

<a href="https://cfdiocese.org/clergy-continuing-education-opportunities/">https://cfdiocese.org/clergy-continuing-education-opportunities/</a>		ALL DIOCESAN VESTRY TRAINING RESOURCES FOUND HERE	
2023 Vestry Training	2022 Vestry Training-	2021 Vestry Training	2020 Vestry Training
Vestry duties	Role of Vestry- <u>Management / Leadership</u> Stability/ Risk	What is a vestry	Life in a post Christian Era
Articles of Incorporation Parish ByLaws Diocesan Canons National Canons		National Church Canons	Looking realistically at the challenges facing the church
Vestry organization Voting Annual Parish Meeting Removal of a Vestry Person Rector Search Tasks of Vestry Tasks of Clergy related to Vestry Diocesan Convention Delegates	Norms and Covenants	Diocesan Canons	<b>Considerations to enhance/ improve Rector/vestry /congregational communication and satisfaction</b>
	Vestry Norms – St Matthias Clermont	Notes from Vestry Resource Guide	
	Gift Acceptance Policy	Guidelines for Clergy Discretionary Funds	TRIANGULATION
	Hospitality Checklist- are we really welcoming	Notes about Diocesan Website	Clergy Compensation Guidelines
Generic Housing Allowance 2023 Compensation 2023 Minimum Clergy Cost 2023 Health Insurance Rates Annual Audit	Key Characteristics of Churches experiencing growth	Dealing with Rector-Vestry Conflict	Compensation of Supply Clergy
	What does a priest do- time study	Root causes of conflict	<b>Manual of Business methods in Church affairs</b>
Manual of Business Affairs Risk Management	Designated, endowment, restricted assets and Restricted income	Conflict reducers	Disaster Plans
Clergy Discretionary Fund guidelines/ checklist	Online giving portals	If the Rector has to go	Signing up for Canon News and AMBO
Sabbatical Planning	Help we are struggling financially	Clergy Compensation Guidelines	Diocesan Social Media Links
Clergy Salary/Benefits	Commissioning Vestry member service	Understanding Church health Insurance	Stewardship resources - TENS
Health Insurance	Core Values and Core Beliefs	Minimum Clergy Compensation Grid	Guidelines for Discretionary Funds

<b>2023 Vestry Training CONT</b>	<b>2022 Vestry Training- CONT</b>	<b>2021 Vestry Training CONT</b>	<b>2020 Vestry Training CONT</b>
Church Budget Planning	Example of Vestry Agenda	Supply clergy	Continuing Education Policy for Deacons and Priests
Fund Raising vs Stewardship	Diocesan support	Reporting clergy salary on a church budget format	Alcohol policy
Stewardship Essentials	Why do I need Vestry training?	Road to recovery after covid-19	Sabbatical Policy
Human Relations in a small church	Cartoons about being in the foxhole		Risk Management and Anti Racism Training
Dealing with Conflict	Annual Meeting guidance		Letters of Agreement
Vestry Oath	Removal of a vestry person		Mutual Ministry review
Use and Abuse of Power	Vestry officers and Job descriptions		Characteristics of excellent Stewardship Program
Diocesan Resources	12 Resources for Vestries		
Diocesan Policies			
Clergy Conflicts	Commitments to Church, Vestry, Financial		
Vestry Agenda	Vestry Spirituality		
4 principles every leader should know	Leadership thinking		
	From Club to community		
	Tension and EGRs		
	Compensation		

	Speed Lees Conflict Levels (individuals)	Successful response options /Goals		Systems		
Greater conflict	Intractable Situation	Just stop people from hurting one another	5	World War	Destroy one another Little or no language is exchanged	Someone is leaving
	Fight/Flight	Establish safe structures again- using shuttle diplomacy that carry thoughts from one group to another till they are able to de-escalate	4	Crusade	Protecting one's own group becomes the focus Language is ideological	
	Contest	Accommodate (yield) ok for the short term Negotiate (not valid for values) Get factual data (gather data to establish facts)	3	Contest	Winning trumps resolving Language includes personal attacks	Outside help needed in level 3-5
	Disagreement	Support (empower the other to resolve the problem or Safety (collaboration games/re-grounding the team's shared values	2	Disagreement	Personal protection trumps collaboration Language is guarded and open to interpretation	Level 1-2 can usually be worked through if conflict doesn't become personal
	A problem to solve	Use collaboration- seek a win-win solution Or Consensus ( arriving at a decision every team member can back	1	Problem to solve	Information sharing and collaboration Language is open and fact based	
Lesser conflict			0			
Ostrich mentality	Depression (what problem?)	Is there a problem/conflict or not				

Action	What to Say	Can interrupt speaker?	Need a Second?	Can be Debated?	Can be Amended?	Votes Needed
Introduce main motion	"I move to..."	No	Yes	Yes	Yes	Majority
Amend a motion	"I move to amend the motion by ...." (add or strike words or both)	No	Yes	Yes	Yes	Majority
Move item to committee	"I move that we refer the matter to committee."	No	Yes	Yes	No	Majority
Postpone item	"I move to postpone the matter until..."	No	Yes	Yes	No	Majority
End debate	"I move the previous question."	No	Yes	Yes	No	Majority
Object to procedure	"Point of order."	Yes	No	No	No	Chair decision
Recess the meeting	"I move that we recess until..."	No	Yes	No	No	Majority
Adjourn the meeting	"I move to adjourn the meeting."	No	Yes	No	No	Majority
Request information	"Point of information."	Yes	No	No	No	No vote
Overrule the chair's ruling	"I move to overrule the chair's ruling."	Yes	Yes	Yes	No	Majority
Extend the allotted time	"I move to extend the time by ____ minutes."	No	Yes	No	Yes	2/3
Enforce the rules or point out incorrect procedure	"Point of order."	Yes	No	No	No	No vote
Table a Motion	"I move to table..."	No	Yes	No	No	Majority

