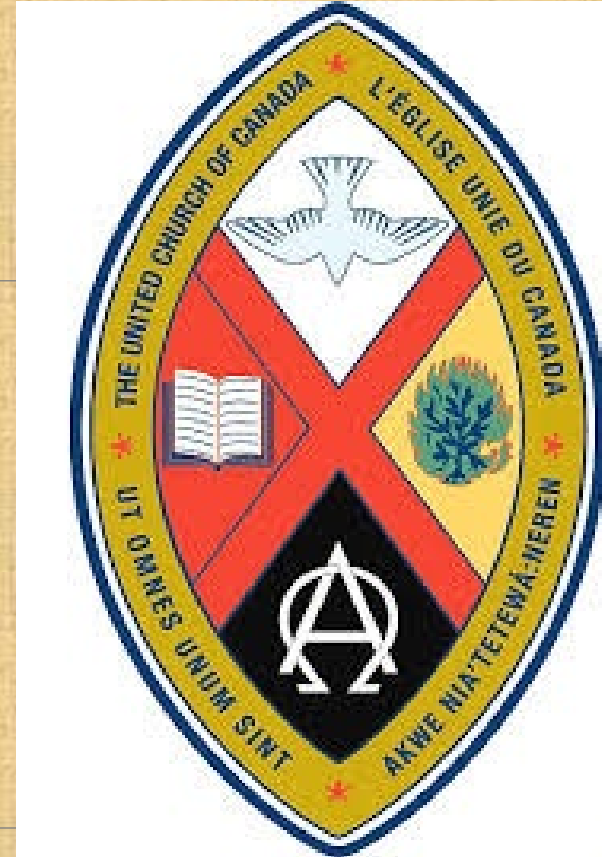


M&P 101



AN INTRODUCTION TO THE WORK OF THE
M&P COMMITTEE

By the end of this workshop, you will...

- 1. be able to understand the difference between being a parishioner and being a M&P member.**
- 2. be able to identify two helpful images for the role of being a M&P member and select one that will inform your purpose as a M&P Committee member.**
- 3. be able to apply a communication strategy that supports and values lay employees and ministers.**

Dual Relationships and Responsibilities of M&P

What hat am I wearing?

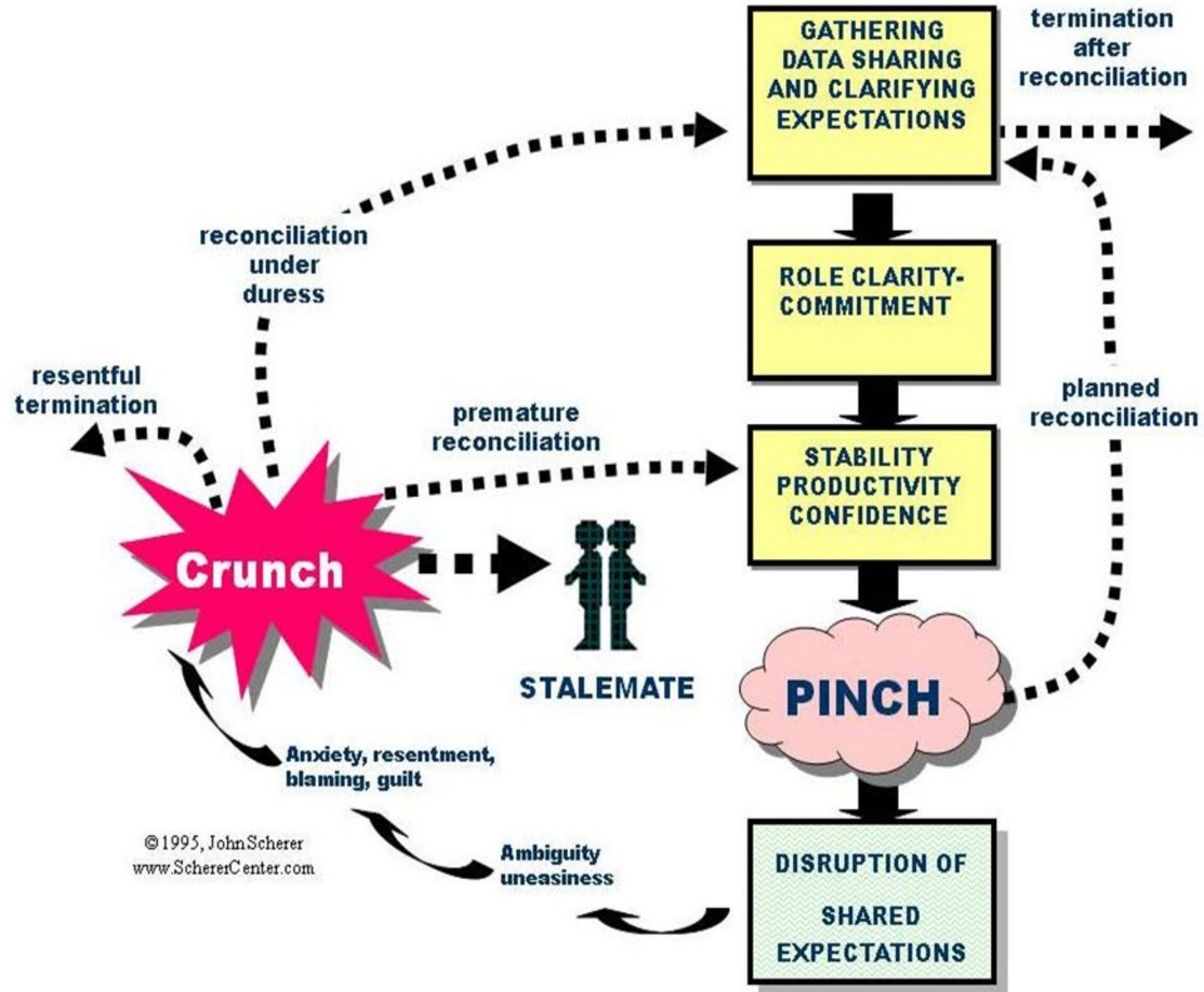


The Church as a Workplace



What makes the church different from other workplaces?

Pinch /Crunch Model



M&P Image: Trusted confidant

- Builds relationships of trust with staff
- Knowing what should be kept in confidence and what is transparent

Trusted Supervisor

Giving feedback to a staff person or minister is one of the most difficult tasks of M&P. Sometimes fear of possible reactions make M&P committees shy away from having feedback conversations.

Trusted Supervisor

- Less intimate yet still committed to caring for the employee
- Provides clear direction about job description
- Addresses concerns quickly and appropriately
- Offers helpful and consistent feedback
- Knows how to access policy and procedures of the United Church of Canada

Principles for Giving feedback

Principle #1: Feedback is a regular practice. It just doesn't happen when there is a problem. Positive feedback, appreciation is an important counterpoint when difficult feedback needs to happen. (90% positive to 10% constructive feedback)

Principles for Giving feedback

Principle #2: Focus on the issue and not the person. It's important to distill the feedback you want to give to make sure it's about an objective issue that can be worked on.

Principles for Giving feedback

Principle #3: Does the issue concern the staff person or does the feedback belong with a church committee?