

INSPIRED

2019 ANNUAL REPORT OF THE
EPISCOPAL CHURCH OF THE REDEEMER



INSPIRED

GROWING

KNOW JESUS
GROW IN
LOVE

UNITED

SENT

A MESSAGE FROM THE RECTOR

You hold in your hand a snapshot of the life and ministries of the Church of the Redeemer in 2019. No single document could fully express the power of the relationships that are built here, of the beauty of sharing communion with one another, of the music and teaching, the stewardship and outreach - the strength and joy of this worshipping community. This booklet you hold comes the closest of any I've seen so far. I hope you will take time with it asking God how your engagement with Redeemer might inspire you to love more deeply and live more fully.



The Rev. Philip Hart DeVaul
Rector

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THE SENIOR WARDEN'S REPORT

Charles Fellows

Reflecting on the past year as Senior Warden, I couldn't be more pleased with the direction and energy of our Vestry, our Ministry Leaders, and all who serve and worship here at Church of the Redeemer. We began the year by introducing our Strategic Plan, which was designed as an intentional series of plans and action steps to help us live into the Vision and Mission of this Church. This was a new endeavor.

We restructured our Vestry so that it would function with cohesion and purpose. We brought the Ministry Board Chairs onto Vestry so that there was better 'linkage' between our plans, and all the extraordinary ministries our members are involved in. And, behind the scenes our Administrative team worked tirelessly to ensure a smooth transition between finance officers, while making sure that the building we occupy and where we worship, is maintained to the best of our ability.

Our congregation is growing, not just in numbers, but spiritually, thanks to a gifted staff and inspired clergy. It's been a privilege to have served as Senior Warden. I transition out, leaving behind a vibrant leadership team that will guide us forward toward the fulfillment of our Mission and Vision.



THE JUNIOR WARDEN'S REPORT

Emily von Allmen

In addition to being an active member of the Vestry and Administrative team, the Junior Warden supports the Stewardship of God's House by meeting with the Director of Building and Facility Operations. Over the past year, we have been able to make improvements that make Redeemer a safer and more welcoming place to gather. From HVAC systems and lighting to carpet and chapel chairs, the priority has been to create a space that invites and welcomes all and inspires us to grow in faith.

As we look ahead to the new year, we will be continuing to internalize the vision statement as well as the journey to *Becoming a Beloved Community*. There will be many opportunities over the coming year to become united in relationships of holy connection and communion. The strategic plan was launched in 2019 and will be updated in the coming year. Part of that process will entail clarifying the roles and responsibilities of the church leaders to drive the success of the strategic plan.

It has been a privilege to serve as your Junior Warden for the past two years and I look forward to the journey ahead.

2019

VITAL STATISTICS

Average Sunday attendance is up from 307 in 2018 to 320 in 2019, even with the number of Sunday Eucharists down from 207 to 205. We continue to have consistent visitors and newcomers on a weekly basis. These 2019 numbers are required for the Parochial Report of The Episcopal Church.

WORSHIP STATISTICS



Sunday Eucharists
205

71 Weekday Eucharists

6 Burials

320

Average Sunday Attendance

Marriages **2**

MEMBER STATISTICS

12
Baptized



1
Reception

1
Transfer

All Baptized Members
as of December 31
1442



22
Confirmed

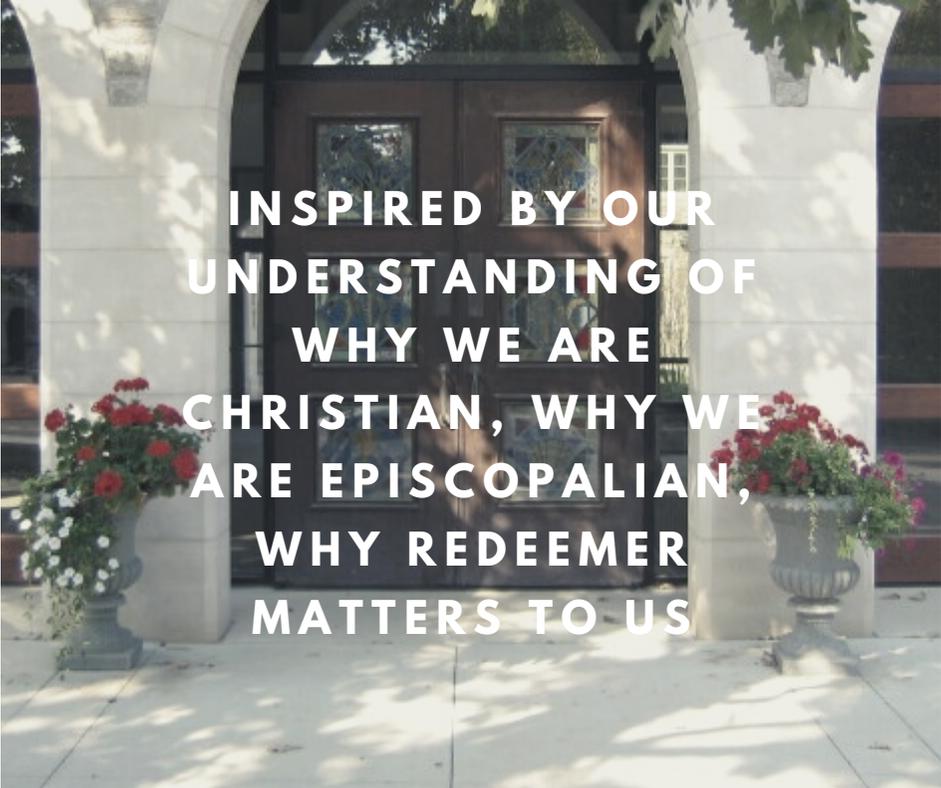
63
Increases



37
Decreases

NEW MEMBERS, BAPTIZED, CONFIRMED

DEATH, MOVED AWAY, INACTIVE



INSPIRED BY OUR
UNDERSTANDING OF
WHY WE ARE
CHRISTIAN, WHY WE
ARE EPISCOPALIAN,
WHY REDEEMER
MATTERS TO US

EDUCATION BOARD

KYLE ROBERTS, EDUCATION BOARD CHAIR

The Education Board provides opportunity for each ministry to check in and share how they fulfill Church of Redeemer's Vision Statement. Representatives of preschool, family ministry, children's ministry, youth and young adult ministry, adult education, Bible studies, retreats, and Theology Circle make up the Education Board. The group has been discussing how each educational ministry connects to the other.

While education programming was still being offered, in 2019 a new Education Board chair was appointed and the board was reconvened.

