



## **Vestry Minutes**

**February 20, 2024**

**Attending:** Stephanie Yancy, Cathy Deats, Julian McKimmon, Allison Martin, George Douglas, Perry Suk, Charles Malone, David Dykes, Hannah Harris, Roy Immelman, Sarah O'Connor, Yvette Smith, Sam Wasonga, Anne Stokes – Clerk,

The meeting convened at 7:00 p.m.

The meeting began with prayer a Bible Study of Mark 13:3-9

- A. Approval of January minutes: attach all written report and Bishop's Letter. Moved to approve with additions by Sarah O'Connor, and 2nd Charles Malone. Minutes were unanimously approved.
- B. Search Committee Update–Allison Martin, Sarah O'Connor–
  - Congregational responses and questions have been collected and recorded.
  - One question per week will be addressed on the Transition page--the first one last week
  - The committee will submit the draft of the Parish Portfolio by next week and request feedback by early March (deadline to be communicated). The Vestry will vote on the final document electronically.
  - The committee put in a lot of work on the submitted questions--two members worked on each question and report to the full committee.
  - The portfolio will be submitted to the Diocese by mid-March. The parish portfolio will have answers to 12 questions that have to be answered based on parishioner input.
  - The committee will review the website to ensure that it reflects the parish in the same way that the profile does.
  - Transition Meeting update–Cathy Deats–Written report submitted and attached.
- C. Finance Committee Report–George Douglas–
  - a. January Financials
    - Submitted in writing, reflecting a strong month with increased revenue.
  - b. Proposed 2024 Budget--approval--
    - Questions were submitted and answered by the Senior Warden.

- The cost of rector search and hire will be addressed with funds in investment accounts—there is adequate funding available with a remaining balance to address emergencies. The Finance committee moved approval with submission of the budget. Sam Wasonga seconded and the budget was unanimously approved.
  - Submitted and attached
- c. Check Signing Resolution--Proposed by Finance Committee
- Moved Seconded David Approved Unanimously
- d. Update of Parish Audit--
- Full audit is \$15k in budget--must be complete by Sept. 1--to do this within that time frame it was decided to stay with the present accounting firm.
- D. Approval of Parochial Report--Stephanie Yancy--The staff has done the major portion of the work on the report along with the Sr. Warden. It will be submitted on time--due date is March 1--the report must be submitted annually to the diocese and national church--important because this is the report that determines diocesan assessment.
- Charles Malone moved approval, Hannah Harris seconded the motion. The Parochial Report was approved unanimously.
- E. Documentation Committee Proposal--Hannah Harris
- A proposal for committee documentation was submitted in writing. The documentation form will be shared with each committee chair for completion.
  - Hannah will make herself available if there is a need for clarification or assistance.
  - The time frame for completion is mid summer.
  - Sam Wasonga moved approval, and Sarah O'Connor seconded. The project was unanimously approved
- F. Brief Updates
- a. Memorial Garden work goes on with enthusiasm. Work includes a Memorial Garden map in progress, improvements to the plantings, and documentation of use policies.
- b. The change of key codes will happen on March 4th--this will meet the diocesan security requirement when a Rector leaves.
- c. The Beloved Community had its first service on Sunday, February 19. 25 people attended including representatives from Nativity.

- d. The sound system contract has been signed, the first payment made, and work will begin around May 20. Work should be done by the end of the month.

#### G. Regular Reports

- a. Interim Rectors--Rectors reports were submitted in written form prior to the meeting, and are attached.
- b. Wardens--Written reports were submitted and are attached.

The meeting adjourned at 9:15 p.m.

Respectfully submitted,  
Anne Stokes  
Clerk of the Vestry

### **Senior Warden's Report**

Senior Warden's Report

February 20, 2024

1. Completed order for the new sound system with Avcon as approved by the Vestry in January. Initiated first payment and have set installation date for late May, after Pentecost.
2. Researched new CPA firms handling other Episcopal churches in the Raleigh area. Identified a good firm (one that serves Christ Church Raleigh.) After discussions with Mike Rhaney, Dave McKinnon, Nancy Reed and others, decided to stay with our current firm because of the need for a full audit this year. We will continue the search for a new firm in 2025.
3. Worked with Bradley to make changes to the key codes effective March. Bradley has begun publicizing this in Glad Tidings.
4. Worked with. Finance team to establish two new sub-checking accounts to handle the needs of The Beloved Community.
5. Met with Hannah Harris to discuss new documentation committee effort which she is leading (proposal to be presented at this meeting.)
6. Worked with Mike Rhaney and Dave McKinnon to establish the 2024 budget (to be submitted for approval at this meeting.)
7. Provided assistance to Stephanie in preparation of the Parochial report to the diocese.

### **Junior Warden's Report**

#### **Junior Warden's Report February 2024**

- B & G team will be meeting Feb. 13
- Sound System Installation- John Fernez & Chris Christiansen to provide coverage
- Korean Baptist Expansion- no updates from last month- May start
- Emergency Lighting testing schedules set for 2024
- Safe Church will be scheduling CPR & AED training
- Memorial Garden- team set up and met in January. Projects include:
  - o New plantings, pergola, Eagle Scout project, new pathways,...

