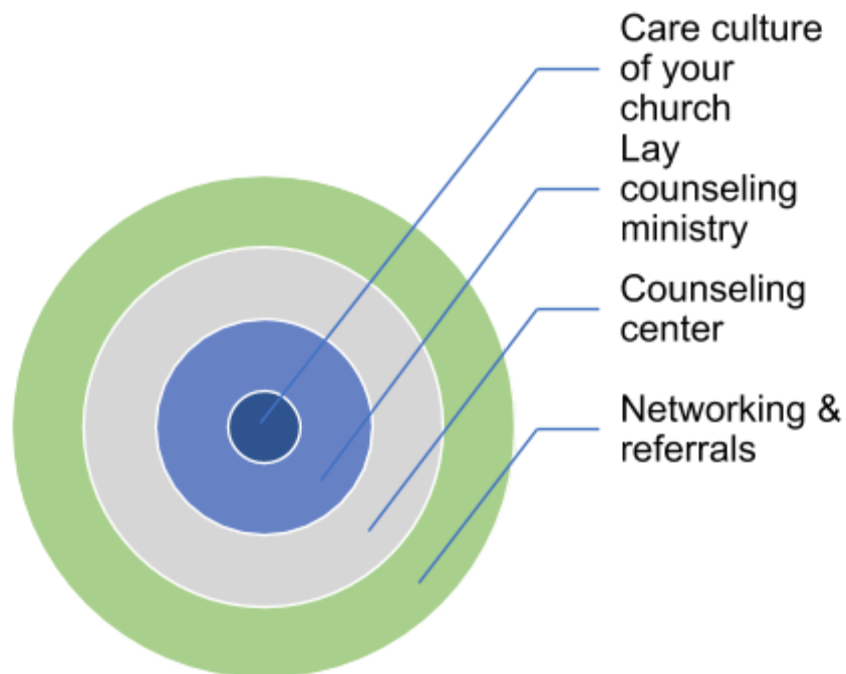


Building and Maintaining Christ-Centered Counseling Ministries in the Church and Community

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1. Welcome & introduction/background



2. Assessing the care culture of your church

- A. What is your church's *Care & Counseling Culture* [Diagrams 1-3]
- i. Diagram 1: pastor & elder led pastoral care
 - ii. Diagram 2: referral model
 - iii. Diagram 3: every member equipped for the work of care
 1. Positive of this model: it is scalable
 - iv. Do you see lay counselors as first responders or overflow care?
 1. Diagram 4- Road Graphic

- B. I think the most sustainable and biblical model is the third diagram where every member to one degree or another is involved in the care of souls
- C. Here are some initial questions that need to be asked at the beginning to know and assess your care culture.
 - i. What encompasses care ministry in your church?
 - 1. Benevolence?
 - 2. Hospital visits?
 - 3. Bereavement?
 - 4. Visitation?
 - 5. Lay counseling?
 - 6. Support groups?
 - ii. Is there a specific person, department, or head of care in your church?
 - iii. If someone at your church needed help, how would they go about getting it?
 - iv. Is there a clear training structure for the people identified in the points above?
 - v. Are community group leaders, small group leaders, Sunday school teachers offered any training when it comes to counseling?
 - vi. Where are there cracks? Fumbles?
 - vii. What do you hear on the ground? Where are people going/turning for help?
 - viii. Identify where care and counseling is already happening naturally in your context
 - ix. From the pulpit: What is the message as it relates to counseling and care?
 - 1. Only for the weak?
 - 2. Only for needy people?
 - 3. Severe psychological issues?
 - x. Language: care, counseling, intensive discipleship, mentoring, soul care
 - 1. <https://www.biblicalcounselingcoalition.org/2012/06/07/why-we-care-instead-of-counsel-one-another/>
 - 2. Robert K. Cheong, "Why We 'Care' Instead of 'Counsel' Each Other," *Journal of Biblical Counseling* (2016) 30:2, p.2-6.
 - xi. [Sample consultation form](#)

3. Building a lay counseling ministry in your local church

- A. Once you've established the *need* and identified the *variables*, next is thinking about infrastructure: How are you going to train people for the work of interpersonal ministry?

