the distribution of funds authorized by the Administrative Committee and Vestry each year. During the last couple of years, the MFC has been authorized to provide a total of \$43,200 in grants. Additionally, for the last few years, Redeemer has received an inconvenience stipend of \$400 from the Flying Pig Marathon organizers that has been allocated for mission funding.

A grant application process begins early in the year. With the limited available funding, concentration has been, in large part, directed to organizations that are primarily or peripherally involved with housing and shelter and to organizations having a significant number of parishioners involved.

In 2018 the Committee supported funding for El Hogar, First Step Homes, Freestore Foodbank, Habitat for Humanity, Home Comforts, Hyde Park Center for Older Adults, Interfaith Hospitality Network, Lydia's House, Madisonville Education and Assistance Center, and the Meals on Wheels, Parish Health Ministries and Affordable Living Health Ministries programs of the Episcopal Retirement Services. An additional grant to Lydia's House was made as a Redeemer sponsor for their newly remodeled facility in Norwood that will allow them to expand available housing.

Members of the Committee are Clay Bond, Kit Duval, John Hassel, Larry Kissel, Susan Laffoon, Debb Norman and Dan Startzman. Vestry liaisons to the Committee have been Alan Henning, Kyle Roberts and Bill Taylor and our clergy liaison Melanie Slane succeeds Joyce Keeshin in support of the work of the Committee. Please talk to any of them to learn more about the Mission Funding Committee or to offer additional input about our ongoing mission efforts. Input from the entire congregation is important and encouraged.

— Larry Kissel, the Rev. Joyce Keeshin, and the Rev. Melanie W. J. Slane

STEWARDSHIP ANNUAL REPORT 2018



Stewardship at the Church of the Redeemer is an invitation to find God in our midst and to respond with our gifts of time, talent and treasure. This year we were invited to “Know Jesus and Grow in Love” as a community, whether just beginning our faith journey or continuing on a steadfast path.

2018 was a year of transitions. We lost several long time members of the church through death and transfer out of town making it difficult to project our budget for the coming year. We were asked to consider a 5% increase in our financial pledge and I am happy to report, we responded. This year there were 27 new pledges and increases from over 150 households supporting new ministry, programming and education. In total we have received 290 pledges, an increase from the 264 we received last year. Thank you!

Another transition was the departure of Nancy Hopkins-Greene. As a last hurrah Nancy did an incredible job putting together a Lenten series covering the many facets of Last Things: the conversations and plans that need to be considered as we age. This program was attended by over 60 people and provided steps for each participant to consider regardless of age or current stage of life. We were once again reminded what a gift we provide to our families by advance planning.

The Ecopaliars made progress on our environmental stewardship. A brochure is now available in the narthex to help educate our community on daily practices and what we can do locally. A program known as “Beyond the Bin” expanded to enable the recycling of such items as prescription bottles, toothbrushes and toothpaste tubes, yogurt cups and eyeglasses, which do not qualify for Rumpke recycling, in the bins provided in the narthex. Unfortunately the battery recycling had to be discontinued. Reminders of special recycling events are provided throughout the year in our bulletins and Redeemer’s weekly e-News in hopes that we all will be better environmental stewards.

The Stewardship Board continues to evaluate how best to manage the data for our time and talents. We invite every member to consider engaging with a ministry that supports our community both inside and outside of our walls. Opportunities are constantly changing. We are working to provide a “gifts inventory or assessment” to assist in the process of helping you find a ministry of interest and the opportunity to best utilize your talents.

Current members of the Stewardship Board are Tom Kirkwood, Dawn Neely, Emily von Allmen, Charles Fellows, Kelli Wisecup, Jim Votaw and Betsy Schram. We are each so very thankful for your stewardship and sharing God’s love throughout our community.

— Betsy Schram . Stewardship Board Chair

**THE CHURCH OF THE REDEEMER
CASH STATEMENT - OPERATING FUND
FOR THE YEARS ENDED DECEMBER 31, 2017, 2018 AND BUDGET YEAR 2019**

