



Ministering to Members with Long- Term Needs

Workshop

Process Notes

PROJECT this slide while participants are entering the workshop.

Content Notes



Diaconal
Summit II

Agenda

- ☐ Introduction
- ☐ Long-Term Needs
- ☐ Biblical Principles and Capabilities Needed to Minister to Long-Term Needs
- ☐ Resources for Long-Term Needs
- ☐ Cases and Debrief
- ☐ Summary

9/3/2016

Ministering to Members with Long-Term Needs

2


Process Notes

INTRODUCE the agenda

EMPHASIZE the focus on long-term needs and the use of the cases for applying the principles in the workshop.

Content Notes





Workshop Overview

*Help deacons
provide comfort
and assistance
to members
with long-term
needs.*

Objectives
By the end of this workshop you will be able to:

- ☐ Identify **examples** of long-term needs
- ☐ Describe the **impact** of long-term needs on the individual, the congregation, and the deacons
- ☐ Identify **resources** (from the church and the community) that may be available to help
- ☐ Create **strategies** for ministering to members with long-term needs
- ☐ **Lead** the congregation in ministering to members with long-term needs

9/3/2016
Ministering to Members with Long-Term Needs
3

Process Notes

DESCRIBE the overall intent of the workshop.

CLICK to reveal the specific learning objectives.

BRIEFLY introduce each objective.

Go to "Blank Screen."

ASK the group what verses they think of when they think of providing long-term diaconal assistance? (Note on easel or whiteboard as appropriate.)


ASK the group "what official lists exist for supporting long-term/ongoing diaconal needs within the OPC?" – Retired pastors and widows

EMPHASIZE that there are Biblical principles underlying the diaconal ministry – POINT OUT that this workshop will explore these and how they apply to typical cases they may encounter.

Content Notes

This workshop focuses on longer-term needs for which deacons may be able to provide ongoing support but may not be able to entirely resolve.






Diaconal Summit II

Examples of Long-Term Needs

- Physical disability or illness
- Mental disability or illness
- Emotional problems
- Addiction
- Poverty or debt
- Severe accident
- Loss of work for extended period of time
- Prison
- Divorce



Long-term needs may have deep, hidden causes

9/3/2016 Ministering to Members with Long-Term Needs 4

Process Notes

INTRODUCE the topic of long-term needs.

BRIEFLY list/explain some of the various types.

OPTION: ASK the group for examples of other long-term needs.


POINT OUT that “long-term” does not mean permanent...though it may mean that in some cases. EMPHASIZE the importance of using caution in committing to providing any long-term or ongoing support.

Content Notes


Keep in mind that some of these needs may not be visible, though many will be. In some cases, the congregation may be informed (as opposed to most diaconal situations in which you need to maintain confidentiality).

There are multiple types of addiction besides drugs and alcohol. For example, an individual may be addicted to spending or wealth.





Deacon Responsibilities Re: Long-Term Needs



Scripture has always taught concern for the poor and needy

	<u>Who, Why?</u>	<u>Principle(s)</u>
Lev 23: 22	Poor	<ul style="list-style-type: none"> • Share your blessings • Don't provide "hand-outs"
1 John 3:17	Brother in need	<ul style="list-style-type: none"> • Generosity to those in need is a reflection of God's love in us
1 Ti 5: 3-16	Poor	<ul style="list-style-type: none"> • Consider the recipients' ability and resources for helping themselves • Consider attitude, membership in the church

9/3/2016
Ministering to Members with Long-Term Needs
5

Process Notes

INTRODUCE the slide and then CLICK to reveal the scripture verses.

READ the first verse (or ask/select volunteers to read each).

After reading the first verse, CLICK to reveal the summary points.

REPEAT with each of the next two verses.


POINT OUT that there are a number of relevant verses – the intent is to demonstrate that the scripture exhorts us to care for the poor.

ASK how these verses can guide deacons in serving the needs they encounter.

