

Southern Region SPRC Advanced Training  
DSs Johnsie Cogman and Rebecca Iannicelli  
Agenda for March 7, 2021

Opening prayer and greeting

Intention for the day/Outcome: To equip clergy and members of Staff Parish Relations Committees (para. 258.2) to partner together in managing congregational systems so that the church can accomplish its mission. The focus today will be on systems of conflict resolution, healthy and effective evaluation, understanding clergy compensation, and understanding clergy boundaries and leave policies.

Conflict Resolution

- Video: “Despicable Me” clip
  - Debrief: How did that video remind you of conflict in the life of the church? Talk in pairs
- Video: Conflict Management by BreakThruInMarketing
  - Debrief: What struck you most from the video? Talk in pairs
- Why we are talking about conflict resolution: Biblical and Theological Foundations
  - JustPeace resources
- Working definition of **conflict**: Conflict is the emotional, mental, spiritual, and physical response when “one person has a need of another, and that need is not being met”
- Working definition of **conflict management or resolution**: a process that acknowledges emotional and mental responses to one’s needs not being met, and seeks to facilitate communication that leads to a mutually desirable outcome and restoration of relationship
- Role of SPRC: to facilitate conflict management or resolution processes
- Process of addressing conflict: Review Handout (Diagram of conflict resolution process based on Matthew 18:15-20)
  - This process is designed to help local churches through the work of the SPRC to address inappropriate behavior of laity, when conflict arises between two laity, and also when one of the parties to the conflict is the pastor. The process will not necessarily lead to one party’s needs being met; at its best, it will lead to reconciliation. *It is important that everyone feels heard and understood.*
  - Note: this process is not for use when there are allegations of misconduct/chargeable offense (see 2016 Book of Discipline, para. 2702.1). **\*Notify DS immediately.\***
- Organizational Systems Theory:
  - Understanding the SPRC role in the life of the congregation: laity and clergy have to show up as responsibly as they can (with maturity, self-leadership)
  - Understanding relationship triangles: You cannot control relationships; you can mediate conversations. The temptation to overfunction – taking responsibility for the relationship, or underfunction - disconnecting.
  - SPRC understanding of what it feels like to be the pastor
  - The most difficult part: managing your own anxiety in the midst of the conflict

Resources for SPRCs for conflict resolution:

- ✓ JustPeace: Engaging Conflict Well; <https://justpeaceumc.org/product/engage-conflict-well-pdf/>
- ✓ BWC Conflict Resolution Brochure; <https://www.bwcmc.org/article/resolving-conflict-at-church/>
- ✓ Vitalsmarts.com: search for “Conversation Planner” in the Resource Center (this document can help an SPRC plan how a conflict resolution session will unfold)
- ✓ ArbingerInstitute.com: “Anatomy of Peace”
- ✓ EQHR.org: Center for Emotional Intelligence and Human Relations Skills

5 minute break

### Healthy Feedback, Assessment, and Evaluation

- Video: Performance Appraisal Gone Bad
  - Debrief: Assess the performance of the appraiser. Do you like being evaluated?
- Review: BOD paragraph around effectiveness and evaluation (para. 349) – “continuous” means at least a mid-year assessment
- Our BWC performance evaluation document: Review handout (BWC performance evaluation)
- If there are significant areas identified during the continuous evaluation process that are “needing improvement”: Review handout (How to do Counseling packet); review sample improvement plan
- Further understanding of the impact of system on the pastor’s performance: Other interdependent areas must also be assessed (SPRC’s skill in conducting assessment; congregation’s lifecycle, culture, and missional effectiveness; dynamics and demographics in the surrounding community; and impact of denominational dynamics)
- Principles:
  - There should be no surprise “needs improvement” at end of evaluation period.
  - No anonymous feedback: SPRC – you will need to disappoint your fellow congregants by standing firm on this
- Significance of evaluation: missional effectiveness and disciple-making; appointment process
- Boundaries for a clergyperson: weekly sabbath, time, finances, relationships (friendship, social media, etc.). Review handout (Ethics and Boundaries Training Highlights).

Resources for SPRCs for healthy evaluation:

- ✓ Lewis Center documents on Giving/Receiving Feedback, Effective and Ineffective SPRCs, and Theological Foundations for Evaluation

2 minute standing break

### Clergy Compensation, Benefits, and Budgeting

- Elements of compensation: Review handout of 2021BWC Minimum compensation guidelines
- Benefits/what else you need to know about the appointment: appointment status of pastor; increment of appointment for benefit purposes. Review handout (BWC Clergy Benefits Eligibility Chart).
- Filling out the church conference clergy compensation form. Review handout.
- Budgeting: what it should look like; how to communicate with finance and church council
- Clergy compensation form approved at church conference is essentially a contract for payment for next year, January 1 – December 31. Appointment changes generally happen in July; salary must hold for 18 months
  - Importance of accurately setting compensation for a season of ministry: effect on appointment system/BWC when an elder is involved if the compensation cannot hold.

### Additional Items:

- ✓ The Point of Appointments Document: review handout
- ✓ Vacation/sick leave/continuing education/continuing formation and spiritual renewal: review handout (referencing the BWC Policies and Procedures Manual and the 2016 Book of Discipline)
- ✓ Resources every SPRC Chair Should Have (posted on [bwcumc.org](http://bwcumc.org))

Closing prayer