

Beginning Your Ministry

Foundations of Faith Community Nursing Foundations Course
Faith Community Nurse Network of the Greater Twin Cities

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Adapted from: Foundations of Faith Community Nursing course based on the curriculum developed through the Westberg Institute for Faith Community Nursing, which is owned by the Spiritual Care Association, New York, N.Y.

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What are two questions you have about faith community nursing or becoming a faith community nurse?



Break-out rooms:
5 minutes
Person with longest hair start



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Joshua 1:9

Be strong and courageous; do not be frightened or dismayed; for the Lord your God is with you wherever you go.

Jeremiah 29: 11-12

For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future of hope.



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Some Essential Background and Concepts

- ❖ Rev. Granger Westberg—founder of “Parish Nursing”
- ❖ Faith Community Nurses focus on the
 - “intentional care of the spirit”
 - whole-person health
 - prevention and minimization of illness



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❖ Scope and Standards of Practice (ANA)



- ❖ Westberg Institute for Faith Community Nursing
<https://westberginstitute.org/faith-community-nursing>
- ❖ Faith Community Nurse Network of the Greater Twin Cities
<https://www.fcnnctc.org/>
<https://www.facebook.com/fcnnctc/>

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Learning Outcomes:

1. Evaluate the need for a Faith Community Nurse ministry in faith and alternative settings.
2. Create an infrastructure for a beginning faith community nurse ministry.
3. Collaborate with spiritual leaders and members of the faith community to establish a health ministry.
4. Access resources within the faith community.

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So, from what you've heard and seen so far, what do Faith Community Nurses do?



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Outcome 1: Evaluate the need for a faith community nurse ministry in the faith community and alternative settings.

Describe the setting where you plan to begin your ministry:

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Faith community nursing is expanding in many settings other than the traditional church, synagogue, mosque.

- ✓ Hospitals
- ✓ Community Agencies
- ✓ Prisons
- ✓ Retirement settings
- ✓ Women's shelters
- ✓ Day cares
- ✓ Theme parks
- ✓ Airports



The FCN does not replace the occupational health nurse.

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Starting a health ministry in a faith community begins with a dream. But, remember,



"A dream is just a dream. To make something happen, you need to have a plan and action steps."



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As you dream and explore, learn as much as you can about Faith Community Nursing.



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Before you propose a FCN position, answer these questions:

- 1. Why, specifically, do we need a FCN and/or health ministry? How will it enhance the organization's mission?
- 2. Will our leadership and members support this ministry?

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- 3. Do we have the financial resources to support this ministry?
- 4. What other ministries might be positively or negatively impacted because of a health ministry?
- 5. What barriers will we face in planning for, implementing this ministry?
- 6. Will our members support this ministry? How?

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Two of the questions you will need to be able to answer at every phase of your ministry are:

“What is a Faith Community Nurse?”



“Why do we need a Faith Community Nurse?”

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Faith Community Nursing: the specialized practice of professional nursing that focuses on the intentional care of the spirit as well as the promotion of whole-person health and the prevention or minimization of illness within the context of a faith community and the wider community.



(Scope and Standards, 3rd Edition, page 1)

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Who? RNs with specialized education in spiritual care, ministry and whole-person health.

What? FCNs combine their health care background with their spiritual knowledge to provide congregational care, advocacy, health education and help transform a faith community into a place of healing and health.

When? Whenever people experience physical, emotional or spiritual health challenges and seek support from their faith community.

Where? Faith communities, clinics, hospitals, prisons, college, etc. FCNs help to build bridges and relationships that help persons find the resources and help they need.

Why? To enhance the spiritual, emotional and physical health of a community.

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Messaging for Health Care Partners

Who - FCNs are nurses who bring the expertise of an integrative approach to the care of the whole person, including spiritual, emotional, and physical health. FCNs provide care in a variety of settings, including hospitals, clinics, and faith communities.

What - FCNs help bridge the gap between the medical and spiritual aspects of health care, providing holistic care that addresses the whole person.

