



Care Pastor

information packet



Table of Contents

What is Care Ministry?

Ginghamsburg Mission Statement

Care Ministry Positions

Mission and Vision Statements

Care Pastor Mission and Vision Statements

How Do I Become a Care Pastor?

Expectations (Active vs Inactive)

Active vs Inactive FAQ

Required Courses and Training

Top 15 Life Stressors

General Q & A About Care Ministry

How Care Pastor Service Compares

Interview/Update Form

Contact Information

What is the Care Ministry?

The Ginghamburg Care Ministry is a community of trained and equipped servants of Jesus Christ that reach out to the congregation and the community with a host of services. Our Care Pastor's meet the critical needs of the church and local community such as:

- Hospital Visits
- Care Number (crisis calls)
- Nursing Home
- Visits to Shut-Ins
- Funerals
- Prayer Rooms
- Prayer Gatherings
- Communion
- Support Group Leaders
- Bridge Builder Calling Program (missed attendance check-ins)



Ginghamburg Church embraces the concept of the Care Pastor, and this approach is hardly new. In fact, the principle is as old as the church. Ministering within the body is a way to revisit New Testament community in the context of our current culture. There is indeed nothing new under the sun (Acts 6:3).

Men and women ministering to each other in the church is no exception. The exciting thing about this type of ministering is the fact that it is a return to our historical roots. It returns us to the idea of a healing community. Until we understand the idea that healing only takes place in the context of a healthy community and healthy relationships, we will continue to miss out on the power of the New Testament community - so long sought-after in an age when we have lost our idea of connectedness and community.

Those seeking Care Pastor assistance may be facing an unexpected challenge in life. Some of these challenges leave people feeling very alone and overwhelmed, or demand great contemplation. Care Pastors are available to offer personal support to those enduring grieving, illness, injury, disability, marital changes, unemployment, relocation, care-giving, isolation, inability to attend church, or other difficult life situations.

Our Ginghamburg Care Pastors are commissioned to provide an ongoing, caring, listening presence, spiritual support and hope in times of need. This ministry is fundamental to our church's mission statement which includes:



Bring - seeking people into a life-CELEBRATION with Jesus
Grow - as disciples in CELL community
Serve - out of our CALL and giftedness

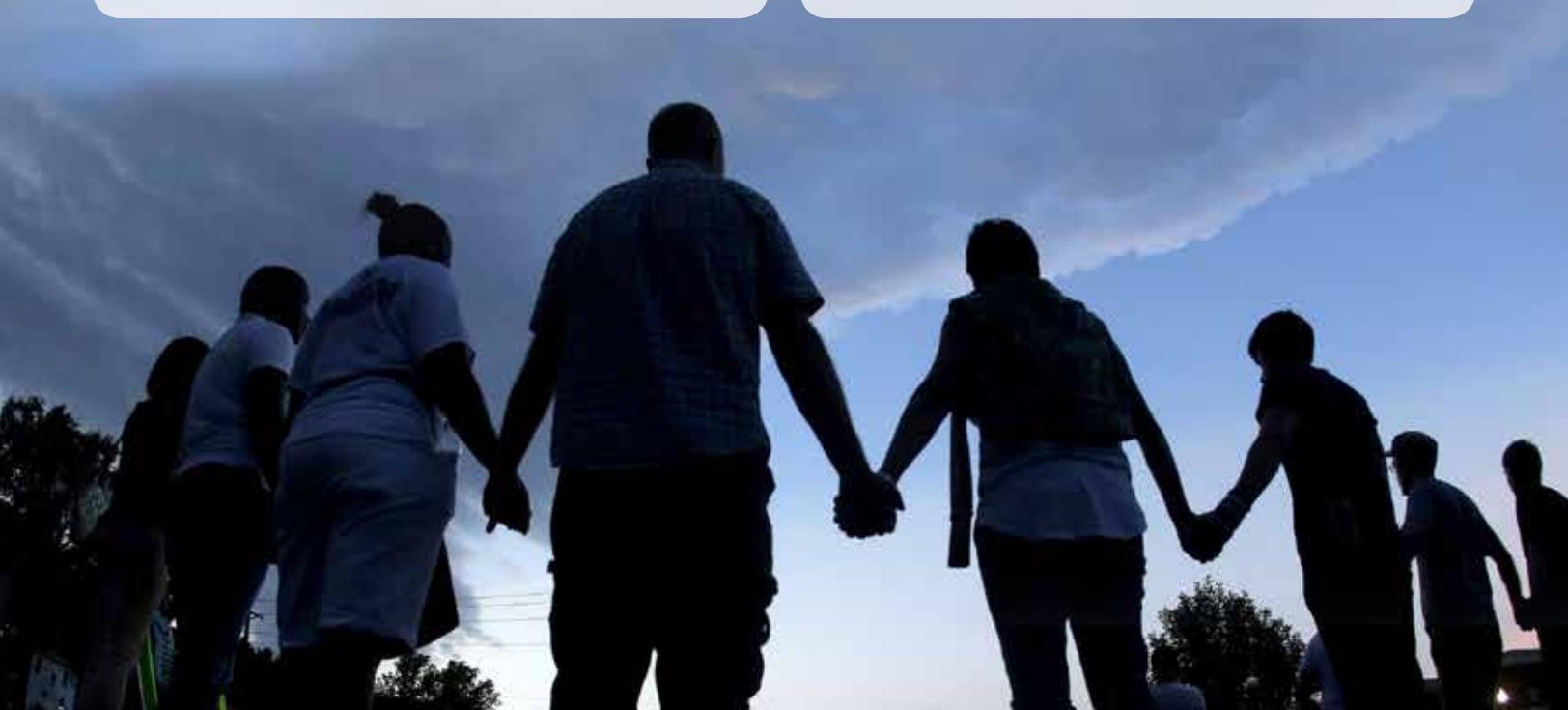
Care Pastors are distinct from other caring members of our congregation. They are not a substitute for the Senior Pastor, but they do represent the church.