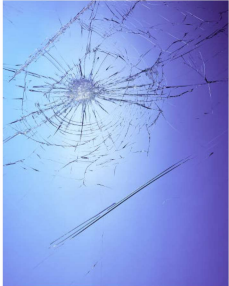
SUMMARIZE by POINTING OUT that often these needs can have causes that are not easily resolved – they often require ongoing attention and care of various kinds (not only financial).


Content Notes






Importance of Addressing Long-Term Needs





How can we seek true
“wholeness” for the
individual or family with
which we are working?



Ephesians 4:28

9/3/2016

Ministering to Members with Long-Term Needs

6

Process Notes

ASK the group to describe some of the challenges. Try to draw out some of the items listed in the content notes.

LEVERAGE the experience of the individuals in the room, if they have the experience. If not, you may need to provide some of the input.

EMPHASIZE the concept of “whole-ness.”

EMPHASIZE that this work is not easy, not “cookbook.”

Content Notes

Difficult for the individual because they become discouraged at always being on the receiving end of other’s giving.

Difficult for deacons because long-term needs create a continuous demand on attention and resources and may be overlooked when new emergencies need to be addressed.

Also, these needs cannot often be resolved. They can have complex causes requiring a range of support besides just financial help.

Can be difficult for the congregation to support over the long term.

Content Notes, *continued*

Deacons need to be able to identify these needs (especially those that are not obvious) and then build the necessary support for the case.


Also – need patience

- Never lose sight of the importance of prayer, risk of action-oriented ministry underemphasizing spiritual needs
- Helping, not hurting requires the case to get “skin in the game” and getting the case involved in service or helping others
- Importance of understanding the case’s situation and avoiding a situation where our actions could harm the case
- When deciding how to handle cases, act deliberately, “Listen, think, pray and plan.” Involve more people for more perspective and credibility. It’s important to keep a “board” of Deacons
- Emphasize importance of providing counseling as well as assistance, most plans will require counseling
- Emotional support requires sustained energy
- Importance of leveraging gifts in the congregation for meeting needs; long-term needs – limit ability to service community
- Being realistic and tapping additional resources to avoid over-extending your church’s budget

Eph 4:28 “Let the thief no longer steal, but rather let him labor, doing honest work with his own hands, so that he may have something to share with anyone in need.” (ESV)

Describes the end goal – moving people from dependency to independence to helping others.






Diaconal
Summit II


Need for Biblical Wisdom

Most (or all) long-term needs require practical assistance and counseling – Deacons need

- Honesty
- Sensitivity
- Objectivity
- Patience



Proverbs 15: 22



See also "Instruments in the Redeemer's Hands" by Paul Tripp.

9/3/2016 Ministering to Members with Long-Term Needs 7

Process Notes

REVIEW and briefly discuss the slide.

READ the scripture verse and DESCRIBE how it applies to the topic.


Content Notes

- Emphasize importance of providing counseling as well as assistance, most plans will require counseling
- Emotional support requires sustained energy

Proverbs 15: 22 Without counsel plans fail, but with many advisers they succeed.


This verse describes the need for wisdom and the benefits of the board of deacons working as a team and discussing and making decisions together.





 Diaconal
Summit II


Helping, Not Hurting

With long-term needs, it is often difficult to achieve rehabilitation
Deacons need to:



Try to...	While Avoiding...
Help	Dependency
Guide	Directing
Coach	Doing

 See also "When Helping Hurts" by Steve Corbett and Brian Fikkert and "Let Mercy Limit Mercy" by Tim Keller.



Proverbs: 12:26

9/3/2016
Ministering to Members with Long-Term Needs
8

Process Notes

REVIEW and briefly discuss the slide.

READ the scripture verse and DESCRIBE how it applies to the topic.

Content Notes


Again, the need for patience.

Helping, not hurting requires the case to get "skin in the game" and getting the case involved in service or helping others

Importance of understanding the case's situation and avoiding a situation where our actions could harm the case.

Proverbs 12: 26 One who is righteous is a guide to his neighbor, but the way of the wicked leads them astray.







