

Gloria Dei Vestry Meeting Agenda

May 19, 2022

AGENDA ITEM:	PERSON RESPONSIBLE
Agenda Documents <u>Consent Agenda</u> April Financials HGDPC minutes Accounting Report Business Plan Update Profile Report <u>For Discussion and/or Vote</u> Review designed version of Profile Pre-Pay domain costs Discuss hiring person for Monday and Friday Posi Gen Solar Energy	Jaime
List of Business	
Opening Prayer	Jeanette
Approval of Consent Agenda	Jaime
Opportunity to serve a sister church	Koshy
Review designed version of Profile	Candy
Photos for website	Jaime
Baked goods for fellowship	Jaime
Pre-Pay domain costs	Candy
Posi Gen Solar Energy Proposal	Jill/Julie
Discuss hiring person for Monday and Friday	Candy
Closing Prayer	Jeanette

Gloria Dei (Old Swedes') Church**BUDGET FOR 2021**

1/1/2021-4/30/2022

Category Description	Actual	Budget	Difference	Yearly Budget
INCOME				
TOTAL 03 - Regular Support	16,467.78	15,500.00	967.78	48,000.00
TOTAL 04 - Endowments	32,560.46	32,700.00	-139.54	160,775.00
TOTAL Donations	559.00	533.20	25.80	5,700.00
TOTAL Fund Raiser	5,940.45	300.00	5,640.45	34,300.00
TOTAL Memorials	55.00	20.00	35.00	100.00
TOTAL Rentals	19,027.44	17,719.68	1,307.76	53,159.00
TOTAL 05 - Other Income	25,581.89	18,572.88	7,009.01	93,259.00
TOTAL 06 - Riverside Weddings Income	0.00	5,000.00	-5,000.00	39,532.00
TOTAL INCOME FOR OPERATING	74,610.13	71,772.88	2,837.25	302,034.00
EXPENSES				
TOTAL 05 - Fund Raising	2,993.59	100.00	2,893.59	13,900.00
TOTAL 06 - Riverside Weddings Expenses	3,315.00	3,568.00	-253.00	32,112.00
TOTAL 12 - Diocesan	10,608.92	10,608.92	0.00	18,052.00
TOTAL 13 - Outreach from Operating Budget	0.00	500.00	-500.00	2,000.00
TOTAL Clergy Expenses	661.88	681.20	-19.32	2,040.00
TOTAL Compensation	42,907.32	44,541.94	-1,634.62	145,276.00
TOTAL General	1,425.77	5,243.32	-3,817.55	19,240.00
TOTAL Insurance	3,962.00	2,750.00	1,212.00	8,250.00
TOTAL Music Budget	8,765.32	9,265.32	-500.00	27,596.00
TOTAL Office	3,363.71	2,919.36	444.35	8,700.00
TOTAL Property Expenses	19,734.66	8,633.32	11,101.34	28,500.00
TOTAL Sundries	260.75	1,000.00	-739.25	3,000.00
TOTAL Utilities	15,963.47	13,520.00	2,443.47	31,900.00
TOTAL 14 - Operating Expenses	97,044.88	88,554.46	8,490.42	274,502.00
TOTAL EXPENSES for Operating	114,372.39	103,731.38	10,641.01	309,454.00
OVERALL TOTAL	-39,762.26	-31,958.50	-7,803.76	0.00

Gloria Dei (Old Swedes') Church
 BUDGET FOR 2022
 1/1/2021-4/30/2022
 Category Description

Category Description	Actual	Budget	Difference	Yearly Budget
INCOME				
03 - Regular Support				
Easter and Christmas Flowers	415.00	400.00	15.00	1,000.00
Plate	543.00	700.00	-157.00	3,000.00
Pledge	15,509.78	14,400.00	1,109.78	44,000.00
TOTAL 03 - Regular Support	16,467.78	15,500.00	967.78	48,000.00
04 - Money from Investments				
Aethon/Exelon/Phila Contrib	165.47	200.00	-34.53	600.00
Church F 064786 - Alfred C Young	461.40	400.00	61.40	1,600.00
Church F 064791 - A Adele Rudolph	1,358.72	1,325.00	33.72	5,300.00
Church F 064934 - Dorothy Maynard Smith	13,340.02	13,000.00	340.02	52,000.00
Church F 065033 - 4th Century Fund	4,276.41	3,812.50	463.91	15,250.00
Church F 065117 - Simes	1,437.94	1,400.00	37.94	5,600.00
To balance budget from Church Foundation 065033	0.00	0.00	0.00	30,175.00
PNC 16-35-035-0617188 - Simes	2,720.50	2,687.50	33.00	10,750.00
Wells Fargo 1513091190 - Charles I Stille	1,000.00	1,125.00	-125.00	4,500.00
Wells Fargo 1519175748 - Gloria Dei Church	4,000.00	4,375.00	-375.00	17,500.00
WF 1519178585 - Lunsbeck, Roebling, Hogeland	3,800.00	4,375.00	-575.00	17,500.00
TOTAL 04 - Endowments	32,560.46	32,700.00	-139.54	160,775.00
05 - Other Income				
Donations				
Baptism	0.00	83.30	0.00	0.00
Funeral Services	0.00	333.20	-333.20	1,000.00
May I. Young FD	0.00	0.00	0.00	3,200.00
Miscellaneous Other Income	559.00	0.00	559.00	0.00
Societies - Organizations	0.00	200.00	-200.00	1,500.00
TOTAL Donations	559.00	533.20	25.80	5,700.00
Fund Raiser				
Flea Market	0.00	0.00	0.00	5,000.00
Jazz & Joe	260.00	300.00	-40.00	600.00
Lucia	528.83	0.00	528.83	28,700.00
Misc Fundraiser	147.66	0.00	147.66	0.00
Other Book Sales	395.52	0.00	395.52	0.00
Sales Book 300	1,304.82	0.00	1,304.82	0.00
Sexton Sideshow Fund Raiser	3,303.62	0.00	3,303.62	0.00
TOTAL Fund Raiser	5,940.45	300.00	5,640.45	34,300.00
Memorials				
Mass Cards	55.00	20.00	35.00	100.00
TOTAL Memorials	55.00	20.00	35.00	100.00
Rentals				
Other Rentals	500.00	0.00	500.00	0.00
YCCA - Kreative Kids	18,527.44	17,719.68	807.76	53,159.00
TOTAL Rentals	19,027.44	17,719.68	1,307.76	53,159.00
TOTAL 05 - Other Income	25,581.89	18,572.88	7,009.01	93,259.00
06 - Riverside Weddings at Gloria Dei				
TOTAL 06 - Riverside Weddings Income	0.00	5,000.00	-5,000.00	39,532.00
TOTAL INCOME FOR OPERATING	74,610.13	71,772.88	2,837.25	302,034.00

