

## **Lay Pastoral Care Teams Speaking Notes**

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**October 2016**

<b>Love is the Spirit of this Church</b>	<b>1</b>
<ul style="list-style-type: none"><li>• Read covenant</li><li>• How many of you have used it in your congregation?</li><li>• What if it were really true... that our covenant were to help one another, to serve one another, to LOVE one another?</li><li>• What is the purpose of our churches if not to learn to love each other better and more fully, to express that love?</li><li>• Reality: we don't talk much about love; it's frozen up in our Puritan hearts... is the story we tell ourselves. That's crap.</li><li>• We want to be loved, and we want to love.</li><li>• We want to be part of a congregation where we feel a deep sense of belonging, where we are <u>loved</u>.</li><li>• Growing, vibrant churches are places where folks of all ages feel that they belong, and are cared for</li><li>• Newcomers join churches where they feel it</li><li>• Prevalence of love and care in congregations is hard to define but we know it when we see it</li><li>• Today we are going to talk about how to help people feel it, and better yet, experience it. Love.</li></ul>	
<b>Welcome</b>	<b>2</b>
<ul style="list-style-type: none"><li>• Introduce self and team</li><li>• Congregations here?</li><li>• Ministers here?</li><li>• How many of you think your congregation could learn to love better together?</li><li>• How many of you have formal programs for cards, meals, rides? Informal?</li><li>• Visiting confined people, nursing homes? Formal? Informal?</li><li>• Primary goal today to create a formal program? Revitalize?</li><li>• Shout out: question you brought in with you today</li><li>• Agenda review</li><li>• logistics, bathrooms, lunch</li><li>• impact of so many people; limit comments, iron-fisted control; limited group discussion and fewer exercises than usual</li></ul>	

	<b>Assumptions</b>	<b>3</b>
	<ul style="list-style-type: none"> <li>• Parish v. Pastoral care</li> <li>• Vocation: life calling to witness and be a healing presence, share resources of Spirit, engage people in most vulnerable places, witness life passages</li> <li>• Training: divinity school, internship, CPE, experience</li> <li>• Call: called by a specific people to serve, to be their pastoral leader (#2 most requested for new ministers after preacher)</li> <li>• Lay people (you!) are essential in caring for one another; care is the work of the church. Practicing loving better</li> <li>• being the best people we can be</li> <li>• currency of change in world = love, everyday love</li> <li>• our own transformation</li> </ul>	
	<b>You will be cared for, and you will be called upon...</b>	<b>4</b>
	<ul style="list-style-type: none"> <li>• Their mission is different now, probably because of explosive growth</li> <li>• [Discuss] What would change in your congregation if this were your mission?</li> </ul>	

	<b>Definitions of Pastoral Care</b>	<b>5</b>
	<ul style="list-style-type: none"> <li>• Johnson quote: echoes our first principle</li> <li>• rooted in love but also driven by a sense of responsibility</li> <li>• responsibility to one another is a tricky proposition in our faith that emphasizes individual autonomy</li>   <li>• as caregivers part of our calling is to understand and CONVEY this sense of responsibility...</li> <li>• this is the SPIRITUAL LEADERSHIP of caregivers in our congregations</li> <li>• not our brothers and sisters keepers, but...</li>   <li>• Catholic Encyclopedia: not enough time to get into pastoral theology, but by adding "science" suggests that there is a structure to best serve the pastoral function.</li> <li>• A science and an art.. let's now talk about both</li> </ul>	
	<b>Sources of Care</b>	<b>6</b>
	<ul style="list-style-type: none"> <li>• Many sources of care in our congregations</li> <li>• Care for body, heart, mind, spirit</li> <li>• Goal is to create a CULTURE of caring throughout congregation: parish and pastoral care is just one aspect</li> <li>• CLICK</li> </ul>	

	<b>Differences between Pastoral and Parish Care</b>	<b>7</b>
	<ul style="list-style-type: none"> <li>• REVIEW SLIDE</li> <li>• parish care: attentive tasks that require time, thoughtfulness and sensitivity</li> <li>• parish care: ministry of presence, not tasks that requires special training and special gifts</li> <li>• Leadership, training, and volunteers needed for each kind of care are very different, but together make up vital web</li> <li>• So different that I propose separate but related structures are needed to coordinate and lead</li> </ul>	
	<b>Explore Your Vision Exercise</b>	<b>8</b>
	<ul style="list-style-type: none"> <li>• must begin with a widely shared vision and deep investment of care as a vital purpose of congregational life</li> <li>• vision and the ability to share and invite people into it is as important as any structure</li> <li>• culture eats strategy for lunch</li> <li>• care evangelism</li> <li>• brokers of love</li> <li>• Exercise: think in place for 5 minutes</li> <li>• Talk in congregational teams for 15 minutes</li> <li>• Your vision of care in a sentence or two</li> </ul> <p>What surprised you about this exercise?</p>	

	<b>Creating Teams</b>	<b>9</b>
	<ul style="list-style-type: none"> <li>• each congregation here will be in different place</li> <li>• circle because ongoing need for assessment and adaptation</li> </ul>	
	<b>Identifying Pastoral and parish care needs</b>	<b>10</b>
	<ul style="list-style-type: none"> <li>• What are some of the ways you find out about pastoral needs in your congregation?</li> <li>• Diffusion of info sharing very wide, challenging for leaders</li> <li>• that's why communication is so essential and so is physical presence</li> <li>• strategies: cards in pews taken up with offering, stars on nametags, trained ushers, mailbox in office, receiving line with person supporting minister</li> <li>• single point of processing requests though</li> </ul> <p>Special word about people who report most - anxious!</p>	