Addressing the Root Cause

To uncover underlying issues, Deacons need:

- Patience
- Wisdom
- Sympathy, empathy
- Communication skills/develop relationships





I Timothy 3: 8 - 10

The work of a Deacon depends more on Godly character than an individual's personal capabilities.

9/3/2016
Ministering to Members with Long-Term Needs
9

Process Notes

REVIEW and briefly discuss the slide.


READ the scripture verse and DESCRIBE how it applies to the topic.

Content Notes


- When deciding how to handle cases, act deliberately, “Listen, think, pray and plan.” Involve more people for more perspective and credibility. It’s important to keep a “board” of Deacons.
- You need to understand people and be able to get them to share honestly.

I Timothy 3: 8 – 10 Deacons likewise must be dignified, not double-tongued, not addicted to much wine, not greedy for dishonest gain. They must hold the mystery of the faith with a clear conscience. And let them also be tested first; then let them serve as deacons if they prove themselves blameless.






Engaging the Church with Discretion



To engage the church, Deacons need:

- Know member gifts
- Involve the case in deciding what can be shared
- Share details cautiously



Matthew 6: 2 - 4

9/3/2016
Ministering to Members with Long-Term Needs
10

Process Notes

REVIEW and briefly discuss the slide.

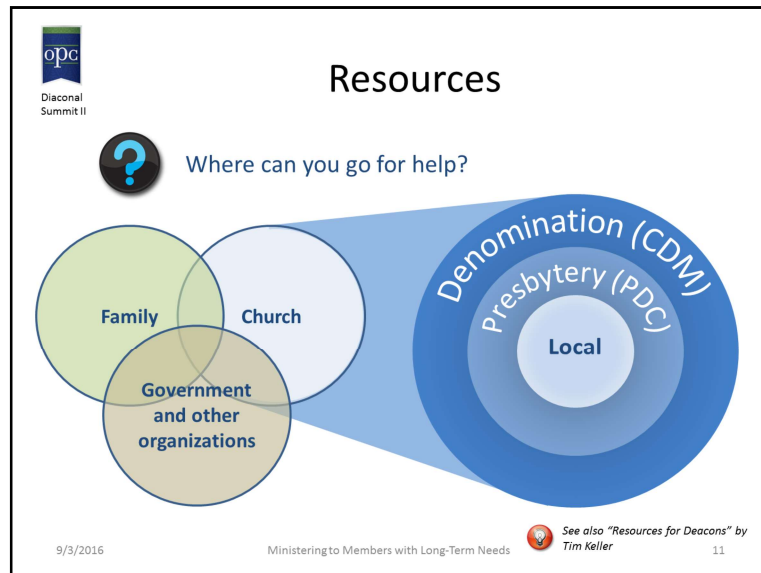
READ the scripture verse and DESCRIBE how it applies to the topic.

EMPHASIZE the relevance of coordinating with the session for issues that involve both physical and spiritual needs.

Content Notes

- Importance of leveraging gifts in the congregation for meeting needs; long-term needs – limit ability to service community
- Being realistic and tapping additional resources to avoid over-extending your church's budget
- Use discretion – be sure to share only what the case has consented to share with the appropriate parties. For instance, you may share more with an elder than with members at-large.

Matthew 6:2-4 "Thus, when you give to the needy, sound no trumpet before you, as the hypocrites do in the synagogues and in the streets, that they may be praised by others. Truly, I say to you, they have received their reward. But when you give to the needy, do not let your left hand know what your right hand is doing, so that your giving may be in secret. And your Father who sees in secret will reward you."



Process Notes

POINT OUT the resources available to deacons.

EMPHASIZE the importance of meeting the need – in some cases, it may actually be more effective to address the need from a source outside the church.

DISCUSS how you can find/tap resources locally.

MENTION to reference book by Tim Keller as a further source.

CLICK to initiate the animation which “drills into” the resources available within the church.

