

# Pastor-Church Relations

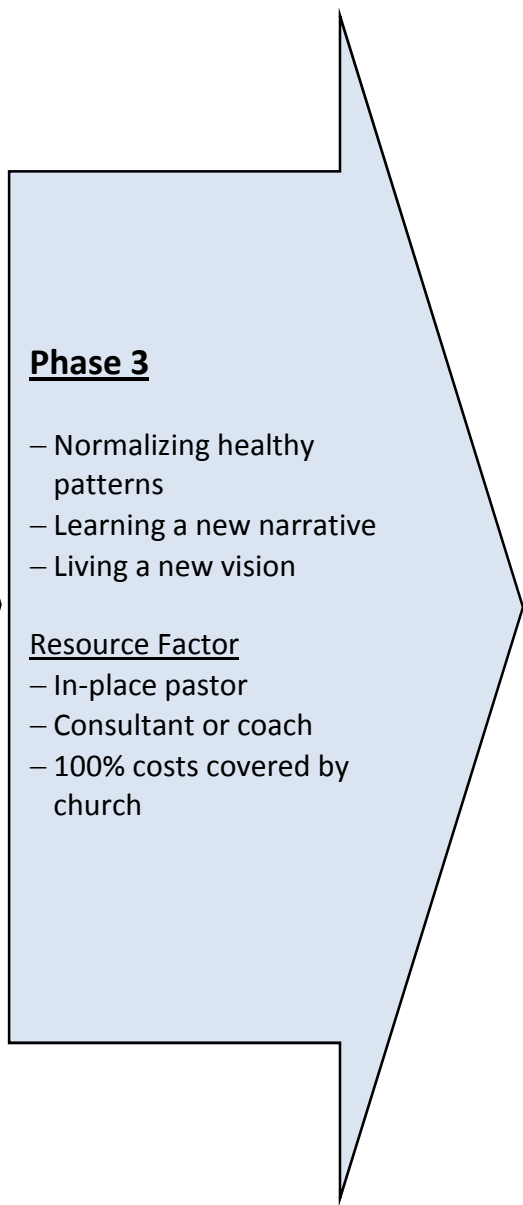
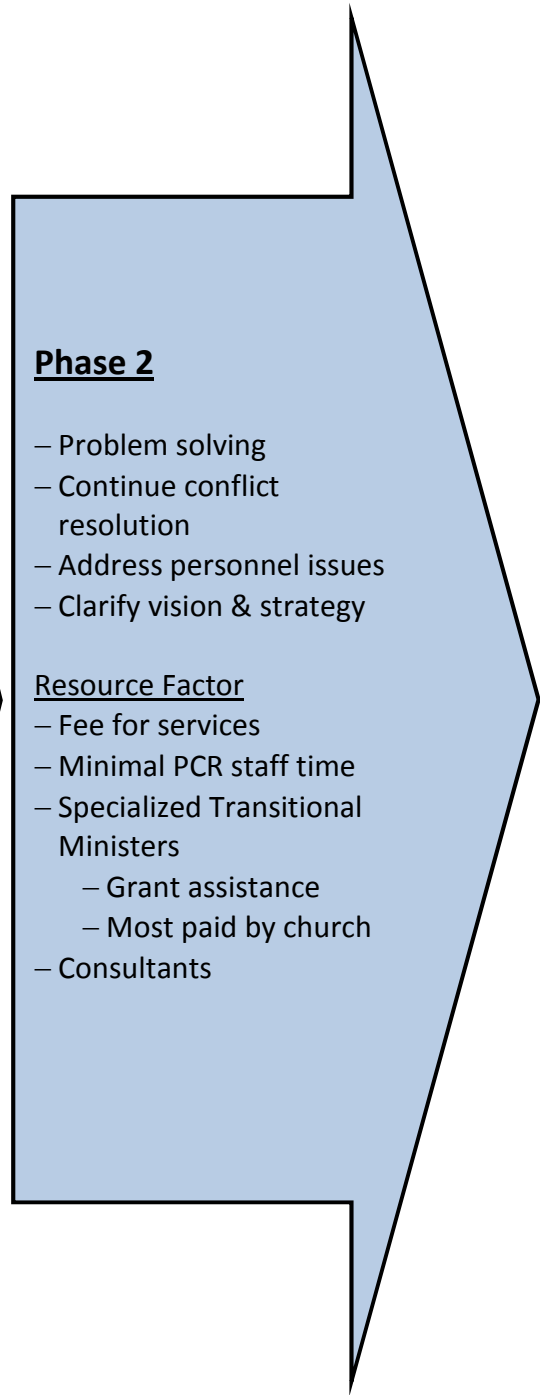