A Care Pastor is NOT...

- A practical solver of everyday problems – a “fixer”
- A chat partner, unless it opens routes to deeper discussions
- A cheerleader, “yes-man” or absolver
- A decision maker for someone else's life or problems
- A judge or jury over someone's wrongs
- A professional counselor – one must be licensed by the state to do professional counseling
- A searcher of their own spiritual beliefs. You must know, trust and demonstrate Christ's love as part of your lifestyle.
- A source of legal, medical, financial or psychological advice

Some questions to consider if you would like to join the Care Ministry team:

- What personal gifts do you believe you have to contribute to the ministry?
- What is your personal history of both receiving and giving care?
- In what ways do you care for yourself?
- What are your concerns or hesitations about serving with the Care Ministry?
- What is your availability including days and times of the week and geographic range?
- Think about any pertinent training or expertise you have that you would like to share with the Care community during the monthly gatherings and training sessions.



Leadership Path



Care Ministry Position Descriptions

Pastor of Care Ministry and Next Step

This position will develop, deploy and serve with the team of Care Pastors who provide congregational care for the Ginghamburg Church family, including prayer, hospital visits, funerals and other spiritual needs.

Care Administrative Assistant

This position will provide resources and support for the Director and Care Pastors, including office work, record keeping, oversee prayer rooms and work closely with the data and site team to produce requested literature, ministry equipment and planning for events.

Servant Leadership Board of Care Pastors

This board will include the Pastor of Care Ministry and Next Step, Care Administrative Assistant and all Team Leaders. The board will meet quarterly for review, planning and accountability as well as approving new team leaders.

Servant Team Leader

The team leader will oversee their designated area of ministry through providing support, training, accountability, experience and encouragement to the team members, including monthly meetings, as needed. The team leader will be responsible for reporting needs or issues and will be the directors primary contact person.

The team leader may serve a two-year term and will be responsible in recruiting and training a new team leader within one year of stepping down from the leadership position. The new team leader must be interviewed by the pastor of care and approved by the current Care Pastor leadership board.

Note: The team leader may hold this position again after two years, or in the event the team does not have a leader.

Servant Team Member

The team member will utilize their gifts and talents in their area of service and provide care for the church family and the local community; including attending team meetings and community gatherings.



MISSION
STATEMENT
To demonstrate Christ's love
by investing in other's lives.



VISION
STATEMENT
Love people by creating an
efficient, vibrant and
supportive community of
Christ's believers.

