

Vestry Discernment

A Prayerful Process

1. Set schedule with at least two Discernment Sessions of one hour each.
 - a. Plan for Clergy and Senior Warden to lead (Another vestry member can sometimes be helpful.).
 - b. Offer weekend and weekday evening opportunities.
 - c. October or early November for January annual meeting

2. Publicize
 - a. This is the time to “take nominations.” Invite people to attend and ask people to encourage others to attend through:

Newsletter, Sunday leaflets, electronic communications,
verbal announcements, and personal contacts
 - b. Always use language of ministry.
 - i. Oversight is ministry
 - ii. Administration is ministry
 - iii. Vision discernment is ministry
 - iv. Modeling Christian community is ministry
 - v. A variety of gifts are needed in a leadership team

3. Consider qualities to look for.
 - a. Grounded in faith
 - i. regular in worship attendance
 - ii. person of prayer
 - b. Respected in your church
 - c. Skills that will be helpful
 - d. Positive and trustworthy, i.e. emotionally healthy

4. Make personal invitations – Keep a dated list in your file.
 - e. Write letters and follow-up with phone calls
 - f. Email with follow-up phone calls
 - g. Calls
 - h. Senior Warden and Clergy can share this work.

4. Hold sessions
 - a. Provide expectations
 - b. Give time commitment estimate
 - c. Outline “job” description
 - d. Do brief scripture teaching and pray

5. Receive replies
 - a. Possible: No; Not Now; or Yes, I’m ready
 - b. Make notes on your list. Keep this for future info.

6. Ready for election at Annual Parish Meeting
 - a. Before meeting: Publicize candidates with short bio & photo
(We have had the exact # of candidates for the # of openings. This means that the Holy Spirit has chosen them, and they will be confirmed by a vote of the membership. No hurt feelings, also!)
 - i. Newsletter
 - ii. Bulletin board
 - iii. Online

 - b. At meeting
 - i. Introduce candidates
 - ii. Invite open nominations
 - iii. Elect!