

A Word from the Wardens about...

Continuity

The vestry has twelve members. Generally, one third of the vestry is replaced each year leaving two-thirds to provide continuity for our church activities at the start of the year while the new vestry class is “learning the ropes”. Even during routine years, when only one third of the vestry is replaced, the continuity of policies and practices has not been easy. We have found that there has been no established process for recalling past policy or procedural decisions. This year our congregation will be voting to fill six seats - half of the vestry. Maintaining continuity could be more challenging.

Starting this year, building off of a two-year effort of searching vestry records for past policies, a Policy Book is nearing completion. This book, to be kept in the church admin office, will contain documents (policies, customaries, procedures, job descriptions, etc.) that have been approved by either the staff or the vestry. In order to make this book a useful tool, the originators of each document in the Policy Book will be required to review their documents annually and determine if the documents remain valid, require updating or are no longer needed. The results of this annual review will be published in the parish’s Annual Report. Additionally, the list of current documents will be kept up to date in the Vestry Notebooks.

By providing for transparency and updating of existing policies, customaries and job descriptions, the work performed by prior vestries or staffs of St. Philip’s Church will evolve. By building on past efforts, our Program Church will improve how we operate as we strive to perform our missions to achieve our Vision.

Dana & Dave