

## Before we begin...



Which of the following three topics is most pressing for you right now?

- Annual fundraising campaign
- Nomination of new vestry members
- Annual meeting

Did you read Greg Syler's blog post 'Jesus is the Reason for this Season Too'?

Does your congregation have a regular vestry retreat each year?

## Vestries: The Next Six Months

October 17, 2017

## The Episcopal Church Foundation (ECF)

Independent, lay led organization, founded in 1949



Empowers congregations through visioning and planning, leadership development, and raising financial resources for ministry

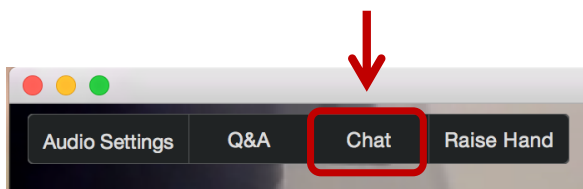
Through our programs, ECF is helping to build a Church characterized by:

- Lay and clergy leaders work together to transform the Church
- Healthy, vital, vibrant Episcopal communities of faith
- Meaningful opportunities for Christian stewardship and effective fundraising
- Innovative, mission-based ways to be the Church of the future

**ecf** EPISCOPAL  
CHURCH FOUNDATION  
empowering congregations

## Technical Notes

- All participants are muted to cut out background noise and audio interference
- If you have questions, please type them into the chat. To access the chat, press the chat button on the upper left side of your screen:



- This webinar is being recorded and will be made public

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## Presenters



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## A prayer in busy days...



O God of peace, who has taught us that in returning and rest we will be saved, in quietness and confidence will be our strength: By the might of your Spirit lift us, we pray, to your presence, where we may be still and know that you are God; through Jesus Christ our Lord. Amen.

- Prayer for Quiet Confidence  
Book of Common Prayer



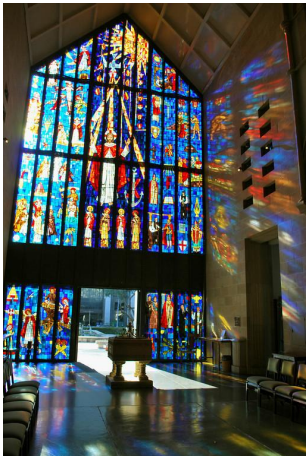
## Overview of Vestries: The Next Six Months

- Is Jesus the reason for the season?
- Jumpstarting your annual stewardship campaign
- Nominating and electing new vestry members
- Questions/discussion
- Annual meetings
- Vestry orientation and vestry retreats
- Discussion on next steps
- ECF resources, upcoming webinars, feedback



***Please download the accompanying resource sheet. We will be referring to this throughout presentation.***

## Is Jesus the reason for the season?



“As you look at and think about all that your church offers during this busy season, is Jesus visible and present? How do you know? What tools do we have at our disposal to help us with this discernment?”

- Greg Syler, “Jesus is the Reason for this Season, Too”

## Jumpstarting your annual stewardship campaign

### From ECF webinar “Lackluster Stewardship”

- Source of more than 2/3 parish income
- 100% pledging? Focuses on increasing pledging of “committed”
- Pitches: From obligation to impact + vision
- Method: From single letter to one-on-ones (or the every member canvass)
- The United Way principle: Saying “thank you” in seven different ways



## Resources for jumpstarting your annual stewardship campaign

### Vestry Paper articles:

- Laurel Johnston, “Model Intentional Giving”
- David Posterero, “Lessons from an annual giving campaign”
- Erin Weber-Johnson “10 Common Mistakes in Fundraising for Congregations”

### ECF webinar recordings

- Addressing Lackluster Stewardship Campaigns
- Year Round Stewardship: Talking About Money
- ECF’s Top 10 Annual Giving Strategies

### Tools and Resources

- Scripture to Encourage Giving
- All Saints’ Mad-lib Pledge Card
- “I Give Electronically” offering plate card



## Chat box question

What are some great themes for an effective annual stewardship campaign?



## Nominating and electing new vestry members



From Vestry Papers article “Build a Healthy Vestry”

- Focuses on the nomination, rather than election, process
- Hinges on two one-hour vestry discernment sessions held in months prior to annual meeting
  - Emphasizes importance of one-on-ones, in addition to general publicity
  - Qualities to look for
- Sessions are focused on candidates discerning “Is this a ministry God wants me to do?”
- Emmanuel Episcopal nominates same number as there are positions available, but leaves door open for floor nominations

## Nominating and electing new vestry members

*“Each person must be grounded in faith, be regular in worship attendance, and be a person of prayer. Of course, we are looking for skills and experience that will be helpful for the needs of the coming year. We seek those who are respected in the church community; some will already be known widely, while others are building that respect within smaller circles in ministry teams and responsibilities. Finally, each person must be positive and trustworthy, i.e. emotionally healthy. We must not get hooked into “fixing” someone, even when we feel anxious, even desperate to get that one more vestry candidate!”*



## Resources for nominating and electing new vestry members

### Vestry Paper articles and tools

- Janie Kirt Morris, “Build a Healthy Vestry.”
- Janie Kirt Morris, “Vestry Discernment Process”

### ECF Webinars

- Ella Auchincloss, “Identifying & Recruiting New Leaders”
- Ronald Byrd “Vestries as Strong Leadership Teams”



## Questions/discussion



Clarification questions

What are your stories and experiences on nomination and election processes?

