



THE EPISCOPAL CHURCH OF THE REDEEMER  
**ANNUAL MEETING**

Sunday, 25 January 2015



*O worship the LORD in the beauty of holiness;  
let the whole earth stand in awe of him.*

- Psalm 96:9

## 2015 ANNUAL MEETING AGENDA

- I. Call to Order
- II. Opening Prayer
- III. Adoption of 2014 Annual Meeting Minutes, p. 3 (vote)
- IV. Treasurer's Report and Review of the 2015 Budget
- V. Thanks to Outgoing Vestry Members and Members of the Rector Search Committee
- VI. Election of Vestry Members, Delegates, and Alternates (vote)
- VII. Reports:

### Wardens

- ◆ Senior Warden – Cathy Arrington, p. 4
- ◆ Junior Warden – Peter Carlson, John Nickum, p. 6

### Finance & Stewardship

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### Ministry

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### Financial Statements

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- VIII. Benediction

## 2014 ANNUAL MEETING MINUTES

Approximately 100 parishioners gathered in the Parish Hall on Sunday, January 26, 2014, for the Annual Meeting and Pot-luck Luncheon. The Rev'd Ann Broomell, Interim Rector, convened the meeting at 12:30 p.m. with an opening prayer. The first order of business was the approval of the minutes from the 2013 Annual Meeting.

### Retiring Vestry Members

The Rev'd Broomell thanked Cindy Winder for her three years of service on the Vestry and as chair of the Outreach Committee, during which time she reorganized and enhanced Redeemer's Mission/Outreach programs. Callie Raulfs-Wang was thanked for her two years of service on the Vestry with responsibility for Membership/Newcomers. Redeemer continues to grow, in part, due to the extra effort and care that has gone into building a welcoming ministry.

Katie Glover, who served as an alternate delegate to the diocesan convention, was thanked for her service. Katie has transferred her membership to St. Albans Parish, Washington, DC, where her husband is a member of the clergy. She will be truly missed.

The Interim Rector thanked Cathy Arrington, Senior Warden, and Peter Carlson, Junior Warden, for their leadership of the parish; and parishioner Tom McNaugher, for chairing the 2014 Stewardship campaign. The Interim Rector also thanked the Rev'd Robin Razzino, Associate Rector, the Rev'd David Schlafer, Assisting Priest, Tom Smith, Director of Music, and Angela Beckman, Administrative Assistant, for their dedication and service.

### Treasurer's Report

Treasurer and Finance Chair Mary K Young was unable to attend the meeting due to illness. Parishioners were referred to the detailed report that Mary K had written and the 2014 budget, both of which were included in the Annual Report. Those with questions were invited to speak with Mary K or Steve Gibson, who will take over as Treasurer in 2014. Mary K Young was commended and thanked for her outstanding work as Treasurer during 2013. She is stepping down from that position, but will remain as the Chair of the Finance Committee for 2014.

### Elections

The slate of nominees chosen by the Nominating Committee – Cathy Baker, Russ Paulson and Callie Raulfs-Wang – was presented: Jenny Nachbar, John Nickum, and David Riggs for three-year Vestry terms; Melinda Nelson for a one-year Vestry term; Graeme Browning and Clark Downs as delegates to the 2015 Diocesan Convention; and Steve France and Michael Hart as alternate delegates. All were unanimously elected.

### Search Committee

Mary Helen Carlson, Chair of the Search Committee, reported on the beginning work of the committee, which has received its charge from the Vestry and had its first meetings. Mary Helen emphasized that the work of the committee will be open and transparent until such time as they begin to consider candidates, which, of necessity, must be kept confidential. The committee is taking an expeditious approach to their mission, at the same time as being aware of the importance of being thorough and intentional in their work.

Nathan Price, Search Committee member responsible for communications between the Committee and the parish, stressed how important it will be for the entire parish to participate in gathering information on Redeemer – as it is today and our hopes for its future. There will be a variety of venues for parishioners to communicate with the Search Committee.

### Presentation

The Rev'd Broomell gave a presentation on *Sizing up the Congregation*, that addressed issues arising out of growing from a pastoral to a program size parish, and the impact this has on clergy, staff, lay leaders, and parishioners. The Vestry delegates more responsibility and authority to the laity, who will assume leadership of the organizational framework of the parish, while the Rector becomes a pastor to these leaders, providing support and guidance.

Following a benediction, the meeting adjourned at 1:30 p.m.

Catherine Sands, *Secretary to the Vestry*

## WARDENS' REPORTS

### SENIOR WARDEN'S REPORT

Turn on your time machine and go way back to January 2014. We had just finished the work of transitioning the Rev'd Dr. Ann Broomell to Redeemer as our Interim Rector. It was then time to focus on the challenging work of our **Transition to New Clergy leadership**. I use bold, because I believe it was large in everyone's thoughts and hearts, especially the Vestry, clergy and staff. It quickly became clear that 2014 was not going to be an "ordinary" year. There was much new work to be done in preparation to call a new rector, and many willing hands to do it. By the end of last January, with the help of the Diocese, the Vestry had selected a Search Committee. The Search Committee was commissioned by the Vestry and immediately started work.

The Search Committee members were Mary Helen Carlson, Chair, Jo Barclay-Beard, Jane Dealy, Josh Hildreth, Charlie Hundley, Joelle Morris, Nathan Price, Mike Rychlik, and Peggy Tucker. The committee's first job was to gather information to create a Parish Profile. This Profile would be published by the Diocese for candidates to read and begin to learn about Redeemer. To accomplish this task, the committee organized *Listening to our Redeemer* sessions for the parish community. Several sessions were held at various times, so that everyone would have an opportunity to participate. The questions were designed to share interests, priorities and dreams for the future. Similar questions were also included in a Parish survey, which was completed either electronically or manually.

The committee used all the information from the *Listening to our Redeemer* sessions and survey to write the Parish Profile. The Committee met together at the church on a regular once-a-week schedule. They also engaged in multiple emails and conference calls between the meetings. They proved themselves to be a dedicated and discerning group, listening to and sharing with each other in profound ways. But, creating the Parish Profile was just the beginning!

Once the profile was published by the Diocese, interested candidates submitted their resumes to the Diocese. And they did come in – around 35 in number. The committee then began a labor of love. Each committee member read all the resumes and letters of interest. Each committee member read or listened to multiple sermons from each candidate. During their meetings, committee members discerned and discussed the qualities of each

candidate and how each related to the information presented in the Parish Profile. Always, committee members balanced their own feelings with the priorities identified in the profile. The strong candidates started to rise to the top. Next came phone interviews and then travel for personal interviews. The many, many hours of work, discussions and discernment continued.

Finally, in the first week of November, the Search Committee handed the Vestry the names of four candidates, and their work was completed. I will always be grateful for the incredible ministry this amazing group of people have performed. They gave their time, talent and treasure in deeply sacred service, always connected to the Parish and to each other.

It was then time for the Vestry to get into action. Even though we were headed into Advent, the Diocese advised us to begin our interview process. The Vestry agreed to interview all four candidates and began scheduling times for them to travel to Bethesda, tour the rectory and church, and share time where we could get to know each other. The middle two weeks of November was a blur of tours, interviews with candidates, discussion and discernment with Vestry members and many, many shared meals. Similar to the Search Committee, we used our heads and hearts to listen to and share our thoughts and feelings with each other. We were deliberate in our decisions and held space to invite the Holy Spirit into our discernment.

After a long and heartfelt discernment, guided by Joey Rick from the diocese, the Vestry voted to call the Rev'd Cirrita Boyer "Cricket" Park to be our Rector Elect. I was honored to make the phone call to Cricket on the Friday after Thanksgiving, and filled with joy with her acceptance. Cricket will officially begin her ministry at The Church of the Redeemer on February 1, 2015. She will be joined by her husband Steve. Their grown son Kevin will remain in Ohio. I can feel and share the excitement as we await their arrival, and endeavor to balance that excitement with intention to honor their transition to their new home.

The Transition Team of Jefferson Arrington, Deborah Davenport, Amy Bowers, Dongbo and Callie Wong, and Helen Zitomer have already begun their work to help integrate Cricket and Steve into the Redeemer and Bethesda communities. We will all soon be able to do whatever we can to welcome them, as we learn to know each other and grow together.

And in the middle of all this we launched the *Refreshing Redeemer* campaign to cover any 2014 deficit and to provide future funds for much-needed building repairs and maintenance. I am deeply grateful for the generosity and support of the community for the *Refreshing Redeemer* campaign. You only need to look at the shining exterior of the building to see the effects of that campaign.

As we bring another year at Redeemer to an end, I give thanks for the heroic work of the Search Committee; Mary Helen Carlson, Jo Barclay-Beard, Jane Dealy, Josh Hildreth, Charlie Hundley, Joelle Morris, Nathan Price, Mike Rychlik, and Peggy Tucker. Their work will always be held in love.

I give thanks for the time the Rev'd Dr. Ann Broomell spent with us and what we learned about ourselves and our community.

I especially give thanks to the most excellent clergy and staff any little church could ask for, who stepped up after Ann's departure in October and worked diligently to keep the day to day operations running smoothly. Thank you to the Rev'd Robin Razzino, Tom Smith and Angela Beckman. Your ministry, dedication and hard work appeared effortless and is deeply and lovingly appreciated by the congregation and the Vestry.

I give thanks to the Rev'd Dr. David Schlafer and the Rev'd Amy Yount, who volunteered their service and continued their ministry to Redeemer at the lectern and the table. Your presence is always calming, supportive and joyful.

I give thanks to the Redeemer Vestry: Peter Carlson-Junior Warden, Steve Gibson, Janice Huey, Jenny Nachbar, Melinda Nelson, John Nickum, Mary Packard-Winkler, and David Riggs, who continue to support and guide the work and finances of the church, and help to prepare for Cricket's arrival.

I give thanks to Mary K. Young, who retired as Treasurer and Chair of the Finance Committee after over a decade of excellent service.

I offer my most deeply heartfelt thanks to the congregation of the Church of the Redeemer for their trust in the Search Committee, the Clergy, the staff, the Vestry, and each other. We are all blessed by the generosity and fellowship of this loving community of faith. We have stood by each other during times of stress

and joy. We have shown great courage to hold fast to traditions as we prepare to embrace new ways. This is a sacred offering to God as we walk together, worship together, and work together to build up the Body of Christ, here at our little church, Redeemer.

