

VESTRY

The Vestry of the Church of the Redeemer has four major responsibilities:

1. To be the agent of the Parish in all matters concerning its corporate property.
2. To represent the Parish in its relations to its clergy.
3. To work with the Rector in formulating and keeping fresh a vision and strategy for the church's life, its mission and its goals.
4. To support and encourage parishioners who are actively engaged in ministry in the context of Parish life and through leadership of the Ministry Boards.

Note: The first two are stipulated by the Canons of the Episcopal Church, the third and fourth by the Church of the Redeemer Vestry Bylaws.

Formal and more detailed descriptions of Vestry and its duties can be found in the Church of the Redeemer Code of Regulations (which in itself conforms to the constitutions and canons of The Episcopal Church and canons of the Diocese of Southern Ohio) as well as in the Church of the Redeemer Vestry Bylaws. The Bylaws specify Board structure and responsibilities and establish certain committees to further the work of the Vestry.

[Vestry and Administrative Executive Committee \("Administrative Committee"\)](#)

Regarding item 1 above, the Vestry has delegated to its Administrative Executive Committee the duties of financial management and routine oversight of Parish business. The Committee consists of the Rector, Wardens, Treasurer and Assistant Treasurer. In consultation with various ministry groups, it develops an annual budget which is presented to the Vestry for discussion, refinement and approval.

[Vestry and Ministry Boards](#)

Items 3 and 4 concerning visioning and encouragement are grounded in the Vestry Bylaws where the Ministry Board structure and functions are described. While the Vestry of the Church of the Redeemer retains the traditional role of being ultimately responsible for matters of oversight and accountability, it seeks primarily to lead, partner, and support the various ministries that are rooted in our parish life.

Organizational changes whose implementation began after the Annual Meeting of 2019 redefined the relationship between Vestry and Ministry Boards as follows:

- Responsibility for Board leadership was shifted from a single Board Chair to two Vestry members acting as co-Chairs working closely with a clergy representative.

- The task of encouragement was extended to include assistance with strategic planning within the Boards in addition to nurturing a relationship of mutual support with ministry leaders. New Vestry members are paired with a member from the previous class and equipped to lead through training and mentoring.

VESTRY DUTIES

- Vestry members serve a four (4) year term.
- Members meet at least quarterly, in practice, monthly, on Monday nights with an occasional Saturday. (During the Covid-19 pandemic the meetings take place via Zoom and last one-and-a-half hours.) Activities may include leadership training, exercises in visioning, strategic planning, reports from members on the various ministries of the five Ministry Boards, financial and other Administrative Committee reports, Bible study, general discussion with attention to any specific parish needs. There is also an annual budget meeting and discussion held in November.
- Vestry persons act as co-Chairs of one of the five Ministry Boards: Liturgy, Education, Pastoral, Mission, or Stewardship. At their first vestry retreat, each new member is paired with a member of the previous class and appointed to a Board. Responsibility for the Board is shared with a member of the clergy.
- Vestry persons act as co-Chairs of one of the five Ministry Boards: Liturgy, Education, Pastoral, Mission, or Stewardship. At their first Vestry retreat, each new member is paired with a member of the previous class and appointed to a Board. Responsibility for the Board is shared with a member of the clergy.
- New Vestry members are prepared for the task of Board leadership by receiving appropriate training from the Rector and Wardens, usually at their first Vestry retreat. This may include training in effective meeting facilitation and the use of organization or congregational development tools.
- Vestry persons accept that, in addition to leadership responsibilities, their role within the Boards will vary according to circumstances, but will always include the following:
 - The ministry of encouragement, with the goal of establishing a relationship of mutual support.
 - Working with ministry leaders to bring ministries into alignment with the church's vision as developed by the Vestry.

Additionally, the role may include:

- Developmental or strategic planning (along with the Rector and other Vestry members) with the aim of tying together the work of the various ministry areas.
- Application of organization or congregational development tools to assist in life-cycle analysis, problem solving, ministry direction etc.
- Attendance is required at the Spring Vestry Retreat in February or March. This may be held at The Transfiguration Spirituality Center in Glendale or at some other suitable venue. In recent years it has begun on Friday afternoon and run to late afternoon Saturday.
- Retiring Vestry members may be asked to serve on Nominating Committee in order to help discern future Vestry members. Nominating Committee meets weekly from September to early December. Retiring Vestry members serve for at least one Nominating “season” beginning in the September before their term ends.

DISCERNING VESTRY CANDIDATES

- Regular attendance and active involvement both at church and at Vestry meetings are essential for effective and faithful ministry as a Vestry person. The potential nominee should be a baptized, pledging member of the church who has some measure of confidence that he or she is able to be an active, contributing Vestry member and is able to give the time required.
- Candidates for Vestry should be willing to align themselves with the vision and mission of the parish.
- Vestry members should recognize their role as a conduit to the larger congregation. Vestry members should welcome conversation with church members regarding directions made by the vestry and the clergy, while always projecting a positive light on the process and those involved in making the decisions.
- Candidates for Vestry should be willing to work as part of a team in a spirit of collaboration.
- Candidates for Vestry should be prepared to learn and use organization development tools where applicable in order to assist them in leading the Boards, understanding that they will undergo training and mentoring as needed.
- Candidates for Vestry should be open-minded and prepared to experiment as the Vestry develops its new role vis-à-vis the Boards.