

# Vestry: What you bring to the table

## 1. Proficiency Episcopal Spiritual Practices

a. My proficiency | 1 | 2 | 3 | 4 | 5 |

b. Vestry | 1 | 2 | 3 | 4 | 5 |

## 2. Team

a. My skills | 1 | 2 | 3 | 4 | 5 |

b. Vestry | 1 | 2 | 3 | 4 | 5 |

## 3. S.C Polity

a. My understanding | 1 | 2 | 3 | 4 | 5 |

b. Vestry | 1 | 2 | 3 | 4 | 5 |

## 4. Clarity re role of vestry in parish

a. My clarity | 1 | 2 | 3 | 4 | 5 |

b. Vestry | 1 | 2 | 3 | 4 | 5 |

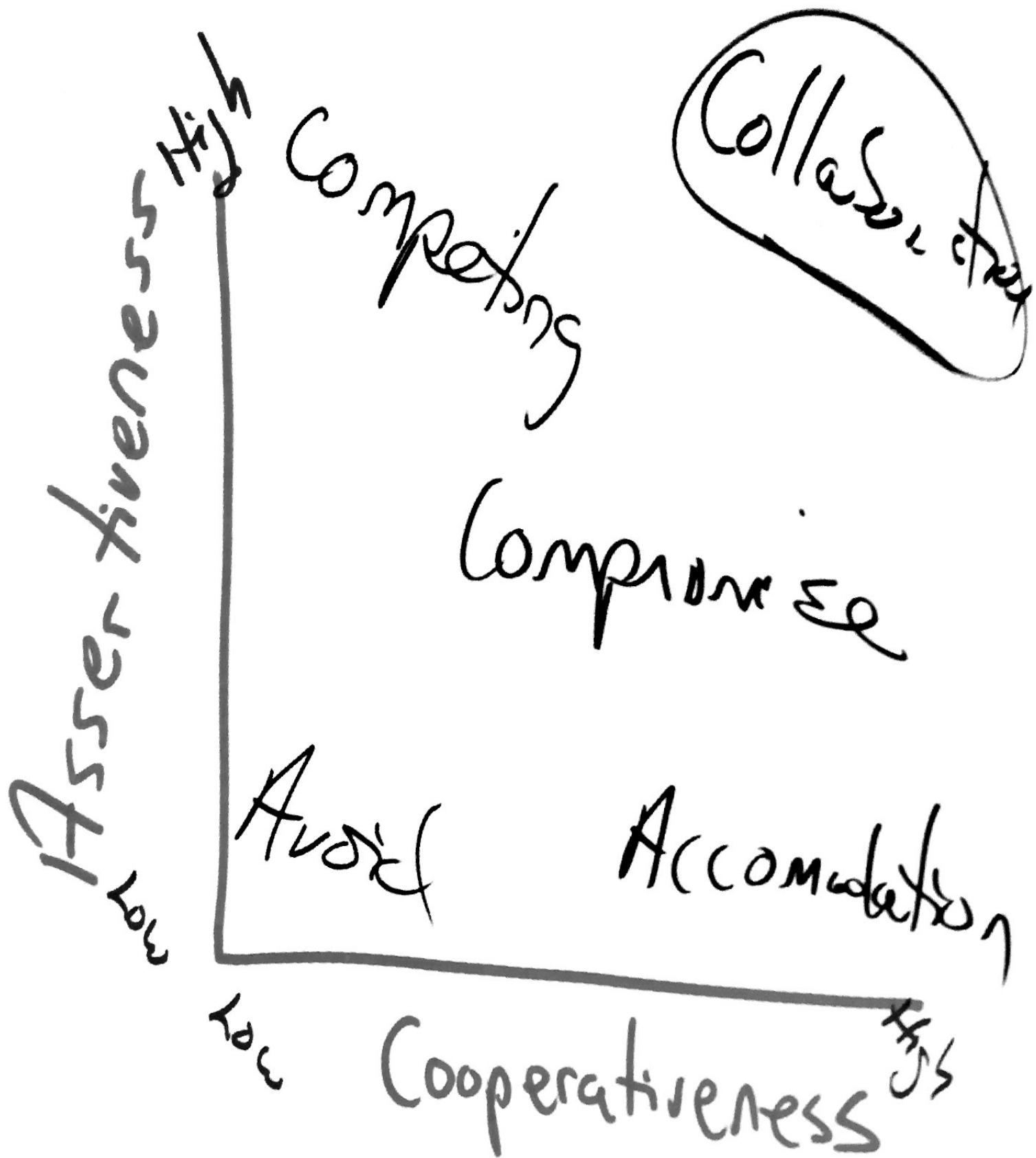
## 5. Competence areas of work

a. My competence | 1 | 2 | 3 | 4 | 5 |

b. Vestry | 1 | 2 | 3 | 4 | 5 |

## 6. Over-flowing into parish life

| 1 | 2 | 3 | 4 | 5 |





Positions — Positive  
Underlying  
Concern/  
Interest

# Vestry Size + Frequency

Size	6	6	8	10	12
Freq	6	<del>6</del> 12	8	12	12

## Underlying positive concern)

8/8

- fewer people can reach decisions more easily
- fewer meetings per year to attend
- more productive in meetings (sense of urgency)
- "8 is enough" to represent the overall community of Trinity / O.S. / Latino
- a "reasonable" first step to smaller vestry meeting less often (stability in transformation)

## 10/12 Position for an effective vestry

(8-10) Members allows for +12 mtgs a quorum. when others can't make a meeting.

(8-10) Members allows for more division of work, less burnout

10 members is a good 1<sup>st</sup> step towards a smaller vestry.

10 avoids an "elite" perception.

10 allows for a greater diversity.

12 mtgs allows for updates, avoids digression of focus & commitment.

12 mtgs = timeliness of discussion issues + topics.

# 6/6 Underlying positive concerns

- Less is more . . . .
- Opportunity <sup>for</sup> to all to serve . . . .
- Especially appro. if respons. limited to canonical responsibilities
- Fits into "Special Comm." concept.

\* Executive Comm.?

## Why $\Rightarrow$ Real engagement

(the work gets done) more powerful vesting  
more taking role more  