- o Update policy, pricing, communications, name plaques,...
  - Working with HVAC service provider to resolve billing/function issues for Estill House
- Dave McKinnon

### **Co-Rector's Report–Stephanie Yancy**

Report to the COTN Vestry, January 23, 2024 From: The Rev. Stephanie Yancy, Co-Interim Rector

I do not have a lot to report this month. Things are running smoothly, thanks in large part to Nativity's great staff. We laugh a lot, but they also work quickly and efficiently. I especially appreciate their flexibility as Cathy and I have been learning Nativity ways. I would add that the staff appears to be less anxious than they were when Cathy and I came in January. They understood why they were not invited to be a part of the meeting led by Canon Catherine Massey. It would be good to have a similar listening session with the staff. During this transition it's important that they know they've been heard and that their opinions are valued.

The congregation appears to be hopeful and kind of excited about the results of the search, as evidenced by their attendance and participation at the two recent congregational meetings and at the Pancake Supper. That's a good place for them to be mentally at this stage of the search.

I plan to hold a potluck meeting on March 10 for those interested in next steps in response to the bishops' pastoral letter. I plan to give examples of actions other congregations have taken in their racial restitution journeys.

I plan to attend the first Beloved Community at the Trees service on Sunday, February 18. Several Nativity members, including several of the youth, plan to attend to support Phillip. I ask your prayers for this new ministry.

I want to make sure you are all aware of the diocesan weekly e-newsletter, Please Note. It provides a way for you to know what's going on in the diocese. It's a good way to find opportunities and resources that would benefit the Nativity community. Here's a link to the most recent Please Note:

<https://mail.google.com/mail/u/0/?ui=2&ik=a8fc172ce2&view=lg&permmsgid=msg-f:1790907690041130023>. At the bottom of the newsletter, in the Connections section, you can find a link to use to subscribe to the newsletter.

### **Co-Rector's Report–Cathy Deats**

#### **Interim Co-Rector Report – Cathy Deats – February 2024**

As I continue to find my way around Nativity's campus and learn Nativity's ways and names of her people, I am struck by the deep well of spirituality that runs beneath and supports her many ministries and activities.

This month marked the formal congregational beginning of the search process on the first Sunday with the session led by Transition Officer of the Diocese, Canon Catherine Massey. I have assisted Canon Massey many times with this type of session, and I must say that Nativity's response and participation was clearly one of great attendance, interest, and energy. I learned a lot from listening to people's responses to the classic questions of this session: the value of relationships in the community, service to others, care of this fragile earth, our island home, and liturgy and music. I am looking forward to the Search Committee's distillation of all that was expressed that day.

You were also asked to participate (and just a week later!) in another congregational meeting which is focused on your transition. This first session, "The Way We Were" will be followed by two others – "Who We Are" and "Where is G-d Leading Us?" What a joy it was to explore the issues of the Glad Tidings newsletters – all seven volumes – as well as the building plans and specs, some Vestry minutes, and pictures and scrapbooks so lovingly assembled. We created a timeline and I hoped that it

would help us remember that the Nativity that welcomed and nurtured us specifically is one very important community, and that the Nativity that continues to nurture us is a somewhat different community. The goal of the transition sessions is to help us discern who we hope to be, and this will influence discernment of the next Rector for Nativity.

As you can see, the search process and the transition process are separate processes with intersections along the way. My prayer is that we all remain open to the Holy Spirit as we honor and remember the past (all of it), and trust the Spirit to guide us these days to know what G-d would have us be.

**COTN 2024 Budget**

[https://mail.google.com/mail/u/0?ui=2&ik=eb8c7033bc&attid=0.3&permmsgid=msg-f:1790991860397967107&th=18dae19ba2a30703&view=att&disp=inline&realattid=f\\_lsmn65fx2](https://mail.google.com/mail/u/0?ui=2&ik=eb8c7033bc&attid=0.3&permmsgid=msg-f:1790991860397967107&th=18dae19ba2a30703&view=att&disp=inline&realattid=f_lsmn65fx2)

**Bishops' Pastoral Letter**

[https://www.episdionc.org/uploads/images/pastoral-letter12202023-1\\_598.pdf](https://www.episdionc.org/uploads/images/pastoral-letter12202023-1_598.pdf)

**COTN Parochial Report**

[https://mail.google.com/mail/u/0?ui=2&ik=eb8c7033bc&attid=0.1&permmsgid=msg-f:1792249003221032528&th=18df58f902099e50&view=att&disp=inline&realattid=f\\_lt7ej80f0](https://mail.google.com/mail/u/0?ui=2&ik=eb8c7033bc&attid=0.1&permmsgid=msg-f:1792249003221032528&th=18df58f902099e50&view=att&disp=inline&realattid=f_lt7ej80f0)

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