

# The Vital Link

## Staff-Parish Relations Leadership Team Responsibilities

Grounded in Paragraph 445 of  
the Global Methodist Church Book  
of Doctrines and Discipline





# MORE THAN A COMMITTEE

**"In conducting its work, the committee shall identify and clarify its values for ministry. It shall engage in biblical and theological reflection on the mission of the church ... and on the role and work of the pastor(s) and staff ..."**  
**(¶ 445.1)**

Members must be attentive to their own Christian spiritual development to provide proper leadership. The SPR team is the vital bridge connecting the church's missional calling to pastoral execution.

# BUILDING THE FOUNDATION: WHO SERVES?

## ELIGIBLE TO SERVE

-  Professing members of the local church or charge.
-  Divided into 3 classes serving 3-year terms (eligible for one consecutive second term).
-  The Lay Leader (automatically a member; exempt from 3-year term limits).
-  Multi-church charges: At least one representative plus the lay leader from each local church.

## STRICTLY EXCLUDED

-  Staff members.
-  Immediate family members of a pastor or staff member.
-  More than one person from an immediate family residing in the same household.

# Meeting Mechanics & Operational Integrity



# The Four Pillars of Responsibility

Synthesizing the 13 Duties  
of the SPR Leadership Team



# Pillar 1: Nurture & Support



## Relational Support

Encourage, strengthen, and respect pastors, staff, and their families.



## Health & Assessment

Confer on effectiveness, unique gifts, health, and self-care—specifically monitoring for conditions that impede ministry effectiveness.



## Continuing Education

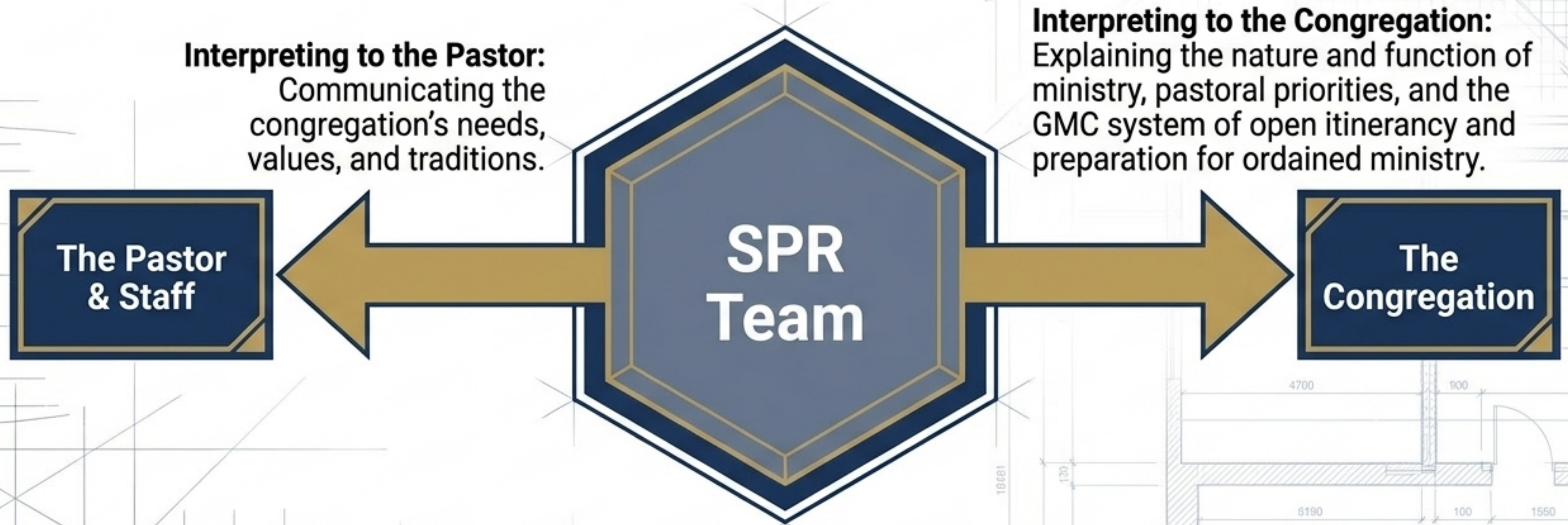
Arrange necessary time and financial assistance for continuing education, spiritual renewal events, and professional certifications.

# The Parsonage: Privacy & Provision

- **Mutual Respect:** Acknowledged simultaneously as the property of the church and a place of privacy for the pastor's family.
- **Annual Review Protocol:** An annual assessment must be conducted jointly by the SPR Chair, the Trustees Chair, and the Pastor to assure proper maintenance.
- **Urgent Action:** The SPR committee must guarantee immediate resolution of any parsonage issues that affect the family's health and well-being.