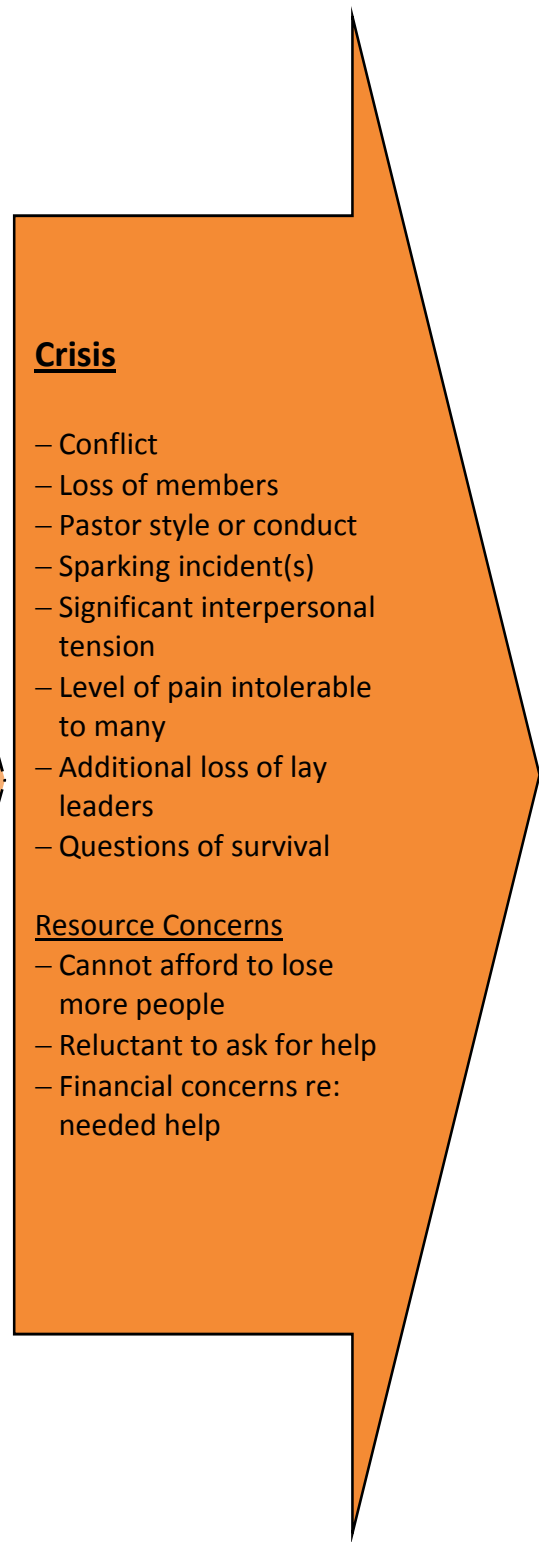
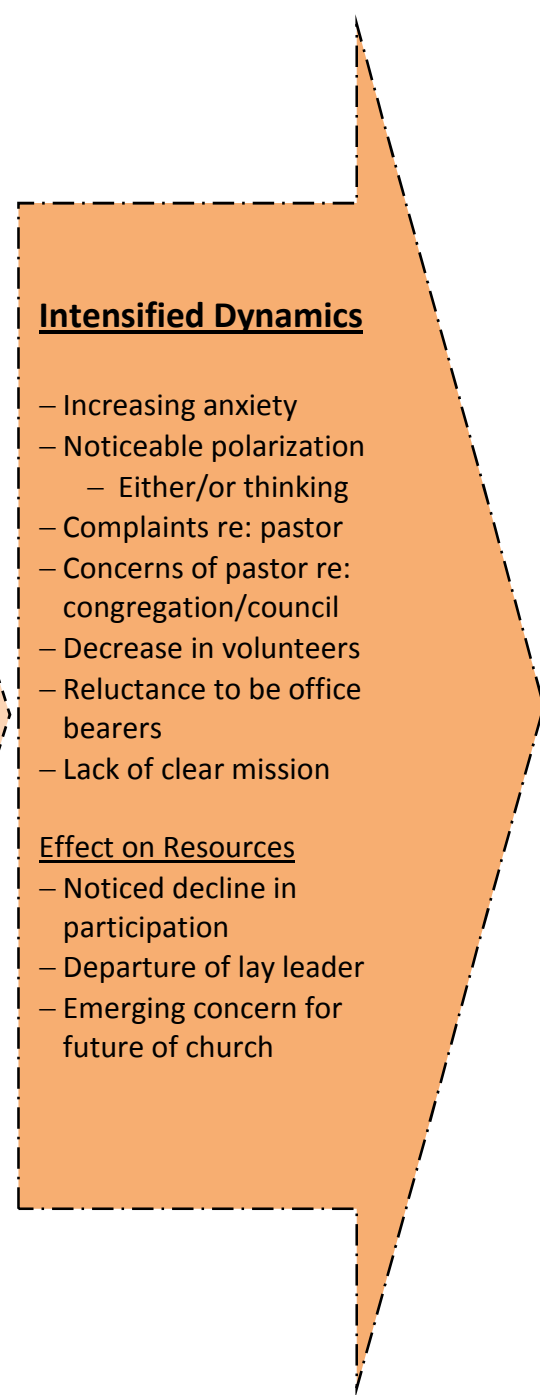
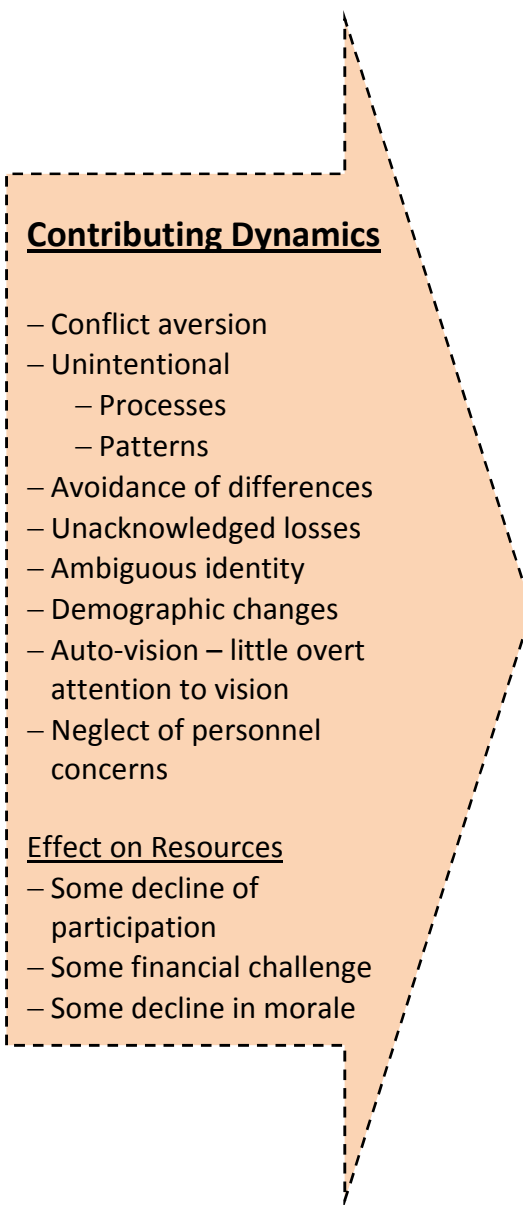
CRCNA