EXPENSES	Actual	Budget	Difference	Yearly Budget
03 - Regular Expense				
Easter and Christmas Flowers	410.00	400.00	10.00	1,000.00
Total 03 - Regular Expense	410.00	400.00	10.00	1,000.00
05 - Fund Raising Expenses				
Baptism Expenses	0.00	0.00	0.00	0.00
Book 300 Shipping Expenses	392.16	0.00	392.16	0.00
Flea Market Expenses	110.72	0.00	110.72	600.00
Funeral and Burial Expenses	0.00	100.00	-100.00	300.00
Lucia Expenses	0.00	0.00	0.00	13,000.00
Other Book Sales - 80% to Swedish Colonial Society	0.00	0.00	0.00	0.00
Other Fund Raising Expenses	0.00	0.00	0.00	0.00
Other Rental Expenses	800.00	0.00	800.00	0.00
Sexton Sideshow Expenses	1,690.71	0.00	1,690.71	0.00
TOTAL 05 - Fund Raising	2,993.59	100.00	2,893.59	13,900.00
06 - Riverside Weddings at Gloria Dei Expenses				
TOTAL 06 - Riverside Weddings at Gloria Dei Expenses	3,315.00	3,568.00	-253.00	32,112.00
12 - Diocesan				
Assessments	8,898.00	8,898.00	0.00	13,347.00
Sacred Ask	1,710.92	1,710.92	0.00	4,705.00
TOTAL 12 - Diocesan	10,608.92	10,608.92	0.00	18,052.00
13 - Outreach from Operating Budget				
Other Outreach	0.00	500.00	-500.00	2,000.00
TOTAL 13 - Outreach from Operating Budget	0.00	500.00	-500.00	2,000.00
14 - Operating Expenses				
Clergy Expenses				
Clergy Continuing Ed	481.88	168.00	313.88	500.00
Clergy Telephone	180.00	180.00	0.00	540.00
Clergy Travel, Other	0.00	333.20	-333.20	1,000.00
TOTAL Clergy Expenses	661.88	681.20	-19.32	2,040.00
Compensation				
Benefits				
Rector Health	0.00	0.00	0.00	7,500.00
Sexton Life & Disability	62.96	126.64	-63.68	380.00
Sexton Medical Supplemental	1,250.00	1,250.00	0.00	5,000.00
TOTAL Benefits	1,312.96	1,376.64	-63.68	12,880.00
Pension				
Rector	0.00	0.00	0.00	7,164.00
TOTAL Pension	0.00	0.00	0.00	7,164.00
Salary				
Christine McBride	5,376.88	6,364.68	-987.80	19,094.00
Gloria Dei Rector - 1st Half	20,308.00	20,280.66	27.34	30,421.00
Gloria Dei Rector - 2nd Half	0.00	0.00	0.00	27,807.00
Jim Minacci	5,854.00	6,130.32	-276.32	18,391.00
Paula Minacci	5,854.00	6,130.32	-276.32	18,391.00
Supply Clergy	1,317.24	1,350.00	-32.76	2,400.00
TOTAL Salary	38,710.12	40,255.98	-1,545.86	116,504.00
Salary-Tax				
Medicare	546.68	551.32	-4.64	1,654.00
Soc Sec	2,337.56	2,358.00	-20.44	7,074.00
TOTAL Salary-Tax	2,884.24	2,909.32	-25.08	8,728.00
TOTAL Compensation	42,907.32	44,541.94	-1,634.62	145,276.00

General				
Adult/Family/Growth	381.17	333.32	47.85	1,000.00
Advertising & Banners	325.00	650.00	-325.00	2,000.00
Alter Guild - Liturgical	106.70	333.32	-226.62	1,000.00
Audit	0.00	0.00	0.00	6,000.00
Deanery/Convention	0.00	0.00	0.00	500.00
Flowers	225.00	100.00	125.00	300.00
Hospitality and New Member	277.90	346.68	-68.78	1,040.00
Miscellaneous General Expenses	110.00	400.00	-290.00	1,200.00
Rector Moving	0.00	0.00	0.00	2,000.00
Rector Search	0.00	3,000.00	-3,000.00	4,000.00
Sunday School	0.00	80.00	-80.00	200.00
TOTAL General	1,425.77	5,243.32	-3,817.55	19,240.00
Insurance				
Comprehensive - Umbrella	3,820.00	2,500.00	1,320.00	7,500.00
Work Comp	142.00	250.00	-108.00	750.00
TOTAL Insurance	3,962.00	2,750.00	1,212.00	8,250.00
Music Budget				
Music and Organ Maintenance	300.00	800.00	-500.00	2,200.00
Tsunami Productions - Organist Supply	8,465.32	8,465.32	0.00	25,396.00
TOTAL Music Budget	8,765.32	9,265.32	-500.00	27,596.00
Office				
Bank Charge	256.11	133.32	122.79	400.00
Computer supply	831.18	166.68	664.50	500.00
Internet/Phone/WiFi	1,813.99	1,666.68	147.31	5,000.00
Miscellaneous Office Expense	45.24	500.00	-454.76	1,500.00
Payroll Service	241.19	286.00	-44.81	800.00
Postage	176.00	166.68	9.32	500.00
TOTAL Office	3,363.71	2,919.36	444.35	8,700.00
Property Expenses				
Alarm	3,185.50	833.32	2,352.18	2,500.00
Lawn/Landscape Service	700.00	800.00	-100.00	5,000.00
Terminix	348.00	333.32	14.68	1,000.00
Property Expenses	15,501.16	6,666.68	8,834.48	20,000.00
Church	5,405.34	0.00	5,405.34	
Church Yard	5,729.68	0.00	5,729.68	
Rectory	0.00	0.00	0.00	
Riverside Hall	436.76	0.00	436.76	
Roak House	1,049.38	0.00	1,049.38	
Sexton House	2,880.00	0.00	2,880.00	
TOTAL Property Expenses	19,734.66	8,633.32	11,101.34	28,500.00
Sundries				
Food/Paper Products/Misc	260.75	1,000.00	-739.25	3,000.00
TOTAL Sundries	260.75	1,000.00	-739.25	3,000.00
Utilities				
U-Gas				
1114501039 Rectory	2,587.39	2,200.00	387.39	3,500.00
2114501047 Church	4,061.30	2,400.00	1,661.30	4,000.00
3114501055 Riverside Hall	2,268.02	1,420.00	848.02	2,500.00
4114501063 Sexton House	683.13	700.00	-16.87	1,200.00
5114501071 Roak House	3,202.90	2,600.00	602.90	4,200.00
TOTAL U-Gas	12,802.74	9,320.00	3,482.74	15,400.00
U-PECO Energy				
34262-00609 Rectory and Church	423.45	1,500.00	-1,076.55	3,500.00
40448-01504 Riverside Hall	427.86	400.00	27.86	3,700.00
43451-01700 Sexton House	833.18	400.00	433.18	2,400.00
49850-01702 Roak House	990.25	600.00	390.25	3,000.00
TOTAL U-PECO Energy	2,674.74	2,900.00	-225.26	12,600.00
U-Water 012-75780-00904-xxx				
005 Church	0.00	200.00	-200.00	600.00
005 Rk-S-RSide	485.99	1,100.00	-614.01	3,300.00
TOTAL U-Water 012-75780-00904-xxx	485.99	1,300.00	-814.01	3,900.00
TOTAL Utilities	15,963.47	13,520.00	2,443.47	31,900.00
TOTAL 14 - Operating Expenses	97,044.88	88,554.46	8,490.42	274,502.00
TOTAL EXPENSES for Operating	114,372.39	103,731.38	10,641.01	309,454.00
OVERALL TOTAL	-39,762.26	-31,958.50	-7,803.76	0.00

DESIGNATED GIFTS BUDGET

0.00

11 - Designated Gifts - IN	
Flowers	0.00
Gifts for Feb Bishop Visit	150.00
Gifts for Cathedral in Jerusalem - Good Friday Collection	65.00
Gifts for parishioner support	100.00
Gifts for Mercy Hospice Easter Books	639.00
TOTAL 11 - Designated Gifts - IN	954.00
18 - Charity - OUT	
Flowers in advance for Rambo Wreath	167.00
Sent to DIOPA for Bishop Visit	150.00
Sent out for Cathedral in Jerusalem - Good Friday Collect	0.00
Sent to Parishioner Support	100.00
Sent to Mercy Hospice for Easter Books	551.00
TOTAL 18 - Designated Gifts - OUT	968.00
BALANCE - Designated Gifts	-14.00

