



Minutes of the Vestry August 19, 2024

Attending: Stephanie Yancy-Co-Interim Rector, Cathy Deats-Co-Interim Rector, George Douglas, Dave McKinnon, David Dykes, Hannah Harris, Roy Immelman, Charles Malone, Allison Martin, Sarah O'Connor, Perry Suk, Sam Wesonga, Gail Christensen, Canon Catherine Massey.

The meeting convened at 7 pm.

Mutual Ministry Review: Canon Catherine Massey

A review of the interim period between the departure of Nativity's former Rector, The Rev. Stephanie Allen, and the arrival of our new Rector, The Rev. Grey Maggiano, is required by the Diocese of North Carolina. The Rev. Stephanie Yancy and The Rev. Dr. Cathy Deats have served as our co-interim rectors from January 1 until the present. Their last Sunday service will be August 25. Grey Maggiano's first Sunday service will be September 8. The review was conducted by Canon Massey in closed session without minutes.

Approval of the June and July 2024 minutes: The minutes of the June and July 2024 Vestry meetings were submitted for approval. Sarah moved to accept the minutes as written; Perry seconded the motion. The vote was unanimous.

Financial Report: George Douglas

George said that, due to the lateness of the hour, the state of our finances will be discussed at the September meeting. In the future, we may move to a quarterly financial report, rather than monthly, and in a different format.

Approval of Final Audit Report: George Douglas

Bernard Robinson & Company (BRC) audited the financial statements of Church of the Nativity for the year ending December 2023. Their final statement indicates that there are some concerns about our processes. These concerns have been addressed and will continue to be addressed by the Finance Team.

The audit is due to the Diocese by September 1. Charles moved to accept the audit as written; Sam seconded. The vote was unanimous.

Junior Warden Report: Dave McKinnon

- Sherry Hedrick has agreed to be the new leader of the Buildings and Grounds Team.

- The portico over the entrance to Estill House, which was damaged several months ago, should be repaired the week of August 18.
- Carpets in all 3 buildings were professionally cleaned, and the linoleum and tile floors have been cleaned and waxed.
- Plans are to power wash and repaint the north side of Curry Hall and the south and west sides of the worship building.
- The discoloration of the north wall of Estill House was addressed; we will have a roofing company check for leakage on fascia elements.
- Started on a Request for Proposal (RFP) for HVAC maintenance and quotes to replace oldest HVAC units.
- A preventive maintenance plan has been drawn up and is published on the Nativity website. The plan addresses the replacement of major cost items over the next decade.
- Environmentally friendly spraying of weeds continues, and shrubbery around the worship building are being trimmed by a team of volunteers.
- In the Memorial Garden, confirming the list/location of interred and reservations is 95% completed. The size of the pergola in the Memorial Garden was changed, necessitating a new permit, which should be granted this week. Updated policy, pricing, communications, and name plaques are in the final draft stage. Eagle Scouts added three more benches in the Memorial Garden. Dee Wallis, a lawyer and parishioner, will review the policies for future interment in the Memorial Garden for any legal issues, and the policies will come to the Vestry for final approval.

New Business Manager: Dave McKinnon

Nancy Reed's last day as Nativity's business manager will be the end of August. The opening has been posted on the Diocesan website, and Dave is actively pursuing a replacement. Cathy noted that there is a page on the Diocesan website where the job can be posted (<https://www.episdionc.org/lay-positions/>) and Nativity's job is posted there.

Bulgarian Agreement for use of Curry Hall: George Douglas

The Bulgarian community had been using several rooms of Curry Hall for years, but took a break during the pandemic until now. They have asked to return and an agreement and fee similar to the one with the Korean Church has been negotiated.

Documentation Project: Hannah Harris

Hannah reported that 24 processes, committees and sacraments at Nativity were identified that required documentation. Since February, 14 have been completed and the rest are still in progress. The project will be discussed at the September meeting.

Welcoming Grey Maggiano and his family: Sarah O'Connor

The Maggiano family will be moving to Raleigh on August 23. Beth Crow, the head of the Search Committee, is organizing a welcome on that day by the members of the Vestry and Search Committee. There will also be a welcome basket with gift cards, local

information, etc. Cathy said that a letter to the clergy of churches in the area was a common courtesy. George asked the Communications Team, in consultation with Stephanie and Jeremy, to write it.

Stewardship Campaign: Dave McKinnon

A stewardship campaign should begin in October, so planning must start soon. A theme must be developed; two leaders need to be recruited (they will have support from Alfred Christensen with data and graphics); speakers must be recruited to talk on Sunday services about why they pledge, etc. George noted that, despite a trend towards declining pledging over the past few years, we are going to need even more pledge income over the next 10 years as the buildings (and members) age and pressures increase from Outreach and Pastoral Care.

The staff members have not had reviews or raises since 2023, so this must also be factored into the 2025 budget.

The meeting was adjourned with prayer at 9:10 pm.

Respectfully submitted,
Gail Christensen
Clerk of the Vestry

The Next Scheduled Vestry Meeting is September 17 at 7 pm