



Minutes of the Annual Meeting
November 17, 2024

The meeting convened at 9:30 am in the Nave.

The meeting began with a welcome from Senior Warden George Douglas, followed by a prayer offered by the Rector Grey Maggiano.

Election of New Vestry Members:

After Grey acknowledged and thanked the departing Vestry members - Perry Suk, Allison Martin, and George Douglas - Junior Warden Dave McKinnon introduced the candidates for election to the 2025 Vestry: Morghan Bosch, Lillis Ward, Susan Kelley, and Robert Joines. They were elected unanimously by voice vote.

Thanks for Lay Leaders:

Hannah Harris asked the chairs of more than a dozen committees to stand up and take a bow for their service to Nativity - from Altar Guild and Acolytes to Buildings and Grounds and Communications to Outreach and Social Justice to Creation Care and Finance and IT to Newcomers and Seniors. She asked anyone who would like to join these committees to speak with the chairs to sign up.

Senior Warden's Report:

George Douglas recounted what a year it has been for Nativity: a year of transition, anticipation, and joy. We had two wonderful interim rectors - The Revs. Stephanie Yancy and Cathy Deats - aided by a strong Vestry and many active parishioners. Thanks to our greatest success by the Search Committee, we are delighted to have Grey and the Maggiano family with us. He urged everyone to help balance our bottom line by keeping your pledge current, and also by pledging to the Stewardship Campaign for 2025.

The campaign has received pledges of \$265,373 as of the meeting, which is about 60% of the goal of \$450,000. He reminded us that 92% of our income is from parishioners; nothing comes from the Diocese, but rather a portion of our income goes the other way to the Diocese.

This year, we renewed our mortgage, which must be done every five years. Our total debt now stands at about \$350,000, down from over \$600,000 thanks to the Capital Campaign we had 6 years ago.

Junior Warden Report:

Dave McKinnon summarized the major accomplishments and ongoing challenges of the past year regarding our buildings and grounds, and thanked the teams and individuals who did the work. They repainted interiors and exteriors, cleaned carpets and floors, fixed leaks, replaced the front portico of Estill House, built a pergola in the Memorial Garden, sprayed a non-toxic vinegar solution on weeds, pruned the shrubs, and replaced the fluorescent lights in the Nave and Estill House. And a much-needed and much-appreciated sound system was finally installed this year in the Nave.

Of course there will always be more work. We have three buildings with more than 25,000 square feet. Some of our HVAC units are more than 30 years old. Replacing them, and probably a roof as well as portions of the parking lot, may cost at least \$400,000 over the next 10 years.

Rector's Report:

Grey Maggiano noted that he has been the Rector of Nativity for 78 days, but it feels like much longer. Some of his observations about Nativity are:

- We care about each other, we want to be welcoming, we are more relaxed, more open, more justice oriented, more ready for change.
- We, as many in the community, have not recovered fully from the pandemic. We were closed for too long and lost a lot of our rhythm - of ministry, engagements, hospitality, volunteers, welcome, pastoral care.
- We are proud that we are committed to zero waste and to climate justice.
- We are known as a hidden gem in the trees, but that means we are not easy for newcomers to find.
- We have a dedicated group of lay leaders and volunteers; many are tired, many are looking for new people to take over, but some are reluctant. We will be facing many transitions of leadership in the future and this requires a lot of trust in each other and faith in Jesus. We want to do this without scaring away newcomers. We can do it by celebrating those who have given much of themselves and by honoring those who are taking on new leadership roles. We need new leaders to help transition to new things.
- Our Search Committee and Vestry aspire to reflect who we are as a church.
- We have strong formation programs, excellent music and outreach and youth programs that we can build off for years to come.

What do the years to come look like:

- The staff will endeavor to plan for several months ahead, instead of week to week.
- There will be more questioning of growth efforts, services, programs.
- But don't expect rapid changes. We want to be prayerful about how we grow and change and how we engage in the world. Any changes should aim to make us more nimble facing existential crises and challenges, which will definitely arise, whether political, climate, spiritual, or otherwise.

Some things planned:

- In January there will be a volunteer fair, where parishioners can explore ways to get involved.
- In January at a planning retreat, the Vestry will do some strategic thinking about worship, volunteerism, worship services, financial management.
- We will bring in regular guest preachers to share their knowledge and vision with us.
- There will be a youth pilgrimage and an adult pilgrimage to the UK in 2025.
- We will look for ways to improve fellowship and formation, youth offerings, and ways to strengthen the bonds that hold this community together.
- As we discern what's next and what needs to happen, don't be afraid that God may be talking to you and speak up.

Grey ended with his report to say that he is happy to serve as our rector and to see what the future holds for us.

Financial Report:

George Douglas reviewed the state of Nativity's finances at the moment. The 2024 pledge income is behind what was budgeted by nearly \$11,000, and contributions from "regular givers" is down over \$28,000, while expenses are over \$30,000 more than budgeted for 2024. This has resulted in a negative net income of \$63,522. Please make sure your pledge is up to date.

The meeting closed with prayer at 9:15 am.

Respectfully submitted,
Gail Christensen
Clerk of the Vestry