

The Family Solution Finder
Study Guide & Workbook w/video's

“Certificate of Completion Course”



PHASE III

“Getting Organized”

Seminar # 22

12 Key Issues a Family Faces in Substance use Disorders

Issue # 12 of 12 key issues: Faith, Spiritual Practices

Introduction

The family will be traveling on a path that many before them have taken. Each family is different and the circumstances they face are rarely identical. However, there are many aspects by category which remain common to all. So, it is reasonable to assume, the family would benefit to know what is likely to happen prior to it coming up in their journey. We know what will happen, but there is no one to bill for taking the time to tell the family. Therefore, to date the family has been left out of the dialog. These seminars are created to fill this GAP of KNOWLEDGE. These are the 12 key issues a family is likely to face and need to prepare for in their journey. We will present them in three parts: 1. The Issue (define it clearly), 2. The issues obstacle, things that will likely come up when the family addresses the issue, 3. Solution to both the issue and its obstacle. The issues are presented in the Study Guidebook, the Obstacle and Solutions are presented in the Workbook. Please read both and watch the assigned video.

An Example: The Legal System will likely be a part of the family journey, and the issue that will come up is “Drug Court”. The Drug Court has a specific process which each family will follow, and this information can be presented and learned in advance. By learning this information in advance, the result for the family is EMPOWERMENT THROUGH KNOWLEDGE.

Learning these issues in advance reduces stress of the unknown, saves time, allows the family to budget their expenses, and gives them room to gather the needed resources.



THESE 12 KEY ISSUES ARE A “CERTIFICATE OF COMPLETION COURSE SEMINARS.

They are essential to a family members knowledge base in becoming empowered to address each issue in their journey with substance use disorders.

The next 12 seminars will address each of the 12 key issues a family faces in their journey with addiction. It is our goal to break these issues into three parts for each issue:



Issues the Family Faces

This will clearly explain the issue and by using the F.T.R. model allow the family to break it down into a solution.



Obstacle the Family Faces

These are obstacle the family faces when trying to address each issue.

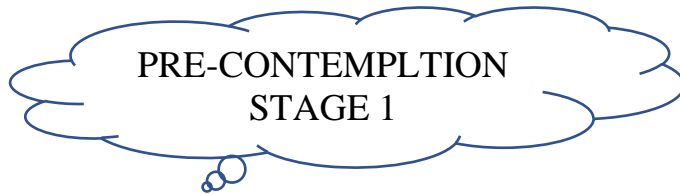


Solutions to Issues & Obstacles



These seminars are designed in a linear sequence following Prochaska and DiClemente's Stages of Change Model, the five stages. The family is presented an issue and therefore needs to change their approach. So, the study guide introduces the pre-contemplation of change stage and allows the family to do an assessment of the issue, then contemplation where by their options are considered, then preparation where they learn about obstacles and solutions, then action stage where they learn from practical exercise in applying what they learned to their real life situation, then final stage maintenance where a family plan of action is written by the family. This increases the likely acceptance of the family members embracing the content of each seminar.

Each of these will be presented in the 12 Key Issues Seminars.



The 12 Key Issues a Family Faces

ISSUE # 1. Enabling vs. Consequences

GOAL: To use this seminar content as a foundation towards *building denial techniques* that do not enable substance misuse. Also learn the consequences of enabling and denial that disables the positive habits of successful recovery. How communication makes a safe place for the family.

ISSUE #2. Addiction Behavior

GOAL: To learn the *behavior traits of substance use disorder*. To understand how boundaries work to create change over time. Also, learn how to respond to these behaviors.

ISSUE #3. Family Intervention

GOAL: Gain a practical understanding of the *5 Stages of Change* theory. Be able to apply the motivational interview (family level) work sheet for each stage.

ISSUE #4. The Police Intervention

GOAL: To learn the typical steps needed when the police intervene. Create a *missing person's report* in advance. Learn the options and paths this intervention might take. Be able to bridge from the police intervention to the next level of intervention.

ISSUE #5. The Emergency Medical Services Intervention

GOAL: Learn what to do in the case of a medical emergency. Understand what to expect at an Emergency Room. Be prepared to make the needed decisions required at this part of the journey.

ISSUE #6. The Legal System Intervention

GOAL: Learn how to navigate the court system. What is the requirement for drug court and other options?

ISSUE #7. The Treatment Center Intervention

GOAL: Learn what the treatment center will do and what it will not do. How to select the right treatment center using a criterion check list.

ISSUE #8. Support Agencies Mapping

GOAL: Learn how to create a family Resources Plan by using a *Family Resources Plan of Action Work Sheet*. Using the list of available agencies to properly match the agency with the needs of the family.

ISSUE #9. Relapse

GOAL: Learn how to create a *Getting Back to Work Plan*. Using the Getting Back to Work Planning Guide match each step with the proper agency or program.

ISSUE #10. Successful Lifelong Recovery

GOAL: Learn how to create a supportive and safe space for the family and the loved one in recovery.

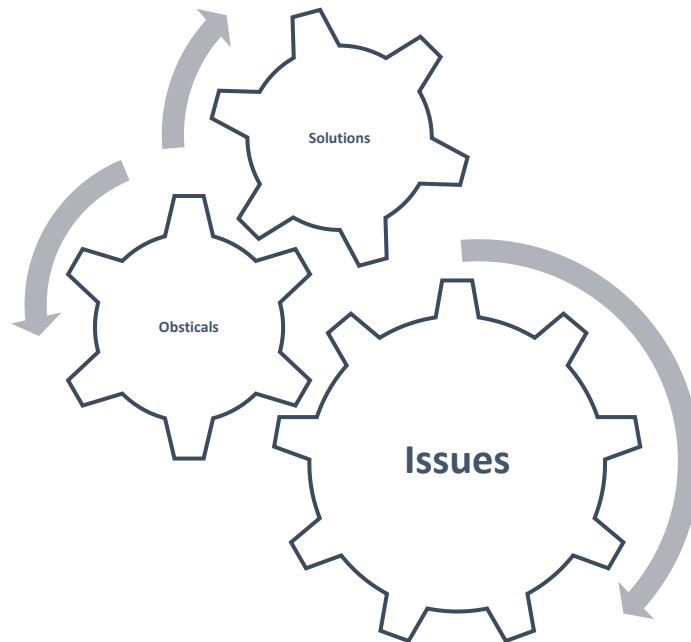
ISSUE #11. Bereavement

GOAL: Learn how to navigate the journey of grief and all that life give us in these times.

ISSUE # 12. Faith, Spiritual Practices

GOAL: To introduce a ministry for faith organizations to use in development their own faith-based family ministry. Invest in the Family Ministry for families on a journey with substance use disorders.

