

When the church wants to
finish with a Mission Partner
(and the agency doesn't)



Our experience

- Most good people move up or on, ineffective personnel more often stay
- Tackling performance is hard
- Finance dynamics don't help
- Some are amazing, but some are ineffective / in bad fits (like the church)
- Feedback from agencies is patchy

Our system

- All Mission Partners with agencies
- 3 year term
- Review
- Renewal decision

Renewal criteria

- Fruitfulness?
- Meeting commissioning criteria?
- Meeting partnership requirements?
- Real relationship with All Souls?
- Wellbeing?
- Conditions?

Our history

Closed 14 partnerships since 2011

- 4 natural closures
- 3 cases of performance issues
- 3 retirements encouraged
- 3 moved on from church
- 1 ineligible to reapply

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How

- In person
- Best if it's their idea
- Make it a process
- Affirm the good
- Offer endorsement (if possible)
- Activities that aid finishing well - debriefs, retreats - see resource list

Repercussions

- Hard conversations
- Agencies complain
- Friends complain
- Feedback to the church may be tricky

Example 1: 'A'

Example 2: 'M'

Example 3: 'I&M'

Lessons Learnt

- We need to tackle hard cases
- 3 year Mission Partnership Agreement
- Talk about retirement from the outset
- Agency feedback
- Care in whom we accept - would we have them on staff?

But this is hard. Please pray for us.

Questions (15 mins)

- How do you evaluate effectiveness and action poor performance and engage with churches?
- Do you have any comments or improvements for our review policy and partnership agreement?

Church perspectives on finishing well





Debbie has probably said it all...

- It's a process - start early
- Leaving (RAFT) & landing well
- Holistic - emotional, spiritual, practical, financial, social, physical
- Information & signposting
- De / Recommissioning - new opps
- Don't forget the kids

- Why? - Partnership & we can help
- When? - Talk with us about the end from the beginning - retirement, job completion, performance, crises, pension planning.
- How? - In the decision to end, in celebrating, in caring, in reintegrating - but within limits.

Example 1: 'F'

Example 2: 'J'

Example 3: 'M'

Questions (15 mins)

- Do you involve churches in decisions about endings?
- Do you talk about the end (all the possible endings) from the beginning?
What do you do?