WELCOME TO CHRISTIAN PRISONER MINISTRY

- Christian Prisoner Ministry (CPM) is a nonprofit ministry committed to extending the hope and power of Christ's gospel to over 7.4 million people currently behind bars, on probation, or on parole in North America's criminal justice system, as well as to their families.
- Christian Prisoner Ministry offers a wealth of benefits within the local and correctional community providing assistance and resources for inmates, families, churches, volunteers, and community transition.
- Since 1982, CPM has partnered with local churches across North America to provide inspirational, instructional, and motivational tools to equip committed volunteers with skills, qualifications, and credentials necessary for effective ministry to individuals under correctional supervision and their families.
- The Correctional system, communities, churches and individuals reap tremendous benefits from the involvement of faith initiatives in Corrections.

Correctional Benefits of Partnering With CPM

- Partnership with CPM helps minimize the financial strain currently faced by many Correctional Religious efforts. serving as volunteers and chaplains in the correctional environment.
- · Sensitivity and alignment with the goal-directed program elements consistent with the mission of the Departments of Correction and its institutions.
- The requirement of appropriate preparatory and ongoing training for volunteers and chaplains.
- An increase in the ratio of chaplaincy representatives to inmates... Institutions can in no way provide adequate religious programming with ratios of one chaplain per every five-hundred to one thousand inmates. CPM increases the chaplaincy to inmate ratio without adding an additional financial burden.
- CPM assists in providing qualified part-time, volunteer personnel to assist with full time chaplaincy responsibilities.
- CPM Certified Volunteers, Volunteer and Para-Professional Chaplains offer flexibility at the prerogative of the warden or program supervisor to determine how the volunteers can best serve to meet the goals of the institution.
- The CPM Initiative helps eliminate problems and poor volunteer performance by providing training, certification, and establishing qualifications for each volunteer in accordance with proven industry standards and practice.
- CPM assists in establishing and providing religious programming reflective of the mission of each respective Correctional jurisdiction and institution.
- CPM provides a network for resources, and fellowship.
- CPM insures volunteer accountability, and provides ongoing training of all volunteers and chaplains in order to maintain certification.
- CPM emphasizes the importance of establishing working relationships which are communicative and reflect a ministerial team concept both within the institution and in the community.
- CPM provides structured support from the religious community.

Benefits of CPM Certification for Churches and Chaplains

- Free downloadable newsletters for distribution to inmates
- Grief and Loss Support resources for inmates
- Free downloadable correspondence studies for distribution to inmates
- Discipleship and character development curriculum
- Curriculum for Spiritual Growth, Faith & Spiritual Warfare
- Proven Recovery resources for Substance Abuse and Addiction
- And much more...

• Christian Prisoner Ministry provides two levels of training and certification:

- The FIRST LEVEL of training is two-fold and provides the volunteer in Corrections with CPM Volunteer Certification
- The SECOND LEVEL of experience and training certifies the volunteer in Corrections as a CPM Para-Professional Chaplain. To be eligible, one must have completed the Volunteer Certification and faithfully served as a Certified Volunteer for at one year and complete the CPM Para-Professional Chaplaincy Certification Curriculum Manual & Study Guide, which includes the application to receive CPM Certification. He or she is also encouraged to read the book "Breaking Into Prison II" by Michael Rickenbaker.



Accountability

- In Matthew 25, Jesus shared the parable of the talents, discussing a master who returned and reckoned with his servants concerning the blessings that had been entrusted to them.
- Throughout the Book of Acts, the apostles offered reports and accounts of their actions.
- *First*, we must give an account to God.
- Second, we must also give an account to our church and pastor.
- Third, Para-Professional chaplains must willingly render accountability to the authorities of the prison institution in which they minister.
- Fourth, Para-Professional chaplains must offer an account to their CPM District Chaplain.
- **Finally**, as a responsible Christian witness and epistle written by Jesus Christ for others to read, the chaplain in effect gives an account to those to whom we minister.
- As we "go forth bearing precious seed, may we also be found accountable to the authorities that God has placed in our lives.



