Care Team Guidebook: A Five-Step Process for Building Biblical Counseling Ministries

This guidebook provides a comprehensive framework for church leaders seeking to establish or enhance their biblical counseling ministry. Following a clear five-step process, we'll walk through how to assess your congregation's needs, build leadership support, train a qualified team, launch effective ministry services, and create sustainable growth. Each step is grounded in Scripture and designed to help your church develop a care team that ministers with biblical wisdom and Christ-centered compassion.

Understanding the Biblical Foundation for Care Ministry

Before diving into the practical steps of building a care team, it's essential to understand the theological basis for this ministry. Care teams aren't merely a practical solution to congregational needs—they're a biblical expression of Christ's heart for His church.

> "When he saw the crowds, he had compassion for them, because they were harassed and helpless, like sheep without a shepherd." (Matthew 9:36)

Jesus consistently demonstrated compassion for those who were hurting, broken, and in need. Throughout the Gospels, we see Him healing the sick, comforting the grieving, and restoring the outcast. This wasn't peripheral to His ministry—it was central to His mission of reconciliation and redemption.

The apostle Paul extends this vision of care in his letters, instructing believers to "bear one another's burdens" (Galatians 6:2) and to be "equipped for the work of ministry, for building up the body of Christ" (Ephesians 4:12). Care ministry isn't just the pastor's job—it's the responsibility and privilege of the entire church body.

Five Common Myths About Starting a Biblical Counseling Ministry

Starting a biblical counseling ministry can be a transformative addition to your church's discipleship efforts, but several persistent myths can mislead well-intentioned leaders and create unrealistic expectations. Understanding these misconceptions is crucial for laying a solid foundation and moving forward with wisdom and clarity.

Here are five prevalent myths often encountered when churches consider launching or expanding their biblical counseling initiatives, along with practical reality checks to help navigate potential pitfalls:

1   **The "Professional Only" Myth**

That only licensed mental health professionals can lead a legitimate counseling ministry.

2   **The "Legal Liability" Myth**

That offering counseling automatically invites overwhelming legal risk for the church.

3   **The "Solve Every Problem" Myth**

That biblical counselors must be experts capable of handling every issue without outside help.

4   **The "Secular Imitation" Myth**

That churches must mirror professional therapy models to be effective or attractive.

5   **The "Discipleship Panacea" Myth**

That launching a counseling ministry will instantly fix all broader discipleship issues.

Reality Checks for a Robust Ministry

Myth 1: "We Need Professionally Licensed Counselors Before We Can Start"

The Reality: While professional training is valuable, Scripture equips the whole body of Christ for mutual edification (Ephesians 4:15-16). Many successful biblical counseling ministries are led by dedicated lay counselors trained through organizations like ACBC or CCEF. Key attributes are strong biblical knowledge, practical training, a heart for people, and faithful pastoral oversight. Start small, establish clear policies, and grow as God provides resources.

Myth 2: "We'll Get Sued if We Counsel People"

The Reality: Any ministry involving personal struggles carries inherent risks, but these are manageable with proper preparation. Implement clear written policies, confidentiality agreements, and informed consent forms. Distinguish biblical counseling from professional therapy and establish referral processes for high-risk cases. Partner with church leadership and consult legal professionals familiar with religious liberty issues. Diligent precautions allow compassionate service while protecting the ministry.

Myth 3: "We Have to Solve Every Problem People Bring Us"

The Reality: No single ministry or counselor can meet every need. A healthy biblical counseling ministry recognizes its scope and limitations, focusing on biblically applying Scripture to heart and life issues. Maintain a robust referral network for situations requiring medical intervention, legal reporting, or specialized professional care. Knowing your boundaries is not failure; it is wisdom that fosters a more sustainable and effective ministry.

Reality Checks: Myths 4-5 and Moving Forward

Myth 4: "People Won't Come Unless We Offer Something Just Like Secular Counseling"

The Reality: Many individuals seek biblical counseling precisely because they desire a distinct approach rooted in gospel hope, communal care, and the transformative power of God's Word. Your unique value lies in facilitating spiritual transformation through Scripture, prayer, and Christian community, not in imitating clinical models. Maintain professionalism and care, but do not compromise the distinctive power of biblically-based counsel.

