



the  
**Church** of  
**Our Redeemer**

**Parish Annual Meeting**  
January 28, 2024



**Annual Report for Year 2023**

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The Church of Our Redeemer, Lexington, Massachusetts



# Table of Contents

- AGENDA..... 4**
- CANDIDATES FOR ELECTION ..... 5
- 2023 Annual Meeting Minutes ..... 6
- MINISTRY UPDATES..... 10**
- NOMINATING COMMITTEE ..... 11
- WARDENS' REPORT..... 12
  
- ACOLYTES..... 13
- ALEWIFE DEANERY ..... 13
- ALTAR GUILD ..... 16
- CHRISTIAN FORMATION (ALL AGES) ..... 16
- FINANCE/INVESTMENT COMMITTEE ..... 18
- LITURGY TEAM..... 19
- MEMORIAL COMMITTEE ..... 20
- MUSIC COMMITTEE ..... 20
- PASTORAL CARE COMMITTEE ..... 21
- PROPERTY COMMITTEE ..... 22
- RACIAL EQUITY ACTION GROUP ..... 23
- RECTOR SEARCH COMMITTEE ..... 23
- REGATHERING TEAM ..... 26
- SOCIAL ACTION COMMITTEE ..... 27
- STEWARDSHIP COMMITTEE ..... 29
- WORSHIP COMMITTEE ..... 31
- LEXINGTON INTERFAITH FOOD PANTRY..... 31
  
- FINANCIAL REPORTS..... 32**
- TREASURER'S REPORT ..... 33
- BALANCE SHEET ..... 34
- CONSOLIDATED FUND ACTIVITY REPORT ..... 37

• **2024 Budget Approved by Vestry will be distributed at Annual Meeting.**

## 2024 Annual Meeting Agenda

- 9:30 AM Eucharist and Report of the Rector
- 10:30 Shared Potluck Breakfast / Images of 2023
- 11:00 Recall to Order and Prayer
- Certification of a Quorum
  - Approval of 2023 Annual Meeting Minutes
  - Appreciation and Decommissioning of the Search Committee
  - 2023 Nominating Committee Report
  - Election of Officers, Vestry and Deanery Representatives
  - Leadership Report & Financial Presentation
  - Table Talk Sharing
- 12:30 PM Closing Prayer / Adjourn

### **THIS MEETING WILL BE PRIMARILY IN-PERSON WITH AN OPTION TO OBSERVE BY ZOOM.**

For those who wish to sit in a space where masks are required, the downstairs Meeting Room will be available for watching the proceedings via Zoom. Those wishing to attend fully remotely may watch via Zoom. Childcare will be available by reservation, likely in the Atria rooms.

### **ALL COMMENTS, QUESTIONS, AND VOTES MUST BE MADE IN-PERSON IN THE PARISH HALL.**

Those seated in the downstairs Meeting Room can comment, ask a question, or vote by coming to the Parish Hall. If a remote-only Zoom attendee would like to comment or ask a question, they are invited to text any in-person attendee (including Mtr. Emily), and that person may speak in the Parish Hall on the Zoom attendee's behalf.

For information on how to attend by Zoom, please refer to the Our Redeemer News weekly email or call 781-862-6408.



**2024 Candidates for Election  
for Annual Meeting – January 28, 2024**

**VESTRY**

*The following are nominated by the Nominating Committee for re-election/election:*

**Senior Warden:** Bethany Friesner

**Junior Warden:** Kathleen Mirani

**Treasurer:** Winthrop Brown

**Clerk:** Erica Brotschi

**Vestry Members for 3-year term:**

Cathy Burns

Steve Schaffner

**Vestry Members for 2-year term:**

Deb Jacoby-Twigg

Sam Stevens

**Vestry Member for 1-year term:**

Sarah Conrad

Linda Kukolich

**Youth Member**

Hannah Jacoby

**Deanery Delegates:**

Connie Parish

Debbie LeBlanc



## **Annual Meeting In-person and on Zoom Sunday, January 29, 2023**

### **Minutes: DRAFT**

#### **Modified:**

Presiding: Interim Rector, The Rev. Ginger Solaqua

Clerk: Cathy Burns

Parliamentarian: Charles Hornig

The meeting began at 9:50 with Murray's (senior warden) Call to Order, followed by Reverend Ginger's address, and a celebration of Eucharist in the sanctuary. The address began at 9:51 AM.

Reverend Ginger began with a prayer and then related to us that in times of stress or anxiety, she looks for a word to help her through difficult times. She uses the mantra "I can do anything for 10 minutes". She went on to quote a passage from Corinthians in which St. Paul said, "We shall be changed." Whether we like it or not, we shall be changed. When things get to be too much, it is helpful to recite this passage.

Reverend Ginger went back through some of Kate Ekrem's previous annual meeting sermons. She found it so enlightening to learn just how much change we at Redeemer have experienced since 2020, primarily due to the pandemic. Many plans have been set aside and she said that so much change is not easy, especially when it happens all at once. It is hard to let go of what once was but we have not done that. It is common for many parishes to experience disengagement in times of transition. We have not disengaged. Instead, we have followed Jesus by loving one another. We've allowed ourselves to be changed by God. God is at work among us. Ginger feels that we are ready and energized for what's next.

She went on to say that God has given us what we need for what is to come but she advised us to try to keep it simple and don't get lost in the details. Keep it simple. Choose a word or phrase to turn to, to help cut thru all the noise and when you are overwhelmed or anxious. Reminds you of who God wants us to be. This is a wonderful parish. We are walking in faith and commitment. We have what we need.

Amen.

After the Eucharist, the meeting moved to the Great Hall for a shared breakfast for those staying for the meeting in-person. A slide show, created by Randy Bowlby, was shown that included pictures from many events we shared in 2022.

The meeting was recalled to order on Zoom and in-person at 12:06 PM by Senior Warden, Murray Daniels. Reverend Ginger Solaqua shared a prayer. Murray gave an overview of the

meeting including an orientation to the hybrid model. We had 17 members on-line, 2 in the sanctuary, and 43 present in the Great Hall.

### **Quorum Certification**

A quorum was certified by the clerk and a **motion** was made, seconded, and unanimously passed to approve the minutes of the 2022 Annual Meeting.

### **Presentation from the Search Committee**

Tony Johnson presented the work of the search committee. He reviewed the steps that were taken to create our parish profile. He mentioned the various forms of information gathering the committee used to help them create an accurate picture of the parish. These included a survey, open forums, youth discussions, for example. As of the date of this meeting, the committee has a draft document in which they introduce candidates to the parish, what qualities in a rector are we looking for, and what is it we do as a parish? What values do we bring to the table, what do we do for fellowship within and beyond the church and what do we do for fun? The document includes our dreams for after COVID and our key challenges including finances, and property issues. The committee is working for finalizing the document to obtain approval from the vestry and the diocese.

In response to a question, Tony explained that the committee expects the draft to be complete and approved in March, with posting by April 1. We hope to have a call for a rector by the fall.

### **Vote to Empower the Vestry to Select Rector**

Our Constitution states that the parish will elect a rector UNLESS the parish elects to have the Vestry make that decision on behalf of the parish. Murray feels that our search committee is highly qualified to act in the best interests of the parish.

**Motion:** to approve to authorize the Vestry, in consultation with the Search Committee, to elect the next Rector of the Church of Our Redeemer as outlined in Section 8.2 of the Parish Constitution.

**VOTE:** The motion was passed with unanimous consent.

### **2022 Nominating Committee Report**

The committee worked for several months on the slate. Thank you to the members of the committee:

John Bernhard (Chair), Susan Burkhardt, Haynes Porter, Karen Schragle, and Dan Voss

### **The Election of Officers, Vestry and Deanery Representatives**

The following nominees for officers, vestry, and deanery representatives:

<b>Senior Warden:</b>	Murray Daniels
<b>Junior Warden:</b>	Sarah Conrad
<b>Treasurer:</b>	Winthrop Brown
<b>Clerk:</b>	Cathy Burns
<b>Vestry for 3-year term:</b>	Kathleen Mirani
<b>Vestry for 1-year term:</b>	Cassie Bowlby

## **Youth Vestry Member for 1-year term:**

**Deanery Representatives for 1-year term:** Mike Webb, Connie Parish, Sarah Klein

Haynes Porter was added to the slate of Deanery Representatives.

Cassie Bowlby has agreed to extend and serve one additional year on the Vestry as she serves as liaison with the Search Committee.

The following vestry members will continue to serve their elected terms and are not standing for election this year:

2-year term: Linda Kukolich

### **Discussion:**

- Rory Fox asked if a youth member could serve as a Deanery Representative. The answer was yes. Kathy Mockett nominated Rory to serve as Deanery Rep. She declined. Haynes Porter accepted nomination to be added to the slate for Deanery Representatives.
- Any candidates from the floor? Send names to Charles Hornig, Parliamentarian. None sent.