An Issue has obstacles, before the solution can be obtained



Plan to Address All Three

Sequence (consider relapse occurrences)

The 12 Key Issues a Family Faces

#1 Enabling vs Disabling

#2 Addiction Behavior

#3 Family Intervention

#4 The Police

#5 Emergency Medical Services

#6 Legal Court System

#7 Treatment Centers

**#8 Support Agencies
Mapping**

#9 The Relapse

#10 Successful Lifelong Recovery

#11 Bereavement (Learning how to move forward)

#12 Faith, Spiritual Practices

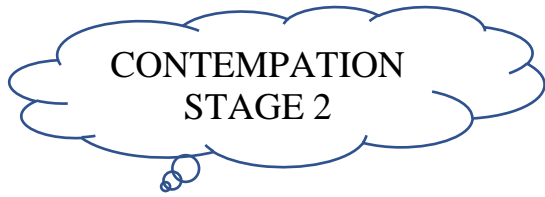
Family Transformational Response Model (F.T.R.)

Instruction: Take this issue and in clear details define what the issue is, then state how this issue will impact the family, then identify what steps your family can take to prepare or respond to this issue, then find those organizations/professionals who can help the family in dealing with this issue.

This model creates a known expectation for the outcome. This model/tool is part of the family's empowerment response.

The F.T.R. Model:

- I. Define the Issue?
- II. How does this issue impact the family?
- III. What steps can the family take to prepare and respond to this issue?
- IV. Creates of list of who can help and assist the family in their response?
- V. What should the family expect as their outcome?



The F.T.R. Model Worksheet

I. Define the Issue?

- ❖ Clearly State what happened or will happen.

- ❖ Identify who is involved or should be involved.

- ❖ What would you like to have happened, or like to see happen?

II. How does the issue impact the family?

- ❖ Who in the family?

- ❖ In what way?

- ❖ What is needed to move forward?

III. What steps can the family take to prepare and then respond to the issue?

- ❖ What needs to be done, prioritize the list.

- ❖ Who needs to be involved?

- ❖ What will it look like when completed?

IV. Who can help and assist the family in their response?

- ❖ How to search for an organization to help.

- ❖ What to ask from them?

- ❖ What to expect?

V. What should the family expect as their outcome?

- ❖ Timeline.

- ❖ The expenses/cost involved in this issue.

- ❖ Required changes to successful respond to this issue.

Use the F.T.R. model for every issue, to find your best solution.

The Family Solution Finder

Study Guide



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The 12 Key Issues a Family Faces

#1 Enabling vs Consequences

#2 Addiction Behavior

#3 Family Intervention

#4 The Police

#5 Emergency Medical Services

#6 Legal Court System

#7 Treatment Centers

**# 8 Support Agencies
Mapping**

9 The Relapse

#10 Successful Lifelong Recovery

#11 Bereavement (Learning how to move forward)

#12 Faith, Spiritual Practices



Introduction: Faith, Spiritual Practice

How can churches help find a solution to the drug epidemic? It seems simple enough, Churches are focused on God, have families in their congregation that are experiencing this epidemic and have knowledge of how to practice faith in suffering. It would seem all three elements exist in what a family experiences on their journey with substance use disorder. However, even though doctors, counselors, politicians, prosecutors, mayors and treatment centers have all converged to address this issue, the churches have been the least committed to provide a family focused ministry for this large population.

This is the purpose of “Invest in the Family Ministry”, a church-based ministry for family’s experiencing the substance use disorder epidemic. What has been the case for many churches is most do not have the strategy, structure, process within their existing ministries to adapt and support the unique blend of needs required by this group. Also, their family’s needs are not only of a spiritual nature; but include education learning about what the journey with substance use disorder will entail, how to use their faith practices in their suffering. This is a complicated disease only further exasperated by a social stigma which prevents families from seeking help. It becomes more elusive when they do not know where to begin. The “Invest in the Family Ministry” clears up all these issues so they can focus on giving this over to God.

The “Invest in the Family Ministry” model offers a home in your church for these families by providing: 1. Education Learning Seminars, 2. Spiritual faith practice development paths, and 3. Networking to support referral resources. It is a harbor (Ark) in the storm; so they can get educated, organized and networked. These are the key elements needed to empower a family. Knowledge is Empowering.

This manual is designed to be modified so it meets the specific attributes of your faith practices. By meeting the family in their suffering and coming to their level we do God’s work better, than if we ask the family to rise to our level. The education seminars and spiritual development tracks can be self-administered by the family in their home, at your Church as a group or in a large seminar where the community is invited.

This same approach (meet them where they are) is designed in the ministry model to provide “spiritual development” as a starting point. Again, not asking them to rise to where we are, but rather meeting them where they can grow best, from their world. Given that every family is different, it will be theirs to decide the best path for their family, it is our role to provide options and support in how to move forward.

In connecting the family to referral resources, often a family does not know where to begin, what to ask for, what to expect. This is another role of the ministry. The family’s needs will change over time. So will their required support needs change. The ongoing ministry will assist in matching the right level support at each stage of their journey. They will not have to travel this road alone. But first there needs to be a ministry to fulfill this purpose, with purpose driven volunteers.



Family Suffering

FROM: APOSTOLIC LETTER , SALVIFICI DOLORIS OF THE SUPREME PONTIFF
JOHN PAUL II

TO: THE BISHOPS, TO THE PRIESTS,
TO: THE RELIGIOUS FAMILIES AND TO THE FAITHFUL OF THE CATHOLIC CHURCH

RE: ON THE CHRISTIAN MEANING OF HUMAN SUFFERING

THE QUEST FOR AN ANSWER TO THE QUESTION OF THE MEANING OF SUFFERING

Within each form of suffering we find a core element of what is hard to accept and what is which will remain for us a ministry. But we ask the question just the same: Why is there suffering, especially to those who are justly living their lives?

These questions are difficult, when an individual puts them to another individual, the bias of the other is lamented from their understanding, what they feel is true. But when asked of God, our answers are not as direct. This is because, if the question is big enough to bring to God, then the effort to search for His answer is warranted.

God answers our questions in many ways, in prayer, through others, through our faith, spiritual practices and scripture. We encourage you to use all of them in your search for an answer. But in the area of scripture regarding suffering we can suggest a few parts of the bible to read. Those would be found in both the old testament and new testament.

In the Old Testament we find in the book of Exodus and the people of Israel, God's chosen people are wandering suffering in the desert. Although still being provided for, they are lost yet He is close. At time we are like these people in our own life. We know God is there, we know He loves us but our suffering is not removed.

Then we can look at at the Book of Job and tell of his story in suffering.

10. Man can put this question to God with all the emotion of his heart and with his mind full of dismay and anxiety; and God expects the question and listens to it, as we see in the Revelation of the Old Testament. In the Book of Job the question has found its most vivid expression. The story of this just man, who without any fault of his own is tried by innumerable sufferings, is

well known. He loses his possessions, his sons and daughters, and finally he himself is afflicted by a grave sickness. In this horrible situation three old acquaintances come to his house, and each one in his own way tries to convince him that since he has been struck down by such varied and terrible sufferings, he must have done something seriously wrong. For suffering—they say—always strikes a man as punishment for a crime; it is sent by the absolutely just God and finds its reason in the order of justice. It can be said that Job's old friends wish not only to convince him of the moral justice of the evil, but in a certain sense they attempt to justify to themselves the moral meaning of suffering. In their eyes suffering can have a meaning only as a punishment for sin, therefore only on the level of God's justice, who repays good with good and evil with evil.