BANK AND ENDOWMENT ACCOUNT BALANCES

Account	12/31/2020	12/31/2021	4/30/2022	
CHECKING TD Bank	55,024.13	73,298.37	38,692.89	
Debit Card TD Bank	2,127.74	4,517.45	1,570.19	
Discretionary Fund Checking	559.39	466.89	466.89	
Petty Cash		262.05	207.00	
	12/31/2020	12/31/2021	3/31/2022	
PNC 16-35-035-0464262 - Gloria Dei Church	2,133,856.25	726,585.28	716,562.37	
reduction for real estate value includec	(2,064,000.00)	(654,454.00)	(654,454.00)	
PNC 16-35-035-0617188 - Simes	254,474.75	269,905.62	245,152.18	
Church F 064786 - Alfred C Young [500.00]	48,147.64	52,136.74	52,136.74	red -
Church F 064791 - A Adele Rudolph [6,501.15]	141,783.69	153,530.91	153,530.91	1/31/21 amounts
Church F 064934 - Dorothy Maynard Smith [380,000.00]	1,392,951.95	1,507,374.98	1,507,374.98	
Church F 065033 - 4th Century Fund [300,000.00]	411,870.94	480,622.76	480,622.76	includes \$87,512 for
Church F 065117 - Simes	150,148.10	162,481.91	162,481.91	church roof
Church F 065140 Book 300 Joint Account	17,304.57	15,296.82	13,042.89	
Church F 065157 - Amandus Johnson Churchyard Fund	34,577.77	42,209.92	42,209.92	
Wells Fargo 1513091190 - Charles I Stille	126,241.94	132,867.90	124,605.66	
W Fargo 1519175748 - Gloria Dei Church [46,000.00]	410,366.98	442,133.41	416,031.70	
WF 1519178585 - Lunsbeck, Roebing, Hogeland [50,000.	389,830.56	415,167.74	388,077.27	
	3,447,555.14	3,745,859.99	3,647,375.29	(98,484.70)

LIABILITY ACCOUNTS

Liability Accounts	12/31/2020	12/31/2021	4/30/2022
Amandus Johnson Fund	4,076.50	0.00	0.00
Archaeological Study	100.00	100.00	100.00
Book 300th	1,750.02	-2,253.93	-100.00
Capital Improvement	6,000.00	6,000.00	6,500.00
Churchyard Renewal Project	2,550.54	2,650.54	2,650.54
Green Fund	4,877.95	5,264.78	5,264.78
HGDPC	150.00	0.00	0.00
Historical Committee	-101.06	-181.12	-181.12
Lucia Forever Fund	1,726.97	3,679.84	4,179.84
Memorial Fund	1,140.78	2,030.78	2,159.40
Music Fund	-100.00	287.00	-99.75
Sunday School Fund	105.67	105.67	105.67
Youth Group Fund	405.67	405.67	405.67
TOTAL Liability Accounts	22,683.04	18,089.23	20,985.03



Gloria Dei

Old Swedes' Episcopal Church

2022 Parish Profile

May 2022

Welcome and Overview

Gloria Dei (Old Swedes') Church is an Episcopal church in the Diocese of

Pennsylvania. Gloria Dei was declared a National Historic Site in 1942 and was placed on the National Register of Historic Places in 1966. The church was established on Tinicum Island in 1646, 36 years before the founding of Pennsylvania. The congregation relocated to its present location in 1677, using a temporary structure as a house of worship. It was replaced by a brick church building in 1700, which still stands today. The graveyard next to the church has been in continuous use for over 340 years. The property is owned and operated by the Corporation of Gloria Dei (Old Swedes') Church, an Episcopal congregation.

In the 1950s, the National Parks Service purchased three acres of adjacent land to the church, which enlarged and enhanced the grounds. This made the property into a local attraction. Neighbors visited daily to lessen the stress of urban noise and grit by enjoying the grass, admiring the majestic trees, and wandering through our storybook graveyard.

First and foremost, the congregation at Gloria Dei (Old Swedes') Church is a family; a family of diverse opinions, life experiences, faith traditions, and interests. Our super-power is our strength together even when we do not agree. We come together and serve God and our community in a variety of ways; through Sunday services, Tuesday Evensong, our Lucia Festival, our music concerts, lectures and panel discussions, and in many ways as you will learn in this profile.

Only a small percentage of our congregation are "cradle Episcopalians." Many are former Catholics and many come from other Christian traditions. What keeps us at Gloria Dei is important. The words of our congregation describe what we find at Gloria Dei: *feels like home; the relationships; the community; the shared worship; the spiritual tranquility; I find hope here; the history and green space; the warmth of the congregation.*

Our Profile Committee spoke with almost all of the current active congregants to prepare this profile. We wanted to have an understanding of what the congregation feels is important now and what they feel to be important going forward. The general consensus is that the congregation wants to grow. We want to attract more families with children and create a robust children's program.

We enjoy participating in church programs and want the new rector to participate with us. We want to connect with the community outside our walls. The congregation likes to be involved in how Gloria Dei operates and many enjoy working on ministries that serve the congregation. We seek a collaborative rector who likes and respects us for who we are, and wants to help strengthen our spiritual community, while helping us welcome the changes that will come as we attract new people.

Our preferred worship style is informal. We generally use the Book of Common Prayer with other texts incorporated from time-to-time. In the recent past, a Liturgy Committee worked with our rector to choose the liturgy each quarter – we would like to reinstitute that committee with our new rector. We also enjoy when our lay congregants lead Morning Prayer and sermons. We have congregants who worship at our Evensong service exclusively.

Without question, we love good sermons! However, it must be noted that we have a wide variety of opinions on what that means. We do know from past experience that we do not care for the sermon to be read. We prefer to be talked to – not read to. Many congregants prefer a blend of the Bible in one hand and the newspaper in the other. Here are some direct quotes: *Sermons that explain social and political context of the Gospel and readings, and their application to today's challenges; a relatable sermon – meaningful and useable; a thought-provoking or meaningful sermon; I enjoy a sermon that connects to current events; good with dissection of the readings; sermons that are relatable to today's issues. The apparent line we do not want to cross is for our rector to tell us about partisan politics, or how to vote.*

We enjoy music. For many years we had an adult choir, but that has not been possible with the small size of our current congregation. Our music director, Paul Fejko, is a master musician and organist. Each Sunday feels like a mini concert. In addition, we have periodic music performances by Sexton Sideshow, Jazz and Joe, and Historic Gloria Dei Preservation Corporation.

The congregation at Gloria Dei has suffered grief, loss, and a lack of confidence. Some parishioners left due to conflict with our previous rector. To find forgiveness and healing, we engaged a highly pastoral interim rector who has been of assistance in this area beyond our expectations. We have conducted two healing workshops that have been very effective. While we feel a new spirit taking hold among us, we continue to pray for healing and strength. We recognize this will be a challenge for our next rector and hope to continue with additional healing activities.



Our Top 6 Desired Skills Sets

- **Effective communication and interaction with others.** The new rector should have a warm, outgoing personality and be able to communicate with people of all ages. This encompasses preaching style, and the ability to express faith topics in print and on our website. It is important that the rector is able to comfortably communicate with the community, including our tourists and visitors, our tenant, Kreative Kids Academy, the National Park Service, our Lucia and SS Poet families, and others. This would be a challenging position for someone who does not enjoy engaging with a large and varied number of people.
- **Collaboration and conflict transformation.** All members of Gloria Dei cherish our independence and are looking for a rector to consider our desires for ministries and programs at Gloria Dei. As noted in the overview, we have highly diverse opinions within the congregation. It will be important for our rector to listen and guide us to solutions that recognize our values and gifts as we work to be a strong faith-based community. To be very clear, we are resistant to top-down leadership. We have been effectively using consensus building techniques at our vestry meetings to great success.
- **Participates in and encourages Gloria Dei activities.** Gloria Dei is a very social congregation. We have been disappointed in the past when our rector did not participate in our fundraising events, concerts, lectures, and community activities. We want our next rector to listen to our desires for program growth; help us determine what is best for the community; and attend our events. We feel that our rector needs to engage with the congregation and the community.
- **Engages with children.** As part of our parish development, we want to rebuild our children's ministry. We are looking for a rector with experience (and preferably training) in building a successful children's program. We recognize that the country is changing and traditional Sunday School may not be the best path to building a Christian education program for children. We are open to a children's message during Sunday service and other programs that engage and educate. We imagine that creativity in this area will be important.
- **Provides effective management of staff, property, and financial matters.** Our staff members communicated that they were unclear about their roles and responsibilities and requested clarification. To assist with this, the vestry undertook a review of two of these positions (sexton and parish administrator) and implemented comprehensive job descriptions for both. It will be important for our rector to supervise and clearly communicate with the staff to assure effective management.
- **Provides pastoral care.** The Gloria Dei congregation needs pastoral care from time to time. Some of our members are home-bound; some are experiencing scarcity of resources; some are looking for guidance in their faith journey. We currently have a program to bring the sacraments to the home-bound and a prayer ministry. We desire to keep these ministries and hope that our rector will be involved and find more ways for us to serve each other.