Myth 5: "Starting a Counseling Ministry Will Fix All Our Discipleship Problems"

The Reality: Biblical counseling is a vital component of a comprehensive discipleship ecosystem, not a singular solution for broader church health issues. It thrives best when integrated with faithful preaching, vibrant small groups, and robust "one-another" ministry throughout the congregation. While a counseling ministry can deepen discipleship and offer focused help for complex struggles, its effectiveness is maximized within a foundation of overall spiritual health and growth-oriented community.

Moving Forward Wisely

Understanding these realities helps churches initiate a biblical counseling ministry with proper expectations and adequate preparation. The goal is not instant perfection, but faithful application of God's Word to human struggles, growing in wisdom and effectiveness over time.

Rooted in Gospel Truth

Ensure the ministry's foundation is always the transformative power of God's Word and the hope found in Christ.

Supported by Church Leadership

Secure buy-in and oversight from pastoral and elder leadership to integrate the ministry effectively.

Integrated with Broader Discipleship Efforts

Connect counseling with other church ministries like preaching, small groups, and "one-another" care.

Marked by Courageous Help & Humble Limitations

Provide compassionate, biblical counsel while wisely recognizing when to refer to other professionals.

The Church's Role in Care Ministry

The local church is not merely a collection of individuals but a living organism, the body of Christ (1 Corinthians 12:27). In this corporate identity, the church is uniquely positioned and divinely mandated to be a primary vehicle for God's care and comfort in the world. It is within the context of the gathered and scattered church that biblical care ministry finds its most natural and potent expression.

This divine calling extends beyond the pulpit to every member, fostering a community where mutual love and support are tangible realities. The church's role in care ministry can be understood through several key functions, each contributing to a holistic and compassionate community:

Equipping the Saints

The church is called to equip every believer for the work of ministry, enabling them to effectively bear one another's burdens and offer biblical counsel. This involves teaching, discipleship, and practical training in compassionate care.

Fostering Community and Accountability

A healthy church provides a safe and loving environment for confession, healing, and growth. It's a place where individuals are known, loved, and held accountable in grace, preventing isolation and promoting spiritual health.

Demonstrating Christ's Compassion

Through its care ministry, the church serves as a tangible demonstration of God's love and compassion to both its members and the surrounding community. It reflects Jesus' heart for the hurting, offering hope and practical help in times of need.

Ultimately, a robust care ministry strengthens the entire body, demonstrating the transforming power of the Gospel and enabling the church to fulfill its mission as a beacon of truth and grace in a broken world.

Step 1: Listen and Assess Your Congregation's Needs

The foundation of an effective care ministry begins with intentional listening and accurate assessment. Before assembling a team or launching programs, take time to understand the specific needs of your congregation and community.

Identify Top Issues

Conduct surveys, hold focus groups, or interview key ministry leaders to identify the most pressing needs in your congregation. Consider using the "Stick to Six" approach—focusing on the six most common issues your members face.

Evaluate Current Resources

Take inventory of existing care ministries, skilled helpers within your congregation, and current referral relationships with professional counselors in your community.

Clarify Biblical Counseling Convictions

Work with church leadership to articulate your theological approach to counseling and care. Define how Scripture informs your understanding of human problems and solutions.

During this assessment phase, consider both the breadth and depth of needs. Some common issues churches encounter include:

Common Issues and Assessment Documentation

Some common issues churches encounter include:

Individual Struggles:

- Anxiety and depression
- Grief and loss
- Identity and purpose
- Addiction and habitual sin
- Spiritual doubt or apathy

Relational Challenges:

- Marriage conflicts
- Parenting difficulties
- Family dynamics
- Forgiveness and reconciliation
- Loneliness and isolation

As you listen to your congregation, pay attention to both spoken and unspoken needs. Consider creating safe spaces where members can share struggles without fear of judgment. This might include anonymous surveys, confidential conversations with trusted leaders, or observation of prayer requests over time.

Document your findings systematically, noting:

- Frequency of specific issues
- Severity and impact on spiritual growth
- Current resources addressing these needs
- Gaps in care or ministry support

This assessment becomes the roadmap for your care ministry. Rather than copying another church's model, you'll build a ministry tailored to your unique congregation's needs, resources, and theological convictions.