The point of reference in this case is the doctrine expressed in other Old Testament writings which show us suffering as punishment inflicted by God for human sins. The God of Revelation is the Lawgiver and Judge to a degree that no worldly authority can see. For the God of Revelation is first of all the Creator, from whom comes, together with existence, the essential good of creation.

Therefore, the conscious and free violation of this good by man is not only a transgression of the law but at the same time an offence against the Creator, who is the first Lawgiver.

Such a transgression has the character of sin, according to the exact meaning of this word, namely the biblical and theological one.

Corresponding to the moral evil of sin is punishment, which guarantees the moral order in the same transcendent sense in which this order is laid down by the

11. Job however challenges the truth of the principle that identifies suffering with punishment for sin. For he is aware that he has not deserved such punishment, and in fact he speaks of the good that he has done during his life. In the end,

While it is true that suffering has a meaning as punishment, when it is connected with a fault, it is not true that all suffering is a consequence of a fault and has the nature of a punishment.

The figure of the just man Job is a special proof of this in the Old Testament. Revelation, which is the word of God himself, with complete frankness presents the problem of the suffering of an innocent man: suffering without guilt.

Job has not been punished, there was no reason for inflicting a punishment on him, even if he has been subjected to a grievous trial.

The Book of Job poses in an extremely acute way the question of the "why" of suffering; it also shows that suffering strikes the innocent, but it does not yet give the solution to the problem.

Thus in the sufferings inflicted by God upon the Chosen People there is included an invitation of his mercy, which corrects in order to lead to conversion: "... these punishments were designed not to destroy but to discipline our people"(26).

Therefore, first and foremost we see suffering because it creates the possibility of rebuilding goodness in the subject who suffers.

This is an extremely important aspect of suffering. It is profoundly rooted in the entire Revelation of the Old and above all the New Covenant. Suffering must serve for conversion, that is, for the rebuilding of goodness in the subject, who can recognize the divine mercy in this call to repentance. The purpose of penance is to overcome evil, which under different forms lies dormant in man. Its purpose is also to strengthen goodness both in man himself and in his relationships with others and especially with God.

This answer in the New Testament has been given by God to man in the Cross of Jesus Christ. A just man who suffered for all of humanity

Hope is Faith in Practice

Addiction recovery is about more than just the absence of drugs in your system. Recovery from drug and alcohol addiction is a complex process and journey. Many parts are unknown and to step forward, one needs to place their faith in front of themselves and rely on Hope that God's promises are real and will be given to you.

In many ways understanding our journey is more than being proactive, it is our part of the deal in receiving God's grace, i.e. we need to do our part. Getting educated or providing education about the issues faced by a family might be for you, part of that deal. Get educated and share what you have learned.

The other area that we can take charge of is to open ourselves towards spiritual development. To strengthen those areas where we see ourselves needing improvement or more understanding. Taking ownership of how well we practice our faith and share it with others.

The third area of Hope is knowing where to go to find help and assistance, to ensure the best possible results. We feel a greater sense of Hope when others around us know how to help. Building a network of referral partners is a way to build hope in your future.

1. Get educated on the journey
2. Develop our individual spirituality to strengthen our faith practices.
3. Build a network hope, by having the right people to help by bringing the right level of skills to address the issues you are likely to face.

A Faith-Based Approach to Family Empowerment and Intervention

True faith is more than hope. It's trust. When you trust yourself to do your part, trust your loved one to take responsibility for their own life, and trust God to take care of the rest, that is genuine faith.

Accept the Things You Cannot Change

Family members often unwittingly take responsibility for things that are not their responsibility. Here's who's really responsible for what...

The family is NOT responsible for:

- Shielding the substance user from the natural consequences of his or her actions
- The emotions or hardships of the substance user
- Feeding and sheltering adult children, especially when they lie, steal and disrupt family life

The family IS responsible for:

- No longer enabling their loved one to be comfortable in addiction
- Arranging professional intervention and addiction services for their loved one
- Setting clear boundaries
- Attending to their own needs

The addict or alcoholic is responsible for:

- Admitting he or she has a problem
- Accepting help when it is offered
- Doing the hard work to overcome addiction
- Committing to long-term recovery

Have the Courage to Change What You Can healing:

Substance users avoid addiction treatment because it's a difficult process to go through in order to achieve the reward of a sober life. Families likewise avoid intervention because they don't want to go through the difficult process of saying "no" to their loved one and weathering the emotional firestorm that it will bring.

To get through this process, families need two things:

Courage: Yes, this will be uncomfortable. Yes, your loved one will probably say that they hate you for refusing to continue accommodating them. Yes, you can weather the storm and enjoy a better life if you have the courage to do so. If you calling is to serve, then follow these steps. If it is to understand, then complete this study guide and work book seminar.

Your Faith, Your Spirituality are Yours to Share

Create a Ministry Model of Your Own:

In our brokenness we find the long reach of our Lord, our savior Jesus Christ. It is from our weakness where we come together and ascend; because of His grace given freely to us all, He includes those not invited to the banquet of others. We are all called to serve those that cannot serve themselves, as in the Good Samaritan, we seek the broken hearted and build a vessel of refuge for their healing. In providing an "*Invest in the Family Ministry*", such an act of kindness, mercy and love is given to all.

Because no one knows when the thief will come by night, what he will steal or how our hearts will become ill with anxiety and fear, we must prepare ourselves within our spiritual development. It is not enough to become educated about the disease or networked into referral support services. This is the battle of good

and evil, and we will fight it from our lowliness and weakness, because from there in our emptiness is our greatest strength, our lord God who gives to us His all. It is His promise in answering our prayers that we have hope. Let's stand up to stand together, from within this ministry, we will form our response to this our pain and suffering with the drug epidemic, a disease that kills our children and loved ones.

The *Invest in the Family Ministry* will start with a calling to all within the church who suffer in this epidemic to come and consider being involved in this new ministry, a calling to serve. From the church members some will lead, others will work, and many will follow but all will grow in their individual spiritual development.

There are four pillars in the ministry design:

1. **Culture:** As a ministry we are covering issues that family members are likely to face and provide for them a safe place to learn and grow by strengthening their continence as a family. This ministry will educate them on their journey, develop their spiritual faith and assist in guiding them to referral support resources both inside the church and from their local community.
2. **Structure:** As a ministry they will find a formal organization structure to support the process and implementation of the ministry services. It will require volunteers to be assigned specific roles and responsibilities supported with volunteer training and strong formal communication channels.
3. **Process:** The process consists of those programs that our ministry will provide, how these programs will be delivered and what should be the expected outcome. This will be the ministry's workflow.
4. **Implementation:** How the ministry is presented to its members is important; from preparation through the final event, and then follow up. How the ministry communicates is important to ensure the most effective results. How the ministry develops and nurtures the culture of the ministry is important, to ensure it stays true to the teachings of the church in the practice of our faith and ministry.