Ministries at Gloria Dei: A Selection

Gloria Dei is blessed with many congregants who feel called to contribute their time, talents, or treasure in support of our varied ministries. Some of our ministries are for joy and grace, others create revenue to support our Church operations. We cannot detail all of our ministries in this profile. Some have been in place for over 80 years, such as the Lucia Fest; others came about in response to the pandemic. Following are the highlights that represent fundraisers, joyful community experience, and concern for our brothers and sisters at home and worldwide – and, sometimes all three.

- **ALTAR GUILD.** The Altar Guild prepares the worship table each week, oversees the safety and maintenance of our sacred elements of worship: robes, altar cloths, silver, and consumable supplies. This ministry also cares for and protects our historic, museum-quality chalices, tankards, and plates.



- **BLESSING OF THE ANIMALS.** Each year to honor St. Francis we have a blessing of the animals. Some years in Church, some years outdoors. Our campus is popular with neighborhood dog-walkers who especially enjoy this service. For our pet loving congregants this is a meaningful and quite fun event.



- **FLEA MARKETS.** We hold a fall and spring flea market each year (pre-pandemic). We are noted for the wonderful foods prepared by our Gloria Dei home cooks. Both of these events bring our congregation together to help set up tables for

Our 3 Main Goals:

The overall goal for Gloria Dei is to have internal and external organic growth. We seek to strengthen our current congregation and be a welcoming community to others.

- Organic growth of the congregation. We want to increase our membership with spiritual guidance and discernment. Our new rector should have training and experience in helping congregations to grow. The congregation has many ideas on how to achieve this goal, but need the leadership and inspiration of a rector to help us.
- Attend to the congregation and the community. We seek a rector who will help us heal from the past and develop our spiritual life both individually and together through programs such as studying the Bible and other books, prayer groups, and adult education. As we become an increasingly settled, healed, and engaged congregation we would like to reach out to the wider community.
- Develop robust children's program. We seek a rector with experience in developing Christian education for children. We do not have a current program in place. We would like to work with our current families, former Sunday School teachers, and others to create a program that will evolve over time. We understand that this will be a process and not a fast solution.



merchants, prepare and sell breakfast and lunch items, tours of the Church, and clean-up. It is a wonderful event that brings the community to our campus to sell and purchase items. We have a committee that collects items to sell at a Gloria Dei table that contributes to the revenue from the event.

- **JAZZ 'N JOE.** Alan Segal, Director of The Jazz Sanctuary, HGDPC Trustee, and husband to our former rector, Rev Joy Segal, is a longtime friend to Gloria Dei.

Alan brings his jazz band to Gloria Dei each month during the Spring and Fall to play the Great American songbook plus some of the Blues, as a fundraising event for the Church. This is another ministry where our home cooks provide desserts for our guests. We ask for free-will donations to support this ministry.

- **LAY EUCHARISTIC MINISTRY.** Participants of this ministry bring the Eucharist to home-bound or sick church members. Those interested in joining this ministry need to complete a brief training.
- **LUCIA FEST.** Our annual Lucia Festival honors our Swedish heritage. This 3-day event combines a service with the telling of the St. Lucia story who was beloved by the Swedes. Through story, song, and re-enactments with approximately 40 children and adults, this program is sure to bring anyone to tears for its poignancy and beauty. In Riverside Hall, we create a holiday shopping event we call St. Eric's Fair. Lucia takes nearly 100% of our congregation's efforts to create and person this event.



Pre-pandemic, it was our largest fundraiser of the year and generally draws over 1000 guests to the service and fair. There are a total of 8 services between Friday through Sunday. The service portion of the program is traditionally led by our rector.

- **MERCY HOSPICE.** A relatively new ministry is the support of Mercy Hospice, a place for single women and mothers with children to live as they recover from addiction. The residence provides individualized training and support to help residents move to independent living. We are collecting food and supplies for this community. Recently, our Gloria Dei home cooks prepared a meal for the 32 women and gave the chef a day off. At Christmas, we collected funds and donations to provide Christmas gifts. For Lent (2022) we collected funds to buy books recommended by the administration for the women.
- **PRAYER MINISTRY.** Participants of this ministry commit to daily private prayer for our congregants and others. This ministry also includes a weekly time of communal prayer on Zoom for those interested. Anyone is welcome to join as they feel called to.
- **SEDER MEAL.** Pre-pandemic, the congregation came together during Holy week for a reading of the Seder meal. This free event is purely for community and is greatly enjoyed by all as we remember God's love and the Exodus story.
- **SEXTON SIDE SHOW.** At Gloria Dei the position of sexton is shared by a talented couple. In a volunteer capacity, the sextons created a series of programs called *Sexton Sideshows*. These events are designed to bring our congregation and the larger community together to enjoy musical concerts such as *O Brother Where Art Thou* and *Jesus Christ Superstar*. They have also organized concerts to showcase a range of musical styles from classical, to folk, to a cover band of *The Rolling Stones*. For many years, these concerts have been a major part of a Memorial Day Picnic for the community to enjoy our park setting, some fabulous music, and delicious food.
- **THE BOND OF CARE.** During the summer of 2021, Gloria Dei raised funds to provide tuition and living expenses for underprivileged students enrolled at Church Mission Society College in Kerala, India. We applied for and received a grant from the DIOPA Global Mission Project to support this project. We sold Rakhi brackets to the congregation and other donors to raise additional funds to support these students. We pledged our support to these students through a special Sunday Service and later connected with them via video conference. The program is continuing. Please see: <https://www.old-swedes.org/news/the-bond-of-care>

Our Financial Snapshot and Goals

CURRENT FINANCIAL STATE

We are already generously endowed by earlier congregations who left legacy gifts that sustain us today. While these gifts help us to operate the Church and buildings, there has not been a sufficient amount of revenue to keep up with building maintenance, or support ministries in the way we wish we could. Our pledge dollars do not currently cover the salary and benefits for our rector and other paid staff members.

However, it should be noted that all salary, benefits, insurance, office and sundry expenses, utilities, and standard maintenance/ repair expenses are equaled or exceeded by our endowment, rental income, fundraisers, and pledges. The Vestry maintains a balanced budget as standard practice.

Parochial Report Comparison	2014	2015	2016	2017	2018	2019	2020*	2021*
Average Sunday Attendance	60	52	60	61	50	52	42	26
Baptism	9	14	9	11	5	4	1	5
Weddings	5	6	3	5	2	0	0	1
Funerals	5	8	9	2	4	8	1	3
Pledged	34,978	33,106	33,321	44,279	47,338	52,208	51,784	42,896
Plate and Pledge Received	49,994	47,087	50,012	55,618	52,703	54,346	45,756	50,964
Income from Investments	107,118	117,556	109,341	117,785	100,970	128,128	121,822	131,072
Other Operating Income	126,675	128,765	132,185	133,301	130,845	148,466	68,968	95,207

*Includes on-line Facebook-streamed service attendance

Long-Term Revenue Goals

- **Increase our income through implementation of our wedding and rental opportunity.** A revenue plan has been developed and approved by the Vestry that projects an increase in income from the rental of our sanctuary and hall for weddings and other events. (see below)
- **Increase our endowment income through legacy giving.** Our endowments currently provide about 50% of Gloria Dei's income. As in the past, parishioners can provide legacy gifts to increase the endowment for the future of our church. Gloria Dei currently has seven parishioners who have let us know that they plan a legacy gift for the future of Gloria Dei. We believe there are others who have not communicated their gift to Gloria Dei.
- **Increase our pledged and donations income through new members.** In 2022 Gloria Dei has 17 pledges and 5 additional automatic givers. The annual average gift is \$1,860/member.