Cathy Arrington, *Senior Warden*

#### PRAYER FOR THE SEARCH FOR A NEW RECTOR

**A**LMIGHTY and everliving God, look favorably upon us, the parish community of The Church of the Redeemer in this time of transition, as we search for a new rector. We pray for the life of this parish, that we may continue to be guided by your love. We pray for the members of the Search Committee, that their hearts and minds may be open to your Spirit. We pray for the priest whose name is known to you alone, that he or she be open to your call. Give us grace to follow where you lead us and grant us peace. In the name of Jesus Christ, our Redeemer. AMEN.



The Rev'd Cricket Park, *Rector Elect*

## JUNIOR WARDEN'S REPORT

In 2014, Redeemer erected a new set of playground equipment on the parish grounds. This would not have been possible without the very generous donations of several Redeemer households. The new equipment has been enjoyed not only by many Redeemer children, but also by children from the surrounding neighborhood.



Thanks also to the parishioners who helped with the Spring and Fall Grounds clean-up – we could not do it without you all. For their on-going work on Redeemer grounds, we extend our thanks to Susan Graham Fitzgerald and Frank Anderson.

This last year has been one of several transitions. Among them, taking steps to do important and necessary work on our buildings and grounds. With the support and encouragement of the Rev'd Broomell, Interim Rector, work was done to upgrade certain aspects of our facilities. The *Refreshing Redeemer* campaign, that raised \$89,000, was necessary to establish some needed financial reserve for maintaining and upgrading our buildings and grounds.

To date, these funds have been used for:

- \$13,050 to paint the church exterior (the original painting was done in 1999)
- \$6,410 for rectory yard clean up and major tree pruning
- \$2,355 for painting, door/vent replacement, and electrical/plumbing repairs in the Rectory interior.

Other work accomplished in 2014 included a relamping of the Nave and Narthex. In 2015, it is planned to convert lighting in the Parish Hall to more efficient/economical bulb at no cost.

We often forget that our church building was dedicated fifteen years ago and is showing its age. An example of the building aging process was the necessity to repair the leaking clerestory windows that caused damage to our wonderful organ. We are beyond the life expectancy of numerous mechanical components that service the church. In addition, this year the Rectory required refurbishment, repainting and completion of the oil spill clean up. The Rectory grounds also required considerable work. Completion of the work on the Rectory means that it is ready for occupancy by our new Rector and her husband starting February 1, 2015.

While serving as Junior Warden over the last three years, I have gained a deep appreciation for the constant attention to detail required to maintain the smooth functioning of the buildings and the beauty of the grounds, which provide the structural underpinning required to maintain and support our sacred mission. Over the past year it has been a privilege to have fellow-Vestry member John Nickum take the leadership and the oversight of the renovations and upgrades to the buildings. He has excelled in his efforts and follow-through.

Stewardship of our buildings and grounds is essential for our future, for providing additional income, and our ability to welcome new members and visitors. Some of the necessary buildings and grounds work can be anticipated, such as the annual maintenance checks and inspections done by outside companies and overseen by our church staff, with special thanks to Administrative Assistant Angela Beckman. Additionally, much work is done by dedicated parishioners on an on-going basis. Their continuing efforts are truly appreciated.

As stewards of these lovely buildings and grounds, it is our collective responsibility to maintain them and preserve them for future generations. We wish to express our appreciation to all staff and parishioners who have played their part as stewards during this past year.

Peter Carlson, *Junior Warden/Chair, Grounds Committee*  
John Nickum, *Chair, Buildings Committee*

## FINANCE & STEWARDSHIP

### TREASURER'S REPORT

As 2014 began, it was apparent that the year would be financially challenging. Pledges were insufficient to fully fund the budget, and no further cuts were feasible on the expense side. Thus, the Vestry approved a 2014 budget with a modest deficit. Unfortunately, even the budgeted pledge amount was overly-optimistic, resulting in a gap between budgeted and actual pledges. In addition, it was anticipated that substantial funds beyond those budgeted were going to be needed for church and rectory maintenance and repairs.

The Vestry concluded that Redeemer's financial health depended on achieving a balanced 2014 budget and that a request should be made to the congregation for additional contributions to fund the anticipated shortfall. On recommendation of the Buildings & Grounds Committee chairs, the Vestry agreed that the request also should take into account the need to create a building reserve to cover anticipated major maintenance expenses. Accordingly, the Vestry initiated the *Refreshing Redeemer* campaign. The congregation responded generously, resulting in contributions of \$86,000 in 2014.

Given the outlook at the beginning of the year, I am particularly pleased to report that Redeemer ended 2014 not with a deficit, but with a balanced budget. While final year-end accounting is not quite completed, the Statement of Actual 2014 Income & Expense (unaudited) shows a small net surplus for the year. *See p. 25.*

The two major factors in achieving a balanced budget were less-than-budgeted personnel expense and the availability of *Refreshing Redeemer* funds for maintenance of the physical plant. With respect to personnel cost, while a full year's salary and benefits were budgeted for the Interim Rector, such costs were not incurred after October 7, resulting in savings of approximately \$37,000. On the maintenance side, \$22,000 of needed work was funded through *Refreshing Redeemer*, including exterior painting of the church, interior painting of the Rectory, and clean-up of the Rectory grounds. The balance of *Refreshing Redeemer* funds will carry forward to 2015 as a building reserve fund.

While 2014 was a challenging year, it also was one of significant accomplishment. As we look back on the year, we have abundant reason to be thankful – for the generosity of the congregation of Redeemer parish, for

their support in so many ways, and for God's providence toward this church and this congregation.

Steve Gibson, *Treasurer*

### 2015 OPERATING BUDGET

In budgeting for 2015, our goal was to maintain our current parish operations and activities at 2014 levels to the extent possible – not for lack of vision, but with a desire to evolve our vision with the leadership of our incoming Rector, the Rev'd Cricket Park. Our initial budget to accomplish this reflects an \$86,000 deficit – an imbalance we must address collectively, as a parish, to preserve our financial health. The Vestry's approval of this budget is contingent upon a process to identify additional revenue or cuts to operations, no later than April 30, 2015, that will bring the budget into balance.

With much diligence on the part of our staff and parish leadership, 2015 budgeted operating expenses are \$5,300 less overall than our actual 2014 operating expenses. With costs well contained and the parish growing, the challenge to maintain parish operations at 2014 levels relates to revenue. A summary of key issues impacting our 2015 initial operating budget are as follows:

#### Income

Income is budgeted \$95,000 below 2014, or a 15% decline – reflecting pledges received to date and other expected revenue. Funding challenges impacting 2015 include (1) normal attrition of nine households representing \$50,000 of 2014 pledge income that we know will not recur; (2) a larger-than-normal number of active parishioners (20) who pledged in 2014 but have not yet pledged for 2015; which represented \$86,000 in 2014, but is not reflected in 2015 revenue; and (3) rental of the Rectory (\$14,000) during 2014 that will not recur in 2015, as our new rector will live in the rectory.

On the favorable side, we have 13 new households pledging in 2015, totaling \$20,200, and most parishioners have generously increased their 2015 pledges over 2014. Through our music outreach, we anticipate increased rental revenues from music recitals and recordings. Other revenue is budgeted in line with actual revenue received in 2014.

#### Expenses

*Office Administration* (6% of total expenses): Costs overall are 6% higher than 2014, due to higher usage and costs

of our office machines and maintaining historical spending levels for communications to support the incoming Rector.

*Diocesan Giving* (8% of total expenses): Decrease of \$8,000 from 2014, in order to bring the budget in line with current maximum projected revenue.

*Mission / Outreach* (5% of total expenses): No changes from 2014 expenditure.

*Building & Grounds* (11% of total expenses): We continue to look for more cost-effective ways to operate and maintain our facilities and grounds. The 2015 budget is \$1,200 less than 2014 actual expenses, primarily due to *Refreshing Redeemer* funds being available for major maintenance issues, and reduced Rectory expense; offset some by increases in cleaning/janitorial services (in lieu of adding a part-time sexton) and higher utility costs.

*Personnel* (57% of total expenses): Budget increased \$3,000 overall or 1% over 2014. Higher costs come from cost-of-living increases of 2.7% in line with diocesan guidelines; higher health insurance premiums; and the loss of \$10,000 from the Church Pension group in 2014 to cover the Associate Rector's maternity leave salary. We will also employ a Rector for an additional month and a half in 2015 vs 2014. Offsetting these increases, our new Rector's use of the Rectory is providing substantial savings versus a cash housing allowance.

*Programs* (6% of total expenses): Budget lowered slightly from 2014 expenses, with the most significant being a \$700 decrease in the Music budget.

*Mortgage* (7% of total expenses): No change in the cost of servicing our mortgage.

We have great momentum going into this year, and I am confident of our ability to address this deficit in a timely and fiscally responsible manner within the time frame laid out above. I look forward to working with all of you as we collectively and individually testify to God's abundance in our lives.

Rick Robinson, *Chair, Finance Committee*



## 2015 STEWARDSHIP REPORT

*Seven whole days, not one in seven,  
I will praise thee . . .*

The Stewardship Committee is grateful to all who contributed to the work of the 2015 Stewardship campaign. The campaign theme was chosen to reflect that we are called to put our faith into action every day of the week, beyond our beautiful and meaningful Sunday services. As caring and involved Christians, stewardship is an opportunity to commit to giving more of our time, talent and treasure to our church and our community.

The campaign began in October with an Adult Forum discussion and a well-attended Stewardship luncheon. In October and November, several parishioners made deeply meaningful expressions of stewardship through inspiring testimonials given at both liturgies: thank you David & Shannon Hoogerheide, Huda Kraske, Christine Tomasson, and Eric Devereaux.

Each Sunday during the campaign, we sang *King of Glory, King of Peace*, the hymn from which our theme was chosen. The theme was also depicted on a banner, hung on the outside of the church. Our thanks to: Tom Smith, for banner's design; Susan Fitzgerald for the unique drawing of the church (depicted above) that was used in the stewardship materials; Ayesha Court and the Rev'd Robin Razzino for organizing the painting of cardboard churches by the Church School children (and blessed by the Bishop!); and to those parishioners who hosted gatherings in their homes for fellowship and conversation. Pledge Sunday took place in late November with a celebratory Coffee Hour in thanksgiving for all pledges received.

However, we are not there yet. To date, we have received 118 pledges totaling \$456,873. We are still aiming for 100% participation; even if it's a small amount at the beginning, all pledges are appreciated and needed. If you have already pledged, thank you for your support of Redeemer. If you have not yet pledged, we ask that you prayerfully consider all that Redeemer means to you, *Seven whole days*, and make a pledge in support of the ministry of the parish.

