









Our biblical mandate


'Speak out on behalf of the voiceless, and for the rights of all who are vulnerable.'




Proverbs 31:8 (CEB)




Our Mission




Equip



Empower



Encourage






0303 003 1111
Helpline
Option 2



Course context

- Traditional pastoral care models are no longer working for many churches
- Ministers/clergy unable to meet the growing need
- Models of pastoral care are being reshaped to be more inclusive
- Churches and organisations need to respond to need by developing strong safeguarding cultures that underpin every aspect of ministry




Course content

Module 1
A good practice framework for pastoral care


Module 2
Pastoral relationships and safer boundaries

Module 3
Supporting those who have been abused

Module 4
Healthy pastoral care and safer practice



Module 1: A good practice framework for pastoral care



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In this module we will explore:

- Changing landscape of pastoral care in churches
- Distinctiveness of Christian pastoral care
- Who are the pastoral carers?
- Challenges of devolving pastoral care
- Safeguarding implications



Exercise 1 – Pastoral care

What is distinctive about
Christian pastoral care?



Christian pastoral care

May involve:

- Supporting others through prolonged difficulty or immediate need
- Enabling people to be guided by their own convictions
- Considering the process of reconciliation with God, self and others
- Offering guidance about other resources
- Enabling different perspectives to identify solutions

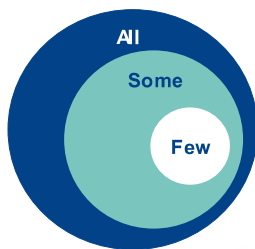


A pastoral carer is:

Someone who either formally, as part of a pastoral team, group or network or informally, as part of their fellowship group or everyday relationships in the community, offers care and support to another, in the knowledge of being loved themselves by God and in the hope of sharing that love with others.



The 'All, Some, Few' Model:



The ALL:

- ALL Christians have a God given responsibility to 'care' for others
- The emphasis is upon growing and maintaining a Christ centered loving relationship with others
- The ALL help to grow pastoral churches or communities



The SOME:

- SOME Christians may be gifted and called by God to provide pastoral care in a more focused way
- This may include offering and providing pastoral care in more planned or formal ways
- It may involve the pastoral carer undertaking training
- The SOME use their gifts for the good of the whole



The FEW:

- A FEW Christians may be called and gifted to resource, lead or co-ordinate the work of pastoral care
- The FEW may have specialist knowledge, experience and skill to enable, encourage and equip the pastoral care work of 'the all' and 'the some'



The Challenges for the Church

Managing Expectations & Blurred Boundaries

"The minister never came to see me!"

I don't need to be part of a team, I'm just doing this as a friend.



Exercise 2 – Safeguarding Implications

Many churches are involving their wider congregations more fully in an 'every member' model of pastoral care.

What are the safeguarding implications?



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Module 2: Pastoral relationships and safer boundaries

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In this module we will explore:

- Characteristics of healthy boundaries in pastoral relationships
- Abuse of trust
- Creating dependency
- When care becomes coercive

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Exercise 3 – Healthy Boundaries

What are the characteristics of healthy boundaries in pastoral relationships?



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Healthy boundaries

- Respects, values and nurtures each person
- Guides behaviour but respects choices
- Encourages reflection through biblical teaching
- Healthy accountability to others
- Recognises complex pastoral needs and the need to signpost to others

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Case Study – Part 1

- Read Part 1 of the case study.
- What, if any, are your concerns?



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Feedback from Part 1



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Case Study – Part 2

- Read Part 2 of the case study.
- Is there anything that could have been done differently at this stage?



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Feedback from Part 2



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Case Study – Part 3

- Read Part 3 of the case study.
- What if any are your concerns now?



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Feedback from Part 3



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Case Study – Part 4

- Finally, read Part 4 of the case study.
- What, if any are your concerns now?
- What action could have been taken earlier to avoid this outcome?