This Ministry Development Model has Four Programs:

1. **The Purposeful Driven Ministry**, creates structure, process and implementation, managed by purpose driven volunteers. It takes three volunteers to create the initial leadership in starting the ministry.
2. **The Family Solution Finder**, to educate the family on a journey with substance use disorder. The learning seminars are provided. One seminar for each monthly meeting. There are 32 seminars that cover the family's entire journey with substance use disorder. These are read, plug and play seminars, no experience required.
3. **The SP~ARK's Program**, to provide learning resources and planning guides for spiritual development. In accordance to your faith, the individual family member will create their own plan for their spiritual development.
4. **The Family Resource Coordination, M.O.R.E.S. Program**, connects families with resources and services available from the church and local community.

This is empowerment, and these are the pieces made available through one single ministry, focused on your

church family needs. It connects the church to the members that suffer, meeting them in their world, to love one another as God so loved us first.

Once the ministry is up and running, there are three programs that create content for a monthly meeting.

1. The Family Solution Finder, 2. The SP~ARK's Program and 3. The M.O.R.E. Program.

I. MINISTRY CULTURE IS A PILLAR

There is work that must be done.

How is this accomplished?

By identifying to the volunteer "what work is needed", be clear, be precise, and be brief. Understanding that everything has its season and time. Those that volunteer need to understand "**what are they being asked to do**". Such direction will come from their direct leadership. A plan can be easily set-up to follow throughout the year. The process and structure will be set-up to support their personal spiritual development training and volunteer activity. We invest first in those who volunteer.

The time required to do this work

How is this accomplished?

By identifying how much time it will take to complete each task, a volunteer will have a better understanding regarding the scope of their work contribution and compare it to their commitment in volunteering. Our culture is that "God makes big things from little acts". Therefore, little acts by volunteers will add up to bigger things. We invest in our ministry's.

Volunteer work requires growth

How is this accomplished?

The spiritual development and growth of our volunteers' needs to be consistent (for all volunteers) moving forward. The objective of the Church ministry is both for the spiritual development of the family and the ministry volunteer. From within the spirit of the volunteer is God's love, to be shared in their visits with acts of kindness and mercy. Let's repeat this: "It does not come from the ministry; it comes from the volunteers". The volunteers are the *pearl of the Church*, like an oyster nurtures a grain of sand to one day become a beautiful pearl to be shared, so does the Church support a ministry that nurtures the volunteers to then go out and ministers of our faith. One little act begets the other, and the other....

The spiritual development objective will be supported with a continuous training schedule for the volunteer, based on their personal goals with the goals & objectives of the ministry. A "culture of growth" is something that is formed, not something that just happens. When a volunteer grows in their spirituality, the ministry grows in spirituality, the Church grows in mercy and all experience the sharing of God's love which comes alive as we share in communion with Him. When we invest in our Church, all can grow together as one.

When the volunteer prepares for a visit, they will be asked to become familiar with their material which they will present during the visit. This preparation becomes a part of the volunteer's spiritual development. The adage, "*there is no better way to learn something, than to have to teach it*". This dual development is built into the structure and process of the ministry. Both family member and volunteer share in the experience of renewal, discovery and application as to what the Holy Spirit is guiding us towards.

Create a Mission Statement Work Sheet

The mission statement allows other to understand what our ministry is about, what we want to accomplish, how we will do this and who it will impact.

I. First Understand “Who You Are” As A Ministry

Three Values:

A value is a core priority for the ministry.

1. The spiritual needs of others.
2. Bringing to and being Christ for Others.
3. A volunteer who is in a constant state of spiritual development, is one who values their spirituality.

What are you competent in doing:

1. Being a Good Listener, we see first to understand, before we try to be understood.
2. Organizing towards a purpose driven response.
3. Providing resources to help people develop their spirit and soul.

What is our goal:

1. Being the communion of Christ to the family’s members impacted by the drug epidemic
2. Each family member will have an individual spiritual development plan
3. Each volunteer will have their own individual spiritual development plan
4. All family members will learn the issues that will come next in their journey.

Who receives our ministry service?

Internal Customer: Staff, Church Volunteer and their families.

External Customer: Family’s members impacted by the drug epidemic.

Ancillary Customer: Local community services.

Why are we concerned that we do this?

1. God is inviting us to be concerned.
2. A love for one another.
3. Because we know they are suffering.

II. How to set up the Mission Statement Structure

State the purpose and values

Our purpose is to..... Care for the education and spiritual needs of others, both our families and our volunteer’s.

Our values are.... Organizing our purpose to provide learning and developmental resources that match what is effective to their needs.

State the responsibilities of the ministry to the family members

It is our responsibility to..... Work with each person as an individual person in Christ.

State the main objectives that support the ministry

We seek to Attach the family through our volunteer to Christ communion through us all by being present in their lives.

Mission Statement (Sample)

Our mission is to share God's love with the homebound, in a faith journey of their lives and ours in service to the lord, to the greater glory of God.

Create a Vision Statement

Create a Vision Statement Work sheet

I. First understand, “what you want to become”

A vision is a focal point for planning as to where you want to be in the future. It is stated in 3, 5-year period. It gives direction as to where the ministry is going, how they will look. It should be inspiring.

What will the ministry look like in 3 years?

People it serves:

Families members it educates

People volunteering within the ministry:

Quality of the service:

What will the ministry look like in 5 years?

People it serves:

Families members it educates

People volunteering within the ministry:

Quality of the service:

Include vivid descriptions, the image it creates

State an attractive image, make it motivational

Image of Three Years:

Image of Five Years:

Why is what we are doing important

II. Building the structure of a Vision Statement

The Invest in the Family Ministry sees our future in the next 3 years as having.....

And in the next 5 years this ministry will be.....

We believe this is important in order to.....

We strive to be a faith community whose gratitude for God’s countless blessings is expressed in our prayerful relationships with Jesus Christ. We provide a compassionate service to those in need, and joyful welcoming to all people at the celebration of our Church life.

Ministry Vision (Sample)

The “Invest in the Family Ministry” in five years will have approximately 50 families on service at any given point in the year. These families will be gaining skills and understanding about the substance use disorder journey through “The Family Solution Finder” learning program seminars. They will be engaged in some type of personal or family spiritual development learning track from the SP~ARK’s Program and will be connected to support services through the Family Resource Coordination M.O.R.E. program. From this both volunteer, Church and family members are receiving the acts of mercy the Lord shares with us all. In this we share freely that which has been given to us from God, as stewards of His grace for others to share.

Create a Philosophy Statement Work Sheet

The philosophy statement tells others how you see the world around the ministry and what value the ministry being into this world.

I. First Understand what guide the Ministry, Principles, Beliefs

What is the ministry's Principle?

The main reason this ministry exists is to:

- 1.
- 2.
- 3.

What are the ministry's Beliefs?

The ministry believes in:

- 1.
- 2.
- 3.

In Theory we are made up of:

- 1.
- 2.
- 3.

