

2018 SPRC Training

Mississippi Annual
Conference
Of the UMC



Mississippi Conference
of The United Methodist Church

Living Out
The **POWER** of We



¶258.2 People serving on the committee must:

- Be engaged in and attentive to their Christian Spiritual Development
- Identify and clarify its values for ministry



Engage in biblical and theological reflections on

- The mission of the church
- The primary tasks and ministries of the local church
- Role and work of the Pastor(s) and Staff



The Committee Shall Assist the Pastor(s) and Staff in

- Assessing their gifts
- Maintaining health holistically; work-life balance
- Setting priorities for leadership and service
- Communicating to the Committee on Nominations/Council when there is a need for more staff or leaders in areas where it is not a good use of the Staff time

¶258.e Meetings (technical)

- Effective S/PPRC meet at least quarterly. The 1st year bimonthly bears much fruit.
- Committee may not meet without the knowledge of Pastor and/or Superintendent
- Pastor is present at all meetings unless voluntarily excuses him/herself or meeting with Superintendent to consider the Pastor
- Meetings are closed and confidential
- No immediate Family members of S/PPRC or pastor



¶258.g Duties of the Committee (Adaptive)

- Encourage, strengthen and support pastor, staff and their families
- Promote unity
- Confer/counsel on matters pertaining to effectiveness and priorities
- Annual evaluations of all staff
- Interpret for the congregation; open itinerancy, preparation for ordained ministry and MEF



¶258.g Duties of the Committee-continued

- Develop and approve job descriptions and hiring practices
- Confer with pastor and staff concerning; continuing education, spiritual renewal, health and wellness
- To confer with appointed staff should it become evident that the best interests of the charge and pastor(s) will be served by a change in pastor(s)



2 overlooked duties

- Enlist, interview, evaluate, review and recommend annually lay ministers and persons for candidacy
- Consult on matters pertaining to pulpit supply, vacation, insurance, housing, pension and other practical matters affecting the work and families of the pastor and staff

Lay Ministers and Candidates

- How well do we know her/him?
- What gifts do we see in her/him?
- Where does she/he need growth?
- Where is she/he involved in leadership in and out of the church?
- Does she/he bear fruit?



Clergy Support

- Things such as pension, insurance, parsonage/housing are not a finance issue but a faith issue
- Pastors need renewal and rest as much as anyone
- Do you encourage your Pastor to take time off?
- Do you speak with your Pastor about his/her continuing education?



What is this talk about clergy excellence?

- Clergy want to make a difference
- Clergy want to be involved in the life of the congregation and the community
- Clergy want to love, learn and lead in collaboration with the laity
- Clergy want to make disciples not just have church
- Clergy want to be the best he/she can be

FAQ

- Why do you move our pastor so often?
- Why does our pastor have to go to school?
- How many sick/vacation days does our pastor receive?
- What determines full-time or part-time?
- What is the difference in Licensed, Provisional and ordained pastors?
- What about pensions, insurance, salary sheet?
- Any other questions?