

## **Creating a Culture of Care and Counseling Made to Minister Conference 2025**

### **Introduction**

- From psychology to biblical counseling (my journey)
- Churches relegating discipleship/care needs to biblical counseling in the community
- Pastoring in the community and feeling the burden to see the church become to it's members what biblical counselors were to the community.

### **1. What is Biblical Soul Care?**

Speaking the truth in love with growing skill and compassion (Eph 4:15).

### **2. From Getting the Mission Right to Getting our Method Right (Mt 28:19-20; Eph 4:11-16)**

- It's not common but it is commanded.<sup>1</sup>
- It takes a paradigm shift in our thinking
  - From public ministry of God's Word to public ***and*** private ministry of the Bible
  - From a consumer mentality to an equip the saints toward maturity mentality
  - From a professional therapeutic model to biblical shepherding model
  - From a false dichotomy to a continuum of discipleship and counsel mentality
  - From experts only to every person ministry model
  - From counseling to fix to counseling to equip mentality
  - From a privatized model to a counseling in community model
- It requires a new philosophy and priority
  - Authentic community over privacy at all cost
  - Seamless equipping and care team approach
  - Teaching hospital not a lecture hall for training
- It requires a biblical message but also biblical methods (Ex 18:13-23; Heb 3:12-14; 2 Tim 2:2)<sup>2</sup>

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<sup>1</sup> See Garrett Higbee's chapters in *Biblical Counseling and the Church: God's Care Through God's People* by Bob Kellemen (Zondervan, 2015); chapters 3 and 7.

<sup>2</sup> See the Discipleship continuum in the appendix for more details on equipping and care in this model.

- Equipping at every level of discipleship and leadership
- Training in discipleship and soul care at every level of need

### **3. Cultivating a Culture of Soul Care in the Local Church** (John 13:34-35; 17:20-23)

- Catch the vision to cast the vision
- Require a comprehensive discipleship making mentality from intentional mutual ministry to intensive discipleship and counsel for the most hurting
- Provide seamless levels of equipping and delivery of counsel and care
- Be as concerned about prevention as intervention
- Guard against a “defer and refer” or a silo counseling strategy
- Believe that counsel and care belongs in the local church
- Place a high value on discretion but not privacy over authenticity
- Include advocacy in formal counseling whenever possible
- Target heart transformation, not behavior modification

### **4. Levels of Intentional Discipleship and Care Training (see Continuum)**

- This is soul care for the local church (see series)
- God has provided the Word and the way (Rom 15:14; John 14:26; Heb 10:23-25)

#### **God’s Word, God’s Spirit, and God’s People**

- Level 1: Intentional Soul Care for Small Group Members (Prv 17:17)
- Level 2: Directive Soul Care for Small Group Leaders (Mt 28:19-20, Act 2:42)
- Level 3: Early Corrective Soul Care for SG/SC Coaches (2 Tim 2:2)
- Level 4: Corrective Soul Care for Pastors and Elders (1 Peter 5:1)
- Level 5: Corrective Soul Care for Formal Counselors (Gal 6:1-2)
- Level 6: Intensive Soul Care for Crisis Counselors (Mt 18:15-20; 1 Thes 5:14)

### **5. It is best to start early but it can be relearned**

- Consider how committed you are to grow in quality of discipleship (priorities)
- See it as developmental stages not an abrupt mandate (progressive)
- Be honest and clear where you are now and where you want to go (position)
- Consider your current resources and maturity as a body (potential)

### **6. Take the long view and get alignment**

### Catch the Vision (before casting it to the church)

- Culture not program
- DNA infused – not a “snap-on” ministry
- Learn Distinctives – SC is part of discipleship and discipleship is part of SC
- Counseling and Care in Community = SGs + SC (no silos)

### Stage 1 – Core group and/or key leaders (6-12 months) (John 13:34-35)

#### Cast the Vision (first 6 months)

- Recruit and unify a strong team of high influence mature leaders
- Provide clear leadership – compelling and clear vision; our church is...
- Multiplication of SC DNA – go through group study together
- High performance plus high relationship not either/or

### Stage 2 – Formation (Years 1-3) (Ex 18:13-23, 2 Tim 2:2)

#### Intentional Discipleship & Directive Soul Care

- Sermon Series on the One Another’s
- **Discern** Small Group Leaders and Apprentices
- Train existing SGM’s in Transform 1 (side by side group study)
- Train SGL’s in Transform 2 (directive soul care training)
- Train Freedom Group leaders
- Launch SG ministry Side by Side Curriculum for all new groups
- Get Transform 3 training for Coaches – master it and teach it to 2-5 key leaders
- Start recruiting lay counselors through Transform 5

### Stage 3 – Foundation (Years 2-4) (Rom 15:14; 2 Tim 3:16-17)

#### Coaching and Corrective Soul Care

- Identify Stakeholders/Overseers
  - Key Individuals/Couples trained in Transform 5 (leaders watch formal counselor training online to train it or plug and play)
- Continue to **develop** leaders by teaching Levels 3 and 4
- Retrain Transform levels 1-2 as needed – connect discipleship continuum

### Stage 4 – Maturation/Replication (Years 3-5) (1 Tim 4:11-16; 2 Tim 2:2)

#### Intensive Soul Care

- Teach Transform 4 annual (elders/pastors)
- Teach Transform 2 and 3 bi-annually

- Teach Transform 6 (online continuing education – Faith Seminary, Soul Care Consulting, Association of Biblical Counselors)
- Set up supervision structure and deploy SC ambassadors and coaches
- Pool resources to provide corrective/intensive care

#### We are Better Together

- Identifying regional leaders to do training and intensive soul care
- Sharing best practices
- Creating and sharing regional resources

CATCH THE  
VISION/TRAIN YOUR  
LEADERS:

CHURCH LEADERSHIP  
TRAINING/

TRAIN YOUR PEOPLE:

CONGREGATION

SMALL GROUPS

FORMATION (Yrs 1-3)

- Mutual Ministry Ethos
- All Believers engaged
- Small Group Leaders equipped
- Directive Soul Care established

FOUNDATION (Yrs 2-4)

- Small Group Coaches equipped
- SC Leaders identified
- Corrective Soul Care established

MATURATION/REPLICATION (Yrs 3-5)

- Pastors/Elders overseeing
- SC Coaches supervising
- Regional Intensive Soul Care established

**SR. PASTOR – CATCH THE  
VISION**

**SR. PASTOR – CAST THE  
VISION**

**Cultivate Soul Care Culture**

**DISCERN & DEVELOP LEADERS**

- Preach 3-4 weeks on One Another's
- SG's go through Level 1 Curriculum
- Select Leaders trained in Level 2

**DEVELOP/DEPLOY LEADERS**

- Deploy SG Leaders
- Train IDC Levels 3 and 4
- Select Leaders trained to teach Level 5 for Region
- Recruit Pastor over SGs/SC

**DEPLOY & MULTIPLY  
LEADERS**

- Send leader for Immersion Training
- Install SC/SG Leaders
- Start Formal Counseling in house
- Retrain Levels 1-4
- Train Level 5 and 6 in house
- Pool resources for intensive care