How will this be used to benefit others:

- 1.
- 2.
- 3.

II. Building the Structure of a Ministry Philosophy Statement

What you are:

The philosophy of Invest in the Family Ministry is a combination of

Why we do it:

We base this on the foundations of.....

How we do it:

This is done by

Why it is important to do:

This will give those the ministry serves.....

Ministry Philosophy (Sample)

The spiritual development and growth of our volunteers' needs to be consistent (for all volunteers) moving forward. The objective of the Church ministry is ministering our faith practices and spiritual development to the family members on a journey with substance use disorder and Educating them about the issues and challenges they will likely face while connecting them to resources that support them along their path. From within the spirit of the volunteer is God's love to be shared in their visits, through their acts of kindness and His mercy. Let's repeat this: "It does not come from the ministry; it comes from the volunteer". The volunteer is the pearl of the Church, like an oyster nurtures a grain of sand to one day become a beautiful pearl to be shared, so does the Church support a ministry that nurtures the volunteer to then go out and minister to others.

Invest in the Family Ministry Culture

It is through a desire to please God that we seek to serve Him by obeying his commandments to "Love One Another". As a Church, it becomes the soul of who we are as disciples of the our faith. As a volunteer, as a believer and as a child of God. Discipleship is what we do.

In our Invest in the Family Ministry culture, we believe it is possible to harness the gifts of our volunteers in a new way. Their desires to share God's love, their wanting's to be obedient to His word, is alive. This desire to serve will become our sustainable ministry focus, is practiced through a design which feeds the spiritual development of our volunteers, as they serve in our ministry's. It is our structure, process, training and a willingness to try and at times possibly fail, while knowing that God oversees all that we do, this is where we will sustain and grow our ministries.

The first assumption is that all of us, in the Church seek our Church ministry to be alive and functioning at its fullest potential. If "good enough is enough" then we will not bother doing any of this, we know it would be futile, because maintaining the status quo is a pathway to failure.

By following this ministry use manual steps and adding a flavor of our own we will create something that is exciting and forward thinking. We will be bold in prayer, assertive in faith and know that our God is here, every step we take.

YOUR MINISTRY'S CULTURE

Mission Statement:

Vision Statement:

Philosophy Statement:

Values Statement:

The Family Solution Finder

Workbook



PHASE III

“Getting Organized”

Seminar # 22

12 Key Issues a Family Faces in Substance use Disorders

Issue # 12 of 12 key issues: Faith, Spiritual Practices

Introduction

It is through a desire to please God that we seek to serve Him by obeying his commandments to “Love One Another”. As a Church, it becomes the soul of who we are and in our ministering of our faith, this becomes what we do from within the structure of the ministry.

We find most Churches are not set up to provide purpose driven Church ministry’s, with highly effective volunteers. In its place where excuses of “because, that is the way we’ve always done it” statements are perceived as “go away, don’t bother me, can’t you see I am overloaded”. This can become a combination of wasted spiritual gifts inside our volunteers and valuable ministering experience from those leaders that could have inspired others to serve in ministry.

But it is possible to harness the gifts of our volunteers in a new way. Their desire is to share God’s love, their desire is to be obedient to His word. These can become the volunteer’s shared gifts and will create a sustainable ministry program that is designed to feed the spiritual development of the volunteers, the families and Church. What is missing is structure, process, training and a willingness to fail, while knowing that God oversees all that we do.

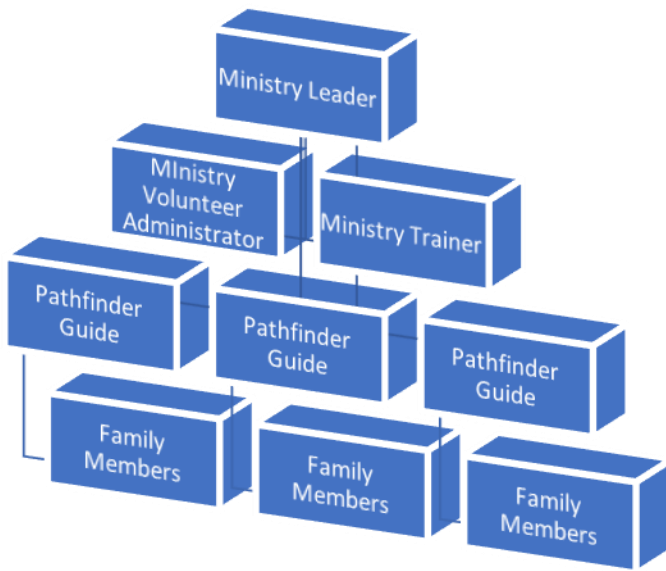
The first step is to develop the ***culture*** from which the “Invest in the Family Ministry” will operate. This is done when leadership gathers those who will volunteer and asks them, “What are your **VALUES**, what are your **BELIEFS**”? Once this is out in the open, the leadership can ask, “*how do you want to serve the Lord our God*”? And with their answer, build an organized ministry supported with processes, training and budget. This is how an organization can set a new path, one where those who will travel it, help to design it, and therefore have ownership in how well it works in serving the needs of others with God’s mercy, love and compassion.

The first assumption is that a Church leadership seeks their Church ministry’s alive and functioning at its fullest potential. If “good enough is enough” then do not bother going any further with this ministry development. It would be futile, because maintaining the status quo is a pathway to failure.

This section will outline how to take a culture and design a sustainable, successful Purposeful Driven Ministry, with Purpose Driven Volunteers.

Please follow these implementation steps and add a flavor of your own to create something that is exciting and forward thinking. Be bold in prayer, be assertive in faith and know that our God is here, every step we take.

The structure of a ministry is where all this comes alive.





Issues the Family Faces

VIDEO ONE:



ASSIGNMENT VIDEO: On www.youtube.com/

Search Title: How to Start a Church Ministry | Mission, Ideas, Organizing, Leadership, and Money



[Street Bishops](http://www.streetbishops.com)

How to Start a Church | Start a Ministry | Mission, Ideas, Organizing, Leadership, and Money
<http://www.StreetBishops.com> What is keeping you from starting the ministry that the Lord has put on your heart? Now is the time to take the lead from the Holy Spirit and take action towards starting your ministry. This video will provide you with the first steps leading to a successful start. This video addresses the following: how to start a ministry how to start a ministry with no money how to start a ministry step by step how to start a ministry from scratch how to start a ministry business how to start a ministry blog how to start a ministry online Email Rev Lance at secretary@streetbishops.com for clarification of any issue touched on in this video. Do you want a ministry coach that will guide you towards your successful start up? Lance is

Duration: 19:27

Link: <https://www.youtube.com/watch?v=vTYIkH9-JHo>

Ministry Leader, Process is Leadership

Ministry Leadership:

The Ministry Leader will meet with the Ministry Administrator and Ministry Trainer to review status of education, development and networking resources for each individual ministry member. The review is conducted quarterly to determine if the programs offered are being utilized and if the meetings are on target towards developing the needs of the ministry members. The members are not held accountable to progress in any of the two programs. But if they are taking these programs, we want to confirm the programs are meeting their needs and obstacles are removed.

