

# Resources for Pastoral Relations Committees

## Effective and Ineffective Pastoral Relations Committees (PRC)

### Characteristics of Effective and Ineffective PRCs

<b>Effective</b>
Meet regularly and often
Prepare for meetings <ul style="list-style-type: none"><li>• Have an agenda</li><li>• Stay focused on agenda and identify topics for future meetings</li><li>• Allow adequate time</li></ul>
Establish partnership with pastor <ul style="list-style-type: none"><li>• Keep pastor informed</li><li>• Take pastor into confidence</li><li>• “We are in this together” attitude</li><li>• Provide support and understanding</li></ul>

<b>Ineffective</b>
Conduct annual evaluations only <ul style="list-style-type: none"><li>• Withholds regular feedback</li><li>• Lets issues build too long</li><li>• Related to salary and appointment decisions more than to growth</li></ul>
Allow too little time and care <ul style="list-style-type: none"><li>• Insufficient time to do task well</li><li>• Insufficient care in getting input and preparing for evaluation</li></ul>
Behave unfairly <ul style="list-style-type: none"><li>• Bringing unevaluated complaints</li><li>• Bringing anonymous complaints</li><li>• Giving all sources equal credibility</li><li>• Doesn't put issues in perspective</li></ul>

### What PRCs and Clergy Most Need from Each Other

<b><i>PRCs Most Need from Clergy</i></b>
Cooperation and receptivity <ul style="list-style-type: none"><li>• Willing to listen with open mind</li><li>• Attempt to understand members' needs and concerns</li><li>• Attempt to make some changes</li><li>• Openness to improvement ideas</li></ul>
Clear and open communication <ul style="list-style-type: none"><li>• Pastor's vision for ministry</li><li>• Candid assessment of what is going on in the church</li><li>• Information about issues and needs</li></ul>

<b><i>Clergy Most Need from PRCs</i></b>
Honest feedback <ul style="list-style-type: none"><li>• Balanced, objective, thoughtful, and candid feedback</li><li>• Treated as adults who can take criticism</li></ul>
Personal concern and support <ul style="list-style-type: none"><li>• Advocate for pastor</li></ul>
Communication with the congregation <ul style="list-style-type: none"><li>• Education of congregation</li><li>• Feedback from and to congregation</li></ul>

Based on a comparison of pastoral relations committees deemed effective by both the PRC chair and the pastor and those deemed ineffective by the chair and pastor.