

**Attending:** Rev. Grey Maggiano, Charles Malone, Hannah Harris, Yvette Smith, Robert Joines, Matt Dutton (Treasurer), Susan Kelly, Dave McKinnon, Sarah O'Connor, David Dykes, Sam Wesonga, Morghan Bosch, Lillis Ward (remote).

**The meeting convened** at 6:49 pm.

**Approval of the December minutes:** The minutes of the December 2024 Vestry meeting were submitted for approval. Charles Malone moved to accept the minutes as written; Dave McKinnon seconded the motion. The vote was unanimous.

**Bible Study:** Rev. Grey Maggiano led a discussion around the gospel reading for the upcoming Sunday: **Luke 6:27-38**

#### New Business

##### I. Budget 101 with Matt Dutton

Matt will be joining Vestry meetings every other month, and timing can be adjusted as requested or needed by the Vestry. Matt provided an overview of where money is coming from and where money is allocated within the budget of the Church of the Nativity. Matt overthe viewed that Finance committee is interested in getting more benchmark data from the diocese about where we compare to other churches, so that we (the Vestry) can better budget and allocate funds. Additional goals of the Finance Committee include:

- Fully fund outreach
- Fuel growth of Nativity
- Recognize/attempt increase for Lay salaries
- Examine every expense

##### II. Following Matt's explanation of how Nativity's budget is developed, there was a discussion about the proposed budget for 2025. The following were items discussed:

- Is there an opportunity to ask the congregation to sign up for flowers or provide donations to reduce costs for flowers?
- Supply personnel budget already depleted for 2025, but this may be due to incorrect line item categorization
- We will need a new HVAC unit and likely need to review all units of Nativity.

##### III. Vote to approve budget

- Motion to approve Budget: Robert Joines
- Seconded by Yvette Smith
- Unanimous approval

Matt Dutton left the meeting

- IV. Stewardship update: Junior Warden, Dave McKinnon, provided an update on the 2025 Stewardship Campaign.
- V. Discuss Vestry Roles for new members
  - It is expected that all new members will shadow an existing Vestry member on a Sunday to learn how to be the “Vestry Rep” of the day. Once a new vestry member has shadowed, they can be put on the rotation and pick up keys from the office.
  - Discussion about committee assignments and need to better identify current committees and determine which committees receive a Vestry Rep (and why). The vestry will revisit committee assignments at the March vestry meeting.
  - Question about whether Wardens are allowed to count collection plate money, and where those policies/guidances are documented. Sarah O’Connor to research.
- VI. Decide if we replace Roy’s open spot
  - Vestry members will send recommendations to Sarah O’Connor so she can reach out and inquire about interest.

#### Old Business

- VII. Vestry retreat follow-up
  - Friends and Family Day in progress, we have garnered some interest from the congregation to volunteer but would love additional volunteers.
  - Folk Music Service planning in progress
- VIII. Rector Report
  - Plan to split the admin office position and the music director position. Hope to have job descriptions out before Bradley’s departure.
  - Kevin from Saint Michael’s will help direct choir rehearsals and Andy Lang will play during services on Sundays.
- IX. Wardens’ Report
  - No senior warden report
  - Junior Warden Report:
    - New bathroom signs for the back of the church
    - Require a new HVAC for Estill House
    - “Refresh” plan for Narthex and Estill House
    - Replaced all the lightbulbs and will save us in energy costs
    - Investigating space utilization within our property
    - Stormwater project update

- Labyrinth project initial research update
- Memorial Garden updates

Announcements

No Announcements

Adjournment

Meeting adjourned at 8:48pm

X. March meeting will be 3/18