Katie Nickerson, Michael Mershon  
*2015 Stewardship Chairs*

## WORSHIP

The liturgy of the Church is at the very heart of our common life. In 2014, Redeemer parishioners and countless visitors of all ages participated in a variety of liturgical celebrations: from the intimate, contemplative liturgy of the 8:00 Eucharist to the reverent and joy-filled liturgy of the 10:30 Eucharist; from the quiet beauty of Taizé to the drama of Holy Week and Easter; from the celebratory nature of baptismal and marriage rites to the solemnity of funerals and committals.

In addition to 104 regular Sunday celebrations of the Holy Eucharist, there were 50 weekday celebrations of the Eucharist, 50 services of Morning Prayer, one baptism, a Rite for Reception of First Holy Communion, 14 funerals/committals, a Solemn Requiem Mass, two services of Choral Evensong, and a Service of Lessons & Carols for Advent. Redeemer clergy also held 40 private celebrations of the Eucharist in homes, hospitals, and elsewhere. The Taizé Service & Healing Rite was held on the first Monday of the month (May – October) and weekly during Lent. About 40-50 parishioners and others regularly attend this increasingly popular liturgy.

Our preachers during the year included The Rev'd Robin Razzino, Associate Rector; the Rev'd Dr. David Schlafer, Assisting Priest; the Rev'd Amy Yount, parishioner; and the Rev'd Ann Broomell, Interim Rector. In addition, the parish was blessed by the voices of two distinguished guest preachers: The Rev'd Dr. William Bradley Roberts, Professor of Church Music at Virginia Theological Seminary, and the Rev'd Dr. Justin Lewis-Anthony, Associate Dean of Students and Director of Anglican Studies at VTS.

During Holy Week, worship took place daily, as is our custom. On the Sunday of the Passion: Palm Sunday, palm branches were blessed on the outdoor Labyrinth before worshippers processed into the church joyfully singing the ancient hymn *All glory, laud, and honor*. On Monday in Holy Week, the Taizé Service concluded with the singing of the haunting chant *Jesus, remember me*. On Tuesday in Holy Week, a schola chanted the Office of Compline by candlelight. In addition to the usual services of Morning Prayer and Holy Eucharist, Wednesday in Holy Week included a traditional rendering of the Office of Tenebrae, chanted by the congregation under the leadership of a schola. On Maundy Thursday, parishioners broke bread together at a Simple Supper before the proper liturgy of the day, a Choral Eucharist with Washing of Feet, Procession of the Blessed Sacrament to the Altar of Repose, and Stripping of the Altar. The liturgy was followed by an all-night

prayer vigil at the Altar of Repose. On Good Friday, parishioners walked the Stations of the Cross at 12:00 p.m. The liturgy was followed by a deeply moving musical meditation, Giovanni Battista Pergolesi's *Stabat Mater*, beautifully sung by soprano Hilary Park and mezzo-soprano Kristen Dubenion-Smith. The Solemn Liturgy of Good Friday took place at 7:30 p.m. The Great Vigil of Easter, the first celebration of the Resurrection and the climax of the Church year, began with the lighting of the New Fire at the Labyrinth. Over 400 people attended the joyous liturgies of Easter morning, which included the Renewal of Baptismal Vows.

The normal Sunday schedule continued throughout the summer months.

On Sunday, October 26, the Rt. Rev'd Dr. Mariann Edgar Budde, Bishop of Washington, made her second official visitation to The Church of the Redeemer. Bishop Mariann celebrated and preached at both liturgies.

On Sunday, November 2, the Commemoration of All Faithful Departed, more commonly known as All Souls' Day, the Adult Choir, under the direction of Dr. Martin Neary, former Organist & Master of the Choristers at Westminster Abbey, London, sang a Solemn Requiem Mass, at which The Rt. Rev'd Edwin (Ted) Gulick, Assistant Bishop of Virginia, served as preacher. Almost 200 people attended this deeply beautiful, meaningful liturgy.

On the Second Sunday of Advent, the choirs sang the annual Lessons & Carols Service for Advent, a highlight of the parish's liturgical year. The service was attended by 225 parishioners and visitors. The year concluded with the liturgies of Christmas Eve: a Family Eucharist at 4:00 p.m. and a Festal Eucharist at 10:30 p.m. Combined attendance reached about 400 people.

In a year that was filled with transition and change, the familiar rhythms and language of the liturgy served to anchor us in Christ, and the unchanging, everlasting love of God. *Deo gratias!*

### Participation in Worship

Throughout the year, countless parishioners assist on Sunday mornings, feast days, and other special occasions – before, during, and after liturgies. Opportunities for ministry include: the Altar Guild, the choirs, ushers, crucifers, torch bearers, acolytes, lectors, Eucharistic ministers, healing team, greeters, and counters.

Participants in these ministries assist parishioners when they arrive for worship, with a particular eye for newcomers; bear the cross and torches in procession; assist at the altar; proclaim scripture; lead the Prayers of the People; administer the chalice; participate in the Healing Rite; greet parishioners at the conclusion of the liturgy; and collect and count the offering.

### **Altar Guild**

The Altar Guild continues with its mission to contribute to Redeemer's many services noted above. Guild members select and arrange flowers, clothe the main altar in hangings appropriate to the day or season, and arrange all the necessary sacred linens and vessels. We wash and iron all linen pieces, clean and polish glass, silver and brass, and purchase candles, wafers, wine, and juice for our worship services.

Kukula Glastris continues to serve as overall Altar Guild Chair, most ably assisted by Tami McMinn and Marie France who (happily) will carry on serving as co-chairs. Tami has single-handedly managed inventory and the purchase of all altar-related supplies for the past seven years. Marie serves as the indispensable go-to resource in just about any situation.

The Guild's mainstay is its talented and conscientious members: Cathy Baker, Joanne Bowman, Susan Fitzgerald, Ann Hartman, Betsy Heavey, Beate Kendall, Mary Potter, Elizabeth Simmons, Patricia Snowden, Diana Dial, and Ann Taylor. Ann Hartman, who joined in 2013 and is a flower arranger at the Cathedral, has not only created some gorgeous arrangements for us, but has pitched in to tidy up after the 10:30 services. In 2014, we were delighted to have Helen Zitomer join us. Helen, who began by helping with cleanup, has plunged into flower arranging where her precision and clear eye is most welcome. We have a marvelous group, joyful and efficient, as they clean and put away vessels needed for the next service. The fellowship is all one could wish for – it is, very simply, fun.

I would like to take this opportunity to highlight the contributions of Claudia Serrin, a very special, very long-standing member of the Altar Guild. Claudia, a regular, and elegant presence in a front left pew almost every Sunday, has been at Redeemer for 40-plus years, and while she isn't in the regular rotation for altar duties any longer, she faithfully sets up for the Wednesday noon Eucharist every single week with grace and reverence. We are deeply grateful for her ministry.

The Altar Guild will continue to encourage parishioners to join us in 2015, hoping they will discover for themselves the quiet and deep satisfaction that comes from setting up the altar, creating flower arrangements, or simply clearing the altar after worship. Members are free to serve as they are called – as floral arrangers, altar caretakers, or both – and on a regular or occasional basis. As Redeemer grows, so does the need for supplies, such as Eucharistic wafers, wine for worship, candles, cleaning materials, etc. Maintenance is an on-going cost as well. Altar hangings need dry cleaning, and the sacristy needs basic supplies—often provided by members of the Guild.

Our 2014 expenses totaled \$1,718 just under the allocated budget of \$1,750. Flower income in 2014 at \$4,672 equaling expenses. It should be noted that 2014 income includes \$500 carried forward from 2013; there will be no carried forward into 2015. Flowers too, have become more expensive and we will be asking parishioners who give the flowers on a Sunday to make a donation of \$70 to help cover the cost. A cushion for the flower budget is key for special occasions such as the Bishop's visit and the welcome for our new Rector.

The Guild is enormously grateful to have received donations in goods and services from Guild members Tami McMinn and Marie France, and Redeemer staff members Angela Beckman and Tom Smith.

We owe a special debt of gratitude to Angela Beckman, who not only keeps the church running in apple pie order, but always has sage advice to offer on budgetary and administrative matters.

We offer our special thanks to Tom Smith, whose artistry is not confined to the presentation of glorious music in worship alone: he is an expert on any number of liturgical questions (What color should the hangings be?) and is also a very gifted flower arranger. Those of us who do the flowers when he is in church rely on his unerring eye and impeccable taste.

The Rev'd Robin Razzino, *Associate Rector*  
Thomas Smith, *Director of Music*  
Angela Beckman, *Administrative Assistant*  
Kukula Glastris, *Chair, Altar Guild*

## MUSIC

2014 was another year of significant 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 offer my heartfelt thanks to all who have given so freely of their time, talent, and financial resources – adult and youth choristers, chorister parents, Friends of Music, countless parishioners and members of the wider community – to sustain this incredibly vital part of Redeemer’s mission and ministry, especially during this time of transition. Thanks, in particular, to my colleagues/friends, the Rev’d Robin Razzino and Angela Beckman, whose pastoral and administrative support of the music ministry, although mostly behind the scenes, is truly invaluable.

### Adult Choir

Growth – both numerical and musical – continues within the Adult Choir. Since last year’s Annual Meeting, we have welcomed four new or returning members: Dawn Fairbanks (alto), Dave Hoogerheide (tenor), Hilary Robinson (soprano), and Mary Slaby (alto). We continue to be blessed by the dedicated leadership of paid staff singers Cynthia Fischer (alto), Hilary Park (soprano), and Andrew Pardini (bass). Cynthia, the parish’s first-ever staff singer, who has been part of the choir for nearly a decade, is due to give birth to a baby girl in mid-February and will be leaving the group shortly. I am pleased to report that she will remain active in the parish. Please take time to thank Cynthia for her musical ministry among us.

From a musical standpoint, 2014 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 a service of Choral Evensong for the First Sunday in Lent; the rich and varied liturgies of Holy Week; a service of Choral Evensong for the Sunday after Ascension Day, sung by the combined choirs of Redeemer and All Souls’ Memorial Church; a Solemn Requiem Mass with guest conductor 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’ Church and Director of Choral Activities at Georgetown Day School (Upper School).

New voices are always welcome in the Adult Choir. No previous choral experience is necessary. Upcoming events include a service of Choral Evensong for the First Sunday in Lent and a gala concert in celebration of the tenth anniversary of the *Music at Redeemer Series*.