Content Notes

Spheres of Influence and Responsibility:
Family--Church--Government--Other Organizations

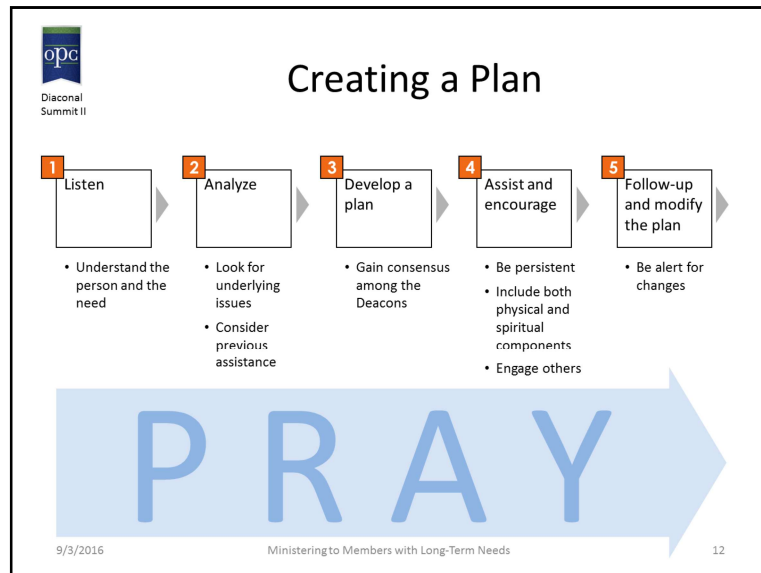
Today, families are less a resource for support than 50 years ago...more families are broken, weaker, less mature, etc.

Fact: We have a large government, may not be perfect, may be broken, but still a resource.

Levels of Help in the “CHURCH”---
Presbyterianism

Local--Presbytery--Denomination (CDM) –
Having this structure provides strength

Tim Keller’s “Resources for Deacons” contains a large list of resources available for specific needs (e.g., disasters, handicapped individuals, etc.).



Process Notes

DESCRIBE the overall steps in providing long-term needs ministry.


Content Notes

- Counseling (financial, vocational, emotional (suffering/loneliness) and always spiritual
 - Probably have some elements of the plan to address all these items for every type of long-term need
 - Need more than "one-time" help...process. Need ongoing.

Content Notes, *continued*

- Develop long term plan for assisting family/individual in moving from brokenness to or toward "whole-ness".
 - Don't ever lose sight of what God is going to do in your life (the deacon's life) as well as the case
- Assist with Implementing the plan with the help and assistance of the body of Christ and possibly other organizations.
 - Think of the good of the case. If there is a way to get help for their need and the church can't help, why not. Of course, don't delegate the spiritual side...
- Encouraging and praying for and with the family or individual on an ongoing basis as well as showing and giving other forms of encouragement often
- Reviewing often progress as well as set-backs towards "well-ness"
 - There is always progress and always set-backs. Have to keep perspective when things don't always go according to the plan. Look at the bigger picture rather than the small view, where it might discouraging today.



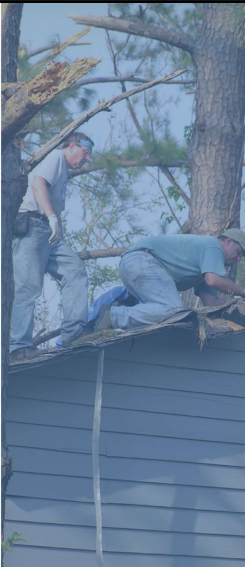


Diaconal
Summit II

Small-Group Activity

LONG-TERM NEED CASES

9/3/2016 Ministering to Members with Long-Term Needs

A photograph showing two men in light blue shirts and khaki pants working on the roof of a house. One man is standing and looking down, while the other is crouched, possibly measuring or cutting a piece of wood. The house has blue siding and a large tree is visible in the background.

Process Notes

TRANSITION to the case exercise.


EXPLAIN that the intent is to work with a group to think through some example cases and come up with a well-rounded, practical plan for addressing the need.

Content Notes

The Biblical principals are clear and we want to serve the Lord and our brothers and sisters. The next step is “how.”

Long-term need situations are complex. The key is getting the deacon board to think carefully and get in alignment on a plan that fits their resources.






