



Church Pastoral Review Process

The Church/Pastoral Review will be conducted in accordance with Manual 122. The pastor will present a brief update to the board and district superintendent at the review meeting. The district superintendent will then lead a discussion of the overall health of the church. The following questions will be used to promote dialogue if necessary.

1. What is the current health of this congregation and how has your pastor contributed to this condition?
2. What areas of church life especially please you and how has your pastor contributed to these ministries?
3. What areas of concern do you have about your church?
4. As you plan for the future, where do you think your church needs to put its emphasis?
5. What can you as a board and congregation do to support your pastor in reaching these goals?

The attached written understandings document is to be completed by the pastor and church board annually or within two weeks of the review meeting and submitted to the district superintendent prior to the review. This document will be used as a basis for annual church/pastoral reviews conducted by the church board as well as periodic reviews conducted by the district superintendent according to Manual 122.

Manual 122. The Regular Church/Pastoral Review.

The church/pastoral relationship shall be reviewed by the church board, meeting with the district superintendent, or an ordained minister or layperson appointed by the district superintendent, within 60 days of the second anniversary of pastoral service and every four years thereafter. The district superintendent, or an ordained minister or layperson appointed by the district superintendent, shall be responsible for scheduling and conducting the review meeting(s) with the church board. The review meeting(s) shall be scheduled in consultation with the pastor. The review meeting(s) shall be conducted in executive session (church board, including pastor). At the discretion of the district superintendent, a portion of the review may be conducted in the absence of the pastor. In case the pastor's spouse is an elected member of the board, he or she shall not participate in the review.

A public and/or printed announcement explaining the purpose of this church board meeting shall be conveyed to the congregation the Sunday before the church board and district superintendent meet for the regular church/pastoral review.

At this review meeting, the question of continuing the church/pastoral relationship shall be discussed. The objective is to discover consensus without the need of a formal church board vote. If the church board does not vote to present the question of continuing the church/pastoral relationship to the church membership, the church/pastoral relationship will continue.

The church board may vote to present to the church membership the question of continuing the pastoral call. The vote by the board will be by ballot and require a majority of all church board members present to carry.

If the church board votes to present the question of continuing the church/pastoral relationship to the church membership, the matter shall be presented at a church meeting duly called for this purpose and held within 30 days following such action. The question shall be presented, "Shall the present church/pastoral relationship continue?" The vote shall be by ballot and require a two-thirds majority to carry, except where civil law of a given country requires otherwise.

If the church membership votes to continue the church/pastoral relationship, the church/pastoral relationship shall continue as though such a vote had not been taken; otherwise, the church/pastoral relationship shall end on a date set by the district superintendent not less than 30 nor more than 180 days following the vote. If the pastor chooses not to proceed with the vote of the congregation, he or she shall submit a resignation. In such case, the church/pastoral relationship shall end on a date set by the district superintendent not less than 30 nor more than 180 days following the pastor's decision not to proceed with a congregational vote. As a part of the regular review, a report will be made to the district superintendent by the pastor and church board regarding progress toward fulfilling the mission, vision and core values of the church.—Nazarene Manual 2005-2009.