- B. Have a clear theological vision for your mission (Eph. 4) that flows out of your church's mission and vision
- C. Engage your church leadership (air support vs. ground game)
 - i. Who are some of the key players in your church's leadership and body?
 - ii. What are some potential hurdles and/or concerns that they might have?
 - 1. Cost?
 - 2. Legal concerns?
 - 3. A priority vs. B/C priority?
- D. Develop a plan for training, supervision, ongoing equipping of your counselors
 - i. Michael Gembola, "[An Interview with the Founders of Two Church-Based Counseling Ministries](#)," *Journal of Biblical Counseling* (2020) 34:2.
 - ii. CCEF:
 - 1. [School of Biblical Counseling](#)
 - 2. [How People Change](#) [Paul Tripp]
 - 3. [Helping Others Change](#) [Paul Tripp]
 - 4. [Side by Side](#), Ed Welch
 - 5. [Caring for One Another: 8 Meaningful Ways to Cultivate Meaningful Relationships](#), Ed Welch
 - 6. [Growing Together](#), 2015 CCEF Conference
 - iii. [ABC](#):
 - 1. Equipped to Counsel, John Henderson
 - iv. Supervision:
 - 1. Brad Hambrick, [Evaluating Levels of Competency](#)
 - 2. Iron sharpens iron
 - 3. Conferences
 - 4. Reading and resources (Dropbox)
- E. Factors to think about when considering a training
 - i. Who is going to teach and facilitate it?
 - ii. Casting a wide net or a chosen few?
 - iii. How extensive is the training?
 - iv. How expensive is the training?
 - v. What's your end goal?
 - vi. What's the culture of your church?
- F. Once trained, what's the next step?
 - i. Have a clearly defined route for your counselors
 - ii. Oversight, care, ongoing education, etc.
 - iii. Overseeing pastors and/or elders
- G. On the other side of this equation, how do you communicate to your body that counseling and care opportunities are available?
 - i. Formal vs. informal [[comparison of a formal vs. informal counseling ministry](#)]

- ii. Paperwork vs. no paperwork
- iii. Website
- H. Miscellaneous:
 - i. Clarify confidentiality and informed consent
 - 1. [“The Conundrum of Confidentiality- Part 1”](#), Tim Allchin
 - 2. [“The Conundrum of Confidentiality- Part 2”](#), Tim Allchin
 - 3. [“Strict Confidentiality”](#), Deepak Reju
 - 4. Release of Information [ROIs]
 - ii. Designate a pastoral team member to oversee the ministry
 - 1. Develop a team/collaborative approach
 - 2. Care teams
 - iii. Understand the difference between advisory and authoritative relationships
 - iv. Navigate church discipline issues with care
 - 1. Robert K. Cheong, [God Redeeming His Bride: A Handbook for Church Discipline](#)
 - v. Legal issues in counseling
 - 1. Educate, educate, educate
 - 2. Liability insurance
 - 3. Reporting issues: child abuse, domestic/sexual abuse
 - a. Steve Viars, [“Handling Child Abuse Reports and Other Legal Issues”](#)
 - b. Deepak Reju, [On Guard: Preventing and Responding to Child Abuse at Church](#)
 - c. Darby Strickland, [Is It Abuse?](#)
 - d. Bob Kellemen, “Ethical and Legal Issues in Biblical Counseling in the Church” in [Biblical Counseling and the Local Church](#)
 - e. Brad Hambrick, ed., [Becoming a Church That Cares Well for the Abused](#)
 - vi. Administrative issues associated with a lay counseling ministry
 - 1. Paperwork, PDIs, ROIs, etc.
 - 2. Storage of information
 - 3. Case reports

4. *Launching a counseling center*

- A. Grows out of a local church(es) that is (are) committed to counseling and care
 - i. Hybrid model: a group of local churches?
 - ii. Sue Nicewander [Delaney], [Building a Church Counseling Ministry Without Killing the Pastor](#)
- B. Has a stable foundation of lay counseling
- C. Has a clear sense of mission and vision

- D. Has a core team of committed staff and counselors
- E. Has some sort of stable financial funding

5. *Building a network of relationships*

- A. Supporting church partnerships
 - i. Examples:
 1. [Fieldstone](#)
 2. [CCEF](#)
- B. Knowing when to refer
 - i. [“When Pastors Should Refer”](#) Michael Emlet
- C. Engaging and networking with mental health professionals
 - i. [“How to Vet Potential Counseling Referral Sources”](#), Brad Hambrick
 - ii. Sam Williams, [“Counselors as Missionaries”](#) *Journal of Biblical Counseling*, (2012) 26:3, p.28-40.

Resources:

- Kellemen, Bob and Kevin Carson, eds., *Biblical Counseling and the Church*
- Kellemen, Bob, *Equipping Counselors for Your Church: The 4E Ministry Training Strategy*
- Nicewander, Sue, *Building a Church Counseling Ministry Without Killing the Pastor*
- Powlison, David, “The Pastor as Counselor,” *Journal of Biblical Counseling*, 26:1
- Williams, Sam, “Counselors as Missionaries,” *Journal of Biblical Counseling*, 26:3
- Reju, Deepak and Jeremy Pierre, *The Pastor and Counseling: The Basics of Shepherding Members in Need*