

**CHURCH OF THE NATIVITY, NORTHBOROUGH, MASSACHUSETTS**  
**MINUTES OF THE SIXTIETH ANNUAL MEETING – JANUARY 26, 2019**

The meeting was called to order by Deb Heseck, Senior Warden, at 11:34 am. Pastor Chad opened with prayer. The clerk declared a quorum with 37 members in attendance.

A vote was called to accept the 2019 minutes as written. As the minutes had not been distributed in advance, there was a request from the floor to allow time for the members to read the minutes. A second request was made to ask that future years' minutes be distributed in advance. Both requests were accepted, a vote was taken, and time was allowed to read the minutes.

Discussion followed as to which year last year's minutes represented; were they reflective of Nativity's 58<sup>th</sup> annual meeting or its 59<sup>th</sup>? The meeting was determined to be the 59<sup>th</sup>. The error in the minutes was acknowledged and so noted. Following the discussion, a motion was made, seconded, and unanimously passed to accept the minutes as annotated and the written reports in the Annual Report as written.

**THANKSGIVING**

Too often we think about stewardship as being strictly financial, but it so much more. Fr. Chad extended thanks to all the volunteers (see the back of the annual report), and gave special recognition to:

- Henry Terwedow, for his many years of service as treasurer
- Lynn DeAngelis, for her style, grace, and love as she took on a significant role in pastoral care
- Dick Jubinville, for his thoroughness and extreme attention to details as he stepped in to help manage the church as finance chair
- Cara Ting, for her effort and willingness to stretch into areas of discomfort to lead our choir and step up during a time of music transition.

Deb Heseck presented thanks and checks to:

- Sabina, for her blessings of ministry and quiet serving
- Fr. Chad, for giving so much of himself in all that he does.

Pastor Chad announced that next year's annual meeting will be held on January 24, 2021.

**ELECTION OF LEADERS**

Deb Heseck opened the floor for nominations. No additional nominations or candidates arose from the floor so it was moved, seconded, and approved that the nominations be closed. The following parishioners presented themselves for election. The Clerk was instructed to cast one vote for the slate of Vestry nominees and the nominees were elected.

Officers for one-year terms:

- Senior Warden: Deb Heseck
- Junior Warden: Howie Gelles
- Treasurer: Janet Wilcox
- Clerk: Cathy Terwedow

At-large vestry members:

- Aaron Ting (tenure TBD, as he already served one year at large and one year as Junior Warden)
- Ted Flanagan (3 years)

Continuing in service are the following at-large vestry members:

- Sally Kazarian (1 year)
- Cindee Morin (1 year)
- Sean Nelson (2 years)

The Clerk was further instructed to ask for volunteers from the floor to serve as convention delegates. The following parishioners stepped forward. A vestry delegate will be named at a future date.

- Convention Delegate At Large: Karen Zacher
- Convention Delegate At Large: Beckie Mangus
- Alternate Convention Delegate: Karen Emery
- Convention Delegate Vestry: open
- Convention Delegate Youth: open
- Alternate Convention Youth Delegate: open

It was moved, seconded, and passed that the nominations be closed. The Clerk was instructed to cast one vote for the slate of nominees for the Convention Delegates and the nominees were elected.

### **FINANCIAL REPORT**

Henry Terwedow, Treasurer, presented the 2019 Financial Report, previously approved by the vestry.

