

# Vestry Covenant

Recognizing that Holy Scripture provides authority for governing our behavior and relationships with one another and with the congregation, and acknowledging Saint Paul's directive to Timothy (I Timothy 4:12) concerning his role as church leader to be "an example to the believers in speech, life, love, faith, and purity," we agree to uphold our Vestry Covenant, striving to love one another, treating each vestry member with respect, seeking God's will by striving for unity in all matters, and to be an example to the congregation.

## 1. Confidentiality

- If something needs to be communicated to the congregation, then we will agree together on how it is to be stated publicly.
- The meetings should be a safe place to speak.
- There should be no quoting of others outside the meeting.
- If the issue of confidentiality is in question, then assume it is confidential.

## 2. Responding To Complaints

- Avoid being triangulated. In other words, don't get caught in the middle even when you would like to be.
- Direct all complaints to party concerned and attach a name.
- Receive all complaints non-judgmentally and without taking sides.

## 3. Inter-Vestry Communications

- Be open and honest.
- Observe decorum.
- Pay full attention to person speaking.
- Do not personalize issues.
- Do not surprise others. Everyone should be aware of what is to be discussed.

## 4. Unity

- Model the unity we seek in the congregations.
- Support and care for each other.
- Trust each other – trust before you distrust.
- Pray for each other.

## 5. Regular Participation In The Liturgies

- Maintaining your relationship with God and each other through Sunday Eucharist is vital for Vestry's health.
- Be present on an occasional basis at the Sunday Eucharist you do not normally attend.

- Do not forget major Holy Days, Mid-Week Eucharists, and other offices.

## 6. Visible Participation In Activities

- Maintaining your relationship with God and each other through the fellowship and educational events of the congregation is vital for the Vestry's health.

## 7. Financial Support

- Pledge and honor your pledge.
- Be among the first to turn in your pledge card.
- Consider "the tithe" (10%) as normative.

## 8. Keep Perspective

- The Vestry's role is that of Trustee, not Director. Hold in trust, not ownership.

## 9. Healthy System

- The Vestry will encourage broad participation by diverse members of the Parish in leadership positions and discourage the concentration of responsibility in a few members. Term limits of officers, committee, task force, and working group chairs will be established. Members of the same family (e.g., spouses, parent/child, or siblings) may not serve on the Vestry at the same time.

