

Resources for Pastoral Relations Committees

Effective and Ineffective Pastoral Relations Committees (PRC)

Characteristics of Effective and Ineffective PRCs

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

Ineffective
Conduct annual evaluations only <ul style="list-style-type: none">• Withholds regular feedback• Lets issues build too long• Related to salary and appointment decisions more than to growth
Allow too little time and care <ul style="list-style-type: none">• Insufficient time to do task well• Insufficient care in getting input and preparing for evaluation
Behave unfairly <ul style="list-style-type: none">• 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

<i>PRCs Most Need from Clergy</i>
Cooperation and receptivity <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
Clear and open communication <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

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