The **Rise & Shine** adult discussion group has continued to be a vibrant place where adults from the 8:00 am and 10:00 am services gather to discuss current events, exchange ideas, and connect with one another. Whether talking politics, faith, or tragedy, the group listens to others' perspectives and stories to widen participants' understanding of themselves and their neighbors. This year the group discussed multiple mass shootings, the Methodist ban on gay marriage, the death of Rachel Held Evans, and much more. Sundays in Rise & Shine are sometimes challenging, often enlightening, and always fulfilling.

2019 saw the real beginning of the work of *Becoming Beloved Community* at Redeemer, and this had a pronounced effect on the **Adult Education** offerings. During Lent, the Sunday morning Forum, led by Megan Hughes Johnson, was an introduction to *Becoming Beloved Community*, the Episcopal Church's long-term commitment to racial justice, healing, and reconciliation; also during Lent, Beth Bojarski led the Wednesday Evening series on the Biblical basis for Environmental Stewardship. In the fall, the church began a 10-month *Becoming Beloved Community* class called *Sacred Ground*, a video, book, and discussion series on racial identity and history designed by The Episcopal Church. The Rev. Philip DeVaul also continued to develop his Engaging Scriptures class on how Episcopalians read the Bible - first with an evening series during Easter Season, and then, during the fall, moving the Engaging Scriptures format to Sunday morning Forum time as a means of deeper interaction with the texts of the week. The Easter season also included an Adult Confirmation class on Sunday evenings, culminating in ten confirmations and two baptisms!

2019 began with the annual women's and men's **retreats** at the Transfiguration Retreat Center in Glendale, the women's retreat was once again led by the Rev. Mary Laymon, while the men's retreat was facilitated by parishioner David Johnson.

In 2019, the Wednesday **Downtown Bible Study** officially shifted to a sermon workshop structure. Whichever priests are scheduled to preach the following Sunday lead a study of the lectionary text(s) on which they'll be preaching. This discussion-based study continues to grow in number and spirit.

In 2019, the **Thursday Morning Bible Study**, led by the Rev. Philip DeVaul, continued slowly moving through one book at a time. In early Spring, the group finished their nearly yearlong engagement with Exodus, then moved through Jonah and Ruth, and finished the program year with a study of Revelation (the first time the group had studied that book since 1987). In the fall, the group began Genesis, and spent the rest of the year on the first 11 chapters. This group continues to be a powerful hub of prayer, community, and connection in the life of Church of the Redeemer.



*Becoming
Beloved
Community*
@ Redeemer

Sacred Ground

A Film-Based Dialogue Series on Race & Faith

The **Theology Circle** met on a monthly basis during 2019. The group discussed various books such as "The Wisdom of Wilderness" by Gerald May, "The Universal Christ" by Richard Rohr, and "Holy Envy" by Barbara Brown Taylor. There was also a movie night where the group enjoyed "Same Kind of Different as Me".

The group is open to everyone who likes discussions about a wide range of theological topics. It is a varied group of participants from Church of the Redeemer and non-parishioners too.



The core goal of **Family Ministry** is to provide meaningful and relevant offerings that support Church of the Redeemer's Vision Statement. Education and Christian Formation will always be key elements within these offerings, but we continue to provide an increased emphasis on pastoral connection and fellowship opportunities. This allows us to truly embrace the idea of creating a community that is united in relationships of holy connection and communion.

Key to our emphasis on fellowship is our annual chili cook-off and indoor carnival. Each January we transform the great hall into a carnival complete with games, prizes, and a bouncy house! The event is free to attend, and children of all ages spend the evening engrossed in such games as Plinko, Daring Dice, Pick-a-Lock, or Ring Toss, attempting to win tickets

and cash them in for all sorts of prizes. Combining the carnival with a chili cook-off not only makes feeding our attendees easy and fun, but it brings together parishioners that otherwise rarely interact. Congratulations to Maria Hardy, Kelly Schleker, and Christine Bennett for taking home 2019's cook-off awards!

2019 was our second year hosting summer family parties in the month of August. Separate gatherings for parents of children that are in Kindergarten and

below, parents of children in first through fourth grade, and families with Junior and Senior High Schoolers were a huge hit. We provided food from Mazunté, City Barbecue, and Eli's Barbecue, plenty of drinks, and tons of opportunity for connection. This year we added an element of data gathering to our parties, as families had the chance to answer various questions about their own formation practices, barriers to attending church, and what they would like to see happen in our Family Ministry programs. Among other things, the data showed an overwhelming desire for more fellowship and connection opportunities, so we are moving in the right direction.

Pastoral connection is another important goal of Family Ministry. This year we have been able to visit many families that recently had babies. For each visit we put

together a bag that contains a prayer shawl for the new mom, a prayer bear puppet and baby blanket for the new baby, and a book and prayer bears for any siblings. While visiting we use special liturgy to bless the family and the new baby, spend some time making sure the church is meeting their needs, and of course, get some cuddles from baby.

This increased emphasis on pastoral connection and fellowship does not discount the importance of weekly Christian education. The amazing volunteers and paid employees throughout all of Family Ministry continue to do an outstanding job of helping children of all ages understand why they are Christian, why they are Episcopalians, and why Redeemer matters to them.

With the growth and energies of the numerous and diverse families at Church of the Redeemer, we are always looking to improve and innovate and provide meaningful programs for 2020 and beyond!



Redeemer Preschool had 83 children in 7 classes in 2019. 58 total enrolled, 25 of the children were enrolled in two separate classes. There were 13 in the morning Pre-K class and enrolled in the 2-day Afternoon Enrichment class and 12 enrolled in the 3-year-old class and the Music Enrichment class. Music Enrichment was a new addition in 2019. It is taught by Linda Geers and Patty Fanning. The class is held on Thursdays at an additional cost. Tuition remained the same for all classes. There were 6 parishioner children enrolled.

The preschool continues to incorporate community outreach activities. The children and their families filled six boxes for the Madisonville Education and Assistance Center (MEAC) Thanksgiving food drive. At Christmas the preschool adopted a family- 65 gifts and numerous gift cards were purchased for a mom and her 3 children.

This year Florence Phinney, after 40 years, and Chris Ahrens, after 20 years, retired. Two new staff members, Hannah Pennington and Kayla Robins have joined the staff.





Youth Bible Study was held in the fall semester of 2019. Guided by the interests of the youth participants we tackled three big questions about faith. 1) What happens to non-believers? 2) Is hell real? 3) Why is The Episcopal Church so weird? Discussions were fruitful and engaging.

The 2019 youth confirmation class

had 14 registrants, 12 of whom were confirmed. The class met on alternating Sunday mornings at 9:00 am.