## Annual meetings

*Check with diocesan canons and parish bylaws*

Typical agenda items:

- Rector's annual report/message
- Approval of minutes from past year's annual meeting
- Annual financial report (previous year's finances)
- Update from registry – households, baptisms, weddings...
- Election to fill vestry vacancies and name senior warden
- Election of deputies to diocesan convention
- Reports from various groups within the congregation

May include:

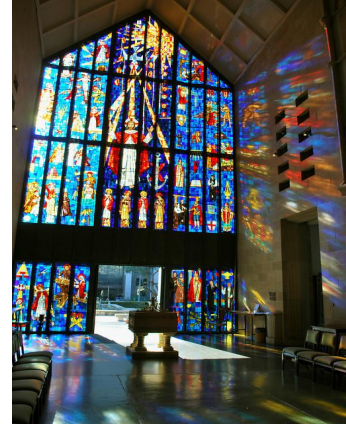
- Election of Junior Warden
- Informational presentation on next year's budget



## Annual meetings

Is the annual meeting an opportunity...

- To incorporate prayer/singing into the meeting
- For the rector to share the mission/vision of the congregation, especially for the next year
- For vestry elections and diocesan deputy elections to be tied to a broader commissioning of lay service
- To thank/acknowledge donors
- To address one or two big picture questions which the leadership wishes to hear responses from the entire congregation
- For reports to be sent in advance and approved/discussed based on consent agenda



Check with your diocesan canons, but aside from presentation of the annual parish finances, these meetings are able to be rethought

## Changing the date of the annual meeting

***Date is frequently specified in diocesan canons and/or parish bylaws***

While not possible in every diocese, some congregations can change date of annual meeting

Things to consider:

- Must still publish year-end financial report in late January (or at close of fiscal cycle)
- Requires vestry nominations and upcoming year's budgeting approval process be addressed immediately in late August and September (generally prior to diocesan convention)
- December vestry meeting becomes opportunity to invite incoming and outgoing vestry members
- Allows congregation to hit the ground running in January



# Resources for annual meetings

## **Diocesan canons and parish bylaws**

### **ECF Blog Posts and articles:**

- Greg Syler, “A New Year’s Gift? Move the Annual Meeting”
- Nancy Davidge, “Changing the Scorecard”
- Liturgy at the Conclusion of Vestry Service



### **Commissioning Liturgies**

- Commissioning for New Parish Leaders tool on *ECF Vital Practices*
- The Book of Occasional Services (p.193)

# Vestry Orientation and Vestry Retreats

## **Resource: Nathan Kirkpatrick’s webinar “Making the Most of Your Vestry Retreat”**

### **Begins with needs assessment:**

- Discuss what vestry/congregation needs to have happen during vestry retreat?
- Need to “form” group through opportunities for fellowship
- Generative conversation on substantive issue



## **Vestry Covenants – Setting Norms for the Year Ahead**

# Vestry orientation and vestry retreat

## Resource: Nathan Kirkpatrick's webinar "Making the Most of Your Vestry Retreat"

### Principles of Design:

- You will always have less time than you think
- Pay attention to the arc – where apex is most personal/most strategic
- Establish norms for the retreat at the very beginning

Please include evaluation – both immediate and longer-term

## From "Create a holy time away for your vestry"

- Where will it be held?
- Vestry members only?
- Who will lead it?
- How will spirituality and worship be incorporated?
- Will it be more than 24 hours?
- What should the content focus be?
- How will we name our values?
- What if there is conflict in the vestry?

# Vestry orientation and vestry retreat

### Content ideas:

- Nathan Kirkpatrick "The Vestry Goes on Retreat"
- Linda Buskirk's "A Vision for Your Vestry Retreat"
- Leslie Hartley "Why Team Building Matters"
- Loren Meade's article "Bootstrap Your Vestry Retreat"
- Anna Olson's "Snapshot of an Urban Neighborhood"



# Best resources for vestry orientation and vestry retreat

## Orientation

- Sandy Kolb, “Framework for Vestry Success”
- Donald Romanik, “You’re a New Warden: Now What?”



## Retreats

- Nathan Kirkpatrick’s webinar “Making the Most of Your Vestry Retreat”
- Randy Ferebee and Alan Akridge, “Create a holy time away for your vestry.”
- Loren Mead, “Bootstrap your vestry retreat.”
- Donald Peeler, “Build Bonds of Joy in a Spirited Retreat.”
- Episcopal Camps and Conference Centers

# Discussion on next steps

## Check out resource sheet for “Vestries: The Next Six Months”

### Annual Stewardship

- Send recording of ECF webinar “Lackluster Stewardship” to stewardship committee
- Prioritize annual stewardship energies on “committed” rather than “converted” or “non-committed”
- Choose a stewardship theme that incorporates impact+vision
- In addition to letter, conduct one-on-one conversations with “committed” group
- Thank people in seven different ways



## Discussion on next steps

### Nominating and electing new vestry members

- Have nominations committee read “Build a Healthy Vestry” and/or watch recording “Identifying and Recruiting New Leaders”
- Plan two one-hour discernment sessions for potential vestry nominees
- Publicize and hold one-on-ones with “committed” individuals who can become stronger congregational leader
- Keep track of responses when they come in (will be useful in next year’s process)
- Elect vestry at annual meeting



## Discussion on next steps

### Annual Meetings

- Check with your diocesan canons and parish bylaws and consider restructuring agenda as needed

### Vestry Orientation and Vestry Retreat

- Begin planning vestry retreat using questions from “Create a Holy Time Away for Your Vestry”
- Plan retreat as opportunity for orientation of new members and fellowship
- Consider innovative content ideas such as Anna Olson’s “Snapshots from an Urban Neighborhood”



## Contact us

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