> ### 🗌 Assessment Tool:
>
> Create a simple needs assessment form asking members to rate their interest in receiving help or resources in various areas (marriage, parenting, anxiety, grief, etc.). This can provide valuable data while simultaneously raising awareness about your developing care ministry.

Step 2: Align with Leadership and Build Structure

A sustainable care ministry requires strong leadership support and clear organizational structure. This foundation ensures the ministry remains biblically faithful, practically effective, and fully integrated with your church's overall mission.

Gaining Leadership Buy-In

Before proceeding further, secure enthusiastic support from your church's leadership team. This isn't merely about getting permission—it's about establishing genuine partnership. Schedule dedicated time with pastors and elders to:

- Share findings from your needs assessment
- Present biblical rationale for developing a care team
- Discuss potential structures and leadership models
- Address questions and potential concerns
- Establish oversight relationships and reporting channels

1 Confidentiality Guidelines

Determine appropriate boundaries for sharing information, mandatory reporting requirements, and documentation practices. Create clear consent forms for counselees.

2 Accountability Structure

Establish supervision protocols for care team members, including regular case consultation, prayer support, and continuing education requirements.

3 Referral Processes

Develop criteria and procedures for referring cases beyond your team's training or capacity. Build relationships with professional counselors who share your biblical values.

4 Theological Positions

Clarify your church's stance on key counseling-related issues such as the role of medication, integration with secular psychology, and specific approaches to complex issues.

Creating Ministry Infrastructure

With policies in place, develop the practical structure for your care ministry:

Role Descriptions

Define clear responsibilities for care team director, team members, intake coordinators, and administrative support.

Intake System

Create a streamlined process for receiving, evaluating, and assigning requests for care.

Meeting Spaces

Identify appropriate locations for counseling sessions that balance privacy with safety.

Documentation

Develop forms for intake, session notes, care plans, and progress tracking.

Resource Library

Begin collecting recommended books, workbooks, and other materials.

This structural foundation provides the framework within which your care team can flourish. By establishing clear expectations and processes from the beginning, you'll prevent confusion and ensure consistency as your ministry grows.

> **Remember that structure serves ministry, not the other way around.** While good systems are essential, maintain flexibility to adjust as you learn what works best in your context.

Step 3: Assemble and Equip a Core Team

With leadership support and ministry structure in place, it's time to build your core team. This carefully selected and thoroughly trained group will form the heart of your care ministry.

Selecting Team Members

The effectiveness of your care ministry depends largely on the character, competence, and commitment of your team members. Look for individuals who demonstrate:

Character Qualities

- Spiritual maturity and biblical knowledge
- Personal integrity and healthy boundaries
- Humility and teachability
- Compassion without compromise
- Emotional stability and self-awareness

Ministry Aptitude

- Gift of discernment and wisdom
- Active listening skills
- Confidentiality and trustworthiness
- Ability to speak truth in love
- Commitment to ongoing growth

Begin recruitment by casting vision through a church-wide seminar like "Caring Like Christ." This introduces biblical counseling concepts to your congregation while identifying those with interest and aptitude for deeper training   From those who express interest, prayerfully select a cohort of 12-16 potential team members. Aim for diversity in age, life experience, and gifting while maintaining unity in theological convictions. Be intentional about including both men and women to provide appropriate same-gender counseling options.

Equipping your team involves both formal training and practical experience. Develop a comprehensive training program that includes:

Biblical Foundations

Study of Scripture's teaching on humanity, suffering, change, and hope

Counseling Skills

Practical techniques for active listening, asking good questions, and providing biblical guidance

Case Consultation

Regular group discussion of counseling scenarios with supervision

Spiritual Formation

Personal growth in Christlikeness and dependence on the Holy Spirit

Training Implementation and Team Covenant

Consider utilizing established biblical counseling curricula such as a Lay Counseling Certificate program. Enhance formal training with:

- Role-playing exercises to practice counseling skills
- Discussion of case studies to apply biblical principles
- Observation of experienced counselors when possible
- Supervised counseling practice with gradually increasing responsibility

Throughout training, emphasize both competence and confidence. Your team members need to develop skills while also growing in their trust of God's Word to address life's deepest struggles.

Establishing Team Covenant

As training progresses, develop a team covenant that outlines shared commitments to:

- Regular participation in team meetings and continuing education
- Maintaining personal spiritual disciplines and self-care
- Upholding confidentiality and ethical standards
- Submitting to supervision and accountability
- Representing Christ and your church with integrity

This covenant creates a culture of excellence and mutual support within your team, setting the stage for effective ministry.

