



Crossroads Resolution Group

For Congregation of _____

Information Regarding Pastoral-Intensive Services

The role of a pastor in the local church is unique in many ways. So 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 Service 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.

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.

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 Leadership Team.
- Preparation telephone conference and assignment of preparation work.
- Assignment of study for the Leadership Team.
- 6-day intensive with 2 conciliators and _____ with one day reserved for the inclusion of _____.
- Presentation of post-intervention report with _____ to the _____ regarding the intervention and the plans or steps determined from the intensive.
- Follow up meeting with _____ 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 _____.
- Estimated time for process - 12 to 16 weeks.
 - 4 weeks preparation and scheduling
 - 1 week intensive
 - 7 - 11 weeks of follow up and meeting with _____
- After intensive and initial work, intensive team with _____ will report to _____.
- After 12-16 weeks, team lead meets again with _____ and _____ to discuss steps forward.