Proper Motivation

- A prescription for successful prison ministry does exist, and it begins with proper motivation.
- The key to effective correctional ministry is "In Him." Effective ministry and producing fruit that remains is found "in Him"...
 - In His desire "to seek and save that which was lost" (Luke 19:10).
 - In His grace that reaches to convict of sin and draw men unto Himself" (John 6:44).
 - In His desire to "heal the brokenhearted", and bring "deliverance to the captives" (Luke 4:18).
 - In His power to recover "sight to the blind," and "set at liberty them that are bruised" (Luke 4:18).
 - In His ability to restore the years the enemy has stolen (Joel 2:25).
- Prison ministry is all about Him. It's about lifting up, and exalting, and pointing people's attention to Christ, not to us.
- If you view correctional ministry or chaplaincy as an opportunity to get a badge, to ride in a police cruiser, or step onto a crime scene, or improve your personal sense of importance... if you see community involvement as an opportunity to receive a letter from a mayor, judge, or warden declaring how important you are, then your motives are wrong, and we'd prefer that you seek credentials on the internet with some "chaplaincy" organization that is recognized by a badge rather than a burden.
- Christ's love is a lifting love.
- Our goal in prison ministry should be to bring hope to the hurting, not prestige to the preacher.

Ministry Approach

- You must always remember that the same correctional officials and inmates who hold the potential to open your ministry into an institution, hold the same potential to have your ministry removed from an institution. Especially in long-term facilities, control is power among inmates. If your approach to ministry is dogmatic and demanding in trying to persuade inmates to accept your doctrinal position, rather than truly ministering Christ in an effort to lift, heal, instill faith, provide encouragement and restoration, your ministry probably won't last very long.
- Inmates have the power to rally against any religious effort that brings confusion or contention into the Christian community in prison... and obtain the support of correctional officials that are not of your faith.
- Never make the mistake of thinking that "your faith is the only faith" in the correctional environment. work of God is far too big for one person or group to do alone. The work of God in prison ministry involves many different individuals with a variety of gifts and abilities and resources.



Ministry Approach

- We are not the only ones God can use to do great things in His kingdom.
- **NEVER** judge, criticize or mention another faith or another ministry in a negative way.
- Our approach to others must always be inclusive rather than exclusive.
- The absolutes of scripture are important and should be taught in the prison setting.
- To maintain a healthy relationship with other faith groups, focus upon the truths over which you agree, rather than the ones over which you disagree.
- No matter how great a speaker you are, or how much truth you claim to have—if there is strife and contention and confusion surrounding your ministry, you will be a greater hindrance than help to the work of Christ in prison.
- God has called us all to the work of helping and healing, and in prisons especially, we must work together.
- If your ministry approach is dogmatic or contentious, then perhaps you would best serve God and those in prison by finding some other place to minister.

- Today many inmates practice their faith on an individual basis or in faith-based religious programs.
 - It is a proven statistic that in study groups in Texas those offenders in regular religious programing have only a 10% recidivism rate.
 - The mission of faith in corrections is to create a full range of programs and try to establish support mechanisms and follow-up programs on the outside, e.g., *House of Hope* in Madisonville.
 - Recruiting and developing volunteers is a focus of faith in corrections.



- Establishment clause in the constitution: Congress shall make no law respecting an establishment of religion or prohibiting the free exercise thereof.
 - Faith initiatives need to be flexible.
 - Establishing a positive and proactive relationship with other churches and faith groups is important as a resource for programs.

- In Texas, 242 different faith groups such as Native American, Satanists, Odinists, Taoism, Wicca, Pagan and Neo-pagan. Judaism, Muslim, Catholic and Protestant are recognized.
 - Protestants are the major group.
 - Over 22,000 volunteers help statewide.

- The role of the Chaplain has been expanded to include organizing and training volunteers, facilitating pastoral visits, and contacting outside religions services.
- There are other services that are mandated by law and equal rights that will need to be provided by the chaplain.

 The Chaplain is often the one who delivers "bad news," yet this is one of the most opportune times to minister to the offender.

- When budgets are tight, the religious and rehabilitation programs are the ones that are usually cut. This opens the door for CPM.
- The book, <u>Professionals in Criminal Justice</u>, by Bro. Rickenbaker offers many resources for those in the field.



 The Chaplain is expected to be acquainted with the case flow process of induction, diversion into different units and programs, probation and parole.

 Ministry in the correctional setting not only ministers to the inmates but to their families and the correctional staff on the unit.

 CPM chaplains work hand-in-hand with the chaplain or as the designee that handles the religious programing. This may include interaction in the community with the needs of the programs and the sharing of training opportunities.

 Correctional chaplains have specialized training and will need to be endorsed by their denominational body in order to qualify as a chaplain.