A balanced training program typically includes approximately 90-100 hours of instruction and practice over 8-12 months.

Step 4: Unroll a Pilot Season of Ministry

Once your team has completed initial training, it's time to launch a pilot season of ministry. This carefully structured phase allows your care team to begin serving while continuing to learn and refine your approach.

Starting With Focus

Resist the temptation to address every possible need immediately. Instead, begin with a limited scope based on:

- The most common issues identified in your needs assessment
- The specific strengths and training of your care team
- The capacity you realistically have for initial ministry

For example, you might begin by focusing on:

Marriage Strengthening

Offering premarital counseling and help for couples experiencing common conflicts

Grief Support

Providing care for those who have experienced loss through death, divorce, or other significant life changes

Anxiety & Worry

Offering biblical hope and practical help for those struggling with fear and anxiety

Developing Multiple Ministry Formats

Biblical counseling ministry can take various forms. Consider launching with a combination of:

One-on-One Counseling

Individual sessions between a trained team member and someone seeking help, typically meeting weekly for 8-12 weeks

Short-Term Groups

Topic-specific groups that combine teaching, discussion, and application for those facing similar struggles

Workshop Events

Single-session educational events addressing practical biblical wisdom for common life challenges

Pilot Phase Processes and Feedback

During your pilot phase, implement and test your ministry processes:

Intake

Receiving and evaluating requests for care through forms, conversations, or referrals

Assessment

Initial meeting to understand needs, establish goals, and determine appropriate care path

Care Plan

Structured approach with biblical resources, homework, and accountability for growth

Transition

Completion of formal counseling with connection to ongoing discipleship relationships

Gathering Feedback and Refining

The pilot phase is a learning opportunity. Establish regular feedback loops:

- Weekly team meetings to discuss cases (maintaining confidentiality)
- Monthly supervision with ministry leaders to address challenges
- End-of-counseling evaluations from those receiving care
- Quarterly review of overall ministry effectiveness

Use this feedback to make adjustments to your training, processes, and ministry focus. Document lessons learned and best practices that emerge.

Pilot Phase Timeline

Plan for a 4-6 month pilot season with a defined start and end date. This creates natural opportunity for evaluation and adjustment before expanding your ministry reach.
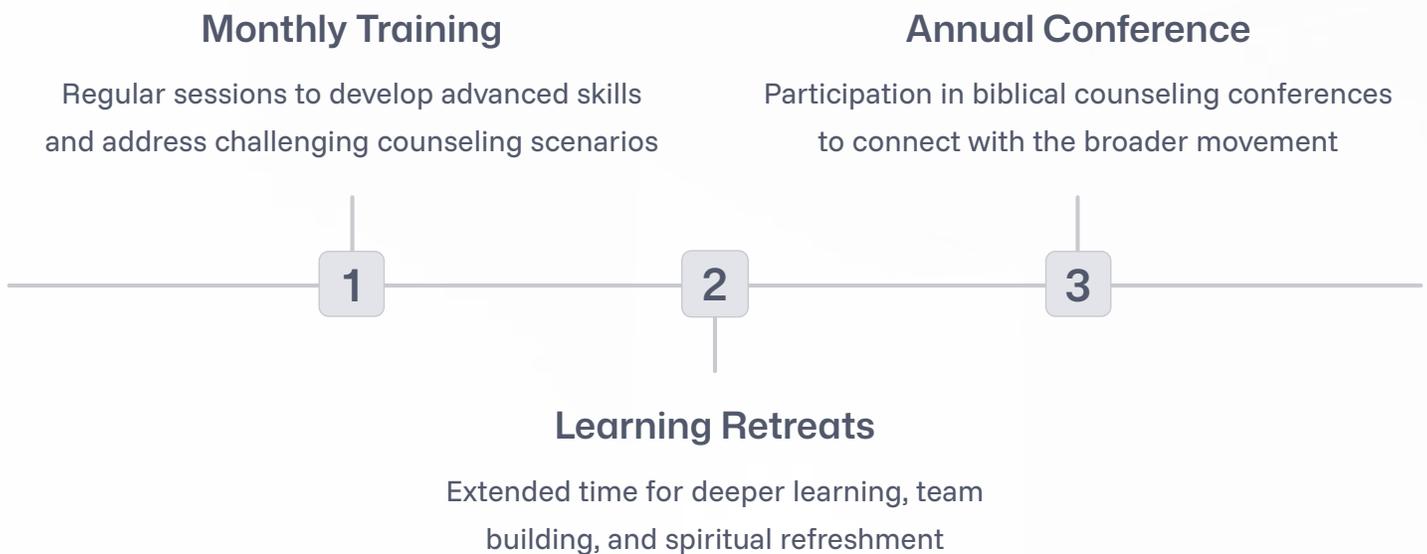
Throughout this phase, maintain a posture of humility and dependence on God. You're not just launching a program—you're participating in the Holy Spirit's work of transformation in people's lives.

