

## End of First Year Review

**Purpose:** The end-of-first year review should focus on the development of the new pastoral relationship, i.e. the relationship between the pastor, the Session and the congregation. The review is undertaken with two assumptions in mind:

- This review is different from the annual performance review which is undertaken by the Session or Personnel Committee.
- The three critical components to an effective pastoral relationship are each party's (pastor, Session, congregation) sense of sacred call; each party's spiritual disciplines; and each party's emotional script. These components are rarely explored and frequently become the source of unhappiness and uneasiness within the relationship. Failure to address these important components can lead to an attempt on the part of any of the three parties to change the other party at the expense of violating that party's faith stance or personhood. Thus, the purpose of the Review is to explore the role of these critical components of the new pastoral relationship.

Process:

- a. **Prayer (by Moderator) and Introductions (of Session and Visiting Team)**
- b. **Purpose of the Review (by COM Liaison)**
- c. **Session and Pastor's responses to and conversation around questions below (50-60 minutes maximum).**
- d. **Continued conversation with the Pastor absent (10 minutes maximum)**
- e. **Summary sharing of conversation during Pastor's absence (by COM Liaison)**
- f. **Concluding comments and closing prayer (by COM Liaison)**

**The Review definitely should not exceed 90 minutes. It would be preferable were it not to exceed 75 minutes and were it to take place at a Session meeting called for that purpose rather than as an add-on to a stated meeting. The Review Team consists of the COM's PNC Liaison who worked with that congregation during their search, another member of COM, and when possible, the Pastor to Presbytery.**

Questions:

1. **What has been most important to you/your congregation in the development of the relationship with your pastor over the past several months?**
2. **Has your sense of God's call (as congregation, Session, Pastor) changed over the past months? If so, in what ways?**
3. **In what ways have your spiritual disciplines (as a congregation, a Session, a Pastor) changed/been enriched as a result of this pastoral relationship?**
4. **In what ways has your emotional health (as a congregation, a Session, Pastor) changed/been enhanced during the beginning of this pastoral relationship?**
5. **What (if any) difficulties/impediments have affected the development of this pastoral relationship?**
6. **Is there any way the Presbytery might be helpful to you in the continuing development of your relationship as pastor and people?**