

Welcome to

Staff/Pastor Parish

Relations Committee

Training

A long term lay person calls you, as a PPR member, complaining the Pastors' messages are too long and boring. The lay person says it's your job to do something about it.

What do you do?

Philippians 2:1-8

Therefore, if there is any encouragement in Christ, any comfort in love, any sharing in the Spirit, any sympathy, complete my joy by thinking the same way, having the same love, being united, and agreeing with each other.

Philippians 2:1-8

Don't do anything for selfish purposes, but with humility think of others as better than yourselves. Instead of each person watching out for their own good, watch out for what is better for others.

Adopt the attitude that was in
Christ Jesus:

Though he was in the form of God,
he did not consider being equal
with God something to exploit.

But he emptied himself by taking the form of a slave and by becoming like human beings. When he found himself in the form of a human, he humbled himself by becoming obedient to the point of death, even death on a cross.

¶ 258.2. Pastor-Parish Relations Committee

The committee shall reflect biblically and theologically on the role and work of the pastor(s) and staff as they carry out their leadership responsibilities. The committee shall assist the pastor(s) and staff in assessing their gifts, maintaining health holistically and work-life balance, and setting priorities for leadership and service...

A word cloud of verbs related to communication and support. The words are arranged in various orientations and sizes. The largest word is 'encourage' in yellow. Other prominent words include 'confer' in light blue, 'consult' in light blue, 'communicate' in yellow, and 'Interpret' in purple. Smaller words include 'educate', 'support', 'cooperate', 'inform', 'approve', 'develop', 'counsel', 'arrange', 'evaluate', 'monitor', 'respect', 'enlist', and 'recommend'.

educate support cooperate
communicate approve
Interpret confer inform
develop encourage
counsel arrange
evaluate monitor respect
enlist consult
recommend

Role

What is not the role of the
S/PPRC?

A word cloud of verbs related to control and authority. The words are arranged in a circular pattern on a dark blue background. The largest word is 'control' in light blue. Other prominent words include 'manipulate' in light green, 'coerce' in light blue, 'boss' in light green, and 'command' in orange. Other words include 'regulate', 'instruct', 'burden', 'order', 'demand', 'dictate', 'govern', 'rule', 'restrict', 'direct', and 'demand'.

regulate instruct
burden boss
coerce order
manipulate demand
rule
govern
direct restrict control dictate

**The Church's best asset
is their pastor**

**The Pastor's best asset
is his/her congregation**

Expectations

“People serving on this committee must be engaged in and attentive to their Christian spiritual development so as to give proper leadership in the responsibilities with which the committee is entrusted.”

(BOD ¶ 258.2)

PPR / SPR Committee

Committee Makeup

5-9 baptized & participating members

+ Lay Leader + Lay Member

Young adult / Youth

No staff member / no staff family
member

Only one per household

PPR / SPR Committee

Terms -

Three classes, three years each

Maximum of six years (two rotations)

Exceptions may be Lay Leader and Lay Member

Expectations

Meetings 60-90 minutes max

At least quarterly

First 6 months to 1 year - monthly

Ideal- every other month

Pastor shall be present

Expectations

Confidentiality

“The committee shall meet in closed session, and information shared in the committee shall be confidential.”

(BOD ¶ 258.2)

Have a written agenda
Share it with the Pastor
Ask for input
Keep good minutes

Gene and Mary are married and have served as custodians for 19 years.

They are now 67 and the church is not being taken care of as it should be.

The church is their main source of income.

What do you do?

What do you expect of
your Pastor?

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—and those of the people you manage. **Based**
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MARCUS BUCKINGHAM &

**What is your VISION
for your church?**

Proverbs 29:18

**Where there is no vision,
the people cast off restraint:
but he that keeps the law, is happy.**

What is your VISION for your church?

Habakkuk 2:2-3

The LORD replies, "Write down the message I am showing you in a vision. Write it clearly on the tablets you use. Then a messenger can read it and run to announce it. (3) The message I give you waits for the time I have appointed. It speaks about what is going to happen. And all of it will come true. It might take a while. But wait for it. You can be sure it will come. It will happen when I want it to."

Three kinds of churches today:

Dying

Attractant

Apostolic

What do you know about your Community?

What are the demographics?

...schools, nursing homes,
subdivisions, businesses

What is the ethnic make up?

Is one group growing more?

What is the financial viability?

What is the unemployment rate?

What is the history of your church?

Marion has just lost her husband of 46 years. The pastor does an incredible job at his service. She has never been filled with such faith and hope. Marion is a significant member of the church and is an excellent worker and giver.

She approaches the PPR committee and wants the pastor to get a 15% raise.

However the church is in financial stress.

What do you do?

Appointive Process

November: Request for change of appointment - Pastor or PPR or DS

November: **Profiles** for pastor and congregation

January: Cabinet retreat

January - June: Introductions

Appointive Process: S/PPRC Role

Interpretive need

Confidential

Consultative with DS (profile)

Pastor Bill has been your pastor for 8 years. The church has grown significantly in worship, baptisms, and financial giving. The DS calls to say your pastor is being moved to another church.

