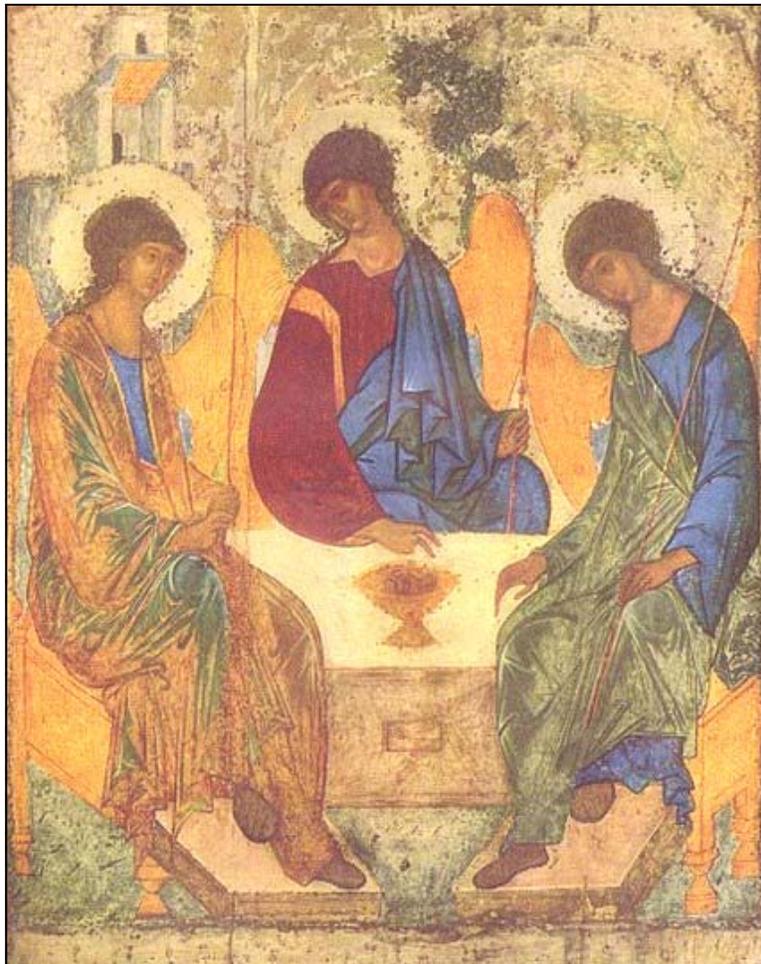


THE EPISCOPAL  
CHURCH OF THE REDEEMER  
2013 ANNUAL MEETING  
JANUARY 27, 2013, 12:00 P.M.



*“O worship the Lord in the beauty of holiness;  
let the whole earth stand in awe of him” - Ps.96:9*

## 2013 ANNUAL MEETING AGENDA

- Call to Order and Opening Prayer
- Adoption of January 22, 2012 Annual Meeting Minutes, p. 3
- Thanks to outgoing Vestry
- Report of the Nominating Committee; nominations from the floor; elections
- Report from the Treasurer
- Reports:
  - ◆ Rector's Report – The Reverend Susan Thon , p. 4
  - ◆ Senior Warden's Report–Catherine Baker, p. 8
  - ◆ Junior Warden's Report – Peter Kendall, p. 9
  - ◆ Treasurer's Report – Gary Hacker and Mary K Young, p. 11
  - ◆ Children & Youth –The Reverend Robin Razzino, Dominique & Mike Rychlik, p. 12
  - ◆ Music – Thomas Smith, p. 14
  - ◆ Stewardship – Nathan Price, p. 16
  - ◆ Newcomers & Membership – Callie Raulfs Wang, p. 17
  - ◆ Adult Education – Peter Carlson, p. 18
  - ◆ Spiritual Life – Frances Sharon, p. 19
  - ◆ Altar Guild – Kukula Glastris, Marie France, Tami McMinn, p. 20
  - ◆ Participation in Worship – Angela Beckman, p. 21
  - ◆ Wednesday Morning Prayer Group – Pat Stevens, p. 21
  - ◆ Pastoral Care – Janice Huey, p. 22
  - ◆ Parish Life/Hospitality – Patricia Snowden, p. 23
  - ◆ Outreach – Cynthia Winder and Outreach Liaisons, p. 24
  - ◆ Redeemer Book Group – Bob Dresser, p. 30
  - ◆ Foyer Dinners – Mary Helen Carlson, p. 30
  - ◆ Profit & Loss and Balance Sheet for 2012, p. 31-32
  - ◆ 2013 Budget, p. 33-35
- Congregational Remarks and Discussion
- Benediction

*Front cover:* Icon of the Holy Trinity as They revealed Themselves to Abraham, created by Andrei Rublev, about 1411 AD.

## MINUTES OF THE 2012 ANNUAL MEETING

On January 22, 2012, 74 parishioners gathered in the Parish Hall for the Annual Meeting and pot-luck lunch. The Rev'd Susan Thon called the meeting to order at 12:20 p.m. with an opening prayer. A motion to approve the minutes from the 2011 Annual Meeting was proposed, seconded and approved.

Susan opened with discussion of Redeemer's recent growth and change. This topic had also been the focus during a visitation by Bishop Budde in December, when she spoke of strengthening and revitalizing parishes. Change can happen from the outside and also be intentional. One thing we know about change is that it is inevitable. We also know that change can be unsettling, yet inspiring.

Susan thanked retiring Vestry members Gary Hacker, Jack Hutchings, Ben Ivins and Denny Shaw for their dedicated service to Redeemer. Gary has served as Vestry member for Communications and as Treasurer; he will continue as Treasurer in 2012. At Vestry meetings, Gary helped the Vestry to better understand cash flow, prior year losses, financial statements and budgeting, and has done much to keep our finances in good order. Jack Hutchings, Vestry member for Pastoral Care, revitalized this ministry by organizing caregivers, Lay Eucharist Visitors, transportation, meals and dog-walking. Susan experienced pastoral care first hand on two occasions, for which she was most grateful.

Ben Ivins, Vestry member for Newcomers & Membership, was ever-present to welcome visitors and new members, and take care of parishioner needs in other ways as well. Ben coordinates taking the donated food to Manna Food Center, the Montgomery County food bank. Denny Shaw served two years as Vestry member for Adult Education. Denny speaks up when he has a point of view and has helped to plant seeds of inspiration by presenting us with knowledgeable speakers on a broad range of faith and community-based topics. Scheduling and arranging for this degree of talent for the Adult Forum was no small task, and we thank Denny for his dedicated service.

Susan presented each retiring Vestry member with framed copies of the closing Vestry meeting prayer from the *New Zealand Prayer Book - Lord it is Night, the Night is for Stillness*.

Susan thanked the Nominating Committee – Ben Ivins, Lois Burleigh and David Strother – for selecting nominees for Vestry: Peter Carlson, Steve Gibson, Janice Huey and Callie Raulfs-Wang; and for delegates to the 2013 Diocesan Convention: Patricia Snowden and Gary Hacker as delegates, and Graeme Browning and Clark Downs, as first and second alternates respectively. The nominees were proposed, seconded and elected unanimously.

Susan thanked Gary Hacker and Mary K Young, Finance Committee Chair, for all their work on Redeemer's finances and budget. Gary referred us to his written report and reviewed 2011 highlights. He noted that the 2012 balanced budget of \$638,587 was approved by the Vestry at its January meeting. He said that it is a pleasure to serve as Treasurer and noted how the clergy and staff are always responsive to the many and varied requests from the parish.

Susan reported the highlights of her written report that focused on change and growth. Over the past five years, average Sunday attendance has increased from 109 to 180, a 65% increase. Susan handed out to each table *Questions about Change* for parishioners to consider. These included attitudes towards growth, crowded pews, additional worship services, non-traditional music, a shuttle bus, and evangelism. Susan asked attendees to think of a time in their lives when they had made a change and what was positive about it, and to discuss these events together at each table.

In response to Susan's asking if anyone wished to share with the whole group, Ann Cameron Williams-Caldwell expressed her thanks for the warmth and love shown to her and her son, Geoffrey Mikol, saying she feels welcome and blessed to be a part of the Redeemer family. Cathy Baker, Senior Warden, expressed her thanks for all the efforts of the clergy and staff – Susan, Robin, David, Tom, Angela and Alice, as well as to Amy Young and Joe Clark.

Susan closed the meeting saying, "Go in peace to love and serve the Lord." The meeting adjourned at 1:20 p.m.

*Respectfully submitted,  
Julia Rogers, Recording Secretary*

## PARISH MISSION STATEMENT

We are called as a loving community of faith to proclaim the good news of Jesus Christ in word and action, and to welcome all people who seek a deeper knowledge of God. We will achieve our mission by striving to create a vibrant, focused and growing Church that embodies Christian values and beliefs; implementing programs and services that are meaningful in our daily lives (faith in action); building a safe environment that encourages us to reach out to our community, to people of other faiths and beliefs, and to people who differ from us in important ways.

## RECTOR'S REPORT

A lively and illuminating gathering regularly happens here in late summer. Parishioners and staff with a heart for stewardship gather to share what we've been seeing and hearing in the parish during the year, with the goal of discerning the stewardship theme for the new year. What trends do we see? What challenges do we face as a community? What do we see emerging as the focus of our common life? As we talk and listen, ideas, images, phrases from Scripture come together; a theme that expresses who and where we are, and what we are being called to become, comes to life. It is a Spirit-filled process.

Our theme for 2012 was "*Deepening Our Roots.*" It followed organically from the previous year's theme, "*Tending God's Garden,*" which reflected our noticeable growth in members and vitality. It was time in 2012, we thought, to deepen our spiritual life and faith to sustain, support and continue that growth. Looking back over the year, Redeemer's foundations — spiritual, material, communal, individual — have, indeed, deepened and strengthened in many ways. You will see this reflected in the reports from our various ministries to this meeting. I highlight and give my impressions of some of these in this report.

In 2012, we baptized three new members — two young children and one infant — and presented one adult to be received into The Episcopal Church. We mourned the deaths of two deeply loved parishioners, Patsy Haley Stann and Sally Carolyn Lewis Bartlett. I presided at the committal of Gary Hacker's parents, Tuffy and Evelyn Hacker, in Laurel, Maryland. I also presided, here, at the funerals of two members of our wider community in 2012. This ministry of responding to our neighbors' spiritual needs, is an important part of the work of the Church.

Sunday worship is the center of our life, shaped by traditional Anglican valuing of beauty and reverence. Hearts and souls are opened and drawn to God in the beauty of our worship space; through the music of instruments, choirs and congregational singing; the Altar Guild's loving care of vessels and linens, and presentation of flowers; thoughtful proclaiming of the Word by lectors; reverent leading of the Prayers of the People; and the variety of "voices" of our clergy and seminarian preachers who teach and challenge us week after week.

Under Tom Smith's expert direction, the choirs continue to grow in numbers, depth and capacity. Kukula Glasstris and Tami McMinn inspire the Altar Guild. Katie Glover gives excellent training to the lectors. The Reverends David Schlafer, Amy Yount and Joe Clark, all Redeemer parishioners, have freely shared their gifts at the altar, from the pulpit, or both. Jefferson Arrington, Gary Hacker and many other ushers — both youths and adults — warmly welcome and assist worshipers week by week. Everyone contributes to the depth and vibrance of our worship: crucifers, acolytes, torch bearers, and all who gather on Sunday mornings. No one "just sits in the pew."

The monthly Monday evening Taizé service (weekly during Lent) is a growing edge of our ministry to the community. Most of those who come to Taizé are not part of the Sunday morning congregation. While these worshipers are not formally members of the parish, this gathering is becoming a congregation. It clearly meets a deeply felt need for silence, space, and simple but beautiful music. The healing team's ministry at the end of the service consistently receives a strong response. While the Redeemer Music Series is not worship, it, too, is a growing edge. In addition to

satisfying the wider community's appreciation of beauty, the concerts also have brought new members to the parish.

As the number of families with young children has grown, our ministry with them has evolved. On November 4, the Sunday after All Saints' Day, 2012, two children were baptized and nine made their First Communion. On January 13 of this year, the Feast of the Baptism of Our Lord, another child of a new, active family in the parish, was baptized. All were prepared by your Associate Rector and Rector. Throughout 2012, our Godly Play teachers have grown in experience and depth. One teacher, Karen Stewart, led the opening devotional time at the November Vestry meeting, telling the story of Abraham and his descendants – all God's people. Her gift inspired the homily at the Christmas Eve Family Service, a telling of the Christmas story in the manner of Godly Play. This deeply spiritual approach to faith formation enriches the lives of children and adults alike.

Opportunities for spiritual deepening are offered throughout the year. The Rev'd Joe Clark led the second Redeemer men's retreat in February, 2012, and will lead the third on the weekend of February 8-10 this year. I led an Advent Quiet Day, "*With a Prepared Heart*," in December. The September all-parish retreat, "*Get a Life: Discovering our Spiritual Gifts*," drew children, youth and adults last year.

Spiritual deepening does span the generations here. Young and older adults have shared their stories of faith and life with middle and high school youth during the year. The opportunity to tell their stories and have them valued was as enriching for them as listening was for the young people. This year's class "All in for Faith" is inter-generational. Five youth and six adults began meeting with The Rev'd Robin Razzino and me in December to explore the faith and practice of the Church. The class includes adults and youth whose background is in The Episcopal Church, other denominations, and no church background at all. Some members plan to be confirmed or received into The Episcopal Church this spring.

In the area of Adult Formation, Education for Ministry, mentored by Jo Barclay-Beard, has new members. A five-week Bible Workbench series, created

by The Rev'd Bill Dols, is underway, led by Mr. Dols himself, with 15 or 16 participants. Mr. Dols came to us through our own Joe Clark, also an experienced Bible Workbench leader. In the fall, Joe led a very well-received mid-week series, "*Death and Dying on Our Own Terms*." Through practical information, reflection on their feelings about loved one's deaths and their own, participants felt much better prepared to face death and dying on their own terms.