Diaconal Summit II

Long-Term Case Overview

- Breakout into groups of 5 to 7 people
- Imagine you are a group of Deacons at a local church
- Address the worksheet questions for the case your group is assigned
 - *Feel free to make assumptions – just document them!*



Use the form in your Participant Guide.
Refer to the presentation for key principles.

Cases

- ☐ **Case 1:** Tim
- ☐ **Case 2:** Alice
- ☐ **Case 3:** Dave
- ☐ **Case 4:** Sue

Your group will receive a single hand-out for one of the cases. You will need to return the hand-out at the completion of the workshop.

9/3/2016 Ministering to Members with Long-Term Needs 14

Process Notes

Provide an overview of the cases they will be working on.

EMPHASIZE that each group will be working on **only one** of the cases. (They will be able to discuss all of them during the debrief.)

Content Notes



Long-Term Cases

Diaconal Summit II

Schedule

Each group will work on a separate case.

Output

Put together a plan and document it using the form in your workbook. *Feel free to make assumptions – just document them!*

Be prepared to describe the rationale for your approach as related to the Biblical principles described earlier.

Use the flipchart to summarize your results for discussion.

9/3/2016
Ministering to Members with Long-Term Needs
15

Long-Term Needs Case #1 Worksheet:
Tim

Situation

Tim has been a member of your church for the past five years. He has been in a wheelchair for almost 13 years following a falling accident. He receives disability payments from social security and is living on that plus what is left from the equity when he sold his house after the accident. He had been working as a high school science teacher and football coach but has been unable to find employment since the accident.

Tim has no family living at home. He cannot walk but can use his hands and arms and can generally take care of himself though he often needs transportation to get to church and to run errands. He needs to have help cleaning his apartment (twice a month). The church has a schedule for help with some of these recurring issues.

Although he has been trying, Tim has not been able to find another career. He has become discouraged and really doesn't seem to enjoy it as he used to. He is running out of funds and will soon need to live only on the disability payments.

Think About...

You don't know the details of Tim's condition – he may or may not have future complications as a result of his injuries. It seems likely that there will be some medical issues down the road, due to his long-term confinement to a wheelchair.

He tries, but it is difficult for Tim to participate actively in the church because transportation is a challenge. He really doesn't like participating in church groups and his apartment because he has difficulty cleaning his apartment.

You don't know if he has health insurance. He doesn't really like to talk about his condition (physical or financial). You assume that the situation may be worse than he is admitting.

Tim is requesting assistance for help with his rent payments until he can find employment.

Long-Term Needs Case 1 Hand-Out 2

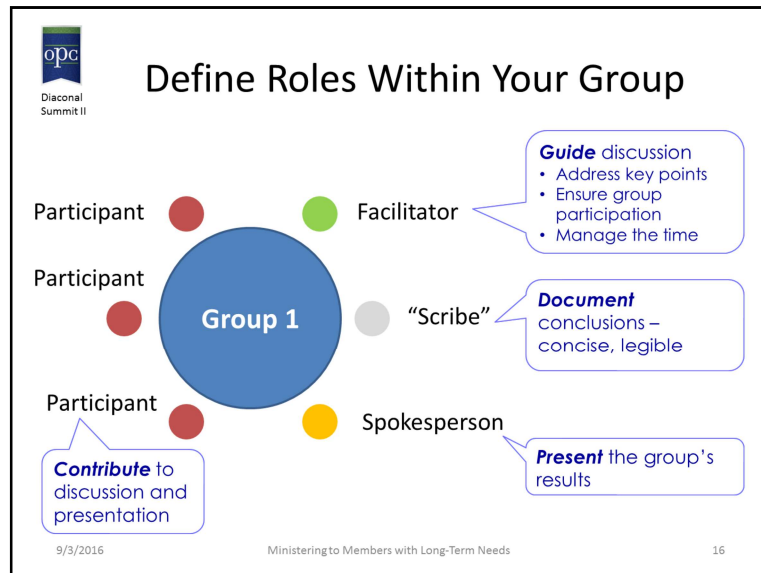
Process Notes

EXPLAIN that they will receive a hand-out containing the case information. (See the “thumbnail” on the slide.)