Where - FCNs work in a variety of settings, including hospitals, clinics, and faith communities.

Why - FCNs are needed to provide holistic care that addresses the whole person, including spiritual, emotional, and physical health.

Faith Community Nursing

The Five Finger Response: Elevator Speech
Who, What, When, Where, Why

Messaging for Clergy and Faith Leaders

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What - FCNs help bridge the gap between the medical and spiritual aspects of health care, providing holistic care that addresses the whole person.

Where - FCNs work in a variety of settings, including hospitals, clinics, and faith communities.

Why - FCNs are needed to provide holistic care that addresses the whole person, including spiritual, emotional, and physical health.

Look for this great explanation of faith community nursing in your handouts.

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What is a Faith Community Nurse?

Why do we need a FCN?

Take two minutes to develop your "elevator pitch" for one of the two questions.

Your elevator speech should be 30 seconds or less.

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Break out rooms to "try out" your elevator speeches.

3 minutes: Person with shortest hair start.

Remember, you should only take about 30 seconds for your elevator speech!



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More steps in the Exploration Phase

- Identify the decision makers and leaders
- Be aware of "politics." Listen and observe.
- W.I.I.F.M principle
- Be organized, concise and prepared.

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What questions or issues would you anticipate from your faith community leaders when you begin the exploration discussions?



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Are there any legal implications?
How much will it cost? (what kind of equipment do you need to start a ministry; salary; benefits; printing costs, AED? Etc)
Will you be duplicating efforts of other staff?
What about insurance coverage?
Confidentiality issues:
Will the FCN share information about members she/he visits?



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Case Study:
Jane has been a member of her faith community for 15 years. She is an RN who has read about faith community nursing and would like to volunteer at her faith community. She spends time praying and thinking about this, sets up a meeting with her lead pastor and, after explaining her desire to volunteer, the pastor says, "I appreciate your idea, but I really think the pastors here do a good job of caring for our congregation. This is, after all, a church, not a clinic."

How might Jane handle this "objection?"

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You may be asked to write a proposal for a health ministry in your faith community.

Include:

- ✓ Proposal title
- ✓ Rationale
- ✓ History
- ✓ Role of health ministry/faith community nurse
- ✓ Budget
- ✓ Summary including appreciation for considering your proposal.



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Once approval for your ministry occurs, you will need to:

Outcome 2:

Create an infrastructure for a beginning faith community nurse ministry.

Again, ask for prayers from all those involved.



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Your infrastructure may include:

A health cabinet/committee/commission made up of key individuals with a special interest in health.



What are some key characteristics/skills you would want persons on this health cabinet to have?

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A health cabinet, health ministry committee or health ministry team can provide:

- Support for the FCN
- Cheerleaders for the FCN ministry and health ministry
- Assistance with the FCN's workload
- Volunteers for various activities of the health ministry
- Guidance regarding the FCN's priorities as they relate to the faith community
- Continuity when a FCN leaves.
- Fun!!



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Other aspects regarding infrastructure might include:

- Paid or unpaid FCN (not "volunteer")
- What will salary be? Benefits?
- Hours?
- Job description for FCN (see digital tools and examples)
- Recruiting, hiring
- Initial and ongoing training for FCN

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- Supervision and performance review for FCN?
- Relationships with other staff
- Administrative support
- Insurance (Faith Community and personal)
- Legal concerns re: FCN and volunteers
- Travel/mileage
- Other?

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Looking at the list of decisions that need to be made regarding your ministry, which ones do you and your faith community leadership still need to address?



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Outcome 3:

Collaborate with spiritual leaders, health cabinet and members of the faith community to establish your **health ministry** and **FCN ministry**.

What do we mean by “health ministry?”

The promotion of health and healing as part of the mission and service of a faith community to its members and the community it serves. (pg 87, Scope and Standards)

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Why is collaboration so important in your role?