Bible Study, led by parishioner Steve Gibson, met weekly throughout the year. Recent highlights of the Adult Forum have been a series on preparing for the November election, Stuart Chandler' and Alice Despard's reflections on their fall pilgrimage on the Camino de Santiago in Spain, and Phil Burns' presentation on his work with Africa's Children-Africa's Future in Dar es Salaam, Tanzania. Along with Steve France's November *Redeemer Spirit* article about his work with the Torture Abolition and Survivors' Support Coalition, all of programs and presentations give a glimmer of how life in this community deepens our desire and openness to God, our relationships with family and community, and our love of neighbors near and far.

Our ties with Hope for Burundi (HFB) were deepened last year through the visit of Alexis NITUNGA and Fidele NZAMBIMANA in June. Clarice Leslie and Joelle Morris have visited and seen the work of HFB for themselves. The visit of these HFB leaders not only enabled them to learn much from experts in areas from agriculture to recycling, but enabled us to see, hear and be inspired by these dedicated young men in person.

Other 2012 outreach highlights were the committee's development of *Principles of Outreach* and a new application for funds. This work, under the leadership of committee chair Cindy Winder, built on a wide-ranging parish conversation about outreach that grew out of our 2011 mid-week Lenten program, "*The Way of Compassion*." Also in 2012, the Vestry decided that restricted gifts for Vestry authorized fund-raising in the

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<sup>1</sup>"Normal Operating Income" is a National Church term denoting income used for operating expenses.

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*Rector's Report continued ...*

parish are included in parish outreach giving, and reaffirmed a 2005 goal to achieve outreach giving of 10% of Normal Operating Income (NOI)<sup>1</sup> of the 2<sup>nd</sup> previous year. A similar goal for parish giving to support the diocese was set by the Vestry in 2004. These are challenging goals as the dollar amount of Redeemer's NOI increases year by year. Outreach giving in 2012 was 8.4% of 2010 NOI; giving to the diocese was 8.5% of 2010 NOI. The Vestry and Outreach Committee worked hard to reach these important policy decisions. In the process, our parish commitment to serve those in need was strengthened, and parish leaders' conversations and understanding of good group process grew and matured.

Anyone who was here during 2012 began hearing early in the year about the big, anticipated budget challenge the Finance Committee and Vestry saw coming toward us in 2013. The annual reports, written and oral, of our Senior Warden, Cathy Baker, and Finance Committee Chair, Mary K Young, discuss the scope of the increase that was anticipated over 2012; how the Finance and Stewardship Committees and the Vestry fearlessly addressed it; and how the parish generously responded. The whole process was admirably thoughtful and open. The outcome feels nothing less of miraculous.

We begin 2013 having met 95% of our stewardship goal for 2013. Together with other budgeted income and a cash surplus from 2012, the 2013 budget will be balanced. It does seem miraculous, from the standpoint of six months ago, but at the same time it is not surprising. Parish leaders actively praying and thinking about the challenge, and the parish as a whole, grew together in capacity to hold a real conundrum with patience, believing that a way forward would open even though we could not see it yet. No one of us could have held the challenge alone; together we believed a new future into being.

Our 2013 stewardship theme is "*Walking God's path together.*" Its symbol is the Labyrinth, a path each person – old member, new member, older, young, or in-between – walks at his or her own pace, in his or her own way. The path we walk following Christ, though, is one. It is not straight, we cannot always judge how close or far we are from the center. It may not always look like we are heading for the same goal,

but walking God's path together over time, we come closer.

One goal I have this year is transforming the working of the Vestry. For all the time I've been here, each Vestry member has been responsible for an area of parish ministry, often chairing that committee. As the parish has grown, taking on the important roles of vision, oversight and policy has made it harder and harder to also have responsibility for the day-to-day workings of ministry. So, the focus of the new Vestry retreat in a few weeks will be moving in this new direction. Ms. Joey Rick, diocesan Canon for Congregational Vitality, will facilitate the retreat.

We anticipate that the change will be an organic process. The Senior Warden's role will continue to be working closely with the Rector. The Junior Warden will oversee the buildings and grounds, but not necessarily chair the B&G Committee. Some Vestry members will choose to continue as chairs of committees, others will focus primarily on policy, vision and spiritual leadership in the parish. The overall shift not only will free up Vestry energy and time, it also will broaden opportunities for other parishioners to take responsibility and leadership roles in ministries, walking God's path together in new ways. This is all very exciting.

I look forward to a new year with all of you, and all the new faces and stories God will bring to Redeemer. I am grateful for all my colleagues in ministry here, lay and ordained. I could not imagine a more talented, dedicated staff, always ready to pitch in to help each other. As parishioners often remark, Angela Beckman is the engine who holds this place together and keeps it moving, scheduling, reminding, watching over "the numbers" almost daily, greeting callers on the phone, welcoming Sunday morning visitors, and more. Robin Razzino is the best Associate Rector anyone could hope for. She is creative, organized, technologically up-to-date (thanks to Robin, I now have an iPhone), a gifted preacher and teacher, has a zeal for families and children and for justice and peace.

Alice Despard is tireless in her care of our buildings; no task is too big or too small, and all are done with love. Tom Smith outdoes himself every day, it seems. He not only plans the music for Redeemer's worship and concerts, directs the choirs, creates our worship

bulletins and helps improve our website, he also serves as Assistant Chapel Musician at Virginia Theological Seminary, lecturer at The Peabody Conservatory in Baltimore, and as a regional leader in both the Association of Anglican Musicians and the American Guild of Organists.

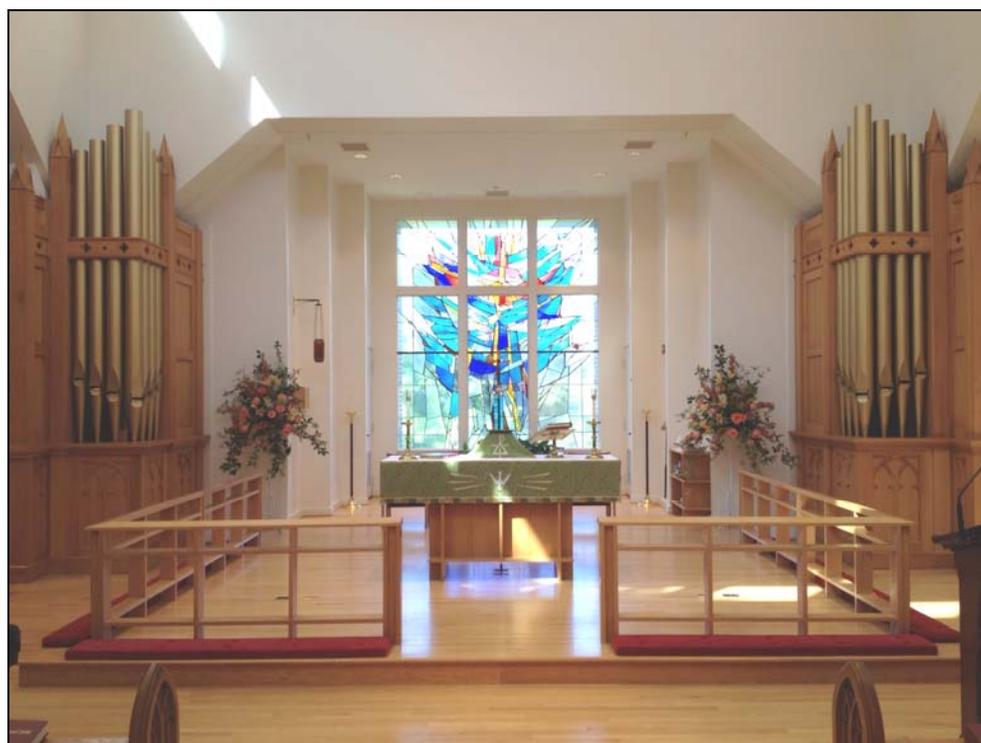
We are blessed by our wonderful staff. We are blessed, also, by the clergy who are members of this parish and give generously of their time, wisdom and love. The Reverend Dr. David Schlafer has been a stalwart friend and colleague since 1999, when our staff was practically nonexistent. He continues to share his deep theological grounding and knowledge, helping with planning adult forums, serving as the quiet philosopher at Vestry meetings, preaching, encouraging the other preachers and especially our seminarians. He did all this, and more, in 2012, while

also teaching homiletics at Virginia Theological Seminary.

The Reverend Amy Yount, who teaches at St. Patrick's Episcopal School, also gives generously of her time teaching in our Church School, and serves at the altar as her schedule permits. The Reverend Joe Clark shares his insight and experience, in many ways as described above, and generally encourages fellowship and community.

We are all blessed to walking God's path together. This is going to be an exciting year in the life of Redeemer!

*Respectfully submitted,  
The Reverend Susan Thon, Rector*



## SENIOR WARDEN'S REPORT

The 112th Congress will not go down in history as a model of good governance. Wikipedia describes it as “the most politically polarized Congress since Reconstruction.” The 112th almost triggered a government shutdown, nearly drove over the fiscal cliff, and failed to act on the critical issues before it. Public approval ratings were abysmal. Plus it was a rude bunch.

As your Vestry met throughout 2012, we could not look to the nation’s highest deliberative body for guidance. Fortunately, we operate with some advantages not available to the House and Senate. Vestry meetings begin with reflection on a Gospel reading. We have a prayer bowl that we pass around during the meeting, taking turns to hold our work in prayer. After agenda items are covered, we reflect on the joys and concerns of the meeting just concluded; such reflections help us be more productive in the future. We end with a prayer. Another advantage is that we are not made up of opposing parties. We are united in the mission of Redeemer, “*to proclaim the good news of Jesus Christ in word and action, and to welcome all people who seek a deeper knowledge of God’s work.*”

This is not to say there is never disagreement in the parish’s management board. Vestry members have had conflicts this year, and not all votes have been unanimous. But I am impressed by how the members of this Vestry have been able to engage respectfully in difficult dialogue and keep each other in relationship through the valleys and back to the pastures.

A primary outcome of the Vestry’s ability to work together this year has been the successful stewardship campaign, described more fully in the report by Nathan Price. This event was launched in October, but its seeds were planted at a March Vestry meeting, when treasurer Gary Hacker reminded us the support from the diocesan, which we had received over three years to assist us in transitioning to a two-clergy staff structure, would not continue in 2013. Combined with other anticipated increases, we were facing a very significant jump of an estimated \$70,000 for 2013 expenses.

This was of particular concern given that pledging in 2012 had been flat compared with 2011. However, it was not a surprise. Two years earlier we had made a

commitment to expand our clergy staff so that the parish could grow in size and vitality. The diocese generously supported us in the decision, and the investment was paying off. Even so, the challenge was daunting.

At our April meeting the Vestry acknowledged the importance of keeping the parish fully informed of the challenge and involved in its resolution. We decided to conduct a parish-wide survey to obtain feedback on priorities, in case budget cuts would be necessary, and also to gauge the parish’s willingness to step up pledging so as to avoid constraining the budget as we move through this rapid phase of growth. The survey went out in June. In July, the Vestry was heartened by the response rate (114 surveys returned out of 156 sent) and by the fact that 62% of respondents indicated they would be willing to increase their pledge. The Vestry informed the parish of survey results by letter and through a town hall meeting, which was convened after a Sunday service.

At its September meeting, the Vestry discussed what we had heard at the town hall meeting, and we also deliberated on the details of the stewardship campaign, which now had a theme, “*Walking God’s path together.*” In October, the Vestry took on the task of calling parish members who had not yet pledged and, at its November meeting, reviewed the status of the stewardship campaign and an initial draft of the 2013 budget. As you know, the campaign was remarkably successful, and at our January 2013 meeting, the Vestry was able to approve a budget \$718,815, considerably larger than the 2012 budget, without making cuts to any program area.

In between these Vestry meetings were innumerable meetings of the finance, personnel, and stewardship committees, in addition to meetings of program committees to prepare budget requests and endless rounds of emails. Every detail of the stewardship campaign, and every line in the 2013 budget, was poked and prodded by many people, many times. That is how we achieved our miracle. They say that God helps those who help themselves. At Redeemer, God helped us work together to accomplish our goal.

My point is that Redeemer runs smoothly, not only in terms of managing a budget challenge, as I’ve

described here, but also in terms of worship, Christian formation, outreach, and parish life. This is because of a management culture that encourages us to identify the major issues and to address them with prayer, deliberation, planning, and togetherness. There is very little friction, there is a good deal of transparency, and there is actually pleasure in serving on committees at Redeemer.

We must credit our rector, Susan, who has proven again and again her value to this community. She has a remarkable ability to lead, a commitment to consensus building, and a faith that places love in Christ first above all.

As Senior Warden, I also can attest to what you all know, which is that the rest of our clergy and staff is likewise superb. Robin, David, Tom, Angela, and Alice are high achievers yet easy to work with. They have created a climate of growth and happiness, in exceptional contrast to that on Capitol Hill. I am very grateful for the opportunity I have had to serve with them and learn from them.

*Respectfully submitted,  
Cathy Baker, Senior Warden*

## JUNIOR WARDEN'S REPORT

The year 2012 can best be described as a “garden variety” year where a number of niggling problems surfaced in the area of Buildings and Grounds that required either repairs, replacements or perhaps a second service call to adjust something that wasn't quite right after the first service call. A couple of larger projects also required attention.

**Garden Sprinkler System:** A major project was the addition of a new watering system to cover Lily's Garden at the corner of Dunrobbin and Benalder Drives, and the gardens above the Columbarium at the front of the church. The system proved its worth as more time could be spent planting, weeding and cleaning the gardens and less time dragging a hose several hundred feet across the expanse of lawn to water the flower beds and shrubs. The cost of the system was \$5,362, partially offset by a \$1,000 designated gift. The system was installed by Denchfield Landscaping who also care for the upkeep of the lawn. As one might expect, water consumption has increased since the sprinklers went into operation and we are exploring ways to reduce this cost.

