



**PITTSBURGH  
PASTORAL  
INSTITUTE**

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# ***PPI Perspectives***

**A Samaritan Counseling Center**

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## **A Word from the Executive Director: Randall Hoedeman, Ph.D.**

It is my pleasure to introduce this first volume of the Pittsburgh Pastoral Institute's Newsletter. Through it, we at PPI hope to keep our friends and supporters better informed about our programs and services, and about important and useful mental-health issues. We also hope to make many new friends in the process—and to increase the visibility of our center, which has been called one of the area's "better-kept secrets." Let me begin with a brief summary of our current programs and services.

**Who We Are.** Serving southwestern Pennsylvania since 1964, we are proud to be the area's oldest and largest interfaith counseling and psychotherapy center. Our faith-friendly and spiritually attuned approach integrates into the therapy process both the behavioral sciences and the resources of a client's particular religious faith. Our services include: (1) individual, couple, and family counseling and psychotherapy; (2) psychiatric consultation; (3) career assessment and counseling; (4) consultation for clergy who are dealing with difficult problems in their congregations; and (5) continuing education for mental health professionals and clergy. Currently, our 40 licensed and credentialed therapists provide over 16,000 hours of counseling and consultation annually to some 1400 clients.

**Help from our Partners and Friends.** Along with our ever-increasing referrals has come a growing number of clients who represent the "working poor," and who

consequently are uninsured or underinsured. Happily, a host of individuals and organizations have helped us to continue to see all who come to us for help through

generous financial contributions to our client-assistance fund. This generosity enabled us to subsidize this past year the counseling of 295 motivated and appreciative clients who otherwise would not have been able to receive the help they needed. Thank you, again, if you have been a part of this compassionate and generous network of supporters.

Beyond our "quantitative" accomplishments, however, is a "qualitative" accomplishment that cannot be fully measured—namely, the effect that our services have had on the lives of the 1400 clients, and their loved ones, that we have touched this past year. Measured in this way, the cumulative difference that all of us, working together, have made throughout our region is significant indeed. The overwhelmingly positive responses on our "client satisfaction" surveys attest to this positive impact. So, too, do the grateful words of a once despairing client: *"Thank you for being there for me when it seemed that all hope was lost—and for staying with me until I could begin hoping again."*



### **Did you know?**

**PPI is the oldest and largest interfaith counseling agency in Pittsburgh.**



# Clergy and Congregation Care Program at PPI: an Initiative of the Samaritan Institute by Rev. Brad Walters - CCC Coordinator

It is clear that these are critical times for clergy and the congregations they serve. Jack Carroll, director of Pulpit & Pew, an extensive project funded by the Lilly Endowment, offers the following reasons:

- Parish ministry is undergoing major change. Clergy and laity roles are shifting, women are joining the ranks of ordained clergy, not enough clergy are willing to serve small and mostly rural congregations, fewer young seminary students are entering parish ministry, clergy moral failures have become visible headline news, and social esteem for clergy has dropped.
- The decline of mainline congregations appears to be leveling off, but the average age of their congregants has increased to the upper 50s. Growing conservative congregations have attracted younger members but their growth too has slowed. While Catholic parish membership is increasing, this can be attributed to a recent jump in immigration. The U.S. population of those without religious affiliation is on the rise.
- Special interest groups are gaining influence and as they do, congregational conflict mounts, making conflict mediation an essential skill for parish clergy.
- Clergy members are often satisfied with their congregations but they express low satisfaction with their sense of effectiveness in the congregation. They are largely satisfied with their position and housing, but not with their salaries and benefits. Clergy are more likely to be satisfied with their family life and less likely to be satisfied with their spiritual life.
- Overall clergy view themselves being in good physical health, but mainline Protestants score lowest on positive feelings and energy. Lower measures of health are found among the clergy voicing loneliness and isolation, difficulty

having a private life outside of the congregational “fishbowl,” disagreements with their congregation, lack of time for relaxation and being with family, and spousal resentment of time demands and salary.



**Excellent ministry embodies resilience — a “touch elasticity” born out of spiritual practice.**

Research helps us understand how to increase the effectiveness of clergy and congregations in bringing ministries of transformation to meet the challenges of today’s world:

- The most effective leadership style (as judged by both laity and clergy) is proactive collaboration between clergy and their congregations. This style correlates with a good match between the pastor and the congregation and relatively low conflict. Both extremes – passive leadership and overly active leadership – tend to correlate with increased conflict and poor match.
- Excellent ministry embodies resilience: what Carroll describes as “touch elasticity,” born out of regular spiritual practice. Other qualities of excellent ministry include flexible and reflective leadership, lifelong learning, cultivating collegial and personal relationships, maintaining appropriate boundaries between personal/family life and work, monitoring physical and emotional self-care, and optimism.

How then can clergy and congregations bring the deep resources of faith to these critical times?