**Motion:** to approve the slate of candidates for officers, vestry members, and deanery representatives as presented by the Nominating Committee with addition of Haynes Porter as Deanery Representative.

**VOTE:** The motion was passed with unanimous consent.

### **Leadership Report and Financial Presentation**

**Warden's Report and Budget Presentation** (Murray Daniels, Winthrop Brown)

Murray: Thank you to those who have served on Vestry – Susan Burkhardt and Haynes Porter, and to members of the Regathering, Tech Team, Worship Leaders, RAT teams.

Winthrop Brown presented an overview of the 2022 finances. We projected a surplus of \$8,700. Our income was up due to a fairly large unrestricted gift, and extra income from the rectory which was not in the initial budget. Some increased expenses in health care costs, higher utility expenses with slightly lower costs on programs. We ended up with a \$39,000 surplus last year.

Our Stewardship line shows a 3 year trend with pledges going down (current total 68) but the amount is going up. Overall, things look okay here.

2023 budget shows a significant deficit this coming year. Parishioner offerings and fund income primarily contribute to personnel expenses while rental income covers our building expenses. There are 2 reasons for this large deficit.

First, we rent space in the steeple to cell companies, Sprint and T-Mobile. T-Mobile has purchased Sprint so Sprint is pulling out of their contract with us. Additionally, we are not



planning to rent the rectory beginning in August but we will continue paying a housing allowance for Ginger until the new rector comes. This said, we have the money in our reserves to ride this out. Other potential sources of income are being researched.

A Closing Prayer was offered by Mother Emily.

A **motion** was made and seconded and approved by **unanimous vote** to adjourn the annual meeting at 12:18 pm.

Submitted by,  
Cathy Burns, Clerk

**Meeting Attendees:**

Bill Vogele	Charles Hornig	Steve Burns
Murray Daniels	Kalpna Dulipsingh	John Wright, Jr.
Cathy Burns	Ian Fox	Tony Johnson
Christopher A Huggins	Evelyn Haussein	Joanne Frustaci
Karen Schragle	Alix Fox	Peter Lund
Erica Brotschi	Katharine A Mockett	Ashley Rooney
Ginny Neumann	Jim Neumann	Rory Fox
Debbie LeBlanc	Linda Kukolich	Steve Kukolich
Lee Noel Chase	Susanne Dillman	Lance Conrad
Sara B. Chase	Connie Parrish	Jeffrey Kittredge
Cassie Bowlby	Randy Bowlby	Haynes C. Porter
Sarah Conrad	Carolyn Wortman	Deb Jacoby-Twigg
Winthrop Brown	Julie Schaffner	Stephen Schaffner
Steve Burns	Sam Stevens	Endy Chiakpo
Karen Daniels	Sean Fullerton	Stephanie Fullerton
Jim Neumann	Mike Webb	Mary Ann Burnside
Bethany Friesner	Peter Koso	Mark Davis
Janet Needham	John Bernhard	Helene Sullas Huggins



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## **Ministry Updates**

## 2023 Nominating Committee Report

The Nominating Committee (NOMCOM) has the responsibility of bringing a slate of nominees to the annual meeting for the purpose of filling vacant positions on the Vestry as well as positions as Alewife Deanery representatives. NOMCOM members are prohibited from serving on Vestry during their tenure and may not nominate themselves to open positions for the coming year. The members of the Nominating Committee are chosen by the Vestry.

At the next annual meeting, NOMCOM presents its slate of nominees to the church membership. Members are also given the opportunity to nominate other members not listed on the NOMCOM's slate. Church members vote to accept or reject the slate of nominees brought forward by the nominating committee and/or vote for any other nominees should there be any presented.

The following were selected to be on the 2023 Nominating Committee by the Vestry:

Stephen Kukolich  
Gerald Yung  
Kalpana Dulipsingh  
Karen Schragle  
Sean Fullerton

The Nominating Committee met throughout the second half of 2023 to develop the slate.

Vestry Officers serving in 2024:

Bethany Friesner – Senior Warden  
Kathleen Mirani – Junior Warden  
Winthrop Brown – Treasurer  
Erica Brotschi – Clerk

Vestry Members:

1 year – Sarah Conrad  
1 year – Linda Kukolich  
2 year – Deb Jacoby-Twigg  
2 year – Sam Stevens  
3 year – Steve Schaffner  
3 year – Cathy Burns

Youth – Hannah Jacoby

Deanery Delegate – Connie Parrish  
Deanery Delegate – Debbie LeBlanc

Of five possible positions as Alewife Deanery representatives, no more than two of the five are allowed to vote at the annual Diocesan Convention held in November of each year.

We are grateful to the Redeemer Community who support and strengthen our commitments to one another spiritually and in peace. Thank you for sharing your time and talent.

Respectfully Submitted,  
2023 Nominating Committee



## **Wardens' Report**

Murray Daniels and Sarah Conrad

First, many thanks to all who served on the Vestry this past year. And special thanks to those who are leaving us: Cassie Bowlby, Mary Ann Burnside, and Helene Sullas-Huggins. Additional thanks go out to the Tech Team led by Charles Hornig, all our various worship leaders (Altar Guild, lay readers, musicians, acolytes), the Property Committee, and our finance and personnel teams, and the Regathering Team led by Erica Brotschi who all demonstrated remarkable resilience as we continued our transition to a new post-pandemic normal.

A very, very special thanks to our Search Committee and their efforts to publish our parish profile and then review and interview rector candidates. The Search Committee included:

Cassie Bowlby (vestry liaison)  
Endy Chiapko  
Susanne Dillman  
Judi Dimicelli  
Bethany Friesner  
Cara Kalf  
Peter Koso  
Deb Jacoby-Twigg  
Tony Johnson  
Bill Vogele  
Mike Webb

We are thrilled that their rigor and discipline led them to our new full-time rector – the Rev. Megan Holding.

Finally, we wish to thank our dedicated staff: our since-departed Interim Rector Rev. Ginger Solaqua, our Assistant Rector Rev. Emily Garcia, our Music Director Dr. Bernadette Colley, our Parish Administrator Ms. Ellen Weene, and our new Sextons Jack and Elaine Cornell.

We (the entire CoOR community) took on many efforts this past year. We explored various options regarding the use and maintenance of our rectory. We oversaw the installation of solar panels on the church's roof. We implemented enhanced in-person and streamed indoor and outdoor worship (with live music!). We had a successful retreat at the Barbara C. Harris Camp. We eased our pandemic-related restrictions. We affirmed our advocacy for basic human rights and our rejection of all forms of hatred.

Looking forward, we remain exceptionally blessed – all because of the great community we have here at CoOR. We look forward with great anticipation to moving ahead in all we do with our new rector. We remain focused on maintaining a safe community for all. We hope to reengage on significant long-term projects begun before the pandemic. We also realize the need to address our long-term financial situation.



## Acolytes

The 2023 Redeemer Acolyte team once again contributed significantly to the Ministry of Worship! Overall, there are approximately 50 Redeemer services a year that the Acolytes participate. In December, acolytes joined in the Advent Lessons and Carol service and added to this special event by lighting candles throughout the service. Additionally, a Clergy Cross has been carried on special occasions, such as All Saints, Christmas Eve, Bishop visits and Easter. The team further contributes to worship at the Easter Vigil service by participating as a Thurifer/carrying at thurible. The team enjoys the complexity and especially when there are candles – the more candles the better!

This Redeemer team is comprised of eighteen Acolytes with members have been faithfully serving the Redeemer community for multiple years (longest tenure is now almost 10 years for three! and an emeritus of over 20 years—Tommy H!). All children approximately eight years of age and older are eligible to be an Acolyte, and can join the team at any time. During the year, Acolytes have/will be participating in a group training/slideshow morning with muffins and refreshments, as well as individual sessions if they want.

We formally acknowledge their contributions on recognition Sunday, to be held in late spring, where the Acolytes are be awarded colored ribbon and cross combinations based on the years of service to Redeemer. Their dedication to this ministry and the reverence demonstrated is appreciated by all. We are fortunate to have such a dedicated team!

Respectfully submitted,  
John A. Wright, Jr., Chair



## Alewife Deanery & Diocesan Convention

**Deanery Reps:** Connie Parrish, Debbie LeBlanc, Haynes Porter, Mike Webb & Sarah Klein

### Alewife Deanery

According to the diocese website, “The congregations of our diocese are grouped into 12 deaneries whose boundaries are drawn according to natural watersheds, reminding us of our connections with God’s creation and symbolic of the waters of Baptism.” Alewife includes parishes from Arlington, Bedford, Belmont, Cambridge, Lexington, Somerville, Waltham and Watertown.