**World Labyrinth Day:** On Saturday, May 5, to commemorate World Labyrinth day we added a welcome sign at the entrance to the Labyrinth with a QR code linking users to the Labyrinth Society website. Our thanks to Frank Anderson for installing the sign and the Labyrinth entrance bell which walkers can ring as they enter the Labyrinth.

**The Benalder Steps Walkway Garden:** This garden was dedicated to the memory of parishioner Patsy Stann. Jeff Stann designed, planted and cared for the garden until his recent move to Orr's Island Maine. Thank you, Jeff.

**Annual Garden Clean-ups:** In April, 16 adults and six children raked, weeded, collected leaves and set Redeemer's gardens on a path toward summer beauty. In November, the Fall clean-up was attended by 17 adults and seven children who showed they could prepare the gardens for the winter as well as they had prepared them six months earlier for the Summer. Thanks to all for their much needed help.

**Sexton Alice Despard:** Alice took on a number of chores around the church, both interior and exterior, that have made a big difference. She repaired several of the stained glass windows where caulking had come loose and rainwater was leaking into the interior. She then turned her talents to painting some of the classrooms and hallways on the lower floor, giving them a clean fresh look and coordinating the colors. Alice also supervised the hiring of a painter to repaint the Narthex and stairway area to the Parish Hall level, which required working from a tall ladder, that was too much to expect even from our loyal and talented sexton. Alice painted the exterior handrails on the Columbarium and Benalder entrance steps black to subdue their appearance and have them blend in with the architectural features of the church. She tended to

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*Junior Warden's report continued ...*

some issues in the restrooms, namely the replacement of the inner workings of the toilet water tanks. Two of them failed and a third was on the "waiting list to fail," so Alice contacted our plumber, and all were replaced.

**Roof and Gutter Repairs:** Matt Gubisch, our roof and gutter "manager," repaired a leaking rectory dormer window and office window sills on the south side of the church. More sills on the Parish Hall window close to the Labyrinth are in need of repair – a project for 2013.

**Hurricane Sandy:** While the hurricane blew past Washington, it left its calling card at Redeemer leading to leaks along the Parish Hall outer wall facing the Labyrinth and in the ladies' restroom and storage closets. Denchfield Landscaping excavated the area and added more parging around the foundation to seal it against future leaks. The repair cost \$2,095; insurance covered \$1,725 of this amount. Some minor adjustments will be made to add drainage stone in the area above the Memorial Wall. Considering the damage suffered elsewhere, we were fortunate that ours was relatively minor.

**HVAC:** Two years ago a large amount of B&G time was spent on the HVAC renovation project. The humidifier that was added to the system is working efficiently. As the system continues to age, we are finding that various parts need replacing – fair warning! In 2012, it was the turn of a fan motor on one of the furnaces in the Parish Hall. There are six twinned furnaces in addition to the large one in the Parish Hall, that heats the nave. This year we changed our HVAC service company to HVAC Precision that had installed the humidifier and done other major repairs in 2011. The company is more responsive to our needs, with fair pricing.

**During the year:** There were various mandatory inspections, as well as electrical, alarm system and other necessary repairs during the year. Fortunately none of them was ruinously expensive and B&G managed to stay close to its 2012 budget.

**Designated Garden Care Areas:** During 2012, we extended the care assignments for various designated gardens, and the system worked well, with all areas

covered during the spring, summer and fall. The gardeners and their gardens are: Susan Graham Fitzgerald and Frank Anderson, Lily's Garden; Susan Grigsby, the Columbarium Garden and the area between the main entry steps and the choir steps; Marie France, the Upper Memorial Wall Garden; Linda Lear and John Nickum, the Parish Hall Garden; Jeff Stann, the Benalder Steps Garden; Tom Smith, the main entry flower pots; Cindy Winder, Jane Winer and Frances Sharon, the Upper Altar Guild Garden. For 2013, there will be some changes, as Jeff has moved to Maine, and Linda and John cannot tend the Parish Hall Garden when they are in Charleston, South Carolina.

To all of the above, plus the clergy, Lois Burleigh, and those who joined the Spring and Fall clean-ups, heartfelt thanks for your help in caring for Redeemer gardens during the past year. It is only with the support of this group that our gardens are well tended and provide a warm welcome to parishioners and to the many guests who attend our great music programs and worship at Redeemer.

**Butterfly Bush:** During the summer B&G received an anonymous donation for general gardening with the suggestion that perhaps a butterfly bush would make an attractive addition to the Columbarium/Labyrinth area. The Committee welcomed the thought and is still determining whether a bush is the best option to attract butterflies to the Labyrinth, as some varieties are difficult to prune and shape and tend to appear unruly. A determination will be made prior to the Spring transplanting time.

**Special Note of Thanks to Frank Anderson:** During 2012, Frank provided a great measure of help to Redeemer, as he has in years past, whether it was emptying all of the trash bins while Alice Despard was away on her pilgrimage on El Camino de Santiago de Compostela in Spain, wheeling mulch around the grounds, adding the "Welcome" sign to the Labyrinth, re-attaching the wood door to the trash enclosure outside the kitchen, or any number of chores requiring his help and expertise. Thank you, Frank.

*Respectfully submitted,  
Peter Kendall, Junior Warden,  
Chairman, Buildings & Grounds Committee*

## TREASURER'S REPORT

Redeemer ended 2012 with a positive financial position. This is particularly good news because we began the year with a budget that assumed an operating deficit of \$19,000 to be covered by using some of the \$25,000 surplus from 2011. At the end of 2012, expense over income was only \$4,778 and we have a cash balance of \$29,100.

The primary reason that the parish began 2012 with a deficit was that we did not receive sufficient pledge commitments to balance the budget. However, this short-fall in pledge income was partially offset by non-pledge and loose plate income being \$2,600 higher than budget, and rental income exceeding budget by \$3,600. Strawberry Festival and Summer Music Camp also brought in slightly more than anticipated.

In addition, most expenses came in at or below budget. Administration Expenses were \$3,800 below budget, thanks in part to careful expense management by the Administrative Assistant, Angela Beckman. Personnel Expenses were \$9,690 below budget, primarily because of savings on health insurance due to a change in dependent status.

The parish gave \$49,885 to a variety of Outreach recipients, of which \$17,885 was contributed in restricted gifts during 2012 for specific outreach projects. (See Outreach report, p. 24 for more detail.) Maintenance Expenses include a charge of \$6,000 to partially restore the \$7,400 that was taken out of the Emergency Fund five years ago (to help pay for flooding damage on the lower level of the church). The Emergency Fund is now at \$18,700, almost equal to the original amount of \$20,000.

During 2012, in addition to pledge, non-pledge and loose plate income, the parish received \$52,087 in restricted gifts. This includes the \$17,885 for outreach referenced above; \$18,657 for Friends of Music, which funds in its entirety the Music at Redeemer concert series; \$4,210 for altar flowers, \$8,500 for organ improvements, and the balance for new sanctuary chairs, hymnals, prayer books, torches and grounds improvements.

Mortgage payments for 2012 were \$46,750 and will be the same in 2013. The balance on the mortgage, which is secured by the church and the rectory, was \$446,145 as of December 31, 2012.

In 2012, the Diocese continued to assist Redeemer through a \$15,000 subsidy towards the Associate Rector's salary and to pay the full cost (\$25,000) of her health insurance. In addition, the Church Pension Fund provided a maternity leave salary grant of \$10,000. These benefits will not occur in 2013. However, with the considerable increase in pledging for 2013 and the \$29,100 surplus noted above, Redeemer should have sufficient funds to meet its 2013 budget.

This is my last Treasurer's report after serving as Redeemer's treasurer for three years. It has been my pleasure to serve the parish. I am confident that the Redeemer spirit (and "bounce") will continue to flourish in the ages to come.

*Respectfully submitted,  
Gary Hacker, Treasurer*



Men's Retreat, February 2012



All-Parish Retreat, September 2012

## CHILDREN & YOUTH REPORT

### CHURCH SCHOOL

What a year! In 2012, seven new families with children began regularly attending Redeemer. These families swelled the Church School ranks by 11 children. We now have 57 children and youth attending Church School. Of these, 41 attend regularly (several times a month). We have five regular Godly Play teachers and recruited one more in 2012. We have eight intermediate/middle school teachers and five high school teachers, two of whom were recruited this year (they had taught in prior years, just not recently). We will need to continue to recruit more teachers as the numbers of students continues to grow.

Over the last two years we have had difficulty in maintaining even numbers in each class given the demographics of the church. For instance, this school year beginning in September 2012 would have had only two people enrolled in the intermediate class. Because this was not enough to merit recruiting additional teachers, these two students have been attending the middle school class. At the same time, the older Godly Play class has become quite large, with nearly 12 students attending each week. We should have more even numbers in the next school year, beginning September 2013, with at least six to eight kids forming an intermediate class.

During 2012, the Godly Play teachers purchased several new units, including Parable of the Parables, the Circle of Holy Eucharist, and the stories of Jacob and Joseph. New materials to help tell the Adam and Eve story were also purchased. The students will really enjoy hearing the new stories. The middle school class discussed issues such as Baptism, Sabbath, Care of Creation, and the Book of Ruth. The high school class discussed Christian service, the relationship between faith and doubt and the spiritual journeys of adult parishioners. Thank you to all those who volunteered to share their stories with our young people.

The classrooms were also cleaned and organized this year. The Godly Play teachers came together one Saturday to clean and organize their rooms. They commissioned Frank Anderson to build two sets of shelves for one of the classrooms. This classroom is now set up as a model Godly Play classroom with all the story boxes in reach of the students, at their level. The intermediate and middle school classrooms was

cleaned, de-cluttered and organized by The Rev'd. Robin Razzino, Alice Despard and Angela Beckman. Alice painted the classroom and new posters were hung. We hope to get a rug for this classroom in 2013. The Nursery was also cleaned and organized and a new adult nursery caregiver was hired. For the Christmas pageant we were blessed to have a beautiful new manger created by parishioner David Winer.

### FIRST COMMUNION CLASS

In the fall, The Rev'd Susan Thon and The Rev'd Robin Razzino led a class of ten students between the ages of four and eight who were interested in Baptism and First Communion. Two children were baptized at the All Saints' Day service in November, and nine were admitted to Holy Communion. Another child who went through the class was baptized in January 2013. This was the first time in recent memory that an official class was held for children who wanted to be enrolled in Holy Communion and the first time that the rite was included in the liturgy. The class was well received by the children and parents who participated, and the clergy were thrilled to offer it. As the church continues to grow and new families with young children continue to join, we may want to offer this class regularly.

### YOUTH PROGRAMS

While I was on maternity leave in spring 2012, not many events were scheduled for the youth. However, events resumed in the Fall. Several youth participated in September in the 9/11Unity Walk, gathered to play mini golf, and attended an Improv comedy show in November. An October weekend trip to glean potatoes on the Eastern Shore was cancelled due to Hurricane Sandy. Though many youth were interested in this service opportunity, we learned that a weekend away during the fall is not feasible for most high school students. In future, we will plan a day-long gleaning event. The children and youth also helped lead Redeemer's annual mini-walk in support of Samaritan Ministry's work with the homeless.

**Youth Pilgrimage:** There was no pilgrimage in 2012 as we are on an every other year schedule. Plans are underway for a pilgrimage to Maine in the summer of 2013. Money from the 2012 youth budget was used to pay the deposit, due at the end of 2012, for the 2013 trip, due at the end of 2012.

**Confirmation Class:** There was no confirmation class in 2012 as all of the high school students had already been through the class. A new class began in December 2012 for all members of the congregation seeking Baptism, Confirmation, Reaffirmation or Reception into The Episcopal Church. This is an intergenerational class that includes four youth. Those participating will have the opportunity to be confirmed at the diocesan service at Washington National Cathedral in 2013 or when the Bishop makes her next visitation to Redeemer.

#### MINISTRIES WITH FAMILIES WITH CHILDREN

As mentioned above, several new families joined Redeemer in 2012. We now have over 35 families with children under 18 attending. While some of these families have high school or older age kids, many have kids in elementary school or younger. In order to build community among these families (recognizing that the Foyer Dinners program does not necessarily work with the schedules of families with young children), several families initiated a family potluck dinner series that takes place every other month (approximately). The first dinner was held at the Nickerson home in November.

#### PARISH RETREAT

This year, three families with children joined the Parish Retreat in late September at the Bishop Claggett Center in Buckeystown, Maryland. We were able to have more families participate given the closer proximity of this year's setting (as opposed to West Virginia). It is still difficult for many families to commit to an entire weekend away, but it was a nice beginning and we hope to find ways to make this a feasible possibility for more families in the future.

*Respectfully submitted,  
The Reverend Robin Razzino, Associate Rector*

#### INTERFAITH ACTIVITIES

Redeemer youth and parishioners were very active in the interfaith arena in 2012!

**Capital Area Interfaith Friends (CAIF)** was co-founded by Redeemer youth and youth of other faiths. They occupied much of our time this year and it was a delight! Highlights include the following:

- Prepared and served meals at Calvary Women's Shelter in DC.
- Tutored underprivileged students in Montgomery County.
- Helped prepare sandwiches and youth school backpacks for the homeless with the Intercultural Center, Gaithersburg.
- Became a 9/11 Unity Walk Interfaith Youth Action Group partner and the face of interfaith youth service in DC by preparing a brochure for CAIF/IYAG, creating the [www.caifriends.org](http://www.caifriends.org) website, and speaking at the Unity Walk.
- Made a presentation on the CAIF model of Interfaith youth service at a city-wide conference hosted by St. Albans. Parishioner Bob Yates was part of the planning group for this event.
- Attended the Jewish-Islamic Dialogue Society Day of Twinning to clean up Meadowbrook Park and speak about CAIF's interfaith youth service.
- CAIF members and their families met at Redeemer to learn from The Rev'd Robin Razzino about Lent and the Labyrinth, and enjoy a simple supper.
- Visited a CAIF family's home to learn about the prophet Muhammad's birthday.
- Visited a CAIF family's home to learn about the Jewish holiday of Sukkot and built the Sukkah shelter together.

