

St. Paul's Church in Nantucket

20 Fair Street, Nantucket, Massachusetts 02554

Telephone 508-228-0916



**The mission of St. Paul's Church in Nantucket is to make the love of God more widely known.**

## **Vestry Norms**

*Adopted 2.13.25*

### **1. God's Work, Our Hands**

The vestry's work is a sacred calling. We are stewards of God's mission, discerning together, with the rector, what the parish is called to do and overseeing that work. Our efforts must reflect God's inclusive love, extending beyond our walls to serve our neighbors and nurture our community.

### **2. A Spirit of Openness**

Even a small openness allows God to work among us. Like dandelion seeds, our faith and actions can spread far and wide. We commit to being receptive to the Spirit's guidance and to embracing new ideas with courage and humility.

### **3. Building Community Through Respect**

We respect the dignity of every person. Vestry discussions should be honest, compassionate, and grounded in love. Speak the truth with love during meetings; avoid side conversations, "parking lot" discussions, or triangulation. When conflicts arise, address them directly and with grace, seeking resolution in the spirit of reconciliation.

### **4. Grace in Conflict**

Conflict, when approached constructively, can lead to growth. We commit to addressing disagreements promptly and respectfully, seeking grace even in challenging moments. When needed, we will seek guidance from the diocese to navigate conflicts productively.

### **5. Intentionality in Leadership**

The vestry will move beyond "automatic pilot" to intentionally shape its direction, setting clear goals and ensuring alignment with the parish's mission. Our agenda will focus on discernment, accountability, and advancing the work of the Church.

## **6. Annual Vestry Retreat**

Each year, the vestry will gather for a retreat to deepen its sense of mission, purpose, and community. This time will include worship, study, fellowship, and intentional planning, helping us ground our work in faith and shared vision.

## **7. Safe Church Practices**

All vestry members will complete diocesan Safe Church training, honoring our commitment to protect and respect the vulnerable among us. This training reinforces our baptismal covenant to uphold the dignity of every human being.

## **8. Mission-Driven Outreach**

Our neighbors need us, and we need each other. Vestry members will champion outreach initiatives, ensuring they reflect the love of Christ and invite others into the life and mission of the Church.

**These norms are a covenant, uniting us as stewards of God's work and embodying the values of St. Paul's Church in all that we do.**