	<u>2017</u>	<u>2018</u>	<u>BUDGET 2019</u>
BEGINNING CASH BALANCE	\$398,159	\$431,636	435,891
RECEIPTS			
Plate Offering	146,417	132,266	115,514
Pledge Income	895,511	994,258	1,096,946
Investment Income	425,544	433,407	452,367
Special Use Income	176,973	12,582	16,934
Miscellaneous Income	4,264	169,190	172,980
Total Receipts	<u>1,648,709</u>	<u>1,741,703</u>	<u>1,854,741</u>
TOTAL CASH AVAILABLE	2,046,868	2,173,339	2,290,632
DISBURSEMENTS			
Clergy Salaries & Expenses	319,256	333,634	311,530
Support Staff	542,601	588,643	660,623
Church Building Expense	156,834	175,576	148,477
Office Support	69,069	66,227	67,016
Liturgy Board	30,314	29,501	27,736
Education Board	22,650	29,816	27,870
Pastoral Board	2,715	11,955	13,645
Other Expenses	2,675	23,846	19,150
Total Internal Expenses	1,146,114	1,259,198	1,276,047
Mission Board *	86,227	96,672	153,302
Diocesan Assessment	204,184	197,804	240,932
Other Outreach	178,707	183,774	183,280
Total Disbursements	<u>\$1,615,232</u>	<u>\$1,737,448</u>	<u>\$1,853,561</u>
CASH RECEIPTS GREATER (LESS) THAN DISBURSEMENTS	<u>33,477</u>	<u>4,255</u>	<u>1,180</u>
Transfer from / (to) MBOW	<u> </u>	<u> </u>	<u> </u>
ENDING CASH BALANCE	<u><u>\$431,636</u></u>	<u><u>\$435,891</u></u>	<u><u>\$437,071</u></u>

* Mission Board expenses include allocated salaries.

THE CHURCH OF THE REDEEMER
WHAT ARE OUR SOURCES AND USES OF MONEY?
FOR THE YEARS ENDED DECEMBER 31, 2017, 2018 AND BUDGET YEAR 2019
(Figures in Thousand Dollars)

	<u>2017</u>		<u>2018</u>		<u>BUDGET</u> <u>2019</u>	
RECEIPTS	<u>\$</u>	<u>%</u>	<u>\$</u>	<u>%</u>	<u>\$</u>	<u>%</u>
Plate Offering	146.4	9%	132.3	8%	115.5	6%
Pledge Income	895.5	54%	994.3	57%	1,096.9	59%
Investment Income	425.5	26%	433.4	25%	452.4	24%
Special Use Income	177.0	11%	12.6	1%	16.9	1%
Miscellaneous	4.3	0%	169.2	10%	173.0	9%
Total Receipts	<u>1,648.8</u>	<u>100%</u>	<u>1,741.8</u>	<u>100%</u>	<u>1,854.7</u>	<u>100%</u>
DISBURSEMENTS						
Clergy	319.3	20%	333.6	19%	311.5	17%
Support Staff	542.6	34%	588.6	34%	660.6	36%
Church Building	156.8	10%	175.7	10%	148.5	8%
Office Support	69.1	4%	66.2	4%	67.0	4%
Liturgy & Pastoral	33.0	2%	41.5	2%	41.4	2%
Education Board	22.6	1%	29.8	2%	27.9	2%
All Other Internal	2.7	0%	23.8	1%	19.2	1%
Total Internal Expenses	1,146.1	71%	1,259.2	72%	1,276.1	69%
Mission Board *	86.2	5%	96.7	6%	153.3	8%
Diocesan Assessment	204.2	13%	197.8	11%	240.9	13%
Outreach	178.7	11%	183.8	11%	183.3	10%
Total Expenditures	<u>1,615.2</u>	<u>100%</u>	<u>1,737.5</u>	<u>100%</u>	<u>1,853.6</u>	<u>100%</u>

* Mission Board expenses include allocated salaries.

**THE CHURCH OF THE REDEEMER
STATEMENT OF PLEDGES
FOR THE YEARS ENDED DECEMBER 31, 2017, 2018 AND BUDGET YEAR 2019**

	<u>2017</u>	<u>2018</u>	<u>BUDGET 2019</u>
PLEDGED FOR THE YEAR	<u>\$ 963,000</u>	<u>\$ 1,054,000</u>	<u>\$ 1,154,680</u>
PAYMENTS RECEIVED			
As Prepayments	124,484	211,699	147,666
In the Pledge Year	683,142	768,216	927,931
After the Pledge Year ends (estimated)	<u>126,080</u>	<u>14,344</u>	<u>21,348</u>
TOTAL PLEDGES RECEIVED	<u>\$ 933,705</u>	<u>\$ 1,001,300</u>	<u>\$ 1,096,946</u>
TOTAL PLEDGES UNCOLLECTED	\$ 29,295	\$ 52,700	\$ 57,734
% PLEDGES UNCOLLECTED	<u>3.04%</u>	<u>5.00%</u>	<u>5.00%</u>

