



Church of the Nativity  
Minutes of the Vestry  
November 19, 2024

**Attending:** Rector Grey Maggiano, George Douglas, Dave McKinnon, David Dykes, Hannah Harris, Roy Immelman, Charles Malone, Allison Martin, Sarah O'Connor, Perry Suk, Sam Wesonga, and Gail Christensen.

The meeting was convened at 7 pm. Grey led the Vestry in a discussion of the first paragraphs of the Gospels of Matthew and Luke.

**Approval of the October Vestry meeting minutes:** The minutes of the October Vestry meeting were submitted for approval. Perry moved to accept the minutes as written; Charles seconded the motion. The vote was unanimous.

**Financial Report:** George Douglas and Dave McKinnon  
George Douglas reviewed the state of Nativity's finances at present. The 2024 pledge income is behind what was budgeted, while expenses are over budget for 2024. We have been eating into our operating reserves to pay operating expenses, but paying for emergencies is the purpose of the reserve.

Although cash flow is an issue right now, and they are concerned about this deficit, both are optimistic that we will be closer to budget by the end of the year. This past Sunday's collection of more than \$24,000 was the highest since July.

Treasurer Matt Dutton will be writing an article for Glad Tidings asking parishioners to get their 2024 pledges up to date (they are only about \$10,000 in arrears), but this is not to be confused with making their 2025 pledges.

**Stewardship Campaign:** George Douglas and Dave McKinnon  
As of the meeting, the campaign has received pledges of \$271,473 from 85 pledging units, which is a little more than 60% of the goal of \$450,000. The overall average pledge has been flat at about \$3000 for a few years now. As later pledges come in, the average pledge will go down. Roy asked if inflation and answering other needs may be impacting contributions to the campaign, suggesting that we do some messaging around these issues.

**Junior Warden Report:** Dave McKinnon  
Dave reported on the accomplishments of the Buildings and Grounds Committee since the last meeting:

- There was a workday on October 19. The grounds received a lot of attention with cleanup and trimming.
- The inside of the front door of Estill House was restained.
- The discoloration of the north wall of Estill House could be solved by installing an overhang, but that is expensive. Regular powerwashing will be done instead.
- Our lawncare company will blow leaves from the driveway every weekend during the Fall to make the campus look more welcoming.
- The group painted the exterior walls of the worship building and the interior of Grey's office.
- The floors and carpeting were washed.
- A large crowd attended the rededications of the Memorial Garden.
- The troublesome HVAC unit was repaired and it should last a few more years.
- A "green grant" from the Diocese was used to replace the fluorescent lighting in the worship building and Estill House with LED lighting.
- The solar panels have reduced our costs for electricity even more than promised when they were first installed. We are saving over \$5,000 a year as a result.
- Dave is in touch with the company that installed the solar panels to see if batteries could be added to store excess energy.

#### **Marketing discussion:**

Charles Malone raised the point that our COTN bumper stickers should be replaced with new ones, perhaps a photo and the website address. This precipitated a long discussion about the need for a strategic marketing direction. Among the topics addressed were the website, Facebook, Instagram, and social media in general. This may be something the Vestry could address at the Vestry Retreat in January.

New pew cards have been developed and just need to be printed. This should help us to get the names of the newcomers who are attending. We also need a quicker turnaround for new name tags. Presently it takes more than a month.

It was noted that several former parishioners have returned and that is good news. Attendance has been remarkable lately. The attendance at the annual meeting on November 17 was by far the highest ever.

We discussed various ways to market to the neighborhood, including mailing postcards, but that is expensive. Perry suggested putting up a notice at NoRa about our Christmastime schedule of events. We'd need to investigate if they would permit that.

The meeting was adjourned with prayer at 8:30 pm.

Respectfully submitted,  
Gail Christensen  
Clerk of the Vestry

**The Next Scheduled Vestry Meeting is December 17 at 7 pm.**