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Feedback from Part 4



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Care vs Co-dependency

- The bible teaches that we are to be interdependent on one another
- Codependency describes a relationship in which one person is perpetually needy and the other person in perpetually rescuing
- The rescuer often takes on the role of the martyr
- The rescuer enables the needy to become even more dependent

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When care becomes coercive

- Co-dependency is part of the culture and remains unchallenged
- The rescuer assumes the authority of God or a higher source
- The rescuer exerts increasing control over all areas of another individual's life
- The individual becomes fearful of displeasing the rescuer
- The individual loses all autonomy and is disempowered

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Abuse of Trust

- Defined in the Sexual Offences Act of 2003
- Imbalance of power
- Power and influence
- Strong emotions and transference of emotions
- Recognise when pastoral relationships become unhealthy



Enabling self-care

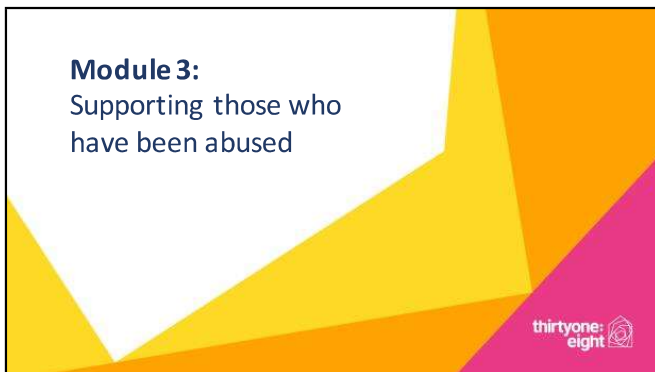
- Support
- Accountability
- Care for Workers
- Training
- Supervision
- Self Reflection

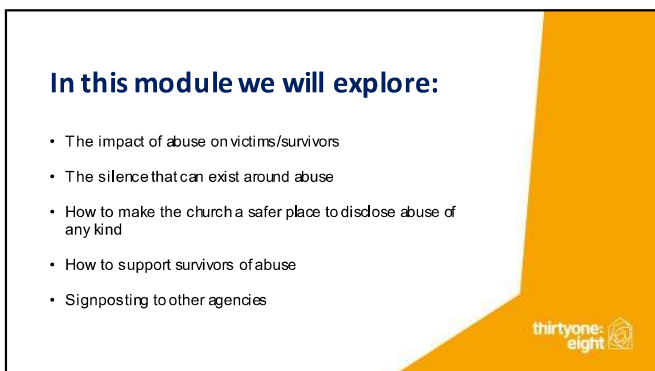


Coffee break









Terminology

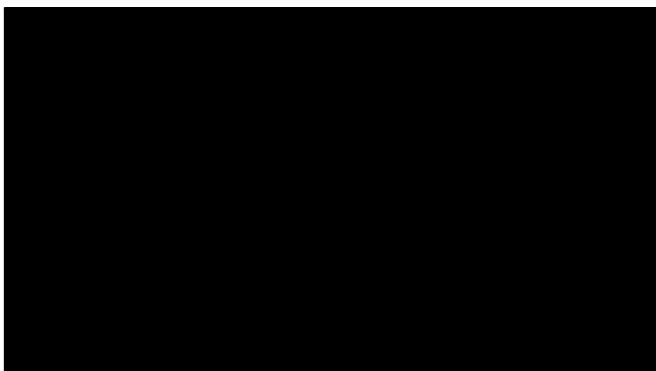
- Many people prefer the term 'survivor' rather than victim as they feel it credits them with the control and frees them from being defined by the actions of their abuser
- However, for many, the failure of others to hear their stories and acknowledge that they were not to blame can trap them as victims rather than survivors



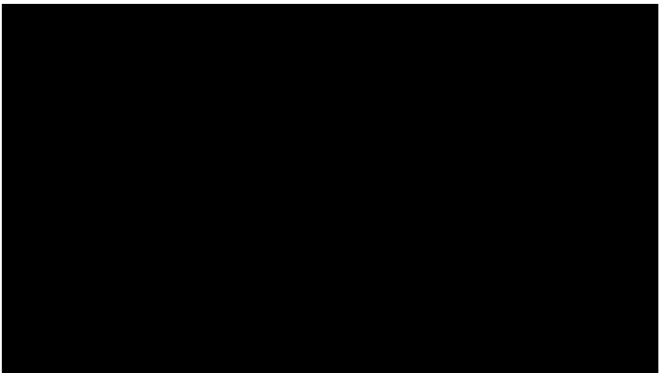
Exercise 5 - Responding well to survivors of past abuse

Watch the following videos and consider to what extent the narrative tells of a victim and to what extent it portrays a survivor of abuse.











