

# Pastor Church Resources Presentation

*Process & Values Handout | Classis Alberta North | March 2022*

## Process

1. **When** does PCR engage?
2. **Why** have a consultation process?
3. **What** is PCR's process?
  - a. It starts with a call from someone in the congregation or leadership (perhaps a classis functionary), concerned about something in the church...
  - b. We engage leadership to see if they are seeing what we are hearing about, and to offer our help.
  - c. Sometimes the need is met by a conversation or two, sometimes by a series of conversations/meetings.
  - d. Consultation "launch": We meet with the council to listen and observe. The pastor is often excused after everyone has had the opportunity to speak.
  - e. We conduct additional meetings with staff and any others that the council might name...
  - f. We create a consultation report to provide our observations and recommendations.
  - g. We present the report to the council, and the report becomes their report at that point.
  - h. We assist with whatever recommendations council approves and needs help to pursue.
4. **Goal:** what is the goal of the process?

## Values that Guide the PCR Process

1. The kind of pace that permits good conversation. So: Slow down. Don't rush. No shortcuts.
2. Listen to one another – and listen deeply (hard work!)
3. Good process – the structure that ensures that everyone gets a voice and everyone listens.
4. Awareness
  - a. Of God wisdom and the gospel's truth and grace.
  - b. Of self – your blind spots; how you enter the situation; how you affect relationships.
5. Empowering people (PCR doesn't make decisions for the church, makes sure that decisions are made by all entrusted with leadership)

**Question:** *when have you seen good process? What made the difference?*

## Some Helpful Resources We Discussed

### 1. Article 17 website: [crcna.org/pcr/article-17](https://crcna.org/pcr/article-17)

- a. Includes full text of Church Order Art 17 and 1998 Synodical Guidelines
- b. Arranged in 5 distinct phases
- c. Special features
  - i. Information organized for Classis Representatives, Church Councils, Pastors
  - ii. PCR Advice from our years of experience consulting with churches and pastors through this process.
- d. Additional Article 17 Resources
  - i. Videos describing our consultation process, values and more
  - ii. Advice regarding Oversight committees for churches and pastors
  - iii. Advice for designing a helpful severance package

### 2. Resources for increasing awareness

- a. Birkman: Self-awareness
  - i. Insights into functioning that contributed to the stress and tension, as well as data to help form healthy and good boundaries for self-care and stress-management.
  - ii. Website: [crcna.org/pcr/pastors/vocational-ministry-assessments](https://crcna.org/pcr/pastors/vocational-ministry-assessments)
- b. Healthy Church: Group-awareness
  - i. Snapshot of your church's health measured by 11 health indicators. Gives you real data to work with, helpful during and after the consultation process: identify areas of strengths (good health) and areas that need attention.
  - ii. Website: [crcna.org/healthychurch](https://crcna.org/healthychurch)

### 3. And, of course, see much more at: [crcna.org/PCR](https://crcna.org/PCR)

