

Vestry met on zoom in November. In attendance: Sarah O'Connor, Dave McKinnon, Emily Jividen, Yvette Smith, Lillis Ward, Susan Kelley, David Dykes, Sam Wesonga, Robert Joines, Hannah Harris, Rev. Grey Maggiano

7:07-7:08 Call to Order/Bible Study-Rev. Grey Maggiano

7:08-7:13 Approval of October Minutes

Sarah O'Connor requested edits made to the October 2025 minutes to adjust the reports for Formation and Building & Grounds. Susan Kelley motioned to approve, Dave McKinnon seconded the motion. Unanimous approval from the Vestry.

7:13-7:24 Recap of Annual Meeting

- Patrick Maddox has volunteered to chair the Creation Care committee.
- Taylor Wolfe has volunteered to co-chair the Outreach committee with Beth Crow.
- Overall, meeting went well.
- Discussion about how our physical plant is doing well, but we need to consider the current financial implications for growth and maintenance. Our current status is not unusual for this time of year.

Question: For new members coming on the vestry are they committing to a 3 year term? Yes.

Question: What are we responsible for Rev. George Black's salary? Grey will get back to the vestry on the exact amount

Question: Are we building a finance committee? Yes, Bill Sena is going to work on it as part of the treasurer's responsibilities.

Considerations for next year are to think about how we can engage kids during the meeting so that more parents will be able to come. Little kids (nursery care) but also big kids.

7:24-7:37 Discuss upgrading CDM to CDM Engage & Vote

CDM is our membership management software and it also manages our pledges. Increase in \$300 a year for the software upgrade. The upgrade would increase efficiency and reduce the potential for human error. Once approved, Alfred would implement it with a team. We would be able to accept credit cards moving forward, but we would be asking the purchaser/ donator to cover the transaction fee. This move would automate a lot of our financial transactions and also create more transparency.

Sam Wesonga moves to approve the purchase and upgrade to CDM Engage & Vote. Emily Jividen seconded. Unanimous approval by the Vestry.

Alfred Christianson would like to start in January

7:37- 8:27 Committee Reports-Vestry Liaisons

- A. Outreach/ Social Justice: Lillis
 - 1. Excited to have new leadership for the committee!
 - 2. [Report](#)
 - 3. Day of Giving overview.
- B. Formation: Robert
 - 1. No report this month
- C. Worship: Sarah
 - 1. Ailsa sent along her anticipated budget for 2026
 - 2. Ongoing need for acolytes, LEMs and Lectors
 - 3. Calendar through Pentecost has been created. We are planning to do an Easter Vigil on Saturday before Easter (oldest recorded Church Liturgy).
- D. Member Care: Lillis, Sarah
 - 1. Episcopal 101 - when is that going to start? Planning to start... January 11, 18, 25
 - a) Adult confirmations in the spring
 - 2. Very successful Newcomers breakfast
 - a) 9 family units attended
 - 3. Sarah to reach out to the attendees this week, all will be assigned an "ambassador" so that they have somebody to reach out to.
 - 4. Next step for the newcomer process > adding the newcomer card information into CDM so that we're tracking their interest in various committees.
- E. Building and Grounds: Dave Mc.
 - 1. [Report](#)
 - 2. Follow up meeting with First Korean Baptist Church about the easement and parking spots.
 - a) About 20 spots that could give them temporarily
 - b) Discussion about ensuring that any agreement for the spots is time bound and in writing, asking them to cover the cost of signage and also addressing the issue of being blocked into our parking lot by their overflow parking.
 - c) Discussion about a potential solution of the city completes the road and gives us direct access to Ray Road and the easement is given to the First Korean Baptist Church for parking.
 - d) Discussion about where the easement is located and where the original road was intended.
 - 3. Memorial Garden:
 - a) Lots of interest from members to make reservations for the memorial garden.
 - 4. Looking to remove the pines to enhance our ability to maintain our property
 - 5. Diocesan grant: mural in the narthex, restriping the parking lot

- F. Communication: Sam Wesonga
 - 1. Meeting on Oct 20 about the branding guidelines. Josh gave the presentation and it was excellent. The Communication committee has provided Rev. Grey with feedback
 - 2. Long term planning for Banners
 - 3. Discussion about improving our SEO for google search about COTN.
 - 4. Discussion about who is designing our graphics and how.
- G. Stewardship: Emily Jividen
 - 1. [Report](#)
 - 2. Still looking for some stewardship moment people for upcoming services
- H. Processes and Documentation: Hannah/Susan
 - 1. Breaking the project into two distinct projects: Archives and Bylaws.
 - a) Bylaws: Hannah is going to email Bishop Sam to ask for information about what does it look like for Church of Nativity to create our own bylaws and then present a proposal to the vestry either in December or January.
 - b) Archives: working to determine what the process is keeping documents for archival purposes.
- I. 40th Anniversary Committee: Robert/Sarah

8:27-8:30 Wardens' Reports

No Sr. Warden Report

- [Jr. Warden's Report](#)
- Met with Alfred to identify all the items that he does for the church. Starting to identify different tasks that could be moved off his plate.
- Alfred has acknowledged that he should start engaging help so he can pass tasks on to others
- AT&T was supposed to come yesterday to install new phone system, they arrived today.

8:30-8:45pm Rector's Report-Rev. Grey Maggiano

- Recommendation about working through the easement issue with the City of Raleigh before engaging a legal firm. Best course of action would be to work together with the First Korean Baptist Church to encourage the City to do the work, but that seems unlikely.
- Brand Guidelines - discussed already in the Communications Committee report
- Newcomer Breakfast & Engagement: churches that are doing the best, are engaging with their newcomers frequently
- Formation: Jeremy and Rev. Grey are working to set up some events to bring in experts to talk to the Youth about gun violence; Trying to set up a program for young adults to focus and reflect on their marriages; Men's group starting in December and building to a regular occurrence
- Diocesan convention is this weekend - Thur-Saturday. Rev. Grey will be there for the full time, focus of convention is going to be on reparations. There are resolutions about reparations and the Israel & Palestine conflict.
 - Delegate: Harlan Hagge, Viola Baldwin, Stephanie Sumnar, Diance Hudgens, Randy M Smith
- Concerns about ICE raids in our community

Old Business

- Dave followed up about the safety conversation from October's meeting. Yvette has not had a chance to connect with the sheriff, but has information about next steps.
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Discussion about Christmas Party: Monday, Dec 15

- Bios for the three vestry members were sent out

Off the record

Meeting adjourned at 8:45pm