Responding well to survivors

- Hearing the story, hearing the struggle
- Walking alongside and allowing time
- Signposting to professional help
- Breaking down the barriers through preaching and teaching
- Leaders modelling what it means to be honest and vulnerable



Responding well to a disclosure of past or present abuse

- Usual practice for disclosure— remember the 5 R's and don't be tempted investigate concerns yourself
- Ensure the person feels safe and the environment is suitable
- Ensure the person knows the disclosure is being taken seriously
- Be an active listener, show acceptance and stay calm
- Write detailed notes as soon as possible and pass on if appropriate, with consent



Additional factors


If there is a need to pass on information but the individual does not give consent for you to share, consider:

- Is anyone else at risk?
- Has a serious crime been/will be committed?
- Does the person appear to understand the implications of not doing anything?
- How likely is it that the individual or someone else will come to serious harm?
- Can you provide them with more information to help them understand the risk and are there any other services that could help?




Possible affects of abuse

- Long Term
- Physical injury or self harm
- Spiritual
- **It's never the victims fault!**




Forgiveness

This is never easy. It may be a gradual process. The other side of forgiveness is the abuser accepting responsibility for what they have done.



Support in many forms

- You may be the only person someone can trust
- Show understanding of the issues, listening might be enough
- Ensure justice is pursued if the abuser is still at large, posing a potential risk to others
- Be there, be encouraging
- Signpost to professional counselling




Module 4:

Healthy pastoral care and safer practice



In this module we will explore:


- Types of ministries that include pastoral care
- Prayer ministry Guidelines
- Selecting and equipping workers
- Good practice guidelines
- Codes of conduct
- Keeping records




Exercise 6 – Types of ministries

Consider all the activities in your church that involve any kind of pastoral care where people seek help and support.

How many are there and do any of them overlap?






children and Youth activities	small groups/study groups	groups/clubs, community hubs, food banks
when seeking prayer ministry	Places people may seek help	within team meetings
on social media and online forums	in a coffee shop!	when serving together on teams

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Exercise 7 – Managing pastoral issues safely

What processes and measures are in place to ensure all leaders and volunteers are equipped to manage pastoral issues safely?



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Safer Practice

- Transparency - clear communications
- Platform in Sunday services
- Team contact details – photos
- Clear pathways for pastoral care
- Training and supervision for workers and group leaders

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Safer Practice

- Clear codes of conduct
- Understanding boundaries and competency limits
- Risk assessment and risk management
- Lone working policies
- Safer recruitment – exploring motivation



Prayer Ministry

Ways of working:

- Designated prayer team
- Careful selection, training and supervision of people
- Work in pairs, preferably mixed gender, in reach of others
- Ask permission before touching or laying on hands
- Referral pathways if there are concerns



Prayer Ministry


Things to be aware of:

- Issues of confidentiality
- Some adults may be at risk
- Be sensitive to personal space
- It's a time to ask God to minister, not to preach or counsel
- Prayer should never be coercive or blaming




Responding well through policy

- Selecting, equipping and supporting workers
- Safer recruitment policies and procedures
- Induction training and support
- Specific training on safeguarding
- Good practice guidelines and codes of conduct
- Work as part of a team within a safer culture
- Keeping records and recording concerns




Codes of Conduct

- All workers and volunteers should have a code of conduct which sets out expectations for behaviour
- Clarifies safer boundaries for working
- Models safe boundaries for children and young people
- Safeguards the children and adults at risk of harm
- Safeguards workers and volunteers themselves



Keeping records


- System for recording incidents and concerns for all activities
- Entries signed and dated
- Sensitive information should be referenced to other records
- Visiting teams to keep records of visits – date, time and any concerns




Exercise 8 – Next steps

Getting the whole church congregation or organisation on board!

Note any areas that you think need to be in the action plan for your church or organisation.







Review of learning outcomes


You should now:

- Understand the importance of working within safe boundaries when offering pastoral care
- Have considered the implications of this across the breadth of pastoral ministries in your setting
- Have developed your understanding of how to support survivors of abuse
- Have reflected on best practice for selecting, supporting and training pastoral workers



Final questions?






If there's one thing I've learnt...



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We offer a complete safeguarding solution

- DBS Service
- Training
- Policy and Guidance
- Consultancy
- 24 hour helpline



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Your feedback is important to us!



Please complete the online feedback form which will be emailed to you – thank you!

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