### 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 19 young people, ages 7–15. Membership in the ensemble 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

for the First Sunday in Lent and participation in the May 17 gala concert.

### **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 a deeply 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, flute, 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 tenth season, the *Music at Redeemer Series* continues to attract sizable and, in many cases, capacity crowds to The Church of the Redeemer for choral liturgies and concerts of increasing quality and variety.

The series continues to draw in new parishioners and 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 *Symbol & Myth*, performed by the Inscape Chamber Orchestra, Redeemer's Grammy nominated Ensemble-in-residence; a Solemn Requiem Mass, sung by the Adult Choir and conducted by Martin Neary; the annual Service of Lessons & Carols for Advent; and a performance by The District Eight, one of Washington's newest professional choral ensembles.

I encourage parishioners to join us on Sunday, February 8, at 5:00 p.m., for the next event in the series: *A Night at*

*the Movies*, featuring two silent films accompanied by renowned theater organist Jonathan Ortloff.

In 2014, the *Music at Redeemer Series* generated \$6,093 in revenue for the parish operating budget. This is above and beyond restricted contributions made by the *Friends of Music at Redeemer*.

### **Summer Music Camp**

In August 2014, 18 young people, ages 6-12, attended The Church of the Redeemer's eighth 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. Eight of the campers, children from *Misa Alegria*, the growing Latino ministry at St. Stephen & the Incarnation, Washington, D.C., and from the local community, attended on full scholarship. Summer Music Camp culminated in a unique performance for family, friends, and parishioners.

### **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 2014, parishioners and non-parishioners alike contributed approximately \$25,389 through *Friends of Music at Redeemer*. Thanks to all the Friends of Music for their incredible generosity!

*Ad majorem Dei gloriam.*

Thomas Smith, *Director of Music*

## CHRISTIAN FORMATION

### FORMATION FOR ADULTS

In 2014, the Adult Education Committee was reformed into the Adult Formation Committee with the goal of providing opportunities for parishioners to deepen their relationship with the holy through a variety of different programs. One such program is the Adult Forum that takes place in the Parish Hall most Sundays at 9:15 a.m. The topics are varied and always strive to enlighten or empower the congregation in a way that the sermons might not address. The Committee seeks to build on this and create new offerings.

In February 2014, there was a Men's Retreat, entitled *Men and Their Children*. In March, the Rev'd Vikki Clayton, led a Women's Lenten Quiet Morning. In December, the Committee offered an Advent Quiet Day that provided 15 parishioners with an opportunity to take a break from the hubbub of Christmas and just connect.

#### Contemplative Mondays

On Monday evenings, Redeemer offers opportunities for those desiring to connect with God through study, quiet, reflection, and listening prayer. On the first Monday of the month is the Taizé Service & Healing Rite. The Christian Contemplative Group meets on the second and fourth Monday, led by parishioner Sally Pugsley, for chanting, study, prayer and discussion. On the third Monday of the month, parishioner Bob Yates leads the Benedictine Group, using *Monasteries of the Heart* by Joan Chittister as its text to explore Benedictine practices of prayer, work, study, hospitality and renewal.

In the summertime, thanks to parishioner Patricia Snowden, a labyrinth walk with musical accompaniment takes place at Redeemer's labyrinth. Everyone is invited to any or all of these Monday gatherings that take place at 7:30 p.m.

Each one of these offerings has a flavor all its own, but the common factor is that each provides a way to go deeper into our own practice so that when participants return home, the space is different — as long as you don't turn on the TV!

#### Joint Discussion Group: *Enrique's Journey*

In 2014, the Committee planned a new venture that began in January 2015: a joint book discussion with parishioners from Redeemer and Misa Alegria, the Spanish-speaking congregation at the Church of St.

Stephen and the Incarnation. The bilingual discussion brings a new awareness and understanding about immigration, especially the stories of those who have come across the U.S. border to live here. The energy in the discussion is amazing and delightful! See p. 19.

#### Future Plans

In 2015, the Committee will organize a Lenten Quiet Morning on Saturday, February 28. Other possible programs are likely to include small group discussions in people's homes, on such topics as *Embracing an Adult Faith*, a book by Marcus Borg; or *Embracing Spiritual Awakening* by Diana Butler Bass. These programs will be five or six sessions beginning with a DVD and providing a workbook to guide the group. More than one of such programs could take place at the same time or on different days of the week.

#### Call to Action

The Committee is looking to attract new members. The philosophy is that we come together as a willing group to see our mission into reality. If you hear the call to join this ministry, please contact Committee Chair Bob Yates to discuss how you might be part of this dynamic mission at Redeemer. We meet on the fourth Sunday of the month at 12:30 p.m.

The committee is anxious to work with the new Rector and expand on her leadership possibilities as she gets started at Redeemer. We will be quite willing partners in anything called "formation!"

Bob Yates, *Chair, Adult Formation Committee*

#### Adult Forum

The Adult Forum is an educational opportunity that takes place on Sunday mornings at 9:15 a.m. in the Parish Hall. The Forum presents topics of interest designed to provide enrichment and inspiration in the content of living our faith in the world. Forums are led by parishioners or guest speakers, followed by an open discussion.

In 2014, there was a science and religion series; several presentations from the Search Committee; sessions on rebuilding intimacy in the face of cancer and chronic illness; alleviating hunger and how we can do more; creating an ethical will; and an introduction to Celtic Christianity. Parishioner presenters in 2014 included David Brown, Melinda Nelson, Denny Shaw, Tom McNaugher, Steve France, Dongbo Wang, Peter Kendall,

Katie Nickerson, Michael Mershon, Rick Robinson, Clark Downs, Steve Gibson, Jenny Nachbar and Joelle Morris.

Guest presenters included Jason Evans, Young Adults Missioner for the Diocese of Washington, and the Right Rev'd Dr. Mariann Edgar Budde, Bishop of Washington. In Advent, the Rev'd Dr. William Bradley Roberts, Professor of Church Music at Virginia Theological Seminary, led an interactive discussion about the music of Advent; and the Rev'd Dr. Justin Lewis-Anthony, Associate Dean of Students and Director of Anglican Studies at Virginia Theological Seminary, provided an enlightening discussion of George Herbert's poem *The Temple*.

Virginia Pearson, Mary lin Raisch, Steve France  
*Adult Forum Coordinators*

### **Bible Study**

The Bible Study group has been taking an extended walk through the Bible, a book at a time. The text is read aloud so that participants can savor the words and ideas. A discussion follows on the history, spiritual, theological meaning, and practical application of what has been read.

During 2014, Bible Study participants read the books of the Acts of the Apostles, James, 1 Peter, Esther, Jeremiah, and Daniel, as well as discussing the concept of the Kingdom of Heaven as set forth in the parables of Jesus recorded in the Gospel of Matthew. The group also compared the description of first century Jerusalem set forth in *Zealot*, by Reza Aslan, with the account of the birth of the Christian church in the Acts of the Apostles.

The Bible Study is beginning 2015 by reading the Book of Ezra, as the final installment of a three-part study of the Babylonian exile (warning, exile, and return). Bible Study meets at 9:15 a.m. on Sundays in the Intermediate Classroom. Attendance averages about a half dozen people each Sunday – drop-ins are always welcome.

Stephen Gibson, *Bible Study Coordinator*

### **Education for Ministry**

Education for Ministry (EfM) is in its 10th year at Redeemer. EfM is a four-year extension program offered through the seminary at The University of the South in Sewanee, Tennessee, and is studied world-wide. Participants enroll one year at a time and can complete the four years on their own schedule. A unique aspect of

this program is that participants are able to take a break between years and re-enroll where they left off, even with a different group. EfM is open to all – participants do not need to be a parishioner, Episcopalian, or even a Christian to participate.

In 2013, textbooks were added to the study materials. Among the new texts are the following: Year 1: *A Short Introduction to the Hebrew Bible* by John J. Collins; Year 2: *Introducing the New Testament* by Mark Allan Powell; Year 3: *Christianity: The First Three Thousand Years* by Diarmaid MacCulloch; and Year 4: *Theology for a Troubled Believer* by Diogenes Allen; *The Christian Moral Life: Practices of Piety* by Timothy F. Sedgwick; and *My Neighbor's Faith*, Editors Jennifer Howe Peace, Or N. Rose and Gregory Mobley.

Additionally, for the year 2014-2015, the entire group read and discussed the same two books: *The Bush was Blazing but Not Consumed*, by Eric H.F. Law, and *Globalization, Gender, and Peacebuilding – The Future of Interfaith Dialogue*, by Kwok Pui-Lan. A complete book list is available on the EfM website: [www.sewanee.edu/EFM](http://www.sewanee.edu/EFM).

While EfM has a standard structure nationwide, each group may develop some variation in details. The evening is conducted as a seminar with a facilitator. Each session begins with a brown-bag meal, fellowship and a discussion of the week's readings, followed by prayer, a focus question based on the week's readings, theological reflection (with the emphasis on how to apply the lessons in one's daily life), and worship. Each section of the evening is led by a member of the study group giving everyone an opportunity to practice their leadership skills in a safe, non-judgmental environment.

EfM meets at Redeemer on Tuesday evenings, September through mid-June, 6:30 p.m. New members are always welcome. This is an opportunity to deepen your understanding of our Christian faith tradition, form strong friendships, and become equipped to be leaders in the community. Oh – one other thing – yes, you will read the Bible.

There are spaces in the Redeemer EfM group for the 2015-2016 year. If you are interested in joining, please contact Jo Barclay-Beard: [jobbeard@yahoo.com](mailto:jobbeard@yahoo.com) You may also access a description of the program, as well as enrollment forms, on the Redeemer website: [www.redeemer-bethesda.org](http://www.redeemer-bethesda.org)

Jo Barclay-Beard, *EfM Mentor/Facilitator*

## FORMATION FOR CHILDREN & YOUTH

### Church School

Redeemer's Church School has enjoyed a wonderful year. We welcomed some new students and several new teachers, including three for Godly Play: Kim Penn, Brian Razzino, and Christine Tomasson. In addition to these three, three others joined in a Godly Play training on October 4, 2014. We currently have almost twenty Church School teachers and are grateful for all of their work. We are especially grateful for Steve Gibson and his coordination of the Church School program.

