Vestry Leadership 101

Welcome! Thanks for joining us today.

A few notes about tonight’s presentation:
• We have many people registered for tonight’s webinar! This means we might not be able to get to everyone’s questions but will try to encourage participation through other ways.
• If you have questions, please include them in the chat box on the right-hand side of your screen.
• Presentation slides and resources will be available after the conclusion of tonight’s presentation.
• This webinar will be recorded and made public.
• All participants are currently muted to cut out background noise and audio interference. Please type your questions into the chat box on the right-hand side of the screen.
Vestry Leadership 101

Presented by Anne Ditzler

and Miguel Escobar
Opening Prayer

Dear Lord, we elect, but you confer authority.  
We occupy roles, but you form hearts.  
We are sensitive to who has power and who wants power,  
but your Son took his place among the weak.  
Help us to care more about vision than about viewpoint,  
more about servanthood than about rules,  
more about mercy than about merit.  
Help us to have the courage to lead by serving and  
putting aside the world’s easier ways.  
Help us to emulate the Apostles,  
not in the early days when they craved power and preference,  
but in the latter days after Calvary, when they prayed only for  
courage and wisdom.  
All this we ask in the Name of One who led by serving and suffering.  
Amen.

By the Rev. Tom Ehrich
Vestry prayers: “February: Who’s in Charge?”
Vestry Resource Guide
Vestry Resource Guide

Chapters
- The Ministry of the Vestry is…
- Being on a Vestry Means…
- Conflict is Natural
- Stewardship
- Navigating Transitions in Clergy Leadership

Plus
- Bible Studies and Discussion Questions
- Sample Job Descriptions
- Vestry Prayers for the Year
- Commissioning of Wardens and Vestry
- A Vestry Covenant

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Are you managing
or leading?
Role of the Vestry
The Canons say the Vestry...

- Shall be agents and legal representatives of the parish in all matters concerning its corporate properties; and the relations of the parish to its clergy.

- Shall ensure that standard business methods will be observed.

- When a Parish is without a Rector, the officers of the vestry are responsible for the continuation of worship, including the calling of a new rector.

- The vestry has responsibility for nominating persons for holy orders.

(Vestry Resource Guide p.11)
Your homework

- Canons of The Episcopal Church and the diocese
- Relevant state incorporation laws
- By-laws of the parish
- Mission statements of congregation and diocese
- History of the congregation
- Parish and community demographics/trends
- Book of Common Prayer
- Bible
Managing vs Leading

- Planning
- Organizing
- Staffing
- Controlling

- Envisioning
- Engaging
- Empowering
- Energizing
- Exemplifying
Are you partnering?
Role of the Rector

- Worship and spiritual life
- Use and control of buildings and furnishings
- Education for all in Scripture, doctrine, worship, stewardship,
- and more…
Shared Leadership

- Articulate the congregation’s mission
- Ensure effective congregational planning
- Ensure adequate resources and effective stewardship
- Establish and monitor programs and services
- Communicate with the congregation
- Communicate about the Church at large
- Communicate with the wider community
- Assess the shared ministry of vestry and clergy
Are you practicing respect and trust?
Effective Groups

1. Form
2. Storm
3. Norm
4. Perform
Vestry Covenant

- Covenants are grounded in God’s covenant with us.
- They envision a way of being in Christian community together.
- A covenant outlines our behavioral expectations with one another.
Conflict is Natural

- Part of the reason it occurs is that God has made you different from your brothers and sisters in Christ.
- There are no quick fixes.
- Change, poor communication, finances and leadership style are frequent causes of conflict in churches.
Where is GOD in it?
Do you understand your resources?
Can you leverage them?
Do you understand the resources **GOD HAS GIVEN YOU**?

Can you leverage them for **GOD’S MISSION**?
Managing Assets

- **Permanent**
  - Land
  - Long-term investments

- **Depreciable**
  - Buildings
  - Furniture
  - Equipment

- **Current**
  - All other assets available for current needs
  - Reserve funds
Managing Assets

- A healthy budget
- Sound fiscal controls
- Clear staff policies and procedures
- Protection through insurance and legal compliance
- Support for volunteers
- Ongoing leadership development
Giving and Asking

- Year-round Stewardship Formation
- Annual Campaigns
- Capital Campaigns
- Planned Giving Program

MY CHURCH
A Mad Lib for the Parishioners of All Saints

When I tell people that I attend All Saints’ Episcopal Church they always seem a little ___ feeling.

“That ___ church at the corner of Heritage and Wilson?”

they ask.

“What’s that place like?”

I ___ tell them that All Saints is a really ___ church and that the people are ___

___ too. Even the priests and staff are ___

When I explain what I like best about All Saints, I mention the ___ and the ___

That’s what makes it such a ___ place for me and ___

___, it sounds ___ like a ___ church,” they exclaim.

What does it take to make it all happen?”

ecf
Your Role in Stewardship

- **Teaching** – Educate others about faithful practices around time, talent and treasure.

- **Witnessing** – Be the first to give thanks, pledge, attend stewardship events, etc.

- **Nurturing** – Manage and leverage the resources of your congregation to further the Church’s mission.
Do you know how to navigate change?
Navigating Clergy Transitions

- Say goodbye to the departing rector.
- Provide for interim clergy leadership.
- Appoint a search committee.
- Conduct a parish self study and prepare a parish profile.
- Explore potential candidates for rector.
- Recommendations for final candidate are given to the vestry.
- Welcome the new rector.
- Learn how to do ministry together.
Your next steps?
Contact ECF

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