



Staff Pastor Parish

Lineup

- **Structure**
- **Purpose**
- **Evaluation**
- **Recruitment**
- **Calendar**



Structure



5-9 Members

Elected at Church
Conference

3-year term

Pastor, Lay Leader, & Lay

Member to Annual
Conference



Voting

Pastor has voice and vote
as ex officio member of
most committees



Purpose

Purpose

- **Representative of congregation**
Meet quarterly
- **Encourage, support pastor, staff and families**
- **Promote unity**
- **Confer on effectiveness and pastor's health**

Purpose

- Recommend staffing
- Recommend a written staff personnel policy.
- Teach congregation value of diverse staff.
- Be informed of liability issues, civil law, pulpit supply, compensation issues.
- Parsonage and living issues for pastor and family.

Purpose

- Confer on use of gifts, skills, time
- Conduct annual evaluation
- Teach congregation about itinerancy, path to ordination, and MEF
- Encourage and support clergy and staff pursuit of health

Purpose

- Develop staff job descriptions
- Consult on continuing ed, work-life balance, spiritual renewal
- Recruit and mentor candidates for ministry
- Work with congregation and DS during pastor change



Evaluation

Evaluation

- The Bishop is Responsible for the appointive process.
- During the evaluation process we need the information to be exact and honest.
- This is a tool used to help pastors grow.



Recruitment

Recruitment

- **SPRC is responsible for discerning a candidates call to ministry.**
- **SPRC should be loving but also do the effective work as it relates to the candidacy.**



Calendar

Calendar

January-March

- Set expectations for the Church and the Vision.
- Train volunteers and staff on communication practices.
- Review Confidential information.

Calendar

April-June

- Discipleship strategies
- Clergy/Staff Health
- Legal Review
- Housing Policies
- Managing Leadership Transitions

Calendar

July-September

- Review/Create Job Descriptions
- Review Salary and Benefit Issues
- Work on policy Reviews of all Staff

Calendar

October-December

- Complete Clergy Assessment and Annual Review and turn into District office.
- Prepare for Charge Conference and Review Ministry Candidates.

**For more
information:**

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