**9/11 Unity Walk:** Redeemer generously supported the Walk and Interfaith youth service with an outreach donation of \$1,500 that much appreciated and Redeemer was listed as a sponsor in the program. Parishioners turned out in force for the Walk on September 9 and heard moving speeches from interfaith stalwarts and youth alike!

**Interfaith Dialogue:** Redeemer became the first Christian church to host a dialogue by the Jewish Islamic Dialogue Society. They are looking forward to further collaboration with our community and are open to Christian participants in their dialogues.

*Respectfully submitted  
Dominique & Mike Rychlik, Interfaith Coordinators*

## MUSIC REPORT

2012 was another year of significant progress and growth for the ministry of music at The Church of the Redeemer. While the primary focus of the program is, as always, the preparation and performance of beautiful, finely-crafted music for the glory of God and the edification of the worshipping community, music continues to serve as a valuable tool for outreach, evangelism, education, and formation. I sincerely thank all those who have given so freely of their time, talent, and financial resources to sustain this vital part of our mission and ministry.

### Adult Choir

Growth – both numerical and musical – continues within the Adult Choir. Since September, we have welcomed eight new members: Baha Akpınar (baritone), Theo Akpınar (tenor), Bill Grote (tenor), Patty Kosciński (soprano), Laura Petersen (soprano), Catherine Sands (tenor), Paul Theerman (bass), and Georgina Wilson (soprano), as well as former youth choristers Michelle Huey and Wesley Price, who, through age and voice change respectively, have transitioned into the Adult Choir.

From a musical standpoint, 2012 was a year of great attention to detail. As the choir's repertoire grows, so too does the amount of time we are able to spend on certain musical concepts which, in many if not most church choir situations, go overlooked. There is consensus in the choir that we no longer "sing notes," but instead make music. This has become our goal – as it should be.

Highlights of the Adult Choir's year included the rich and varied liturgies of Holy Week; a Solemn Requiem Mass with chamber orchestra, under the direction of Dr. Martin Neary, former Organist & Master of the Choristers at Westminster Abbey, London; and the annual Service of Lessons & Carols for Advent with guest conductor Dr. Benjamin Hutchens, Director of Music at All Souls' Episcopal Church and Director of Choral Activities at Georgetown Day School (Upper School), both in Washington, DC.

New voices are always welcome in the Adult Choir! No previous choral experience is necessary. Upcoming events include a two-day trip to sing two choral liturgies at historic St. Paul's Episcopal Church, Chestnut Hill, Philadelphia.

### Youth Choir

The Youth Choir's role in the liturgical life of the parish continues to expand. As a general rule, the choristers sing an anthem on their own every other Sunday. On alternate Sundays, they typically join the Adult Choir in singing a more complex, four (or more) part anthem. The experience of singing with the Adult Choir on a regular basis continues to be extremely beneficial.

Highlights of the Youth Choir's year included a two-day trip to sing two choral liturgies at historic St. Paul's Episcopal Church, Chestnut Hill, Philadelphia, and choral services with guest conductors Martin Neary and Benjamin Hutchens.

The Youth Choir is currently comprised of 18 young people from the parish. These include new members Carmen Colosi, Zoe de Waal, Jacqueline Hull, and Lily Young, who have joined the group since September. Membership in the Youth Choir is open to all children and youth from the parish and wider community. Although there is no minimum age requirement, all choristers must be able to read.

I encourage all young people and their parents to consider the possibility of participation in the Youth Choir – a wonderful (and free!) opportunity for high quality musical training right here at Redeemer. Upcoming events include a service of Choral Evensong at St. Alban's Parish (Episcopal), Washington, DC, with the choristers of St. Alban's and St. Francis Episcopal Church, Potomac, and another trip to St. Paul's, Chestnut Hill, Philadelphia, in April.

### Taizé Ensemble

Redeemer's monthly service of prayer and meditation in the style of Taizé is one of the parish's most overlooked opportunities for worship. Offered on the first Monday of each month (every Monday during Lent), Taizé is an extremely beautiful, contemplative form of worship which includes icons, candlelight, incense, scripture, silence, and chant-like music from the ecumenical community of Taizé, in eastern France.

The Taizé Ensemble (piano, guitars, mandolin, and violin) provides accompaniment for the musical portions of this service. The music of Taizé is accessible to individuals of all levels of musical ability. New members, especially singers, are always welcome!

### Music at Redeemer Series

Currently in its eighth season, the *Music at Redeemer Series* continues to attract sizable (and, in many cases, capacity) crowds to The Church of the Redeemer for choral services and concerts of increasing quality and variety. The series continues to help raise Redeemer's profile in the surrounding communities, the Episcopal Diocese of Washington, and beyond.

Recent highlights of the series include a program entitled "*Studies in Space & Motion*", performed by the Inscape Chamber Orchestra, Ensemble-in-residence at Redeemer; a Solemn Requiem Mass with chamber orchestra, sung by Redeemer's Adult and Youth choirs and conducted by Martin Neary; the annual Service of Lessons & Carols for Advent; and a performance by Eya and Illuminare, two of Washington's leading early music ensembles for women's voices.

I encourage parishioners to join us on Sunday, February 3, at 3:00 p.m., for the next event in the series: a program entitled "*Premieres & Impressions*", the second of three performances by Inscape this season.

In 2012, the *Music at Redeemer Series* generated \$6,406 in revenue for the parish. This is above and beyond donations made by the *Friends of Music at Redeemer* (see below).

### Summer Music Camp

In August 2012, 19 young people, ages 6-12, attended The Church of the Redeemer's sixth annual Summer Music Camp. Using portions of the Orff and Dalcroze methods, I, along with professional music educators

John Barnes and Laura Petersen, offered campers instruction in rhythm, theory, vocal production, and improvisation. Volunteers from the parish organized games, outdoor recreation, and arts and crafts. Lunch was provided daily. Six of the campers, children from *Misa Alegria*, the growing Latino ministry at St. Stephen & the Incarnation, Washington, D.C., attended on full scholarship. Summer Music Camp culminated in a unique performance for family, friends, and parishioners.

Feedback from campers and their parents was, once again, extremely positive. After all expenses were paid, a surplus of approximately \$2,600 was realized. Summer Music Camp 2013 is scheduled to take place in early August. For further information and registration materials, please contact me in the Music Office.

### Friends of Music at Redeemer

Approved by the Vestry in Spring 2007, *Friends of Music at Redeemer* is a yearly fundraising effort to support musical programming (concerts, choral services, etc.) at The Church of the Redeemer. Gifts to *Friends of Music at Redeemer* can be made in memory, honor, celebration, thanksgiving, or anonymously. Names of donors are listed in all printed programs during the course of the season (September–May). In 2012, *Friends of Music at Redeemer* raised approximately \$18,657. Thanks to all the Friends of Music for their incredible generosity!

*Respectfully submitted,*  
Thomas Smith, Director of Music



Nativity scene, Christmas, 2012



Youth Choir Rehearsal

## STEWARDSHIP REPORT

*“Walking God’s path together”*

We journey to The Church of the Redeemer by many different paths, bringing from our various walks of life an abundance of gifts. An offertory sentence from the Liturgy of the Eucharist calls on us to *“walk in love, as Christ loved us...”* Through communion and in community, we are committed to *“walking God’s path together”* – the theme of the 2013 Stewardship Campaign.

Although the campaign launched officially on Sunday, October 14, the parish began preparing for the campaign over the summer, when the Vestry and Finance Committee initiated public discussions about the projected significant increase in expenses in the 2013 budget (10-12%), due to Redeemer’s vibrant growth. To symbolize our shared path and transformative growth, we chose Redeemer’s Labyrinth as the principal image for the 2013 campaign.

The 2013 Stewardship Committee members were: Nathan Price, Cathy Baker, Peter Carlson, Mary Helen Carlson, Ayesha Court, Tami McMinn, Mike Rychlik, and Mary K Young, who worked closely with parish clergy and staff members: Susan Thon, Robin Razzino, David Schlafer, Tom Smith and Angela Beckman. We offer tremendous thanks to all, in particular to the staff for their critical roles at all points of the campaign.

During the span from Stewardship Sunday on October 14 to Pledge Sunday on November 11, nearly two dozen parishioners spoke to the congregation about their understanding of stewardship through testimonials during coffee hour, worship services, and an Adult Forum presentation. Articles were published in the October, November, December, and January issues of *The Redeemer Spirit*; and the Time & Talent

Fair was held on October 21 in the midst of the Campaign to emphasize the importance of time & talent in relation to Stewardship. We are thankful to the following parishioners for their prepared and inspiring testimonials at Sunday worship services: Randolph, Ayesha, Lucy and Charlie Court, Patrick Fitzgerald, Susan Grigsby, Linda Lear and John Nickum, Tami McMinn and Tom McNaugher.

By several counts, our 2013 Stewardship Campaign has been very successful: pledge participation and average pledges have increased; to date we have received \$551,676 from 133 households, an 11% increase over the past two years; and we have raised 95% of our pledge goal! The parish has generously committed strong support for the ministries, programs, clergy and staff of Redeemer. We are blessed by such devotion to this community. Thank you! Thank you!

While these high notes are heartening, we have not quite reached our pledge goal of \$579,115. Presently, we remain \$27,439 short – that is just 5% shy our goal. Many parishioners kindly responded to the special appeal in December for a \$5/week increase per household (\$260 a year), which added \$13,425 to our goal. We are most grateful to these households and hope that in the coming weeks others will join in raising their pledge by whatever further amount possible.

The numbers identified above certainly are encouraging, but these figures simply are representative of the more meaningful measure of the campaign: Our growing community is faithfully committed to *Walking God’s path together* for the long haul.

*Respectfully submitted,  
Nathan H. Price, Stewardship*

## NEWCOMERS & MEMBERSHIP REPORT

In 2012, The Church of the Redeemer welcomed 27 newly registered members. In addition to new members who have joined Redeemer, we also had many visitors (between 75 and 100 visitor bags were given out in 2012), as well as visiting friends, and family members attending our worship services. What a blessing it is that, since starting last year as the Vestry member for Newcomers & Membership, there was not a single Sunday when I did not see a new face to welcome to our church community. It is also especially wonderful that, due to the vibrant Redeemer youth and music programs, children are bringing their parents and families to Church! The growth in the number of children and young families at Redeemer over the last few years continues at an impressive rate. (See Children & Youth Report, p. 12)

During the year two Newcomer Receptions were held at the Rectory to welcome and get to know Redeemer's newest members. The Welcome New Member rite was conducted several times during the year at Sunday's services for newly registered parishioners. Several newcomers and members have been featured in *The Redeemer Spirit*.

In April, a group of 27 Redeemer parishioners met at the home of parishioner Ben Ivins to discuss the ministry of welcoming and how Redeemer can grow more deeply as a welcoming community. Following a dinner of spaghetti & meatballs, pesto, wine, salad, bread, (and don't forget the Tres Leches cake), Katie Glover read part of The Rev'd Susan Thon's sermon from Sunday, April 29, on welcoming newcomers. Attendees were divided into four small discussion groups. Discussion centered on:

- Personal experiences joining Redeemer and at other churches.
- Feelings of being an "outsider" or "other."
- Understanding what visitors are looking for when they come to Redeemer.
- Welcoming others as a spiritual practice.
- Visitor bags contents.
- Newcomers versus middlecomers: how to incorporate new members into the life of the parish.

Following these discussions, the group was blessed by parishioner Karen Stewart's insight on the ministry of welcoming, "*By welcoming others we take on the burden of discomfort so that others may feel accepted and included.*" In 2013, look for more opportunities to participate in the intentional Ministry of Welcoming!

The truth is we do not know why a newcomer may walk through our doors on Sunday morning or at any other time. Perhaps they have just moved to the neighborhood and are seeking community; perhaps a friend recommended the youth programs; or perhaps they are deeply grieving; or seeking a renewed relationship with God. Wherever these visitors are in their personal walk with God, I am grateful that so many parishioners at Redeemer stand ready to welcome and encourage them with open arms. We may not know why they came, but what we do know is that the reason they come back a second time (and more) is because of those who are already here and the generous spirit shown in welcoming new people.

I would like to close with a prayer of Thanksgiving for the Church from The Book of Common Prayer. During the Lenten book series, I learned that 'liturgy' means the "work of the people." I often think about what a blessing this "work" is. It is because of the work each day by our dedicated clergy, staff, and parishioners that Redeemer is a place of healing and worship, a community for newcomers and old-comers alike, and an extension of God's hands on earth.

*Almighty God, you sent your Son Jesus Christ to reconcile the world to yourself: We praise and bless you for those whom you have sent in the power of the Spirit to preach the Gospel to all nations. We thank you that in all parts of the earth a community of love has been gathered together by their prayers and labors, and that in every place your servants call upon your Name, for the kingdom and the power and the glory are yours for ever. Amen*

*Respectfully submitted,  
Callie Raulfs Wang, Newcomers & Membership*

## ADULT EDUCATION REPORT

The Adult Education Committee coordinates the Adult Forum that take place on Sundays at 9:15 a.m., September through May in the Parish Hall, and occasional mid-week programs dealing with more focused topics. The Committee's mission is to present programs that broaden and deepen our spiritual lives. We strive to offer a variety of programs that will increase our knowledge and understanding of our Christian heritage; explore ideas and insights from different sources; and examine how spiritual values and the secular world intersect; and challenge and interest the faithful, the seeker, and the doubter. Questions and discussion are encouraged.

Committee members in 2012 were: Lowry Adams, David Brown, Graeme Browning, Steve France, Susan Grigsby, Sally Pugsley, Mary lin Raisch, Marcia Sartwell, and committee chair Peter Carlson. The Committee meets periodically on Sundays at 12:30 p.m. We extend our sincere thanks to all those who participated as organizers and presenters in the 2012 Adult Forum and education programs.

