



Annual Meeting
November 16, 2025

Vestry Members in attendance: Sarah O'Connor, Dave McKinnon, Hannah Harris, Lillis Ward, Susan Kelly, Yvette Smith, Emily Jividen

Staff Members in attendance: Josh Anderson, Jeremy Clos

Voting members of the church in attendance: 93

The meeting opened at 9:38am.

Welcome (Sarah O'Connor)

Prayer for the Vestry (Rev. Grey Maggiano)

Thanks for Departing Vestry Members (Rev. Grey Maggiano)

Members who departed the Vestry in 2025: Sarah O'Connor, Charles Malone, Morgan Bosch, David McKinnon, David Dykes

The Rev. Grey Maggiano also called for additional vestry members, highlighting the need for members with young families and that the vestry is exploring opportunities to change up how it meets in order to be more accessible.

Election of New Vestry Members (Dave McKinnon)

Randy R. Smith, Scott Beaver, Jim Ingram

Ed Mussman motioned to approve new members. George Douglas seconded the motion. The congregation approved unanimously.

Recognizing Ministry Team Members (Rev. Grey Maggiano and Sarah O'Connor)

2025 Teams and Groups:

Social Justice Team-Becky Showalter

Outreach- Pete Crow & Lillis Ward

Memorial Garden-Ed Mussman

IT-Alfred Christensen

Livestreaming Team-Alfred Christensen

Creation Care Team-vacant

Building & Grounds Team-Steve Dearth & Dave McKinnon

Communication Team-Gail Christensen

Finance Team-Bill Sena

Altar Guild-Robin Rhaney & Mary Hilmer

Flower Guild-Ailsa Tessier

Acolytes/Lectors/LEM-Alicia Lester-Bodford & Jeremy Clos

Youth and Children's Formation-Jeremy Clos & Teachers and Volunteers

Fellowship Team-Sheila Knapp

Ushers and Greeters-Eric Knapp

Hospitality Team-Gail Till

Stewardship Team-Emily Jividen

Pastoral Care Team-Ailsa Tessier

Helping Hands Team-Ailsa Tessier

Caregivers Support Group-Emily Phillips

Veterans Group-Rev. Ryan Parker

Welcoming Team-Cheryl Waechter, Sarah O'Connor, Lillis Ward, Yvette Smith, Jo Dykes, Becky McKinnon, Julian McKimmon, Beth Crow, Marie Berry, Catherine Maddox & Keri Parker

Processes & Documentation-Hannah Harris & Susan Kelley

40th Anniversary Video Team-Robert Joines, Stephanie Sumner, Beth Crow, Gail Christensen & Sarah O'Connor

Choir-Christian Schoen

Foyer-Gail Till

Senior Lunch-Ed Mussman

Wardens' Reports (Sarah O'Connor and Dave McKinnon)

Sr. Warden:

2025 has been an exciting year at Nativity. Along with all of the many exciting things that always happen here, these were some highlights:

- Celebrating our 40th anniversary in January.
- Blessed with some wonderful additions: Rev. George Black our curate, Josh Anderson, Office Manager, Christian Schoen, organist and choir director, Monique Holmes, business manager, and Kate Mohan our intern.
- Nativity hosted a very successful Spring Fest in May, which was open to the community.
- Nativity implemented a homecoming and pig pickin' in September and also had a ministry fair so parishioners could learn about all the wonderful opportunities to get involved at Nativity.
- A group of adult pilgrims led by Jeremy traveled to the United Kingdom to visit sacred sites in Northern England.
- Our youth pilgrims traveled to Massachusetts and Maine to enjoy the beauty of God's creation and embrace their call to be good stewards of the earth.

One exciting trend we've noticed this year is an increase in attendance. A comparison of the first three quarters of 2025 to 2024 show an increase of 23% for the 8:30 service and 12% for the 10:30 service which is a 15% overall increase. Seeing all the new faces and meeting new people is so encouraging. We held a Newcomers' Breakfast last weekend with many of our newcomers.

