

Staff/Pastor-Parish Relations (SPRC)



Rev. Dr. Elmer N. Davis, Jr. &

Upper Shore District Superintendent

Rev. Dr. Johnsie W. Cogman

Two Rivers District Superintendent

Who's on the ZOOM?



If this is your first time on SPRC or Unified Board type the word “FIRST” in the chat.



No matter how long you've been serving, if you're using the Unified Board Model, type the word “UNIFIED” in the chat.

TOPICS FOR DISCUSSION – Effective & Efficient SPRC

SPRC Organization
- Book of
Discipline (BOD)
Paragraph 258.2

Duties &
Responsibilities of
the SPRC

Required Skills for
the SPRC

The Evaluation
Process

The Point of
Appointments

Pastoral
Compensation
Guidelines

SPRC Calendar

Conflict Resolution
(Matthew 18:15-17)

When to call the
District
Superintendent

SPRC Organization

- What IS the SPRC or Executive Session of the Unified Board?
- Who can be a member of the SPRC ?
- How many members should we have on the SPRC?
- How often does SPRC meet?



What is the SPRC?

BOD Para 258.2

The Staff/Pastor Parish Relations committee is the administrative unit in the local church where a staff/pastor and congregational interests are integrated to focus on the mission of the church. In the Unified Board, this is the Executive Session of the board.

Membership

Between 5 to 9 elected professing members of the local church or charge or associate members plus Conference Lay Member & Lay Leader.

- One elected member shall be a young adult
- One elected member may be a youth.
- All **must** be professing members.
- No staff member or member of that family.
- Not more than one person from any one household.



How often does SPRC meet?



At least quarterly.



Written “minutes” – Record of Decisions. **Not** conversations.



Pastor shall be present, unless excuses self.



Only with knowledge of pastor or District Superintendent.



Shall meet in closed session - confidentiality is crucial!



This is about ‘employment’ issues!

Duties of Committee (§258.2g)

- Promote unity in the church(es)
- Confer and counsel with pastor, advising the pastor of ministry conditions.
- To provide evaluation at least annually
- Continually interpret to people the nature and function of ministry.
- Counsel pastor on relationships with congregation, priorities, skills, goals.
- Interpret to congregation: UMC open itinerancy and preparation for ordained ministry

The Role of the SPRC

Making Disciples
for Jesus Christ

- Spiritual Disciplines

Listening to pastor,
staff & to
congregation.

Holding in tension -
the pastor's
understanding and
the congregation's
expectations.

- Covenant
- Goals

Advocating for the
pastor while holding
the pastor &
congregation
accountable.

Go to the top and
do it again!



Required Skills for the SPRC

- **CONFIDENTIALITY IS A MUST!**
- Issues are discussed during meeting, not between meetings (no parking lot meetings!)
- All matters under discussion are kept in strict confidence, i.e., a “safe” place
- All input brought to the meeting is held in confidence, but is “owned” input.
- Careful reporting to Church Council.

The Evaluation Process

- BOD para 350 states...

“Evaluation is a continuous process for formation and servant, ministry and servant leadership that must take place in a spirit of understanding and acceptance.

Evaluation serves as a process for Clergy to assess the effectiveness in ministry and to discern God’s call to continue ordained ministry.”

How NOT to do the Pastor Performance Review

- NO CONGREGATIONAL MEETINGS REGARDING PASTOR PERFORMANCE
- DO NOT PASS OUT PASTOR PERFORMANCE REVIEW TO PEOPLE OUTSIDE OF THE SPRC.

THERE SHOULD BE NO SURPRISE OVERALL “**NEEDS IMPROVEMENT**” AT THE END OF THE EVALUATION.



Types of Evaluation

- Pastor Self-Evaluation & Appointment Advisory
 - Self-examination of pastoral effectiveness.
- Pastoral Ministry Evaluation – SPRC Advisory
 - Examines the effectiveness of the congregation in achieving its mission.

BOTH EVALUATIONS are due in November!

The Point of Appointments

- **The Purpose of Appointments:**
- **The Principles of Appointment:**
- **The Process of Appointment:**
- <https://www.bwcumc.org/news/faq-on-appointment-process-and-clear-openings>

PASTORAL COMPENSATION

Recommendation by SPRC

Through Finance for comment

Through Admin Council/Unified Board for vote
before their annual Church Conference.

To Church Conference for Vote which sets all
appointment compensation.

SPPRC Yearly Schedule

First Quarter (January – March):

- Organize Committee (select a vice-chair, secretary)
- Train new SPRC members.
- Review job descriptions for other lay and clergy staff
- Look at SPRC Goals and meeting dates for the year
- Install leaders during worship in January

SPPRC Yearly Schedule

Second Quarter (April – June):

- Begin Evaluation of ministry area.
- Parsonage Review -- not optional
- Parsonage is Church's property, pastor's home.
Keep it up like your own home.

SPPRC Yearly Schedule

Third Quarter (July – September):

- Budget work: Salary, accountable reimbursement/travel, continuing education, any other budget items that relate to paid staff
- Interview and recommend candidates for ordained ministry, missionary service
- Review and update Safe Sanctuaries forms for Church Conference

SPPRC Yearly Schedule

Fourth Quarter (October – December):

- Annual Pastoral Evaluation & Appointment Advisory
- Annual Congregation Evaluation & Congregation Profile
- Review Church Goals for the coming year
- Determine impact on staff priorities, training, division of tasks
- Review an extended range plan for the pastor and staff's continuing education
- Evaluate SPRC's work in the past year



Us
Them

Conflict Resolution

- [https://youtu.be/
ZpDnXYIFjo
?si=k0PTu_X1Q
GhsYPeu](https://youtu.be/ZpDnXYIFjo?si=k0PTu_X1QGhsYPeu)

Conflict Resolution – The Biblical Process

Matthew 18:15-17

¹⁵⁻¹⁷ “If a fellow believer hurts you, go and tell him/her—work it out between the two of you. If he/she listens, you’ve made a friend. If he/she won’t listen, take one or two others along so that the presence of witnesses will keep things honest, and try again. If he/she still won’t listen, tell the church. If he/she won’t listen to the church, you’ll have to start over from scratch, confront him/her with the need for repentance, and offer again God’s forgiving love.

When to call the DS

- ▶ The Chair of SPRC has direct access to the D.S.
- ▶ When you have an issue that you are having difficulty resolving.
- ▶ When you have a Question about ‘the process.’
- ▶ Call the District Superintendent IMMEDIATELY if there are allegations or charges of sexual abuse, misconduct, child abuse, or other “chargeable offenses.” (Discipline, Para. 2702)



“Who you gonna call?” 😊



Our Servant Episcopal Leader

Bishop Latrelle
Miller Easterling

Questions

DS Cogman
jcogman@bwcumc.org

DS Davis
edavis@pen-del.org