Family Education is Leadership:

The ministry leader will focus a portion of their time in speaking with the group during monthly meetings, to facilitate healthy, supportive relationships within the ministry. and grooming the experience of a selected few to take the roles of leader, administrator and trainer (succession planning steps) at some point in the future. Their focus will also be on affairs outside the ministry. The leader will be notified by the Ministry Administrator if a family misses three or more consecutive meetings, to call and follow up with that family. This supports our ministry culture “No Family Left Forgotten” Policy.

Because family education equals family empowerment, this area will likely take up most of the leader’s time.

Family Spiritual Development is Leadership:

The Ministry Leader will have an annual meeting to design the individual spiritual development plan with the Ministry Administrator, Ministry Trainer and Ministry Pathfinder Guides. Although we are all titled volunteers, our true calling is in being disciples of Jesus Christ. This is the reason for the development of our combined spirit. We believed that our Church of volunteer’s are also Disciples of Jesus Christ created for a greater service to the Lord as we respond to His call to serve others. For this reason, the Ministry Leader will oversee all members of the ministry who choose to participate in the Spiritual Development SP~ARK’s Program.

Family Resource Networking is Leadership:

There are many resources available to assist the ministry, its volunteers and members. The Ministry Leader will ensure that a balanced list of Govt, Private and Professional resources are made available to the ministry membership and connection to inner Church ministry’s is also included to this list.

A TYPICAL MEETING AGENDA:

- I. Welcome & Update Announcements
- II. Family & Pathfinder Guide, Small Group Session
- III. Family Education Seminar, Large Group Session
- IV. Networking Connections, Large Group Session
- V. Conclusion and next meeting assignments

MINISTRY MONTHLY MEETINGS

In the monthly meetings is where all education learning track will be presented. The ministry is designed to hold monthly meetings. Each meeting will be led by the Ministry Trainer and Ministry Pathfinder Guide. The next meeting agenda will be announced at the end of all previous meetings.

Process Family Member Education: “The Family Solution Finder” Program

- **The Pathfinder Segment:** Because each family is assigned a Pathfinder, they will begin their meeting with a time to breakout and address issues that are current, open for discussion with their families. **20min**
- **The Small Group Segment:** Then as the meeting progresses, all the small groups will gather together and share challenges that are common to everyone’s concerns. **20min**
- **The Large Group Education Segment:** A selected Learning Track from “The Family Solution Finder “Learning Seminar Library will be given to the large group audience. **1hr.**

Process Individual Spiritual Development: SP~ ARK’s Program

- The individual family member will be invited by their assigned Pathfinder to complete a voluntary personal assessment to more clearly determine where they are in their faith practices.
- The individual will complete an “annual development plan” based on the results of their personal assessment and desires to learn more about their faith. A subscription to an on-line religious education site will provide the necessary learning selection tracks.
- The Ministry Pathfinder Guide will ask the individual about their spiritual development progress during the meeting. If follow up is needed, this can be completed in a dialog outside the group meeting time.

Both the Education Learning Seminars and Spiritual Development programs are not required for a ministry member to be a part of this ministry. However, most families will likely participate in at least one.

Process Family Referral Resources Networking: M.O.R.E. Program

- The family will be invited to complete a “Current Needs Assessment” Worksheet prior to the meeting which will be brought up for discussion with their Pathfinder. This worksheet will aid in directing both parties to find the right level of support for the family to follow up with in the month to follow.
- The Pathfinder will present these sheets to the leadership, if finding resources is difficult or a connection is not to the family’s satisfaction.



Obstacles the family will likely address

Typically, volunteers come to a ministry under-trained to do their assigned tasks.

7 Habits of a Highly Effective Volunteer

To become a “Highly Effective Volunteer” there is work on the volunteer’s part to make the choice that they are going to take the time to volunteer. Because our time is valuable, it only makes sense to do it to their best ability.

Given that volunteering has typically been practiced as a “learn as you go” job, few are trained in the art of volunteering, and even fewer are trained to be leaders.

To be Highly Effective as a volunteer, training is going to be necessary.

To guide the volunteer in their training, it is helpful to consider the top habits that other successful volunteers have used in the course of their lives as volunteer’s. What better way to learn than from someone who has already learned those habit’s which are required on how to be effective.

Habit # One: Reading and Obeying the word of God.

Habit # Two: Active Prayer Life.

Habit # Three: Setting Spiritual Goals.

Habit # Four: Cultivate the Talents of Others.

Habit # Five: Take Responsibility for Their Souls.

Habit # Six: Service to Others.

Habit # Seven: Remain Focused on Eternity

Highly effective volunteer’s lives are powered by God. When in a situation, they know the scripture, they know what God says about each life situation, and they can quote it, to remind themselves of what Jesus would do or say.



Solutions to Issues & Obstacles

SOLUTION ONE: Educate the Family about their journey

The Family Solution Finder

Workbook



Four Learning Tracks

There are four (4) learning tracts in the substance use disorder learning seminar's library. These seminars are not sequential; therefore, each can stand alone and be delivered on an as needed design. The seminars can be self-administered, presented in a small support group, as a ministry monthly meeting or as a larger Church wide, local community seminar.

Learning Track One: It's About the Family Dynamic

The Family Is a System, Seminar: The goal is to 1. Be able to identify the four domain parts in the family system 2. Identify how functionality and potentiality impact the family's desired outcomes 3. Use the Functionality and Potentiality worksheet to understand each family member capability to work towards a common goal.

Different Roles of Family Members, Seminar: The goal is to 1. The attendee will be able to name the eight (8) roles family members play within the family system dealing with substance use disorder. 2. To identify which role applies to each family member using the list of eight roles in the family system. 3. Using the "Family Roles Worksheet", the attendee will be able to provide their understanding of each role and how that person might respond to a family issue, given their role in the family system.

Childhood Trauma and Substance Use Disorder, Seminar: The goal is to 1. Increase the awareness of the impact childhood trauma has on teenager and adults in their resilience towards using drugs. 2. What scales are used to determine the level of trauma. 3. What are the diagnostic tools used to identify childhood trauma.

Different Types of Family Therapy, Seminar: The goal is to 1. Identify the 8 foundations of family

therapy 2. What is Multi-Dimensional Family Therapy and how is it different from other therapies 3. What are the other therapy models for families on a journey with substance use disorder?

The Four Primary Family Support Structures, Seminar: The goal is to 1. The attendee will be able to name the four (4) primary family support structures. 2. The attendee will be able to identify organizations within their geographic area that provide services for the family to access within their geographic area. 3. Using the information identified within these exercises the family will complete their family plan of action with information needed to access services from the four primary family support structures.

Learning Track Two: Getting Educated about the Disease

Getting a Diagnosis, Seminar: The goal is to 1. Identify the warning signs of addiction 2. List the primary assessment tools used to create a diagnosis 3. Understand how to use the diagnosis information and respond to the family.

