



## Minutes of the Vestry December 17, 2024

**Attending:** Rector Grey Maggiano, George Douglas, Dave McKinnon, David Dykes, Hannah Harris, Roy Immelman, Allison Martin, Sarah O'Connor, Yvette Smith, Perry Suk, Sam Wesonga, Gail Christensen-Clerk of the Vestry

**The meeting convened** at 7:06 pm.

**Bible study:** Grey led the Vestry in a discussion of the Collect written for the Second Sunday of Advent by Thomas Cranmer, first Archbishop of Canterbury, in the 1500s.

**Approval of the November minutes:** The minutes of the November 2024 Vestry meeting were submitted for approval. Sarah O'Connor moved to accept the minutes as written; Sam Wesonga seconded the motion. The vote was unanimous.

**Financial Update through November:** George Douglas and Dave McKinnon  
Today's story is much brighter than last month's story. November was an extremely strong month for our finances: pledge income year to date is now better than budgeted. However, expenses were over budget for November since many were rolled over from October to ease the strain on our accounts. By the end of November, there was \$28,000 in the checking account (vs \$3,000 at the end of October) and \$91,000 in the money market account. Good news indeed.

A big problem was overbudgeting for regular givers. Only \$51,000 has been given by regular givers, but \$70,000 had been budgeted. This will not happen with next year's budget.

George and Dave are optimistic that contributions in December will bring in enough to finally balance the budget for 2024.

The Day and Week of Giving brought in \$27,000, the most ever collected. About \$3,500 was spent on homemade gifts for sale for Hurricane Helene relief in Western North Carolina. Another \$3,000 was donated to the NAACP Scholarship Fund.

Dave reported that The Beloved Community at The Trees, founded in Durham by our former Assistant Rector Phillip Bass as a mission of Church of the Nativity, expects to be independent of our financial backing by the end of the first quarter of 2025. Nativity's bookkeeper will no longer have to keep their books in addition to our own. Nativity will also pass banking and credit card responsibilities over to The Beloved Community.

**Christmas Bonus for Staff Members:**

Sarah O'Connor proposed that the Vestry give Christmas bonuses to staff members Bradley Burgess, Jeremy Clos, Robert Krahel, Eva Warren, and Ryan Parker. Roy Immelman seconded. The vote was unanimous.

**Pledge Campaign Update:** Dave McKinnon and George Douglas

As of today's date, 123 pledging units have pledged \$383,079 towards the 2025 campaign. About 15 of these were new since last year. The target is \$450,000. In 2024, 131 had pledged by the end of the campaign, so we are pretty similar this year.

Dave distributed to each Vestry member a list of people to contact who have not yet pledged. He hopes this could be completed by Christmas.

Everyone thanked George and Dave, and Campaign Chair John Oldham, for their work.

**Moment of Gratitude for Outgoing Vestry Members:** Grey Maggiano

George Douglas, Alison Martin, and Perry Suk will retire from their terms at the end of this month. Grey praised their dedication and service, which was challenging in this time of transition. He was especially thankful to Senior Warden George Douglas for helping him get up to speed so quickly. George said it turned out to be a lot more fun than he thought it would be.

**Candidates for Senior and Junior Warden:** Grey Maggiano

Sarah O'Connor has agreed to serve as Senior Warden in 2025, and Dave McKinnon has agreed to continue as Junior Warden in 2025. Matt Dutton will continue as Treasurer. Clerk of the Vestry may be transferred to a member of the Vestry.

**January Retreat:** Grey Maggiano

The Retreat will be held at The Trees in Durham, from 9 am to 3 pm on Saturday, January 18. Grey will be the facilitator.

The purpose of the retreat is to discuss the practical issues of the Vestry and codify policies, plus consider our theological goals and how we identify ourselves as different from other churches.

**Welcoming Committee Update:** Yvette Smith

Yvette and Cheryl Waechter met in October and discussed the process, history, and new ideas for welcoming and integrating newcomers.

A discussion among the Vestry ensued about what Vestry Reps could do at Sunday services to identify new people. How do we recognize newcomers without being overbearing or singling them out during the service? What is our process for following up? We need to promote the use of pew cards to get their vital information, but when they complete a pew card, what happens to it? How do we follow up their first visit?

The process of getting name tags must be expedited to help newcomers feel integrated.

The next step would be putting together a team of “ambassadors”/greeters. And trying to reestablish a team of ushers would also be helpful.

**Christmas Eve services:**

George expects that attendance at the 4 pm and 9 pm services will be even bigger than last year, which was outstanding. We may need extra chairs. We will certainly need ushers and help with the Vestry Reps. David Dykes offered to help Alison Martin, the assigned Vestry Rep at the 4 pm service. George Douglas and Perry Suk will be ringing bells during the musical prelude at 8:30 pm and asked for help welcoming attendees. Gail Christensen offered to stand in until they are available.

The meeting adjourned with prayer at 8:30 pm.

Respectfully submitted,  
Gail Christensen  
Clerk of the Vestry

**The Next Scheduled Vestry Meeting is January 21, 2025 at 7 pm**