- Pledges came in at 102% of budget: \$282K on a budget of \$278K.
- Total income was \$309K on a budget of \$303K.
- Total expenses were \$314K on a budget of \$311.5K.
- The deficit, anticipated to be \$8300, was only \$4800, which is good. We hope growth continues into next year so that we no longer carry a deficit.
- The financial report is posted on the bulletin board each month.
- Junior Warden Aaron Tinged answered questions about the solar panels.
  - The panels went online in January 2020. An inverter-reporting issue is being addressed but the panels are fully functional.
  - The panels are leased so there was no capital expense.
  - Our projected savings are \$3500 in Year One (2020).
  - If Nativity becomes more efficient (*e.g.*, turning off lights that are not in use), we will get more benefit from the panels through 'net metering,' in which Nativity sells energy back to the grid.
  - The original design included solar panels over the parking lot but the idea was dropped as there is no funding available from the solar company or from the government.
  - Northborough is part of National Grid.
  - Partial production from January 2020 is above expectations.
- When the question of reducing our diocesan obligation was raised, it was explained that Nativity's portion depends on which diocesan category we fall into. Diocesan categories are based on how many members and how much income each church has over a running three-year average. Category 4 is the healthiest; Nativity is Category 3 so we pay approximately \$36,000/year (which is ~\$1.3K less than last year).
- The urinals will be fixed soon.
- At one point, our checkbook had \$25,000, yet our monthly expenses are greater than \$25,000 so even our outreach funds had to be cut.
- The importance of keeping up with pledges was emphasized and EFT was recommended.
- The music budget was moved from Worship to Salaries.
- The 2020 Finance chair will be Mark Hausser, as Dick Jubinville is stepping down. Dick and Mark will work together for a while, as will Henry and Janet in the treasurer's role. Dick will remain on the Finance Committee.

Dick Jubinville, Financial Chair, summarized the approved 2020 budget (see page 33 of the annual report), made a few remarks, and called out some of the changes for 2020.

- "Pledges" represents pledges & plate
- Last-minute changes are not reflected in the text

- Line item 4006, “Diocesan Ministry,” (the Trustees Account), is invested through the diocese with Mick Calber as oversight manager. The account has grown to \$41K because of the favorable stock market. Nativity hasn’t taken any money out of it in the eight years that Henry has been treasurer.
- Different in 2020:
  - Increased funding for outreach, facilities, and other ministries
  - Added a \$5000 contingency account to cover project overruns (could lead to a budget excess if contingency is not used)
  - Added a \$4800 maintenance account for facility-repair accrual (*e.g.*, paving the parking lot)
  - Added expenses for annual certifications (fire, etc.)
  - Decreased payroll significantly as Fr. Chad opted to move from the Diocesan healthcare plan to a military plan

## RECTOR’S REPORT

My first year at Nativity was spent in observation. Over the past three and a half years, I have worked to develop a strategic plan, partnering with the vestry to set the mission and goals in 2018. Since then, we’ve established Nativity’s mission and vision and set up a ministry management team. See the 2020 Strategic Plan. The organizational chart displays ministry categories.

- Last Sunday I met with church leaders to frame a plan for developing bottom-up strategies to accomplish our goals.
- The ministry management team will meet with their teams monthly. We’ll hold a quarterly management meeting and report progress as we go along. The teams will work together so that we can kick off programs this fall.

Chad then listed each goal and described what success looks like for each.

- Goal 1: To have a strong leadership team
- Goal 2: To be good stewards of God’s resources
- Goal 3: To become an engaged and welcoming community
- Goal 4: To be a center for Christian formation and pastoral care
- Goal 5: To become Northborough’s “family church” by being more attractive to youth and families

We are on our way. Nearly 50% of Nativity’s pledge units increased their pledges in 2020. Pledges are 107% of last year’s total. We are building on intentional ministry examples such as seniors, women, and men. We are building on our outreach programs (and studying after-action reports) since community events are where the majority of our new members first encounter Nativity.

We need to get back to welcoming, asking the Holy Spirit to fill our hearts with outreach and inviting people to come along with us on the journey. We need to go beyond our comfort zone and live out our baptismal covenants to realize that God is calling us to grow, to be humble, and to submit to learning from others. Together, we can walk besides each other to learn and to be in community. Pray about volunteering, such as offering to help with VBS, Sunday School, and baking bread.

Chad emphasized:

- It’s not just about numbers such as finance and attendance. Numbers represent people. Don’t be afraid to stretch into other areas. Do the main thing: connecting people to God in community and discipleship. We are a missional, charismatic, sacramental church with a heart for social justice.
- Press forward!

## FURTHER BUSINESS

Bruce Reilly loved the structure of what was presented, the strategic report, org chart, etc. Sally Kazarian hopes that we can discover our gifts so that people can connect with various ministries.

With no further business the meeting was adjourned with prayer.

Respectfully submitted,

Cathy Terwedow  
Clerk of the Vestry

Approved by Nativity's Executive Committee \_\_\_\_\_

To be approved by the parish on January 24, 2021.