Substance Use Disorder is a Disease of the Brain, Seminar: The goal is to 1. Identify how the brain works with and without substance use disorder 2. Create an understanding of why it is a disease of the brain 3. Develop a working knowledge of how this is a lifelong disease.

The Disease Progresses in Stages, Seminar: The goal is to 1. Identify how disease progress 2. Create an understanding of what is required to manage the progression of the disease 3. Have a working knowledge of what to expect in each stage of the disease.

Relapse is Part of the Journey, Seminar: The goal is to 1. Understand what causes relapse to occur 2. Identify the three stages of relapse 3. Have a working knowledge of how the relapse stages are assessed and then managed.

Learning Track Three: Getting Organized Around the Disease

Obstacles a Family Faces in this Journey, Seminar: The goal is to 1. Identify the 12 Key Family Obstacles 2. Apply this model to the family's current situation 3. Determine how the family can proactively address the obstacle.

12 Key Issues a Family Faces in Substance Use Disorder

This section of the learning tracks qualifies the Family to be certified as “Completing the Essential Learning Tools” The Families Impacted by Opioids (C.E.L.T.) and is supported in a bi-annual conference “Addiction and Family Empowerment”. The goal of completing the C.E.L.T. offered by Families Impacted by Opioids is ensure the needed selection of instruction has been provided to the family members in empowering the family for their journey with substance use disorders. This is a confirmation that you have completed this part of the course material. This certification is only for identification of completion and has no formal or informal education credits provided.

ISSUE # 1. Enabling vs. Disabling

GOAL: 1. To use this seminar content as a foundation into *building communication techniques* that do not enable reinforcement of negative substance misuse behavior. 2. To learn how to avoid communication that disables the positive habits of successful recovery. 3. How communication makes a safe place for the family.

ISSUE #2. Addiction Behavior

GOAL: 1. To learn the *behavior traits of substance misuse*. 2. To understand how the behavior progresses and changes over time. 3. To learn how to responds to these behaviors.

ISSUE #3. Family Intervention

GOAL: 1. Gain a practical understanding of the *5 Stages of Change* theory. 2. Be able to apply the motivational interview (family level) work sheet for each stage. 3. To be able to communicate with healthcare providers the stage of the loved one and needs to make the next change.

ISSUE #4. The Police Intervention

GOAL: 1. To learn the typical steps needed when the police intervene. 2. Create a *missing person's report* in advance. 3. Learn the options and paths this intervention might take. 4. Be able to bridge from the police intervention to the next level of intervention.

ISSUE #5. The Emergency Medical Services Intervention

GOAL: 1. Learn what to do in the case of a medical emergency. 2. Understand what to expect at the Emergency Room. 3. Be prepared to make the needed decisions required at this part of the journey.

ISSUE #6. The Legal System Intervention

GOAL: 1. Learn how to navigate the court system. 2. What are the requirements for drug court and other options. 3. Hiring an attorney.

ISSUE #7. The Treatment Center Intervention

GOAL: 1. Learn what the treatment center will do and what it will not do. 2. How to select the right treatment center using a criterion check list. 3. How to include the family into the plan of treatment and first year of recovery.

ISSUE #8. The County, State, Federal Agencies

GOAL: 1. Learn how to create a family Resources Plan by using a *Family Resources Plan of Action Work Sheet*. 2. Using the list of available agencies to properly match the agency with the needs of the family. 3. How to use the F.T.R. for issues that an agency is going to assist the family in addressing.

ISSUE #9. Getting Back to Work

GOAL: 1. Learn how to create a *Getting Back to Work Plan*. 2. Using the Getting Back to Work Planning Guide match each step with the proper agency or department program. 3. How to organize in order to provide the agencies with required documents.

ISSUE #10. Successful Lifelong Recovery

GOAL: 1. Learn how to create a supportive and safe space for the family and the loved one in recovery. 2. What role Medical Assisted Treatment provides. 3. How the family can assist in the environment which support

ISSUE #11. Bereavement

GOAL: 1. Learn how to navigate the journey of grief. 2. How the family can create a safe place for reflection and nurturing. Understanding our spiritual side of the present.

ISSUE # 12. Faith, Spiritual Practices

GOAL: 1. How to create a new State Certified Addiction Counselor position at your place of worship. Open Doors to Open Hearts May 5th call for universal prayer across NE Ohio. 2-4pm

Using the Family Transformation Response Model (F.T.R.), Seminar: The goal is to 1. Identify the five steps in breaking down an issue 2. Learn how to apply the criteria for reviewing each step 3. Gain a working knowledge of using the F.T.R. in a real-life family issue.

Family Decision Making Model, Seminar: The goal is to 1. Identify the sequence of steps necessary to develop a decision 2. Learn the application of each step 3. Create a current family decision and how to take that result to use in a family plan of action.

SOLUTION TWO:



Spiritual Development of Family Members & Volunteers

From a review of many Church ministry's we find people who desire fulfillment by sharing in God's love through the gifts of volunteering. In the bible we read: "The third time he said to him, "Simon son of John, do you love me?" Peter was hurt because Jesus asked him the third time, "Do you love me?" He said, "Lord, you know all things; you know that I love you." Jesus said, "Feed my sheep". John 21:17

In many ways the Church, is Peter, the families on a journey with substance use disorders are the Lord's sheep and Jesus Christ calls the Church to feed them. He did not say feed some of my sheep, some of the time.

It is with this understanding that a Church needs to have a deliberate and responsive structure that reaches out into our family's homes and shares God's love. This is especially true for those who are not able to come to the church for a sharing in the Sunday services and Mass. Here they will find the worship in the Sacred Scripture and Communion as a church family, His family, our community in faith as a family.

It will become the case that unless a Church has designed Family focused ministry program that is purposefully structured by design to support these families, it is likely they will not see the way of practiced faith in their suffering. By ministering to the family, making available education to learn how to survive in this epidemic, they will not be alone or abandoned in their suffering.

In a recent case review, a member of the congregation spoke of a family that has a child experiencing the throws of addiction. This was a person with great faith and commitment, contributed to the church life for years. Unfortunately, from the advancement of this addiction and now brain disease of her child she must stopped volunteering and stopped coming to Sunday service. Her daughter asked for someone to come and visit from the church. Although the church office was contacted, the request had no formal channel to follow and therefore No One Responded. Now because of the stress in caring about this child, the mother and daughter also cannot make it to Sunday services.

They are depressed, and their anger is directed at the church, "where are they, why aren't they asking how we are doing"? What is my faith worth if when I am in need, why doesn't anyone care enough to contact us and help? They are angry because they feel abandon. This church has many ministry programs, but no formal process or structure in place as a response to this type of request.

THE SP~ARK's PROGRAM

There are three (3) levels of programs available to the church within the “Invest in the Family Ministry”: The Culture of the ministry develops the ministries volunteers through a) Purposefully Driven Ministry program and b) Habits of Highly Effective Disciples program. The Invest in the Family Ministry model is needed in order to have highly focused ministries that are run by well-trained ministry leaders using spiritually developed volunteers as family Pathfinder Guides.