EXPLAIN that they have a “form” in their Participant Guides that provides a guide as to the type of decisions they need to address in their plan.

CLICK to reveal the step by step instructions.

Content Notes



Process Notes

REVIEW the roles for the break-out work.

They will need people to take on the three specialized roles – they will be assigned by <TBD>.

Content Notes



Case Debrief

Tim (Case #1)

Summarize Tim's situation and the key elements of your plan.

What challenges did your group face reaching consensus?

How might this situation have been different if Tim had family that lived locally (or with him)?

9/3/2016
Ministering to Members with Long-Term Needs
17

Process Notes

CLICK to reveal the first question and ASK the spokesperson for the group that worked on Case #1 to review the situation and their recommendations.

DISCUSS some of the alternatives they considered and their rationale for their eventual decision.

INVITE input (i.e., questions or comments) from the rest of the workshop participants.

SUMMARIZE some of the key principals.


CLICK to reveal the second question and DISCUSS what made the situation challenging.

CLICK to reveal the third question and DISCUSS how the deacons can work with a family (but also how the family can also reasonably be expected to carry some of the burden).


Content Notes

NOTE: There are rarely “right answers” to these cases – allow for differences of opinion on the results. Emphasize the importance of considering the individual situation, gaining consensus across the board of deacons, and basing decisions on Biblical principles.







Case Debrief
Alice (Case #2)



Summarize Alice's situation and the key elements of your plan.



What ideas did you have for addressing Alice's children's needs?



What might you need to consider if the situation doesn't show any substantive progress after 12 months or so?

9/3/2016

Ministering to Members with Long-Term Needs

18

Process Notes

CLICK to reveal the first question and ASK the spokesperson for the group that worked on Case #2 to review the situation and their recommendations.

DISCUSS some of the alternatives they considered and their rationale for their eventual decision.

INVITE input (i.e., questions or comments) from the rest of the workshop participants.

SUMMARIZE some of the key principals.


CLICK to reveal the second question and DISCUSS the overall family needs/situation. (Note: If the plan sufficiently addressed this issue, skip past this to the next item.)


CLICK to reveal the third question and DISCUSS the potential "downstream" issues (such as increased dependency).


Content Notes


NOTE: There are rarely "right answers" to these cases – allow for differences of opinion on the results. Emphasize the importance of considering the individual situation, gaining consensus across the board of deacons, and basing decisions on Biblical principles.



*Case Debrief*
Dave and Jane (Case #3)

 Summarize Dave and Jane's situation and the key elements of your plan.

 What strategies did/could you identify to ensure the long-term problem is solved?

 How would you proceed if the couple was unwilling to discuss financial details with the deacons?

9/3/2016Ministering to Members with Long-Term Needs19

Process Notes

CLICK to reveal the first question and ASK the spokesperson for the group that worked on Case #3 to review the situation and their recommendations.

DISCUSS some of the alternatives they considered and their rationale for their eventual decision.

INVITE input (i.e., questions or comments) from the rest of the workshop participants.

SUMMARIZE some of the key principals.

CLICK to reveal the second question and DISCUSS the responses (both from the group and others).

Content Notes

NOTE: There are rarely “right answers” to these cases – allow for differences of opinion on the results. Emphasize the importance of considering the individual situation, gaining consensus across the board of deacons, and basing decisions on Biblical principles.

In this instance, it seemed that financial counseling was the primary need. However, they have a series of spending habits that have developed over time and changing them will require some long-term help.



Case Debrief

Sue (Case #4)

Summarize Sue's situation and the key elements of your plan.

What strategies might you use to avoid risks of having a deacon evolve into a "substitute husband"?

Does your Diaconal Board usually address needs proactively (that is, without a specific request)? If so, why and, if not, why not?

9/3/2016
Ministering to Members with Long-Term Needs
20

Process Notes

CLICK to reveal the first question and ASK the spokesperson for the group that worked on Case #4 to review the situation and their recommendations.

