



Suggested Training Outline for Co-Leaders and Friendship Ministers

- We recommend that training be two days, with breaks.
- Pastor and the Co-Leader should be proficient Friendship Ministers (having done the program themselves with at least two members) before recruiting and training members to train.
- Training is most effective when participants have access to all manuals and worksheets.
- We recommend that structured role-play be used regularly to demonstrate and teach certain skills.
- Recognize that this is important but is also a start; ongoing FM Team meetings will allow you to continue to educate.
- You can refer to the member seeking assistance as “the client.”

Day 1: about 6 hours total

- I. Devotion (15 minutes)
- II. Overview of Program (1 hour)
 - a. Background of the Friendship Ministry (Chapter 1)
 - b. Structure of the Friendship Ministry (Chapter 2)
- III. The Model of Mental Health (Chapter 3) (1.5 hours)
 - a. Thoughts, Behaviors and Emotions; Roles and Relationships
 - b. The model is the basis of the help provided, which entails helping members identify, evaluate, and change (if appropriate and possible) their thinking and behavior regarding a particular problem.
- IV. Active Listening (Chapter 4) (1 hour)
 - a. Present the components of active listening
 - b. Role-play active listening (e.g., reflection; body language) using case studies from training guide
- V. Review Problem-Solving Strategy (Chapter 5) (1 hour)
 - a. A problem is identified
 - b. Identify thoughts and behaviors related to the problem.
 - c. Evaluate whether those thoughts and behaviors are accurate and helpful.
 - d. Encourage changes where appropriate.
 - e. Review progress and revise strategies over time.
- VI. Practical Pastoral Care (30 minutes)
 - a. Worship
 - b. Confession
 - c. Reasons for Suffering
 - d. Unseen Realm
- VII. Discussion (30 minutes)
- VIII. Wrap up (15 minutes)

Day 2: about 6 hours total

- I. Devotion (15 minutes)
- II. Privacy, Confidentiality and Practical Issues (Chapter 8 & 9) (30 minutes)
- III. Quick review of Problem-Solving Strategy (Chapter 5) (15 minutes)
- IV. Review Meeting-by-Meeting Instructions:
 - a. Review Meeting #1 (15 minutes)
 - Demonstrate use of First Meeting Information Worksheet
 - Highlight the importance of active listening (Ch 4)
 - b. Review Meetings #2 (15 minutes)
 - Demonstrate use of *Problem Identification Worksheet*
 - Highlight how the one-sentence problem description will be regularly used in future meetings
 - c. Review Meeting #3 (1 hour)
 - Demonstrate use of *Problem-Solving Worksheets (Focus on Thinking and Focus on Behavior)*.
 - Highlight the connection with Problem Solving Strategy (Chapter 5)
 - d. Review Meetings #4, 5 and 6 (30 minutes)
 - Use worksheets to review progress, suggest strategies, and encourage ongoing effort.
 - Ask about self-care (Chapter 7)
 - e. Review Meeting #7 (15 minutes)
- V. Role-Play Friendship Ministry Skills (1 hour)
 - a. Divide the class into groups of two: one that is a Friendship Minister, and one that is carrying a problem
 - b. Have each small group complete the introduction of Meeting 1 (5-7 minutes), then discuss observations as a group
 - c. Have each small group define the problem in one-sentence (5-7 minutes), then discuss observations as a group
 - d. Have each small group begin to fill out either of the two *Problem-Solving Worksheet* (5-7 minutes), then discuss observations as a group
 - e. As a large group, reflect on experience as the Friendship Minister or the client
- VI. When members need professional help (Chapter 6) (30 minutes)
- VII. FM Team Meetings and Oversight (Chapter 10) (30 minutes)
- VIII. Implementation strategies (1 hour)
 - a. How to promote FM Program (Chapter 11)
 - b. How congregation members would get help (Chapter 12)
 - Brainstorm process in small groups
 - Review as a large group
- IX. Wrap-up (15 minutes)