Typical duties of correctional chaplains.

- Serve as managers of the programs on the facility.
- Possess an extensive knowledge of the standards and practices of a diverse range of faiths and denominations.
- Offer pastoral care such as grief counselling notification of death or serious illness in the family of the
 offender.
- Serve as primary advisors and implementers of the religious policy on the facility, clarify issues involving faith practices, devotional items, religious diets, and reading material and electronic media.
- Recruit religious volunteers.
- Be a strong component of the orderly operation of the facility by providing positive reinforcement, diffusing anger, and stress among the offenders and staff, thereby lessening threats, assaults, and other negative behaviors.
- Be a problem solver to avert lawsuits and grievances that relate to religious rights and practices.
- Serve as a community liaison.



- Time demands of a chaplain. This varies from system to system.
 - Identify religious needs.
 - Provide services and instruction.
 - Select and train volunteers.
 - Design and deliver program protocol.
 - Perform administrative functions, documentation, and recordkeeping.

- Time demands of a chaplain. This varies from system to system.
- Other pastoral functions:
 - Grief counselling.
 - Coping and values counselling.
 - Visit all areas of the facility on a regular basis.
 - Respond to requests written by offenders.
 - Special phone calls to check on families. Check on offenders for families on the outside.
 - Refer offenders to appropriate institutional staff.

Duties may vary and be specific assigned due to the nature and needs of the facility.

 Ministerial opportunities are unlimited. It is important to remember that the offender's participation in all activities is voluntary.

 Be aware of and note the outside providers of continuum care for corrections, such as half-way houses, parole chaplains, community-based substance abuse programs, individual and family counselling, and community-based mental health treatment programs.

 Some of the programs that are used and approved by the administrators of the religious program and warden are Conflict Resolution, Parenting, Cognitive Thinking, Mentoring, Grief Support, Forgiveness, Citizenship and Social Responsibility.

Personal qualities - possessing a pastoral identity.

- Be aware of one's personal strengths and limitations.
- Have an understanding of institutional culture and systems and relationships such as gang activity.
- Ability to perform administrative and resource coordination.
- Willing to work harmoniously with clerical, security, and professional staff and volunteers.

- The Chaplain should:
 - Provide and positive and spiritual presence on the facility with every person that he or she comes in contact with. We represent that which is eternal.
 - Be a model of spiritual transformation.
 - Be diplomatic and not with the attitude of a reformer.

 Training for Chaplains is usually furnished several times a year within the system.

 Be aware and report any thing that may be a breach of security. You may save someone's life or even you own. Never break a rule for an offender. Do not give legal or social advice to inmates. All of your actions may be recorded and monitored electronically by cameras.

TAKING CARE OF BUSINESS

TAKING CARE OF BUSINESS

 Our manners, conversation, demeanor and attitude toward the institution and those in authority are of utmost importance. We will be characterized as dignified or foolish. Our manners and dress should not be slouchy or crude. It may seem to be cool to be part of the group, but we need to live at a different standard. We should adopt can-do attitudes, be flexible and honor others around us.

 Prompt reporting and records that are in order are important. Phone calls need to be returned as soon as possible.

 We should have faith that God is working on and in people. It is important to not become jaded and indifferent as it is easy to become callous toward the games that offenders play. We need to always handle people with genuine mercy and be a mercy seat for all that we deal with.



 Laziness, disregard for the rules, being late, poorly done or incomplete work and failure to carry our share of the load are unacceptable in chaplains and will not make a good impression.

 We need to accept our limitations and know when to defer. Navigating difficult areas without understanding may lead to dangerous consequences for all involved.

- God's Word is the basis for all that we do and say as a chaplain. It gives us ethics, boundaries and guidelines about:
 - How we treat others—Relationships with others should include respect, honesty, loyalty, respect for authority and tolerance. Love is the highest degree of tolerance.
 - Our thoughts toward others

 Our public demeanor should be one of maturity, emotional and mental stability, capacity to discern, willingness to accept responsibility and moving past self-centeredness.

Confidentiality

 Faith group relations, especially other faith groups. Chaplain is responsible to help every offender to practice his faith to the extent that the institution will allow.

Spiritual counsel

- Proverbs 11:14 Where no counsel is, the people fall: but in the multitude of counsellors there is safety.
- Proverbs 20:5 Counsel in the heart of man is like deep water; but a man of understanding will draw it out.
- Proverbs 24:6 For by wise counsel thou shalt make thy war: and in multitude of counsellors there is safety.



