

# Support and Care Resources for Pastors



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

## Collegial Mutual Support

Mutual support can be found at text studies, conference pastors meetings or area ministerial. 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 need 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.

Currently there are eight small groups meeting throughout our synod. There is a group near you! For pastors in the St. Cloud area a new group is forming. If you are interested, please contact Pastor Joyce Tollefson Capp [joyce@oursaviorsnewulm.org](mailto:joyce@oursaviorsnewulm.org) 507-233-4430 or Pastor Tom Heyd [tjheyd@gmail.com](mailto:tjheyd@gmail.com) 320-763-262-2654.

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. Scholarships are available if needed.

## **Counseling**

Through the ELCA Board of Pensions and the Employee Assistance Program (EAP) you get 6 sessions of counseling from participating providers. Starting in 2011 this service will be handled through Blue Cross Blue Shield (behavioral health benefits were previously handled by Cigna). Just call Blue Cross Blue Shield and tell them you'd like to see a counselor. They'll ask you why, and look for providers in your area and give you their names and an EAP authorization code. Give that to your provider or clinic when you have your first appointment. If the provider you'd like to see is not an EAP provider, 80% of services are covered after your deductible is met. Mental and physical health deductibles used to be separate, but starting in 2011 they will be combined. Total deductible will be \$900 per person.

## **Support Groups**

Lorna Bader (LICSW) offers a clergy support group at 1:30 pm on the 2<sup>nd</sup> Thursday of each month at Christ Lutheran Church in Slayton. Cost is \$10 per pastor. 507-836-8569

## **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 Evangelical Lutheran Church in America 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 every day life

## **Fairview Ministerial Health and Leadership , Minneapolis**

“We know from our own experience that parish ministry can be highly demanding and exceptionally challenging. Every pastor and professional church leader deserves the best support the church can offer. Congregations also deserve, and in fact need, competent and effective leaders to become and remain vital communities of faith. Ministerial Health and Leadership Resources has been one of those sources of support for professional church leaders and judicatory executives charged with the care of pastors, other church leaders and the congregations they serve. Ministerial Health and Leadership Resources (known through much of its history as “Ministerial Health Services”), has provided assessment, consultation, counseling and educational resources for more than 25 years.”

### **Fairview Ministerial Health and Leadership Resources:**

#### **Therapy**

Counseling services are available to people serving in professional church leadership positions and their families. Ministerial Health counselors have personal experience in parish ministry and/or have extensive experience working with pastors and professional church leaders.

#### **Staff Consultation**

Consultation is available to pastors and other professional staff regarding specific concerns in ministry. Consultation is also available to church staff interested in enhancing their ability to work as a team and to church councils and other lay church leadership groups. Consultation has been provided to synod staff interested in strengthening their working relationships and their leadership of the Synod.

#### **Personal Coaching on Pastoral Leadership**

Fairview Health Services and Lutheran Social Services of Minnesota have partnered to develop Clergy Coaches, a resource that provides coaching to pastors who wish to further develop their leadership skills and abilities. Seasoned clergy who have completed an education/training program, which included their own coaching, provide the coaching. While helpful for anyone in ministry, coaching can be especially helpful to pastors who are entering a new

call, particularly if that call involves a change in position or setting, e.g. moving from rural to urban or associate to lead pastor. Some pastors have found coaching helpful as they experience changes in their congregation or community. Coaching is an exceptionally helpful format for continuing education.

For information on any of these services please contact John Martinson, Director of Ministerial Health and Leadership Resources, at 612-273-6270 or by email at [jmartin2@fairview.org](mailto:jmartin2@fairview.org).

## **Adult Partial Hospital Program at Woodland Centers**

Woodland Centers in Willmar 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 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 9 am – 3 pm 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. Pastors in our synod personally recommend this program.

1-800-588-9552

[www.woodlandcenters.com](http://www.woodlandcenters.com)

## **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 or her relationship with God.

### **Spiritual Directors and Centers**

- St. Benedict's Monastery, Spirituality Center, St. Joseph
  - S. Josue Behnen, OSB, (320) 363-7179 [jbehnen@csbsju.edu](mailto:jbehnen@csbsju.edu)
  - [http://sbm.osb.org/ministries/spirituality\\_center/spiritual\\_direction/](http://sbm.osb.org/ministries/spirituality_center/spiritual_direction/)

- St John's Abbey, Spiritual Life Office, Collegeville
  - 320 363-3929, [spirllife@osb.org](mailto:spirllife@osb.org)
  - <http://www.saintjohnsabbey.org/retreats/retreats.html>
- Franciscan Life Center, Little Falls and Clare's Well, Annandale
  - 320-274-3512, [franciscanlife@fslf.org](mailto:franciscanlife@fslf.org)
  - <http://www.fslf.org/pages/Home/>,  
<http://www.fslf.org/clareswell.html>
- Blue Cloud Abbey, Marvin, SD
  - 605-389-9200, [abbey@bluecloud.org](mailto:abbey@bluecloud.org)
  - <http://www.bluecloud.org/retreat.html>

#### **Spiritual Directors**

- Pastor Joyce Capp, New Ulm
  - 507-233-4430
  - [joyce@oursaviorsnewulm.org](mailto:joyce@oursaviorsnewulm.org)
- Chaplain Deb Robinson (Deaconess), St. Cloud area
  - 320-845-2121
  - [debrobinson@catholichealth.net](mailto:debrobinson@catholichealth.net)
  - individual and group spiritual direction as well as retreat leadership for spiritual support
- Rev. Sue Coller, Executive Presbyter, Willmar
  - 320-295-0241
  - [sue@minnesotavalleys.org](mailto:sue@minnesotavalleys.org)

## **Financial Counseling**

Through ELCA Board of Pensions you are eligible to receive up to 6 45-minute phone consultations on financial health with Lutheran Social Services (LSS) Financial Counseling Service. LSS Financial Counseling Service is a non-profit, nationally recognized service that can help you gain control of your finances.

### **What types of financial wellness topics can LSS Financial Counseling Service provide?**

There are a number of financial wellness topics available for you to explore through this service, including:

- Personal and family money management and budgeting
- Integrating faith values and stewardship with money decisions
- Understanding credit reports and improving credit scores
- Debt repayment options including debt management plans (DMP)
- Consumer protection and preventing and resolving identity theft
- Mortgage default, foreclosure prevention and predatory lending
- Home buying readiness, mortgage financing and reverse mortgages
- Bankruptcy consequences and alternatives
- Student loan issues including borrowing, repayment, default and consolidation

Vehicle and other consumer loans including borrowing, repayment, default and repossession

Contact LSS Financial Counseling Service through its dedicated Financial Choice line at (800) 528-2926, 8 a.m. – 7 p.m. Monday – Friday.

## **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 1/2-day per week to allow staff persons to attend to family and household chores and other personal matters. (Compensation Guidelines 2011)*

## **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 2011)*

## **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 present call. (Compensation Guidelines)*

### **Sabbatical Funding Resources:**

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