

# **S.E.A. Team Guidelines**

## ***(Support, Encouragement, Accountability)***

### **Pastoral Relations Committee**

**BACKGROUND:** The first year of a new ministry holds many changes and demands and requires much learning and adjustment. A new home will be established and a new ministry engaged. Good-byes have been said, and lifestyle patterns and routines have been uprooted. Despite all that goes into a call, expectations can vary greatly. No two ministries, or congregations, or communities are the same. The Pastoral Relations Committee believes that the first year of shared ministry offers an important opportunity to set a solid foundation toward years of fruitful ministry.

**PURPOSE:** The purpose of S.E.A. Teams is to facilitate communication between a newly installed pastor and the congregation s/he is serving during the first year of shared ministry. The goal is to provide a forum for open discussion and mutual encouragement.

**MEMBERSHIP:** The newly installed pastor; The classis-appointed mentor (see mentor guidelines); A member of the Classis Pastoral Relations Committee, or someone designated by the committee on its behalf; 3-4 members of the congregation.

*Members from the congregation should represent a cross-section of persons, offices, and roles. These individuals are to be selected by agreement between the pastor and consistory.*

**FREQUENCY & DURATION:** The Team will meet together at least three times during the pastor's first year. Meetings of this Team may be extended beyond the first year at the request of the church, the pastor, or the S.E.A Team. Pastoral Relations may request that the Team continue to meet together should circumstances suggest that this would be helpful.

### **TEAM RESPONSIBILITIES:**

- To pray for and with the pastor.
- To provide a listening ear to both congregation and pastor.
- To be in contact with a number of church members and/or leaders regarding the pastors performance and relational skills.
- To be in contact with the pastor and their family regarding family adjustments, congregational expectations, and ministry support.
- To speak with other staff members regarding staff relations and expectations.
- To provide a genuine opportunity to share concerns and to provide support.
- If called upon, to provide a meaningful role as liaison between pastor, congregation, consistory, and classis.
- To regularly report to the Classis Pastoral Relations Committee

**MEETING FORMAT:** The classis mentor and Pastoral Relations Committee representative will co-facilitate the meeting.

**TEAM EXPECTATIONS:** To maintain appropriate confidentiality. To actively promote positive relations between pastor, church and classis. To consider the well fare of the whole, and to refuse to promote personal agendas.

Approved by: Zeeland Classis Pastoral Relations Committee, 1/6/2000

Approved by: Zeeland Classis, 3/21/2000