Young Adult Brunch and Bible Study began in the fall of 2019. Hosted on Saturday mornings in alternating participants' homes, the discussion was led by Matthew Solomon, PhD, who brought considerable expertise and experience having taught biblical studies at the college level. The times were a great mix of learning and fellowship and will continue in 2020.



THE BEAR

JIM VOTAW

There are the hands, the yarn, the needles
And a spirit that moves the hands
Like the wings of a swallow in flight.

The colorful yarn is warm and I feel
The needles crossing, invisible sparks,
Knits and purls pulling me out.

Soon I am arms, legs, and eyes
That see the world, see you, my creator
And feel the power you have given me.

3094 stitches later, I am a bear,
But I am more, I am something
mysterious
That I can feel though cannot speak.

I am the gift, the love you have knit into
me, a bear,
To pass along to one who will hold me,
forever,
In peace that passes all understanding.



PASTORAL CARE

KELLI WISECUP, PASTORAL CARE BOARD CHAIR

Change was the theme for the Pastoral Board in 2019. As part of the Vestry and Board reorganization, Kelli Wisecup became the new Pastoral Board chair succeeding Cynthia Blocksom who has faithfully and ably led the ministries that care for our own for the past 16+ years.

The most notable addition to our Pastoral Ministries is Stephen Ministry. In May we commissioned our first class of 10 Stephen Ministers, in September our second class began with 7 additional Stephen Ministers to be commissioned in late February 2020. as this ministry continues to grow, we will be recruiting new Stephen Leaders and Stephen Ministers to provide care for parishioners who experience challenging transitions in life.

Another ministry that took off was the Second Half group. This group began in an effort to build community among parishioners in the second half of life, however you may define "second half." From speakers, field trips, games, and food up to 80 people have participated. As this ministry continues to evolve, the hope is that participation planning meaningful events will grow based on the desires of the members.

Other ways Redeemerites care for each other are: Knittin' Kittens, who hand make

Above

The Rev. Joyce Keeshin addresses the congregation at the Stephen Ministers' commissioning.

The care that each of our Ministers is giving to their individual parishioner in need falls right in line with Redeemer's Mission Statement. I feel this Ministry is a natural fit for our worshipping community.

Nip Becker,
Stephen Ministry Leader

crocheted and knitted prayer shawls, prayer crosses, and care bears. Anyone may request an item to a person experiencing a personal life challenge.

Our Main Dish group provides meals for those who may find it challenging to cook after the birth of a child, a death in the family or other acute life experience. Soul Mates offer opportunities for physical activity. Card Link sends weekly handwritten notes to parishioners to offer encouragement, thanksgiving or support. Eucharistic Visitors serve individuals, unable to make it to church, communion in their home or hospital. Our Newcomer and Greeter Ministries focus on welcoming all into our community and worship space.

Additionally our Health and Wellness Ministry offers several opportunities to support the physical health of parishioners, including annual flu shots, blood drive, Be The Match drive, and periodic dietitian consults, and blood pressure screenings.

Our new LGBTQ+ Fellowship, provides another opportunity for small group gatherings.

I recently received a thank you note from a family which said that it was so nice to be able to focus on celebrating their mom's life and not have to worry about anything else. That is why we do this ministry.

Doris Crouch,
Funeral Receptions

Below

Second Half winning Trivia Team: from left to right, Chuck Darling, Tom Hill, Todd Schwartz, Frank Keenan, Lin Roth, Lee Hardy





STEWARDSHIP BOARD

BETSY SCHRAM, STEWARDSHIP BOARD CHAIR

At Redeemer, we embrace stewardship as a way of life; a year round acknowledgement that all that we have is a gift from God. How we chose to respond as faithful stewards is the journey we all share as we make intentional choices each and every day. It all begins by taking the time to acknowledge God's love and generosity.

This re-visioned understanding of stewardship guided our board reconstruction efforts in 2019. As a result, we have added several new positions to the board to further improve stewardship at Church of the Redeemer.

Dawn Neely, champion of Stewardship of Time and Talent, transitioned off the Board after many years of dedicated service. Anny Stevens-Gleason has joined the board representing the Stewardship

of Welcome. This is in direct response to the ongoing incorporation of the Invite-Welcome-Connect initiative fueled by our Vision Statement.

Once an Ecopalian (an Episcopalian who practices environmental stewardship), always an Ecopalian, even for Chair Emily von Allmen. As she transitions to our new senior warden, we welcome Jennifer Kasten to the board as our new representative for environmental stewardship. We hope to offer several field trips and educational opportunities in the coming year so we can ALL strive to be good Ecopalians.

Andrew Cole, as head of our new planned giving initiative, joined the board in the fall.

As a new board member, *Becoming Beloved Community* Steering Committee

Chair, Megan Hughes Johnson, brings the voice of this long-term commitment to racial healing, reconciliation, and justice to the board. Megan shares, "We know that for racial justice work to be meaningful and sustainable over time at Church of the Redeemer, we need to develop the capacity among our clergy, staff, and lay leaders to lead. This starts with deepening our own awareness of the history of racism in our country and in the church, our awareness of current day inequities, and awareness of efforts to advance healing and racial justice. It also means developing the facilitation skills needed to guide racial justice engagement and learning for others. We want to offer opportunities for our members to learn and grow in their own awareness of and commitment to racial justice. While the focus of our *Becoming Beloved Community* initiative is equipping our congregation to be advocates for racial justice in Cincinnati and in the world, we also know that we want our church space to be welcoming to people from diverse racial backgrounds."

Over the summer we were invited to share our faith journey with stories of inspiration and renewal. These stories revealed our understanding of why Redeemer matters to us. Our 2019 Annual Giving Campaign, led by Tom Kirkwood with the help of Susan Laffoon, Mike Carroll, and Francie Morrison, encouraged us to consider this in our commitment to change lives. This pledge campaign was one week shorter than usual, and many of you stepped up with prompt responses. However, we have about 20% of our pledges arrive after the budget has been evaluated and set for the coming year. Clearly this makes the budgeting process more challenging.