Pittsburgh Pastoral Institute, in partnership with the Samaritan Institute, is committed to making a difference in Western Pennsylvania by offering a new service for clergy and congregational care, including:



## Clergy and Congregation Care, continued

- **Clergy Consultation Groups:** Gatherings of six to twelve clergy persons meeting monthly to focus on their pastoral work in a context of peer support, reflection and consultation.
- **Care for Clergy and their Families:** Individual and family counseling and education dealing with the stresses and changes in family life, promoting self care and marital and family health.
- **Consultation for Congregations in Transition and Conflict:** Short-term and long-term interventions to assess congregational conflicts and transitions and plan for constructive change.
- **Coaching and Consultation for Church Staff and Governing Boards:** Helping church leaders cope with and grow through conflict, change and developmental transitions.
- **Clergy Assessments:** Using psychological testing and interviewing to assess and guide candidates for ministry and to identify and develop leadership skills and competencies.
- **Educational Events:** Carefully designed participatory learning ventures for congregational and judicatory groups organized around such topics as strategic planning, staff and board development, spiritual enrichment and layperson training.

For more information about PPI's Clergy and Congregation Care program, contact the Rev. Brad Walters at 412-661-1239, ext. 69, or by email: [brad.walters415@verizon.net](mailto:brad.walters415@verizon.net).

## Community Building Campaign in Early Stages

by Sue Rumbaugh, MPM - Development Consultant

This year Pittsburgh Pastoral Institute (PPI) has embarked on an exciting campaign to raise \$1.5 million dollars for various projects. The purpose of the *Community Building Campaign* is the purchase and renovation of PPI's main-office building, expanded programming to keep pace with the increasing demands for services, and capacity building. Money raised will also be used to implement a new electronic record keeping program, allowing us to remain HIPAA compliant in the future.

Projected to last five years (2007-2011), the campaign will focus on donations from the private sector — individuals, corporations and foundations. Our hope is to attain the funds PPI needs for program and capital expansion currently not funded by our government grants and fees for services.

"This campaign will enable PPI to keep pace with the growing demands for services that we are experiencing. We are confident that the community will respond to our

need and give generously," states David Greenberg, Honorary Chair of the campaign. Dr. George Fyke, the campaign Chair, believes that "the campaign is probably the most important development step we have taken at PPI in many years." George's wife, Lois—a therapist and also a long time volunteer for PPI—is co-chairing the campaign. Together they are "pleased to be a part of the leadership team of board, staff and volunteers at PPI who have enthusiastically committed to help in reaching our goal."

While the campaign is still in the early stages, several major gifts and pledges have been received from friends of PPI. In addition to pledges from individuals, several local family foundations have made contributions including: the Hillman Foundation, the Richard King Mellon Foundation, and a foundation that would like to remain anonymous. For more information about the need, and how you can help, contact Julie Pasquarelli at the PPI Development Office: **412-661-1239, ext. 26**.



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Remember us this fall: United Way Donor Designation #1231

The official registration and financial information of the Pittsburgh Pastoral Institute may be obtained from the PA department of State, by calling toll-free within Pennsylvania, 1-800-732-0999. Registration does not imply endorsement.

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## Silent Samaritan Luncheon

PPI would like to thank all of those who have contributed to the Silent Samaritan Campaign over the past two years. Designed for women in financial strength to help women in financial need, this fund has been able to provide over 200 hours of therapy to women who otherwise would not have been able to get the help that they needed.

Please save **Friday, October 24th, 2008** for this year's **Silent Samaritan Luncheon**. This year's luncheon will be held at the Priory on the North side of Pittsburgh.

Ms. Connie Cibrone, President and CEO of Allegheny General Hospital is our Honorary Chair. Our speaker is Dr. Charles Geyer, Jr., FACP. Dr. Geyer is a board certified medical oncologist with expertise in the study and treatment of breast cancer. Currently, he is Director of Medical Affairs for the National Surgical Adjuvant Breast and Bowel Project (NSABP), Co-director of the NSABP Foundation Research Program (FRP), and Director of Breast Medical Oncology, Allegheny General Hospital.

If you wish to help with this year's Silent Samaritan Luncheon, or if you would like to become a Silent Samaritan

by making a donation to our client-aid fund, please contact Julie Pasquarelli, 412-661-1239, ext. 26.

### Wish List: How Can You Help?

If you are looking for a way you can help, PPI would welcome volunteers as well as the donation of materials. We could use the following:

- Office help such as with newsletters, mailings, sending out support letters, data entry and other office help.
- Volunteers to help maintain the grounds with landscaping and gardening.
- Donation of printing services for mailings.
- Donation of office supplies, paper products and tissues to help PPI.
- Send a contribution by mail or telephone, using a check or credit card.
- For more information on how to help, please contact: Jean Kolbe at 412-661-1239, x.54.