The Alewife Deanery held three meetings in 2023. Each meeting included a presentation and small group discussion on one of eight goals and associated actions that are part of the Diocesan Mission Strategy. An important agenda item every year is reviewing and voting on proposals for two types of Deanery grants that are funded annually by the diocese.

1. Sending Serving Grants to support domestic and international programs that enhance the outreach ministries of congregations through new or existing programs.
2. House of Mercy Grants to support programs that serve women and children in need.

The Alewife Deanery had a total of \$3,037 to distribute between parish proposals that were approved. Note that Redeemer has not applied in the past as there are other parishes whose outreach initiatives are more in need of the financial support provided by these grants.

Other deanery business included generating ideas for “annual projects” – things parishes might do together in a given year – and publicizing parish activities that are open to all. Redeemer’s youth deanery rep, Haynes Porter, encouraged members to patronize his “Heap” thrift store, the proceeds from which were directed to the Samaritans suicide prevention program. Redeemer also invited everyone to the activities it provided on Lexington’s Discovery Day (“Music! Games! Snacks!”).

Sarah Klein stepped down as deanery rep in May 2023, and Debbie LeBlanc was elected by vestry to take her place. We thank Sarah for her service as deanery rep over the past two years.

### **Diocesan Convention 2023 – In Christ, Called to Collaborate**<sup>1</sup>

Connie Parrish and Haynes Porter joined close to 300 clergy and delegates of eastern Massachusetts Episcopal congregations at the Diocesan Convention to vote on diocesan business, including election of officers and members of various leadership bodies; approval of a budget for the upcoming year; setting mission strategy; and establishing diocesan policy and procedure by considering and voting on resolutions and approving changes to the diocesan constitution and canons. Measures were adopted to advance ongoing racial justice work as well as congregational health and wellness support within the diocese.

Convention-goers who attended Friday afternoon’s session listened to presentations and met in small groups to discuss how they and their congregations are called, in Christ, to collaborate – this year’s theme.

### **Bishop Gates’s address to the convention**

This was Bishop Gate’s 10<sup>th</sup> and last convention address. He spoke about our responsibilities in light of the hostilities in the Middle East and expressed his gratitude for the model of “peaceful respect across differences” lived by Emmanuel Church, Boston, which hosts a progressive Jewish congregation, and by the Cathedral Church of St. Paul, which for the past 23 years has hosted Friday Jumma prayers for “a gathering of typically two-to-three hundred Muslim men and women who work downtown and spend their lunch break at prayer.”

*... I am certain that we must reject the easy dualities and reductionist platitudes of blame and blamelessness; of good and bad; of the primacy of ancient history versus recent history. Our task, I think, is to condemn indiscriminate violence and cruelty*

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<sup>1</sup> Bishop Gates’ quotes and the summary of convention actions are taken from Episcopal Diocese of Massachusetts November 2023 issue of E-news email and this site: <https://www.diomass.org/diocesan-convention-2023>

*wherever we see it; to extend compassionate care wherever we can support it; to join calls for an immediate ceasefire; to demand humanitarian action on the part of our own government and others; and to pray fervently for people of all faiths who are acting as agents of justice and peace.*

Bishop Gates also commended the hard work of the Racial Justice Commission in support of the diocese's commitment to being a more anti-racist institution. He highlighted their resolution that presented guiding principles by which future allocations will be made from the Reparations Fund created by convention vote last year.

### **Other key convention actions:**

Convention adopted the proposed \$9-million diocesan budget for 2024. It includes a \$92,000 initial allocation to the diocesan Reparations Fund that the convention voted last year to establish.

Convention also adopted two resolutions from the diocesan Racial Justice Commission; (1) to further define the new fund's purpose, propose guiding principles for the fund and call for the creation of a Reparations Fund Committee to oversee it and (2) to urge the diocesan Budget Committee to allocate annual funding of at least \$20,000 for ongoing racial justice work within the diocesan and cathedral staffs.

A resolution calling for the creation of a Healthy Congregations Task Force also was approved. Haynes spoke in favor of this resolution from the perspective of the needs of young adults in the post-covid environment. The new task force is charged with identifying components of healthy congregations as well as available and needed resources, with a particular focus on mental health supports as well as resources to help congregations evaluate the sustainability of their ministries.

### **New Bishop Election Timeline**

In light of Bishop Gates's upcoming retirement, Convention passed a resolution enabling the election of a new bishop diocesan. The Nominating Committee has started to develop the diocesan profile, similar to what Redeemer's search committee did at the beginning of their search process for our new rector.

Nominees will be reviewed in January 2024. Once candidates are selected, there will be "meet and greet" sessions scheduled around the diocese in early May 2024 for clergy and laity. Consecration and ordination of the 17th bishop of the Diocese of Massachusetts will take place on Oct. 19, 2024.

Redeemer's 2024 deanery reps who are delegates to convention should attend a "meet and greet" session so that they are informed about the candidates when they participate in the special convention on May 18, 2024, to elect the new bishop.



## Altar Guild

**Current Members:** Debbie LeBlanc & Connie Parrish, Co-Chairs, Valerie Clausen, Ginny Neumann, Suzanne Wones

The Altar Guild is a group of five members who help our dedicated clergy by making sure the altar, sacraments, and worship space are ready each week. We are responsible for the care of all linens, candles and vessels used in Redeemer's services, including regular Sunday services, baptisms, funerals, and special services such as Lessons & Carols in Advent and services during Holy Week.

This year Altar Guild was happy to welcome back Suzanne Wones, who returned after one year of "retirement".

During the program year (September to June) members rotated responsibility each month and worked individually to set up and clean up after each regular Sunday communion. For summer outdoor worship we rotated on a weekly basis to accommodate summer vacation plans. For special seasons and services (Advent, Christmas and Easter), it was "all hands on deck", with members working creatively each season to make the nave and altar beautiful in a way that could be appreciated both in-person and online. Parishioners helped as well when the 4th Sunday in Advent and Christmas Eve services fell on the same Sunday, giving much less time to make the transition in the sanctuary from "waiting" to "welcoming". **Thank you** to everyone who pitched in to decorate for Christmas!

It's important to have a sufficient number of members on the altar guild so that each week is covered without putting too much responsibility on too few people. That being said, the Altar Guild is actively seeking new members. Our tasks are light and can be done at a variety of times, so this is an ideal ministry for individuals who need some flexibility regarding when they contribute their time. Please speak to any member if you would like to learn more. This important ministry needs your help!



## Christian Formation

### **Assistant Rector's Report for Christian Formation for the year 2023 the Rev. Emily J. García**

I came to Our Redeemer right before Holy Week in 2021. That year, a cycle of Rite 13 and J2A were ending after time online and outside, and Youth Group had taught Cathy and Steve how to play Among Us so that they could play games online together (!). Adult Forum was entirely online. In 2022, Atrium started meeting in the Great Hall, and Confirmation class began; Adult Forum met in hybrid occasionally, and our Bible Studies began. In 2023, at long-last we had a full year of Youth Group, Atrium, and Rite 13 meeting in person in their typical places, with regular Bible Studies and two series in Adult Forum.

We have come a long way very fast and I think very successfully. While our programs are not at "what they used to be" levels (a time before my time and before the pandemic), we are holding strong in comparison to many other local parishes who have undergone similar



changes. We have also come through this time of transition and are settled with a new rector. Our dream and hope is that we can strengthen all these programs and continue to invite new people in; I have high hopes for both of these goals this year.

Below are some brief notes about each group.

### **Atrium & Catechesis of the Good Shepherd**

*3-6yo, 6-9yo, 9-12yo (pre-K to 5th grade); led by Ms. Lori Wright and Ms. Debbie LeBlanc with occasional lead by Rev. Emily (Level 1), Mr. Peter Koso and Ms. Sofia Koso (Level 2), and Ms. Linda Kukolich and Ms. Julie Schaffner (Level 3).*

We have had one year now back in the Atrium(s). This year we welcomed two new adult leaders: Julie Schaffner as Level 3 assistant to Linda, and Sofia Koso as Level 2 assistant. This allowed us to separate Atrium 1 and 2, which had had to be combined for the previous few years; Lori stepped up as Atrium 1 lead and Debbie has signed on more permanently as Atrium 1 assistant. Rev. Emily became certified in Level 1 this summer and offered a few sessions in the summer.

### **Rite 13 and Journey to Adulthood (J2A)**

*12yo/6th grade to 9th grade, led by Rev. Emily García and Dr. Erica Brotschi (Rite 13) and Helene Sullas-Huggins and Steve Burns (J2A)*

The spring of 2024 concludes the two-year cycle for these programs. Rite 13 met the full year and it was a very lively group! We will also have a Rite 13 ceremony this spring. Steve stepped up to work with Helene in J2A, but we have had to make many adjustments as it is now a small group of students; teachers and students alike were very flexible in trying to make it work.