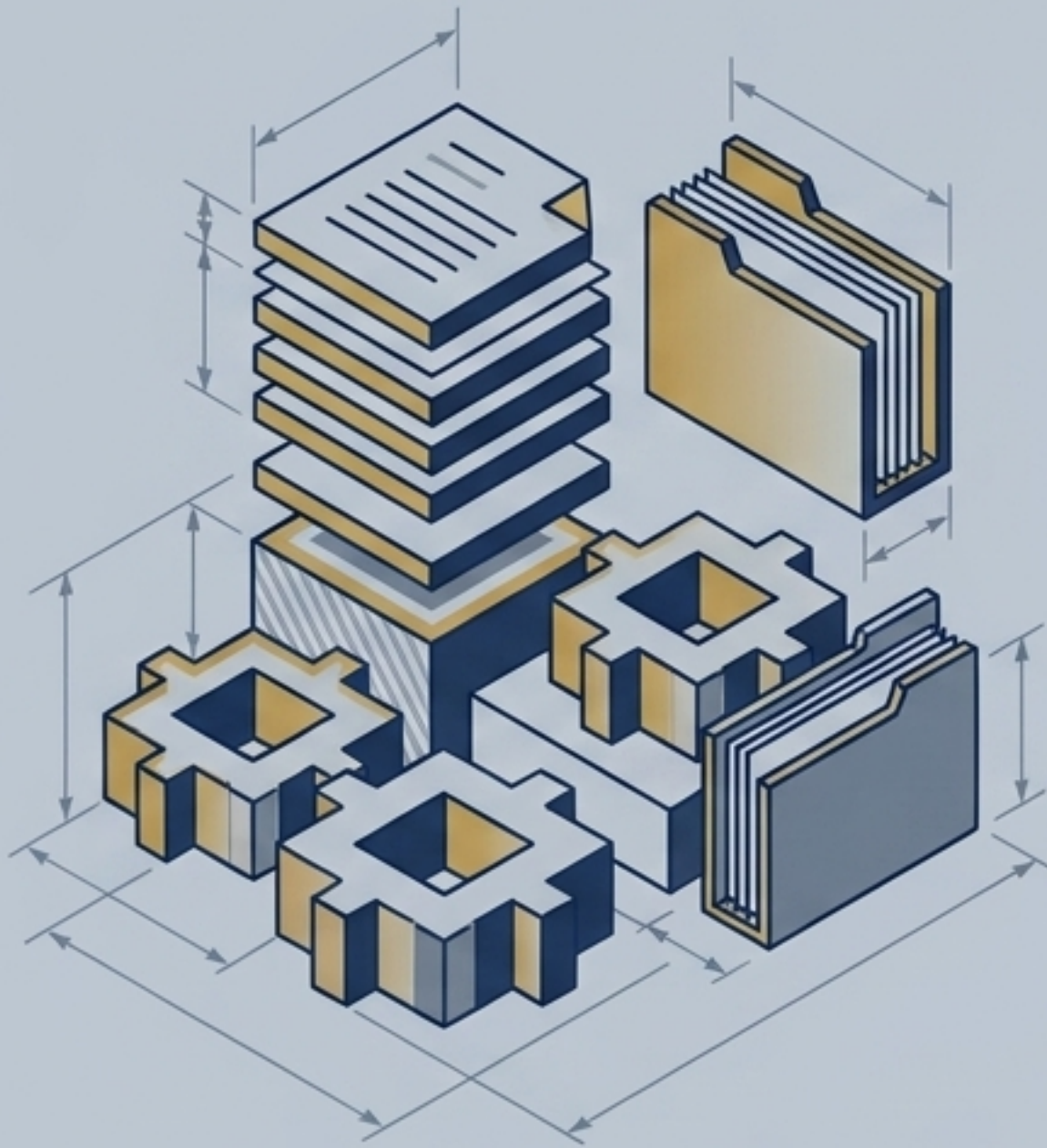


# Pillar 2: Unity & Interpretation



**Actively promoting unity within the church through clear, bidirectional communication.**

# Pillar 3: Personnel & Policies



## Written Job Descriptions

Develop and approve specific titles and expectations for associate pastors and staff, in cooperation with the senior pastor.

## Annual Evaluations

Provide assessments at least annually for pastors and staff to enhance ministry and identify educational needs.

## Lay Personnel Policies

Recommend written policies to the Church Council for hiring, contracting, evaluating, promoting, and dismissing non-appointed staff. (SPR holds this authority until a policy is adopted).