**THE CHURCH OF THE REDEEMER
STATEMENT OF ENLIVEN OUR VISION PLEDGES
FOR THE YEARS ENDED DECEMBER 31, 2017 AND 2018**

	<u>2017</u>	<u>2018</u>
TOTAL PLEDGES	<u>\$2,007,315</u>	<u>\$2,007,315</u>
PAYMENTS RECEIVED		
2011	6,500	6,500
2012	416,423	416,423
2013	278,123	278,123
2014	181,962	181,962
2015	151,672	151,672
2016	100,412	100,412
2017	43,071	43,071
2018		<u>7,890</u>
TOTAL PLEDGES RECEIVED	<u>\$1,178,162</u>	<u>\$1,186,052</u>
PLEDGE PAYMENTS TO BE RECEIVED	<u>\$829,153</u>	<u>\$821,263</u>

**THE CHURCH OF THE REDEEMER
DOLLARS SPENT IN PROGRAMS LED BY LAY LEADERS
FOR THE YEARS ENDED DECEMBER 31, 2017, 2018 AND BUDGET YEAR 2019**

	<u>2017</u>	<u>2018</u>	<u>BUDGET 2019</u>
BUILDING & GROUNDS	\$156,834	\$175,576	\$148,477
ALTAR GUILD	3,474	3,230	3,036
FLOWER GUILD	14,373	11,662	12,000
CHRISTIAN EDUCATION	8,889	8,647	11,420
ADULT EDUCATION	3,136	5,932	4,750
YOUTH GROUP	4,286	354	0
PASTORAL CARE	2,291	11,768	12,645
EMC	1,634	2,400	2,400
OUTREACH	86,227	96,672	153,302
NEWCOMERS	424	187	1,000
OTHER	(5)	677	1,150
PRESCHOOL	<u>167,972</u>	<u>171,993</u>	<u>172,980</u>
TOTAL	<u>\$449,535</u>	<u>\$489,098</u>	<u>\$523,160</u>
% OF TOTAL EXPENDITURES	<u>27.83%</u>	<u>28.15%</u>	<u>28.22%</u>

* Mission Board expenses include allocated salaries.

**THE CHURCH OF THE REDEEMER
 TOTAL OUTREACH SPENDING
 FOR THE YEARS ENDED DECEMBER 31, 2017 AND 2018**

	<u>2017</u>	<u>2018</u>
1. Percent of church building expenses devoted to building use for the wider community: AA, Alanon, IHN, etc. (7.5%)	\$ 16,900	\$ 18,100
2. Redeemer Preschool	168,000	173,000
3. Diocesan Assessment, to fund Diocesan program budget approved by Diocesan Convention	204,200	197,800
4. Outreach Budget	86,200	96,700
5. Discretionary Funds Budgeted	5,000	5,000
6. Pass through Contributions	22,500	22,500
TOTAL	<u><u>\$502,800</u></u>	<u><u>\$513,100</u></u>
Percent of Total Receipts of		
\$1,648,709 (2017)		
\$1,741,703 (2018)	<u><u>28.87%</u></u>	<u><u>29.46%</u></u>

The Church of the Redeemer
Balances of Investment Accounts
as of December 31, 2018

Permanent Property Fund	\$6,590,222
Capital Improvements Fund.....	1,007,724
Air Conditioning Endowment Fund.....	909,244
Air Conditioning Replacement Fund.....	171,506
Christian Education Endowment Fund.....	218,967
Outreach Endowment Fund	982,040
Music Endowment Fund	481,020
Cash Flow Management Fund.....	330,782
Columbarium Fund	119,280
Memorial Fund.....	35,787
Memorial Garden Fund.....	6,183
MEAC Reserves Fund	49,548
Preschool Fund	12,130
Projects Fund.....	<u>38,205</u>
Total	\$10,952,638

Permanent Property Fund: Gifts given to endow the operation of the physical church facility. Should funds from the PPF exceed the operating cost of the facility, the Vestry determined that the surplus would be used to fund Mission activities.

Capital Improvements Fund: A gift given to fund repairs and expansions of the building and property.

Air Conditioning Endowment Fund: A gift given to endow the cost to operate and maintain the air conditioning system in the sanctuary.