2019 *Becoming Beloved Community* Activities at Church of the Redeemer

- | | |
|-----|--|
| Feb | <p>Intentional focus on including music from artists of color in the Banquet worship service.</p> <p>Educational Visit: <i>The Color of Compromise</i> with Jemar Tisby at the Mercantile Library.</p> |
| Mar | <p>Launched <i>Becoming Beloved Community</i> podcast hosted by Any Stevens-Gleason.</p> <p>Launched <i>Becoming Beloved Community</i> initiative through a 5-part Forum series including guest speaker, Jim Mulholland, anti-racist education and reparations advocate.</p> |
| Apr | <p>Educational Visit: The National Underground Railroad Freedom Center.</p> |
| Jun | <p>Vision Trip visit to the National Museum of African American History and Culture.</p> |
| Aug | <p>Created new <i>Beloved Community</i> children's library in the Interfaith Hospitality Network (IHN) hosting space which better reflects the racial diversity of our guests.</p> <p>Educational Visit: newly opened Holocaust and Humanity Center at the Cincinnati Museum Center at Union Terminal.</p> |
| Oct | <p>Began Sacred Ground Dialogue Circles with 32 participants meeting monthly for 10-sessions.</p> |

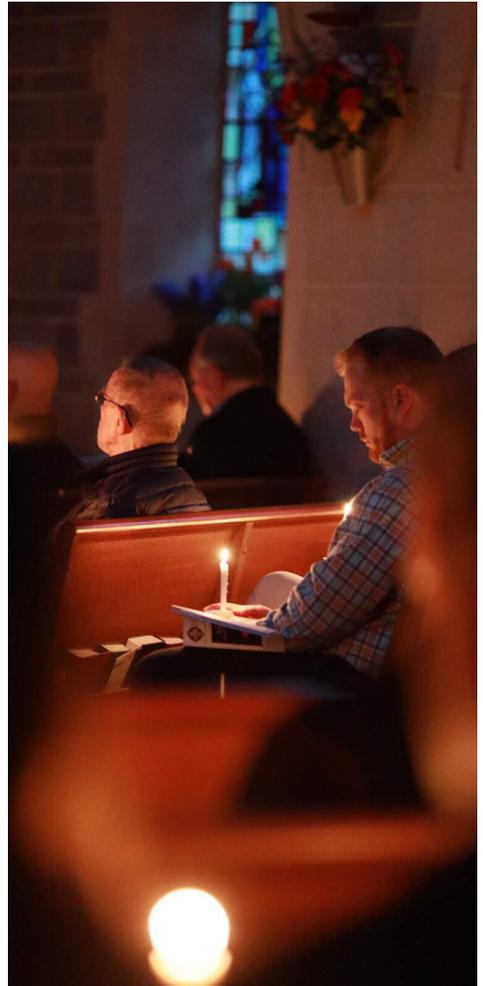
LITURGY BOARD

ANDREA ROGERS, LITURGY BOARD CHAIR

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 the Episcopal Church of the Redeemer for those seeking a church home.

Church of the Redeemer offers very diverse worship experiences from the meditative and traditional Rite I Eucharist at 8:00 am, to the concurrent traditional Rite II and more contemporary Banquet services at 10:00 am, to the Celtic Eucharist at 5:00 pm, and the mid-week Wednesday evening Eucharist at 6:00 pm. This year during Advent we added daily office at 7:30 am on Tuesday and Thursday. 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 Feast of the Epiphany fell on a Sunday in 2019, which gave us the opportunity to hold our first Family Feast Day. We combined our 10:00 am Sanctuary and Banquet worship services in celebration. Holy Week is always a highlight of our year's worship with its deep meaning and many services which enrich us all. In 2019 we added The Great Vigil of Easter on Saturday evening. From the kindling of the new fire to the triumphant closing hymn, this new



worship service was warmly received by all. In June and November, our choir led us in Evensong services. We continued a service of Lessons and Carols in Advent that was beautiful and well attended. On the longest night of the year, we held our now annual worship service, *Blue Christmas: Comfort for the the Longest Night of the Year*. It was a beautiful service of quiet bringing light at a dark time. This year we had three Christmas Eve services - the traditional Children's Pageant at 4:00 pm and two Choral Eucharists, at 6:00 and 11:00 pm.



The Liturgy Board experienced a number of transitions in 2019. We are very grateful to Rachel Votaw for her inspiring years as directress of the **Altar Guild**. Kelli Wisecup and Karen Murphy are now co-chairs of this vital ministry. We thank Lynne Lingrel-Partin for chairing the **Celtic Guild**, as she retired at the end of the year. The group met in late October to revisit its mission and had a strong group of leaders attend. We look forward to a new year. Carol Hesser took over as chair of the **Bread Guild** from David Richards, who created this well-loved ministry. We continue to have a consistent group of dedicated flower designers on our **Flower Guild**, who produce beautiful arrangements for our worship spaces. Deanna Thompson, long-time chair of our **Intercessors**, stepped down and Carol Ewbank now leads this group.

Larry Kissel, reports that several new **usher** families have been added to the roster.

The lectors, led by Jim Votaw, 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.

Tom Hill reports a full complement of faithful **lay readers** including some new ones added in 2019.

Michelle Kirk created new **acolyte** "teams" in 2019 and continues to train and grow the acolyte roster.

Dr. L. Brett Scott, our Director of **Music Ministries**, reported that the choir roster has grown to 35. The choir trip to the Washington National Cathedral was a definite highlight of our year. Over 85 parishioners participated in the weekend including our 37 person choir. As she concluded her Brendan's Crossing placement in May, we thanked Nia McKenney for her service as Assisting Music Minister. In the fall we added the skill and energy of Liz Clemons to this role.



MISSION BOARD

BY MIKE FIRESHEETS, MISSION BOARD CHAIR



The Mission Board of the Episcopal Church of the Redeemer is entrusted with overseeing and supporting our lay ministers in the outreach work they do within our community. Our primary focus for mission efforts is 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 awareness on issues of housing insecurity facing our neighbors.

The Board Chair works to connect our mission work to the church's Vision and Strategic Plan. In addition to the Vestry Board Chair and lay ministers, the Mission Board contains the autonomous Mission Funding Committee, elected by the congregation and tasked with discerning how to allocate mission funds to best enable our outreach work.

Everyone on the Mission Board relies on the dedication of Church of the Redeemer members who provide the time and resources needed to serve our community in love. One of the five planks of our Strategic Plan is Mission, so we are blessed to partner with the Mission Plank Leader, Chuck Hardy, another Vestry member tasked with driving our work to align with the Mission Plank goals and being a catalyst to move us forward.

The Mission Board leadership - in partnership with our ministry leaders, Vestry, and community partners - is prayerfully considering the way forward with our mission work. There are many blessings to celebrate and build

upon while there are also hard realities to face. Some lay ministers who have volunteered as “ministry champions” for years past have chosen to take God’s invitation into sacred rest from their labor, and I know our Mission Board and Mission Funding Committee join me in thanking you all for your service and praying for God’s blessing for you and your work in the future. I want you all to know that your service to the Kingdom is a huge blessing and comfort to all of us.