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*A Simplified Sequence of Congregational Dynamics & P-C R Involvement*

## Congregational Dynamics

## P-C R Involvement



### Contributing Dynamics

- Conflict aversion
- Unintentional
  - Processes
  - Patterns
- Avoidance of differences
- Unacknowledged losses
- Ambiguous identity
- Demographic changes
- Auto-vision – little overt attention to vision
- Neglect of personnel concerns

### Effect on Resources

- Some decline of participation
- Some financial challenge
- Some decline in morale

### Intensified Dynamics

- Increasing anxiety
- Noticeable polarization
  - Either/or thinking
- Complaints re: pastor
- Concerns of pastor re: congregation/council
- Decrease in volunteers
- Reluctance to be office bearers
- Lack of clear mission

### Effect on Resources

- Noticed decline in participation
- Departure of lay leader
- Emerging concern for future of church

### Crisis

- Conflict
- Loss of members
- Pastor style or conduct
- Sparking incident(s)
- Significant interpersonal tension
- Level of pain intolerable to many
- Additional loss of lay leaders
- Questions of survival

### Resource Concerns

- Cannot afford to lose more people
- Reluctant to ask for help
- Financial concerns re: needed help

### Phase 1

- Engagement & clarification
- Pastoral care
- Describing:
  - complex vs. simple
  - interpersonal vs. organizational
  - dominant narratives
- Perspectives from relevant disciplines
- Begin conflict resolution
- Options/recommendations

### Resource Factor

- Ministry shares
- PCR staff time
- Contract consultant(?)
- Church covers few costs

### Phase 2

- Problem solving
- Continue conflict resolution
- Address personnel issues
- Clarify vision & strategy

### Resource Factor

- Fee for services
- Minimal PCR staff time
- Specialized Transitional Ministers
  - Grant assistance
  - Most paid by church
- Consultants

### Phase 3

- Normalizing healthy patterns
- Learning a new narrative
- Living a new vision

### Resource Factor

- In-place pastor
- Consultant or coach
- 100% costs covered by church

Less Intense Congregational Dynamics

More Intense Congregational Dynamics

More Intense P-C R Involvement

Less Intense P-C R Involvement