The Church School consists of five classes: Godly Play I (ages 3-5), Godly Play II (grades 1-3), Intermediate (grades 4-5), Middle School (grades 6-8), and High School (grades 9-12). Approximately 50 children and youth are active in the Church School program and each class enjoys attendance by energetic and enthusiastic students each Sunday. Redeemer also provides nursery care for infants. Church School classes meet for between 25 and 40 minutes during the first half of the 10:30 Eucharist. Children and youth return to the service for the peace and communion. Middle and High schoolers stay for the entire service on the last Sunday of each month

### Godly Play

Godly Play applies the Montessori method to religious education following a structured plan that requires specific training for teachers. Children are taught how to enter into parables, contemplative silence, sacred stories and liturgical action, to discover more about God, themselves, others, and God's presence in creation. Wooden figures and settings are used to act out Bible stories under the teacher's guidance.

Our thanks to Jo Barclay-Beard for donating a new desert box and mustard seed parable box for the second Godly Play classroom. Joelle Morris, Ayesha Court, and Mike Rychlik taught Godly Play I this past year. Janice Huey, Karen Stewart, and Suzanne Shirzad taught Godly Play II. A special note of thanks to Joelle Morris who has taught Godly Play for several years. Joelle will take a break from teaching in 2015.

### Intermediate Class

Emphasis in the Intermediate Class is on building Christian literacy through study of scripture, liturgy, and church history. Teachers are Melinda Nelson, Steve Gibson, and Dominique Rychlik. Over the past year, teachers led discussions around the seasons of the church

year (Lent and Advent), Scripture (sessions on parables and sessions on prophets, and applying principles from the Bible to our daily lives (forgiveness, love). The Intermediate class also worked to answer questions for the Search Committee regarding what they want in a new rector and, once the new rector was chosen, helped to develop questions which were sent to her prior to her arrival, so we could begin to get to know her before she comes.

### Middle School Class

In 2014, the Middle School Class was taught by Amy Yount, Jenny Nachbar, Mary K Young, Justin Hess, Jim Winkler, Steve France, and Zac Peterson. During the fall of 2014 the Middle School class spent much of their time learning about immigration issues and the current situation in our country after 60,000 + children crossed into the US during 2014, and how our scripture and traditions speak to the current situation and our response as Christians.

### High School Class

The High School Class has been facilitated by Cathy Baker, Pat Fitzgerald, Chrissy de Fontenay, and Jefferson Arrington. The class shrunk considerably with several kids graduating in 2014. During the fall of 2014 there were only three active high school students and they merged with the Middle School class to learn about the immigration issues as mentioned above.

### Summer Church School

Over the summer the Church School program consists of two classes – Little Kids (age 3 - grade 3) and Big Kids (grades 4-12), featuring curricula developed by the teachers and tailored to the ages of the students in attendance.

### First Communion Class

At the end of 2014 and beginning of 2015, we held a first communion class for approximately ten children. They met to go over the service of Holy Eucharist; to learn about the last supper and how Jesus instituted our celebration of the Eucharist at that time; to touch, hold, and feel all of the different vessels used for setting the Lord's Table each Sunday; to taste unconsecrated bread and wine; and finally to meet one Saturday to bake bread for the service. We hope to repeat this next year as there are families who have already approached the Associate Rector with the desire to have their kids participate.

The Rev'd Robin Razzino, *Associate Rector*

## MISSION/OUTREACH

### Introduction

In living out our mission to be a loving community of faith in action, the Mission/Outreach program strives to express our commitment to neighbors in need through a vibrant outreach ministry based on the following principles:

- *Mission Oriented:* Outreach programs are rooted in our commitment to the Gospel of Jesus Christ, the Mission of The Church of the Redeemer, and our unique parish identity.
- *Balanced:* Outreach programs provide parishioners of every age the opportunity to give of their time, talent, and treasure through both hands-on and financial assistance.
- *Diverse:* Outreach programs reflect the varied interests and concerns of the Redeemer community (e.g., local, international, Millennium Development Goals-related, environmental justice, poverty, social justice, sustainable development, access to education).
- *Relational:* Outreach programs reflect the church's commitment to sustaining long-term relationships with organizations that work on behalf of the poor and marginalized and those they assist.
- *Collaborative:* Outreach programs strengthen our partnerships with faith-based and other organizations in our community.
- *Interdependent:* Outreach programs are based on mutuality, trust, respect, and openness between the church and the supported organization, each holding the other to high standards of communication and transparency.

Redeemer partnered with organizations in 13 programs in our local community, and overseas in Burundi, Honduras, and Palestine, to assist the homeless, the rural poor, underprivileged students, people of other faiths, and disenfranchised people. Redeemer contributed \$32,000 from the operating budget, which was augmented by \$6,745 in parishioner donations for specific programs, and countless volunteer hours. Each report below highlights the different ways in which we give and receive through many unique partnerships.

Jim Winkler, *Mission/Outreach Committee Chair*

### Bethesda Cares

Bethesda Cares offers many services to the homeless and other persons experiencing extreme poverty in our region. In 2014, Redeemer significantly strengthened and deepened our relationship with Bethesda Cares.

First, six times during the year the parish provided complete meals for 60 hungry individuals and families at Sunday dinners served at Our Lady of Lourdes Church in Bethesda. Thanksgiving was an extra special meal with the Penn, Hote, and De Fontenay families coming together for their traditional preparation of the entire Thanksgiving dinner. Second, the Vestry approved the Mission/Outreach Committee's recommendation to donate \$1,500 in financial support to the Bethesda Cares regular meals program for the homeless.

Third, the Vestry approved the committee's recommendation for an additional \$1,500 to assist with housing stabilization. Bethesda Cares will use this donation to prevent evictions and to keep utility companies from shutting off services. Most of the recipients of housing stabilization support have become unemployed, are ill, or otherwise unable to work. These small grants keep people safely housed, and reduce the negative impacts of evictions on neighborhoods.

Redeemer also invited Susan Kirk, the Executive Director of Bethesda Cares, to speak at a Sunday Adult Forum in 2014, where she informed us more fully about the efforts of the organization to improve the lives of the homeless and the poor.

Olivia Devereux,



### Samaritan Ministry

Redeemer has been a partner parish of Samaritan Ministry of Greater Washington (SMGW) for many years. SMGW brings together homeless and needy people with support and volunteers from about 45 churches, mainly Episcopal, in an effort to improve the lives of everyone involved. SMGW's Next Step program enables

participants to meet with caseworkers to set personal goals (e.g., employment, housing, addiction recovery) and set about meeting those goals one step at a time.

In 2014, Samaritan expanded its reach with two new off-site programs: at the Bishop Walker School, a Samaritan caseworker is in place to help parents and families manage problems that may interfere with the academic success of the mainly indigent and minority boys that attend. Samaritan also partnered with the Skyland Development Project to help residents in a blighted section of southeast Washington to take advantage of new opportunities as the area undergoes redevelopment. A Samaritan caseworker at Skyland focuses on workforce development (e.g., qualification assessment, resume preparation, referrals to training programs and possible job opportunities).

A third 2014 initiative was the *Empower the Homeless* program, developed to replace the Fannie Mae-sponsored *Help the Homeless* program. The new program raised over \$250,000, considerably more than in prior years.

Samaritan's pre-GED training and its programs for people living with HIV/AIDS have continued to thrive. Although the number of participants has declined overall, those who have continued to advance beyond the first step remained steady or increased. In 2014, 735 individuals participated, and 2,298 meetings were held with caseworkers and other staff. The 2014 numbers do not include participants from the two new programs. To determine what changes might be made to fine-tune and improve its offerings, Samaritan sought an external evaluation in 2014, and the results are due in early 2015.

One individual who has greatly benefited from the Next Step program is Ken Harris, who came to SMGW homeless and destitute. The first step was to determine what benefits were available to him. A veteran, he was not aware of how to obtain veteran's benefits. Eight years later, step-by-step, Ken is now a homeowner.

Redeemer participation in Samaritan is long term and committed. One parishioner is a member of the board, and two are partner parish representatives. Dozens of parishioners attend Samaritan's annual Next Step Breakfast, and dozens participate in the annual Walk for the Homeless.

Mary Helen Carlson

### **Street Church, Church of the Epiphany**

Street Church, a ministry of the Church of the Epiphany, 1317 G Street NW, offers a weekly celebration of the Eucharist and a nutritious lunch to the needy and homeless who frequent Franklin Square Park in downtown Washington. Every Tuesday at 11:00 a.m., clergy and volunteers from area churches gather to prepare sandwiches (and hot soup in the wintertime). The liturgical items needed for the Eucharist and the lunch items are then taken out to the park. The liturgy begins at 1:00 p.m. Afterward, lunch is distributed, and volunteers refer those with special needs to agencies in the city. A special spiritual bond exists between volunteers and those in need, who come to feel valued and cared for by those more fortunate than themselves. The volunteers are blessed by their encounters and sharing time with those who are struggling.

The following observations were made in 2014:

- *Rise in hunger and homelessness:* The number of needy that participated in the Street Church program increased in 2014, as did the number of Latino participants. More of the regular participants were seen to depend on the supply of food to tide them over until they could find their next meal, and more of the attendees were experiencing homelessness for the first time.
- *Strong and steady parishioner commitment:* Redeemer's commitment to this ministry remained constant. Mainstay participants included Frank Anderson, Lou and Kiki Garo, the Rev'd. Robin Razzino, Chrissy de Fontenay, and Helen Curtice, among others. They attended and contributed to Street Church on a regular basis. Chrissy also led another successful warm clothing drive with contributions from many Redeemer parishioners.
- *Wider participation:* Volunteers now come from across the Washington metropolitan region—either individually or as part of their church's commitment.

Parishioner involvement is encouraged and welcomed, whether regularly or occasionally. This ministry has been an important Redeemer outreach program for many years and is a moving and inspiring one. Volunteers are always needed. No skills are required other than the ability to make sandwiches! So please join us when you can.

Frank Anderson

### Manna Food Center

Manna, located in Gaithersburg, is the main food bank in Montgomery County. Nearly all nonprofit organizations located here rely on Manna to provide essential food for their clients. Since its founding, Manna has distributed more than 43 million pounds of food to more than 2.7 million individuals. Manna also strives to end hunger through education and advocacy. The Center attracts a wide range of allies: government agencies, corporations, nonprofits, schools, faith-based institutions, community groups, and individuals.

In 2014, Redeemer parishioners donated approximately 85 pounds of food each month to Manna and \$1,000 was given from the parish Mission/Outreach budget. At the end of the year, members of the Girl Scout troop led by parishioner Helen Thackray began contributing food items to the baskets in the Narthex and will continue to do so in 2015 on a regular basis.

