

## **Questions and answers regarding Revitalization for LCoP**

### **Pastor has to leave for 10 weeks for CPE. What is CPE?**

CPE stands for Clinical Pastoral Education. From the Web site of the Association for Clinical Pastoral Education, [www.acpe.edu](http://www.acpe.edu) :

Clinical Pastoral Education is interfaith professional education for ministry. It brings theological students and ministers of all faiths (pastors, priests, rabbis, imams and others) into supervised encounter with persons in crisis. Out of an intense involvement with persons in need, and the feedback from peers and teachers, students develop new awareness of themselves as persons and of the needs of those to whom they minister. From theological reflection on specific human situations, they gain a new understanding of ministry. Within the interdisciplinary team process of helping persons, they develop skills in interpersonal and interprofessional relationships.

What do the essential elements of CPE include?

- The actual practice of ministry to persons
- Detailed reporting and evaluation of that practice
- Pastoral Supervision
- A process conception of learning
- A theoretical perspective on all elements of the program
- A small group of peers in a common learning experience
- A specific time period
- An individual contract for learning consistent with the objectives of CPE
- The CPE program must be conducted under the auspices of an ACPE certified supervisor (faculty) attached to an ACPE accredited CPE center.

Classes in the summer are often 10 weeks, with 40+ hours a week in classroom and clinical settings. CPE is NOT theological education, but can be thought of as a type of 'boot camp' for skill training in various situations.

### **Where will Pastor take CPE?**

There are over 350 sites in the US where CPE is offered. The closest site is probably the Children's Hospital of Los Angeles. There is another in Concord, CA that is very close to some of Pastor's family. One of those two will probably be where Pastor takes the classes.

### **What's this Coaching Pastor is involved in?**

A Mission coach literally 'walks alongside' those he works with. A Coach is not a mentor, is not an instructor, and is not a counselor. A Coach works primarily by asking questions and helping clarify answers with those he works with. It involved weekly to monthly to semi-monthly meetings in person and by phone, acting as a sounding board for the Pastor, and drawing details and clarification out of plans. If it sounds confusing, it is for Pastor Lutjens, too.

### **Hey, what's the cost for all of this Revitalization stuff?**

Currently costs for Revitalization are as follows:

The initial weekend where the team came and worked with the congregation: \$2500. Currently, a grant from the District covers 60% of the cost, so our cost is \$1,000.

CPE this summer: \$500.00 + application fees (\$50.00)

Travel to and from CPE site. Lodging and meals while attending CPE. (This obviously varies based on 1) which CPE site Pastor goes to, 2) If Pastor stays with family or friends, has a hotel, finds a congregation with a guest bed, etc.)

There may be additional costs if it is decided that Pastor Lutjens should not travel back and forth to Bakersfield each weekend. There would be some nominal costs for guest preachers if needed.

Coaching: Pastor Lutjens is to establish a coaching relationship with a mission coach. The cost for materials for this is \$75.00

Reconciliation team: the prescription calls for Pastor Lutjens, and the Parish Planning Council to arrange with the District Reconciliation Team to design a process of reconciliation with the Pastor, Elders, and others. Currently the plan is to take the entire congregation through a Bible study called 'Peacemakers' during the Sunday School hour during Lent. The worship service and sermons will also be based off of this Bible study. Wednesday night services will follow the theme of what exactly 'Repentance' is and what it means for us. After the Bible studies, we will have opportunities to take some surveys and get feedback with Rev. Ted Hartman acting as a facilitator to meet with any individuals seeking further resolutions.

The cost for the surveys and Rev. Hartman coming to us: nothing. The only cost at this time would be for the Bible studies (Aprox. \$7.50 each) plus materials purchased for the worship series. (Aprox. \$60.00)

If any only if we need a full Reconciliation team to come to us, the cost for that would be about \$1,000. At this time, that is considered unlikely to be needed.

The costs are therefore somewhat variable. LCoP will apply for a Grant from the District asking for financial aid for everything involved. The Grant process basically consists of working with Ted Hartman and saying, "Hey, can we have a grant?" Ted then works with the District in working out the paperwork involved. While there is not a guarantee at any time of getting any grant, it does seem likely that we would receive one. Plans are to ask for 50% assistance in total costs (excluding the costs of the Bible studies.)

### **What do we do now? What happens next?**

Many of the specific details may not be available until we as a congregation commit to participating in this process. That is why we have the voters meeting on Feb 22 to decide this issue.

For the most part, the prescriptions given to us specify which group is in charge of which prescription. You are encouraged to re-read the report given to LCoP by the Revitalization team.

If we decide to participate in this process, The CNH District pledges to help us through this process, to suggest, to guide, to offer models of organization and ministry.

Here is what may be the most important thing. What these prescriptions seek to help LCoP do is to change. Starting with a season of repentance, and a 6-week study on Reconciliation, what we learn during this time should stay with us. We should continue to emphasize what we have learned. **We will need to strive to actually change the entire culture of the congregation to comply with a Biblical model of behavior and mission.** This will not be easy, nor painless. That is why we take the time to pray, to think, to ask questions, to contemplate this process. It is not to be entered into lightly. Questions are encouraged throughout. Answers may not always be obvious, or even available.

### **Hey, what's this I heard about possibly changing the Worship and Sunday School Times?**

One final item for the voters meeting. LCoP often has special presentations, quick meetings, voters meetings, luncheons, and more after the service. Each time special arrangements need to be made with the Sunday School to allow the teachers and volunteers of the Sunday School to be able to participate, and to coordinate lessons. A great deal of effort has been put into revamping the Sunday School program over the last few years, and the last minute switching of classes does not help with a consistent program.

Much of the desire for special meetings immediately after church involves attempting to make meetings available to as many members as possible, even

those who would normally leave and not attend Sunday School, and therefore would not come back for a meeting.

Furthermore, many of our elderly members have difficulty getting to a 9:00am service, and need some extra time in the morning. An interesting study also indicates that in the general population, more people tend to attend worship services that start after 10:00. (Pastor thinks that the article specified 10:30-11:00 as a starting time to be the most effective...he can't find the article to quote it right now.)

The idea is to start our Sunday School at 9:00am and go for 1 hour. Teachers and students can participate fully, not needing to worry about quick changes in schedules. Worship would start at 10:15, giving time for parents to gather children, teachers to pack up, choir to warm up, and families to gather. Worship would go from 10:15-11:30, with coffee and snacks available afterward. If there was a special meeting, luncheon, presentation, etc. it could be added afterward with little disruptions.

It is this idea that is presented to the voters for their feedback.