	<b>Skills Needed for Volunteers</b>	<b>11</b>
	<ul style="list-style-type: none"> <li>• Identifying, nurturing, and sustaining pastoral skills is much more challenging</li> <li>• Nowhere in the congregation's ministry is matching skills more important than in pastoral care (except worship)</li> <li>• requires a new way of understanding how individual skills are used in service of community</li> <li>• we use a volunteer not a recruitment model: consider ramifications in the case of pastoral care</li> <li>• very few congregations have ways to identify people's talents, not aspirations</li>   <li>• REVIEW SLIDE</li>   <li>• review parish care v. pastoral care definitions</li> <li>• not in any way meant to diminish parish care volunteers!</li> </ul>	
	<b>Parish Care: Program Design</b>	<b>12</b>
	<ul style="list-style-type: none"> <li>• Review slide</li>   <li>• Keene experience, with 50% of church as caregivers most parish care programs will have similar design</li> </ul>	

	<b>Parish Care: Coordination</b>	<b>13</b>
	<ul style="list-style-type: none"> <li>• If you do have pastoral care program, coordination is absolutely key</li> <li>• Will be especially important for larger congregations</li> <li>• Continuity, informing minister</li> </ul>	

	<b>Pastoral Care Program Coordination</b>	<b>14</b>
	<ul style="list-style-type: none"> <li>• from volunteer basis to gift basis</li> <li>• totally different</li> <li>• review slide</li> <li>• ask: how do you collect information about need and the desire to serve in this way?</li> <li>• where does that information go?</li> </ul>	

	<b>Shifts</b>	<b>15</b>
	<ul style="list-style-type: none"> <li>• Ministers spend years learning the skills, integrating the shift, and developing the identity as a pastoral caregiver</li> <li>• CPE is in many ways the most intense part of a minister's training - right colleagues?</li> <li>• It is challenging, and rewarding</li> <li>• Social workers, doctors, therapists, and other people too</li> <li>• Lay people who are serious about providing helpful pastoral care can do so too</li>   <li>• REVIEW SLIDE: Let's talk about some of those shifts</li>   <li>• The stakes are very high; people most vulnerable, least likely to maintain healthy boundaries, stressed, scared</li> <li>• Congregations who aren't serious about recruiting, training, and monitoring lay pastoral caregivers really should not even try</li> </ul>	
	<b>Shift from social to pastoral connections</b>	<b>16</b>
	<ul style="list-style-type: none"> <li>• REVIEW SLIDE</li> <li>• Absolutely not devaluing the kind of social interaction down the left side, social grease that fuels our coffee hours</li> <li>• Can you see the magnitude of the differences</li> </ul>	

	<b>Explore the Shifts</b>	<b>17</b>
	<ul style="list-style-type: none"> <li>• [Exercise]</li> <li>• [Discuss]</li> </ul>	

	<b>Pastoral Care Program Design</b>	<b>18</b>
	<ul style="list-style-type: none"> <li>• hybrid - no one size fits all congregations, really depends on the number of pastoral caregivers your community can reasonably support</li> <li>• REVIEW SLIDE</li> </ul>	

	<b>Role of Minister</b>	<b>19</b>
	<ul style="list-style-type: none"> <li>• review slide</li> </ul>	
	<b>Training for Pastoral Caregivers</b>	<b>20</b>
	<ul style="list-style-type: none"> <li>• Role of the minister: call to care is held by each person in the congregation, but are times when minister must be first responder:</li> <li>• deaths, accidents, hospitalizations, emergencies in community</li> <li>• also consultations with couples and individuals, typically not mental health related, addictions etc. 3-visit rule</li> <li>• minister as referral for ongoing professional services</li>   <li>• Role of DRE in pastoral care for children, youth, and families           <ul style="list-style-type: none"> <li>- expertise in child development and age-appropriate conversations</li> </ul> </li>   <li>• Minister essential to training (initial and ongoing)</li>   <li>• Review slide</li> </ul>	

	<b>Boundaries</b>	<b>21/22</b>
	<ul style="list-style-type: none"><li>• stakes are high, damage potential high</li><li>• review slide</li></ul> <p>CARTOON SLIDE</p>	

	<b>Explore Boundaries</b>	<b>23</b>
	<b>SGM Model</b>	<b>24</b>

- good model for mid-sized and smaller churches
- highlight need for support from each other and minister, coordination is not logistical but is itself pastoral
- in sync with larger congregations where minister works more closely with lay leaders rather than being involved with every committee
- Allows minister to focus her attention on pastoral issues rather than fielding them one at a time

	<b>Pastoral Associates</b>	<b>25</b>
	<ul style="list-style-type: none"> <li>• REVIEW SLIDE</li> <li>• Easy parallel with worship associates program</li> <li>• application process is key</li> <li>• congregation commissions; ritual element</li> </ul>	

	<b>Expanding Pastoral Reach</b>	<b>27</b>
	<ul style="list-style-type: none"> <li>• Think about creating a culture of caring, and how pastoral sensibility could infuse whole congregation</li> <li>• Ripe opportunities for adult education (tell story of health care proxies and end of life planning adult ed; caring for aging parents)</li> <li>• Wonderful multigenerational possibilities; elders and children together</li> </ul>	

	<p><b>Conclusion</b></p> <ul style="list-style-type: none"> <li>• Parish and pastoral care is beating heart of congregation, the manifestation of love</li> <li>• Research shows people who come to church for first time are usually in time of transition that needs not just "community" but love and care</li> <li>• And that those people will STAY if they feel – and are – cared for</li> <li>• Every growing, vital congregation has some kind of clear pathway to share care – ways for people to know how they can help, and how they can be cared for</li> <li>• this is shared ministry at its highest and best</li> <li>• it is why we are here</li> </ul> <p>RESOURCES + Congregations</p> <ul style="list-style-type: none"> <li>• evaluations</li> </ul>	
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