

# St. Andrew's Episcopal Church Denver – Vestry Commitments

## Norms - Our Promises to Each Other

- We will be prayerful in all that we do, in order to gain spiritual direction and find common ground.
- We will make a priority of regular participation in vestry meetings and other vestry responsibilities.
- We will respect each other's time, coming prepared to all meetings, and addressing issues succinctly.
- We will be fully engaged and present, willing to participate in discussion, even if it's hard or our views are potentially unpopular.
- We will listen and speak with respect,
  - Creating a safe environment for full participation,
  - Using "I" statements,
  - Assuming good intent,
  - Being open to others' perspectives and opinions,
  - Avoiding side conversations.
- We will be clear about issues or processes requiring confidentiality and will preserve confidentiality when needed.
- We will be generous in taking on necessary tasks.
- We will positively represent vestry decisions in conversations with parishioners.
- We will read and respond to vestry emails in a timely manner, minimizing email traffic by sending and replying to only those necessary in the conversation.

## **Covenant – Our Promises to the Parish**

- We will actively pray for the welfare of the parish, participate in its worship life, and do the business of the vestry in the context of prayer.
- We will be engaged in the ministries and social life of the parish.
- We will demonstrate our commitment to the parish by pledging our financial support.
- We will be well informed about vestry decisions and will positively represent and interpret them to the parish.
- We will seek opportunities to strengthen our individual and team effectiveness.
- We will engage parishioners in a way that promotes trust and a healthy exchange of ideas.
- We will strive for transparency by:
  - Promoting regular and accessible two-way conversation with the parish,
  - Making the vestry minutes, financial reports, and related documents available in a timely manner,
  - Affirming that vestry meetings are open to parishioner observers when the meeting does not deal with confidential issues.
- We will be available and approachable to any parishioner, seeking what is of import to our community, in order to inform the work of the vestry.
- We will encourage parishioners to speak about their ideas and concerns directly and will strive to connect them with the person or group which can most appropriately address the issue.
- We will work with and support clergy and staff to make their efforts productive.