In just the first six month of 2014, Manna served 36,793 separate individuals, including 21,657 adults and 15,136 children. On average, Manna served more than 3,750 households per month, an average increase of 150 households over 2013. The food provided by Manna helped families living on fixed incomes, as well as those requiring emergency food support (commonly referred to as the working poor), as they overcame a loss in wages or dealt with an illness in the family. Households received boxes of food averaging 60-70 pounds and including nonperishable goods, produce, dairy, and protein items.

Among those who attend county public schools, 32% qualified for a free or reduced price meal in 2014. Through Manna's Smart Sacks program, 82,429 bags of food were distributed at 50 elementary schools to 2,201 hungry children. These students received a six-pound bag of healthy food every Friday afternoon to sustain them over the weekend when school-subsidized food programs do not operate. In 2014, the Smart Sacks program converted to a healthier menu that reduced the number of items that contained added sodium and sugars and focused on items that increased dietary fiber.

Manna provided 174,547 pounds of food to social service agencies throughout the county, including 48 soup kitchens, shelters, and pantries. Agencies received food, free of charge, so that they could focus their resources on their core population to address the root causes of poverty.

Ben Ivins

### Backpacks/School Supplies Drive

In 2014, Redeemer continued the tradition of donating backpacks and school supplies to support children in the Transitional Housing Corporation (THC) program. The Mission/Outreach Committee designated \$2,000, supplemented by donations from parishioners, to purchase 63 backpacks and the supplies to fill them. In August, adult and youth parishioners came together and worked enthusiastically and diligently for two hours to pack the backpacks for delivery to THC. Our thanks to the Mission/Outreach committee for its commitment, to Redeemer for its generosity, to all of the amazing volunteers, and to THC for the work that it does.

Mildred Devereux

### 9/11 Unity Walk and Interfaith Outreach

Many thanks to all the Redeemer parishioners and many others who participated in the ninth annual 9/11 United Walk on Sunday, September 21. It was thrilling to see so many young people participating, following in the footsteps of those who have come before. The Capital Area Interfaith Friends (CAIF) youth manned a table at the Expo, carried the Unity Walk banner, and spoke at the Gandhi Memorial. In addition, youth from the *Sikh Kid2Kid*, *Make Space* (a Muslim service organization), the President's *Campus Challenge*, The Church of Latter Day Saints *Day to Serve*, and several groups from local schools volunteered, sang, and did much more to make this a powerful experience.



By walking, visiting open houses at various faith communities, eating, doing service, and learning, we all came to know one another and our many different faiths and creeds. The Unity Walk board is grateful to Redeemer for its continuing sponsorship of the walk. The *Washington Post* gave the event significant coverage, visit: [www.911unitywalk.org](http://www.911unitywalk.org).

CAIF ([www.capitalareainterfaithfriends.org](http://www.capitalareainterfaithfriends.org)), co-founded by parishioner families, is another facet of Redeemer's interfaith work. A youth-led initiative, CAIF provides monthly service and educational opportunities for youth of all faiths. In addition, families gather several times a year to celebrate various holidays and learn about each other's traditions. The most recent family event was a joint Hanukkah and Advent celebration. Holidays celebrated have included Lent, Ramadan, and Sukkot, among others.



Educational activities have included visits to the Holocaust Museum and to the National Geographic Museum. Each year the youth plan an educational and advocacy event. Past events have centered on hunger (Hunger Banquet) and genocide (One Million Bones project and Genocide Awareness around Sudan). Upcoming events include making sandwiches for the homeless during the Martin Luther King, Jr., holiday weekend, preparing and serving a meal to the women at Calvary Women's Shelter, attending the Hindu Holi Festival of Colors, and paying a second visit to the Holocaust Museum for those unable to attend the first.

In 2015, the youth will be planning an area-wide service project for youth groups of all faiths. If you know of any groups or faith communities that may be interested in participating, please be in touch with parishioners Mike & Dominique Rychlik: [rychliks@gmail.com](mailto:rychliks@gmail.com).

Dominique & Mike Rychlik

### Misa Alegria

Misa Alegria ("Joyful Mass") refers to the Spanish-language service that takes place every Sunday evening at Saint Stephen & the Incarnation in Washington, D.C. The Spanish-speaking congregation was begun by former Redeemer seminarian, the Rev'd Sarabeth Goodwin, who continues to lead the congregation and, in 2014, became

the Latino Missioner for the Diocese of Washington. As we at Redeemer know, music adds life and vitality to worship. At Misa Alegria, music serves more powerfully still as a lingua franca among parishioners with origins in nearly a dozen countries, each with its own worship traditions.

Redeemer has supported this distinctive music ministry financially since its inception nine years ago. In 2014, members of the Mission/Outreach committee concluded that the connection between the two congregations could be strengthened through greater personal interaction. Committee members reached out to Sarabeth for suggestions on how we could get to know one another better. She suggested that parishioners from each congregation read and then discuss together *Enrique's Journey*, the 2006 Pulitzer prize-winning account by Sonia Nazario of the risk-filled odyssey of a Honduran boy in search of his mother, after she crossed illegally into the United States in search of a better life.

The Committee welcomed Sarabeth's proposal. Bob Yates and the Adult Education Committee stepped forward to foster participation at our end. See p. 13. The discussions are now under way and will continue into February. About ten parishioners from each congregation attended the first discussion at Saint Stephen's, where Sarabeth facilitated, and several interpreters enabled a seamless bilingual conversation. Each congregation will take turns to host two of the four discussions and to



offer hospitality. All parishioners are welcome at any session to gain a better understanding of the lives of those who have come to the diocese as recent immigrants, and to become acquainted as new friends and fellow Episcopalians.

Marie France

### Hope for Burundi

In 2014, *Hope for Burundi* (HfB) grew to more than 500 families, while the staff lost a core member to an exciting gift: Fidele Nzambimana received full tuition for graduate school in Sweden. His former colleagues, Alexis Nitunga and Prosper Bageguze, remain as highly motivated and productive as ever in the office in Bujumbura, Burundi. HfB's founding father the Rev'd. John Bosco Hakizimana recruited Alexis and Prosper, who contributed the first parcels of land on which HfB participants now work to eradicate extreme poverty and hunger by growing and harvesting food. Four excellent site managers oversee HfB programs in four rural provinces.

The HfB Board of Directors was reconstituted this year to ensure adequate organizational management and timely counsel. Deo Nsekera, a seasoned business executive with Burundi's Office of Tea Exportation, now serves as board chair and also as HfB's Executive Director. A seven-member Executive Committee was named to meet more frequently between the quarterly sessions of the full 12-member board.

The Women's Basket Weaving Cooperative in Kirundo Province continues to be highly productive. The quality of their work is lauded by organizations such as *All Across Africa*, which markets African-made baskets to the America and Europe. It is likely that the cooperative will soon operate independently with little assistance from HfB. The Women's Sewing Cooperative in Makamba Province has reached a similar level of self-sufficiency. This year they moved into a new building constructed by the United Nations Development Program, at no cost to HfB. This site allows the women to secure their sewing machines and fabric inventory, rather than having to carry them home each evening.

Trees and agriculture remain the strongest elements of the HfB program. At the three sites in Kirundo, Ruyigi, and Makamba Provinces, which yield produce for a healthy diet, fruit trees have been added. Goats continue to provide milk and be pets for the children. Rice paddies, cultivated by the women of Ruyigi, yield an authentic Burundian grain, which no longer must be imported.

In 2015, national elections will take place, including those for Burundi's president and provincial governors. Concern that the electoral process will become violent is widespread, just as it was during the last elections, when HfB provided training in nonviolent communication to the leadership of political parties. With the infusion of

some additional resources, that same training could again be offered and enable HfB to make a life-saving contribution.

In 2014, Redeemer donated \$7,000 from budgeted funds and \$4,000 in donations from parishioners to *Hope for Burundi*. In 2015, HfB faces financial challenges as the Washington-based organization, *Trees for the Future*, which has supported HfB since its inception, will not be able to do so in 2015. Hopefully, with Redeemer's continued support and the assistance of HfB's new Board of Directors, added resources will be identified, and HfB will continue to thrive.

Clarice Leslie

### United Palestinian Appeal

For a third year, Redeemer contributed \$500 to the scholarship program of United Palestinian Appeal. This contribution supplements the more than \$10,000 raised for UPA by parishioners Jorge Guzman and Cathy Baker since 2010 through sponsorships for their participation in a local running group called Iqraa (Arabic for "read").

The UPA scholarship program awards four-year scholarships that cover most or all of a student's tuition costs to study at universities in the West Bank and Gaza Strip. Recipients must demonstrate academic excellence, financial need, and a desire to give back to their community and nation. By assisting students attending local universities, UPA seeks to buttress Palestinian higher education and encourage the development of an independent, sustainable Palestinian economy.

In 2012, UPA began working with Palestinian universities to provide the scholarships in the form of work-study grants. These grants foster student involvement in campus life and increase the university's own commitment to the academic and professional success of its students. In addition, the work-study partnership between UPA and the universities allows UPA to award scholarship to more students. Selected students receive an \$800 scholarship from UPA and a \$200 tuition credit for volunteering 40 hours of time per year at their university. The selected students are provided scholarships for four years so that they may complete their studies.

In 2015, plans to strengthen the connection between Redeemer parishioners and Palestinians include recruiting more runners and relief station volunteers to join Iqraa, as a way to develop relationships with the

Palestinian Americans who are runners in the group; inviting speakers from UPA who can provide insight on the educational challenges facing Palestinian students; and supporting UPA scholarship recipients in other material ways. An Adult Forum on UPA/Iqraa is scheduled for February 2015.

Cathy Baker



### Olive Oil Ministry

Redeemer has proved to be a robust member of the Olive Oil Ministry (OOM), the ecumenical project sponsored by the Westmoreland Congregational United Church of Christ Middle East Committee in partnership with six other local congregations. Total sales through Redeemer were \$4,840 in 2014, the first year as a Vestry-approved Mission/Outreach project. The total includes the proceeds of the two Alternative Gift Sales in December, where parishioners Marie France, Margaret Greene, and Marcia Sartwell were delighted by the response of fellow parishioners to this project, which receives no funding from Redeemer beyond purchases by parishioners, neighbors, and friends.

Redeemer's participation greatly improved the ministry's sales over 2013, which was already a good year. Redeemer sales amounted to 16% of all oil sold by OOM, and 19% of total revenues, thanks to sales of 27 bars of soap and 60 jars of tapenade (one-third of all sold), in addition to the oil. Overall, Redeemer was second only to Westmoreland in total sales, a great accomplishment. Many, many thanks, or "alf shukur" as they say in Palestine.