FCN Recipe for Success
Pray, Pray, Pray
Connect, connect, connect
Collaborate, collaborate, collaborate
Educate, Educate, Educate
Listen, Listen, Listen
Thank, Thank, Thank

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Case Study
 Your faith community leadership has decided that there is a budget to hire a FCN ten hours a week and you are hired.

The first day at work, you look over your job description much more carefully than you did initially and notice that there is nothing that clarifies who will pay for your your ongoing training (CE's) , liability insurance, mileage, CPR/AED certification, etc.

You ask to meet with your supervisor and health ministry council about these "gaps" and find a lot of disagreement among these individuals. How would you proceed?

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Steps to take in first 3-9 months:

- Commissioning Service
- Establish office hours.
- Communicate your new role.
- Set up a documentation system.
- Put written policies in place.
- Set boundaries.
- Communicate with health cabinet and supervisor often about your progress.
- Focus on building this new relationship as an FCN with staff and faith community.



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I feel so privileged to have the opportunity to serve as your faith community nurse. I look forward to getting to know each of you and humbly ask for your prayers in this new ministry.

What is a Faith Community Nurse (FCN) is an RN with specialized training who focuses on the intentional care of the spirit as well as the promotion of health and prevention of illness. FCNs focus on the health of the "whole" person—body, mind and spirit. The FCN works closely with the Health Ministry Council and pastor to identify and meet the "wholistic" health needs of the congregation.

What does a FCN do? While FCNs vary widely in their practice, they may:

- Serve as resources & advocates for members with health issues.
- Provide health education individually or in groups
- Offer community resources and make referrals as needed.
- Offer guidance to persons struggling with spiritual needs in the midst of health crises.
- Work with volunteers to increase a congregations' outreach to home-bound members and those with health problems.
- Offer health screenings.

What can't a FCN do? FCNs are not allowed to provide treatments

This flyer is in your handouts as an example of one way to communicate to your faith community.

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A needs assessment is a great idea (see Appendix D in your participant guide) but it maybe best to wait several months before conducting one. Why?

What might be an alternative to doing an extensive needs assessment?

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What have other FCNs told me about starting their ministries?

- Don't try to do too much, too fast.
- Don't create a new vocabulary if you don't need to. Avoid creating obstacles to communication.
- Never make a negative statement against a pastor, priest, rabbi, council member etc.
- Stay positive—you are a role model!
- Join your professional organization.
- Find a mentor or a small network group of FCNs.

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"Conversation Starters" for FCNs Wanting to Start a Ministry

"I recently completed a course called Faith Community Nursing and learned how nurses can help with the caring ministries in a congregation/church. I'd love to tell you more about it because I feel called to start a ministry like this. Can we set up a time to talk?"

"I know you've been very busy with all the changes Covid has brought and I was hoping I might be able to help as we move into the future."

"I'm not sure you are aware that I am a registered nurse and just recently became a Faith Community Nurse. Are you familiar with what Faith Community Nurses/Parish Nurses do?"

"I'm looking for ways to serve in our congregation. Could we meet to discuss an idea I have?"

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Share your gratitude genuinely, generously and frequently!



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Nurture yourself as a FCN physically, emotionally, spiritually.

"Self-care is not selfish or self-indulgent. We cannot nurture others from a dry well. We need to take care of our own needs first, then we can give from our surplus, our abundance."
Jennifer Louden



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Outcome 4: Access resources within and outside your faith community.

- Members who have skills, gifts
- Financial resources (use discernment here)
- Administrative help/advice
- IT experts
- Library resources (books, articles, videos)
- Web sites: FCNNtc.org/Facebook page
- FCNN and their staff
- Westberg Institute and Yammer groups
- Other FCNs as mentors, support group

Your greatest resources are the relationships you build that support your ministry.

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Thinking about your own ministry, what are the resources you could access within your faith community?

Can you name 2-3 persons who will be your best supporters?



Handwriting lines for notes.

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Reflection question: If you are a member of your faith community, how might your role as a FCN differ from someone who serves a faith community of which they are not a member?

Handwriting lines for notes.

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Handwriting lines for notes.

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