There are also changes happening in our community as well. A prime example is the recent decision from Habitat for Humanity to discontinue work in the Madisonville area due to climbing property values and increased tax burden of home ownership. We will still continue to partner with them going forward, but as their area of service changes we will have to adapt. Other community partners have been able to meet their needs in other ways and no longer rely on our assistance as heavily as they have before. To deal with some of these changes, we are considering approaching the church’s involvement with local organizations in three levels: a small number of *Mission Partners* whose missions closely align with ours and with whom we will continue to engage deeply, both with financial support and the direct “boots on the ground” work of our volunteer lay ministers; a larger number of *Mission Connections* whom we will continue to support but perhaps to a lesser

extent as the mission partners; and an even larger number of *Mission Resources* who may not receive our continuous engagement but will remain our “top of the list” organizations when there is a specific need or opportunity.

Please pray with us that the Holy Spirit leads us into deeper connections of knowing Jesus and growing in love. The entire Mission Board is committed to our lay ministers and my sincere prayer is for all members of the congregation to feel deeply engaged in doing God’s work in our community. We are Jesus’s hands and feet, and he is calling us to our neighbors experiencing need at this time. I hope to support and work alongside everyone as we walk in love toward the Vision and Mission of Church of the Redeemer.



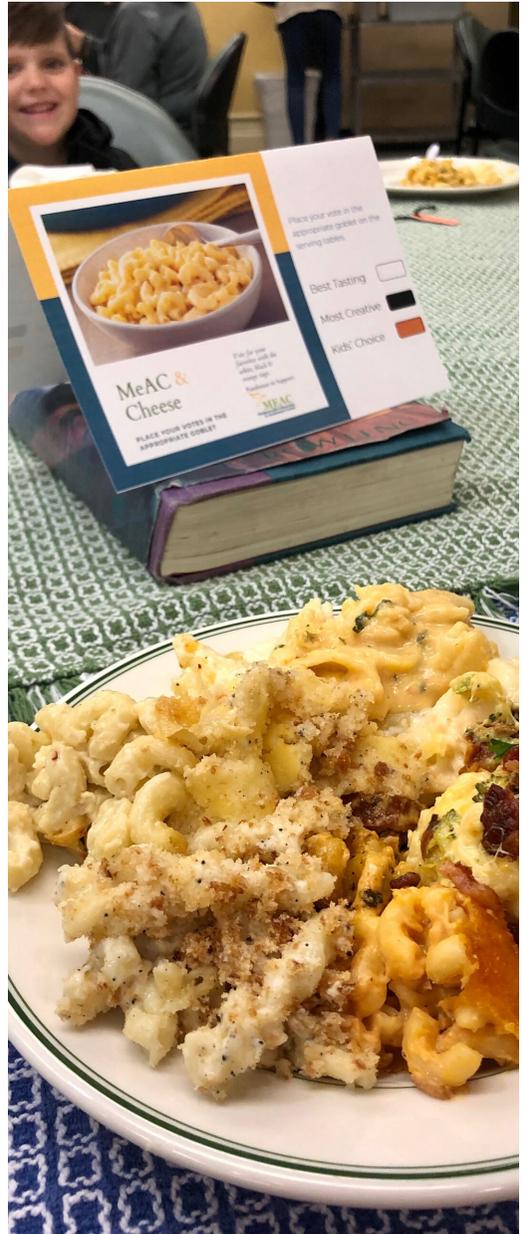
**LARRY KISSEL, MISSION FUNDING
COMMITTEE CHAIR**

Our congregation continues to be blessed with serving 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 ministry program.

The Mission Funding Committee (MFC), elected by the congregation, oversees the distribution of funds authorized by the Administrative Team and Vestry each year. For the last few years, the MFC has been authorized to provide a total of approximately \$43,000 in grants. Also, Church of the Redeemer receives an inconvenience stipend of \$400 from the Flying Pig Marathon organizers which is allocated for mission funding.

The charter for mission at Church of the Redeemer specifies that funding be directed to organizations that are primarily or peripherally involved with housing and shelter and to organizations having a significant number of parishioners involved. The grant application process begins early in the year.

In 2019 the MFC supported funding for El Hogar, First Step Homes, Habitat for Humanity, Home Comforts, Hyde Park Center for Older Adults, Interfaith Hospitality Network (IHN), Madisonville Education and Assistance Center (MEAC), and programs of the Episcopal Retirement Services (ERS), including Meals on Wheels, Parish Health Ministries, and Affordable Living Health Ministries.



MINISTRY LEADERSHIP

LITURGY BOARD

Andrea Rogers

Before worship:

Altar Guild Kelli Wisecup,
Karen Murphy

Banquet Team
Bread Guild Carol Hesser
Celtic Guild John Calhoun
Flower Guild Francie Morrison
Sanctuary Worship Team Elizabeth Coley
Wedding Consultants Sheila Maxwell,
Kathe Kissel

During worship:

Acolytes Michelle Kirk
Audio Visual Technology Caleb Neely
Music Ministries Dr. L. Brett Scott
Lay Readers Tom Hill
Lectors Jim Votaw
Sacristans Stewart Lewis
Sunday Intercessors Carol Ewbank
Ushers Larry Kissel

After Worship:

Sunday Bankers Michael Staffiera

STEWARDSHIP BOARD

Betsy Schram

Annual Giving Tom Kirkwood
Becoming Beloved Megan Hughes Johnson
Community
Creation Care Jennifer Kasten
God's House Cynthia Williams
Planned Giving Andrew Cole
Welcome Anny Stevens-Gleason

MISSION BOARD

Mike Firesheets

MEAC Minda Matthews
Smith
IHN
ERS Emily von Allmen
Mission Funding Larry Kissel
Habitat for Humanity Keenan Beauchamp
PWC Keenan Beauchamp
First Step Home Jeanne Plunkett
El Hogar Carolyn Martin
Home Comforts Brian Weinewuth
Thanksgiving Boxes Liz Coley, Chris Cho,
Lynne Lingrel-Partin

EDUCATION BOARD

Kyle Roberts

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

PASTORAL BOARD

Kelli Wisecup

Card Link Sheila Maxwell
Funeral Receptions Doris Crouch, Cynthia
Blocksom, Ann Blocksom
Health & Wellness Becca Morehous
Intercessory Prayer The Rev. Joyce Keeshin
List
Knitters' Group Heather Kromholz
Lay Eucharistic Mark Sesler
Visitors
Main Dish Lisa Andrews
Newcomers Anny Stevens-Gleason
Greeters Carter Kemper
Tours
Receptions Lisa Senter
Sole Mates Linda Roth
Stephen Ministry The Rev. Joyce Keeshin,
Becca Morehous

OTHER MINISTRIES

Archives Elizabeth Grover
Art & Design Team Cynthia Williams
Lay Weeders Christy Borneman
Nominating Committee Christine Andrew
Office Volunteers Mary Jo Schottelkotte

Fellowship Groups:

LGBTQ+ Fellowship Anny Stevens-Gleason
Second Half of Life Dawn Neely

STRATEGIC PLAN AND VISION STATEMENT

The Episcopal Church of the Redeemer’s Vision Statement was first articulated at the Annual Meeting in 2018. Shortly thereafter, it became apparent to the Vestry that, without accountability and some concrete first steps, our vision of a worshipping community that knows Jesus and grows in love would remain just a vision. We wanted to make that vision a reality, a potent description of the life of Church of the Redeemer.