How do I become a Care Pastor?

- 1** Contact the Pastor of Care Ministry for an initial interview
- 2** Complete “A Follower’s Life” class for membership
- 3** Become a church member
- 4** Provide three references
- 5** Complete 10-week Certification Training
- 6** Get a Ginghamburg-conducted background check
- 7** Final interview with a Care Pastor

Care Pastors are expected to be on-going learners to increase knowledge and capacity to serve others. Please refer to the following pages for more information about training and attendance.



Care Pastor Expectations

SO CHRIST HIMSELF GAVE THE APOSTLES, THE PROPHETS, THE EVANGELISTS, THE PASTORS AND TEACHERS, TO EQUIP HIS PEOPLE FOR WORKS OF SERVICE, SO THAT THE BODY OF CHRIST MAY BE BUILT UP UNTIL WE ALL REACH UNITY IN THE FAITH AND IN THE KNOWLEDGE OF THE SON OF GOD AND BECOME MATURE, ATTAINING TO THE WHOLE MEASURE OF THE FULLNESS OF CHRIST.

EPHESIANS 4: 11-13

Consider this passage carefully.

God calls us to “build each other up” so we will “attain the fullness of Christ”! This involves several things:

1. Community
2. Sound teaching
3. Intentional learning

Below is the outline that describes the Care Ministry expectations to remain an active servant or if you choose to become inactive. Renewal begins January 1 of each new year.

Active Servant

- Completes the Care Pastor interviewing and 10-week Certification Training.
- Maintains regular attendance and involvement with Ginghamburg Church.
- Remains active in the Care Ministry areas of service (prayer rooms/opportunities, crisis, funerals, hospital visits, shut-ins/nursing homes, group leadership, church functions such as communion, Ash Wednesday, Easter, Christmas, etc.).
- Attends at least one social gathering per year.
- Completes 12 CEU (Continuing Education Units) per year. The following can be combined to obtain all 12 hours. 1 Hour = 1 CEU. CEU's will be recorded after each event.
- Training generated by the care ministry. Does not include ministry work.
- Attends bi-monthly Care Pastor gatherings as schedule allows.
- Opportunities such as the annual retreat will be provided to earn 4-8 hours at a time.

Inactive Servant

- The initial 10-week certification remains effective for 5 years. After 5 years of being inactive, the Care Pastor will be required to take the certification training again.
- Continues to maintain regular attendance and involvement with Ginghamburg Church.
- Not expected to obtain the 12 CEU's or be involved with Care Ministry areas of service.
- Will be removed from the email and phone list under the Care Pastor Ministry.

Frequently Asked Questions

ACTIVE vs. INACTIVE Care Pastor

Will every Sunday gathering be worth 1 CEU?

Yes, unless it's considered a social event.

Does being an inactive servant mean that I am no longer a Care Pastor?

No. It simply means that for a period of time you will not be expected or requested to perform duties or attend gatherings, etc. Your certification training will remain in effect for 5 years and your name will remain on the list, but you will not receive emails, requests, etc.

Can I step back in from being inactive to active at any time?

Yes. But, only one time per year and we will pro-rate your CEU's. For example, if you step back into being an active Care Pastor in July, you will be expected to attend to 6 CEU's by the end of the year to remain active. Also, a preliminary interview will need to happen with the Director of Care Ministry before re-entry.

What would be a good reason to request becoming inactive?

Life comes with surprises and challenges and there may just be a lot going on that hinders you from being committed to serving and attending training and you simply need a break. Never feel embarrassed or feel anyone will think less of you if you need some time off or feel led to step down. We are just as concerned with your well-being as we are for those we serve. Schedule a time to meet with the Director of Care Ministry for input and direction.

What if I am no longer interested in being a Care Pastor?

Sometimes we move onto new ministries or things and that is understandable. At your request we can completely remove you from the list. However, your

certification training will be in effect for 5 years if you change your mind.

What If want to remain a Care Pastor but I am very busy leading a weekly group or ministry or due to other reasons attending Sundays are difficult?

That is why we have created the CEU's. Throughout the year there will be 3-5 training opportunities that may earn you up to 4 to 8 CEU's at one time to fulfill the training expectations and reduce the number of Sundays that you need to attend. A list of yearly opportunities will be made available at the beginning of each year and other opportunities may be announced throughout the year.