The purpose of these sales is to support the quality of life of farming families, encourage sustainable agricultural practices, and help stabilize the Palestinian economy. A

portion of the proceeds is donated to the Tent of Nations, a center of international peace and environmental education on the family farm of Redeemer friend Daoud Nassar, just outside Bethlehem.

At an Adult Forum in February, Robert Mertz, who oversees OOM distribution and sales, will tell us more about how our sales support agricultural practices in the West Bank and address the importance of the olive harvest and of the olive tree as a symbol of "sumud" (steadfastness).

Marie France

### Trinidad Conservation Project

The Trinidad Conservation Project (TCP) assists six communities in mountainous western Honduras by demonstrating and organizing methods of sustainable agriculture, better nutrition, reduced use of firewood, reforestation, and environmental education. Redeemer has supported TCP for five years, working alongside St. Mark's, All Souls, and St. Thomas parishes.

Beyond the Episcopal family, a larger group of individuals and foundations has been brought into the network of donors, multiplying the effect of our own support. Together, this group has raised in excess of \$270,000 over seven years. This amounts to an average of about \$40,000 a year for each year (mid-2008 to mid-2015) that TCP families will have been in the program. The TCP families will complete the program during the coming months and will be recognized in graduation ceremonies in the communities over the course of February to June 2015. Below is an excerpt of the report covering the period from January to June 2014:

*The change in motivation and attitude is very notable along with the interest and enthusiasm of families.... Participant families were able to diversify their crops in order to achieve better production, which in the end allowed them to better feed their families and commercialize excess harvests.... Their hope is to obtain a better price upon commercializing their production, which would allow for better income and improved living conditions. Families and communities are in a strong and motivated position as they move towards their graduation and become leaders in their communities and region.*

Ben Ivins

## PARISH LIFE

### COMMUNICATIONS

After many months of work by a team of parishioners and the staff, Redeemer launched its redesigned website on June 13, 2014. This was timed to coincide with the publication of the Parish Profile as part of the search for the new rector. We offer our thanks to Randolph Court, Erik Devereux, Gary Hacker, Helen Zitomer, and the Rev'd Robin Razzino for their creative and thoughtful input. Thanks, also, to our designer, Stephanie Segall of Serve-u.net, who not only created a lovely design, but was incredibly patient with our many changes and adjustments in the final stages.

Throughout 2014, news and information was communicated to the parish and beyond through *This Week at Redeemer*, the Sunday Announcements, our parish newsletter, *The Redeemer Spirit*, and the Parish Hall bulletin boards. In addition, parishioners helped post information on list serves and through friends and neighbors.

Angela Beckman, *Administrative Assistant*

### HOSPITALITY

In 2014, Redeemer continued to build community through the Hospitality Ministry. Hospitality at Redeemer is just one of the ways we try to reflect the welcome and open heart our community offers to all who come through our doors.

Activities included the weekly Coffee Hour, the Shrove Tuesday Pancake Supper, the Maundy Thursday Simple Supper, the Strawberry Festival & Silent Action, the Celebrate Redeemer Dinner, the Stewardship Luncheon, and receptions following the Music at Redeemer Series events. Many hands made light work of these activities in 2014.

Special celebrations in 2014 included the 10th anniversary of Tom Smith's ministry among us as Director of Music. Tom has transformed the music ministry at Redeemer and this was a wonderful opportunity of honor and thank him for his ministry. Foyer dinners continued in 2014, ably organized by parishioner Debbie Davenport.

In September and October, the parish was able to appreciate the varied and stunning artwork of parishioners through the Redeemer Art Show set up in

the Parish Hall. The display brought much enjoyment to parishioners and visitors alike. Our thanks to Frank Anderson and Susan Fitzgerald for setting up the show and to all who participated.

Coffee Hour is an important part of the Hospitality ministry as it provides an opportunity for visitors to learn about Redeemer, to welcome new people into the community, and for parishioners to build bonds of fellowship. Thank you to all those who hosted and/or contributed to Coffee Hour in 2014. In 2015, we will continue to invite parishioners to contribute in a variety of ways – to sign-up to host a full Coffee Hour or be part of a team, to contribute financially, to cook and/or to clean-up – so that individuals can become involved in ways that they are comfortable with.



In addition to offering hospitality, all parishioners are urged to accept the hospitality: come to Coffee Hour even if you are shy. Sharing this time with each other is how we build the ties that bind us to God and to each other.

The Pancake Supper and Talent Show is a wonderful evening of fun and 2014 was no exception. The evening began with a pancake supper served by the young people of the parish. Thanks to Chrissy de Fontenay and the wonderful volunteers who make serving dinner to a crowd seem easy. The Talent Show defies description – you must come and see for yourself!

On Maundy Thursday, we shared a simple soup, salad and bread pot-luck before the evening Eucharist. This brings us together as a community on one of the most moving and significant days of the liturgical year.

In June, we enjoyed our 42<sup>nd</sup> annual Strawberry Festival & Silent Auction that raised \$21,000 for parish operations. We are grateful to those who picked, hulled and cleaned the strawberries. Special thanks to Jefferson Arrington, who organized us all into productive teams. The Silent Auction was successful thanks to the amazing generosity of parishioners and the organization of Rick

Robinson and Angela Beckman. Our thanks to those who managed Collectibles, ran the Boutique, baked and sold the baked goods, cooked in the kitchen and outside, were cashiers, booksellers, and to everyone who helped make this a successful event.

Thanks to Cathy and Jefferson Arrington for organizing



another Celebrate Redeemer Dinner in November, ably assisted by the youth of the parish who served the meal. This event has no agenda other than to get together and have a good time. For those new to the parish it is a wonderful way to get to know people and feel part of this Redeemer community.

The Music at Redeemer Series of evening events draws many people from the local neighborhood and adjoining communities. Those parishioners who attend often wonder why every member of Redeemer doesn't take advantage of the wonderful music the concert series provides! Our thanks to Patricia Snowden and Angela Beckman for organizing the receptions, ably assisted by other parishioners, especially Dawn Fairbanks, Linda Rook, Jo Barclay-Beard, and Ayesha Court. The audiences and performers come together at the receptions to talk about what they have experienced and to meet new people. One musician said to me that after singing like that she 'can't just go home.

Karen Stewart, *Hospitality Chair*

## REDEEMER BOOK GROUP

The Redeemer Book Group has been meeting for over ten years and has covered many books dealing with spirituality, religion, history, fiction, conflict and other topics. The group meets informally in different parishioners' homes, with between 8 and 15 participants. Sometimes, others are invited who can shed more light on the specific book being read. Books are selected on the recommendations of members who have read them and liked them.

In 2014, the group read the following books:

- *Whiskey Galore* by Compton MacKenzie, a story based on a real event during World War II on one of the outer islands of Scotland.
- *The Meaning of Jesus* by N. T. Wright and Marcus Borg, a book that contrasts the views of two leading theologians.
- *Corruption* by Tahar Ben Jelloun, a story that describes the pervasive power of corruption in a Moroccan setting by one of the best known authors of that country.
- *Strength in What Remains* by Tracy Kidder, the biography of a doctor from Burundi who escaped the genocide in his country and his success against all odds.
- *Deep River* by Shusaku Endo, a story that describes the journey of five Japanese pilgrims to the holy city of Varanasi in India. Parishioner Kathryn Dohner joined us to shed light on Endo and Christianity in Japan.

In addition, we had the joy of reading the work of one of our own: parishioner Cathy Baker's *To Do the Deal, A Novel in Stories* was the book of choice in September. The book is a collection of short stories about Kenneth Bodine, a commission salesman, told with love and humor.

We have a lot of fun together: we argue, listen to each other's opinions, laugh and enjoy a cup of tea and some eats. We surely will be reading wonderful books during 2015 and would be happy to have any parishioner come and join us whether or not he/she has read the book being discussed.

Huda Kraske, *Book Group Coordinator*

# FINANCIAL STATEMENTS

STATEMENT OF CASH POSITION	
	December 31, 2014
<b>CASH ON HAND</b>	
Operating Account	\$70,206
Investment Account	\$108,736
<b>Total CASH ON HAND</b>	<b>\$178,942</b>
<b>DESIGNATED &amp; RESTRICTED FUNDS</b>	
<b>Designated Funds</b>	
Emergency Fund	\$19,033
Sabbatical Reserve	\$3,600
<b>Restricted Funds</b>	
Friends of Music at Redeemer	\$18,458
Organ Additions	\$699
Refreshing Redeemer	\$64,210
2015 Pledge Prepayments	\$72,406
<b>Total DESIGNATED &amp; RESTRICTED FUNDS</b>	<b>\$178,406</b>
<b>NET CASH AVAILABLE</b>	<b>\$537</b>

