

ESTABLISHING A TEAM

The CCT Advisory Council can guide congregations in establishing a team and provide a representative to be involved in the process. Important factors for congregations to consider include:

- The pastoral style and goals, and mission of the congregation.
- The need for church council approval to demonstrate the commitment to the program both conceptually and financially.
- The financial commitment of the team, which may include fees associated with an initial training, continuing education/training, and monthly consultant fees.
- The responsibility of the pastor and/or staff in the selection process for team members.
- The benefit of holding an informational meeting for prospective members before asking for a commitment to join the team.
- The value of working with the CCT Advisory Council in identifying a consultant to work with the team during monthly meetings.
- The critical importance of the initial retreat that the pastor and all team members are expected to attend for a complete training experience.
- The value of continuing education and training in keeping your team prepared to address the varying needs of your congregation.

MAINTAINING A TEAM

Team members are asked to commit for two years. An assessment is recommended at that point to review their involvement and to give them the opportunity to recommit or end their involvement. Experience has shown the value of using a consultant to lead this evaluation process.

When it is necessary to add new members, the original selection criteria should be used and care taken to augment the remaining team members' abilities.

Although it may be best to integrate new members with a training retreat for the entire team, new members could attend a retreat on their own or a CCT Advisory Committee member could do an event solely for the team. When only one person is being added, the team captain or consultant can use part of a team meeting for a structured introduction and integration.



WANT TO KNOW MORE ABOUT CCT MINISTRY?

If you have questions or would like more information about CCT Ministry, please contact Kathy Schaeffer at 610-987-6021 or kschaeffer@friedenslutheran.org.

Congregational Care Teams



Congregational and community members joining together in pastoral care services to support persons in times of transition and crisis.



Congregational Care Team
Advisory Committee
610-987-6021



*"If our gift is to speak
God's message, we should
do it according to the faith we have; if
is to serve, we should serve; if it is teach,
we should teach; if it is to encourage
others, we should do so."*

Romans 12: 6-8



Congregational Care Team Ministry

Russell's wife of 52 years has passed away and he is struggling with grief. Linda, a single parent, is concerned about her teenage son who recently has grown distant, sullen and oppositional. Jill and Dave experienced the pain of a miscarriage last year and their loss has pulled them apart emotionally.

Stories like these are heard every day in our communities and parishes. Congregational Care Team (CCT) ministry provides a way to extend the quality and support to those in transition and crisis by using the gifts inherent in church members identified to serve on the team in shared ministry that complements the pastoral care provided by clergy.

MEMBERS OF THE TEAM

The pastor: serves as the team captain, leading meetings and raising spiritual dimensions in the lives of those receiving care.

Lay members: 7 to 9 persons with varied gifts, skills, and life experiences. One member is selected to be the Team's recorder. Members should have a strong commitment to the church program and worship and have high credibility in the congregation. They should possess good listening skills, be non-judgmental, and (above all) be able to maintain confidentiality. Effective teams include:

- A good mix of ages and gender
- At least one couple
- A person with medical background and experience
- A broad base of personal life experiences

A consultant: a masters -or doctoral-level counselor/social worker who is recommended by the CCT Advisory Committee. Consultants are identified by their broad base of experience and the value they place on their own and others' spiritual journeys. Consultants serve as a:

- **Diagnostician:** using counseling training and skills to ask questions or identify concerns that otherwise might have been missed.
- **Referral source:** providing information about community resources available.
- **Teacher:** helping team members grow in awareness and skills, serving to equip the team rather than be the expert that does it for them.

HOW THE TEAM FUNCTIONS

Training

Initial training is provided by the CCT Advisory Committee in a weekend retreat that focuses on team building, basic helping skills, integrating faith and witness with caregiving, and caring in time of loss. Trainees will observe an established team's meeting and be able to dialogue with that team. Subsequent continuing education workshops are offered annually.

Meetings

Meetings are held once a month and begin and/or end with devotionals or prayer. Time is spent sharing concerns/events/needs for support of team members. This is followed by a review of past cases and introduction of new cases. **Cases are not presented or discussed in the CCT meeting unless permission has been granted by the person in question.** All team members share the responsibility to ensure that only relevant information is shared among the group, not gossip. Once the information is understood, the team determines action for providing care.

Meetings generally last 1-1/2 to 2 hours. Sometimes crises emerge between meetings, and the team captain has the option of calling a special meeting or arranging for temporary care until the team can meet to develop a care plan.