### **Confirmation**

*9th/10th grade, led by Rev. Emily García and Omar De Paolis*

Confirmation class is a September-to-June class that meets every other year. Our new class begins this fall!

### **Youth Group**

*9th-12th grade, led by Cathy and Steve Burns*

This past year Youth Group met semi-regularly on Sunday evenings to make dinner and spend time together. The group is now skewing younger than in the last three years and is still adjusting to having its rhythm changed during the pandemic.

### **Adult Forum**

*Led by Rev. Emily García and Rev. Ginger Solaqua*

Our Adult Forum in 2023 was stronger than the previous year, but still not as robust as it had been pre-pandemic. We had one special series in Lent on anti-Judaism and antisemitism in Christianity, as well as a continuing string of Bible studies on the lectionary readings. We were also delighted to have speakers from the parish present on topics relating to spirituality as well as the parish building and grounds.

## **Adult Bible Study**

*Wednesday mornings on Zoom with Rev. Emily García, and (in 2023) Thursday evenings in person with Rev. Ginger Solaqua*

Our Bible Studies continued with faithful and evolving groups of people. The Wednesday morning group continues to meet and we hope to add on more groups as needed.

## **Feast Day Events for the Whole Church Family**

In 2023 we had our first full calendar year of these little parties and events after church. As the church had begun gathering again in person in other parts of church life, they seem to be taking different shapes. Perhaps in the future they can instead happen as dinners or at other times.



## **Finance/Investment Committee**

**Members:** Ian Fox (Chair), Winthrop Brown (Treasurer), John Bernhard, George Murnaghan, Tony Johnson, Chris Needham, Jim Neumann, Bill Vogele, and Sarah Conrad (Vestry Liaison).

We continue to benefit from having members who are broadly involved in church-wide activities, allowing us to work closely with the Vestry, Executive, Personnel, Mission, Stewardship, and Property Committees. Our committee has been blessed to enjoy this broad representativeness and financial talent since at least 2012.

We meet once a month, usually on the Sunday immediately before each month's vestry meeting, and our main activities include reviewing the prior month's financial report for presentation to vestry. We review income and expense at a detailed level, provide input to other committees and budget managers to help them stay on track with the budget, and recommend vestry action where necessary. Beginning as early as August, when we prepare our first draft projections, and continuing through January, we support vestry's budget deliberations, maintain detailed historical budget performance data, make income and expense projections, and provide budget and financial recommendations for vestry consideration.

Since 2020, we have been meeting and sharing content in a fully remote format, via Zoom. We continue with this, as it has been working well for the team. We are ably supported by our wonderful parish administrator, Ellen Weene, who handles our bookkeeping, helping to smooth the process of timely handling of receipts and payments, as well as keeping our accounting accurate and current. We also rely on our new counting team for timely review of all the weekly donations, the steady effort and dedication of Treasurer Winthrop Brown, and everyone who manages individual COOR budgets.

In addition to our regular activities in support of tracking the budget, this year we took on two major initiatives. The first was to catch up with our Diocesan audits of our financial processes, which had not been completed since the onset of the pandemic in 2020. Our previous auditor had retired, so we sought out a new engagement, and completed audits for both the 2021 and 2022 budget years. The audit pointed out several areas where we could strengthen our financial processes and reporting. We have implemented a number of the recommendations, and continue to work on the remainder. A special thank you to John Bernhard for leading the search for a new auditor and ably managing the audit process.

Having a completed audit was instrumental to our second initiative, to perform a complete financial analysis of the solar panel project, and recommend and obtain funding to enable the project to go forward. Charles Hornig and Dan Voss provided excellent and highly detailed cashflow data that were invaluable in making our recommendations; and Chris Needham did an incredible job working with the Diocese to secure a loan for the project, at record speed, so that we could complete the construction before the end of the year.

George Murnaghan continues his steady leadership of the Investment Committee, a sub-committee of Finance. The Investment Committee met late in the year to review the performance of our investment funds and allocations among asset classes. The markets have recovered this year, and our endowment provides an important ongoing source of income. Special thanks go to Winthrop for his management of our operating cash accounts ladder investment in CDs. Combined these are projected to add over \$35,000 to our 2024 income.

Sarah Conrad provides her always insightful perspective of vestry's concerns as warden and vestry liaison, and Tony Johnson continues to make tireless contributions documenting our activities and keeping us on topic. Last but certainly not least, Jim Neumann provides steady wisdom and advice, as well as excellent support of all matters related to our personnel and compensation.

Our meetings are by turns prayerful, lively, and energetic, reflecting the high level of dedication, skill, and experience within the committee – and you might not believe it but we also have a great sense of humor – please contact any member if you'd ever like to join us, as a temporary or permanent member.



### **Liturgy Team**

**Current chairperson:** Bob Powers

Throughout the year, the Liturgy Team continued in its role of welcoming worshipers to services, passing the donation plates, reading Scripture and bearing the chalice. We welcomed five new members and currently consist of twenty parishioners who play a variety of roles. Two or three volunteer each week. Most read Scripture and the Prayers of the People as well as greet parishioners, but some only read and others only greet. Within the Prayers of the People, we introduced recognition of parishioners who donate the altar flowers as well as those celebrating special events/milestones in their lives. Readers participated in-person and by Zoom (except during the summer outside services where all participated in-person). As in past years, a highlight of the year was the Advent season, culminating with Christmas Eve services, where just about all members of the Liturgy Team participated. We thank the ministers for their guidance and warmth, the tech team for their knowhow and support, and Ellen for preparing our readings every week.

Submitted by Bob Powers



## Memorial Garden Committee

**Members:** Ashley Rooney, Karen Schragle, Mary Ucci, Sarah Klein, Janet Needham, rector, and Christopher Huggins (Chair)



## Music Committee

By the close of 2023, Redeemer's music program felt its most "normal" since the beginning of the pandemic in March 2020. We can *applaud ourselves* for having survived, and we remained largely intact. We did so by advancing in incremental steps in our response to pandemic constraints and health concerns over the past three years, as we found ourselves moving slowly toward what our "new normal" would look, and sound, like. And like everyone else, we learned during the pandemic through trial, error, and experimentation what was possible, and even that we preferred some new practices over pre-pandemic norms.

While continuing Redeemer's commitment to provide meaningful worship via streamed worship for those at home or out of town on Sunday mornings, musicians adapted to the presence of microphones, cameras, and sound-checks in the sanctuary. Much gratitude goes to our wonderful TECH-team for carrying out this responsibility with skill, grace and sensitivity to those in-sanctuary. The most major change for the music program was, certainly, the Worship committee's spring decision to hold summer services outdoors for 14 consecutive weeks. Many thanks to our Vestry for approving the Music-fund purchases of: a weather-worthy guitar, keyboard, all accessories, and the materials and labor for building a custom-designed moveable cart, which enabled us to offer LIVE music every Sunday outdoors under the trees. The portable music set-up also enables us to have LIVE music at winter events in the fellowship hall during the colder months as well.

The Music Fund was also used to purchase choir stools for Sunday morning worship once we moved back indoors. Another permanent change is the choir's decision to hold its weekly rehearsals on Sunday afternoons in the sanctuary instead of on a weekday evening. This year, our adult choir experienced more than its share of health issues, and we are indebted to our choir "Sunshine" gals Karen Daniels, Adele Purvis, and Sandy Anagnostakis for making hospital visits, organizing and sending healing wishes, and coordinating birthday celebrations – all of which keep up the Redeemer choir's wonderful *esprit-de-corps*.

In 2023 we welcomed guest musicians – from both within and beyond our congregation, who graced our sanctuary with special talents. The *Atrium Singers* presented numerous Sunday morning introits throughout the year; thanks go to Linda Kukolich, Peter Koso, Atrium parents, and Mother Emily for their assistance. Bernadette's shoulder surgery in late March necessitated having four organist-substitutes over the course of one month for Holy Week, Easter, and Easter season services. We are very grateful to Boston's organist community for their quick and professional responses to our sub-plea at a very busy time of year. Kudos to the whole Redeemer community for welcoming them aboard. On Music Sunday in June, we heard soprano soloists Lisa Correnti and Mary Storandt feature with our adult choir in Mendelssohn's *I Waited for the Lord* and Scarlatti's *Exultate Deo*. (And following that service, we resumed our first annual choir picnic in over 3 years!! – hooray, and yum.) During summer services we thrice enjoyed Redeemer's band (Randy, Steven, Linda, Erica, Murray, Karen,

and Charles – Thank you, All!); and on other summer Sundays we were blessed with vocal solos by Ian Fox and Sam Stevens.

In the fall we welcomed back Irish harpist Kate Chadbourne (*in person* for the first time in several years), first-timer Malcom Fox on string bass, the duo *Alla Breve* (Kristine and Steve Kirby on flute and guitar) for Lessons and Carols, and on Christmas Eve soloist Richard Yospin on clarinet and mandolin.

