



# The Pastoral Relations Committee:

Ensuring the Productive  
Partnership between  
Pastor and People

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# What Does a PRC Do?

- The Pastoral Relations Committee (PRC)
  - Facilitates communication between the ministerial staff and the congregation
  - Provides a middle ground to discuss and resolve concerns.
  - Facilitates conflict
  - Enhances a constructive relationship between clergy and congregation

***The PRC helps the church achieve its mission and ensures a vital and healthy church***



# When Should we Start a PRC?

- When to Start?
  - At the beginning of the pastorate before problems arise
- Include the Pastor?
  - Yes, start the committee with the consent of the Pastor.
  - Often the PRC is comprised of people who served on the search committee.
- Training required?
  - Yes, PRC Members need to understand their role and how to be effective in it.



# Qualifications for PRC Member

- Have a genuine concern for the life of the church
- Are sensitive to personal relationships and understand people
- Are able to present ideas clearly
- Can successfully maintain confidentiality
- Have an ability to solve problems
- Can facilitate problem resolution
- Understand organizational structure
- Are spiritually rooted
- Have earned the congregation's trust and respect



# PRC Logistics

- The PRC should consist of 3 to 6 members
- The committee should meet 4 to 8 times a year.
  - Avoid meeting only when there are difficulties
  - Devote at least one meeting per year to reviewing and evaluating the church's ministries and ministers.
- At least one meeting per year should be at the parsonage (If applicable).



# Sample Meeting Agenda

- Opening Prayer or scripture
- Accomplishments
  - Ask each person to share a positive area where they have seen growth
- Challenges
  - Ask each person to share an area where there is need for growth
- Discussion
- Closing



# Goals of the PRC

- Goal 1 – Understand and Interpret the Ministry of the Church
- Goal 2 – Promote Communications between the Pastor and the congregation
- Goal 3 – Facilitate fair and just compensation for the Pastor



# Compensation Considerations

- What are your pastors:
  - Responsibilities,
  - Experience,
  - Education,
  - Expertise,
  - Effectiveness,
  - Years of Service
- These attributes help to determine fair compensation





# Compensation Considerations

- Other factors
  - Cost of living and salaries of similar professions
  - Review of pastor compensation for similar size churches in the region
  - Consumer Price Index and Average salaries of selected occupations
  - Options for bivocational pastorates where compensation is not equivalent to full-time pay.
  - Pastoral Staff salaries should be a percentage of Senior Pastor's pay.

# Reimbursable Expenses

- Mileage and automobile reimbursement
- Convention and other denominational events
- Books, magazines and other resources
- Continuing education
- Hospitality
- Ministers Council dues!!!



# Benefits

- Social Security / Medicare tax offset of a minimum of 50% of your pastor's self-employment tax liability.
- Employment packages that include medical, dental, death and retirement.
- For more information contact [www.mmbb.org](http://www.mmbb.org).



# Goals of the PRC (continued)

- Goal 4 – Encourage gifted persons in the congregation to assist in the church’s ministerial leadership
- Goal 5 – Encourage pastoral development





# Ensure Pastoral Well Being

- Encourage the keeping of pastoral boundaries
  - Time off for rest and renewal
- Sabbaticals
  - Offers the gift of time for full restoration





# Planning for Absence

- Establish agreed-upon dates
- Began at least three months in advance for planning
- Develop a list of duties and assignments staff / laypersons
- Ensure assignments for visitation
- Arrange for nearby minister in case of emergency
- Communicate with region office
- Look for ways to help
- Keep the congregation informed
- Line up guest preachers
- Let the congregation know how everyone will benefit from a sabbatical
- Celebrate the pastor's return as a congregation

# Goals of the PRC

(continued)

- Goal 6 – Resolve Conflict in the Church
- Goal 7 – Assist Change





# Staff Changes

- Installing a New Pastor
  - Establish a PRC
  - Encourage your pastor to join the Ministers Council
- Staff Departures
  - Recognize publicly the staff member's contributions to the church's mission
- Termination
  - PRC assists with termination
  - Ensure that the process is clearly spelled out in church policies.
  - In times of conflict, seek assistance of region staff





# Staff Changes (continued)

- Retirement
  - Be sure to celebrate the pastor's life, work and ministry.
  - Ministers Council Covenant and Code of Ethics requires that a pastor retiring or resigning for any reason must sever pastoral relationships with the congregation and its members.



# In Closing

- The role of the PRC should be taken up with sobriety and sincere desire to serve God
- Pastors needed both encouragement and constructive criticism.
- “Just as iron sharpens iron” is the role of the PRC to assist the pastor and the church in realizing their mission.



# The Pastoral Relations Committee: A Productive Partnership

*People learn from one another,  
just as iron sharpens iron.”*

Proverbs 27:17 (TEV)