

Congregational Support of Staff C-P1

Become aware of church program on wellness.
Express support for staff participation.
Support making time for physical exercise.
Help with cost of local health program.
Invite pastor to explore with congregation the spiritual issues involved in caring for our bodies.

Humor and Staff Bonding C-E-1

Pastor asks each staff member to tell of funny experience in ministry.
Beginning with the pastor, the story telling continues for at least two rounds.

Having the Health Conversation C-P-2

Set aside Board time to brainstorm challenges for all.
Discuss faith issues connected with health journey.
Anonymous commitment to taking some action.
Share compiled list with board and have them rate progress.
Continue checkup at each monthly meeting.

Congregational Roast C-E-2

Congregational dinner focused on roasting various aspects of the congregational life.
Invite groups like youth or choir to contribute.
Have a guess who charade.

Congregational Attention to Emotions C-E-3

Each quarter session asks pastor to list 2-3 satisfying moments in ministry and 1 one area that is troubling.

Explore impact if either area were expanded tenfold.

Discuss any response that the church might make.

Commit to repeating process next quarter.

Pressures on Pastor's Families C-FAM-1

Identify unique conditions that family experiences.

Explore ways to support family in coping with these realities.

Sessions and Clergy Financial Health C-FIN-1

Session strategy to educate congregation on salary package.

Share with congregation the national average of clergy pledges.

Using cost of living statistics, try to form a monthly budget as way to picture a living wage.

Congregational Family Support C-FAM-2

Compensating for interrupted day off or vacation.

Note of thanks for family support.

Individual letters on family member's birthday.

A lunch conversation with a couple of session members.

Support for family counseling when appropriate.

The Health of a Pastor's Family C-FAM-3

Understanding the family fish bowl.

Express appreciation for individual family members.

Surprise acts of appreciation.

Recognize extra pressure on pastor's spouse.

Medical Policy for Churches C-FAM-4

Develop a congregational policy with respect to a staff member experiencing serious illness or disability.

Sample policy included.

A Congregation/Pastor Sabbatical C-FAM-5

Congregational plan to experience their own sabbatical experience during a pastor's sabbatical.

Includes preserving a weekly personal family night.

Suggest special activities that all could engage in.

Have a monthly family night at the church.

Plan a special exchange of experiences when pastor returns.

Single Pastors and Families C-FAM-6

Recognizing that single people have their own family relationships.

Honoring unique needs of single pastors with children.

Recognizing importance of relating to extended family.

Church Covenant on Boundaries C-FAM-7

Session education of congregation on some agreed on boundaries.

Identify days off and understanding of types of exceptions.

Policy on telephone calls during family meal time.

Policy on return from vacation or study event.

Spiritual Care of Our Leaders C-SPIR.-1

Praying aloud for a few leaders at a time.

Lift up Bible verse or tune as appropriate for a leader.

Asking where they see God acting in their life.

What are some spiritual concerns that can be lifted in prayer.

Practice the laying on of hands for a few leaders at a time.

Session Guide for Professionals in Crisis C-FAM-8

Identifying types of family crisis that require a session response.

Ministering to church professional and maintaining stability at church.

Where Presbytery should be involved.

Acts of compassion that are appropriate.

Revisiting Underused Gifts C-SPIR.-2

Session forms two lists.

1. Underused gifts in personal life.

2. Underused gifts in the congregation.

Reflect on effect of creatively using underused gifts on person of congregation's life.

Celebrate the potential of such gifts.

Focus on Self Revisiting Underused Gifts
C-SP-3

Several suggestions on how the Session might invite the staff to experience an experience of pleasure.

Report back on their experience.

Listening to Eternity C-SPIR.-4

Recognizing the importance of practices that open oneself.

Identifying places where one can be undisturbed.

Learn how to pray to open oneself to God in a fresh manner.

Form a habit of regularly going to your place to pray.

Congregational Nurture of Pastor's Spirit
C-SPIR.-5

Session discussion on importance of clergy spiritual life.

What does s/he do to attend to personal spirituality?

What are the realities that interfere?

What steps can session take that will help?

Ask congregational feedback each quarter on most inspiring moment in liturgy or sermon.

Theological Discussion on Employment
C-SPIR-6

Recognize place of conflict in early church.

Explore meaning of how Jesus responded to conflict with disciples.

How does session and pastor covenant to speak the truth in love?

Redemptive Possibilities in Betrayal
C-SPIR-7

Naming the betrayal and its effect on the congregation.

Reflect on early church and Jesus' response to betrayal.

Identify redemptive possibilities possible in the situation.

Celebrating Anniversaries C-VOC-1

Mark date of pastor's ordination and call to church.

Develop ways to creatively celebrate the anniversaries.

Let the celebration be an affirmation of various aspects of his or her call to ministry.

Listening to God's Spirit in a Congregation
C-SPIR-8

Affirming the church as the Body of Christ.

Spirit works when church is struggling.

Identify 5 most pressing issues facing the church.

Take each one through a 5 step process of discerning the will of God.

Nurturing Creative Leadership C-VOC-2

Overcoming the power of the negative response.

Understanding two rules of response to new ideas.

Identify areas of community ministry not currently developed.

Commit to ½ hour a day prayer on one of these areas.

In Quaker fashion, allow the Spirit to move in session.

Positive Evaluation C-VOC-3

Evaluate whole ministry of church and not just individuals.

Speak of two positives before identifying an area that needs development.

Discuss the areas of concern as a group responsibility.

Annually examine mission statement prepared for pastor's call and make any adjustments necessary.

Congregational Celebration of the Call C-VOC-5

List those ordained who came from your congregation.

List all former pastors that are still living.

Identify a Sunday to invite one to return and preach and or teach on how God has worked in their lives and call.

Repeat process for others on list.

Enlarging the Conversation C-voc-4

Identify ministry in life of leader beyond the church.

Make list of stresses caused by engagement in such ministry.

Note Jesus' awareness of stress in ministry.

Strategize healthy and unhealthy ways to address stress.

Identify healthy ways to relieve stress.

Explore ways to support each other in responding to stress.

How Well Do You Know? C-VOC-6

Have each member of session or group fill out their estimate of how much time a pastor spends in each of the identified areas of work. (Form provided.)

Allow members of group to share their totals. Discuss with respect to the job description of their pastor

The Congregation and Pastor's Vocation

C-VOC-7

Ask pastor to share vocational goals for near future.

Ask what are some gifts that need further developed.

Ask about passions that have been compromised or put aside.

Seek ways to creatively integrate gifts in ministry.

Congregational Support of Vocation

C-VOC-8

Note trans-congregational areas of call in pastor's life.

Explore how these interests might enrich congregational life.

Communicate with congregation the pastor's vision and how it is part of congregation's ministry.

Note Litany in TookBox using psalm 111 to celebrate trans-congregational areas of ministry.