

Bob McFarland – Staff-Parish Relations Committee Chair

Closed Meeting – Committee Chair Invites Non-Committee Members To Address SPRC According
To The Guidelines Established By The Chair

(804) 837-1608

robertemcfarland@gmail.com

The Staff-Parish Relations Committee nurtures healthy relationships between the congregation, clergy, and staff so the church can effectively fulfill its mission of making disciples of Jesus Christ and serves as...

- The support system for the pastor and church staff
- The communication link between the congregation and church leadership
- The personnel committee for employed staff
- The committee that works with the bishop and district superintendent regarding pastoral appointments

1. Support and Encourage the Pastor and Church Staff

The committee's first responsibility is to care for those who lead the congregation.

- Encouraging the pastor and staff spiritually and emotionally
- Praying regularly for church leaders
- Providing constructive feedback and affirmation
- Promoting healthy work-life balance
- Helping prevent burnout

2. Foster Healthy Communication and Relationships

The SPRC serves as the primary communication channel between the congregation and its clergy and staff.

- Listening to concerns from church members
- Helping resolve misunderstandings before they become conflicts
- Encouraging open, respectful communication
- Building trust among clergy, staff, and the congregation

- Maintaining appropriate confidentiality

3. Oversee Personnel Matters

The committee oversees employment matters for lay staff while supporting the pastor in supervising day-to-day work.

- Recommending staff positions and job descriptions
- Reviewing compensation and benefits
- Participating in hiring and termination of lay staff, as appropriate
- Conducting annual performance evaluations
- Developing personnel policies

4. Support Effective Pastoral Leadership

Because United Methodist pastors are appointed by the bishop, the SPRC plays an important advisory role in the appointment process.

- Meeting regularly with the pastor regarding ministry goals
- Evaluating the effectiveness of the church's ministry
- Consulting with the District Superintendent concerning pastoral appointments
- Assisting with pastoral transitions
- Helping the congregation adapt during leadership changes

5. Promote a Healthy Ministry Environment

The committee seeks to create an environment in which pastors, staff, and volunteers can thrive together.

- Encouraging teamwork among church leaders
- Supporting continuing education and professional growth
- Addressing conflict in a timely, Christ-centered manner
- Ensuring expectations are clear for clergy and staff
- Promoting mutual respect and accountability