What do you do?

Practical Matters

Salary setting – charge conf.

based on merit or conf. min.

Parsonage with Trustees

Continuing Education

Connectional Responsibilities

Vacation

Practical Matters

Employment Policies

dress code

holidays

confidentiality

Ministry description(s)

Practical Matters

Evaluations

Sent from Conference annually

Self – PPR Composite – *compare*

Goal is Growth in person

Fruit in church & Kingdom of God

Pastor Cindy is well liked, friendly, caring and helpful around the church. On the other hand she has missed several important meetings, seems to have no vision, and little fruit is forthcoming in her ministry area. So she is well liked – but not productive.

What should you do?

Q & A Time

Maybe some NEW terms:

Traditional - conservative

Moderate / Centrist

Progressive

Tough Truths:

Financial problems

\$39,700 minimum

\$22,518 insurance

Housing

May lead to more multi-charges

Human Sexuality

Accusations!

More and more in our society.

Nursery or day-care abuse

Youth ministry

Adult staff with church members, or other staff, or
outside

Financial mis-management or embezzlement

Not all true but ALL must be taken seriously

DO NOT IGNORE THEM – but do not over react

Get complaint **in writing** from complainant

Report to DS ... Bishop

Church Conflict

It is inevitable – so...

Resolve it?

Manage it?

Allow it to manage you?

Church Conflict

“If we could turn the energy of church critics and antagonists into reaching people with the gospel, our churches would become evangelistic forces.

Unfortunately in many churches, members expend most of their energies criticizing leadership and others, and fighting over trivial issues.”

Thom Rainer



Correct !!!

