



**Faith Partners Inc.**  
**Faith Partners Congregational Team**  
**Development Training Series**

**Faith Partners-Wisconsin**  
**Dane County Pilot Project**

**Proposed to:**

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## I. INTRODUCTION

Faith Partners Inc. was founded in 1995 with a mission to equip people of faith in the development of caring communities which promote prevention of alcohol and other drug abuse and value and support recovery from addictions. In 2004, after years of development and refinement the Faith Partners congregational team ministry approach went to a national audience and at present is used in 250 Roman Catholic, Protestant and Jewish congregations in twenty-three states. We have recently completed a SAMHSA Service to Science awarded project in an effort to move the Faith Partners environmental approach from a promising practice to an evidence-based intervention.

The Faith Partners team ministry approach consists of a small group of trained lay people who work together to provide alcohol and other drug addiction awareness, education and recovery support for children, youth and adults served by the congregation. It is unique in that:

- It builds on the strengths of the congregation by involving lay people with special expertise and a passion for this work;
- Clergy time, energy, and involvement are carefully utilized;
- Teams are trained in prevention, early intervention, referral assistance, and recovery support, choosing programs that meet the needs of the congregation;
- Teams network with other teams and utilize community resources, keeping their efforts focused on the congregation's mission;
- This effort is relevant to the whole congregation, young and old, individuals and families; and,
- This ministry cultivates a compassionate response to all human problems, creating long-lasting change that makes the congregation a safe and hospitable place.

For those concerned about how the Faith Partners' approach will fit with coalition plans, accountability, funding requirements, and congregational mission and structure:

- We use the strategic planning framework: assessment through a congregational survey (pre-test), capacity building through the training of leadership, planning during and after the team training, implementation of the team's plan within the congregational community, and evaluation conducted for both process and outcome measures;
- Congregations are helped to understand the importance of readiness, being intentional about moving through the stages of change;
- We are in the process of completing an evaluation plan with a quasi-experimental design using fidelity measures, a pre-post test and data collection protocols with the unit of measurement of progress being the positive change in the congregational environment;
- The United Methodist and the Presbyterian Church USA have both endorsed this approach and recently thirty-three United Methodist congregations received the training through a partnership with the denomination; and,

- We are currently exploring an online system for convenient team reporting, making it easier to track progress, provide assistance and capture information important to evaluation.

## II. PROPOSAL SUMMARY

Faith Partners Inc. will work with the Wisconsin Council of Churches to provide leadership, training, materials and consultation to develop Faith Partners Team Ministries within the faith community, with Dane County congregations invited to be a part of the Pilot Project.

This proposal is based on a three phase process of promoting, developing and sustaining team ministries. Activities are recommended for each phase. We recommend a three to five year plan to build an effective and sustainable congregational community effort.

This proposal describes a training series to initiate congregational teams (Faith Partners Team Ministry series). Faith Partners Inc proposes to conduct one complete Faith Partners Team Ministry series.

### A. THE PROMOTION PHASE

#### Site Consultation

An important first step is an extensive consultation with a Faith Partners staff person. This site visit offers an opportunity to bring together religious, community and coalition leaders (stakeholders) to be informed on the Faith Partners team ministry model, the stages of site and ministry development, develop strategies to build community readiness, identify strategies to recruit congregations, nurture team development, and involve community resources. The site visit is a time to see the big picture – the full process of initiating, nurturing and sustaining congregation and community efforts. It is a critical step to recruiting congregations.

### B. THE DEVELOPMENT PHASE

#### Recommended Three Steps to Launch an Effective Team Ministry

Informed clergy, supported by committed and trained members of the congregation can serve their congregation by starting thoughtful conversations about alcohol and other drug use, misuse and addiction. They can offer hope to those who suffer through a recovery support ministry and help to those who want to prevent problems through awareness, education and early intervention strategies. It takes a careful and well planned process to start an effective lay team ministry to address the whole congregation. To begin this congregational ministry we recommend an important three step process.

1. **Build Community and Congregational Support** –Gather denominational leaders from the community to help introduce this ministry to clergy, potential team leaders and congregational leadership. Readiness and support are critical to success. Identify those ready and able to lead this ministry and send them to the leadership training.
2. **Equip the Leadership** – Attend Leadership Training, a six-hour workshop for clergy, staff and lay members of congregations. This day will cover basic issues of the role of the faith community in prevention, early intervention and recovery support; important tips for clergy and team facilitators in working in concert to initiate a team ministry; potential barriers to the ministry; and steps, tools, and strategies to assure effective ministry development including on-going technical assistance.

3. **Develop the Ministry** – Complete the two-day Team Training for 3-10 team members, usually scheduled 2-4 months after leadership training, giving time to assess the needs of the congregation, identify opportunities for education and recruit team members. Training addresses specific prevention and recovery strategies; team functioning; connection to community resources and an initial plan of action.