 If suicidal or homicidal threats are made, report them immediately. Sexual abuse is to be reported to sworn personnel.

- Everyone is welcome to partner with CPM in offering help and hope to the 7.4 million adults behind bars, on probation, or on parole, plus the growing number of youth offenders in North America, and their families.
- You may visit www.prisonministry.faith to learn how you may take advantage of these opportunities to partner with CPM.



Para-Professional Certification Procedures and Guidelines

- One must be affiliated with the <u>United Pentecostal Church International</u> in some way. Attend a UPCI church with a licensed UPCI pastor that would recommend and sign the application. If not attending a UPCI church, have knowledge of a UPCI pastor that would sign the application and you be accountable to.
- Have already completed the Volunteer Chaplaincy Certification and complete the Para-Professional Certification training.
- Return the application, a current picture, and the certification fee to: Christian Prisoner Ministry - NAM 36 Research Park Ct. Weldon Spring, MO 63304
- Or email all information to CPM@upci.org
- For a one-year license, please remit \$39 with this application. You may purchase a two-year license for \$69. This non-refundable fee for your License Fee needs to be made payable to: Christian Prisoner Ministry.
- If you have any questions, please feel free to contact our office at (636) 229-7900 or email at CPM@upci.org.
- In order to maintain CPM Certification and access to free downloadable resources, you must fill out and submit the application renewal form annually or biannually to show pastoral approval. For additional information, please visit www.prisonministry.faith

COUNSELING SESSION 1

2019

COUNSELORS IN PRISONS

Spiritual Counselling

Personal Issues

Strengths and Liabilities

WHAT IS COUNSELING

"The application of mental health, psychological or human development principles, through cognitive, affective, behavioural or systemic interventions, strategies that address wellness, personal growth, or career development, as well as pathology."

Differences and Similarities

Psychiatrist -

Psychologist -

Licensed Professional Counselors

PHILOSOPHY OF COUNSELING

- Provide encouragement and guidance
- Stimulate personal growth
- Resolve inter-personal conflicts

WHAT INFLUENCES CHANGE

- The counseling process is influenced by several characteristics that help it become a productive time for the client and the counselor.
 - Structure
 - Setting
 - Client Qualities
 - Counselor Qualities

SKILLS/TOOLS FOR THE COUNSELOR

- Empathy
- Leading
- Responding
- Self Disclosure
- Humor

Skills and tools may vary from one theoretical approach to another.

BASIC PRINCIPLES

- Time
- Attention
- Acceptance
- Ethics

BASIC PRINCIPLES

• Talk Freely

• Listen

• Do Not Judge

• Encourage

COUNSELING IS NOT...

- Advice Giving
- Lecturing
- Excessive Questioning
- Asking "Why?"
- Open and Closed Questions
- Story telling

TRANSFERENCE & COUNTER-TRANSFERENCE

- A concept as old as Freud, transference and countertransference are issues that affect all forms of counseling, guidance, & psychotherapy.
- Transference.
- Counter-transference.

GOALS

- Goals within counseling help to set the tone and direction with their client.
- Without goals, the sessions may wander aimlessly.
- Some theoretical approaches are more goal oriented than others.
- Definition of Goals

COUNSELING SESSION 2

2019

HOLISTIC HEALTH

- Physical Health
- Neurological Health

• Endocrine Health

TYPES OF COUNSELING

- Marriage and Family Therapists
- School Counselors
- Mental Health Counselors
- Addiction and Substance Abuse Counselors
- Rehabilitation Counselors
- Spiritual Counselors
- Geriatric Counselors
- Veterans Counselors

- Domestic Violence Counselors
- Child Pediatric Counselors
- Child Abuse Counselors
- Community Mental Health
 Counselors
- Suicide Counselors
- Depression Counselors
- Transformational Counselors
- Grief Counselors

THEORIES OF COUNSELING

- Adlerian Theory
- Behavioral Approaches
- Cognitive Behavioral Therapy
- Computer Assisted Therapy
- Existential Humanistic Tradition
- Integrative Theory

- Multicultural Counseling
- Object Relations Theory
- Psychoanalytic Theory
- Psychodynamic Counseling
- Solution-Focused Brief Therapy
- Systemic Approaches