Long-Term Goals for Use of Discretionary Funds

- Proactively address deferred maintenance.
- Invest in sustainable practices. Decrease our gas and electricity energy use.
- Designate more income from donations and fundraisers to be used for church mission

Stewardship. The Vestry has taken considerable steps to secure our financial future.

TENANTS

We are fortunate to have Kreative Kids Academy as a tenant. They use the majority of our building, Roak House. They would like to rent the entire building and this should be considered. This building currently houses the church office, and was used for many years for our Sunday School program. We appreciate the rental income and it is important to our financial health. However, it will provide a challenge to restarting our children's program.

PERMANENT RESIDENTS

Approximately three years ago, the Vestry voted to save all revenue from the sale of interment rights in a fund to maintain our historic churchyard that dates back to 1677. We surveyed the available spaces for interment of ashes and raised prices for plots. With the available space, we have the opportunity to generate over \$1 million dollars. The funds are in an interest-bearing account and the Vestry voted to spend no more than 4% of the annual interest on maintenance. In this way, the fund will continue to grow and the churchyard will be maintained as would be expected.



Historic Gloria Dei (Old Swedes')
Preservation Corporation

In 2013, several members of the congregation formed a 501(c)3 non-profit organization. The HGDPC Board of Trustees is comprised of both congregants and community members. This organization raises public funds for the restoration and care of the buildings and grounds. An early accomplishment was the creation of a 30-year master plan for the church property and National Park Service grounds. This master plan was donated to HGDPC through a Community Design Collaborative grant. This document informs HGDPC's project planning and decisions.

In 2021, HGDPC completed a renovation of the Church interior and exterior with funds raised and matched by the Commonwealth of Pennsylvania through a Keystone Grant. This project is being honored this year by The Preservation Alliance for excellence in restoration.

The next project will be to replace the roof of the Church in 2026. The Vestry has set aside nearly \$100,000 in donated funds from various bequests and donations. HGDPC will secure matching funds grants from the Commonwealth and area associations. This project is expected to cost approximately \$250,000. Please see: <https://preserveoldswedes.org/>

Although HGDPC operates independently from the congregation, their activities are shared with the Vestry. This has led to a fruitful partnership. Gloria Dei's rector serves as an *ex officio* board member.

Riverside Weddings
AT GLORIA DEI

Three years ago, the Vestry undertook a strategic planning activity. We wanted to explore how we might ensure long term financial stability. During this process, the committee learned that there was little to no interest in conducting capital campaigns to raise funds for maintenance and other needs. We learned that congregational growth and an increase in pledging would certainly be a long-term activity.

Our wedding opportunity is possible due to Pennsylvania law that was enacted with the Quakers to allow self-uniting marriages. Riverside Weddings at Gloria Dei will offer full Episcopal marriages where our rector will officiate as he or she deems appropriate, following the Canons for an Episcopal sacrament. Couples will also be able to secure a self-uniting license from the Commonwealth and bring in their own officiant. We have prepared a guideline booklet with details for wedding rentals. We anticipate our rector will embrace this opportunity to best use our assets to secure our financial future. The vestry approved the creation of a 20 hour/week Wedding and Event Specialist to secure and manage wedding rentals of the Church, grounds, and Riverside Hall. Please see our website: <https://riversideweddings.org>

Riverside Weddings at Gloria Dei launched in April 2022. The Vestry approved a name for marketing and social media purposes. Our specialist position has been filled and she is actively promoting our ministry. We anticipate approval of our guideline booklet from the DIOPA Standing Committee by June of 2022.



The Vestry is very comfortable with our decisions to secure Gloria Dei for the next 300 years.

We are looking for a rector who will embrace our entrepreneurial spirit.

We believe that taking these actions will allow our rector to focus on community and mission.

We hope that being relieved of the need to fundraise will be a plus when considering Gloria Dei.



Summary

We would like to close this profile with a few quotes from our discussions with the Gloria Dei congregation when asked, *What is your vision of the future at Gloria Dei?*

“A priest that puts Gloria Dei and its parishioners 1st; one that values us as much as we value our church and church family.”

“To grow with positive, strong, open-minded, loving environment.”

“To grow into a better, more diverse community that reflects our growing changing culture.”

“To inspire the congregation to do God’s work in their everyday lives. That being a Christian is living it daily.”

“The new rector should be warm, caring and kind and build on the qualities and diversity of the church.”





BOARD MEETING MINUTES

DETAILS

Date: May 9, 2022, 5:30 - 6:30 p.m.
Location: Riverside Hall
Attachments: Board Packet

ATTENDEES

Board Members: Candace Roberts, Mark Roberts, Amy Grant, Jeanette Woehr, Cynthia Temple, Michael Schreiber, Alan Segal, Koshy Mathews (guest), Richard Woehr (guest)

ACTION ITEMS

PENDING

- Create master calendar of events for the The Swedish American Chamber of Commerce.
- Cynthia Temple will explore grant opportunities to repair the church organ. Here is a list that was suggested:
 - Councilman Mark Squilla
 - William B. Dietrich Foundation (P.O. Box 58177, Philadelphia, PA 19102)
 - Lenfest Foundation (lenfestfoundation.org)
 - Haas Foundation (www.wyncotefoundation.org)
 - Landenberg Family Foundation
 - The McLean Contributionship (ATTN: Sandra L. McLean, 230 Sugartown Road, Suite 30, Wayne, PA 19067)
 - Partners for Sacred Places (new board member Marco Federico)
 - Also, search historicfunding.com
- Jeanette Woehr to contact information Chris Roak and Andrew Rudman’s ancestor regarding Landenberger Family Foundation.
- Install interpretive signage to correct Hanson plaques inside the sanctuary
- Sven’s Woods Committee to contact Carla Messenger, Director of Native American Heritage Programs, regarding plant material (610-434-6819; lenapeprograms.info; palenaoe@enter.net)
- 6-month project report due to QVNA in October 2022.
- Jeanette Woehr and Marco Federico to select date for their joint walking tour.

IN PROGRESS

- Mark Roberts and Amy Grant to revise design for interpretive signage and create sample.
- Paint and repair sacristy door
- Paint church steeple
- Amy Grant to create event planning/promotion checklist.
- Publication of book containing Michael Schreiber’s essays on maritime history
- Preparation for History Book Festival (see attached Event Planning Worksheet)

COMPLETED

- Amy Grant reserved three possible dates on the calendar for Spirits and History or other fundraiser: Sept 16, Sep 17, Oct 28



AGENDA

GRANTS AND AWARDS

Our grant requests have resulted in **\$11,260.00** in funding so far this year.