We're also seeing positive trends in Adult and Children's formation. There are adult programs on Sunday mornings as well as Wednesday evenings via Zoom. We have an Episcopal 101 coming soon as well as adult confirmation classes starting in January. Children's formation occurs during the 10:30 service, Middle school formation occurs between services and high school formation is Sunday evening. There will be youth confirmation classes starting soon as well. Trends we're seeing in formation are strongly positive when measured in terms of engagement relative to membership rolls. A larger share of our members are actively participating in formation programs across the board.

Jr. Warden: 2025 Buildings & Grounds Activities

- Replaced 1 Trane HVAC unit servicing Estill House
 - No impact on operating budget- donations & insurance
- Installed handrails for the choir loft & pulpit
- All sanctuary exit doors painted
- All fluorescent lights replaced with LED's- all 3 buildings
- New sideboards for narthex
- New seating for Estill House
- Community Garden cleaned up
- Memorial garden plantings expanded
- Lots & lots of minor repairs- toilets, outside lighting, disposals of "stuff", power washing, gutter cleaning, doors & locks, smoke detectors, pew upholstery,...

B&G Recognition

- Weekly Weeders- Mari Borstelmann, Linda Fernez, Lesley Troan & Lillis Ward
- B&G Team- Steve Dearth, John Fernez, Ed Mussman, Rob Peterson, Randy Smith, Lesley Troan
- Our village-Matt Chyka, John Oldham, Viola Baldwin, Liz Chi, Beth Crow, Rene Garces, Susan Edwards, Robin Mussman, Tom Phelps, Yvette Smith, Regina McDuff, Joe Ward, Meredith Watson, Lori Special, Molly Taylor, Sam Wesonga, Grey Maggiano
- Chris Christiansen retired from the B&G group. He has been the glue for the team over many years.

Rector's Report (Rev. Grey Maggiano)

Lots of good news! Attendance is up. Giving is up. Participation is up. Reiteration of the 40th anniversary celebration and that Bishop Curry will be with us. We have young kids in Sunday school, older kids in youth group. This is a positive sign, particularly when we consider the competing realities of sports, the internet etc.

We also have some Growing Edges:

There are needs for leadership within our committees for creation care, finance and open spots on the vestry. Financial stability is large growth area for us as we continue to grow, it is important for us to consider how we set up our financial structure to be stable and secure. Our income and our expenses continue to grow and our financial structure needs to grow and become more complex to accommodate. There have also been challenges with our neighbors and access to the property, including confusion and concern over the easement. As our neighbors change and expand their physical property, we are committed to ensuring access and support for our own property and space.

What's Next:

Rev. Maggiano reiterated how exciting it will be to celebrate how far we have come in 40 years as a community. He challenged the congregation to consider what the next 40 years should look like.

2024 Finance Update (Bill Sena)

Bill covered the following diagrams for his presentation:

Look Ahead to 2026

Financial Operations & Management

- Stabilized team
- Improved system integrations and processes
- Streamlined payment systems

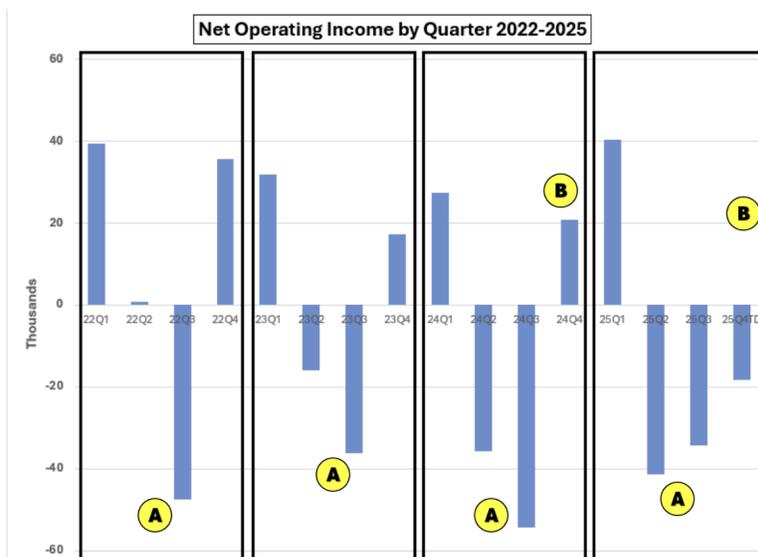
Long term needs and the evolution of our financial foundations