So for the remainder of 2018, the Vestry worked, alongside parishioners, staff, Board Chairs, and a congregational development consultant, to develop a two-year strategic plan to put meat on the bones of our vision – to hold ourselves accountable, and keep us focused on what matters most to us as a church. At the 2019 Annual Meeting, the Strategic Plan was presented, focusing on 5 areas (or planks) of ministry: Building increased effectiveness in **Leadership**; Creating a culture of **Welcome** and Incorporation; Forming meaningful relationships, including **Connection** across cultural barriers; Developing engaging **Youth and Young Adult** Ministries; and undertaking transformative, meaningful, impactful **Mission** work.

The bulk of our work in 2019 was connected to this Strategic Plan, seeking to move towards our vision of who God is calling us to be in this world right now. The work has been inspiring, filling us with a sense of God’s presence and guidance in our shared life. In 2020, the Vestry will analyze the successes and failures of the last year, and build new action steps for the final year of this plan.



VISION STATEMENT

We have a vision of a worshipping community that **knows Jesus and grows in love**. A community that is **united** in relationship of holy connection and communion. A community **growing** with people of every age, race, gender, sexual orientation, socioeconomic situation, and political persuasion. A community **inspired** by our understanding of why we are Christian, why we are Episcopalian, why Redeemer matters us us. A community **sent** into the world, rooted and grounded in love, to serve all people with humility, compassion, and faithfulness.

EPISCOPAL CHURCH OF THE REDEEMER

2019 LEADERSHIP PLANK ACTIONS

➔ Strategic Plan



The Strategic Plan served as the guardrails for Vestry's work in

2019. It created accountability and prevented scope creep as Vestry navigated the shifting needs of the congregation.

➔ Ministry Leader Training



All ministry leaders convened in August 2019 to

envision what they wanted to accomplish with their work. Through assessing each of their ministries and identifying their ideal state, they developed goal statements to inspire their ongoing work.

➔ Leadership Building



Each of the Ministry Leaders worked to write job description

and for every volunteer ministry. These will help establish clarity for those serving and those considering service. Also, Board Chairs, now members of the Vestry, are enhancing connection between leadership and our ministries.



INCREASED EFFECTIVENESS

With a robust organizational infrastructure that is adaptable, transparent, and consistent, Church of the Redeemer will be able to serve the needs of its members without being unnecessarily distracted by administrative burdens. As such, the Vestry and staff are evaluating and incorporating business best practices, such as having a strategic plan and volunteer job descriptions.

We are excited about the foundation we've laid in 2019. We will use these practices in 2020 to raise up our ministry leaders and continue with our investment in **leadership** training to foster a culture of humility, compassion, and faithfulness.

2019 WELCOME PLANK ACTIONS

➔ Ministry Discernment



This year we took a fresh, new approach to the idea of a Ministry

Fair and "Time & Talent" drive. At "Tacos, Taps and Trivia", parishioners were treated to delicious Mexican food and an engaging ministry trivia game. All meant to heighten awareness of ministries and ministry leaders.

➔ Communications Team



We now have a Communications Minister and a Communications

Team at Redeemer. An upgraded website, digital signage, our first Social Media Sunday, and this publication are all new additions for 2019 from our Communications Minister and Communications Team.

➔ Newcomers



It's important that new parishioners feel connected right away, and we have expanded the ways in which that happens. We have pew cards for visitors and new members to fill out. We have new welcome packets at the Welcome Table in the narthex. And an announcement made in every service welcoming visitors.



MORE THAN JUST FRIENDLY

Ryan Andrews, Welcome Plank Leader

'Welcome' is an important part of our Vision Statement, a worshipping community "growing with people of every age, race, gender, sexual orientation, socioeconomic situation, and political persuasion." It's one thing to be a "friendly" congregation, but at Church of the Redeemer we are striving to welcome parishioners - from those who've been attending for decades to those who've just stepped through our doors - so that all members of our congregation feel a sense of connection.

We are proud of the progress we have made on **Welcome** at Redeemer in 2019 and look forward to creating new and exciting opportunities in 2020 and beyond!

2019 CONNECTION PLANK ACTIONS

→ Stephen Ministry



While clergy are usually on the front lines of providing pastoral

care, Stephen Ministers are specifically trained to walk alongside people after a crisis. In 2019 after launching the program we reached our goal of training 8 Stephen Leaders and training 30 Stephen Ministers.

→ Sacred Ground Dialogue Circles



As part of the *Becoming Beloved Community*

initiative of The Episcopal Church launched during Lent 2019, we began a 10-part series called *Sacred Ground* in the fall. It is a film-and readings-based dialogue series on race, which examines the history of racism and the struggle for racial justice in our country.

→ Small Group Gatherings



A goal in 2019 was to increase small group gatherings. Of

note, Second Half Group expanded its programming with events like: Eat & Greets, game nights, and various speaker events. Also launched was LGBTQ+ Fellowship with 25 initial participants from the congregation.



CONNECTION

FORM MEANINGFUL RELATIONSHIPS,
INCLUDING ACROSS CULTURAL
BARRIERS

FORMING MEANINGFUL RELATIONSHIPS

Alan Henning, Connection Plank Leader

To live into our vision at Redeemer the ‘*Connection*’ strategy plank seeks to help us form greater connections and more meaningful relationships, including across cultural barriers. We seek to encourage and sustain those relationships and the understanding of the belovedness of others. We want to increase the recognition of existing Redeemer small group ministries. We want to examine who we are and how we connect to our community at large as we nurture and nourish each other and seek justice and peace.

We made significant progress in Connection at Redeemer in 2019 and look forward to sustaining and growing *Connection* in 2020!

