

Resources for Staff-Parish Relations Committees

Effective and Ineffective Staff-Parish Relations Committees

Characteristics of Effective and Ineffective SPRCs

Effective	Ineffective
<p>Meet regularly and often</p> <p>Prepare for meetings</p> <ul style="list-style-type: none">• Have an agenda• Stay focused on agenda and identify topics for future meetings• Allow adequate time <p>Establish partnership with pastor</p> <ul style="list-style-type: none">• Keep pastor informed• Take pastor into confidence• “We are in this together” attitude• Provide support and understanding	<p>Conduct annual evaluations only</p> <ul style="list-style-type: none">• Withholds regular feedback• Lets issues build too long• Related to salary and appointment decisions more than to growth <p>Allow too little time and care</p> <ul style="list-style-type: none">• Insufficient time to do task well• Insufficient care in getting input and preparing for evaluation <p>Behave unfairly</p> <ul style="list-style-type: none">• Bringing unevaluated complaints• Bringing anonymous complaints• Giving all sources equal credibility• Doesn't put issues in perspective

What SPRCs and Clergy Most Need from Each Other

<i>SPRCs Most Need from Clergy</i>	<i>Clergy Most Need from SPRCs</i>
<p>Cooperation and receptivity</p> <ul style="list-style-type: none">• Willing to listen with open mind• Attempt to understand members' needs and concerns• Attempt to make some changes• Openness to improvement ideas <p>Clear and open communication</p> <ul style="list-style-type: none">• Pastor's vision for ministry• Candid assessment of what is going on in the church• Information about issues and needs	<p>Honest feedback</p> <ul style="list-style-type: none">• Balanced, objective, thoughtful, and candid feedback• Treated as adults who can take criticism <p>Personal concern and support</p> <ul style="list-style-type: none">• Advocate for pastor <p>Communication with the congregation</p> <ul style="list-style-type: none">• Education of congregation• Feedback from and to congregation

Based on a comparison of staff parish relations committees deemed effective by both the SPRC chair and the pastor and those deemed ineffective by the chair and pastor.