So, as the year continued and closed, we continued to “build back better” in the music department – returning to and maintaining Redeemer’s cherished traditions, yet simultaneously adapting to new ways of “doing Church” in anticipation and arrival of our new rector in December.

Welcome, Reverend Megan Holding! We are pleased to report that music is alive and well among us.

Faithfully yours,  
Dr. Bernadette Colley, Music Director



### Pastoral Care Committee

**Members:** The Rev. Megan Holding, Mtr. Emily Garcia, Cassie Bowlby, Cathy Burns, Maryann Burnside, Evelyn Haussein, Kathy Mockett, and Bill Vogele

The ministry of the Pastoral Care Committee is to care for our fellow parishioners who are unable to regularly attend church services due to health or mobility issues, reminding them that they are important and viable members of the Redeemer family. Normally, team members visit, make phone calls, write emails, bring the Eucharist, and share current Redeemer news to make certain our homebound parishioners continue to feel part of our church community, but the pandemic continued to bring big changes to how we were able to minister to each other.

Covid did not just affect our homebound parishioners, but all of us as we were no longer allowed to come together for Sunday worship. Because we could not minister to each other in-person, team members utilized other ways of keeping in touch. We telephoned people on a regular basis and we made extensive use of snail mail, sending cards and letters every month. We continue these efforts even as we are returning to in-person services in the church building.

Pastoral Care is a very satisfying ministry and is open to the entire congregation. No special skills are needed—just a loving heart. Until the pandemic resolves, we will meet quarterly by zoom with the clergy to review the needs of Redeemer’s homebound members and to see how best we can serve those needs. Please prayerfully consider joining us.

Faithfully submitted,  
Cassie Bowlby



## Property Committee

**Members:** Ashley Rooney, Peter Lund, Steve Burns, Lance Conrad, Bill Vogele, Dan Voss, Charles Hornig, John Wright Jr., John Wright III, Bruce Francis, Randy Bowlby, Lee Noel Chase, Ellen Weene (Parish Admin.), Roy McHoul (sexton), Jack & Elaine Cornell (sextons), Christopher Huggins (Chair)

### Church Activity

**Steeple painted:** (finally) had steeple painted by Mark Palet of Historical Preservation. (Church exterior painted last year.)

**Exit signs and emergency lights were installed** in the church nave. After 67 years, Town inspection services decided we needed to add these to our worship space.

**Rusted heat pipe replaced:** in ceiling of the LPC. Major challenge to reach and replace.

**Wireless Fire alarm box's battery replaced** after 10 years.

**Tree and branch removals** for safety on the church grounds.

**Solar panels (185) were installed** during November and December. Waiting for inspections and Eversource to connect us to the street in 2024.

**Parking lot restriped** (every three years).

**John Wright, III hired** by the Memorial Garden Committee & Property Committee to weed and maintain the Memorial Gardens. Special thanks to his father for all his help along with Ashley Rooney's support.

**Lawn maintained** by Lance and Christopher. Mowers maintained by Steve Burns. Monsoon summer of 2023 needing no irrigation of the lawn.

**Flower Garden** beautifully maintained by Ashley and Peter. Ashley coordinated with Cotting School volunteers once again this year to do shrub removal.

**Rector's office upgraded** including new chair, refinished desktop, and new cellular window shades.

**All inspections passed** including smoke detectors, fire extinguishers, elevator, exhaust hood, grease trap.

**Gardens and Bushes maintained** by Ashley, Peter, Christopher, and the John Wrights.

### Rectory Activity

Rectory's first rental ended in July 2023. After learning that our new rector would not need it, 12 White Pine Lane was put on the rental market again (after Thanksgiving). On the day the new tenant was to sign the lease on December 18th, a 40' pine tree fell on the roof during a severe rainstorm. The appraiser, insurance company, and contractor are in the process of defining the scope and cost of repairs. The new tenant hopes the repairs to the roof, chimney, beams, floor and walls will be done in time to move in during early 2024.

**Rectory upgrades** during the fall:

21 windows were replaced.

2 bathrooms had new quartz bathroom counters installed.

1 bathroom had new tile flooring installed.

Ellen Weene is an important member of the Property team helping schedule the annual inspections and vendors.



Roy retired this year. We celebrated him and all that he has contributed during his 13 years at Redeemer. He will be missed.

We welcome Jack and Elaine Cornell as our new co-sextons.

Respectfully submitted,  
Christopher Huggins  
Property Chair



### **Racial Equity Action Group (REAG)**

**Members:** John Bernhard, Randy Bowlby, Endy Chiakpo, Sarah Conrad, Kalpana Dulipsingh, Mtr. Emily Garcia, Peter Jacoby, Mia Ong, Connie Parrish, and Bill Vogele

The Racial Equity Action Group took a fallow year in 2023. A field lies fallow after a period of growth to let the soil recover and build up strength before another growing period. Rev. Megan and Mtr. Emily will be drawing on REAG's wisdom and experience for conversations in the future around signage and other topics; and we trust that REAG will also discern other modes of action moving forward.



### **Rector Search Committee**

**Members:** Cassie Bowlby (vestry liaison), Endy Chiapko, Susanne Dillman, Judi Dimicelli, Bethany Friesner, Cara Kalf, Peter Koso, Deb Jacoby-Twigg, Tony Johnson, Bill Vogele, Mike Webb, Mark Gallagher (Diocesan consultant), and Rev. Ginger Solaqua, Murray Daniels, Sarah Conrad (ex officio members)

### **At the end of 2023, the Vestry called and we welcomed our new rector – Reverend Megan Holding!**

Many steps, shared work, meetings – and prayers – brought us to this happy conclusion of the search.

- We completed the parish profile at the end of February 2023 and our search was officially public.
- We received 18 applications from within and outside of the Diocese. (Twice the expected number of applicants.) The applicants offered diverse skills, backgrounds and experiences that could inform their potential ministry at Redeemer. From this pool we selected 9 with whom we conducted zoom interviews.
- By the end of the summer we identified 4 final candidates. In small teams we visited their parishes to see them preach and lead their congregations. We were able to spend time visiting each candidate in person, as well as speak with members of their parish.
- Each candidate also visited Redeemer and Lexington to meet briefly with the vestry, staff and the full search committee.

Rev. Holding was the unanimous choice of Redeemer's Search Committee. She accepted the Vestry's invitation and joined us for her first service at the Lessons and Carols on December 10, 2023.

Rev. Holding emerged from a large field of strong candidates and stood out for her strong personal faith, a commitment to cultivate faith in others, her creativity, joy and enthusiasm, her thoughtful and interesting preaching, her experience leading and guiding organizations as they seek to manage change, her spirit of collaboration and welcome, and her commitment to social justice.

Rev. Holding comes to us from Northeastern University where she has been the Episcopal Chaplain to that community since 2017. She has also served as a chaplain to Boston College and as an Assistant Rector and Seminararian at St. Paul's Episcopal Church in Brookline.

Rev. Holding graduated from Yale Divinity School with a Master of Divinity and received a Certificate in Anglican Studies from Berkeley Divinity School, the Episcopal seminary affiliated with Yale. Prior to entering the priesthood, she was a practicing attorney at a major Boston law firm specializing in health care law and was active as a lay leader at her sponsoring parish in downtown Boston. She grew up in Ohio, graduated from Amherst College and Georgetown University Law Center, and worked for a federal judge in Kentucky before moving to New England.

The Search Committee is enormously grateful for all of the support and patience given to us in this process. We were blessed with the kindness and interest expressed by all clergy who expressed interest in joining us. We have been supported for a year and a half by the Vestry and all members of the parish. Reverend Ginger Solaqua was gracious, caring and helpful. Our parish staff gave their time to meet candidates and support our work.

More than once, it was remarked that God has identified the next rector for Redeemer – “all” we have to do is listen for the voice of the Holy Spirit. As we met, talked, worked, shared and prayed together we felt that presence.

Thank you.

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### **Background Information: Activity from June 2022 through January 2023**

(Summarized from the Search Annual Report for 2022)

Our vestry invited, and parish commissioned, the members of the Search Committee in June 2022. We began to form our group and define our work over the summer. Our goals at the beginning of the process were to discern where the parish was at that point in our life together and to use this to create a new profile of the parish, which defined Redeemer in our search for a new rector.

In the fall we began three forms of direct outreach to gather input from the parish community.



- We invited parishioners to complete a “congregational assessment” survey, using a well regarded professional instrument that provides strong comparative insights. Parishioner response was strong, and the insights were extremely helpful. (Results are summarized below.)
- We held two open forums to listen to members in a more direct and personal way. One took place at the parish retreat in NH, and the other was a few weeks later at Redeemer. In each we explored the questions: “What do we love about Redeemer?” and “What do we see as our dreams for the future?”
- We also asked our children and youth what they thought. Unsurprisingly, Redeemer’s children and young people have keen senses of church and faith – worth listening to! They expressed their sense of what makes a good rector and a good leader (such as “fun but not too silly”)

These efforts led to the creation of a [new parish profile](#).