Step 5: Nurture Ongoing Growth and Partnership

The final step in establishing your care ministry isn't really final at all—it's about creating a culture of continuous development and collaboration. After your pilot phase, focus on sustaining momentum while expanding your ministry's reach and effectiveness.

Continuing Team Development

Your care team's initial training is just the beginning. Establish rhythms for ongoing growth:

Monthly Training

Regular sessions to develop advanced skills and address challenging counseling scenarios

Annual Conference

Participation in biblical counseling conferences to connect with the broader movement

1   **2**   **3**

Learning Retreats

Extended time for deeper learning, team building, and spiritual refreshment

Consider implementing a tiered training approach where team members can continue growing in specialized areas. This might include focused training in:

- Marriage and family counseling
- Addiction recovery
- Trauma-informed care
- Crisis intervention
- Spiritual formation

As your team matures, identify and develop new leaders who can mentor incoming team members, creating a multiplication effect.

Expanding Impact and Celebrating Transformation

As your care team matures, look for opportunities to expand your impact:

Equip Small Groups

Train small group leaders in basic care skills to foster a church-wide culture of biblical community care

Diversify Groups

Launch additional topic-specific support groups based on congregation needs

Community Outreach

Offer biblical wisdom resources to your broader community as an evangelistic bridge

Train New Cohorts

Regularly develop new care team members to expand capacity and replace natural attrition

Celebrating Transformation

Intentionally share stories of God's work (with appropriate permission) to inspire your congregation and glorify God. Consider:

- Periodic testimonies during worship services
- Anonymous story sharing in church communications
- Annual care ministry celebration events
- Leadership updates on ministry impact

These stories reinforce the value of biblical counseling and encourage others to seek help when needed.

By nurturing ongoing growth and partnership, your care ministry becomes not just a program but a central expression of your church's mission to make disciples. What began as a small team can grow into a movement of Christ-centered care that transforms lives, families, and ultimately your entire congregation.

Implementing Your Five-Step Plan: A Suggested Timeline

Launching a care ministry is a significant undertaking that requires thoughtful pacing. While timelines will vary based on your church's size, resources, and existing ministries, the following 12-18 month roadmap provides a realistic framework for implementing your five-step plan.

Months 1-2: Listen and Assess

- Conduct congregation needs assessment
- Meet with church leadership to share vision
- Research biblical counseling resources and approaches
- Host "Caring Like Christ" seminar to cast vision

Months 2-12 Align and Build Structure

- Develop care ministry policies and procedures
- Create necessary forms and documentation systems
- Establish budget and resource requirements
- Recruit potential care team members

Months 2-12: Assemble and Equip Team

- Interview and select core team members
- Begin Lay Counseling Certificate training
- Develop team covenant and expectations
- Create counseling resource library

Timeline Completion and Milestone Tracking

Months 13-18: Launch Pilot Ministry

- Publicly commission care team during worship service
- Begin receiving counseling requests in limited scope
- Launch 1-2 topic-specific support groups
- Hold weekly team meetings for case consultation
- Gather feedback and make adjustments

Months 18-24: Nurture Growth

- Evaluate pilot phase effectiveness
- Expand ministry scope based on lessons learned
- Develop partnerships with external resources
- Begin planning for next training cohort
- Celebrate and share testimonies of transformation

Key Milestones Checklist

Use this checklist to track your progress through critical milestones:

Step 1: Listen and Assess

- ☐ Completed congregation needs assessment
- ☐ Identified "Stick to Six" priority issues
- ☐ Clarified biblical counseling convictions
- ☐ Secured leadership approval for care ministry

