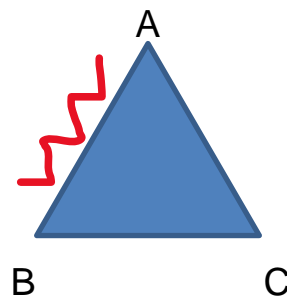
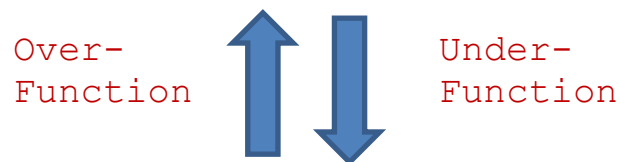


Organizational Systems Theory for SPRCs and Clergy

- ✓ Understanding the SPRC role in the life of the congregation: laity and clergy have to show up as responsibly as they can (with maturity and self-leadership)
- ✓ Understanding relationship triangles: You cannot control relationships; you can mediate conversations. “C” cannot fix the relationship between “A” and “B”, but can assist in the conversation.



- ✓ The temptation to overfunction—taking responsibility for the relationship or work, or underfunction – failing to take responsibility for the relationship or work.



GOAL: For all parties to operate with trust and respect in ways that increase the integrity and health of the relationship(s)

- ✓ 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 or change