



Southwestern Minnesota Synod
Evangelical Lutheran Church in America
God's work. Our hands.

Support and Care Resources for Pastors

Collegial Mutual Support

Mutual support can be found at text studies, conference pastors meetings, or area ministerial groups. Finding a network of people outside your congregation you trust enough to be honest with about the joys and difficulties of ministry can provide a much needed base of support.

Pastor-2-Pastor

What is Pastor-2-Pastor?

- Monthly small-group meetings of pastors for building support and collegiality.
- A place for pastors to share meaningful study and prayer.
- A program for mutual accountability between pastors, developing friendships, and sharing issues and concerns.
- A program dedicated to helping pastors toward personal growth and spiritual, mental, physical, and emotional wellness.
- A program through which church leaders can support and encourage their pastor in ongoing education and building relationships with a network of pastors.
- A partnership between Gustavus Adolphus College and the Southwestern Minnesota Synod, ELCA, for building pastoral excellence.

Each year the Pastor-2-Pastor program also includes three 24-hour gatherings at Gustavus Adolphus College. This is excellent continuing education and a time of renewal and refreshment. Speakers range from Luther Seminary professors, Gustavus professors, and many other professionals.

Congregational health has a direct relationship to the health of our pastors in the synod. The connections made by pastors in their colleague groups and during the gatherings at Gustavus renew and enhance the ministries of multiple congregations and pastors. With generous help from donors and grants, we are working to keep the individual cost of the program for a pastor at \$150.

For more information about Pastor-2-Pastor, go to <https://gustavus.edu/churchrelations/pastor2pastor>.

Counseling

Portico Benefit Services' Employee Assistance Program (EAP) offers access to master's-level counselors and other resources, and is available to ELCA-Primary health plan members 24 hours a day, 7 days a week. For all the benefits that support whole-person wellness, see:

<https://www.porticobenefits.org/PorticoBenefits/Overview/UnderstandBenefits/ProgramOverview.aspx>

First-Call Theological Education

First-Call Theological Education (FCTE) is a three-year structured program of theological education designed to assist newly called leaders in the transition to rostered ministry. One of the most dramatic transitions in the life of a newly rostered person is the transition from seminary or non-rostered status to the first call to public ministry. The ELCA has prescribed standards and expectations for continuing theological education during the first three years of rostered service under call.

Theological education doesn't end with graduation ceremonies at our seminaries. Rather, theological education is a process of lifelong learning which addresses ministry in our changing community and societal contexts. This requires faithful leaders with abundant gifts and special qualities such as

- Depth in faith
- Practical congregational skills
- Competence to communicate across cultures
- Capacity to reach out to unchurched people
- Ability to make connections between faith and everyday life

Ministerial Health and Leadership Resources

Ministerial Health and Leadership Resources is a service of Fairview Health Services in Minneapolis dedicated to promoting the health, vitality and effectiveness of professional church leaders. Services include ministerial health assessments, counseling and clergy coaching, and education programs.

For more information, go to:

<https://www.fairview.org/About/OurCommunityCommitment/FaithChurchPrograms/MinisterialHealthandLeadershipResources/index.htm> or contact John Martinson, director of Ministerial Health and Leadership Resources, at 612-706-4558 or jmartin2@fairview.org. Fees for these services are listed under the financial information tab.

Woodland Centers

Woodland Centers offers a program for adults who are experiencing acute symptoms of mental illness. This program offers an opportunity for people who need the intensity of an in-patient hospitalization to receive treatment on an outpatient basis, and remain in the community. This program seeks to improve or maintain functioning and prevent relapse or hospitalization. Patients work with a psychiatrist and a team of mental health workers in the areas of medication management, education, and cognitive behavioral therapy.

This program is especially good for rostered leaders because it runs during business hours on weekdays and does not require the patient to miss Sunday worship or Wednesday evening programming. Woodland Centers is an out-of-network provider for ELCA health insurance, which means part of the treatment is covered by insurance; a sliding fee scale often determines the rest.

Woodland Centers serves the counties of Chippewa, Kandiyohi, Lac qui Parle, Meeker, Renville, and Swift. Locations are Montevideo, Willmar, Dawson, Litchfield, Olivia, and Benson. For more information, see www.woodlandcenters.com or call 1-800-992-1716.

Spiritual Direction

Spiritual direction is for persons seeking a deeper inner life, struggling with transitions or desiring a deeper relationship with God. A spiritual director is a companion to another on their spiritual journey as the Spirit directs the person to the blessings that God intends for him/her. Ultimately spiritual direction is meant to help a person with his/her relationship with God.

Spiritual Centers

St. Benedict's Monastery, Spirituality Center, St. Joseph, MN
S. Josue Behnen, OSB; 320-363-7179; jbehnen@csbsju.edu;
https://sbm.osb.org/ministries/spirituality_center/spiritual_direction/

St. John's Abbey, Spiritual Life Office, Collegeville, MN
320-363-3929, spirilife@osb.org
<http://www.abbeyguesthouse.org/retreats/spiritual-direction/>

Franciscan Life Center, Little Falls, MN
320-632-0688, franciscanlife@fslf.org
<http://www.fslf.org/FranciscanLifeCenter>

Spiritual Directors

Rev. Joyce Tollefson Capp, Pipestone, firstluth.joyce@iw.net, 507-825-5837
Deaconess Deb Robinson, St. Joseph, deacdebobinson@aol.com, 320-363-1381
Rev. Gary Cumings, Litchfield, cumings@hutchtel.net, 320-979-5128
Rev. Susan Engholm, Watertown, MN, sengholm@gmail.com, 320-262-3506

LSS Financial Counseling

LSS Financial Counseling Service is a nonprofit, nationally recognized service that can help you gain control of your finances. For the services they provide, go to <http://www.lssmn.org/debt/> and click on the Services drop-down menu. By phone, call 1-888-577-2227.

Sabbath Rest

Adequate time off for rostered leaders is essential. It is recommended that vacation time be 4 weeks (including 4 Sundays) for all rostered leaders regardless of years' experience. At least 1 full day of sabbath rest, free of church leadership responsibilities, should be granted each week. In addition, congregations are encouraged to grant at least 1 additional ½-day per week to allow staff persons to attend to family and household chores and other personal matters. "Sabbath" rather than "day off" is recommended terminology for use in church bulletins and newsletters. (Compensation Guidelines)

Vacation

Vacation time is offered purely for the rest, relaxation, and renewal of rostered leaders. The following should not be considered part of a rostered person's vacation time: official synod events at which attendance by rostered leaders is required; continuing education; time spent in outdoor ministries and retreats with congregational youth and family groups; work on synod or churchwide boards or committees. (Compensation Guidelines)

Continuing Education

Continuing education refreshes and invigorates. Conferences and classes can be very helpful. Also consider giving yourself a private spiritual retreat.

Sabbatical

Congregations are encouraged to consider a sabbatical policy for their rostered leaders. The 1997 ELCA Churchwide Assembly recommended that rostered leaders be granted a period of extended study and renewal, a minimum of 1-3 months every 5-7 years in the current call. (Compensation Guidelines)

Sabbatical Funding Resources:

- The Louisville Institute
- Lilly Endowment, Inc.
- ABCUSA Board of Educational Ministries
- The Heidi Lynn Fuller Ministry Support Fund, Inc.
- Harvard Divinity School
- CrossCurrents Research Colloquium
- Bush Foundation