

Morning Prayer

What does the vestry do?

Discussion on highlights from the "Vestry Handbook"

"Canons and Customs"

Parish **Finances** – Vestry is in charge of Annual Report, Postulant qualifications certifications, assistant clergy approval, keeping parish register in order, interim minister choice, calling and resignation of a rector, communicant in good standing, congregation/rector disagreements, Trust Funds, discretionary fund.

The only thing that vestry can't change are the bylaws, except by majority vote from the parish.

Leadership should be delegated, requires involvement. See - Handout from "Leading the congregation" (Shawchuck and Hueser). Management is getting others to do, but Leadership is getting others to want to do it. Leadership needs clearly defined timelines and expectations.

Discussion on how to get people motivated to be leaders.

Committees, Taskforces, etc. Vestry is responsible per the bylaws to establish committees. The Commission method is one approach: every vestry member is assigned to one commission. The Committee method is another – it leads to detailed reporting. Parish Life is an example of the Commission approach. This heading includes many committees and requires enlisting committee members, putting people in the right place, having good job descriptions. Every committee should have newcomers – you grow your leaders from them and they are critical to the success of the parish. Newcomers come in with a fresh set of eyes.

Vestry members do not have to be elected, they can be chosen.

Conflict: encourage people to be direct and go to the source. Find someone you can talk to. Avoidance doesn't work. The problem of gossip – saying "that's not very helpful" is a good way to get around spreading gossip.

Finances and Stewardship: Vestry needs to spread the word that the tithe is the standard. Make a statement that this is what the bible says. **Outreach and mission: assessment** is involved. **Buildings and Grounds:** we don't ask for rent money for our facilities, but we do charge a fee to outside groups for using our facilities for events. We don't charge the support groups that meet at our church. Members are charged a cleaning fee if their event happens during a time that the space will be needed before the regular M-F cleaning is available. **Parish Staff: We** have: Parish Administrator, Assistant Parish Administrator, Children's Christian Education Director, Youth Director and/or Minister, Organist and a Music Director. Vestry role in hiring staff is to approve the rector's choice. **Assistant Clergy: ordination** is required for sacraments and preaching...the rest can be done by the people. **Burnout** is caused by frustration, unfulfilled high hopes, results in withdrawal and disengagement. Keep the vestry members active to keep burnout away. Also keep old members in mind.

What is our purpose/Mission statement? (Check out the newsletter header)

What is the vestry's role?

- be leaders
- support and encourage, provide resources
- empower the laity, parish
- oversee ministries , budgets
- inspire
- nourish
- spiritually
- example and prayer

- participate
- involve others
- take responsibility
- nurture (all)
- be open
- vision
- engage

Copy of the by-laws handed out

Discussion on who is in charge of the staff? The minister or the vestry? The relationship is not defined. And who's in charge of Finance and in Outreach? There are no clear lines from the vestry to these 2 committees. Steve would like to see the vestry in charge of Finance and Outreach. He would like to see the vestry set the budget and oversee the expenditures.

Facility Tour

Reminder: Monday April 6th next vestry meeting C1

Structure: Discussion

Steve: Beginning a conversation talking about structure. One model is where vestry appoints liaisons for the Commission on Ministry. And those ministry leaders meet on established schedule like once a month. See the handout Org. Chart example. There would be one chairman for each subcommittee.

Steve says – we have a Men's Breakfast. but we need a Men's Ministry. Also, are the ministries so dominated by one person, that when the member leaves, it stops? We need to be sure that doesn't happen. The commissions already exist, they just need to be more efficient. Vestry needs to organize within the next six months, hopefully. We need to set general guidelines about how often the commissions' committees should meet.

Look at your areas and by next meeting write down what you think needs to be under your category. Add all the functions and names you can think of and bring back to the next meeting. By-Laws say we can establish ministries as needed.. Also list some goals for these ministries.

How do we assign the new vestry members jobs? Do we switch around? Establish teams – this would be a good time to do it. Decided on the following:

Vestry Liaisons:

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|----------------------------|--------------|
| ● Youth/Children | Gini |
| ● Worship/Music | Larry |
| ● Church Growth/Evangelism | Beth |
| ● Parish Life | Milt and Joe |
| ● Adult Ed. | Steve |
| ● Pastoral Care | Joe |
| ● Outreach | Cam and Tom |

Steve named Lea Thullbery senior warden and Anne was elected junior warden.

Think over the structure/term limits/ committee members/names for these spots before next meeting.

BETH – how do we get new idea going? Bring it up to the vestry, even by Email if needed.

TOM- - CHANGE Committee is establishing input from St. Tim's and putting it together for the community. Trying to Identify all the possibilities, then find 3 areas to work on. He would like vestry to attend the next CHANGE meeting on the 29th this month.

Closing Prayer