

Key Roles in Anglican Churches

The Rector

- Leads a congregation, traditionally responsible for “spiritualities” (as opposed to “temporalities”)
- Called by vestry, with consent of bishop. Once installed, has tenure; cannot be terminated by vestry. (Does not work *for* the vestry) [Note: there is a process for removal in cases of conflict set forth in the diocesan canons; it involves the Bishop]
- Serves under a bishop; is a member of the diocese – not the congregation.
- Is responsible for hiring and firing all other staff members, lay and ordained, in consultation with the vestry. (Assistant clergy selections and terminations must be done in consultation with the bishop); all staff “serve at the pleasure of the rector”
- Note: traditionally, all staff submit resignations to new Rector, who decides whether or not to accept the resignations.

Rector's Key Roles

- To articulate and lead the vision
- To build a team of disciples who make disciples
- To provide for the spiritual needs of the congregation
- Care for personal spiritual, emotional, and physical health in order to be able to do those things

Vestry

- Manages the “temporalities” (finances; buildings and grounds) of the congregation in line with the vision
- Elects the Rector, with the consent of the Bishop. (but cannot terminate him or her, without the Bishop’s consent.)
- Approves the budget. (The congregation *receives* it, does not *approve* it.)
- Supports the Rector in the spiritual leadership of congregation.
- Presided over by the Rector; cannot meet without the Rector (or Rector’s approval)
- Is elected by congregation, from nominees determined by rector and vestry; nominees must meet diocesan criteria, which include spiritual and theological qualifications.
- Appoints a finance committee to give regular financial reports
- Elects a Junior Warden and Treasurer. (The Senior Warden is chosen by Rector or by Rector and Vestry together.)
- Can ask for the bishop’s help or advice for congregational, staff or vestry concerns. (Our Bishop welcomes such interaction.)

Wardens

- Jr. and Sr. Wardens are elected by Rector and Vestry. (In DOMA, Sr. Warden elected by Rector *or* Rector and Vestry; Jr. warden elected by Vestry.)
- One of them (usually the Sr. Warden) presides at Vestry meetings in absence of Rector.
- Usually function as team with Rector in overseeing work of Vestry.
- Sr. Warden is responsible for the congregation in absence of the Rector.
- Historically, Sr. Warden cared for Rector and Congregation as a whole; Jr. Warden responsible for Buildings and Grounds. Now it is more common for the two wardens to serve together to support the rector in assuring that that vestry functions well.

Staff

- Not much in the Canons about staff, except that they serve “at the pleasure of the Rector”
- Hiring of assistant clergy must be done in consultation with the Bishop
- Normally are hired to fulfill a particular area of ministry, in line with the vision of the parish
- Have compensation set by the vestry, in conversation with the Rector, as part of the budget process
- Programmatic staff are normally responsible for building the ministry and mission of congregation members, not just to “do ministry.”
- Like the Rector, normally are responsible for maintaining their own health, especially spiritual health.