Air Conditioning Replacement Fund: Funds transferred from the Air Conditioning Endowment Fund to pay for the future replacement of the air conditioning system.

Christian Education Endowment Fund: A gift given to endow the Christian Education program of the parish.

Outreach Endowment Fund: Gifts given to fund mission efforts in the greater community, including Enliven Our Vision Funds.

Music Endowment Fund: Gifts given to endow the music program of the parish.

Cash Flow Management Fund: Residue of past years' surplus and notes payable to the Operating Fund.

Columbarium Fund: Funds accumulated from sale of niches.

Memorial Fund: Gifts given in memory of a loved one are used exclusively by the Rector and Altar Guild.

Memorial Garden Fund: A gift given for maintenance of the Memorial Garden.

MEAC Reserves Fund: Reserves for the MEAC construction project.

Preschool Fund: Past years' surplus from Redeemer Preschool.

Projects Fund: Gifts given for designated purposes or parish functions approved by the Vestry.

Capital Investments
as of December 31, 2018

Interfaith Hospitality Network (IHN).....	\$257,046
Madisonville Education and Assistance Center (MEAC)	<u>282,164</u>
	\$539,210

VITAL STATISTICS for 2014 – 2018

(As required for the Parochial Report of the Episcopal Church)

<u>Member Statistics</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
All baptized members as of January 1	1347	1348	1352	1374	1387
Mailing List/Communicants from parochial Report	941	911	905	975	1007
Decreases (Death, moved away, inactive)	76	51	52	33	22
Increases (New members, baptized, confirmed)	77	56	74	46	54
All baptized members as of December 31	1348	1352	1374	1387	1419
Above membership include:					
Baptized	33	14	15	19	12
Confirmed	21	11	12	2	8
Received	4	4	5	7	5
Transferred in	8	2	4	6	5
Active Newcomers (attend worship/participate in a ministry)					24
<u>Worship Statistics</u>					
Sunday Eucharists	200	207	203	213	207
Weekday Eucharists	71	81	71	72	75
Marriages	6	11	5	5	5
Burials	10	13	9	21	11
Average Sunday Attendance	337	321	315	317	307

In memoriam 2018

Gordon David Petrick
 William Richey Graf
 Marilyn Haskell Graf
 Eileen Sterhlreyer

John Edward Van Kirk
 Terrence Lilly
 Dora Lewis
 Robert Allan Christopher
 Jane Killen

Taylor Merten
 Oxford Redmond McNeill

THE EPISCOPAL CHURCH OF THE REDEEMER: 2019-2021 STRATEGIC PLAN

We have a vision of a worshipping community that **knows Jesus and grows in love:**

- **United** in relationships of holy connection and communion
- **Growing** with people of every age, race, gender, sexual orientation, socioeconomic situation, and political persuasion
- **Inspired** by our understanding of why we are Christian, why we are Episcopalian, why Redeemer matters to us
- **Sent** into the world, rooted and grounded in love, to serve all people with humility, compassion, and faithfulness



The five Strategy Planks for living into this vision.

United

Growing

Inspired

Sent

 LEADERSHIP Build Increased Effectiveness in Leadership	Enhance the connections between our ministries.	Raise up new ministry leaders.	Reinvest in ministry training.	Build a culture of engaged laity ready to take their place in the governance of the Church.
 WELCOME Create culture of Welcome and Incorporation	Strengthen communication to better proclaim by word & example the Good News of God in Christ.	Expand our community's awareness of Redeemer through communications and invitation.	Know the difference between friendliness and welcome.	Understand the connection between invitation and incorporation.
 CONNECTION Form meaningful relationships, including across cultural barriers	Increase recognition of existing ministries as small groups.	Examine who we are and how that connects to our community.	Form connections that encourage the understanding of the belovedness of others.	Nurture and nourish each other to strengthen us all to strive for justice and peace among all people.
 YAYA MINISTRY Develop engaging Youth and Young Adult ministries	Develop life-long relationships with each other, God, and the Church.	Empower the younger generation of the Church to lead now.	Instill a sense of identity and ownership with the Church through formational programming.	Engage in mission with our Youth and Young Adults to instill a sense of to whom they belong.
 MISSION Engage in transformative, meaningful, impactful Mission work	Create opportunities for parish-wide conversations clarifying Mission at Redeemer.	Seek new and nurture ongoing relationships in our neighborhood.	Connect prayer, worship, and action with justice, peace, and love.	Increase the parishioners making a difference in the world through Mission participation.