What if I am already going to similar training, can I use that for my CEU's?

Probably not. One reason for the training is to encourage community and growing together as the body of Christ. However, if the training is approved by the director and open to other Care Pastors there may be wiggle room at times.

If I get my CEU's done early am I done attending trainings and events for the year?

We do not want this to become duty generated, but rather as a method of accountability and to increase involvement in the community. We believe that once Care Pastors invest in training and community you will look forward to every opportunity you can to meet and grow. However, once you have completed the 12 CEU's and one social gathering that will satisfy the requirements for renewal and this is intended mostly for those who are already committed to a weekly leadership role at Ginghamburg.

What if I did not request to be inactive, but did not meet the requirements for my renewal?

Pastor Mike Martin will meet with those individually to discuss any issues you may be having. We consider 12 hours of training and one social gathering (13 hours) to be very flexible and achievable in a full year.

What can we expect at the Sunday gatherings?

This year we have upgraded our training and Pastor Mike Martin is actively involved with leading or recruiting capable servants from both our church and community professionals to teach and equip us on both spiritual and practical areas that are relevant to this ministry. If you haven't been at one for a while, we believe you will both enjoy and be blessed by attending. We will continue to have teachings on practical training such as mental health, self-care, abuse, addictions, death and dying, as well as biblical lessons on humility, servanthood, and caring for others as Jesus would.

The gathering is only one hour long every 2nd and 4th Sunday (agendas will be sent quarterly) beginning at 11:30am in the South Campus Discipleship Center.

If you have more questions, don't hesitate to call Pastor Mike Martin at 937.667.1069 ext. 227.

Required Courses and Training to Become a Care Pastor

See the current Class Guide for details.

A FOLLOWER'S LIFE MEMBERSHIP CLASS

Jesus offers us an abundant life when we actively follow him. This class will explore five life rhythms and six spiritual risks necessary for you to cultivate an exciting and contagious faith. Membership at Ginghamburg Church is offered at the end of the course for those who are ready to commit.

CARE PASTOR 10-WEEK TRAINING

Sessions include:

- Overview and introduction to Care Pastor approach
- Temperaments
- Assessment, values and ethics
- Listening skills and confidentiality
- How to handle crisis
- Community resources and case studies
- How to spot depression and anxiety
- Addictions
- Loss and grief
- How to share your faith

Top 15 life change stressors that may require care

(according to Dr. Richard Rahe's Life Change Stress Test)

1. Death of a child
2. Death of a spouse
3. Death of a parent or sibling
4. Divorce
5. Separation from spouse
6. Being held in jail
7. Serious injury or illness
8. Loss of job
9. Death of a close friend
10. Pregnancy
11. Birth or adoption of a child
12. Miscarriage
13. Major business readjustment
14. Parent's divorce
15. Relative moving in with you



Q&A

about the Care Ministry

What is the Care Ministry?

It's a ministry of our church which provides care, attention and spiritual support to persons in our church, especially the elderly and persons with special needs. This support is provided by trained (non-professional clergy) under the leadership of a licensed, local pastor who is a member of Gingham's staff.

I'm a busy person. What is the time commitment for this ministry?

Typically, the care ministry involves the following time commitments:

- Two Care Pastor gatherings are scheduled per month (2nd and 4th Sunday at 11:30 am). To attend one would be expected.
- Several times a year specialized trainings or speakers are brought in on specific topics such as human trafficking, sexual abuse, substance abuse issues, depression, grief, listening skills, etc.
- Generally one weekend retreat for learning, planning and visioning is scheduled in the fall.
- Depending on your chosen area to serve, the needs may range from one or two hours per month serving in a prayer room during worship, weekly phone calls to missed attendance members, hospital visits can vary, funerals are never planned, visiting shut-ins can vary and other assorted care / crisis visits or calls. You really set your own schedule.

Do I have to be a licensed local pastor, or ordained to do a pastoral visit?

No. You may do hospital, nursing home and shut-in visits as a Care Pastor. You are allowed and encouraged to serve communion. You can lead a life group, class or support group. You can also preside over funerals or other crisis issues as needed. You may NOT perform weddings or baptisms.