### **Summary of Congregational Assessment Tool survey**

The results of the CAT survey painted a strong and helpful picture of Redeemer as we move forward. We invited a total potential pool of respondents (16 years and older) of about 160; 85 members responded. Before you sigh and wish the response rate was higher, remember that a rate over 50% is very high. So, Thank Your Redeemer!

Rev. Richard Simpson, Canon to the Ordinary of the Diocese of Western Massachusetts, helped us interpret the data we received. His take away message: Redeemer is in a strong, positive, place as we seek a new rector. Engagement is high; commitment to the parish and the community is strong through our transition; the sense of vision for the future is positive.

The Holy Cow Consulting group offers several useful characterizations of congregations based on the CAT data. Members will recognize Redeemer in these snapshots.

First, the responses allow a characterization of the congregations along two dimensions: satisfaction and energy. Redeemer fits into a quadrant that is “high energy-high satisfaction”, which the Holy Cow group calls the “transformation quadrant”. They suggest that ‘Churches in this quadrant are sources of new meaning and purpose for their members. They may also serve as mentors to other churches.’

The data also suggests a second important characteristic of our community is what Holy Cow calls a “Magi Culture”. This is a church culture that, as the label suggests, embraces intellect as well as faith, with a commitment to questioning and learning. It is a culture that tends to be adaptable – willing to embrace challenges in a spirit of problem-solving and a desire to seek what is best for the community.

Finally, the survey results highlighted priorities for the congregation and for the new rector. The top three clearly resonate with Redeemer’s sense of being a welcoming, inclusive community; or our commitment to children and youth; and in our commitments to be engaged in our community and in the challenges of the world.

- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- Make necessary changes to attract families with children and youth to our church.
- Work to renew and revitalize the community around the church by building coalitions with partners.



## Regathering Team

**Members:** Erica Brotschi MD (chair), Cassie Bowlby, Murray Daniels, Richard Friesner, Mtr. Emily Garcia

The Regathering Committee was constituted after the church closed down in-person worship in March 2020, as the Covid-19 pandemic took hold. The Diocese recommended that each parish create a committee to oversee the resumption of parish activities.

The committee met monthly in 2021 and 2022; and met three times in 2023. During the initial phases of the Covid-19 pandemic we received guidelines and restrictions from the Diocese (including masking, social distancing, capacity restrictions, etc.). Most of these diocesan guidelines were lifted in 2022. The committee continued to balance the needs of people in the congregation who worry about virus transmission with the needs of others who are ready to resume all pre-Covid-19 activities.

Since the onset of the Covid pandemic we have attempted to improve ventilation in the church and offices, including the use of multiple air purifiers. Windows are opened during services to maintain cross ventilation in the church.

We continue to have an area in the church for people who prefer masks and social distancing.

Some issues that the committee addressed in 2023 include:

1. Resumption of the Patriots' Day pancake breakfast in the Great Hall, and precautions for that.
2. Support for outdoor summer services as the safest option for group worship.
3. The size and location of the masked area in the back pews.

The committee continues to follow the literature on Covid-19, and the number of cases both nationally and locally. Please feel free to contact us with questions and concerns.

Erica Brotschi MD (chair)



## Social Action Committee

*So whatever you wish that others would do to you, do also to them, for this is the Law and the Prophets. ~ Matthew 7:12*

### **Social Action Committee Vision:**

We seek to be Christ's heart and hands in the world in partnership with people, organizations, and other religious communities. Our experience has been that spiritual growth and social action activities feed each other and that our work builds our parish community. We have chosen to support organizations that our members are passionate about and to which they give their time and talent. Central themes of our outreach include the wellbeing of children, hunger, and homelessness.

### **Key Principles:**

- We pursue mission to be in relationship with, and not just in service to, others, especially those who are different from ourselves.
- As such, we seek to apply our anti-racism awareness to the relationships with our mission partners and intentionally engage with them to ensure we are meeting their needs, and not imposing our own.
- Since we are not a large organization, we seek to partner with other organizations over many years to create sustainability, commitment, and relationship.
- We focus our mission ministries on hunger, homelessness, and the education and wellbeing of children.

### **Requests for Action:**

- Since the pandemic we continue to reengage with our social action partners. To get back to pre-pandemic levels and grow our engagement we will need more intentional work and engagement from our parish community. **If you are interested in taking on a leadership role with the Social Action Committee, please reach out to Sarah Conrad or one of the clergy.**
- If you are interested in working with current Social Action Committee members to plan a Habitat for Humanity volunteer day, please reach out to Sarah Conrad or Steve Burns.

### **During 2023, our mission work included:**

- Bristol Lodge Soup Kitchen, Waltham – As Redeemer has for over 30 years, we continued to provide Bristol Lodge with a nutritious and delicious meal to serve to their guests on the fourth Monday of each month. The Bristol Lodge team, led by Regina Rockefeller, ensured that meals were delivered safely each month. This would not have been possible without the support and donations of the Food Link and The Chateau Restaurant in Waltham. We remain grateful to them for their support, and to Regina for her coordination and leadership.
- Esperanza Academy – A middle school for girls in Lawrence, MA. This year we provided monetary donations to the school and, as a community, we sponsored a table at their Fall Harvest of Hope event. The funds for this sponsorship came both from

the Social Action operating budget and individual donations. We continue to have members volunteering with Esperanza as well.

- Essex County Habitat for Humanity - Building affordable homes for individuals and families. We have not gotten back to volunteering with Habitat for Humanity, but we continued to provide monetary support.
- The Grow Clinic – A failure-to-thrive clinic at Boston Medical Center. Redeemer provides monetary support, hats, blankets, and other supplies each year. Each December Redeemer serves as the primary supporter for the Grow Clinic's holiday party for families, and we were thrilled to continue that support this year for the first in-person party since the pandemic. Under the leadership of Chris Needham, over 20 members of our community volunteered to help with the party and many more made both monetary and supply donations. In addition to Chris' leadership, we particularly appreciate the yearlong work of our knitters. Many thanks to Susan Burkhardt and Dabbie Harter for coordinating the gathering and delivery of those donations!
- LexEAT Together – Offers free and nutritious meals to individuals and families facing food insecurity. LexEAT cooks, packages, and distributes meals from the Redeemer kitchen each week.
- Lexington Interfaith Food Pantry - Housed in our Great Hall and directed by Redeemer parishioner, Carolyn Wortman, the Food Pantry continued to see great need for their service in 2023, and continued the service innovations that came about due to the constraints imposed by the pandemic. Their team continues to do a tremendous job serving the Lexington community, and we are grateful for their work.
- Lexington Refugee Assistance Program or “LexRAP” - Supports and assists refugees and asylum seekers providing a support network for housing, food, clothing, transportation, health care, education (especially English), employment, legal aid, and socialization. We were excited to be able to host our Patriot's Day Pancake Breakfast again this year, and even more excited to donate the proceeds of that event, over \$1700, to LexRAP, in addition to the donation from our operating budget. There continues to be an increasing need for the services LexRAP provided and Redeemer parishioners continue to volunteer for and support LexRAP's important work.
- St. Christopher's Episcopal Mission, Navajoland Diocese - While we have not been able to send a group to St. Christopher's since the start of the pandemic, we have maintained our connection with them through staying in touch and monetary donations. Donations help St. Christopher's Mission supply food and other essential supplies to residents of the Navajo reservation in southern Utah. In addition, Erica Brotschi recently reconnected with St. Christopher's during a visit and we are hoping to be able to travel there as a community again soon.
- The Social Action Committee also directed monetary donations to the following organizations this year: FoodLink, in recognition for the support they offer to Bristol

Lodge, LexEat, and the Food Pantry; and, Town of Lexington's MLK Day of Service and Community Conversation on Race.