1. **Preservation Alliance:** *We won!* HGDPC was awarded a Preservation Alliance Grand Jury Award for the work on our recent painting and wood repair project. Award ceremony is on June 8, 2022 at Vie. Mark and Candace Roberts will be attending and will purchase tickets for other board members. Cynthia Temple and Marco Federico will also attend.
2. **Philadelphia Cultural Fund:** *We won!* We were awarded \$8,771.00, which is a lot more than we expected. These funds will be used to support our app/signage project.
3. **Queen Village Neighbors Association:** *We won!* We were awarded \$2,489.00, the full amount we requested, to support one year of our graveyard/self-guided tour app.
4. **Society Hill Civic Association:** Organization received 22 applications; we were not selected but were encouraged to apply again next year.
5. **National Trust for Historic Preservation:** application submitted; awaiting notification (July 2022)

CAPITAL PROJECTS

1. **Other Deferred Maintenance:** We have about \$20,000 left in our budget from funds raised for the Keystone Grant. We will use these funds to address deferred maintenance. The door to the church sacristy is rotted and needs paint and repair. We will also be painting the steeple.
2. **Roof Replacement:** The roof on the church is overdue for a replacement. It is estimated that this will cost about \$225,000. The good news is that the church has already raised \$95,000 for this project. We will aim to raise \$25-50,000 and apply for a Keystone Grant for matching funds. This work is expected to take place in 2023.
3. **Organ Repair:** Paul Fejko, the church organist, says that the organ is in need of repair. He received an estimate for the work. It will cost \$22,000. He said that there may not be grant opportunities available to the Gloria Dei congregation, but wondered if our nonprofit organization might be eligible. The organ is a very unique and special artifact, though it is not "historic" because the action has been modernized. Cynthia Temple offered to research funding opportunities for the organ, but noted we would have a better chance of obtaining funds if the organ was used for public events.
4. **Churchyard Interpretive Signage and Self-Guided Tours:** We were notified that the Philadelphia Cultural Fund and QVNA both approved our grant applications and will provide us financial support for this project.
5. **Sven's Woods:** Cynthia Temple and Michael Schreiber requested clarification on their committee's role in the project. Candace Roberts explained that they should start by building relationships with project stakeholders including National Park Service and the Delaware River Waterfront Corporation. Once we receive a draft of the cultural survey from the National Park Service, we will know what can be done to develop the land. Like the Friends of Independence National Park, which is an independent non-profit, HGDPC will be responsible for raising the funds for the work. National Park Service does not have funding to support this project, but they will have final approval since it is their property.



FOUNDERS MAGAZINE

Founders Magazine continues to attract donors and generates online sales. We will continue to publish issues quarterly.

Upcoming Issues:

- Spring 2022: "The Life and Times of Andreas Rudman" by Peter Stebbins Craig (first draft complete)
- Summer 2022: "The Art of Swimming" by Amy Grant (draft of article in progress)
- Fall 2022: "A Tale of Two Brothers" by Michael Schreiber (article written, pending layout)
- Winter 2023: The Rev. Dr. Cynthia Forde will be writing an article on the Bankston women of New Sweden (Gertrude Bankston, Brita Mattsdotter Rambo, etc.)
- Spring 2023: "Reverend Simes" by Percy Stockholm
- Summer 2023: "George Ord" by Al Dorof
- John Lungren (TBD) by Donna Levy
- The Sheeds of Philadelphia (TBD)
- Alexander Wilson (TBD)

PROGRAMS AND EVENTS

Recent Events:

- Sun. Apr 24 at 1:00 pm: **Southwark Revisited** walking tour with Michael Schreiber. 26 attended; well-received. A descendant of John Lungren was in attendance.
- Sat. May 7 at 8:45 am: **General Meade Society** tour of graveyard led by Alex Palma (cancelled).

Upcoming Events:

- Sun. May 15 from 1:00 pm - 6:00 pm: **History Book Festival** - local authors will sell their books. Church tours, book readings and interviews scheduled throughout the day. Free for adults and children. Volunteers: Amy Grant, Jeanette Woehr, Richard Woehr, Christine Pickup, Mark Roberts and Candace Roberts.
- Sun. May 22 at 1:00 pm: **Southwark Revisited** walking tour with Michael Schreiber. \$15 per ticket. Candace Roberts will serve as docent.
- Sat. Jun. 11: **Rambo Family Reunion** - Rambo descendants are hosting a family reunion this summer. They will be staying in Delaware but will visit Gloria Dei Church. They will be visiting the acknowledged burial site of Peter Gunnarson Rambo (outside the door to the vestibule). We will be hosting a luncheon for this group. This will give us an opportunity to meet the Rambo family descendants. Copies of Winter 2022 edition of *Founders Magazine* will be distributed.
- Sun, Jun 12 at 10:00 am: 20 Years of Service Celebration for Rev. Koshy Mathews
- Thur. Sep. 8 at 7:00 pm: "The History of the New Market" with **Michael Schreiber**
- Thur. Oct. 13 at 7:00 pm: "Real Philly History, Real Fast" with **Jim Murphy**.
- Thur. Nov. 10 at 7:00 pm: TBD

Special Dates to Consider for Events:

- Sep. 24, 2022 - **Smithsonian Museum Day**. Museum Day is an annual celebration of boundless curiosity hosted by Smithsonian Magazine. Participating museums and cultural institutions across the country provide free entry to anyone presenting a Museum Day ticket, which may be downloaded



HGDPC

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from the Museum Day website. Do we want to participate? It might be a nice opportunity to collaborate with another museum or historic site on programming.

- Every March (all month) - **Women’s History Month**. Do we want to offer a tour or other program about some of the women who are buried at Gloria Dei? Here are some ideas:
 - **Abigail Horner** - wife of a famous ship captain; fed and cared for wounded soldiers during the Civil War
 - **Astrid Perry** - first female vestry member; founder of Lucia Festival; Atlantic City Horse Diver; masseuse to the stars.
 - **Alyce Campisi** - prolific artist who probably painted Gloria Dei for the Works Progress Administration; seminal work was “The Landing of the Swedes on the Delaware”
 - **Gloria Campisi** - first female reporter hired at the Daily News; mastered the “reverse lookup” trick to find sources for her articles.
 - **Eleanor Richard Simes** - wife of longtime rector, helped the congregation grow by establishing programs that appealed to the larger community including building a free library/reading club.
 - **Sarah and Martha Stewart** - mother/daughter duo who worked as caretakers at Carpenters’ Hall and built the extensive library which still exists today.
 - **Margaret Macpherson** - descendant of Keen family; was orphaned as a child and raised by her uncle; helped families who were negatively impacted by the Revolutionary War.
- Apr. 18, 2023 - **World Heritage Day**. Every year on Apr. 18th, museums and monuments throughout the world offer tours and special exhibits. Do we want to participate by offering tours of the site? In the US, it also happens to be tax day.
- Apr. 16 to 24(?) - **National Park Week**. National Parks across the US offer special programs, events and digital experiences. Do we want to participate?
- Every May - **National Historic Preservation Month**. Established in 1973 by the National Trust for Historic Preservation. During the month of May many events are planned to promote historic places for the purpose of instilling national and community pride, promoting heritage tourism, and showing the social and economic benefits of historic preservation. Should we participate?
- Every October (all month) - **Archives Month Philly**. Archives Month Philly promotes events and exhibits that feature archives. In the past, we’ve hosted a “Great Talks Lecture” that fit this theme. Should we plan for this in the future?
- Sep. 5 through Oct. 26, 2024 - **The 250th Anniversary of the First Continental Congress**. Carpenters’ Hall — where the meetings took place — will be hosting a big celebration. Should we participate? Carol Smith -
- Jan 17- **Benjamin Franklin’s Birthday** - maybe we can host a lecture on his lightning rod

Other Program Ideas:

- **Panel Discussion**. Ripped from the Archives: Church Scandals. Suggested by Jeanette Woehr, a panel discussion on the “bad boys and gals” of area churches. Jeanette will share some of the scandals that she has uncovered in the church archives. Old Pine historian Dan Campbell has confirmed participation. The Christ Church historian is not available. Amy Grant will need to identify another panelist.
- **Boos and Brews, Oct. 2022**