## STATEMENT OF 2014 ACTUAL INCOME &amp; EXPENSE and 2015 BUDGET

	2014			2015	
	Annual Budget	Actual (unaudited)	Actual vs Budget	Initial Annual Budget	Initial Budget vs 2014 Actual
<b>OPERATING INCOME &amp; EXPENSE</b>					
<b>OPERATING INCOME</b>					
<b>PLEDGE PAYMENTS</b>					
Current	\$562,000	\$529,861	(\$32,139)	\$455,673	(\$74,188)
Over Pledge	\$15,000	\$16,389	\$1,389	\$14,000	(\$2,389)
Past Year	\$13,232	\$10,615	(\$2,617)	\$0	(\$10,615)
<b>Total PLEDGE PAYMENTS</b>	<b>\$590,232</b>	<b>\$556,865</b>	<b>(\$33,367)</b>	<b>\$469,673</b>	<b>(\$87,192)</b>
<b>NON-PLEDGE DONATIONS</b>	<b>\$13,500</b>	<b>\$12,643</b>	<b>(\$857)</b>	<b>\$13,500</b>	<b>\$857</b>
<b>LOOSE PLATE OFFERINGS</b>	<b>\$6,000</b>	<b>\$5,221</b>	<b>(\$779)</b>	<b>\$6,000</b>	<b>\$779</b>
<b>SPECIAL OFFERINGS</b>					
Christmas Season	\$3,300	\$3,723	\$423	\$3,500	(\$223)
Lent/Easter Season	\$3,500	\$2,895	(\$605)	\$3,000	\$105
Taizé	\$1,800	\$1,600	(\$200)	\$1,800	\$200
<b>Total SPECIAL OFFERINGS</b>	<b>\$8,600</b>	<b>\$8,218</b>	<b>(\$382)</b>	<b>\$8,300</b>	<b>\$82</b>
<b>EVENT/ACTIVITY INCOME</b>					
Hospitality	\$1,000	\$2,100	\$1,100	\$2,000	(\$100)
Music at Redeemer Series	\$7,000	\$6,093	(\$907)	\$7,000	\$907
Other	\$0	\$542	\$542	\$0	(\$542)
Spiritual Life	\$0	\$115	\$115	\$0	(\$115)
Strawberry Festival	\$23,000	\$21,911	(\$1,089)	\$22,000	\$89
Summer Music Camp	\$4,900	\$6,000	\$1,100	\$5,500	(\$500)
<b>Total EVENT/ACTIVITY INCOME</b>	<b>\$35,900</b>	<b>\$36,761</b>	<b>\$861</b>	<b>\$36,500</b>	<b>(\$261)</b>
<b>FACILITIES USE INCOME</b>	<b>\$37,100</b>	<b>\$34,540</b>	<b>(\$2,560)</b>	<b>\$25,000</b>	<b>(\$9,540)</b>
<b>OTHER</b>	<b>\$0</b>	<b>\$288</b>	<b>\$288</b>	<b>\$0</b>	<b>(\$288)</b>
<b>TOTAL INCOME</b>	<b>\$691,332</b>	<b>\$654,535</b>	<b>(\$36,797)</b>	<b>\$558,973</b>	<b>(\$95,562)</b>
<b>OPERATING EXPENSES</b>					
<b>ADMINISTRATION EXPENSE</b>					
Audit	\$7,500	\$7,500	\$0	\$7,500	\$0
Bank Charges	\$100	\$12	(\$88)	\$50	\$38
Insurance	\$10,000	\$11,088	\$1,088	\$10,500	(\$588)
Office Equipment—New	\$1,000	\$579	(\$421)	\$500	(\$79)
Office Machines & Services	\$9,000	\$8,964	(\$36)	\$10,000	\$1,036
Office Supplies	\$3,500	\$2,589	(\$911)	\$3,000	\$411
Payroll Processing	\$900	\$874	(\$26)	\$900	\$26
Postage	\$1,300	\$981	(\$319)	\$1,100	\$119
Publicity/Communications	\$3,500	\$1,984	(\$1,516)	\$3,000	\$1,016
Telephone	\$3,000	\$3,373	\$373	\$3,500	\$127
<b>Total ADMINISTRATION EXPENSE</b>	<b>\$39,800</b>	<b>\$37,943</b>	<b>(\$1,857)</b>	<b>\$40,050</b>	<b>\$2,107</b>
<b>DIOCESAN GIVING</b>	<b>\$57,566</b>	<b>\$57,568</b>	<b>\$2</b>	<b>\$49,488</b>	<b>(\$8,080)</b>
<b>OUTREACH GIVING</b>	<b>\$36,742</b>	<b>\$32,000</b>	<b>(\$4,742)</b>	<b>\$32,000</b>	<b>\$0</b>
<b>DISCRETIONARY ACCOUNT</b>	<b>\$1,300</b>	<b>\$1,300</b>	<b>\$0</b>	<b>\$1,300</b>	<b>\$0</b>

	2014			2015	
	Annual Budget	Actual (unaudited)	Actual vs Budget	Initial Annual Budget	Initial Budget vs 2014 Actual
<b>MAINTENANCE EXPENSE</b>					
Building Reserve	\$5,000	\$3,000	(\$2,000)	\$5,000	\$2,000
Grounds	\$5,000	\$4,512	(\$488)	\$6,500	\$1,988
Cleaning/Janitorial Services	\$14,000	\$12,342	(\$1,658)	\$14,000	\$1,658
Church	\$7,500	\$10,868	\$3,368	\$7,000	(\$3,868)
Equipment	\$13,000	\$12,151	(\$849)	\$11,500	(\$651)
Rectory	\$9,620	\$8,393	(\$1,228)	\$3,500	(\$4,893)
Supplies	\$1,600	\$2,087	\$487	\$2,000	(\$87)
Utilities Church	\$12,700	\$13,647	\$947	\$14,000	\$353
Utilities Rectory	\$2,100	\$3,118	\$1,018	\$5,400	\$2,282
<b>Total MAINTENANCE EXPENSE</b>	<b>\$70,520</b>	<b>\$70,117</b>	<b>(\$403)</b>	<b>\$68,900</b>	<b>(\$1,217)</b>
<b>PERSONNEL EXPENSE</b>					
Casual Labor/Nursery	\$2,800	\$2,550	(\$250)	\$2,800	\$250
Health/Life/Disability Insurance	\$54,663	\$53,061	(\$1,602)	\$57,780	\$4,719
Payroll Taxes	\$8,034	\$8,034	\$0	\$8,251	\$217
Pension Premiums	\$41,784	\$36,707	(\$5,077)	\$39,340	\$2,634
Professional Education	\$4,950	\$5,337	\$387	\$4,950	(\$387)
Rector Transition	\$12,500	\$12,007	(\$493)	\$10,000	(\$2,007)
Sabbatical Allowance	\$600	\$600	\$0	\$600	\$0
Salaries & Housing Allowance	\$269,264	\$242,611	(\$26,653)	\$230,538	(\$12,073)
Salary Offset	(\$10,000)	(\$9,888)	\$112	\$0	\$9,888
Seca Allowance	\$15,389	\$12,645	(\$2,744)	\$11,699	(\$946)
Supply Personnel	\$1,800	\$2,099	\$299	\$1,500	(\$599)
Theological Education—Seminararian	\$1,200	\$600	(\$600)	\$600	\$0
Travel/Auto Allowance	\$1,000	\$519	(\$481)	\$1,800	\$1,281
<b>Total PERSONNEL EXPENSE</b>	<b>\$403,984</b>	<b>\$366,883</b>	<b>(\$37,101)</b>	<b>\$369,858</b>	<b>\$2,975</b>
<b>PROGRAM EXPENSE</b>					
Altar	\$1,750	\$1,718	(\$32)	\$1,750	\$32
Education—Adult	\$0	\$0	\$0	\$250	\$250
Education—Church School	\$1,350	\$626	(\$724)	\$1,000	\$374
Hospitality	\$5,500	\$5,195	(\$305)	\$5,000	(\$195)
Music	\$26,220	\$25,704	(\$516)	\$24,990	(\$714)
Newcomers/Membership	\$400	\$85	(\$315)	\$400	\$315
Governance/Other	\$600	\$931	\$331	\$500	(\$431)
Spiritual Life	\$250	\$71	(\$179)	\$0	(\$71)
Stewardship	\$700	\$1,268	\$568	\$700	(\$568)
Strawberry Festival	\$1,500	\$1,116	(\$384)	\$1,250	\$134
Worship	\$1,700	\$635	(\$1,065)	\$300	(\$335)
Youth	\$1,625	\$99	(\$1,526)	\$250	\$151
<b>Total PROGRAM EXPENSE</b>	<b>\$41,595</b>	<b>\$37,448</b>	<b>(\$4,147)</b>	<b>\$36,390</b>	<b>(\$1,058)</b>
<b>PROPERTY EXPENSE</b>	<b>\$46,752</b>	<b>\$46,752</b>	<b>\$0</b>	<b>\$46,752</b>	<b>\$0</b>
<b>TOTAL OPERATING EXPENSE</b>	<b>\$698,259</b>	<b>\$650,011</b>	<b>(\$48,248)</b>	<b>\$644,738</b>	<b>(\$5,273)</b>
<b>NET OPERATING GAIN/(LOSS)</b>	<b>(\$6,927)</b>	<b>\$4,524</b>	<b>\$11,451</b>	<b>(\$85,765)</b>	<b>(\$90,289)</b>

2014 RESTRICTED INCOME & EXPENSE			
<b>BUILDINGS &amp; GROUNDS</b>		<b>ORGAN ADDITIONS</b>	
Income:		Income:	
Funds carried forward to 2014	\$0	Funds carried forward to 2014	\$2,500
Donations in 2014	<u>\$7,702</u>	Donations in 2014	<u>\$2,750</u>
Total INCOME	<u>\$7,702</u>	Total INCOME	<u>\$5,250</u>
Expenses	<u>\$7,702</u>	Expenses	<u>\$4,551</u>
FUNDS carried forward to 2015	\$0	FUNDS carried forward to 2015	\$699
<b>FLOWERS</b>		<b>PARISH RETREAT</b>	
Income:		Income:	
Funds carried forward to 2014	\$538	Funds carried forward to 2014	\$0
Donations in 2014	<u>\$4,134</u>	Donations in 2014	<u>\$3,315</u>
Total INCOME	<u>\$4,672</u>	Total INCOME	<u>\$3,315</u>
Expenses	<u>\$4,672</u>	Expenses	<u>\$3,315</u>
FUNDS carried forward to 2015	\$0	FUNDS carried forward to 2015	\$0
<b>FRIENDS OF MUSIC AT REDEEMER</b>		<b>REFRESHING REDEEMER</b>	
Income:		Income:	
Funds carried forward to 2014	\$13,187	Funds carried forward to 2014	\$0
Donations in 2014	<u>\$25,389</u>	Donations in 2014	<u>\$86,027</u>
Total INCOME	<u>\$38,576</u>	Total INCOME	<u>\$86,027</u>
Expenses	<u>\$20,118</u>	Expenses	<u>\$21,817</u>
FUNDS carried forward to 2015	\$18,458	FUNDS carried forward to 2015	\$64,210
<b>OUTREACH</b>		<b>TOTAL ALL RESTRICTED</b>	
Income:		Income:	
Funds carried forward to 2014		Funds carried forward to 2014	\$16,225
Donations in 2014	<u>\$6,745</u>	Donations in 2014	<u>\$136,062</u>
Total INCOME	<u>\$6,745</u>	Total INCOME	<u>\$152,287</u>
Expenses	<u>\$6,745</u>	Expenses	<u>\$68,921</u>
FUNDS carried forward to 2015	\$0	FUNDS carried forward to 2015	\$83,367

**Note:** Restricted funds will be expended in 2015 not to exceed restricted funding available, which includes restricted funds carried forward from 2014, as well as restricted gifts received during 2015; given that these are controlled by funding availability, they are not specifically budgeted. For historical periods (e.g., 2014, above) actual restricted income and expenses are reported as received or incurred, to properly reflect the full economic activity of the parish.



## THE EPISCOPAL CHURCH OF THE REDEEMER

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