Bishop Mariann's visit to Redeemer in December 2011 was an energizing moment for our parish and set an over-arching theme for the 2012 Adult Forum program: the Bishop called on us to consider the place of our Episcopal tradition in post-Christian society and to be the "*People of the Way: Followers of Jesus in the Episcopal Church*".

In early 2012, the Forum presentations considered the interplay of vocation and faith. Parishioners discussed how they are able to integrate the sacred and the secular into their lives in a meaningful way. The sessions were an excellent way to better understand and appreciate different perspectives and provide an appreciation of how the "epiphanies" in our own lives influence the world around us.

For Lent, Bishop Mariann suggested a diocesan-wide reading of *Finding Our Way Again: The Return to Ancient Practices*, by Brian McLaren, to provide a common experience and collective insight. Using McLaren's narrative, the Forum considered what it means to be a Christian and to walk the path of Jesus today. The gift and the experience of Lent gave us the time and opportunity to reconnect with our religious heritage.

After Easter, we considered our stewardship of the environment, including government responsibility, the Earth Day celebration, and maintaining a sustainable environment. We also discussed the emerging face of evangelism in our culture and explored religious trends and directions occurring in contemporary society. The Forum cycle ended in May with presentations on our Outreach program and a Memorial Day remembrance.

Adult Forum resumed on Homecoming Sunday, September 9, with a discussion of the issues coming out of the General Convention held in Indianapolis in July. We reviewed the results and conclusions of the Parish Survey, conducted in June, and considered the Stewardship needs of the parish. As a prelude to the 2012 elections, from late September to November the Forum hosted five presentations by parishioners entitled "*A People of Faith Preparing for an Election*," covering the issues of poverty, immigration, race, Iran, and energy in our society and the world. Also in the Fall, parishioner The Rev'd Joe Clark, presented an excellent and well attended five-part mid-week program on Death and Dying, covering many aspects of the inevitable death and dying process that we will all experience. His nurturing spirit provided a supportive context for us to consider and discuss this difficult topic, and Joe encouraged us to make appropriate end-of-life preparations.

On the Sundays of Advent, there was a Wreath-making Workshop, reflections by our Seminarian Vikki Clayton, and viewing and discussing the *Christmas in the Movies* video. On the last Sunday of the year, we were delighted by a presentation by our own Philip Burns who is Program Manager of Africa's Children-Africa's Future (AC-AF) in Dar es Salaam, Tanzania. Phil was home for Christmas and provided us with excellent insights into the work he is doing and that needs doing in Africa.

As the Year of our Lord 2013 begins, the Adult Education Committee will continue to bring interesting and compelling Adult Forum presentations and programs to our parish. Please consider joining us on Sunday mornings and on the committee, if that is of interest to you.

*Respectfully submitted,*  
Peter S. Carlson, Adult Education

## SPIRITUAL LIFE

In 2012, the Spiritual Life Committee organized a February Men's Retreat, summertime Labyrinth Walks, a Parish Retreat in September, and an Advent Quiet Day in December.

**Men's Retreat:** *Men and their Fathers:* The Rev'd Joe Clark again led the retreat, held at Coolfont, near Berkeley Springs, West Virginia. The retreat began on Friday evening with a home-cooked meal and discussion. Saturday was devoted to group discussion, with time to relax in the afternoon. Participants headed home on Sunday following Holy Eucharist and a fellowship lunch. Our thanks to Joe for leading the retreat for the second year.

**Labyrinth Walks:** Over the summer, parishioner Patricia Snowden organized Labyrinth walks with musical accompaniment to which parishioners, families, friends and neighbors were all invited. Walking the Labyrinth is an opportunity to become centered and to quiet the mind. Redeemer's Labyrinth is based on the 13<sup>th</sup> Century Labyrinth in Chartres Cathedral. Many came to walk the Labyrinth each week in their own way, at their own pace. Music was provided one week by Yvonne Caruthers on cello and another week by Cara Fleck on the harp. On other evenings, quiet background music was provide by stereo player. One evening, as parishioner Clarice Leslie wrote in September's *The Redeemer Spirit*, the walkers were joined by two bunnies who seemed drawn to the chanting and the sound of the bagpipes. Thank you, Patricia, for organizing this wonderful and new experience.

**Parish Retreat:** *Get a Life – Discovering our Spiritual Gifts:* The Rev'd. Susan Thon led the late-September retreat that took place at the Claggett Center, Buckeystown, Maryland. The retreat, attended by 23 adults and five youth, began on Friday evening with a discussion centered on a beautiful icon of the Trinity bearing the message, "Come, join us at the table, you are worthy." Saturday and Sunday began with early morning meditation. Saturday morning there was a discussion of what participants had done in their lives and the skills and talents that made these experiences possible. The session ended with the group dance and

the singing of "I see the face of God in you." Saturday afternoon participants hiked, napped, worked with clay (thank you seminarian Vikki Clayton), or spent quiet time alone. The day ended with a bonfire. On Sunday after breakfast, participants discussed how fear can prevent us from risking living fuller lives. Holy Eucharist was celebrated and lunch enjoyed before heading home. Participants appreciated the opportunity to take this time to reflect, discern and spent time together. Our thanks to Susan Thon for leading the retreat, and to Jane Dealy and Lois Burleigh for making all the arrangements.

**Advent Quiet Day:** *With a Prepared Heart:* The Rev'd Susan Thon led 12 participants in an Advent Quiet Day in the Nave. She opened by reminding the group that "Advent is not a project!" Susan had placed a number of icons around the Nave for meditation during the times of silence. There were four periods of discussion, each followed by a time of silence when participants could walk, write in a journal, or simply sit quietly meditating on an icon. The day ended with a celebration of Holy Eucharist. Thank you, Susan, for this break from the secular busyness of the season and for providing a space to go deeper into the meaning of Advent.

**2013:** The Men's Retreat will take place February 8-10 at Coolfont; and the Parish Retreat, September 27-29, at the Bishop Claggett Center. We hope that those who have already enjoyed the experience of a retreat will encourage others to go in the 2013.

It has been my privilege to be the Vestry Member for Spiritual Life. My thanks to David Brown, Lois Burleigh, Jane Dealy, Alice Despard, Clark Evans Downs, Marie France, Kukula Glastris, Susan Grigsby, Clarice Leslie, Meredith Myers, Sally Pugsley, David Riggs, and Peggy Tucker for all their help and assistance over the past three years. I want to also thank the clergy, The Rev'd Susan Thon, The Rev'd Robin Razzino, and The Rev'd Joe Clark, for their wise guidance.

*Respectfully submitted,  
Frances Sharon, Spiritual Life*

## ALTAR GUILD REPORT

**Altar Guild Budget:** As Redeemer grows, so does the need for Eucharistic bread and wine on Sunday mornings. Maintenance is an ongoing cost as well: for example, some of our altar hangings received a much-needed dry cleaning in 2012. The Guild is grateful to have received donations in goods and services from Guild members and Redeemer staff, notably Tami McMinn, Angela Beckman, and Tom Smith, whose generosity enabled us to cover expenses in 2012. The Guild is grateful, and blessed to have received an increase in its 2013 budget.

In 2012, expenditures were as follows:

- **Altar Supplies:** The 2012 budget was \$1,350. Actual expenses were \$1,536. The 2013 budget is increased to \$1,750. Co-chair Tami McMinn made donations to cover the overage in 2012 and has contributed to the cost of new altar linens for 2013.
- **Altar Flowers:** The 2012 budget was \$3,750. Actual expenses were \$4,212, but the difference was more than covered by donations from parishioners and Altar Guild members. The 2013 budget is \$4,000.

**Gifts:** Redeemer is in need of a new fair linen for the main altar. The beautiful ones, created by the emerita Altar Guild members known as “The Needlers,” are cherished but quite fragile now. The cost of fair linens is significant. Angela Beckman has offered her time and talent to see if she can repair two of our existing linens and perhaps create a new one. Angela has sewn a new white cover for the side altar cross for use during Lent. The Guild is most appreciative.

Tom Smith’s many deft and quiet moves to support the Altar Guild throughout the year deserve special thanks. The Guild is grateful for his generosity and kindness and for the many examples of his artistry, including floral arrangements this past year that amazed us all. Tom and sexton Alice Despard do much behind the scenes to make sure that worship services reflect the beauty of holiness.

Marie and Steve France were happy to share some of the pleasure of their trip to Florence, Italy, this past November by donating a decorative linen cloth for use on the side altar. The Guild is grateful for the support we receive from the Redeemer community and clergy. The generous donations of parishioners ensure that the church is beautiful at Christmas and Easter and indeed throughout the year.

**Membership:** Kukula Glastris continues to ably serve as Altar Guild Chair. Tami McMinn and Marie France serve as her Co-chairs. Tami has single-handedly managed inventory and the purchase of all altar-related supplies for six years. Marie serves as a go-to resource in emergencies. The Guild’s mainstay is its talented conscientious membership including Cathy Baker, Joanne Bowman, Mary Potter, Marcia Sartwell, Veronica Sherrard, Patricia Snowden and Ann Taylor. In 2013, the Guild welcomes new member Diana Dial who will help with altar-related needs.

**Ex Officio Designers:** The Guild is grateful to parishioners Betsy Heavey and Susan Graham Fitzgerald for sharing their artistic talents as floral designers. Susan tends the Redeemer garden from which flowers and greens are seen on the altar throughout the growing season. The Guild thanks Betsy and Susan for the floral arrangement and wreath-making classes they offered in 2012. We look forward to their graceful creations in the coming year.

**Recruitment 2013:** The Altar Guild actively seeks others to join in 2013. We encourage parishioners to discover for themselves the quiet and deep satisfaction that comes from setting up the altar, and creating the flower arrangements. Members are free to serve as they are called – as floral arrangers, altar caretakers, or both – and on a regular or occasional basis.

**Activities:** In 2012, Redeemer held hundreds of worship services: on Sundays, on Wednesdays for morning prayer and Holy Eucharist; monthly on Monday evenings for Taizé and the Healing Rite and the Christian Contemplative Group. Woven into our liturgical calendar were the rituals that marked parish life: Baptisms, funerals, and memorial services. In preparation for most of these services, members of the Guild selected and arranged flowers, clothed the main altar in colorful hangings appropriate to the day or season, and arranged all the necessary sacred linens and vessels. The Guild washed and pressed all the linen pieces, cleaned and polished glass, silver, and brass and purchased linens, candles, wafers, wine, and juice.

*Respectfully submitted,  
Kukula Glastris, Tami McMinn, and Marie France*

## PARTICIPATION IN WORSHIP

Throughout the year, many parishioners assist the clergy and help to make things go smoothly on Sunday mornings, before, during and after the services. These ministries include: altar guild (*see p. 20*), choir (*see p. 14*), usher, crucifer, torch bearer, acolyte, lector, chalice, healing team, greeter and counter.

Each week, members of these ministries assist parishioners when they arrive, with a particular eye out for newcomers; carry the cross and the torches in the procession; assist the clergy at the altar; read the lessons, serve the chalice, provide the laying on of hands on the third Sunday of each month, greet parishioners at the end of the service; and collect and count the offertory.

We were pleased to welcome new acolytes, readers, chalice carriers and counters during the year. We could not manage without each and every one of you and we thank you for your service during 2012. A special

thanks to Jefferson Arrington who has overseen the ushering for many years.

Starting in the fall of 2012, The Rev'd Susan Thon asked the liturgical assistants (and also now the Church School teachers) to gather in the Parish Office at 10:10 a.m. to take time to quietly and prayerfully prepare for participating in the service. This has benefited the clergy and the assistants.

Any parishioner who would be interested in learning more about or trying out any of these ministries and what is involved, is invited to speak with a member of the clergy or staff. We are always in need of new participants especially for crucifer, acolyte, chalice, greeter, usher and counter. Training is provided as needed.

*Respectfully submitted,  
Angela Beckman, Administrative Assistant*

## WEDNESDAY PRAYER GROUP

For some 45 years, there has been a service of Morning Prayer on Wednesday mornings at 8:30 a.m. The service includes intercessory prayers for parishioners and non-parishioners. Names are placed on the prayer list, which is also published in *This Week* at Redeemer and the Sunday announcements. Names remain on the list for a month, or longer, if you request.

After the service, participants enjoy a breakfast in the Parish Hall. Regulars are Susan Thon, Robin Razzino, Kim Barrett, Dee Beilstein, Chrissy de Fontenay, Claudia Serrin and Pat Stevens.

The service and breakfast are a mid-week blessing; a quiet oasis where we can come together and support one another.

Whether you can come regularly or only occasionally, we welcome you to share in this time of worship and fellowship.

*Respectfully submitted,  
Pat Stevens*



Left: Advent Wreath-making, December 2012.  
Above: Meredith Griggs teaching in Ecuador.

## PASTORAL CARE

### Pastoral Care Mission Statement

*The Church of the Redeemer Mission Statement calls for us to be loving members of a community of faith. During our Baptism we promise to seek and serve Christ in all people, loving our neighbors as ourselves. That love becomes manifest as we pray and care for one another in time of need. Christ commissioned us as his followers to be ministers of healing for each other and for all creation.*

Stepping in to fill the third year of a Vestry term, I found The Pastoral Care Team well organized and functioning at times without the need of much guidance. I say this because there are many at Redeemer who are tuned in to the life of the congregation and the needs of individuals, addressing concerns on a regular basis in a way that is almost invisible to others in our church community.

Pastoral Care Ministries are provided in the following ways: Lay Eucharistic Visitors, the Prayer Tree, the Wednesday Morning Prayer Group, the Healing Team and Funeral Support. Additionally the Network of Caregivers provides transportation, meals, support through calls, cards and visits, and other assistance upon request.

