

**LIVING WATER ASSOCIATION  
OHIO NORTHEAST, UNITED CHURCH OF CHRIST  
PASTORAL RELATIONS COMMITTEE**

**What is PRC**

- Is about RELATIONSHIPS – promoting healthy relationships between pastor and congregation
- Is about LISTENING – members listen and respond with care to the pastor
- Is CONFIDENTIAL – offering **sacred space** for the pastor and members to share constructively
- Is ADVISORY – members share hopes, dreams and aspirations of congregation with pastor
- Is about SUPPORT and CARE of the pastor– interpreting roles and functions of the pastor with the congregation
- Is an INDEPENDENT committee/team that does not report to the governing body or another entity but is held accountable to the congregation
- Is about FOSTERING HEALTHY RELATIONSHIPS, nurturing trust and encouraging open and honest dialogue especially in presence of conflict
- Is about ADVOCATING for the pastor – such as fair salary, sabbatical, etc... But also ADVOCATING for healthy relationship between pastor and congregation

**What PRC is NOT**

- A “business” decision-making meeting
- A personnel/human resources meeting
- A performance evaluation
- A complaining session
- A “dumping” of issues on the pastor

**Who serves on PRC**

- Persons who have emotional and spiritual maturity
- Persons with a background and commitment to relationship building, skills in listening, who can support and care without judgment or blame
- Persons who can keep confidences and respect boundaries
- Persons who do not serve as elected officers or on decision-making bodies of the church, such as Moderator, Council President, treasurer, member of personnel, etc...
- Persons who respect the pastor
- Persons who care for the health and wellbeing of the whole congregation and have no other agenda

Recommended number of people serving on PRT is 5. Pastor needs to be comfortable with all.

**Clarify the difference between confidentiality and secrecy** – confidential is healthy and sacred, is about trust. Secret is unhealthy, is based on shame and fear.

**Clarify role of pastor and moderator**

**Moderator/Council president** moderate “business” meetings of church, meetings of congregation and is the legal rep of the church

**Sr Pastor** is spiritual leader of church, is head of staff. Their relationship with church is covenantal

Both are leaders and they collaborate