HGDP

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- **Description:** Spend a memorable evening with spirits on the ghostly, historic campus of Old Swedes' Church. While you mingle amongst the living and the dead partake in the flavors of the local eateries, breweries, and vineyards.
- Similar format to Spirits and History but focused on ghost stories. Guests will dress up for Halloween. Possible costume judging contest.
- While searching for stories about fires, Amy Grant stumbled upon several "ghost" stories that involve historic figures such as Charles Springer and the Rambo family. Michael Schreiber and Amy Grant will adapt these stories for our event.
- **Panel Discussion.** Amy Grant would like to host a panel discussion on how area churches fared during the American Revolution. Some were used as hospitals. Old Pine was nearly destroyed. Rev. Dr. Kim-Eric Williams agrees that this would be an interesting topic.
- **Spirits and History.** Possible dates: Sept 16, Sep 17, Oct 28. Featuring early church congregants and settlers of the area: Anders Svensson Bonde (Boon) Peter Gunnarsson Rambo, Magdalen Robeson, Rev. Andreas Rudman, Olof Stille (Stilley), Andrew Swanson, Andris Souplis

We have contacted the following historians about being guest speakers:

- [Being Rescheduled]: "Dead and Buried: Cemeteries in Greater Philadelphia (working title)" with Dr. Stephen Nepa
- [Being Rescheduled] "Precious Dust: The History of the Bethel Burying Ground" with Terry Buckalew
- Amy Grant has contacted Tim McGrath, author, *John Barry: An American Hero in the Age of Sail* (2010), *Give Me a Fast Ship: The Continental Navy and America's Revolution at Sea* (2015). He has expressed interest.
- Amy Grant has contacted Dr. Kim-Eric Williams, co-author of the *Colonial Records of the Swedish Churches in Pennsylvania* to discuss the publication of the final volume in this series.
- Washington Avenue Immigration Station with Susan Mack

OTHER BUSINESS

- Financial Report: \$26,000 in our account, which will more than cover painting the steeple. Will happen in the spring.
- Walking tours are selling very well at \$15 per ticket.
- *Founders Magazine* is selling very well; \$10 an issue (price includes shipping).

ACCOUNTING REPORT TO THE VESTRY: Finance Committee
May 2022

Committee:	FINANCE																		
Items to Discuss at Vestry																			
Checkbook Balanced	NO – Square has deposited \$56.66 more than charges show.																		
Debit Card Acct Balanced	YES																		
Rector’s Discretionary Fund	YES																		
	Beginning Balance	Ending Balance																	
Checking Account	\$ 50,863.47	\$ 38,692.89																	
Debit Card Account	\$ 1,829.00	\$ 1,570.19																	
Rector’s Discretionary Fund	\$ 466.89	\$ 466.89																	
Pledge and Plate Tracking	Pledge over by: \$ 1,110	Plate under by: \$ 157																	
Endowment Income	Under by \$ 139																		
SUMMARY Income & Expenses	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;"></th> <th style="width: 20%;">Income</th> <th style="width: 20%;">Expenses</th> <th style="width: 40%;"></th> </tr> </thead> <tbody> <tr> <td>Actual</td> <td style="text-align: right;">\$ 74,610</td> <td style="text-align: right;">\$ 114,372</td> <td style="text-align: right;">\$ 39,762 Actual DEFICIT Actual expenses exceed actual income</td> </tr> <tr> <td>Budget</td> <td style="text-align: right;">\$ 71,773</td> <td style="text-align: right;">\$ 103,731</td> <td style="text-align: right;">\$ 31,958 Budget DEFICIT anticipated</td> </tr> <tr> <td>Difference</td> <td style="text-align: right;">\$ 2,837 Over budget</td> <td style="text-align: right;">\$ 10,641 Over budget</td> <td style="text-align: right;">\$ 7,804 Budget DEFICIT Budget expenses EXCEED budget income</td> </tr> </tbody> </table>				Income	Expenses		Actual	\$ 74,610	\$ 114,372	\$ 39,762 Actual DEFICIT Actual expenses exceed actual income	Budget	\$ 71,773	\$ 103,731	\$ 31,958 Budget DEFICIT anticipated	Difference	\$ 2,837 Over budget	\$ 10,641 Over budget	\$ 7,804 Budget DEFICIT Budget expenses EXCEED budget income
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News	<p>1) YCCA paid the rent increase and their rent increase back charges in May.</p> <p>2) For easier tracking, the budget has been rearranged to add new income and expenses categories</p> <p>06 -Riverside Weddings at Dei Expenses to date include: RINK Consulting - \$1,400 Amy Liberi - \$1,200 THEKNOTWEDDING \$715.</p>																		

May 2022 Business Plan Report

Chair:	Candace Roberts
Committee Members:	Amy Grant, Amy Sampson Liberi, Jaime Konowal, Amy Sampson Liberi, Christine McBride, Paula Minacci, Christine Pickup, Alan Segal, Jim Ufheil
Actions Completed:	<ul style="list-style-type: none">• Amy Sampson Liberi has begun work• Amy, Christine and Candy met to review how the positions of Parish Administrator and the Weddings and Event Specialist coordinate• Christine will begin using the online calendar and no longer use the paper calendar• The Finance Committee is completed the work on QuickBooks to segment the revenue and expenses for Riverside Weddings• An updated ad for Riverside Weddings has been created to give out at events
Action Items In-progress/pending:	<ul style="list-style-type: none">• We have requested wedding photos from the congregation who have been married at Gloria Dei. The photos will be used on the web site and for marketing (social media and print)• The wedding rules booklet has been updated several times at the request of DIOPA. It is now in the queue to be discussed by the Standing Committee

May 2022 Profile Report

Chair:	Candace Roberts
Committee Members:	Julie Daye, Jill Duink, Nora Melley, Eric Sanchez, Jaime Konowal, <i>ex officio</i> , Barbara Abbott, consultant
Date of last meeting:	April 13, 2022
Date of next meeting:	TBD
Actions completed:	<ul style="list-style-type: none"> The Profile booklet has been completed (included with this report) for Vestry review and comment or approval
Action Items In-progress/pending:	<p>Next steps for Vestry review and approval:</p> <ul style="list-style-type: none"> Create the 2-page Rector's Role document Create the Ministry Portfolio Write a description of Rector position, Profile and a paragraph-long call for new rector Following that work, the committee will answer the online questions that are posted for the rector search and submit these for Vestry review and approval
Projected timeline (revised)	<ul style="list-style-type: none"> Finalize questionnaire: January 31 - completed Schedule Zoom discussions with Vestry: Feb 1-11 - completed Announce the discussions with the congregation and place questionnaires at the back of the church: Feb 20, Feb 27 - completed Profile Committee Meeting, fine-tune questionnaire, if needed: Feb 16, 5:30-7 - completed Schedule Zoom/in-person discussions with congregations: Feb 20-27 Profile Committee Meeting, determine who might need a personal invitation to participate: Feb 23, 5:30-6:30 - completed Complete discussions by March 24 - completed Assemble all feedback into a word doc: March 26 - completed Share document with committee for comment: week of March 28 Profile Committee Meeting, discuss and agree on the 3 soft skills, 3 hard skills, 3 goals: week of April 4 - completed Refine document: week of April 11 - completed Present document to Vestry on April 14 - completed Upon approval, design the Profile book - completed Present to the Vestry for review and comment/approval Present to DIOPA for review, comments, and approval While the Profile is with DIOPA, move on to creating the Role of the Rector document and answering the online questions for Vestry review

May 2022 Request for Vestry Consideration

Requestor:	Candace Roberts
Parish Administration coverage	<ul style="list-style-type: none">● In light of our decision to reduce Christine's work days, I would like to discuss Koshy's idea of hiring a second person to cover Monday and Friday.
Thoughts for discussion	<ul style="list-style-type: none">● We would be able to have the church open 7 days per week● We would be able to train a person to provide coverage when Christine has vacation time● We would be able to train in a non-stressed environment● This person may excel at web communications and facilitate our outreach for the church



PosiGen Community Partnership Program

Nonprofit Name Sample

Organization Name

PosiGen Community Partnership Agreement

At PosiGen Solar, we understand that our success depends on the success of the communities that we serve. Our Community Partnership Program is designed to reward non-profits, small businesses, schools, and community groups for supporting PosiGen's efforts to make clean, renewable energy available to all of Pennsylvania's homeowners, regardless of income. Through our Solar for All program, our unique solar and energy efficiency service helps people Make Power + Save Power to provide positive financial impact so they can invest more in their families and their communities.