### **Team Leaders:**

Bristol Lodge – Regina Rockefeller

Esperanza – Mia Ong

Essex County Habitat for Humanity – Steve Burns

The Grow Clinic – Chris Needham and Susan Burkhardt

LexEAT Together – John Bernhard and George Murnaghan

Lexington Food Pantry – Carolyn Wortman

LexRAP – Ingrid Klimoff and Ashley Rooney

St. Christopher's Mission – Erica Brotschi, Cathy Burns, and Steve Burns

Report prepared by Sarah Conrad, Social Action Committee Chair



### **Stewardship Committee**

*The kingdom of heaven is like a mustard seed that someone took and sowed in his field; it is the smallest of all the seeds, but when it has grown it is the greatest of shrubs and becomes a tree, so that the birds of the air come and make nests in its branches.' ~ Matthew 13:31-32*

**Committee Members:** Randy Bowlby, Winthrop Brown, Connie Parrish (Co-Chair), Sam Stevens, Bill Vogele (Co-Chair), Vestry Liaison: Winthrop Brown

### **Committee purpose and objectives**

The Stewardship Committee's mission is to help all Redeemer members to live generously and thankfully, to understand the transformative power of Christian giving, and to use our work, wisdom and wealth to shine the light of Christ in the world. The Stewardship Committee implements strategies to develop a culture of generous stewardship at Redeemer. These include:

- The annual pledge campaign, in which parishioners are asked to make a specific financial commitment to Redeemer in the upcoming year to fund the Church operating budget;
- Encouraging and recognizing financial gifts that are made outside of a stated pledge commitment;
- Providing information for planned giving, which allows individuals to include Redeemer in their estate planning;
- Encouraging members to share their gifts of time and talent with Redeemer and its social justice partners;
- Recognizing and thanking parishioners for sharing their gifts

### **Rooted in Abundance**

Our theme for the 2024 campaign was "Rooted in Abundance" – which we felt profoundly reflects Redeemer's community, faith, and spirit. Mtr. Emily preached on the parable of the mustard seed during summer, which she called a "What if?" story. "What if that tiny seed could actually grow into a huge tree," she asked. "The abundance would be truly

astonishing!” Rev. Ginger introduced the campaign by reminding us that Redeemer’s abundance and love has deep roots that will continue to nurture us into the future. In their “wardens’ letter”, Murray and Sarah shared their deep appreciation of all the ministries that our gifts support – both within and beyond our walls. Finally, we welcome with joy and abundance the ministry of our new rector – Rev. Megan Holding.

We are tremendously grateful for the personal reflections offered by Regina Rockefeller, Sarah Conrad, Debbie LeBlanc and Gerald Yung. During the campaign this year we also continued weekly e-announcements, which offered scripture reflections from The Episcopal Network for Stewardship (TENS) as well as some helpful things like a giving Q&A.

As always in the first months of the new year we will be assessing how to conduct next fall’s campaign, including campaign dates, our modes of outreach and communication, and the potential impact of clergy leadership transition. We plan to take advantage of resources from the TENS network for this purpose. Input from the parish community is always welcome.

### **Pledge Campaign Results**

Each member gives from their heart and in relationship to their personal resources. Uncertainty in so many aspects of our lives did not affect the faithful generosity of Redeemer’s members. We are blessed by the many members who continue to sustain this community through challenging times.

As the table below shows, expected pledges and gifts for 2024 exceed those made for previous years. (As always, our estimates are made in mid-January; and are subject to change.) One third of all commitments made represented increases over 2023; half of commitments remained the same. The median of commitments (the midpoint of all the commitments made) is \$3,250. This middle point comprises both small and larger pledges.

As important as these up-front commitments are for Redeemer’s financial health, parish members also give financially in other ways – by gifts of stock or other resources, in weekly plate offerings, and with direct financial support for our social action partners. Equally important is all the time and love that many members give to multiple ministries. It takes more than money to operate ministry at Redeemer. We celebrate with gratitude the many gifts our members share as volunteers, servers, teachers & friends – in and outside our community.

Thank you for all you do!

**Four-year summary of Giving Commitments**

	<b>2024 (projected)</b>	<b>2023 (actual)</b>	<b>2022 (actual)</b>	<b>2021 (actual)</b>
<b>Number of Giving Commitments</b>	67	66	68	75
<b>Total Amount Committed</b>	\$337,800	\$334,067	323,365	324,838

**Thanks to our members who have given so generously to Redeemer in 2023 and who have made commitments of their wealth, wisdom, work, and love for 2024!**



## Worship Committee

**Members:** Bernadette Colley, Bob Powers, Cara Calf, Charles Hornig, Connie Parrish, John Wright, Mary Ucci, Murray Daniels, Katharine Mockett, the Rev. Megan Holding, and Mtr. Emily García.

The mission statement of the Worship Committee states that it “advises the rector on how to improve and enhance the worship life of the parish, in keeping with our Episcopal tradition and Redeemer values of intergenerational, mission-oriented, quality worship that is reverent without being uptight.”

In 2021, the Worship Committee took the guidance of the Regathering Committee and translated it into an evolving variety of worship services and settings: online, outdoors, in-person but distanced and masked. In 2022, as we stepped into familiar but changed in-person worship settings, Worship Committee helped sift through traditions and wishes old and new.

2023 was the first year since 2019 that the parish got to do the same thing two years in a row—that is, the same year that we could take as a pattern the prior year’s worship. It was also the first full year since the pandemic began that we were able to worship with live music year-round, thanks to Dr. Bernadette Colley’s design and implementation of her music cart.

Worship Committee’s work involves representatives from a variety of teams (Altar Guild, Liturgy Team, Tech Team, Acolytes, Adult Choir, Atrium Singers) and the worship leaders (Dr. Colley and the clergy) each of which bring their own expertise and elements to consider. We frequently request feedback from the parish on specific issues, but we welcome feedback at any point, as well as suggestions or ideas about our worship together.

Submitted by Mtr. Emily García



## From a nonprofit partner:

### Lexington Interfaith Food Pantry

Throughout 2023, the Food Pantry has continued to do our small part in diminishing food insecurity. We continue to have new families come to us for assistance. Many of these families are larger families with many children. Our weekly numbers have risen from an average of 80-90 families to 102 families per week, with two weeks over 150 families around the holidays. We had 132 new families in 2023 as opposed to 72 in 2022. Thank you to those who have supported us both monetarily and with food donations. We rely heavily on these donations. As our community support grows...so does our ability to support our community.

Carolyn Wortman, Coordinator



the  
**Church** of  
**Our Redeemer**

# **Financial Reports**



**Treasurer's Report**  
**Through December 31, 2023**

ACCOUNTS	2023 ACTUAL	2023 BUDGET	% OF ANNUAL BUDGET
<b>REVENUES</b>			
Unrestricted Offerings	\$359,198	\$341,450	105%
– Pledge Offerings	\$344,454	\$324,323	106%
– Other Contributions	\$14,744	\$17,127	86%
Designated Offerings	\$3,005	\$3,205	156%
Rental Income	\$212,820	\$192,297	111%
Special Offerings	\$0	\$0	n/a
Investment Income	\$7,574	\$7,324	103%
Income from Davidson	\$0	\$0	n/a
Income from Pring Fund	\$1,446	\$1,446	100%
Income from Endowment	\$10,866	\$10,866	100%
Income from Kendall	\$11,482	\$11,482	100%
Income from Handley	\$1,954	\$1,954	100%
Draw from Kendall Innovation	\$0	\$0	n/a
Transfer from Reserves	\$0	\$0	n/a
<b>TOTAL</b>	<b>\$608,346</b>	<b>\$570,024</b>	<b>107%</b>
	<b>\$38,322</b>		
	<b>Over Budget</b>		
<b>EXPENSES</b>			
Personnel	\$371,721	\$372,550	100%
Diocesan Assessment	\$45,767	\$45,767	100%
Office/Communication	\$20,888	\$20,408	102%
Property (Operating, Church)	\$52,318	\$39,969	131%
Property (Operating, Rectory)	\$8,851	\$15,245	58%
Utilities	\$26,693	\$26,975	99%
To Cap. Fund from Operating	\$42,800	\$42,800	100%
Programs	\$32,512	\$27,958	116%
Misc. Expense (Outreach)	\$13,700	\$15,000	91%
Other/Unallocated expenses	\$0	n/a	n/a
<b>TOTAL</b>	<b>\$615,248</b>	<b>\$606,672</b>	<b>101%</b>
	<b>\$8,576</b>		
	<b>Over Budget</b>		
<b>NET TOTAL (Revenues less Expenses)</b>	<b>(\$6,903)</b>	<b>(\$36,648)</b>	<b>Expected Results</b>
	<b>\$29,745</b>	<b>Ahead of Budget</b>	
<b>The bottom line: we finished December 2023 \$29,745 ahead of budget with an overall deficit of \$6,903</b>			

## Balance Sheet

### As of 12/31/2023

#### Assets – Liquid Assets

##### Cash & Equivalents

Acct. #	Account Name	Beg Balance	Ending Balance
1002.01	Cambridge Trust – Main Checking	61,499.61	170,375.37
1002.12	Cambridge Trust – Rector's Discretionary	3,027.14	1,777.37
1040.40	Eastern Bank – PPP Checking	60.00	0.00
1102.01	Cambridge Trust – Premium Savings	247,006.53	147,028.75
1103.01	Fidelity Cash Investments	150,000.00	163,918.80
	<b>Cash &amp; Equivalents</b>	<b>\$461,593.28</b>	<b>\$483,100.29</b>

