



**SAUMC Vision:**

May God's light so shine through our...Passionate Worship; Radical Hospitality; Transformational Spiritual Growth; Risk-taking Mission and Service; and Extravagant Generosity...that all may come to know God.

**SAUMC Mission:**

To invite, receive, nurture, challenge and send forth committed Christian Disciples.

**Organization (Standing Committee): Staff Parish Relations Committee**

**Purpose Statement:**

The SPRC is committed to and supports the Church vision and mission through service as a team to implement the church's vision and mission in order to guide, teach, mentor, tend to conflict, and organize celebration of ministry of ordained and lay staff.

**Accountable for:**

1. Unless additional policy has been adopted, the committee and the pastor shall have the authority to hire, contract, evaluate, promote, retire, and dismiss non-appointed personnel.
2. Encourage, strengthen, nurture, support, and respect the pastor(s), staff, and their family(s).
3. Promote unity in the church.
4. Confer with and counsel the pastor(s) and staff on matters pertaining to the effectiveness of ministry; relationships with the congregation; conditions that may impede effectiveness of ministry; and to interpret the nature and function of the ministry.
5. Confer with, consult, and counsel the pastor(s) and staff on matters pertaining to priorities in the use of gifts, skills, and time and priorities for the demands and effectiveness of the mission and ministry of the congregation.
6. Provide evaluation at least annually for the use of the pastor(s) and staff in an ongoing effective ministry and for identifying continuing educational needs and plans.
7. Communicate and interpret to the congregation the nature and function of ministry in The United Methodist Church regarding open itinerancy; the preparation for ordained ministry, and the Ministerial Education Fund.
8. Develop and approve written job descriptions and titles in cooperation with the Senior Pastor and Executive Directors of Operational and Program Ministries.
9. To consult with the pastor(s) and staff concerning continuing education and spiritual renewal, to arrange with church council for necessary time and financial assistance for pastor(s) and/or staff.

10. Enlist, interview, evaluate, review, and recommend annually to the church conference lay preachers and persons for candidacy for ordained ministry and missionary service.
11. Interpret preparation for ordained ministry and the Ministerial Education Fund to the congregation.
12. Confer with the pastor(s) and/or other appointed members of the staff if it should become evident that the best interests of the charge and pastor(s) will be served by a change of pastor(s).
13. Recommend to the church council, after consultation with the pastor(s), the professional and other staff positions needed to carry out the work of the church or charge.
14. Educate the church community on the value of diversity of selection in clergy and lay staff and develop a commitment to same.
15. Members of the committee on pastor-parish relations shall keep themselves informed of personnel matters in relationship to the church's policy, professional standards, liability issues, and civil law. They are responsible for communicating and interpreting such matters to staff.
16. Consult and submit budget on matters pertaining to pulpit supply, proposals for compensation, travel expense, vacation, health and life insurance, pension, housing, and other practical matters affecting the work and families of the pastor and staff.

**Accountable to:**

The SPRC is defined by the Book of Discipline, elected by the Charge Conference, and serves the Church Council. The SPRC may meet with the District Superintendent with or without the senior pastor being present under certain conditions. Unless additional policy has been adopted, the committee and the pastor shall have the authority to hire, contract, evaluate, promote, retire, and dismiss non-appointed personnel.

**Membership:**

The committee shall be composed of not fewer than five or more than nine persons representative of the total charge who are professing members of the church. The membership shall be divided into three classes, one of which shall be elected each year for a three-year term. The pastor should be present at each meeting of the committee except where he or she voluntarily excuses himself or herself.