Step 2: Align and Build Structure

- ☐ Developed confidentiality and referral policies
- ☐ Created intake and documentation systems
- ☐ Established oversight and accountability structure
- ☐ Secured appropriate counseling spaces

Step 3: Assemble and Equip Team

- ☐ Recruited and selected 12-16 team members
- ☐ Completed initial training curriculum
- ☐ Developed and signed team covenant
- ☐ Established continuing education plan

Step 4: Launch Pilot Ministry

- ☐ Publicly commissioned care team
- ☐ Implemented intake and assignment process
- ☐ Launched initial counseling services
- ☐ Established regular supervision meetings

Step 5: Nurture Growth

- ☐ Evaluated and adjusted ministry processes
- ☐ Developed referral relationships
- ☐ Expanded ministry offerings
- ☐ Celebrated stories of transformation

Remember that building a sustainable care ministry is a marathon, not a sprint. While there may be pressure to move quickly, investing time in proper foundation-building will yield long-term fruit. Be patient with the process, celebrate small wins along the way, and trust God's timing as you develop this vital ministry.

> "And let us not grow weary of doing good, for in due season we will reap, if we do not give up." (Galatians 6:9)

Addressing Common Challenges and Questions

As you implement your five-step plan for building a care ministry, you'll likely encounter challenges and questions. Addressing these proactively can help you navigate potential roadblocks and strengthen your ministry foundation.

Leadership Concerns

"We don't have the budget for this ministry."

Start small with volunteer-led efforts. Focus initial budget requests on training and resources rather than paid staff. Track ministry impact to demonstrate value for future budget considerations. Many effective care ministries begin with minimal financial investment.

"Our pastors are already handling counseling needs."

Present care ministry as supporting rather than replacing pastoral care. Show how trained lay counselors can address common issues, freeing pastors for complex situations and other ministry responsibilities. Emphasize the biblical model of equipping saints for ministry (Ephesians 4:11-12).

"What about liability concerns?"

Consult with church legal counsel about appropriate liability coverage. Develop clear policies about confidentiality, mandatory reporting, and referral practices. Consider having counselees sign informed consent agreements. Maintain appropriate supervision and documentation.

Finding Qualified Team Members

If your initial recruitment yields few candidates, consider:

- Broadening your search to include those with professional helping backgrounds (teachers, nurses, etc.)
- Looking for those already informally caring for others
- Starting with a smaller team and growing gradually
- Partnering with nearby churches to share resources

Training Time Constraints

When team members struggle with training commitments:

- Offer flexible training formats (weekend intensives, online options)
- Break training into smaller modules spread over longer time
- Provide childcare and meals during training sessions
- Create accountability partnerships to encourage completion

Implementation Questions and Theological Considerations

Ministry Implementation Questions

" How do we handle situations beyond our team's training?

Develop clear referral relationships with professional counselors who share your biblical values. Create guidelines for when referral is appropriate. Consider a collaborative care model where your team provides biblical support alongside professional treatment. "

" What about confidentiality in a church setting?

Establish clear confidentiality policies with specific exceptions (harm to self/others, abuse). Train team in maintaining appropriate boundaries. Use private meeting spaces. Develop secure documentation practices. Discuss what information can be shared with pastoral staff. "

" How do we integrate care ministry with other church programs?

Create clear pathways between small groups, pastoral care, and specialized counseling. Train small group leaders to recognize when to refer to the care team. Develop a whole-church approach to care with appropriate handoffs between ministries. "

" What if demand exceeds our capacity?

Start with limited scope and clear boundaries. Establish waiting list protocols. Develop group options for common issues to serve more people. Create self-help resources for those waiting. Be transparent about limitations while continuing to build capacity. "

Theological and Philosophical Tensions

Churches often wrestle with questions about the relationship between biblical counseling and other approaches:

" The Role of Medicine

Develop a nuanced position that recognizes both the legitimate role of medical intervention for biological conditions and providing biblical counseling for the spiritual dimensions of all human struggles. Avoid false dichotomies between "spiritual" and "physical" problems. Our body and soul are inter-connected. "

" Other Philosophical Considerations

Similarly, consider developing thoughtful positions on:

- The relationship between biblical counseling and secular research
- The role of past experiences in present struggles
- The connection between suffering, sin, and sanctification
- The place of emotions in the Christian life "

These theological foundations will guide your team's approach to complex issues and help maintain consistency in your ministry.