2019 Y/YA MINISTRY PLANK ACTIONS

➔ Mission Work Engagement



This past summer members of both the Youth Group and the Young

Adults attended our Vision trip to Washington D.C. On a local level, the youth and young adults are currently involved in Interfaith Hospitality Network (IHN) hosting at Church of the Redeemer and look to grow their volunteering efforts in other missions.

➔ Youth Weekly Newsletter



The youth now have a communications plan which helps

get their message out and manage their meetings and events. Each week youth parents receive an electronic newsletter with information on events for the coming weeks.

➔ Confirmation



We confirmed 12 youth in 2019.

These are all new members of the church that we have grown, developed, and welcomed into Church of the Redeemer. This followed four months of regular confirmation classes led by our Associate for Youth and Young Adults, the Rev. Mitchell Bojarski.



Y/YA MINISTRY

DEVELOP ENGAGING YOUTH AND
YOUNG ADULT MINISTRIES

ENGAGED YOUTH & YOUNG ADULTS

Brett Flodder, Y/YA Ministry Plank Leader

The *Y/YA Ministry* goal of developing engaging Youth and Young Adult ministries saw much success in 2019. Both the youth and the young adults met regularly throughout the week and had monthly group events. These included Bible Study for each group instilling a sense of identity and ownership with the Church. Members of both groups stepped up to serve in weekly worship as acolytes, lectors, and lay readers. This increase in service empowers the younger generation of the Church to lead now. Both groups have developed solid communications platforms for keeping each other and the parish informed of their gatherings. This also serves as a space to share their stories and develop life-long relationships with each other, God, and the Church.

We look forward to 2020 and continuing to build a vital, comprehensive, and life-giving program for people in the age range *Youth and Young Adult* encompasses.

2019 MISSION PLANK ACTIONS

➔ Parish Vision Trip to Washington, DC



In June, 87 parishioners visited Washington, DC to take a deep dive into the truth of racial inequity in America. We faced hard truths about the diversity of our neighborhoods, our friendships, and even our churches.

➔ Madison Villa



Madison Villa

We forged a new partnership with our friends at Episcopal

Retirement Services as we became a parish host to Madison Villa, a community of fixed-income seniors living together for a richer life experience as they age in place with access to affordable housing.

➔ MEAC & Cheese



In continued support of the Madisonville Education and

Assistance Center (MEAC) a new event was born to raise funds for their Emergency Assistance Fund. Chefs from 11 local restaurants donated their take on "Mac & Cheese" for a dinner of tasting and listening to the MEAC staff tell stories of resource sharing.



MISSION

ENGAGE IN TRANSFORMATIVE,
MEANINGFUL, IMPACTFUL
MISSION WORK

STRUCTURAL REORGANIZATION

Chuck Hardy, Mission Plank Leader

The current strategic plan identifies several key actions for **Mission** Ministry at Church of the Redeemer, all driving toward increasing overall mission participation of Parish members. A key first step toward enabling this goal is to better focus our mission efforts. We currently have an approach to mission which is a mile wide and an inch deep, meaning that we spread our resources relatively thinly across many missions. In 2019 we worked on identifying key mission partners with the intent of providing better overall support, both financial and through volunteer effort. This will also help us clarify the roles, responsibilities, and assets of the **Mission** Board.

Expect to hear more as 2020 unfolds regarding this focused approach to our **Mission** Ministry and how Redeemer will provide support for mission.

ANNUAL PARISH MEETING

Sunday, February 16
10:30 am • Great Hall



2020 NOMINEES



Laurie Maguire

Nominee for an at-large member of the Redeemer Mission Funding Committee.

The Maguires joined Church of the Redeemer in 2011 when they moved back to Cincinnati. They chose this church because they felt it was a church of inclusion which is very important to them. Since that time Laurie has served on the Flower Guild, she and her husband, CH, have served as ushers at the Sanctuary services and Laurie was a part of the Home Comforts Ministry.

Laurie and CH have four children spread across Cincinnati, Hailey, Idaho, and Sonoma, California and eight amazing grandchildren.

For Laurie the call of God is to serve others and she is forever open to new ways to be part of God's plan.



Elizabeth Clapp Ross

Nominee for an at-large member of the Redeemer Mission Funding Committee.

Elizabeth started coming to Church of the Redeemer in the fall of 2013. She and her husband, Adam, have three daughters, Sophia (11), Eleanor (8), and Lilah, (4).

An immigration attorney with her own law firm since late 2018, Elizabeth has participated in various ministries, including MEAC, First Step Home, and most recently IHN.

Throughout her life Elizabeth has felt the deepest connection with God through service to others. From high school trips to Appalachia to repair homes to working with detained migrant families on the U.S./Mexico border, she has felt the power of God's presence in mission work.



Dick Adams

Nominee for a Trustee of the Redeemer Permanent Property Fund (second term).

Dick has been a parishioner at Church of the Redeemer for about 50 years. He has served on the Vestry twice, has been an usher for many years, as well as a Sunday Banker.

Dick and his wife, Lee, have four sons and ten grandchildren. He is a retired employee of Procter and Gamble in finance and is involved with many nonprofit organizations serving children and older adults. Dick's leisure time is spent playing golf or bridge and reading.

He has a life focused on helping to meet the needs of others and following "THY will be done". Serving on this committee is one way of meeting these objectives.

Emily von Allmen

Senior Warden Nominee

Emily von Allmen and husband, Daniel, have been members at Church of the Redeemer for the past ten years. It is the longest that they have lived in the same place and they are proud to call Cincinnati and Church of the Redeemer their home. In that time, Emily has gotten involved in church activities on many levels, including the knitting group, Bible Study, Bread Guild and Interfaith Hospitality Network (IHN). She has led our Ecopalians group and is serving on the Becoming Beloved Community Steering Committee.

In her most recent role as Junior Warden, she has learned so much about the inner workings of the church (literally)! She has seen how decisions are made through careful consideration and prayerful intention and has been blessed to have wonderful mentors in the Senior Wardens who have served before her. Emily believes God is calling her to this new role as Senior Warden, not because it is the "next step," but because she has been inspired by the love and faithfulness of this community.



Jeff Brokamp

Nominee for Junior Warden

The Brokamp family has been attending Church of the Redeemer for 34 years. Jeff and wife, Sherri taught church school together while their children grew up in the church. They organized events such as the Heifer Fair and volunteered for Interfaith Hospitality Network. Jeff worked on the nominating committee under the Rev. Jim Hanisian and served on the vestry with the Rev. Bruce Freeman.

Native to Cincinnati, the Brokamps have four children ages 21-33, all of

whom were baptized at Church of the Redeemer, and six grandchildren. Sherri has made her career in business and education. Jeff is a retired educator (34 years) and now works for an organization which helps young people connect their talents and skills and ambitions with future careers.

