

Vestry Norms

Welcome to the new Vestry and continuing Vestry! The following norms and values are central for our Vestry. If we remember and practice these, we will become what we most hope to become!

- The Church is about Jesus Christ. First, last, and always.
- Jesus calls us to be his disciples... fully-committed followers of him... before he calls us to leadership. None of us are perfectly wise, perfectly mature, or perfect in character. Yet each of us is called to make continual progress, step by step, day by day, *until we all come to the unity of the faith, to the knowledge of the Son of God, to perfection, to the measure of the stature of the fullness of Christ.* (Eph 4.13)
- The Vestry attends to the welfare, mission and vision of the parish, ensuring that the many steps to accomplish that mission are formulated, communicated and accomplished. Thus, the *primary* task of the Vestry is to attend to our mission: to restore all people to unity with God and each other in Christ (BCP p. 855)
- The Vestry *also* (secondarily!) provides for management of business and financial affairs and the care of parish property. Vestry members are accountable to the Congregation and Diocesan Bishop, under the immediate oversight of the Wardens.
- Always speak the truth in Love. Speak *to* one another rather than *about* one another. Love, listening, and a good sense of humor cover a multitude of sins.
- Leadership is not about authority and control. Leadership is about setting the pace... modeling the way to think and behave. We must first become what we hope the parish will become... a wise, committed, and deeply spiritual community in Jesus Christ.
- Remember that we need time to think and process before we make decisions. We should not spring new ideas and proposals on one another without giving ourselves time to think. Since we will not make good decisions prematurely or under pressure, debate normally should NOT happen when a new idea is first presented. Ask questions to get a CLEAR idea of WHAT is being presented and WHY. Support, concerns, objections or alternatives should NOT arise at the first presentation, since there has not yet been time to think and pray about them. Think and pray first, then, at the next meeting we can deliberate with spiritual wisdom, reason and cool heads. The more passionate we feel about an issue, the more prayer time we need for the Holy Spirit to enlighten our minds.
- To learn and remember: "RONI" (**R**elentless, **O**ngoing, **N**ever-ending **I**mprovement); "BAG" (**B**ig **A**udacious **G**oals); "It's not about me, It's about Jesus," and "Focus on Community (aka A41-14A)"

The Lord be with you!

Rick +