Parties to Agreement

The following document outlines the terms for a Community Partnership agreement between the **Nonprofit Sample** and **PosiGen**

Partnership Agreement Purpose

The purpose of this agreement is to detail how **PosiGen** and **Nonprofit Sample** can work together to help homeowners in Philadelphia save money, and to bring clean renewable energy to families throughout Pennsylvania.

1600 Olden Avenue, Unit 10, Ewing, New Jersey 08638 | (844) 78-SOLAR (844) 787-6527

www.PosiGen.com www.solarforallphiladelphia.com

PosiGen PA, LLC HIC# PA-167724

How PosiGen Supports Community Partners

In exchange for educational outreach, media events and assistance, **PosiGen** offers our Community Partners the following support:

For each successful new solar customer referral attributable to our Community Partnership efforts, **PosiGen** will provide a donation of \$400.00 to be paid once the solar system is fully installed and activated.

Once 10 successful installations are reached, **PosiGen** will donate one 8kw redeployed system with a 5-year donated all-in service lease at the solar suitable location of your choice. This offer repeats for every 10 successful installations attributable to our partnership efforts.

PosiGen will pay for all educational and outreach materials to support our Community Marketing efforts.

PosiGen will utilize staff to canvas as appropriate to support events and efforts.

PosiGen will also provide refreshments at agreed upon educational events with our Community Partner.

How Community Partners Support PosiGen

Nonprofit Sample is willing to assist PosiGen's community engagement in the following ways (select all that apply):

- Allow our logo to be included in all educational materials

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- Send an email to all of our members/stakeholders to invite interested homeowners to sign up for a free PosiGen home energy assessment
- Include information on PosiGen in our monthly/quarterly/annual newsletters
- Promote PosiGen content, programs, events, and partnership on our social media platforms
- Place easily viewable PosiGen educational materials in our offices
- Inquire and hand out PosiGen educational materials to our interested homeowner members
- Allow PosiGen to present at one or more of our regularly scheduled or existing events
- Join PosiGen to present at media, local government and/or community events
- Provide relevant quotes and photographs for educational materials and media events
- Join PosiGen to present at media events or in venues such as television or radio
- Once 10 successful new solar customer installations are reached, **Nonprofit Sample** agrees to join **PosiGen** for a live media/press event on day donated solar system is installed.



PosiGen Community Partnership Program

IN WITNESS WHEREOF, both PosiGen and **Nonprofit Sample** through its undersigned authorized representative, hereby execute this Community Partnership Agreement to be made effective as of the date and year indicated below.

PosiGen of Louisiana, LLC,

By:

 Elizabeth Galante
 Senior VP of Business
 Development
 & Government Relations

Or

By:

Julian Burnett
 Community Marketing Manager

Partnering Organization – **Nonprofit Sample**

Authorized

Representative

1600 Olden Avenue, Unit 10, Ewing, New Jersey 08638 | (844) 78-SOLAR (844) 787-6527
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 PosiGen PA, LLC HIC# PA-167724

Name: _____

Title: _____

On this (16)**th** day of (February), 2022

1600 Olden Avenue, Unit 10, Ewing, New Jersey 08638 | (844) 78-SOLAR (844) 787-6527
www.PosiGen.com www.solarforallphiladelphia.com
PosiGen PA, LLC HIC# PA-167724

Proposed: That Gloria Dei sign on as a Community Partner to promote solar panel installation in our neighborhood.

Gloria Dei would agree to:

- 1) Allow our logo to be included in Posigen educational materials
- 2) Send an email to our members/stakeholders, include information in our newsletter, put on our website, place materials in our office
- 3) Allow Posigen to hand out materials at one or more of our events (like Flea Markets)

Gloria Dei would receive:

- 1) \$400 for every referral that results in a residential installation.
- 2) A donated 8kw solar panel system for every 10 successful installations.

I (Jill) contacted Solarize Philly and was referred to Posigen as an installer.

I recently signed up to have solar panels installed on my South Philly roof.

I am still going through the survey approval, but if all goes well I will be leasing solar panels

Solarize Philly is a citywide program to help all Philadelphians go solar. The Philadelphia Energy Authority (PEA) launched Solarize Philly to make the process of installing solar as easy and affordable as possible, while also supporting solar training at the School District of Philadelphia and improving access to clean energy for all neighborhoods.

PEA has carefully selected high quality installers and equipment, and negotiated discounted prices and important consumer protections to help Philadelphians go solar at their homes and businesses.

The Solarize Philly approved installers are Solar States, Superior Solar, Posigen Solar, and EDP Renewables. New in 2021: go solar with a solar lease at no upfront cost!

<https://solarizephilly.org/>

Questions from our congregants:

Q: Does the brochure you sent earlier describe the solar panel benefit for every 10 installations?

A: Yes! Attached is a sample of the Community Marketing agreement that details the program

Q: Was there something about a \$25 gift for those who sign up for information?

A: Yes there are various referral stages, the \$25.00 is currently under review but the \$400.00 is guaranteed!

Q: One of our congregants heard that the solar installation can damage the roof and that the homeowner would have to pay for that. Can you address that issue?

A: Posigen uses a rafter system that does not penetrate the roof, we also insure your roof for the life of the lease from any damage caused by the Solar system!

Q: I was wondering where the subsidy for residential solar installations comes from.

A: It's all a part of PosiGen's Solar for All campaign, it's all covered under the lease, no Government subsidies required!

Questions I hope to have the answer to before our meeting:

What other churches/organizations in the Philadelphia area are Community Partners?

How many Posigen activated residential solar panel installations are in Philadelphia?

If things don't work out, is Gloria Dei free to leave the program?

REQUEST FOR DISCUSSION AND APPROVAL

PRE-PAY 5 YEARS OF DOMAIN NAME TO SAVE 50%

From: Tamara Coalwell
Sent: Tuesday, May 3, 2022 1:45 PM
To: Candace Roberts <croberts@quantum-think.com>
Subject: It's Tami Coalwell | .org domain name

Hello Candace,

Domain Name: old-swedes.org

Why are we letting you know? You can take advantage of today's pricing. Renew your domain name for additional years – renew for 1 to 9 years.

Example: your .org domain name expires 2/24/2023. You could add additional years. Let say you purchase 5 additional years. This means the domain name expires on 2/24/2028.

Another benefit besides saving money, Search Engines will reward you will a higher ranking because you have more years on your domain name.

Call or email how many years you wish to add to your domain name prior to May 25, 2022. Here is today's pricing:

1 year -- \$45.00	6 years - \$243.00
2 years -- \$90.00	7 years - \$280.35
3 years -- \$130.95	8 years - \$316.80
4 years -- \$171.00	9 years - \$352.25
5 years – 209.25	

New .org pricing effective June 1, 2022

1 year -- \$72.00	6 years -- \$388.80
2 years -- \$144.00	7 years -- \$448.56
3 years -- \$209.52	8 years -- \$506.88
4 years – \$273.60	9 years – \$563.76
5 years -- \$334.80	10 years -- \$619.20

Questions, please email or call to renew your domain name today.



iEditWeb is Phi4 Certified



Tamara 'Tami' Coalwell

Tami@iEditWeb.net

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651.691.4500 Ext 21 – Minnesota Office

651.766.7519 Fax – Worldwide

Customer Only Website

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Office Hours

Monday – Thursday 8:30 am to 4:45 pm

Friday 8:30 am to noon