

CHURCH PROFESSIONAL RELATIONS COMMITTEE
PRESBYTERY OF CHARLOTTE
1997
(Revised October 2010)

Economic and societal pressures in our region have helped create a highly anxious climate that is impacting many of our churches. Open communication between Church Professionals and the congregations they serve is a key factor in limiting frustration and conflict. Therefore, in December 2009 the Presbytery approved the Committee on Ministry's recommendation that each church shall establish a Church Professional Relations Committee for each pastor, and/or certified educator.

A. Purposes

The purposes of the Church Professional Relations Committee are:

1. To provide a structured method for wide-ranging communication between the Pastor, other Church Professionals, and the congregation.
2. To meet with the Church Professional as often as needed, and at least annually, for support and encouragement and to discuss his/her needs, the health of the church, and the effectiveness of its leadership by the Pastor(s) and the church officers.

B. Structure

Suggestions for forming a Church Professional Relations Committee:

1. Composed of at least three members that should include one elder, one person designated by the Church Professional, and one person from the congregation. Membership of the CPRC should be known to the congregation and should be elected by the session.
2. In a church with one or more associates and/or a certified educator, each Church Professional (including the Pastor) should have a separate CPRC.
3. The CPRC and Personnel Committees perform different functions and should be separate committees.
Personnel Committees determine general personnel policy, oversee the non-ordained staff of the church, do performance evaluations of both ordained and non-ordained staff, make salary recommendations, and handle other personnel matters. The CPRC is a support and nurture entity.
4. The establishment of a CPRC is now included in the Minimum Terms of Call.

C. Some Modes of Operation

1. The Session, the Pastor, and the other Church Professionals should take the initiative to form and encourage active CPRCs. All may initiate meetings.
2. No meeting minutes shall be kept. All discussions are confidential.
3. The COM and Cluster Teams can provide training for CPRC members.