## Resources for Pastoral Relations Committees

### Effective and Ineffective Pastoral Relations Committees (PRC)

#### Characteristics of Effective and Ineffective PRCs

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<tr>
<th>Effective</th>
<th>Ineffective</th>
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<td>Meet regularly and often</td>
<td>Conduct annual evaluations only</td>
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| Prepare for meetings  
  - Have an agenda  
  - Stay focused on agenda and identify topics for future meetings  
  - Allow adequate time |  
  - Withholds regular feedback  
  - Lets issues build too long  
  - Related to salary and appointment decisions more than to growth |
| Establish partnership with pastor  
  - Keep pastor informed  
  - Take pastor into confidence  
  - "We are in this together" attitude  
  - Provide support and understanding | Allow too little time and care  
  - Insufficient time to do task well  
  - Insufficient care in getting input and preparing for evaluation |
| **Behave unfairly**  
  - Bringing unevaluated complaints  
  - Bringing anonymous complaints  
  - Giving all sources equal credibility  
  - Doesn’t put issues in perspective |

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

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<th>PRCs Most Need from Clergy</th>
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| **Cooperation and receptivity**  
  - Willing to listen with open mind  
  - Attempt to understand members’ needs and concerns  
  - Attempt to make some changes  
  - Openness to improvement ideas | **Honest feedback**  
  - Balanced, objective, thoughtful, and candid feedback  
  - Treated as adults who can take criticism |
| **Clear and open communication**  
  - Pastor’s vision for ministry  
  - Candid assessment of what is going on in the church  
  - Information about issues and needs | **Personal concern and support**  
  - Advocate for pastor |
| **Communication with the congregation**  
  - Education of congregation  
  - Feedback from and to congregation |

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.

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