

Vestry / Rector Leadership Grid
The Episcopal Church of Our Saviour, Mill Valley, California

Vestry Leadership <i>Overseeing the temporal affairs of the parish.</i>	Rector Leadership <i>Overseeing the spiritual calls of the parish.</i>	Shared Rector and Vestry Leadership <i>Overseeing the parish's mission</i>
<ul style="list-style-type: none"> • Fiduciary Responsibility <ul style="list-style-type: none"> ○ Acts as “board of directors” for the “parish corporation” in accordance with church canons, parish by-laws, and appropriate civil law ○ Sets and oversees parish budgets ○ Maintains physical plant ○ Approves and signs legal and contractual obligations to which the parish is a party ○ Establishes and oversees standing funds ○ Maintains decision-making policies and procedures around all fiduciary matters • Advisory Role to the Rector, representing the wider parish <ul style="list-style-type: none"> ○ Represents the interests and concerns of congregation in conversation with the Rector, other parish clergy, and the Diocese ○ Calls special and periodic parish meetings as it deems necessary ○ Seeks Diocesan counsel during transitions of the Rector or if conflicts with the Rector arise 	<ul style="list-style-type: none"> • Pastoral Leadership <ul style="list-style-type: none"> ○ Ensures that the spiritual and pastoral needs and well-being of all members of the parish community are attended to ○ Presides and officiates over sacramental and pastoral actions of the parish in prayer, preaching, and worship according to church doctrine, discipline and the Bishop’s pastoral directives ○ Empowers and equips the baptized leadership for ministry ○ Teaches out of the Christian tradition and Gospel ○ Engages in the collegial bodies of the wider church • Administrative Oversight <ul style="list-style-type: none"> ○ Presides over the Vestry or delegates this responsibility (generally to the Sr. Warden) ○ Calls and supervises other parish clergy and staff ○ Ensures completion of canonical duties and responsibilities of the parish ○ Oversees day-to-day parish operations as bounded by vestry policies, budget, and diocesan and canonical guidelines 	<ul style="list-style-type: none"> • Articulating and leading the parish’s mission in the Gospel of Jesus Christ <ul style="list-style-type: none"> ○ Develops and shepherds a long-term strategic plan for the parish, including concrete mission priorities ○ Builds and resources teams of members to help lead the parish in critical mission-based areas: <ul style="list-style-type: none"> ▪ Evangelism - visibility in the community, inviting others into the life of the parish, advertising, etc. ▪ Gifts discernment - exploring and articulating the gifts of the parish for ministry. ▪ Needs discernment - discovering the needs of the wider community and articulating how the parish’s gifts meet those needs. • Overseeing parish programs, mission work, and events <ul style="list-style-type: none"> ○ Vestry members and Rector both provide counsel, guidance, and support for parish programs and ministries and their leadership. ○ Regularly evaluating ministries and programs and discerns how they inform the call of the parish as a whole to mission and ministry. ○ Marshalling parish resources and stewardship to support and build up ministries and programs.
<div style="border: 1px solid black; display: inline-block; padding: 5px; margin-bottom: 5px;"> Shared responsibilities: <ul style="list-style-type: none"> • Build parish stewardship • Develop staff contracts/agreements • Evaluate staff effectiveness </div> <p style="margin: 0;">← Church as Institution Church as Mission →</p>		