# Pillar 4: Compensation, Benefits & Compliance

## Compensation & Provision

Consult on pulpit supply, travel expenses, vacation, and housing allowances.

## Lay Employee Benefits

Recommend adequate health and life insurance, severance pay, and an equitable pension (with local church contribution) for lay employees serving at least half-time.

## Legal Compliance

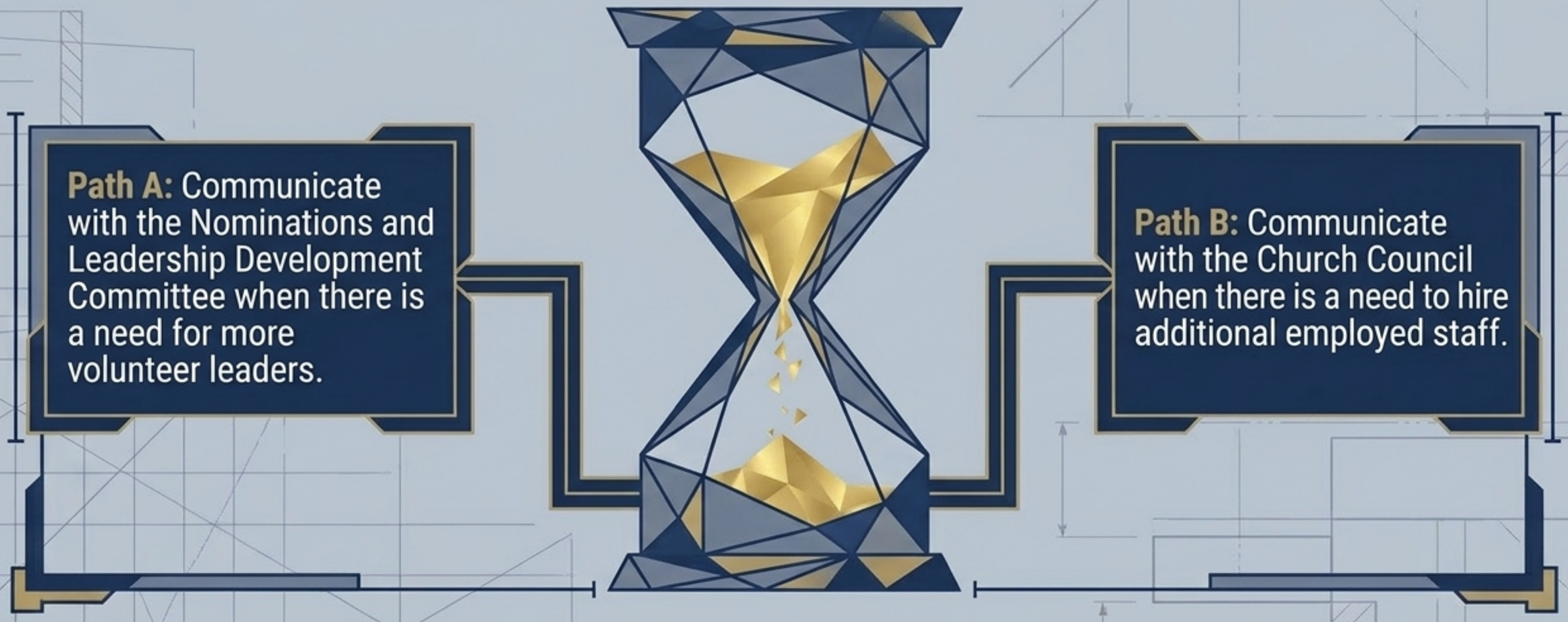
Keep informed on denomination policies, professional standards, liability issues, and civil law.

## Reporting

Make annual recommendations to the Church Council and report all budget items directly to the Finance Committee.

# Stewardship of Pastoral Time

When pastoral time is utilized inappropriately for administrative or logistical tasks (referencing Acts 6:2), the SPR must consult with the pastor and act decisively:



