

The **COM** Care & Development of Church Professionals sub-committee:



Salem Presbytery's **BEST PRACTICES:**

🍏 **Alternative Giving Fair**

Each year right after Thanksgiving we hold an alternative giving fair. A variety of displays (for giving in honor of someone) are available as well as a booth from 10,000 villages (Heifer, Presbyterian Medical Benevolence, Allied Churches of Alamance, Presbyterian Mission Projects, Local Springwood benevolences, etc.). We serve a cup of soup and crackers to encourage folks to stay after worship. This provides people a chance to give “gifts that give twice” and benefits missions as well as giving us some community visibility.

Submitted by: Cindy Ingle, inglecyn@aol.com; Springwood PC, Whitsett

🍏 **Lenten Challenges**

For Lent we set up a series of weekly challenges meant to engage the congregation as a whole in their reflection and Lenten discipline. Each challenge had its own accompanying scripture passage, prayers, and activities. For example, based on the story of Jesus' Gethsemane experience, one week was set aside to replace 30 minutes of TV time with prayer and devotion.

For another week, James proved an inspiration for taking the week not to gossip for talk bad about anyone even in small ways.

For reasons we're yet unpacking, the congregation really got into this and openly and wantonly shared this with each other and beyond the congregation.

Submitted by: David Ealy, david@hawfieldschurch.org; Hawfields PC, Mebane

🍏 **Food Drives**

For food drives we “expand” the ACC adding Davidson & ASU, but only NC teams and invite people to put food in the box of the team that they support.

Submitted by: Debbie Layman, dlayman@highlandpres.org; Highland PC, WS

🍏 **Personnel Committee**

Ministry staff are the primary caregivers in ORPC. We believe that an effective personnel committee is an important part of caring for them. We've developed some basic practices that help us be accountable in this role.

- First, we listen through a partnering of one committee member with each staff member. These partners try to meet monthly with their staff member, bringing any special concerns back to the whole personnel committee.
- Second, we make sure that clear simple procedures and job descriptions are in place to help define boundaries. These include:
 - a) Clear position descriptions for each job role,
 - b) An organized personnel policy manual for transparent rules of conduct,
 - c) A personal boundaries policy describing pastoral relationships to protect both volunteers and staff, and
 - d) Annual performance evaluations to enable professional growth.
- And finally, we hold ourselves (the personnel committee) accountable with published annual goals.

Submitted by: Oak Ridge PC, (336) 643-3452