Today's reality: month to month cash flow challenges, exercising insurance options

Potential courses of action:

- Increase our **Capital Reserve**
- Accelerate our **Mortgage** reduction or payoff?
(Annual mortgage expense exceeds Worship, Parish Life & Pastoral Care, Outreach and Christian Formation combined)
- Establish a **Protected Endowment**
- **Re-imagine our campus**

Net Income YTD (Oct)

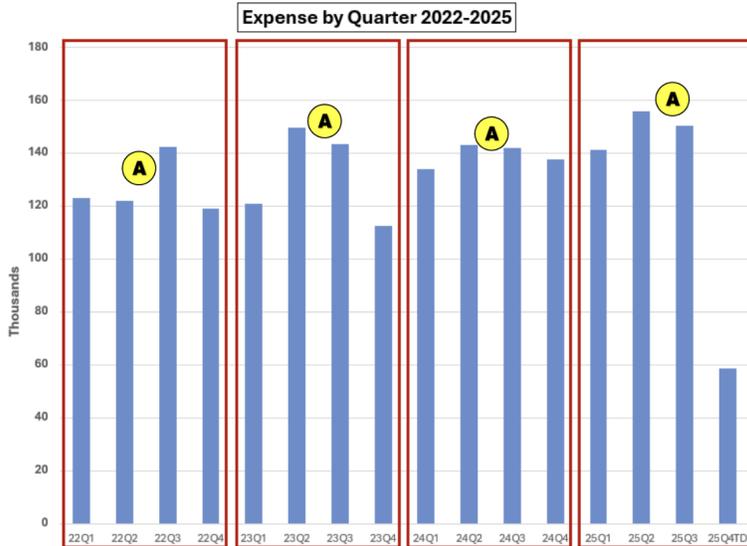


A
Net income is negative which is consistent with our historical patterns

But the distribution of our income vs expenses is less aligned than in the past resulting in bigger net variances.

B
We need the Q4 holiday bump as we typically do. Please give and pledge for next year.

Expense Status



B

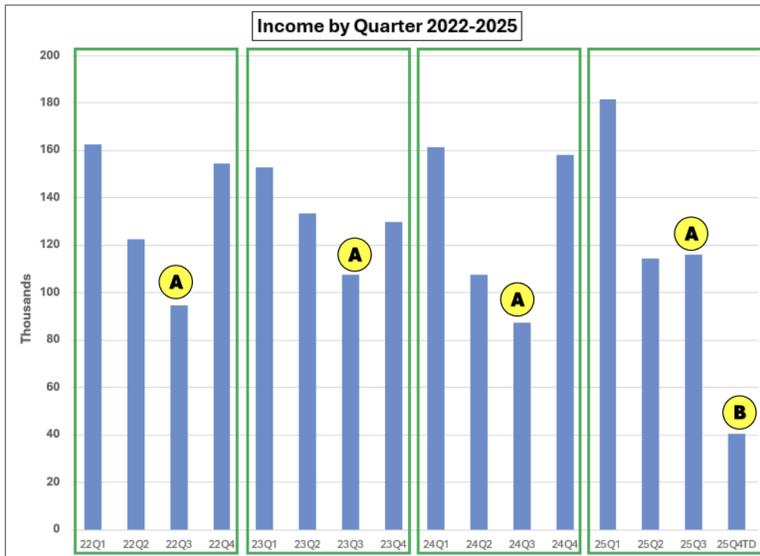
Total Expense Exceeds \$505K through the end of October

The pattern **A** of higher expenses for Q2 & Q3 is consistent with past years

Areas higher than expected:
Bookkeeping/Audit, Supply Personnel

Areas lower than expected:
Lay Salaries

Income Status



Total Income is ~\$452K through the end of October

A
Q3 income is stronger than the last three years

B
Q4 giving still needs to be strong: Pledges are behind budget by \$54K and....

Closing Prayer (Rev. Grey Maggiano)

The meeting adjourned at 10:28am.