In April, I met with some of the members of the Pastoral Care Team to better understand how caregiving works at Redeemer and what needs might require attention going forward. Some of the actions implemented following the meeting were:

- Chrissy de Fontenay attended a Caregivers Conference in May and brought back materials for our resource binder.
- Children in the Godly Play classes created artwork for cards to send to people on the prayer list or add to the visitor bags. Several people let us know how much they appreciated the cards!
- The Rev'd Susan Thon led a Lay Eucharistic Visitors Training in the Fall
- A "How to visit someone at home or in the hospital training session had to be postponed but may be possible in 2013
- The existing Resource Binder, mainly for older parishioners, has been augmented. Joanne Bowman

provided several new resources. In general, the contents of the binder need updating and re-organizing to make them more user-friendly.

- We discussed using one of the online sites (e.g., Lotsa Helping Hands) when someone is critically ill and in need of on-going support, but it seems this is often done by family members and parishioners might better provide support by signing on to the existing site.

In the Fall, there were several requests for prayers, as well as a need for meals, visits and cards for a number of parishioners. Many who responded to my email requests did so with food deliveries, calls and notes. Undoubtedly, there were others who reached out on their own to friends in need. Unfortunately, I believe more would have been welcome in some of these situations, but the busy schedules of the Pastoral Care Team limits what we are able to provide. It would help to have more people on the Pastoral Care email list, particularly those who enjoy cooking or baking. Articles in *The Redeemer Spirit* and an attempt to recruit at the Time & Talent event did not result in enough new participants.

Overall, I believe the generous hearts of many at Redeemer serve those who are asking for assistance. As the congregation grows, we need a more organized way of addressing a greater number of needs. Ideally we would be more proactive about connecting with those who are on the prayer list, and when they have specific requests have a larger group of providers to call on.

Logistically, there is some difficulty tracking the actions of those whose services and kindnesses are so much second nature to them that they do not always think about reporting back. Perhaps with a slightly different approach we might be better at coordinating our efforts. I think the first step is to reconnect with the Pastoral Care Team to see who is most interested in doing what and to recruit additional members (probably specifically those who like to cook).

*Respectfully Submitted,  
Janice Huey, Pastoral Care*

## PARISH LIFE/HOSPITALITY REPORT

Redeemer has enjoyed a vibrant Hospitality Ministry in 2012 through Sunday Coffee Hour, Pancake Supper & Talent Show, Maundy Thursday Supper, Strawberry Festival & Silent Auction, the Celebrate Redeemer Dinner, the Stewardship Luncheon, and receptions following the Music at Redeemer series concerts. All of these activities could not have happened without the wonderful help offered by so many parishioners who assisted and cleaning up afterwards.

**The Hospitality Committee:** The Committee has strengthened in 2012. Members are Susanne Shirzad, Karen Stewart, and Toni Strother. I owe a special debt of gratitude to Susanne, who has taken over responsibility for Sunday morning Coffee Hour. Susanne checks that someone has signed up to provide the food, sets out our emergency supplies when no one signs up, and ensures that everything is cleaned up afterwards. Karen, too, deserves very special thanks as she not only assisted Susanne on Sunday mornings, but also handled much of the work for the concert receptions this fall due to my fragile health. Karen has graciously consented to take on the task of Hospitality Ministry Chair beginning in February 2013. I will remain on the committee and resume principal responsibility for the concert receptions. Thank you also to Angela Beckman, Kukula Glasstris, and Joelle Morris who have assisted with set-up and/or clean-up at many events this year, and Ayesha Court, who has organized food and work crews for receptions after music events involving the choir! Likewise, Tom Smith has been indispensable in organizing receptions.

**Coffee Hour:** This is a time for fellowship and renewal with those we know and those we do not know. Many thanks to those who hosted a Coffee Hour (or two) in 2012. Special thanks to Alice Despard who sets the coffee table up each Sunday and helps with clean-up. If you would like to learn about hosting Coffee Hour, please talk with Susanne, Karen, myself or any member of the staff – it can really be fun, especially if you do it with a fellow parishioner.

**Pancake Supper and Talent Show:** We began with a simple pancake supper and conclude with an amazing show of talent from parishioners of all ages. Special thanks to Kukula, who served as “supper supervisor,” making sure all bases were covered, setting up the tables, and directing the kitchen; and to Chrissy de

Fontenay who, as in years past, provided many of the key ingredients, from food to organizing the talent show. Thanks also to our dedicated pancake flippers, the young people who served, and to the many others who provided their time and talent.

**Strawberry Festival & Silent Auction:** Once again we enjoyed a wonderful day of fun and fellowship! Jefferson and Cathy Arrington co-chaired the Strawberry Festival, with Patrick Fitzgerald as “chair on the day.” As usual, the day before the Festival a large group of parishioners headed to Butler’s Orchard to pick hundreds of pounds of fresh strawberries that were then washed, hulled, and sweetened. On Friday and Saturday mornings, the Silent Auction was set up in the Parish Hall (thank you Angela Beckman, Julia Roberts and Mary K Young for co-chairing the auction), and the games and grills were set up in the garden. This year the auction had more items than ever before. A total of \$24,400 was raised for Redeemer’s operating budget.

**Celebrate Redeemer Dinner:** This is a special evening when we come together to enjoy each other’s company, good food and be thankful. In 2012, some 60 people attended. Our thanks to Jefferson and Cathy Arrington for organizing the event and cooking, and to the young people who served the meal.

**Concert Receptions:** The receptions that follow the Music at Redeemer concerts have become an important element in our parish life. They are attended by parishioners and many non-parishioners who come to the concerts. This is a time when we reach out to the wider community offering music and hospitality. The receptions take a lot of work and we are grateful to all those who have helped to shop, set up and clean up.

I have thoroughly enjoyed serving as your Parish Life/Hospitality Ministry Chair, a task both challenging and rewarding. While I’m stepping down as chair, I look forward to continuing to serve in this ministry and invite parishioners to join in the various opportunities this ministry offers. If you have any questions, please do not hesitate to speak with Karen Stewart or me.

*Respectfully submitted,  
Patricia Snowden, Hospitality Chair*

## OUTREACH REPORT

*And the crowds asked him, "What then shall we do?" And he answered them, "Whoever has two tunics is to share with him who has none, and whoever has food is to do likewise."*

Luke 3:10-11

The year 2012 was an important and exciting one for Redeemer Outreach. The Outreach Committee wrote *Principles of Outreach*, a guide in purpose and procedure for giving beyond the Redeemer community. The guide was approved by the Vestry, along with an application form to be completed by each recipient group's liaison – the parishioner responsible for justifying requested donations and for reporting back to the parish with news and progress of that group. The application form has enabled the Committee to understand the justification of need, replacing the previous Redeemer tradition of automatically donating funds annually without sufficient information about an organization. Total budgeted funds for outreach were \$32,000. The 2012 recipient groups, donated amounts, and liaisons were:

**Torture Abolition & Survivor Support Coalition**

\$3,500 Steve France

**Hope for Burundi:**

\$6,135 Clarice Leslie

**Trinidad Conservation Project, Honduras:**

\$3,000 Jeff Stann, Ben Ivins

**Samaritan Ministry of Greater Washington:**

\$3,000 Mary Helen Carlson

**Street Church, Church of the Epiphany:**

\$2,400 Frank Anderson, Angela Beckman

**Manna Food Center:**

\$1,000 Ben Ivins

**Community Family Life Services:**

\$2,000 Chrissy de Fontenay

**Misa Alegria, Church of St. Stephen & the Incarnation:**

\$3,500 Tom Smith, Angela Beckman

**Summer Music Camp, Redeemer:**

\$2,000 Tom Smith

**9/11 Unity Walk/Interfaith Group (new in 2012):**

\$1,500 Dominique & Mike Rychlik (*See p.* )

**Virginia Theological Seminary:**

\$750 In honor of The Rev'd Robin Razzino

**General Theological Seminary:**

\$750 In honor of The Rev'd Susan Thon

**Uncommitted/Emergency:**

\$2,465

The setting aside of \$2,465 of the budgeted funds was a significant change in 2012 to encourage parishioners to apply for funds for new organizations or for an emergency and to give the Committee some flexibility during the year to meet new needs. In 2012, \$15 was went to help cover a Burundi wire transfer and the rest of the uncommitted/emergency funds were given to:

**The Wheelchair Society of Washington:** Parishioner Ben Ivins requested \$750 for this organization to meet its monthly rent and utility expenses that were in arrears. The Society donates and repairs medical equipment for the needy – from wheelchairs to rubber tips for walking canes.

**Jubilee Center of All Saints Episcopal Church, Hoboken, NJ:** Mary Helen Carlson requested \$1,200 to help with repairs needed at this inner-city youth center damaged during Hurricane Sandy.

**United Palestinian Appeal:** Cathy Baker requested \$500 to assist in providing college work-study scholarships to Palestinian students in the West Bank and Gaza.

Beyond the budgeted funds, Redeemer parishioners, their families, friends and neighbors generously donated \$17,885 to a variety of special projects during the year. These donations went to: Trinidad Conservation Project (in memory of parishioner Patsy Stann and through the purchase of items at Strawberry Festival and an Advent sale); Episcopal Relief & Development (for ERD Sunday and through the purchase of Bishop's Blend coffee); Blue Star Mothers; Samaritan Ministry's toiletries drive and mini-walk for the homeless; school supplies for the Transitional Housing Corporation; Hope for Burundi (through the purchase of hand-made crafts at Strawberry Festival and an Advent sale); Toy Sunday (to benefit Community Family Life Services); and some 1,200 pounds of food items brought to church on Sundays for Manna Food Center.

This summarizes Redeemer's Outreach activities during 2012. I hope you will read the following reports from the liaisons for detailed information on the ongoing work.

*Respectfully submitted,  
Cynthia Winder, Outreach*

**MISA ALEGRIA AT STEPHEN & THE INCARNATION**

In 2012, Redeemer gave \$3,500 to Misa Alegria, the Spanish-speaking congregation formed in 2006 at St. Stephen and the Incarnation in northwest DC. Misa Alegria is led by The Rev'd Sarabeth Goodwin, a former Redeemer seminarian. Redeemer's outreach supports the Misa Alegria music program that brings education, joy and delight to the congregation.

In 2012, Redeemer's contribution helped families involved in the music program to attend an out-of-town Episcopal conference of Spanish-speaking congregations. We had hoped to provide more details on this conference for this report. However, Sarabeth has recently had surgery and we did not want to disturb her recovery. Please keep her in your prayers as she heals knowing that she will want to return to her congregation as soon as possible.

Parishioners are welcome to the Misa Alegria services. Holy Eucharist is celebrated on Sundays at 5:15 p.m. and there are special services during the year. To learn more you can visit: <http://www.saintstephensdc.org/MAworship>.

*Angela Beckman, Tom Smith*

**STREET CHURCH AT THE CHURCH OF THE EPIPHANY**

In 2012, Redeemer continued its support of the Street Church ministry to the homeless at The Church of the Epiphany in downtown DC, through a donation of \$2,400 and volunteer time. The Rev'd Susan Thon and The Rev'd Robin Razzino have presided at the weekly Holy Eucharist on Tuesdays at 1:00 p.m. in Franklin Square Park.

Parishioners Frank Anderson, Jane Dealy, Chrissy de Fontenay, Lou Garo and Kiki Garo, are frequent attendees at the Tuesday midday lunch and service. They go down in time to assist with making the sandwiches and lunch packets to be distributed. Each week about 50 homeless persons are served.

Volunteers are always needed and no skills are required other than being able to make sandwiches! All parishioners are invited to participate when they can in this program that has been an important Redeemer outreach partner for many years.

*Frank Anderson, Angela Beckman*

**TRINIDAD CONSERVATION PROJECT**

The TCP provides support to six communities in mountainous western Honduras, demonstrating and organizing sustainable agricultural methods, organic fertilizer production, more nutritious food selection, reforestation, reducing use of firewood, and environmental education. Originally planned as a five-year project, experience has taught that it will stretch to six years. We are now in the fourth year.

Redeemer has supported TCP for three years; together in 2012 with St. Mark's, All Souls, and St. Thomas Redeemer's gave \$3,000 from the outreach budget to TCP, augmented by an additional \$3,000 in memorial gifts (in the name of Patsy Stann) from family and friends. In addition to the funds provided by the four churches, TCP raised \$14,000 from other individuals and foundations, mainly in the Washington area. In November, Redeemer was pleased to have another visit from Roy Lara, founder of TCP, who serves as principal agronomist. At the Adult Forum, he explained efforts to help participants find markets for the surplus crops they are beginning to produce and to help them select, store, and sell the most marketable crops. This will be a major effort for 2013.

During the last three months of 2012, the community organizers reported that they built a concrete water tank in one community to store water and for use with a drip irrigation system. Areas devoted to growing yucca, plantain, green peppers, basic grains, and coffee, all of which have commercial value, were expanded. In order to assist with marketing at the 2013 EcoFair in Trinidad, Roy is arranging for TCP participants to have use of a shop, thanks to the city land office and the Regional Environmental Committee.

*Jeff Stann*

**MANNA FOOD CENTER**

Manna Food Center is the main food bank in Montgomery County, relied on by almost every local non-profit organization helping with hunger to provide essential food to their clients. Manna brings together government, corporations, nonprofit organizations, schools, faith-based organizations, community groups, and individuals to fight hunger. Manna strives to end hunger in the county through education, advocacy,

*continued on p. 26 ...*

*Outreach report continued ...*

and food distribution. Since its founding, Manna has distributed more than 43 million pounds of food to more than 2.7 million individuals. In 2012, Manna provided food to five percent of county residents facing the hardship of hunger.

Through its regular distribution program, Manna feeds about 3,300 families each month at 14 locations throughout the county. Manna gives each family a three-to-five day supply of perishable and shelf-stable food. One of every four Montgomery County residents is at risk of hunger, and 32.3% of all Montgomery County public school students qualify for a free or reduced price meal, an indication of the poverty faced by many each day in our community.