4 MOST COMMON APPROACHES

- Behavioralist Want to identify and change Behaviors
- Psychodynamic Look at personality and development
- Cognitive Want to identify thinking and change thinking
- Humanistic Help to reach highest potential

TYPES OF ISSUES

- Personal
- Interpersonal
- Identity
- Family
- Mental Health
- Addictions
- Financial
- Vocational

PERSONAL ISSUES

- Anxiety
- Anger
- Depression
- Loneliness
- Guilt
- Interpersonal Relationships

SPIRITUAL ISSUES

- Gentle Guidance
- Practical Support
- Resources
- Understanding
- God and Truth

DISTINCTIONS OF THE CHRISTIAN COUNSELOR

- First
- Second
- Third
- Fourth
- Fifth
- Sixth
- Seventh
- Eight
- Ninth

TERMINATION OF A SESSION

- There is no great secret to termination. There are some guidelines:
 - Give a heads-up to the last session
 - Allow the client to express feelings about the process
 - Give positives for the client to take with them
 - Give additional resources.

END NOTES

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- Gary R. Collins, ibid., 17-20.

GRIEF AND LOSS

2019

GRIEF IN PRISON

- Contacts
- Empathize
- Comfort the bereaved
- Listen
- Don't force the Gospel

Correctional Chaplains serve as a counselor in the event of an offender's death or if there is a death in the offender's family. Delivering messages regarding death and critical illness are among the important responsibilities of a correctional chaplain. Each institution will usually offer specific guidelines to assist in that area, however, if institutional guidelines are not provided, the following guidelines are basic to your handling such responsibility.

GRIEF IS A PROCESS

- Be Present
- Listen
- Give permission
- Accept silence
- Don't say too much
- Share the Work
- Pray with them
- Be patient

Grieving involves a process of diverse psychological and physical elements, which occur differently among individuals (Stroebe et al., 2008). Mental health symptoms of grief include depression and anxiety, anger, suicidal ideation, and posttraumatic stress disorder (PTSD; Stroebe, Schut, & Stroebe, 2007).

REASONS FOR GRIEF

- Loss of a relationship
- Divorce
- Death
- Moving
- Loss of Liberty and Freedom

- Loss of health
- Loss of Marital Possessions
- Loss of Mental Health
- Military
- Crime

SYSTEMS AND GRIEVING

Systems will affect the Grieving process

- Culture
- Religious values
- Celebrations
- View of loss
- View of family
- View of relationships
- Support

STAGES OF GRIEF

FIVE STAGES OF GRIEF (THE KÜBLER-ROSS MODEL)

Denial- This can't be happening to me

Anger –toward others, toward God or a Higher Power, May not be rational, get even, blame, affect health,

Bargaining-I will do anything to....

Depression-Giving up, What's the point, fear, loss of self-care

Acceptance-It is going to be okay, or I can accept what has happened... (everyone has their own time)



TASKS OF MOURNING J. WILLIAM WORDEN

The tasks a person faces when dealing with loss are to:

- Accept the reality of the loss
- Work through to the pain of grief
- Adjust to an environment in which the deceased is missing, and
- Find an enduring connection with the deceased in the midst of embarking on a new life.

THERESE RANDO'S SIX R PROCESSES OF MOURNING

- 1) Recognize the loss
- 2) React to the separation
- 3) Recollect and re-experience
- 4) Relinquish old attachments
- 5) Readjust
- 6) Reinvest

TWO STYLES OF GRIEF

Instrumental Grief

Intuitive Grief

•Focus on the "thinking" part of grief.

•Often involves problem-solving, such as making ending arrangements.

•Recurring thoughts about the circumstances of grief: the how and why.

•Less emotionally expressive about loss.

Focus on the "feeling" part of grief.
Strong emotional responses to loss, and more outward display of emotion.
More likely to seek emotional support.

WORDS TO DESCRIBE GRIEF

Angry	Depressed	Sad
Lonely	Pained	Frightened
Restless	Disappointed	Sorry
Anxious	Regretful	Guilty
Irritable	Zoning out	Tired
Miserable	Discouraged	Shocked
Trouble Sleeping	Changing Moods	Helpless
Confused	Relieved	Loss of appetite
Numb	Fearful	Withdrawn
	Overwhelmed	

PERSONAL AND UNIVERSAL

• Personal – Everyone deals with grief in a different way

• Universal – Everyone deals with grief at some point in his or her life

SPIRITUAL ISSUES IN GRIEF

- The basic search for meaning and value in Life
- Who am I
- Feelings of abandonment and anger
- Fear of the unknown
- Finding a secular framework to face the unknown
- Mystery of Death

Grief Journey

What has been your grief journey? Take a minute and write down a time when you experienced grief. What was your first reaction? How long did it take you to work through your grief? What helped you? What didn't help you?