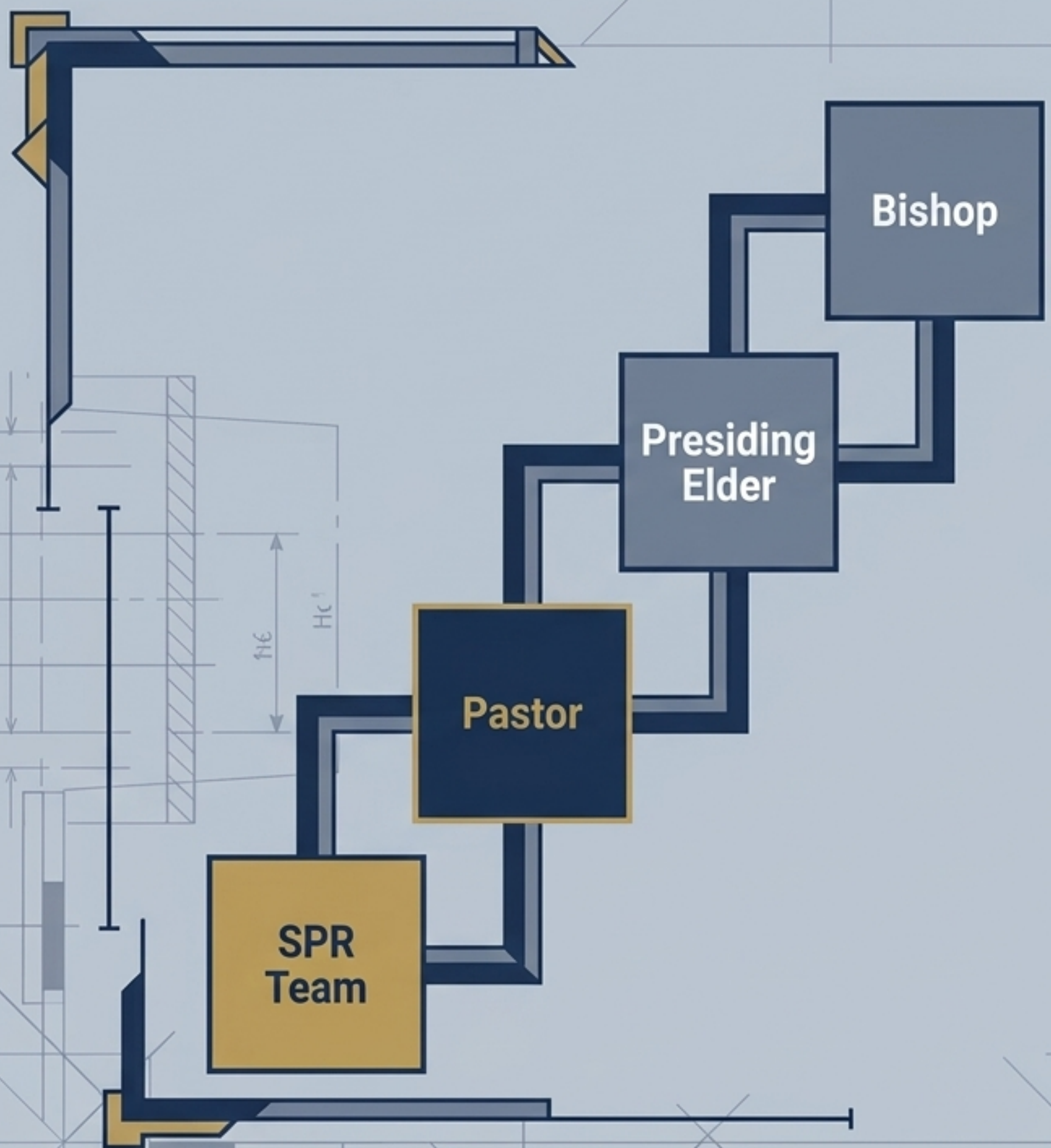
**Path A:** Communicate with the Nominations and Leadership Development Committee when there is a need for more volunteer leaders.

**Path B:** Communicate with the Church Council when there is a need to hire additional employed staff.

# Pillar 4: Identifying Future Leaders

- **Candidate Identification:** Enlist, interview, evaluate, and recommend candidates for ordained ministry, lay ministry, and missionary service.
- **The GMC Commitment:** Affirming support for candidates regardless of gender, race, ethnic origin, or disabilities.
- **Conflict of Interest:** Neither the pastor nor any SPR member may be present during the consideration of a candidacy application for an immediate family member.
- **Ongoing Support:** Maintain continuous contact with candidates and supply progress reports to the Charge Conference.





# Navigating Pastoral Transitions

## Primary Directive

The SPR committee shall not recommend a change of pastor without first discussing its concerns directly with the pastor involved.

## Collaborative Action

Must cooperate with the pastor, the presiding elder, and the bishop in securing clergy leadership.

## Structural Reality

The SPR committee's relationship to the presiding elder and the bishop is advisory only.

# The Accountability Network





# The Vital Link

- Supporting our leaders.
- Unifying our church.
- Securing our future.

A ministry of spiritual development, administrative integrity, and steadfast dedication to the mission of the Global Methodist Church.