



Workshop on Pastoral and Spiritual Leadership

Notes from the Bishop

Vestry and Mission Committee leadership

1. Vestry Role:

Tricycle Dynamic. Vestry members have an identity and role in dynamic balance

- **Disciple** - apprenticed for life to Jesus growing into a mature believer this is the Big Wheel the drives and steers the whole vehicle vestry members walk in Servant hood, as a fellow member and coworker in Church, Seeking God In Community
- **Steward** - of the deep treasures and of the Church (creedal belief, sacramental life, Scripture soaked servant hood. and Anglican Way, the BCP, our TEC Polity of shared leadership, our Distinctives such as the Baptismal Covenant and a welcome for all people
- **Pilot** - (like the kind who pilots a boat through some narrows). They help lead the church through its practical responsibilities and protections of Fiduciary duties, Safe Church, Fiscal and Legal Structures
- Vestry role can engage all of the above but the Big Wheel is being a Disciple - it is the source of energy and direction.

2. Vestry Mission Comm is the **Board** of the Church, for ex. Clerk is the Secretary of the organization - thus they sign the parochial report.

- Corporate Boards look for a return on investment in business = profit - money.
- For the Church our ROI are lives touched and transformed by Christ our Savior - feeding ministries and disciples. We also need to have functional, healthy and sustainable churches.
- Vestry is not strictly representative; each member votes discernment for the good of the whole (not first pew of 8 am service).
- Vestry is up front and has a policy to deal with overlapping responsibilities or conflict of interest.
- There are never multiple members of one household serving at the same time on the Vestry



3. Vestry needs to see and verbalize the Why of their Congregation. Simon Synek, discern the mission of your congregation.

- Scripture gives us our mission, and is described in BCP to have the ministry of Reconciliation
- Overarching mission found in BCP p. 855 "What is the mission of the church ? To restore all people to unity with God and each other in Christ". How we live it out in our place and time is what gives us our unique congregational statements of mission.
- Your mission statement becomes how you describe who you are to your surrounding community
- Your Mission helps you to evaluate your new or old efforts at ministry
- Your Mission helps you prioritize what to do first when time or resources are limited.
- Mission helps you in discerning God's direction in unclear moments

4. Decisions and Agreement, how do we do that? What about personal opinion?

- It is important to have a good process - all voices heard.
- A decision once made is **The** Decision of the Vestry / Mission Committee and is one that everyone can stand by even if it was not their first choice.
- How to get there? Open hearing of all thoughts, no personal attacks, no wearing down of the opponent through an avalanche of words.
- The result is Unity. Not the same as Uniformity.
- Being clear about one's mission helps to get clarity on decisions in a non-personality based way.
- Goal, that Those of a minority opinion can be satisfied that their concerns were voiced and heard.
- .Depth of relational connection in vestry extra valuable in these talks

5. Vestry Covenant of Behavior - agreement about how you will treat one another Ten rules for Healthy Church one example, but each needs to be developed for local clarity.

- Inoculation against destructive dissent
- Vestry is to serve as a Thermostat, not a thermometer.

6. Core of vestry life is joyful life of community together in God

- Where our relationships with each other, our valuing of each other is bigger and weightier and longer lasting than any disagreement



Last updated: 2/27/26

- The core of joy, the practices of joy and gratitude are behaviors that, over time will shape the culture of your church.