##### Investments

1101.01	Fidelity Investment Assets	643,701.32	717,729.06
	<b>Investments</b>	<b>\$643,701.32</b>	<b>\$717,729.06</b>
	<b>Liquid Assets</b>	<b>\$1,105,294.60</b>	<b>\$1,200,829.35</b>

##### Fixed Assets

1901.06*	Church Land	373,300.00	373,300.00
1902.06*	Church Building	615,200.00	615,200.00
1903.06*	Rectory	804,906.05	804,906.05
1904.06	Solar Panels	0.00	110,178.19
	<b>Fixed Assets</b>	<b>\$1,793,406.05</b>	<b>\$1,903,584.24</b>

##### Other Assets

1003.01	Credit Card Donations Mo-end Zero Bal	442.00	647.33
1004.01	Donations/Income Temporary Holding	15,176.00	26,252.00
1800.01	Prepaid Expenses	0.00	0.00
	<b>Other Assets</b>	<b>\$15,618.00</b>	<b>\$26,899.33</b>
1400.01	Stock Sale Holding/Suspense	0.00	0.00
	<b>Total Assets</b>	<b>\$2,914,318.65</b>	<b>\$3,131,312.92</b>

\* Fixed asset values based on legacy value assignments. Valuations for assets associated with accounts 1901.06 (Church Land), 1902.06 (Church Building), and 1903.06 (Rectory Land and Building) as determined by the Lexington, MA board of assessors for 2023 are \$987,000, \$4,227,000, and \$1,058,000, respectively.

**Balance Sheet (cont.)**  
**As of 12/31/2023**

<b>Liabilities</b>			
2000.01	FICA Withheld	0.00	0.00
2002.01	Medicare Tax Withheld	0.00	0.00
2004.01	Federal Income Tax Withheld	0.00	0.00
2006.01	Mass Income Tax Withheld	0.00	0.00
2007.01	<i>Employee Share of Medical Insurance</i>	0.00	0.00
2007.10	Medical	0.00	0.00
2007.11	Dental	0.00	0.00
	<i>Total Employee Share of Medical Insurance</i>	0.00	0.00
2008.01	403B Employee Contributions	0.00	2,500.00
2009.01	Employer FICA & Medicare Payable	0.00	0.00
	<b>Employer Withholdings</b>	<b>\$0.00</b>	<b>\$2,500.00</b>
2000.25	Diocesan Fund Loan 3.75%/15yr. Payable	0.00	0.00
2001.25	Diocesan Green Loan 2.75%/15yr. Payable	0.00	0.00
2001.28	Diocesan Solar Project Loan	0.00	146,249.39
2010.00	<i>Other Liabilites</i>		
2010.01	Prepaid Pledges	78,836.19	114,579.75
2100.01	Other Liabilities	0.00	0.00
	<i>Total Other Liabilites</i>	<b>\$78,836.19</b>	<b>\$114,579.75</b>
2999.99	<i>Accounts Payable/Vendors</i>	1,669.04	422.56
	<b>Total Liabilities</b>	<b>\$80,505.23</b>	<b>\$263,751.70</b>

## Fund Balances

<b>Cash &amp; Equivalents</b>			
<b>Acct. #</b>	<b>Account Name</b>	<b>Beg Balance</b>	<b>Ending Balance</b>
3900.01	General Operating Fund	0.00	0.00
3900.02	General Reserve Fund	199,769.32	192,194.05
3900.05	<i>Flower Fund</i>		
3901.05	Edward's Memorial Flowers	4,968.00	4,921.00
	<i>Total Flower Fund</i>	4,968.00	4,921.00
3900.07	Music Fund	6,743.95	3,811.30
3900.09	Capital Fund	72,415.30	47,272.67
3900.10	Mission Fund	593.34	593.34
3900.11	Special Offerings – Transmittals	2,089.99	618.39
3900.12	Clergy Discretionary Fund	3,109.62	1,859.62
3900.13	Youth Ministries Fund	9,633.04	11,434.04
3900.17	Sabbatical Reserve Fund	9,160.33	9,160.33
3900.22	Memorial Garden Fund	4,736.80	5,464.55
3900.25	Realizing Our Vision Fund Balance	0.00	0.00
3900.28	Solar Project Fund	0.00	35,791.65
3900.40	PPP Fund Balance	0.00	0.00
	<b>Operating Funds</b>	<b>\$313,219.69</b>	<b>\$313,120.94</b>
<b>Investment Funds</b>			
3900.04	COOR Endowment Fund	217,042.26	239,466.30
3900.20	Paul C. Davidson Maintenance Fund	129,380.25	150,270.22
3900.23	Emma & Trevor Pring Memorial Trust	28,889.49	31,874.25
3900.24	Barbara Handley Estate Balance	39,027.04	43,059.18
3900.26	Kendall Bequest	3,494.93	3,494.93
3900.27	<i>Donald C. Kendall Fund</i>		
3901.27	Donald C. Kendall Operating Fund	0.00	0.00
3902.27	Donald C. Kendall Innovation Fund	0.00	0.00
3903.27	Donald C. Kendall Capital Fund	79,992.08	75,882.08
3904.27	Donald C. Kendall Endowment Fund	229,361.63	253,058.47
	<i>Total Donald C. Kendall Fund</i>	\$309,353.71	\$328,940.55
	<b>Investment Funds</b>	<b>\$727,187.68</b>	<b>\$797,105.43</b>
<b>Fixed Asset Funds</b>			
3900.06	Building Fund	1,793,406.05	1,757,334.85
	<b>Fixed Asset Funds</b>	<b>\$1,793,406.05</b>	<b>\$1,757,334.85</b>
	<b>Total Fund Balances</b>	<b>\$2,833,813.42</b>	<b>\$2,867,561.22</b>
	<b>Total Liabilities and Fund Balances</b>	<b>\$2,914,318.65</b>	<b>\$3,131,312.92</b>

**Consolidated Funds Activity Report**  
**As of 12/31/2023**

<b>Acct. #</b>	<b>Acct. Name</b>	<b>Beg. Balance</b>	<b>Receipts</b>	<b>Disbursements</b>	<b>Transfers/ JE's</b>	<b>End Balance</b>
3900.01	General Operating Fund	0.00	580,881.98	571,405.27	(9,476.71)	0.00
3900.02	General Reserve Fund	199,769.32	0.00	0.00	(7,575.27)	192,194.05
3900.04	COOR Endowment Fund	217,042.26	0.00	0.00	22,424.04	239,466.30
3900.05	<i>Flower Fund</i>					
3901.05	Edward's Memorial Flowers	4,968.00	0.00	47.00	0.00	4,921.00
3900.06	Building Fund	1,793,406.05	0.00	0.00	(36,071.20)	1,757,334.85
3900.07	Music Fund	6,743.95	315.80	3,248.45	0.00	3,811.30
3900.09	Capital Fund	72,415.30	0.00	67,942.63	42,800.00	47,272.67
3900.10	Mission Fund	593.34	0.00	0.00	0.00	593.34
3900.11	Special Offerings – Transmittals	2,089.99	14,826.75	16,298.35	0.00	618.39
3900.12	Clergy Discretionary Fund	3,109.62	0.00	1,250.00	0.00	1,859.62
3900.13	Youth Ministries Fund	9,633.04	2,000.00	199.00	0.00	11,434.04
3900.17	Sabbatical Reserve Fund	9,160.33	0.00	0.00	0.00	9,160.33
3900.20	Paul C. Davidson Maintenance Fund	129,380.25	0.00	0.00	20,889.97	150,270.22
3900.22	Memorial Garden Fund	4,736.80	1,400.00	672.25	0.00	5,464.55
3900.23	Emma & Trevor Pring Memorial Trust	28,889.49	0.00	0.00	2,984.76	31,874.25
3900.24	Barbara Handley Estate Balance	39,027.04	0.00	0.00	4,032.14	43,059.18
3900.25	Realizing Our Vision Fund Balance	0.00	0.00	0.00	0.00	0.00
3900.26	Kendall Bequest	3,494.93	0.00	0.00	0.00	3,494.93
3900.27	<i>Donald C. Kendall Fund</i>					
3901.27	Donald C. Kendall Operating Fund	0.00	0.00	0.00	0.00	0.00
3902.27	Donald C. Kendall Innovation Fund	0.00	0.00	0.00	0.00	0.00
3903.27	Donald C. Kendall Capital Fund	79,992.08	0.00	4,110.00	0.00	75,882.08
3904.27	Donald C. Kendall Endowment Fund	229,361.63	0.00	0.00	23,696.84	253,058.47
3900.28	Solar Project Fund	0.00	0.00	114,208.35	150,000.00	35,791.65
3900.40	PPP Fund Balance	0.00	0.00	0.00	0.00	0.00
		<b>\$2,833,813.42</b>	<b>\$599,424.53</b>	<b>\$779,381.30</b>	<b>\$213,704.57</b>	<b>\$2,867,561.22</b>