Do I have to attend the bi-monthly Care Pastor gatherings?

Yes. We ask that all active Care Pastors attend one gathering per month if possible, with a minimum of 12 continuing education hours throughout the year. (The monthly Care Pastor gatherings count towards these hours.)

Do I need my own transportation?

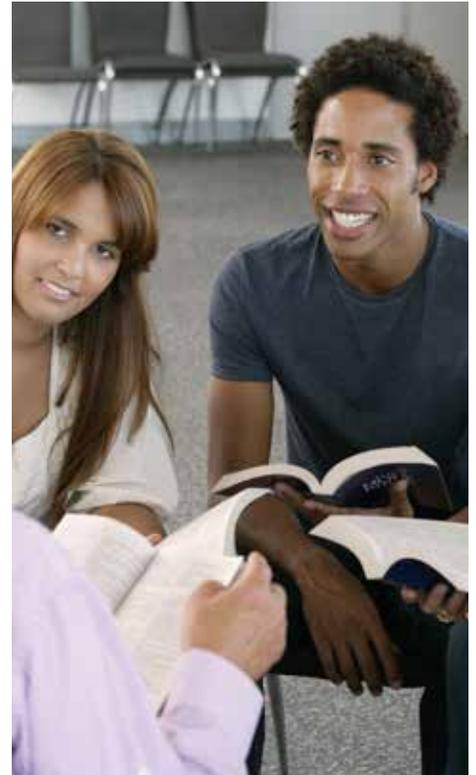
Generally, having your own vehicle is best if you want to do hospital or nursing home visits, funerals, communion or on-site prayer room support, etc. If you simply prefer to be a prayer warrior, or one that makes calls from their phone, personal transportation would not be an issue except to attend the required 12 continuing education hours / events throughout the year.

How does the program match my interests and skills?

Great care is taken in making sure your gifts and talents match your desired areas of service. You will be consulted throughout the process and can always change areas you want to serve in.

Is this just another servant position?

No. The Care Ministry is more like responding to the call of Christ to discipleship. Serving is voluntary, a call is not. When God calls, you have to respond.



How Care Pastor service compares to...

Psychotherapy Counseling

- Treats diagnosable mental disorders
- Helps congregants to change feelings, thoughts and behaviors
- Helps congregants ease conflict
- Needs education / license to practice

Pastoral Care

- Offers to hear church member's feelings and problems
- Visits with members in a neutral setting, their home or hospital
- Provides forum for congregant to talk about current problems so that a greater understanding may be achieved
- Helps congregant structure what needs to be done when overwhelmed
- Refers to professional mental health counselor if therapy is needed
- Helps congregant find other professionals as needed
- Does not need a license, does not do therapy
- Works under the guidance of a minister or pastor

Care Pastor

- Provides phone calls and cards of care or sympathy to congregants
- Can run errands for those in need, take to doctor's appts, etc.
- Visits those in hospital or nursing home
- Provides crisis care phone calls or visits
- Presides over funerals
- Participates in church prayer and prayer room opportunities
- Serves communion
- Leads Bible studies and/or support groups
- Provides encouragement and spiritual guidance

Care Pastor Interview/Update

Name _____ Date _____

Phone _____ Email _____

Are you in a life group? _____ If yes, what group? _____

Are you a group leader? If yes, what group? _____

Have you completed "A Follower's Life" class for membership? Yes No

In a few words, how are you growing in your relationship with Christ? _____

Do you have a prayer partner? Yes No Do you attend church regularly? Yes No

What are you passionate about? _____

How can the church help you in your spiritual walk? _____

Care Pastors are encouraged to attend at least one of the two monthly Care Pastor gatherings for unity and training. Care Pastor gatherings are held the 2nd and 4th Sunday of each month at 11:30am. Are you able to attend at least one per month? Yes No

Can you commit to one year of service as a Care Pastor? Yes No

If asked, will you:

Pastor in the prayer room? Yes No During altar calls? Yes No

Visit hospitals or nursing homes? Yes No

Receive or make pastoral care phone calls? Yes No

Provide pastoral care functions at a funeral? Yes No

Be a spiritual leader of a support group? Yes No

Other gifts/callings? _____

Prospective Care Pastor's Signature _____

Interviewer's Signature _____



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