

**When you are asking for a change of pastor
OR
When your pastor may be requesting a change:**

A GUIDE FOR PPR COMMITTEES

1. Keep confidentiality!!! A move may – or may not—take place. Your confidentiality at this point is very important.
2. Do everything you can to establish/maintain a constructive climate of good will. The absence of a constructive climate puts the church at a serious disadvantage in the appointment-making process.
3. **Tell the truth about your church** in consultations and on your church profile. Every Staff/Pastor Parish Relations Committee will be accountable for an accurate portrayal of your church. This is very important
4. Describe your needs in terms of MINISTRY, not stereotypes. If you tell me that your church wants a young male preacher with a wife and two children, you have told me a lot about your comfort zone, but nothing about the ministry needs of your church. What are the MINISTRY NEEDS of your church?
5. Please remember that labeling categories fail us. You may say you need a young pastor (do you know how few of those are available?). But some pastors in their early 60's can work rings around young pastors. Categories of young or old, male or female, black or white, liberal or conservative tie the hands of appointment making and do a disservice to the true needs of the church. Join us and help by rejecting your church by thinking beyond in your considerations for what you need in a new minister.
6. The appointment process is carefully organized and confidentiality is of utmost importance from the beginning of the process until the announcement Sunday. **If you feel you cannot keep confidentiality, you should resign.** If you violate the confidentiality of the committee, the District Superintendent will request your replacement. No other season of the church is more delicate than these months of discussion/decision. Keeping faith with confidentiality is vital.
7. Pray. Pray. Pray. Pray without ceasing. Pray for your pastor. Pray for your congregation. Pray for the Bishop and the Cabinet. Pray for them daily. Lift them up during their meeting times.
8. Cultivate an open mind, heart and a positive spirit to whatever the future holds. God's work in your church is bigger than any minister or any situation in the congregation. Be assured of God's love for your church and God's grace already at work in the future.