The SP~ARK's Program sets into place the needed structure, culture awareness and path for volunteers to follow in directing their synergies towards the mission and goals of the Church. The SP~ARK's Program is needed in order to have structure spiritual education which will effectively and consistently meet the needs of the Church volunteers and family members towards the development of their personal spirituality and faith journey.

- The family is an ARK, the same way that Noah had built God's Ark, “*Invest in the Family Ministry*” becomes the families Ark. Building such an Ark is the role of ministry volunteers. This is where God will take His believers into His protection from the storm, He nurtures them with His spirit and covers them with empowerment. Then releases them into the world. So does the Ministry create a place in the family Spiritual - ARK program, with the volunteers who nurture them to be supported and released into the world as a family connected to their faith and practices of the Church.
- The other Ark is from the old testament that of “God's Covenant”. In this manner, God's Ark is inside His written word of scripture. This same covenant exists inside the families and volunteers, where the scriptures come a live through education development within the ministry design. To be carried into the home and place of caring of our Church families. The ARK is in the temple of the volunteer and the family. We Stand up to Stand Together as one in the face of our drug epidemic.
- What we are creating is a Culture of “Spirituality, developed in these two Arks' of the Church”, SP~ARK's, a new twist on the word SPARK's, to light a fire one needs a spark. To light a Church on spiritual fire, what is needed is the SP~ARK's program, structure, process, training. Designing the Ministry into purposeful ministering, The Volunteer into disciples of Christ and the Family into practicing our faith in worship to the lord during times of suffering and doubt.

We see the Church ministry culture as the spark, the filament it ignites is the volunteer's “their developed spirituality”. These lamps are lighted to assure when the groom comes, we will be included to the wedding banquet. The Church leadership desires to bring all its Church members to this feast and celebration. To do this it needs to create a structure where this can all take place. The SP~ARK's Program will build the needed structure, process, roles and training for the Church.

SOLUTION THREE: Building a Referral Network

FAMILY RESOURCE COORDINATION,

The M.O.R.E. Program



The family resource coordination Evaluation (M.O.R.E.) is designed to provide structure and process to networking families into agencies and services that best meet their needs. Here is where the Pathfinder Guide and family meet to review their needs and match them with resource both from within the church and the local community.

I. Take an Inside the Church Inventory

The ministry Administrator will complete a list of church ministry's and their contact information to ensure Invest in the Family Ministry members have this list as a referral resource. They will keep this list available and updated for both Pathfinder Guides and Families.

EXAMPLE:

- The Women's Prayer Group.
- Religious Education Group.
- Men's Fellowship Group.
- Social Justice Group.
- Children's Religious Education Group.
- Spiritual Retreats.

COORDINATION OUTLINE

Recruiting the right mix of services and providers, Operating, and Sustaining Effective Partnerships: A Critical Step in Community Resource Mapping.

Recruiting Partners (Mix of services within your referral network)

1. Prepare yourself. a. Develop a list of desirable characteristics in potential partners. b. Look for diversity among your partners.
2. Develop a common vision.
 - a. Be clear on what you are trying to accomplish within the community (i.e., develop healthy youth equipped with the skills necessary to contribute to the community).
 - b. Understand the needs and goals of the organizations with which you wish to partner.
 - c. Find ways to shape how a partnership will help meet your needs and goals.
 - d. Remind partners that their involvement may give them more visibility within a community.
3. Be clear on the role you want the partner to play. a. Clarity from the beginning will allow you to find the right partners. b. Try to involve decision-makers and top management.

Operating the Partnership, The partnership will be comprised of multiple agencies from diverse backgrounds. All partners should feel a sense of ownership and commitment.

1. Involve top-level people. a. Keep in mind what an organization hopes to achieve through involvement in the partnership. Show them how their involvement is working for them.
2. Involve the community.
 - a. Inform the community of your vision. Communicate this vision to parents, civic and youth groups, churches, and others who may share your vision.
 - b. Involve the community in your work.
3. Get organized.
 - a. Make sure your goals are established and that they are obtainable.
 - b. Establish policy-making procedures that will frame the work of the partnership (e.g., lines of communication, reporting, etc.).
 - c. Hold regular leadership and work group meetings with concise, well-planned agendas.
 - d. Assign a lead person in each organization to facilitate the work.

Sustaining the Partnership, It is important to make the partners feel that they are part of something important to the community. Also, it is critical that they see the return on their investment.

1. Support all partners. a. Establish committees and workgroups. b. Orient and support all new partners. c. Mentor any new partners.
2. Make work meaningful.
 - a. Rotate leadership.

3. Recognize contributions.

- a. Create opportunities for partners to celebrate success and develop mutual trust.

COORDINATING THE CHURCH OFFICE AND LEADERSHIP

For this process to work smoothly, the Church staff needs to have a clear and practiced understanding of the Organization Chart, Communication Diagram and Process Flow of request to the ministry. The Church leadership needs to support the importance of the staff understanding and using the process as it is designed. A brief 30-minute instruction (Lunch and Learn) should accomplish this level of training.

COORDINATING THE MINISTRIES

By using the “*Invest in the Family Ministry*” seminar and inviting the selected ministries to participate; a standardized understanding can be established. Setting up an ongoing quarterly Church ministry meeting will also help to communicate activity and improve communication.

COMMUNICATION CHANNELS TO CHURCH MEMBERS

The process for the Invest in the Family Ministry has a standard design for communication to the Church staff and Leadership, to the ministries and to the Church members. For the Church members, a direct phone line and email address will be provided. As for the marketing and announcements, these too are standardized for effect and purpose.

Three types of channels are considered:

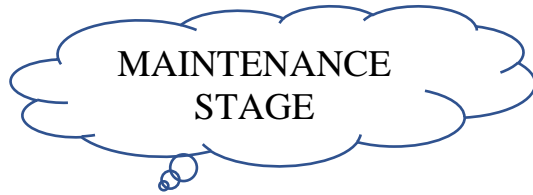
1. Church members to ministry.
2. Ministry to Church, Church to Ministry.
3. Ministry to Family.
4. Ministry to local community.

COMMUNICATING WITH THE FAMILY

The family will begin the sequence of communication by requesting to learn more about the ministry.

This will necessitate a response from the Invest in the Family Ministry once the Families request has been processed through the proper communication channels.

Then monthly ministering activity will take place to ensure a proper level of contact is maintained. The level of contact will be determined by the family and is subject to change.



MASTER FAMILY PLAN OF ACTION FOR:

"Bereavement"

Complete answers and move to "Master Family Plan of Action" found in back of workbook.

1. The family member will have a working knowledge of the steps needed to start a ministry.
2. The family member will understand the three different programs to be considered for the ministry: 1. The Family Solution Finder, 2. The SP~ARK's Program, The M.O.R.E. Model.
3. The family members will purchase The Family Solution Finder Learning Seminars Study Guide and Workbook, The Invest in the Family Ministry User Manual and The Substance Use Disorder Journey, It's Time to get Organized book.