## **FROM SCRATCH TO TRAINING CENTER** Tony Anderson, Pastor of Counseling/Executive Pastor Christian Family Chapel/The Hope Center

# INTRODUCTION

## THE HOPE CENTER/CHRISTIAN FAMILY CHAPEL

## ENJOY THE JOURNEY WHILE FOCUSING ON THE GOAL

# STARTING A COUNSELING MINISTRY

## PRAY, PRAY, PRAY: *Unless the Lord builds the house, They labor in vain who build it; Unless the Lord guards the city, The watchman keeps awake in vain. Psalm 127:1*

## SELECT A CORE SEED TEAM

### Min 3-4

### Best if a pastor or elder included (pastors are always being told what they should try or do-this allows peer to peer discussion).

### Top down leadership: Ephesians 4:12

## TRAIN YOUR SEED TEAM

### Fundamentals (Faith Biblical Counseling Conference/other formats)

### Continue to read

### Observation videos

### Start counseling (after you have certified counselors it may be wise to require a certified counselor to counsel).

## SEEK SR. LEADERSHIP BUY-IN AND SUPPORT

### Strategic planning

#### Needs of community (broken relationships vs. material needs)

#### Disciple your own

#### Evangelism

### Encourage elders/pastors to listen to audio of training (particularly “controversial” topics).

## LEGAL AND INSURANCE:

### Separate entity-Pros and Cons

### Insurance-Pastoral counseling under authority of the elders

### Duty to report statutes

### Forms

#### Consent to Counsel *(see Exhibit “1”*)

#### Personal Data Inventory (*see Exhibit “2”)*

#### Case Reports-required

### Identify an attorney who will assist

## BUDGET AND FACILITIES:

### Counseling rooms

#### Dedicated Space?

#### Appropriate level of privacy

#### White boards

#### Tables

#### Counseling in Homes Permitted??

### Resource area/room

### Startup resources

#### Homework Sheets *(see Exhibit “3”)*

#### Booklets and Books

#### Square for Inventory and Payment

### Shared resources

#### Dropbox

#### Audio/video

### Supervision fees and annual dues

### Books for your counselors

### Establish source of dedicated funds

#### Cancellation deposits

#### Dedicated Funds for gifts

#### Registration Fees from your training (once established)

## ROLL OUT TO THE BODY

### Key volunteers

#### Deacons and Ministry leaders

#### “What Ifs”-show the need (*see Exhibit “4”)*

### Cast vision

#### Main service-by Pastor-Teacher.

#### Evangelism-needs of the community-relational brokenness

#### Intense Discipleship-part of fabric of the church-remove stigma.

#### Every objection is an opportunity to teach.

## EXPAND YOUR TEAM

### Do the one on one ask

### “Release” your leaders

### Show them what it looks like

#### Observation DVD’s

#### Live observations

### Invest financially

#### Training

#### Resources

#### Study groups

## STAFFING ROLES

### Counseling Pastor/Director

#### Establish Policy

#### Shepherd the Team

##### Pray for them

##### Conduct training

##### Be their pastor-this ministry is hard

#### Insure there is no Mission Drift

#### Report to Elders

### Counseling Administrator

#### Intake and Waiting list

#### Assign cases

#### Field Cold Calls

#### Assist with Resources

### Inventory Manager

#### Re-order resources

#### Reports on volume of different resources

### Coaches/Mentors-same gender; assist in shepherding

# COUNSEL WITH EXCELLENCE

## REQUIRE CERTIFICATION

## TRACKING FORM AND GRADUATION/TERMINATION FORMS *(see Exhibits “5” & “6”)*

## MARKET THE MINISTRY

### Web page

### ACBC Web page

### Feature periodically in Church communications

#### Visitor Bags

#### Outreach events

#### Bulletin

#### Welcome videos

### Is signage possible???

### “Resource Center”

### Reference in sermons to aid application

## CONTINUING EDUCATION OF COUNSELORS

### Team meetings

### Self-impose continuing education requirements (Investment in Excellence Program)

# STARTING A TRAINING CENTER

## CONTACT ACBC

### Discuss your plans and address any concerns either party may have.

### Become familiar with the requirements for a training center.

## RECRUIT A PROJECT MANAGER

### Shares the Vision

### Establishes a small project team

### Establishes a timeline

### Holds people accountable

## SELECT YOUR FACULTY

### Consider the topics to be covered

### Determine how you will address medical issues

### Good counselors and good communicators!!!

### Final faculty meets ACBC requirements

#### % of ACBC certified counselors

#### % of men vs. % of women

## DEVELOP YOUR WORKSHOPS

### Sound Doctrine

### Develop original material with practical application

#### Considerations for the Counselor

#### Suggested homework

#### Suggested resources

#### What do I wish I had learned earlier??

#### Tie to the ACBC exams where appropriate

### Require all presenters to practice their workshops before your current counseling team.

#### Provides additional training to your team.

#### Sharpens the presenter (content and style)

#### Whole team contributes

## PLAN YOUR TRAINING COURSE

### Format (who is your primary intended target)

#### Weekend

#### Weekly

#### Other

### Will sessions be videoed?

#### For make-up purposes?

#### As a later on-line option?

### Consider how student notes will be disseminated

#### Hard copy notebooks

#### Dropbox

### Registration and Pricing

#### Establish method of registration

#### Consider actual costs and use of funds for further training

#### Consider costs of meals and snacks

#### Will any honorariums be required

### Additional Volunteers

#### Registration and Check-in

#### Snacks and meals

#### AVL support

#### Set up and take down

## PROMOTION

### In Service

### Targeted emails

#### Teachers, small group leaders, youth workers

#### Local pastors (particularly those whose flock you have counseled)

#### ACBC counselors in your state

### Websites

#### Church’s

#### ACBC

#### Biblical Counseling Coalition

## COMPLETE THE ACBC TRAINING CENTER APPLICATION

## FOLLOW UP

### Exam helps

### Need 2 to be certified within 2 years