Manna also provides food through its agency distribution program to 48 Montgomery County soup kitchens, food pantries, group homes, and emergency shelters. Manna's innovative Smart Sacks program pairs a business or organization with a nearby elementary school, providing a bag of kid-friendly food to over 2,000 elementary school children each week at 50 schools.

Redeemer parishioners donate approximately 100 pounds of food each month that is delivered to Manna for distribution. Redeemer also contributed \$1,000 to Manna in 2012 from its Outreach budget.

*Ben Ivins*

## **HOPE FOR BURUNDI**

### **A Year-End 2012 Snapshot of Primary Projects**

At the close of 2012, the Hope for Burundi (HFB) team is encouraged by the progress HFB has made in each of three Burundi provinces: Ruyigi, Makamba, and Kirundo. Three of the United Nations Millennium Development Goals (MDGs) focus the work: MDG 1: Eradicate extreme poverty and hunger; MDG 3: Promote gender equality and empower women; MDG 7: Ensure environmental sustainability.

### **Ruyigi Province**

*Tree Nurseries:* This is the original site established in 2008 by John Bosco Hakizimana himself as the training and demonstration site for HFB. The original focus was on establishment of a large tree nursery. Tree nurseries, planted and nurtured by community members, now thrive in eight communities or

neighborhoods near the original Ruyigi Commune nursery. In 2012 alone, more than 96,000 tree seedlings were grown, distributed and planted across the province to ensure environmental sustainability (MDG 7).

*Vegetable Gardens:* The size of the HFB effort in Ruyigi now includes 199 families with an average of five members per family. These families (70% women, 30% men) have organized themselves into small groups to develop vegetable gardens. They are growing potatoes, cabbage, ground nuts (peanuts), and rice. This farming activity has produced significant improvement in their diets; an important step in the right direction toward achieving “eradication of extreme poverty and hunger.” (MDG 1).

*Livestock–Goats:* In late 2011, the HFB women of Ruyigi commune began a shared endeavor to re-establish the time-honored custom of raising goats, which had been lost during the 13-year civil conflict. They began with only eight goats. By the end of 2012 the herd had grown to 23! Goat's milk is given to the children (something new for Burundian culture), and occasionally there is surplus milk, which they sell locally.

*Gender Equality and Empowerment of Women:* It is interesting to observe the division of labor in the above-described HFB activities. Women are now creating tree nurseries (previously reserved for men); men and women are working side-by-side in the new farming efforts; and it was the women who took the initiative to organize and care for the goat herd. Achievement of MDG 3 is highly visible in Ruyigi commune.

### **Makamba Province**

The Makamba site is located in the scenic mountain commune of Mabanda. Some 81 families in Mabanda and four surrounding communities constitute the HFB group.

*Agroforestry and Farming of Food Crops and Livestock:* Mabanda's first HFB project began in late 2009 with the development of a large tree nursery. As with Ruyigi, the nursery in Mabanda is now decentralized with four additional local communities. In 2012, each of these communities added the farming of food crops: potatoes and ground nuts to start. Mabanda has also

acquired goats, with a cumulative total of 11 goats by the end of 2012. Each of these activities is moving the communities toward “eradication of extreme poverty and hunger.” (MDG 1)

*Environmental Sustainability:* Due to Makamba’s proximity to the Tanzanian border, it is expected that the surrounding area will be receiving many returning refugees from Tanzania in the near future. It is also expected that the planting, preservation and replenishment of trees will grow in importance as the returning Burundians will need trees for building shelters, firewood, and the lumber trade. In early 2013, the HFB team will consult with the local administration to seek greater involvement in Makamba’s environmental sustainability. (MDG 7)

*Women’s Sewing Center:* In addition to working with the men on the farming initiatives, the women attended HFB’s first women’s sewing project in August 2010 in a pleasant sewing room in Mabanda commune. In early 2011, this hard-working group of seven women graduated from the basic sewing construction class. Soon they were earning money from the sale of school uniforms and other clothing items they had made. In 2012, they created and sold 50 school uniforms and 25 dresses for a total of \$657. A 10-dress sample of their work was on display and rapidly sold to delighted women at Redeemer’s Strawberry Festival. In Mabanda, the cost of work space is significant. Their current work space is very crowded and dark. The HFB team has appealed to the United Nations Program for Development (UNPD), which builds structures for local development in Burundi, and HFB has received verbal assurance that in 2013, UNPD will construct a building for the HFB Sewing Center.

*Friendly Competition for Women’s Sewing Center:* To stimulate group interest in some of the finer points of clothing construction and finishing details, and to help the women envision the potential sale of their products in the wider world, a special initiative was conceived with the help of U.S. and Burundi women, professional seamstresses, and business owners in Bujumbura (Buju). There was serendipity, perhaps it was Divine intervention, in the recruitment of two of the judges: we learned that they were each originally from Mabanda commune. Each of the eight WSC seamstresses created a dress that the HFB coordinator

brought to Buju where three judges (expert seamstresses in Buju) met and selected the top three entries. The three winning seamstresses were awarded a two-day, two-night trip to the capital city. Not only did the women get to meet the judges, they also toured their professional sewing centers and typical boutiques where similar clothing is sold. They spent the second day in a sewing center that belongs to one of the judges, observing new surroundings and sewing methods, as well as practicing new skills that she taught them. Further, the judges recommended that HFB acquire a mentor experienced in both the sewing component as well as the business and marketing dimensions, to work on-site with the women for a period of time. HFB is looking for such a mentor.

The Friendly Competition activity was deemed highly successful, and it is hoped that it will be repeated in the future. Two of the Mabanda seamstresses, women in their mid-30s, confided to the HFB coordinator that this trip was the first time they had seen the capital city of Burundi. Culturally, women in Burundi are not expected to venture out into the world.

Observed from afar, the total experience of the Women’s Friendly Sewing Competition seems to have been an excellent immersion course in how to gain gender equity and empowerment of one’s authentic self. (MDG 3).

### **Kirundo Province**

Kirundo province is in the northernmost part of Burundi and borders Rwanda. The HFB site is centrally located in what is known as Bugabira commune. Eighty families constitute the HFB group. More than 51% of the group is female, and they are involved in all of the activities. Men and women report no conflicts regarding income equity. (MDG 3)

*Agroforestry and Edible Crops:* As in the other two provinces, there is a central, large tree nursery in Bugabira, augmented by six additional community nurseries. In addition to the community tree nurseries, Kirundo members are growing vegetables, such as cabbage, carrots, and potatoes. These crops are helping families increase their income and provide better nourishment for their families. (MDG 1)

*continued on p. 28 ...*

*Outreach report continued ...*

*Livestock—Goats and Pigs:* Kirundo, too, is raising goats and they have added the raising of pigs. At the end of 2012, there were 15 goats and 15 pigs.

*Women's Basket Weaving Program:* In 2012, the basket group produced 98 baskets, 65 of which were sold for a total income of \$601. The HFB team is working toward a special initiative for the Women's Basket Weaving Program, one similar to the Friendly Competition for the Women's Sewing initiative. This group also desires a different work space from the open air public meeting center of the community. The HFB coordinators are working on these issues.

*Drought, Tree-planting, and Environmental Sustainability:* HFB began its environmental sustainability work in 2009: The severe droughts of 2009-2010 increased HFB's tree-planting activity in the community lands and around Lake Cohoha. In 2012, the Kirundo population enjoyed the normal climate again. The Kirundo people who have lived in this area since 2009 observed both the drought and the tree planting. Now that normality has returned, they are persuaded of the importance of HFB's tree planting, and they are eager to continue planting trees. (MDG 7)

#### **New Focus Areas: Prison Program**

In 2012, Hope for Burundi embarked on a new program that brings HFB's peace training in the use of non-violent communication and agroforestry to a new audience: young men who are incarcerated. The initial program is being conducted in the main prison for Bujumbura province, which is located in Musaga commune. HFB coordinators are happy to report peaceful enthusiasm from the inmate participants. HFB hopes to expand the prison program in 2013, with assistance from Trees for the Future.

#### **2012 Summary of Financial Assistance**

Financial assistance provided by and through Redeemer in 2012 totaled \$11,321 from the following sources:

- Redeemer's Outreach budget: \$6,135
- Additional Redeemer contributions: \$4,186
- The larger community: \$1,000

*Clarice Leslie*

#### **SAMARITAN MINISTRY OF GREATER WASHINGTON**

Redeemer has provided financial support and volunteers to Samaritan Ministry of Greater Washington for many years. Samaritan's Next Step Program, with offices in NW and SE Washington and Northern Virginia, brings together homeless people and others in need with support provided by over 45 Episcopal and other churches. Participants meet with caseworkers to set personal goals, and then break the goals down so they can be pursued one step at a time. Goals usually involve employment, housing, family life, and/or recovery from an illness or addiction. Cindy Winder and I are Redeemer's representatives to Samaritan's Partner Parish Council.

With support from Partner Parishes, Fannie Mae, individual donations, grants, contracts, and special events, Samaritan helps over 300 disadvantaged people each month to improve their lives. Participants are given the resources and support they need to reach their "next step:" housing and employment search help, access to phones and computers, computer classes, pre-GED classes, ESL classes, help in applying for benefits, clothing and transportation for job interviews, and much more. Samaritan also ministers to individuals and families living with HIV/AIDS by organizing periodic dinners and semiannual retreats.

While Samaritan has a small paid staff, and several interns from local or national service programs, it relies heavily on volunteers. There are opportunities for volunteers to serve on a regular or substitute basis working as front office coordinators, resume writers, computer mentors, food pantry organizers, and casework associates.

As in previous years, parishioners (25 in 2012) attended the Next Step Breakfast in May where program participants relate their stories and share how Samaritan has helped them. In October, Redeemer welcomed Samaritan's new Executive Director, The Rev'd David Wolf, who addressed the Adult Forum and preached at both Sunday morning services. On that same day, about 50 parishioners, along with Mr. Wolf and his family, took part in our annual Mini-walk for the Homeless to raise awareness of and funds for Samaritan. Over \$2,000 was collected, which was matched by Fannie Mae at a 20% rate, thereby providing Samaritan with a total of \$2,400 to help the

homeless. This was in addition to the \$3,000 contribution to Samaritan from the Outreach budget.

In December, parishioners helped out at Samaritan’s annual Participant Christmas party, at which Next Step program participants with young children can “shop” for donated gifts, while the kids are entertained with arts and crafts, good food and drink, and Santa in another room.

*Mary Helen Carlson*

**BETHESDA CARES DINNER PROGRAM**

Bethesda Cares offers diverse services to people dealing with homelessness and poverty, including eviction prevention, counseling and referrals, help with medications, meals, showers, and clothing.

Redeemer has participated for many years in the Bethesda Cares Dinner Program Six times a year – the

fourth Sunday of January, March, May, July, September and November – parishioners prepare and deliver a complete meal for about 50 hungry, needy individuals. The meal, served at Our Lady of Lourdes in Bethesda, includes a main dish (often turkey or ham), side dishes (salad, other vegetables, some kind of starchy dish, and fruit), rolls, dessert, and drinks.

Many parishioners have helped with these dinners in 2012. The youth of the parish normally take responsibility for one of our six turns. The volunteer coordinator tells us that Redeemer’s dinners are “the best.” Perhaps she tells that to all the churches that participate in the program, but there’s no question that the food we prepare is delicious, healthy, bountiful (so the diners can take leftovers with them) and made with love.

*Mary Helen and Peter Carlson*



Top: Frank Anderson at Street Church; Summer Labyrinth Walk at Redeemer  
 Bottom: Among our newer members – the Shirzad and Penn Families

## REDEEMER BOOK GROUP

In 2012, the Redeemer Book Group only met four times, but had the highest average attendance and, surely, had the most celebrity-filled meetings in our history. In January, we met at the home of parishioners Peter and Mary Helen Carlson to discuss *Iran Awakening: One Woman's Journey to Reclaim Her Life and Country*. We were joined by the Carlson's neighbors, Rob and Guilda Sobhani. They have strong Iranian family roots and shared with us their thoughts on its future. Months later Rob was running for Senator from Maryland as an independent! At this gathering we also learned about the adventures that the Carlson's and parishioners Jochen and Huda Kraske had enjoyed(?) on their trip to Iran a couple of months earlier.

Next we read *A Very Long Engagement*, by Sebastien Japrisot, a very powerful novel about love and war set in World War I.

In late Spring our discussion of *Lost Woods: The Discovered Writing of Rachel Carson*, took place at the home of parishioners Linda Lear and John Nickum. Linda is also the book's editor and just happens to be

the leading biographer of Rachel Carson. Like our gathering in January this one included more than a dozen Redeemer parishioners.

Finally, after months of delay due to travel conflicts involving just about everybody involved in the group, we met again at the Carlson's to discuss the very sad story of life in the slums of Mumbai, *Behind the Beautiful Forevers*, by Katherine Boo.

Last in 2012, we each read a book of our choice by Mo Yan, the Chinese writer who received the 2012 Nobel Prize in literature. When we met in the first week of January 2013, we did a show-and-tell about what we had read in an effort to understand this extraordinary writer living in Communist China.

We have already picked, *State of Wonder* by Ann Patchett; and *The Path Between the Seas: The Creation of the Panama Canal, 1870-1914* by David McCullough, as books we will be reading in 2013. All are welcome!

Respectfully submitted,  
Bob Dresser

## FOYER DINNERS

The Foyer Dinner Program enjoyed another great year of good food and fellowship. In 2012, about 40 parishioners participated in each of the Spring and Fall sessions.

Foyer Dinners are an opportunity for parishioners to broaden and deepen their Redeemer friendships in a social setting. Those who sign up are divided into groups of eight or ten. Each group meets three or four times to have dinner together, usually in one another's homes with group members taking turns as host. The host makes the main dish and everyone else contributes a dish.

