

## **Resources for the Pastor/Staff – Parish Relations Committee**

### **Segment 1 - Introduction to P/SPRC**

**Board of Ordained Ministry Section 1 Organization and Governance Chapter 3 Training for the Pastor/Staff-Parish Relations Committee (P/SPRC)**

[https://www.bomlibrary.org/wp-content/uploads/2014/06/BOM\\_CHAPTER032012.pdf](https://www.bomlibrary.org/wp-content/uploads/2014/06/BOM_CHAPTER032012.pdf)

**2016 Book of Discipline section on SPRC**

<https://www.umc.org/en/content/book-of-discipline-2582-staff-or-pastor-parish-relations-committee>

**Clergy Health & Commission on the Status and Role of Women (CSRW) Resources for Clergy Families and Those Who Care for Them**

<https://gcsr.w.org/Resources/ClergyResources.aspx>

**SPRC Job Description**

<https://www.umcdiscipleship.org/resources/pastor-staff-parish-relations-committee>

**Staff/Personnel Policies (the Church Council must approve the active policy)**

<https://www.umcdiscipleship.org/resources/what-to-include-in-a-policy-manual-for-congregational-staff1>

<https://www.gcfa.org/media/1273/section-3-personnel.pdf>

**Sexual Harassment Policies (the Church Council must approve the active policy)**

<http://umsexualethics.org/policy/>

**Staff Evaluation/Assessment**

<https://www.churchleadership.com/leadership/clergy-evaluation/>

### **Segment 2 – 3 C’s Connections, Conflict, Confidentiality**

**“Conflict Resolution and the Pastor-Parish Relations Committee” Chapter 5 of the P/SPRC guide**

[https://www.minnesotaumc.org/files/content/chapter\\_5\\_-\\_2014\\_conflict\\_resolution\\_and\\_pprc.pdf](https://www.minnesotaumc.org/files/content/chapter_5_-_2014_conflict_resolution_and_pprc.pdf)

**“Church Conflict: A Checklist for Transformation” by Betsey Heavner, Discipleship Ministries the United Methodist Church.** <http://vitality.arumc.org/wp-content/uploads/2016/02/Church-Conflict-A-Checklist-for-Transformation.pdf>

**“Loving Your Way Through Conflict” Discipleship Ministries.**

<https://www.umcdiscipleship.org/resources/loving-your-way-through-conflict>

Books:

***Getting to Yes: Negotiating Agreement Without Giving In*** by Roger Fisher and William Ury, New York, NY: Penguin Books, 1983. Pp. 161.

A straightforward, universally applicable method for negotiating personal and professional disputes without getting taken – and without getting nasty. Outlines the theory of interest-based bargaining.

***Reconcile: Conflict Transformation for Ordinary Christians*** by John Paul Lederach, Scottdale, PA Herald Press, 2014. P. 190.

The author shares insight from years of work in international mediation and deep spiritual reflection on the task of reconciliation with a forward by Bill & Lynne Hybels, serves as a guidebook for Christians seeking a scriptural view of reconciliation and practical steps for transforming conflict.

## **Segment 6 – So You Want to Hire Staff**

Sample “Memo for Employment” for confirming all details of hiring posted on <https://dscumc.org/initiative/itraining/>

Sample “New Employee Checklist” posted on <https://dscumc.org/initiative/itraining/>

“God’s Instrument- Calling Forth Leadership” Chapter 6 of the P/SPRC guide [https://www.minnesotaumc.org/files/content/chapter\\_6\\_-\\_2014\\_-\\_calling\\_forth\\_leadership.pdf](https://www.minnesotaumc.org/files/content/chapter_6_-_2014_-_calling_forth_leadership.pdf)