DISCUSS some of the alternatives they considered and their rationale for their eventual decision.

INVITE input (i.e., questions or comments) from the rest of the workshop participants.

SUMMARIZE some of the key principals.

CLICK to reveal the second question and DISCUSS the need for engaging other people in the ministry, especially other women.

CLICK to reveal the third question and DISCUSS the importance of being proactive (with discretion). DISCUSS how hard it is for people to request help and also the risks of over-stepping our role.

Content Notes

It should have been apparent that Sue is a "widow" indeed with a legitimate need for diaconal assistance.

NOTE: There are rarely "right answers" to these cases – allow for differences of opinion on the results. Emphasize the importance of considering the individual situation, gaining consensus across the board of deacons, and basing decisions on Biblical principles.



Long-Term Case Summary

- Long-term cases require prayer and discussion in order to determine appropriate responses
 - What Biblical principles apply? Is this a need we should address?
 - What type of response will truly help the individual?
 - What are the long-term goals for the case?



It is important for the deacons to come to agreement as a body and rely on the wisdom of the group.

9/3/2016

Ministering to Members with Long-Term Needs

21

Process Notes

Content Notes



Tools for Financial Counseling

- Financial issues are a key part of most diaconal counseling situations

Resources

- Finance education or management programs (e.g., Crown Financial, David Ramsay)

Tools

- References
- Files
- Data-collection forms
- Spreadsheets




[Sample Budget Spreadsheet](#)

9/3/2016

Ministering to Members with Long-Term Needs

22






Diaconal Summit II

Deacon as Leader in Service Ministry

- Patience
- Encouragement (Barnabas)
- Wisdom
- Prayerful
- Humility
- Servant-like
- Generous
- Self giving
- Loving and Sympathetic



9/3/2016 Ministering to Members with Long-Term Needs 23

Process Notes

REVIEW the list of gifts needed for serving members with long-term needs.

DISCUSS some of the challenges with developing and maintaining these gifts that are unique to long-term need cases.

ASK for or PROVIDE examples of long-term situations and how one or more of these gifts apply.

DISCUSS how deacons can identify and cultivate these gifts in others.

Content Notes

List of gifts needed to effectively provide long-term ministry.

The world will see these gifts and not be able to imitate them but value them.

We don't need the "business world" model we need Christ's model (see Phillipians 2). The world doesn't value this set of gifts but they are crucial for an effective diaconal ministry.





Effect of True Long Term Mercy Ministry



What would it look like if we implemented effective long-term ministry in our churches?

- Christ is glorified
- Church is unified
- World is evangelized
- We remove hypocrisy
- Word and deed become one
- We see the church becoming whole



9/3/2016
Ministering to Members with Long-Term Needs
24

Process Notes

ASK and discuss the question.

EXPAND on how each of the bullets would be realized through effective long-term ministry.

Again, you may want to continue with the previous example or incorporate another one (e.g., see Content Notes).

Content Notes

- Christ is Glorified; as His kingdom comes...as His will is done on earth, as it is in heaven
- Church is Unified; people work together, in love, to help their brethren...leads toward unity of the body of Christ
- World is Evangelized--See Christ in Action/Deed as well as Word; Seeing faith in action is a powerful witness...this isn't being done anywhere other than the church of Jesus Christ
- We remove hypocrisy from our hearts; Taking action, applying God's word on a daily basis, is more than just talking about it.
- Word and Deed become joined
- Example: Family had moved out of state...couldn't sell their house during recession. Decided to rent it but the renter destroyed the house and had to be evicted. Renter refused to leave. Church helped to move things out. The deputy overseeing the situation was stunned to see the church helping!



Bibliography

Recommended readings for further study, individually or with your Deacon board as a group.

Title	Author(s)
"When Helping Hurts"	Steve Corbett and Brian Fikkert
"Resources for Deacons"	Tim Keller (published by the PCA Christian Ed and Publications in 1985)
"Instruments in the Redeemer's Hands"	Paul Tripp