Teach & Communicate

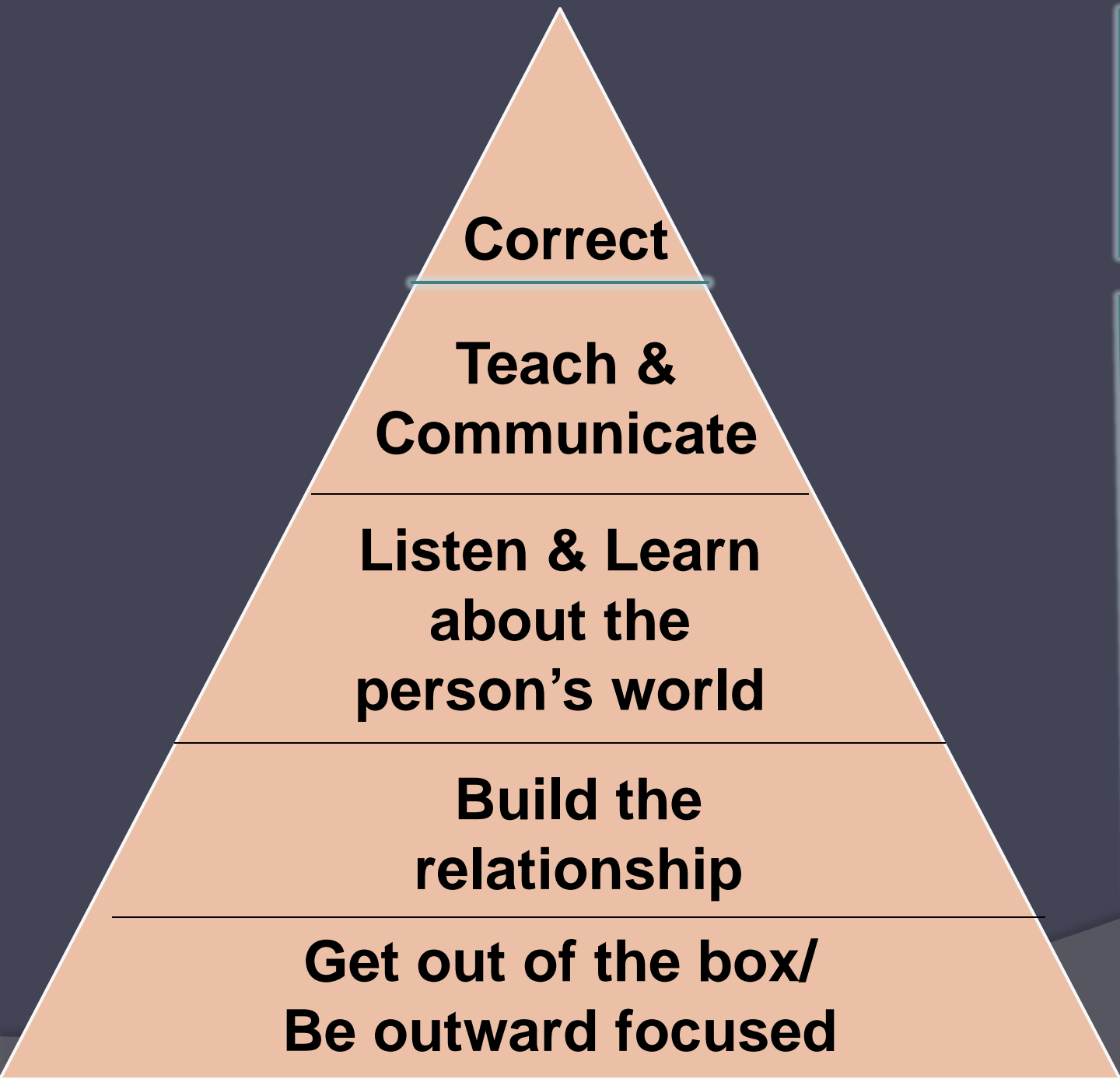
Listen & Learn about the person's world

Build the relationship

**Get out of the box/
Be outward focused**

Dealing with
things that
are going
wrong
(Challenging
the person)

Helping things
go right
(Supporting
the person)



Dealing with things that are going wrong
(Challenging the person)

Helping things go right
(Supporting the person)

Escalating Stages of Church Conflict

(Sometimes) An uncomfortable feeling

A problem emerges

A person to differ with

A dispute to win

A person to verbally attack

My “face” to save

A person to expel, withdraw from, or ruin

The aftermath

Matthew 18:15-17

¹⁵ “If your brother or sister sins, go and point out their fault, just between the two of you. If they listen to you, you have won them over.

¹⁶ But if they will not listen, take one or two others along, so that ‘every matter may be established by the testimony of two or three witnesses.’ (Deuteronomy 19:15)

¹⁷ If they still refuse to listen, tell it to the church; and if they refuse to listen even to the church, treat them as you would a pagan or a tax collector.

How to deal with conflict

Be Prayerful / Be supportive

Negotiate Expectations

Name issues

Dialogue

Set Priorities

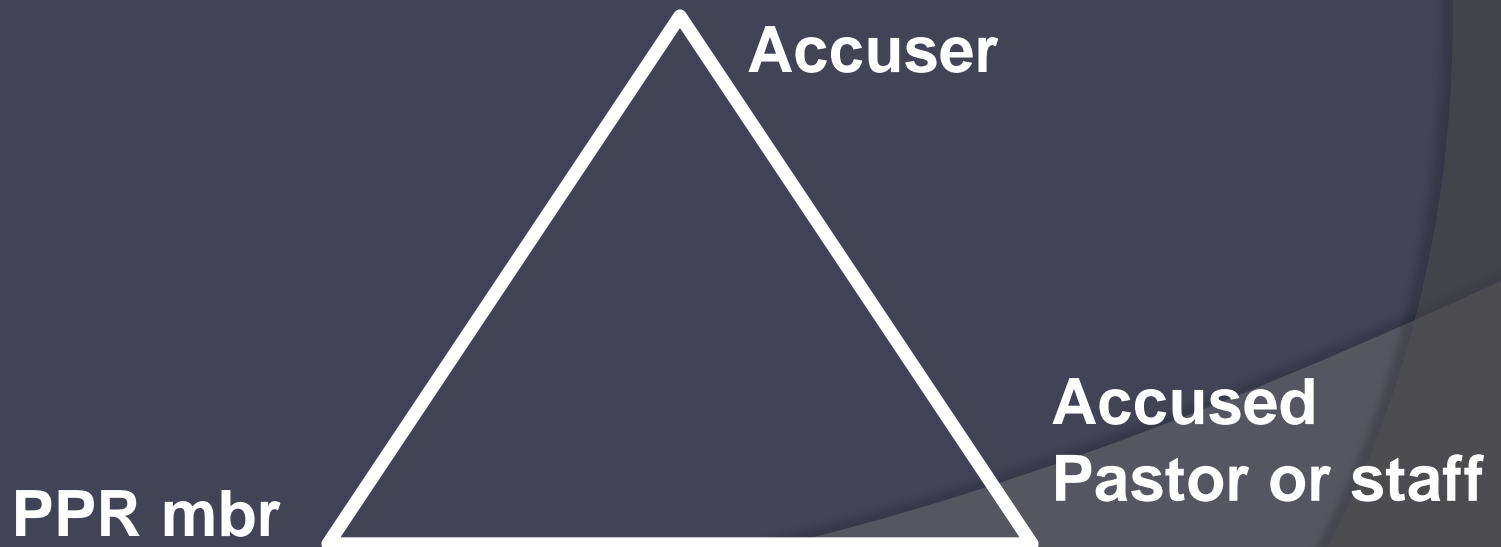
Be realistic

How to deal with conflict

Communicate

No Comparisons

Beware of Tri-angulation



What if conflict has reached a crisis stage?

When is it time to bring in outside help -

**District Superintendent
or other professional(s)?**

Q & A Time