

VESTRY SERVICE = MINISTRY

Individual Aspect

- Spiritual Development
 - Consistency and passion in own spiritual life
 - Resistance to temptations – e.g. money, substances, power, sex
 - Confidantes with whom share
 - Time for personal worship and seeking God's will and guidance
- Spiritual Discernment
 - Seeking an ever-clearer awareness of God's **presence**
 - Developing spiritual ears to hear and understand God's **call**
 - Embracing our own and others' **spiritual giftedness**

Team Aspect (managing the future)

- Vision-Casting - together visioning the future
- Creating a culture of discernment
- Building leadership in the congregation
- Oversight = walking with

VISION-CASTING

Together put forth a clear vision for the congregation's future

- Originates in the collective experience of bringing together the individual relationships with God
1. Review congregational mission statement
 - a. Compare to Episcopal Church's (BCP 855)
 - b. Compare to Diocesan Mission Statement
 - c. History-taking / lifeline exercise
 - d. Identify goals and population to be served (e.g. Percept)
 - e. Identify congregational gifts (e.g. Asset Mapping)
 - i. Physical – buildings, land, etc.
 - ii. Individual – talents, experiences, etc.
 - iii. Associational – voluntary groups, formal or informal
 - iv. Institutional – public agencies, businesses
 - v. Economic – spending and investing power, productive capacity
 - f. Critical check:
 - i. Biblical?
 - ii. Specific?
 - iii. Measurable?
 - iv. Clearly communicate (-ed and -able) to parish? World?
 2. Create strategic plan to accomplish mission goals
 3. Congregational ownership
 4. Remove impediments for engaging the vision – e.g. complacency, management skills
 5. Communicate effectively and continuously over time

CREATE A CULTURE OF DISCERNMENT

Listen and respond to God

1. Listen to God
 - a. Scripture
 - b. Holy Spirit
2. Listen to yourself
 - a. Reason
 - b. Experience
3. Listen to one another
 - a. Tradition
 - b. Those without authority– e.g. newcomers, children, “odd ducks”
4. Encourage risk-taking
 - a. Good healthy processes insured
5. Model and request healthy communication
 - a. Problems, joys, gifts, what hear God saying, etc.
6. Use discernment to work on parish issues
 - a. Stewardship
 - b. Conflict
 - c. Transition

BUILD LEADERSHIP IN THE CONGREGATION

Look for leaders who are both managers and visionaries

1. Tendency
 - a. Laity = managers
 - b. Clergy = visionaries
2. Focus on gifts for ministry
3. Healthy balance
 - a. Organizing resources --- develop direction
 - b. Shaping vision for new directions
 - c. Inspiring people to create change
 - d. Guiding people in systematic problem-solving
 - e. Focusing on:
 - i. Practical results for the short-run
 - ii. Long-term future possibilities
4. Atmosphere: leadership priority is to equip others to do ministry

VESTRY OVERSIGHT = WALKING WITH

The follow-through

1. Coordinating and enabling the parish to grow into stronger and deeper participation in the Christian life
2. Congruent with nature and mission of the Church
3. Concerned with the parish as a whole
 - a. Unity
 - b. Holiness
 - c. Catholicity
 - d. Apostolicity
4. Mutual Ministry Review