EXERCISES TO WORK THROUGH THE GRIEVING PROCESS

Letter to someone I have hurt or that I love.

Paint or draw a picture of your grief.

Keep a Grief Journal and record the feelings you have and share them with a confidant.

Record my journey moving forward. What are my future goals? How can I help someone else?

Have the person write a letter to you, sharing their grief. You write a letter back with <u>encouraging</u> words.

REFER!

Remember: If a person you are working with shows signs of depression, has suicidal thoughts or thoughts of self-harm, non-suicidal self injury, thoughts of homicide, does not have thoughts for their future, is having hallucinations, hearing voices, refusing to eat, explosive, extreme fears, or showing any signs of behavior that is out of the norm for that individual, REFER!!!!!

LAST POINT

People are People wherever they are!

END NOTES

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GUILT SHAME AND REGRET

2019

GUILT SHAME REGRET

• Guilt

• Shame

• Regret

4 ASPECTS TO FORGIVENESS

• Receive Forgiveness

• Forgive Others

• Forgive Yourself

• Accept the plan of God

STEPS TO HEALING

- Assess the Action
- Weigh Personal Responsibility
- Accept Forgiveness
- Overcoming guilt and shame doesn't mean not caring about your actions. It involves taking responsibility for what you did and coming to terms with your actions. The following steps are helpful in overcoming guilt and shame:

NON-HELPFUL COPING SKILLS

- Self Abuse
- Chronic Victimization
- Abuse of Others
- Depression
- Rage
- Control
- Perfectionism
- Addictions and other compulsions
- Compulsive and Apathetic Relationships
- Suicidal Thoughts

MOVING TOWARD HEALTHY THINKING

• Break the Silence

• Self-Forgiveness

• Make Reparations

END NOTES

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ANGER MANAGEMENT

2019

ANGER

• Anger is a normal human emotion

• Anger is an emotional state

• Anger is a secondary emotion

• Anger can be caused by external and internal events

EXPRESSING ANGER

- Anger is natural
- Fight or Flight
- Anger: suppressed, converted, redirected
- Anger creates other problems
- Goals in Anger Management

The goal in managing anger is to calm down inside. This means not just controlling your outward behavior, but also controlling your internal responses, taking steps to lower your heart rate, calm yourself down, and let the feelings subside. As Dr. Spielberger notes, "when none of these three techniques work, that's when someone—or something—is going to get hurt."

CALM

• C – Control

- A Anger Happens
- L Life Choices

• M - Mind

MANAGING ANGER GOALS

• Reduce emotional feeling and physiological arousal

• Knowing your tolerance for frustration

• Genetics and physiological

• Sociocultural

MANAGING ANGER GOALS

- Identify Triggers
- Identify Cause
- Expressing Anger
- Acknowledge Contributing Factors
- Forgive

RELAXATION STRATEGIES

- Breathe
- Repetitive Phrase or Word
- Imagery
- Non-Strenuous Exercise
- Meditation

COGNITIVE RESTRUCTURING

- Replace irrational thoughts with rational thoughts
- Remind yourself that anger does not fix anything
- Become aware of the demanding nature

PROBLEM SOLVING

- Not every problem has a solution
- Make a plan and check your progress
- Don't fall into all or nothing thinking

BETTER COMMUNICATION

- Conclusions can be inaccurate
- Slow down with the communication
- Listen Carefully
- Don't Retaliate
- Keep Your Cool

USING HUMOR

- Have a balanced perspective
- Don't allow your expectations to become unreasonable
- Don't use humor to laugh things off
- Do not become sarcastic

CHANGING THE ENVIRONMENT

- Schedule personal time
- Change your associates
- Give yourself a break

ADDITIONAL TIPS

• Timing

• Avoidance

• Finding Alternatives

COUNSEL OR SECURITY

• Seeking additional counsel: counselor, psychologist, psychiatrist

• Call for Security

• Safety becomes a priority

FORGIVENESS

To forgive means that you refuse to carry painful and debilitating grudges around with you for the rest of your life.