smaller <sup>seriously</sup> size means <sup>more</sup> dedication  
more m'tgs means more oversight

more connectivity  
Free up people to go w/ their passions  
Clearer expectation of engagement  
& work  
Ease to everyone seeing the  
big picture and coming  
up w/ strategic engagement  
of directions

More efficient use of the resources  
(people) we have

Raising the status/import = higher personal  
investment  
is trust in the system  
+ transparency

# The Sanctification of All

1. Initial group - learn to interview others

- Can listen
- Not give advice
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- withhold judgment

In Trinity's case  
- vesting



2. 1st Round - each interviews  
3 ± people  
- Debrief

3. Invitation to session -  
conversation about the  
interview  
- Small group conversation  
- Renewal - Apostolic Cycle  
- Q+A

4. Invitation to developing/improving  
your spiritual practice

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## Person 1:

Make proposal. Provide some information on why / underlying concerns or hopes

## Person 2:

- Paraphrase #1's proposal
- Provide itemized response [What I like about that and what concerns me]
- Make proposal - integrate person 1's underlying positive concerns w/ your own.

## Person #3:

- Paraphrase #2's proposal
- Provide itemized response
- Make proposal that attempts to integrate underlying positive concerns of #1 and #2

## Person #1:

- Paraphrase #3
- Itemized response
- Proposal - attempt to integrate what you've heard from all

- Paraphrase - "What I hear you saying is ..."

- Itemized response (full response - both what you can affirm & what concerns you)

- Integrative solution - proposal that works at incorporating underlying positive concerns of all

# Changing a System

• Rector - keep working  
toward integrative solution

reinitial?  
12 → 10  
???

• Begin by changing elements not  
directly connected to vestry