Remember that challenges are opportunities for growth and refinement. Each obstacle overcome strengthens your ministry foundation and better equips your team to care for those in need. Maintain regular communication with church leadership about both successes and challenges, creating a culture of continuous improvement and adaptation.

Resource Library for Your Care Ministry Journey

As you implement your five-step plan for building a biblical counseling ministry, these carefully selected resources will equip you and your team throughout the process. This library includes essential tools for each phase of your ministry development.

Vision Casting Resources Materials to help you introduce biblical counseling concepts to your congregation and leadership	**Team Training Materials** Curricula and tools for equipping your care team with biblical counseling skills
Ministry Development Tools Templates and frameworks for building sustainable care ministry systems	**Counseling Resources** Books, workbooks and materials for addressing specific counseling issues

Step 1: Listen and Assess

Books

- *The Biblical Counseling Movement* by David Powlison
- *Instruments in the Redeemer's Hands* by Paul David Tripp
- *Gospel-Centered Counseling* by Robert Kellemen

Assessment Tools

- Congregation Needs Survey Template
- "Stick to Six" Needs Analysis Framework
- Ministry Vision Statement Worksheet
- Sample Leadership Proposal Letter

Step 2: Align and Build Structure

Policy Templates

Confidentiality agreements, informed consent forms, referral protocols, and ethical guidelines specifically designed for church-based counseling ministries.

Structural Frameworks

Sample care ministry organizational charts, role descriptions, oversight models, and accountability structures adaptable to various church sizes.

Process Documents

Customizable intake forms, counseling agreement templates, progress note formats, and case management systems for tracking counseling relationships.

Advanced Resources and Issue-Specific Materials

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Assemble and Equip Team

Training Curricula and Programs:

- Biblical Counseling Center Lay Counseling Certificate - Comprehensive training program covering biblical counseling foundations, methodology, and application
- ACBC or ABC Certification - Association of Certified Biblical Counselors or the Association of Biblical Counseling both offer BCC Students a certification pathway

Team Development Resources:

- Care Team Covenant Template
- Counselor Self-Assessment Tool
- Supervision Meeting Guidelines
- Case Presentation Format

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Unroll a Pilot Ministry

One-on-One Counseling:

- Initial Session Guide
- Goal-Setting Worksheet
- Homework Assignment Library
- Progress Evaluation Tools

Group Resources:

- Grief Share Curriculum
- Anxiety Support Group Guide
- Marriage Enrichment Materials
- Addiction Recovery Resources

Ministry Launch:

- Communication Plan Template
- Ministry Brochure Examples
- Team Commissioning Service
- Feedback Collection Forms

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Nurture Ongoing Growth

Continuing Education Resources:

- Biblical Counseling Coalition resources (**biblicalcounselingcoalition.org**)
- CCEF Conference recordings and National Conference
- Advanced Topic Training Modules (trauma, addiction, etc.)
- Counselor Peer Learning Guide

Ministry Growth Tools:

- Ministry Evaluation Framework
- Leadership Expansion Plan
- Community Partnership Directory
- Ministry Impact Reporting Template

Issue-Specific Resources and Final Thoughts

Essential books and workbooks for addressing common counseling needs:

Marriage & Family:

- *Marriage Matters* by Winston Smith
- *When Sinners Say 'I Do'* by Dave Harvey
- *Shepherding a Child's Heart* by Tedd Tripp

Emotional Struggles:

- *Anxiety: Knowing God's Peace* by Paul Tautges
- *Depression: Looking Up from the Stubborn Darkness* by Edward Welch
- *Grief: Walking with Jesus* by Bob Kellemen

Identity & Purpose:

- *Who Am I?* by Jerry Bridges
- *Gospel Treason* by Brad Bigney
- *The Freedom of Self-Forgetfulness* by Tim Keller

Developing a resource library provides a strong foundation for your care ministry journey. As your team grows in experience and your ministry expands in scope, continue to build your library with specialized resources that address the specific needs of your congregation and community. Remember that the most important resource of all is God's Word, which is "profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work" (2 Timothy 3:16-17).