Jeff hopes that through the role of Junior Warden he will be able to return a small fraction of the value that Church of the Redeemer provides his family.

Andrew Cole

Alternate Delegate to the 2020 Diocesan Convention and Delegate to the Conventions in 2021 and 2022

Andrew Cole and his wife, Maria, have been attending Church of the Redeemer since 2018. After moving to Oakley, they were drawn to this church, in particular, because of the active young adult group and the warm welcome from the Rector on their first visit. Active members of the Young Adult group, they both support our regular Interfaith Hospitality Network (IHN) hostings and serve as lectors and chalicists.



A lifelong Episcopalian, Andrew is the Director of Advancement & Planned Giving at the Phi Delta Theta Foundation in Oxford. He believes that now is a critical time for our church when we need to continue to grow, thrive, and evolve for the future. The Episcopal Church has a rich history and tradition that Andrew believes espouses relevant values many people deem important today.



Sue Wilkening

Alternate Delegate to the 2020 Diocesan Convention and Delegate to the Conventions in 2021 and 2022

Sue Wilkening, a native Cincinnati, has been a member of Church of the Redeemer since 2009. She is a faithful Sunday worshiper, a member of the Flower Guild and an usher. She also supports our Interfaith Hospitality Network (IHN) hostings and in the summers, works as a Lay Weeder.

Joining Church of the Redeemer has been a gift to Sue where she has grown because of the sermons, music, and clergy. Being a part of this community, Sue has realized that we

are on earth to do Jesus' work. Thus, she looks forward to being a delegate to the Diocesan Conventions and learning more about our Church and in turn giving back to her worshiping community at Church of the Redeemer.

2019 ANNUAL MEETING MINUTES

MINUTES TAKEN ON SUNDAY, FEBRUARY 10, 2019
BY PATRICIA KOVACH, CLERK OF THE VESTRY

The Rev. Philip DeVaul, Rector, offered an opening prayer to call the meeting to order in the Great Hall at 11:02 am. He then appointed Patricia Kovach, Clerk of Vestry, as Secretary for the meeting.

APPROVAL OF MINUTES

Copies of the minutes from the 2018 Annual Meeting were included in the Annual Meeting packet sent to the congregation the week prior to the meeting. Tom Kirkwood made the motion to accept the minutes from the 2018 Annual Meeting as written, Jim Vance seconded. The motion was unanimously approved.

SENIOR WARDEN REPORT

Charles Fellows welcomed the members of the parish to the meeting. He thanked Nancy Schwartz for preparing all of the materials in the Annual Meeting packet.

Charles presented the change to the Vestry By-Laws that was approved at the January 14, 2019 meeting of the Vestry.

The change was to strike the sentence: "In the absence of unusual circumstances, the chairperson of a Ministry Board shall not be a member of the Vestry."

Per Article VII of the Code of Regulations, Tom Schram made the motion to accept the amendment as approved by the Vestry. Carol Hesser

seconded. The motion was unanimously approved.

Charles then introduced the changes to the Code of Regulations, beginning with Article IV, Section 4.1 which stipulates the date of the Annual Meeting as the third Sunday in February. The next change is to Article IV, Section 4.5 which specifies the order of presiding officers of meetings of the Congregation, should the Rector not be available. The order of priority is: (a) the Senior Warden; (b) the Junior Warden; (c) the Clerk of Vestry; (d) a layperson chosen by the Rector.

Finally the change to Article V Section 5.1 of the Code of Regulations that the Vestry voted to propose at the meeting on January 14, 2019 was outlined to the group. This change is to the number of people that serve on the Vestry: (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 Vestry persons, 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 Vestry persons, 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.

Nancy MacKenzie Powell made the motion to accept the changes to the Code of Regulations. Jim Vance seconded. The motion was unanimously approved.

NOMINATING COMMITTEE

Christine Andrew, chair of the Vestry's Nominating Committee, announced the following Nominees to the Vestry 2019-2023 and Parish Office.

Vestry:

Ryan Andrews
Kate Haralson
Chuck Hardy
Andrea Rogers
Betsy Schram

Office Nominees:

Bill Killen, Mission Funding Committee at Large, 3 year term
Bill Taylor, Mission Funding Committee at Large, 3 year term
Nancy MacKenzie Powell, Alternate Delegate to Diocesan Convention
Nancye VanBrunt, Alternate Delegate to Diocesan Convention
David Barrow, Permanent Property Fund Trustee
Mike Hardy, Permanent Property Fund Trustee

Christine asked for a motion to close the nominations and cast a ballot for the entire slate. Bob Boling made the motion and Dick Adams 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 highlighted the Treasurer's Report which was also provided in its entirety in the Annual Meeting packet. The amount of pledges has increased over a 36 month spread from 9MM in 2017 to a projected 1.15 MM in 2019. The vast majority of the expenditures is people expenses and for the first time in many years, the church is fully staffed.

RECTOR'S FORUM

The Rev. Philip DeVaul shared the Strategic Plan that was developed by the Vestry over the past year. Consisting of five planks (Leadership, Welcome, Connection, Youth and Young Adult Ministry, and Mission), this plan was created as a concrete way to live into Redeemer's Vision Statement. Each plank has four Action Steps that link back to the Vision Statement as practical ways to move it forward over the next two years.

Philip opened the floor to questions from the members in attendance.

Bill Taylor made the motion to adjourn. Steve Carlton-Ford seconded. The Rev. Philip DeVaul offered a closing prayer and thanked Doris Crouch for the food. The meeting was adjourned at 12:12 PM.

EPISCOPAL CHURCH OF THE REDEEMER
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2019 Vestry of the Episcopal Church of the Redeemer

Charles Fellows, *Senior Warden*, Emily von Allmen, *Junior Warden*
Rob Kranz, *Treasurer*, Audrey Sesler, *Assistant Treasurer*
Patricia Kovach, *Clerk of the Vestry*

Ryan Andrews, *Connection Plank Leader*
Brett Flodder, *Y/YA Ministry Plank Leader*
Kate Haralson, *Leadership Plank Leader*
Megan Hughes Johnson, *Becoming Beloved*
Community Steering Committee Chair
Andrea Rogers, *Liturgy Board Chair*
Jim Votaw, *Chaplain*

Michael Firesheets, *Mission Board Chair*
Chuck Hardy, *Mission Plank Leader*
Alan Henning, *Connection Plank Leader*
Kyle Roberts, *Education Board Chair*
Betsy Schram, *Stewardship Board Chair*
Kelli Wisecup, *Pastoral Board Chair*