## **C. THE SUSTAINING PHASE**

Individuals, agencies or coalitions can provide area coordination for the Faith Partners teams. They are responsible for providing support to the teams through regular contact and network meetings. They develop a data base of current information on local resources: prevention, early intervention, referral assistance, treatment and recovery support; communicate regularly with Faith Partners' staff for guidance, training and support; and participate in the evaluation process of team accomplishments and challenges. Those who act as area coordinators are asked to participate in a team ministry within their congregation.

Ideally area coordinators have experience in alcohol and other drug programs, community outreach, education, or health/human services. They should have experience working with community-based agencies, faith based organizations and volunteers. Faith Partners staff provides training and support for this position.

## **III. DESCRIPTION OF SERVICES.**

### **A. Faith Partners Site Visit (May 5, 2011 Covenant Presbyterian, Madison)**

The purpose of the Faith Partners site visit is twofold: to brief denominational, community and coalition leaders on the Faith Partners approach; and, to strategize together about how to recruit clergy and congregational representatives for the first training, Faith Partners Leadership Training. The site visit is a time to see the big picture – the full process of initiating, nurturing and sustaining congregational teams to full maturity - so that the short term outcome will be a sustainable institutionalized ministry and the long term outcome will be:

- Fewer people will experience alcohol and other drug problems;
- More people will receive help in earlier stages of the disease;
- Family members will receive support and assistance in leading a healthier lifestyle; and,
- Congregations will be connected to national advocacy efforts.

**Goal:** To equip participants with an understanding of the Faith Partners approach and develop strategies to create readiness within the community and recruit congregational staff and members for this ministry.

**Objectives:** At the end of this four hour site visit session attendees will be able to:

- Describe the step by step process to institutionalize this ministry or approach;
- Understand the need for and role of area coordination;
- Implement a plan to inform and invite their constituency to the first training; and,
- Describe their commitment to bringing this approach to their community.

### **B. Leadership Training (Early Fall, 2011)**

This one-day training for clergy, congregational staff and members, and community resource people provides participants with the overview of the congregational team ministry model. Participants learn of current applicable research, roles of the faith community in prevention and addiction recovery, and levels of congregation involvement in responding to youth, adults, and

families.

Participants receive information on how a team ministry relates to the congregation and to the community, how to address barriers that can keep their efforts from being successful, and ideas from active teams. Clergy and team facilitators receive ministry guides to start the ministry. Guidance is offered on how to recruit a team, gain support from the congregation and initiate an alcohol and other drug abuse prevention and addiction recovery support ministry.

**Goal:** To equip participants with adequate information to take the next steps in developing a congregational prevention and recovery support team ministry.

**Objectives:** As a result of this training, participants will be better able to:

- Understand the role of the congregation in alcohol and other drug abuse prevention and addiction recovery support;
- Explain the work of a prevention and recovery ministry team;
- Identify the barriers to starting this ministry;
- Recognize the role of leadership (clergy and laity); and,
- Describe specific steps to initiate an effective team ministry.

### **C. Team Training (Late January, 2012 Fri-Sat)**

This two-day training provides team members, facilitators, staff and clergy the information, skills and resources to build a ministry in their congregation. The team training enhances team cohesiveness and functioning, offers team members an opportunity to come to a common understanding, and connects them to community resources and other congregational teams. Teams are guided in identifying their mission and setting realistic goals for their first year of ministry. Teams receive two different ministry guides: one for the team and one for each individual team member.

**Goal:** Provide teams with the information, skills and resources to initiate, plan and implement an alcohol and other drug abuse ministry in their congregation.

**Objectives:** As a result of this training, participants will be able to:

- Demonstrate effective team functioning;
- Understand ATOD congregational ministry areas;
- Initiate educational sessions within their team and congregation;
- Identify and work with community resources;
- Develop an initial action plan; and,
- Utilize evaluation tools in measuring effectiveness.

### **D. Skills Training (Early Fall, 2012 on a Saturday)**

This one-day training six to nine months after team training brings together team facilitators and team members for purposes of continuing education, renewing of teams, and networking with others for support.

**Goal:** The goal of this training is to equip teams with the information, skills and resources they need to sustain, strengthen and expand their alcohol and other drug team ministry.

**Objectives:**

As a result of this training participants will be able to:

- Implement prevention and recovery educational sessions within the team and congregation;

- Demonstrate effective leadership in their congregation and community;
- Develop networking opportunities for program sharing and support;
- Identify and utilize congregational resources as well as community resources; and,
- Strengthen efforts in the ministry areas – prevention, early intervention, referral assistance, recovery support and advocacy – in the life of their congregation.