There is no agenda! The dinners are intended to be casual gatherings with the focus on fellowship, fun, and conversation. You don't have to have a big house

or be a good cook to host a Foyer Dinner—take-out food is fine.

Our thanks to this year's group captains Lois Burleigh and Bill Hutchings, Debbie Davenport, Susan Grigsby, Josh Hildreth and Rick Robinson, Huda and Jochen Kraske, Meredith Myers and Joe Clark, Frances Sharon, and Patricia Snowden.

Groups are formed each February and September and a sign-up sheet posted in the Parish Hall for those who wish to participate. We invite all parishioners to join in and enjoy this special opportunity for fellowship.

Respectfully submitted,  
Mary Helen Carlson

## FINANCIAL STATEMENTS

### Profit & Loss Report: 2012 YE Compared to 2011 YE and 2012 Budget

	Actual 2012	Actual 2011	\$ Change	2012 Budget
<b>INCOME</b>				
Pledge Payments*	\$506,615	\$500,733	\$5,882	\$529,537
Non-Pledge Donations	\$16,815	\$13,145	\$3,670	\$13,000
Loose Plate Offering	\$4,349	\$5,450	(\$1,101)	\$5,500
Restricted Offerings	\$52,087	\$60,310	(\$8,223)	\$25,350
Special Offerings	\$7,785	\$8,360	(\$575)	\$8,700
Event & Activity Income	\$44,705	\$43,812	\$893	\$36,500
Rental Income	\$22,608	\$19,241	\$3,367	\$19,000
Interest Income	\$145	\$27	\$118	
Gain (Loss) on Stock				
Miscellaneous Income	\$540	\$1,214	(\$674)	\$1,000
Other Income	\$15,102	\$15,000	\$102	
<b>Total INCOME</b>	<b>\$670,751</b>	<b>\$667,292</b>	<b>\$3,459</b>	<b>\$638,587</b>
<b>EXPENSE</b>				
Administration	\$34,408	\$32,811	\$1,597	\$38,375
Diocesan Giving	\$50,545	\$43,270	\$7,275	\$50,544
Outreach Giving	\$49,843	\$51,591	(\$1,748)	\$32,000
Rector's Discretionary Account	\$1,300	\$1,300	\$0	\$1,300
Maintenance	\$56,697	\$43,745	\$12,952	\$53,000
Personnel**	\$359,263	\$334,364	\$24,899	\$353,956
Programs	\$68,266	\$58,663	\$9,603	\$62,660
Property/Mortgage	\$55,207	\$72,331	(\$17,124)	\$46,752
<b>Total EXPENSE</b>	<b>\$675,529</b>	<b>\$638,075</b>	<b>\$37,454</b>	<b>\$638,587</b>
<b>NET Ordinary Income</b>	<b>(\$4,778)</b>	<b>\$29,217</b>	<b>(\$33,995)</b>	<b>\$0</b>

#### Comments on Financial Statements

\*Pledge Payments include current year, over pledge and past year pledge payments

\*\*2013 personnel costs were actually \$9,694 below budget as \$15,000 under Other Income was received from the diocese towards the Associate Rectors' salary.

2012 Expenses include restricted gift expenses as follows:

Outreach Giving	\$17,885
Building & Grounds	\$1,425
Programs	\$20,109
Property: Capital Improvements	\$8,456

## FINANCIAL STATEMENTS

### The Church of the Redeemer Condensed Balance Sheet - December 31, 2012

<b>Cash Available</b>		
Operating Account		\$88,061
Investment Account		\$59,728
	<b>Total</b>	<b>\$147,789</b>
 <b>Designated/Restricted Funds</b>		
Accounts Payable		\$0
Emergency Fund		\$18,725
Rector's Sabbatical		\$2,400
Columbarium Fund		\$7,213
Restricted Funds		\$90,347
	<b>Total</b>	<b>\$118,685</b>
 <b>Net Available Cash</b>		
		<b>\$29,104</b>
 <b>Mortgage Payable</b>		
		<b>\$446,145</b>

**Notes**

In 2006, the Church refinanced its mortgage loan agreement and note with Bank of America, in the stated principal amount of \$632,000, in connection with the construction of the organ and the major repairs to the Rectory. The mortgage is secured by a deed of trust encumbering the land and buildings of the church. The mortgage loan carried an interest rate of 7.8% and required monthly principal and interest payments of \$5,254 through March 21, 2027.

In 2011, Redeemer rewrote the mortgage note with Bank of America. Redeemer paid Bank of America a fee of \$4,709 to have the interest rate reduced to 5.95%. Simultaneously, the church made a one-time principal payment of \$15,000 that reduced the monthly mortgage payment to \$3,896. The maturity date of the loan was not changed.

## 2013 BUDGET

### The Church of the Redeemer: 2013 Budget

	2012 Actual	2012 Budget	2013 Budget
<b>INCOME</b>			
Pledge Payments Current	\$484,813	\$513,537	\$579,115
Over Pledge	\$16,967	\$10,000	\$11,300
Past Years' Pledge Payments	\$4,835	\$6,000	\$4,000
Non Pledge Donations	\$16,815	\$13,000	\$15,600
Loose Plate Offerings	\$4,349	\$5,500	\$4,000
<b>Restricted Donations</b>			
Buildings & Grounds	\$1,425		
Flowers	\$4,212	\$3,750	\$4,000
Music - FOMAR	\$18,657	\$21,600	\$17,000
Music - Other	\$470		
Outreach	\$17,886		\$17,700
Other Designated	\$9,437		
<b>Total Designated Offerings</b>	<b>\$52,087</b>	<b>\$25,350</b>	<b>\$38,700</b>
<b>Special Offerings</b>			
Christmas Season	\$4,021	\$3,000	\$3,000
Lent/Easter Season	\$2,563	\$4,200	\$2,500
Other	\$55	\$100	
Taizé	\$1,146	\$1,400	\$1,200
<b>Total Special Offerings</b>	<b>\$7,785</b>	<b>\$8,700</b>	<b>\$6,700</b>
<b>Event &amp; Activity Income</b>			
Music at Redeemer Series	\$6,406	\$6,500	\$7,000
Other	\$1,489	\$2,000	\$1,000
Spiritual Life	\$7,396		
Strawberry Festival	\$24,164	\$23,500	\$24,000
Summer Music Camp	\$5,250	\$4,500	\$4,900
<b>Total Event &amp; Activity Income</b>	<b>\$44,705</b>	<b>\$36,500</b>	<b>\$36,900</b>
Rental Income	\$22,608	\$19,000	\$22,000
Gain/Loss on Stock			
Interest Income	\$145		
Miscellaneous	\$540	\$1,000	\$500
Other Income	\$102		
<b>Income without Pledge Payments Current</b>	<b>\$170,691</b>	<b>\$125,050</b>	<b>\$139,700</b>
<b>TOTAL INCOME</b>	<b>\$670,751</b>	<b>\$638,587</b>	<b>\$718,815</b>

EXPENSE	<u>2012 Actual</u>	<u>2012 Budget</u>	<u>2013 Budget</u>
<b>Administration</b>			
Audit	\$7,500	\$8,000	\$7,500
Bank Charges	\$332	\$675	\$400
Insurance (property/workers)	\$9,405	\$10,000	\$11,000
Office Equipment-New		\$1,000	\$1,000
Office Machines and Services	\$7,838	\$8,000	\$8,000
Office Supplies	\$2,741	\$3,500	\$3,250
Payroll processing	\$756	\$900	\$850
Postage	\$1,158	\$1,300	\$1,300
Publicity and Communications	\$1,442	\$1,500	\$3,500
Telephone	\$3,236	\$3,500	\$3,100
<b>Total Administration</b>	<b>\$34,408</b>	<b>\$38,375</b>	<b>\$39,900</b>
<b>Diocesan Giving*</b>	<b>\$50,544</b>	<b>\$50,544</b>	<b>\$56,610</b>
<b>Outreach*</b>	<b>\$32,000</b>	<b>\$32,000</b>	<b>\$34,700</b>
<b>Outreach Restricted*</b>	<b>\$17,843</b>		<b>\$17,700</b>
<b>Rector's Discretionary Account</b>	<b>\$1,300</b>	<b>\$1,300</b>	<b>\$1,300</b>
<b>Maintenance</b>			
Emergency Fund	\$6,000	\$6,000	
Maintenance Fund Reserve			\$2,000
Grounds	\$8,683	\$8,000	\$4,000
Maintenance - Church	\$8,575	\$9,000	\$7,500
Maintenance - Equipment	\$14,285	\$9,000	\$10,000
Maintenance - Rectory	\$3,907	\$5,500	\$5,000
Supplies	\$1,430	\$2,500	\$1,500
Utilities - Church	\$11,582	\$10,000	\$10,200
Utilities - Rectory	\$2,234	\$3,000	\$2,100
<b>Total Maintenance</b>	<b>\$56,696</b>	<b>\$53,000</b>	<b>\$42,300</b>
<b>Personnel/Contractors**</b>			
Casual Labor/Nursery	\$2,072	\$1,400	\$2,800
Health/Life/Disability Insurance	\$29,778	\$36,683	\$53,804
Housing Allowance	\$50,500	\$50,500	\$50,500
Payroll Taxes	\$8,504	\$8,628	\$8,957
Pension Premiums	\$44,056	\$45,668	\$48,952
Professional/Continuing Education	\$3,639	\$4,950	\$4,950
Sabbatical Allowance	\$600	\$600	\$600
Salaries	\$213,788	\$215,324	\$230,100
Salary Offset	(\$10,150)	(\$24,700)	
Seca Allowance	\$12,354	\$12,053	\$14,995
Supply (clergy and music)	\$3,064	\$1,250	\$1,800
Theological Education-Seminarian	\$600	\$600	\$1,200
Travel/Auto Allowance	\$457	\$1,000	\$1,000
<b>Total Personnel/Contractors</b>	<b>\$359,262</b>	<b>\$353,956</b>	<b>\$419,658</b>

	<b>2012 Actual</b>	<b>2012 Budget</b>	<b>2013 Budget</b>
<b>Program/Activity Expense</b>			
Altar	\$1,536	\$1,350	\$1,750
Education-Adult	\$19	\$500	
Education-Sunday School	\$667	\$840	\$900
Flowers	\$4,212	\$4,000	\$4,000
Music			
Choral Section Leader	\$18,135	\$18,860	\$19,320
Music General	\$6,542	\$3,500	\$3,500
Music at Redeemer	\$18,657	\$21,600	\$17,000
Summer Music Camp	\$694	\$500	\$500
<b>Total Music</b>	<b>\$44,028</b>	<b>\$44,460</b>	<b>\$40,320</b>
Newcomers	\$364	\$1,000	\$400
Other	\$758		\$500
Parish Life	\$4,787	\$5,500	\$5,500
Spiritual Life	\$7,600	\$500	\$1,500
Stewardship	\$440	\$750	\$600
Strawberry Festival	\$1,001	\$1,500	\$1,500
Worship	\$1,655	\$1,200	\$1,350
Youth	\$1,200	\$1,060	\$1,575
<b>Total Program Activity Expense</b>	<b>\$68,266</b>	<b>\$62,660</b>	<b>\$59,895</b>
<b>Property Expense</b>			
Mortgage Principal	\$27,783		
Mortgage Interest Expense	\$18,969		
Other Capital Improvements	\$8,455		
<b>Total Property Expense</b>	<b>\$55,207</b>	<b>\$46,752</b>	<b>\$46,752</b>
<b>TOTAL EXPENSE</b>	<b>\$675,529</b>	<b>\$638,587</b>	<b>\$718,815</b>
<b>NET INCOME</b>	<b>(\$4,778)</b>	<b>\$0</b>	<b>\$0</b>

#### **Comments on Financial Statements**

\*2013 Diocesan and Outreach Giving are based on the 2011 Normal Operating Income of \$629,028:

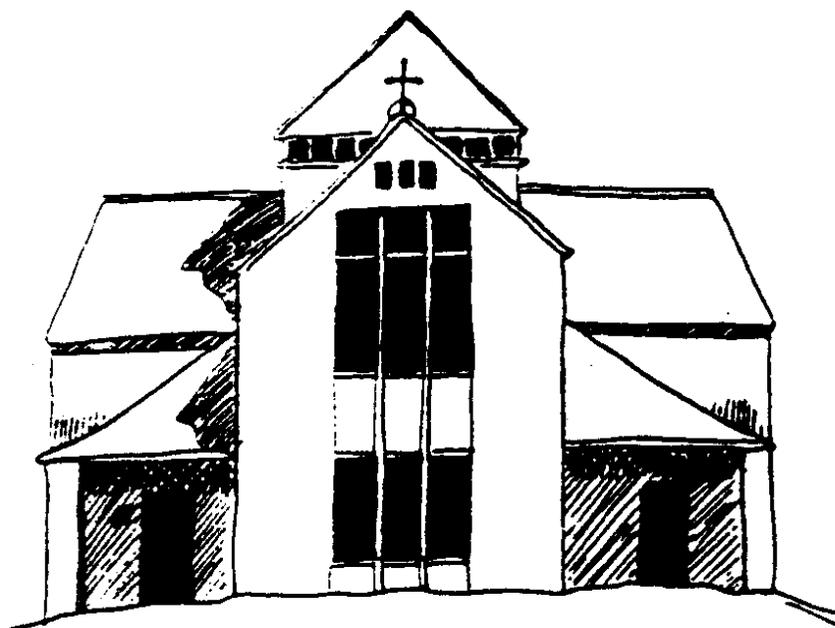
Diocesan Giving of \$56,610 = 9% of the total budget

Outreach Giving of \$52,400 = 8.33% of the total budget

\*\*2012 personnel costs were actually \$9,694 below budget as \$15,000 under Other Income was received from the diocese towards the Associate Rectors' salary.

2012 Expenses include restricted gift expenses as follows:

Outreach Giving	\$17,885
Buildings & Grounds	\$1,425
Programs: FOMAR	\$18,657
Property: Capital Improvements	\$8,455



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