



Information Regarding Pastoral-Intensive Services

The role of a pastor in the local church is unique in many ways. So also is the type of assistance necessary to adequately match the needs of pastors, their families, and the pastoral relationships in their churches, especially with the leadership of that church. A Pastoral-Intensive is designed to address these unique needs.

We use two Certified Christian Conciliators in all our Pastoral Intensives. We always use a male and a female, a pastor and counselor who have long-term ministry experience. These combinations create the necessary expertise, experience, and skills to effectively assist the pastor and spouse.

Pastoral Intensives always involve the pastor and his wife. The best way to determine if the pastor is achieving the relational, emotional and spiritual health necessary to be effective in his pastoral role is to understand these in his marriage and family. It is also clear that how he relates to other pastors, staff, leaders, and congregants should be understood.

We believe in biblical counseling and conciliation. Conciliation is a process of providing Biblical counsel regarding specific conflict issues, not licensed or professional counseling. The immediate goal of biblical counseling is to help people gain insight into their situation and life in light of God's Word and His purposes. In order to address root problems, we help pastors and their wives identify and attend to their heart issues in a safe and supportive environment. Redemptive counsel may include both words of compassion and loving confrontation in an atmosphere of trust, encouragement and respect. The ultimate goal of biblical counseling is to help others grow in faith, knowledge, and love for Jesus Christ as He increasingly transforms them into His likeness.

Because we believe the Bible is the Word of God concerning faith and life, the principles used in biblical counseling are based on Scripture. We are committed to reflect the character and grace of Jesus Christ in all we do. Foundational is our belief that God has created all mankind in His image and for His glory. We find information gained through medical sources, social science research and psychology often helpful in identifying problems and appropriate interventions. However, all interventions must meet the criteria of biblical faithfulness.

We are committed to do everything possible to guard any information pastors and their spouses entrust to us. It is important to recognize, we are unable to guarantee confidentiality, even when we maintain the strictest confidence, due to the nature of third party involvement. We strongly encourage confidentiality on the part of all parties attending a pastoral intensive, but we recognize that individuals participating may choose to divulge information shared despite our encouragement for or expectation of confidentiality. There are times when we are legally required and/or biblically obligated to share information with others. Such exceptions to confidentiality include, but are not limited to, situations where:

- We are informed of alleged or suspected child or elder abuse or neglect committed by or experienced by the client or by a specifically identified individual;
- The client is a perceived threat to themselves or others;
- The conciliator is subpoenaed and ordered by a judge to testify or release client information;
- A parent or legal guardian of an individual under the age of 18 requests information about the child; and/or
- We discern the need to discuss a pastor's situation with their denominational and/or churches' governing elders/pastors for the purposes of providing pastoral assistance.

In these situations, we make our best effort to help our clients act according to what we understand to be in their best interests. Where possible, we attempt to discuss the situation with our clients and obtain informed consent to release information before any action is taken. We may also confidentially consult with appropriate professional colleagues to seek greater wisdom in order to provide our clients with the best possible counsel.

If we suspect that there may be a medical component to a client's problem, we may request an evaluation by their personal physician or a specialist. In some situations, counseling may be contingent upon this medical evaluation. Because a person's physical body and spirit are intricately connected, it is unwise to neglect one or the other in the process of counseling.

The pastor, his spouse, and the church acting through its Board of Elders is asked to agree to the general framework of the Intensive outlined above, and the specific elements addressed below. The Intensive includes not only in-person time with the conciliators for the pastor and his spouse, but also preparation work by all parties, and a willingness for the Board of Elders to undertake a requested preparation study from the conciliators.

Guidelines for the conciliation include:

- If we (pastor and spouse) are not benefiting from this intensive, or if we have failed to establish a strong working relationship, the conciliators will provide me with one or more referrals that may better serve my needs.
- We are free to leave the intensive at any time.
- If we choose to terminate the intensive prior to the expected termination date agreed upon, I commit to discuss this decision with the conciliators in advance of my actual termination.
- We acknowledge that we are not receiving licensed professional counseling from the conciliators, even though one or more may have a counseling background or experience.

The Intensive work will include the following. The estimate of fees and costs is attached.

- Assistance in presenting this need and arrangements to the congregation with the Session.

- Preparation telephone conference and assignment of preparation work.
- Assignment of study for the Session
- _-day intensive with 2 conciliators and ____ & ____, with one day reserved for the inclusion of their adult children and spouses.
- Presentation of post-intervention report with ____ & ____ to the Session regarding the intervention and the plans or steps determined from the intensive.
- Follow up meeting with Session and ____ to discuss and formulate long term plans.
- The issues addressed in the intensive will include issues identified by ____ & ____, related to their service at____, and issues identified from the mediation work conducted with the Session and staff of _____.
- Estimated time for process - 12 - 16 weeks.
 - 4 weeks preparation and scheduling
 - 1 week intensive
 - 7 - 11 weeks of follow up and meeting with Session
- After intensive and initial work, intensive team with _____ report to Session
- After 12-16 weeks, the Lead conciliator meets again with Session and ____ to discuss steps forward

Pastoral-Intensive Fee Agreement

We agree to the following terms for compensating Crossroads Resolution Group for the Pastoral-Intensive fees related to the schedule below:

Dates/Times: _____

Location of Meeting: _____

Parties: _____

Conciliator(s): _____, conciliator
 _____, conciliator

Issues: Personal and Pastoral issues

1. Estimated Costs: The parties acknowledge that they have reviewed the Pastoral-Intensive Cost Estimate provided by CRG. The parties further

acknowledge that the pastoral-intensive costs may exceed this Estimate and any additional costs will be the responsibility of the parties.

2. Pastoral-Intensive Retainer: A Pastoral-Intensive Retainer of (\$___) is required in advance of scheduling any services. Any unused portion of this amount will be refunded by check following the Pastoral-Intensive sessions or applied to any balance due on your account.
3. Payment Process. All payments for fees or retainers are to be made by check payable to "CRG" and mailed to Crossroads Resolution Group; 2030 Holman Street; Portland, OR 97211.
4. Rescheduling and Cancellation Policy. Failure to cancel or reschedule an Pastoral-Intensive may result in the forfeiture of a portion of your Intensive Counseling Retainer as follows:
 - a. Rescheduling more than 7 business days before event - no forfeiture
 - b. Rescheduling any time thereafter - forfeiture of 50% of the Intensive Counseling Retainer
 - c. Cancellation prior to 30 days before event - no forfeiture
 - d. Cancellation 15 to 30 days before the event - forfeiture of 50% of Conciliator Fees and all expenses already charged to CRG.
 - e. Cancellation within 15 days of the event - 100% forfeiture of Conciliator Fees and all expenses already charged to CRG.

Any refund due after the application of the Cancellation Policy will be paid to you by check.

6. Post Pastoral-Intensive Follow-Up. Upon completion of your Pastoral-Intensive, you will be provided with a "menu of options" for follow-up services. Because we understand that a Pastoral-Intensive process often leaves the participants in a vulnerable state, we do not want you to feel any undue pressure about continuing with CRG for continuing services after the Pastoral-Intensive sessions. We invite you to take the time you need, and then contact us to initiate any desired post Pastoral-Intensive services.

By _____
Authorized Signature

Name:

Title:

Day Phone: _____
Eve. Phone: _____
Date: _____

Party: _____
Party: _____
Date: _____

Required Enclosures from Church
Retainer for \$ _____

