

How to Build a Caring Well Team



Building a Caring Well Team (CWT) is [step 2](#) of the Caring Well Challenge (CWC). This team will coordinate your church's efforts for the rest of this initiative in order to ensure that the remaining steps are achieved.

Why have a Caring Well Team?

A Caring Well Team will help your church in three ways as you take the Caring Well Challenge to help your church be safe for survivors and safe from abuse.

- A CWT will act as an encouragement. This team allows parents and survivors of your church to know you take this issue seriously and are seeking to care for and protect the congregation. Introducing the CWT on [launch](#) Sunday will also allow church members to know with whom they can discuss questions, concerns, and ideas they may have.
- A CWT acts as a deterrent. Having a team who is focused on this issue and leading your church through the CWC allows perpetrators to know that you take this issue seriously. This acts as a restraint because perpetrators will go where they have the easiest access to victims.
- A CWT will act as a conduit. This team will be able to focus their energies on this important issue and help your church's initial commitment become more than just good intentions. They will serve as a conduit for your church's efforts to move from ideas to implementation.

Who should be on the Caring Well Team?

It is important to consider who you want to be on your Caring Well Team. For some churches, this team should be comprised of a small group of key leaders from your pastoral staff, student ministry, children's ministry, women's ministry, or marriage ministry. Other churches may have church members who could contribute expertise or a unique perspective. Consider your specific church context to decide what will serve best. Because this is such a pressing issue, your most trusted leaders should be eager to support the effort.

Include men and women. As complementarians who believe that men and women were equally created in God's image and have been given unique roles and giftings, we recognize the importance of having both men and women on a team. Both bring a unique and invaluable perspective.

Also, consider what individuals you have in your congregation that might bring expertise and experience to the team. If you have church members with a background in social work, law enforcement, counseling, or education—fields experienced in responding to abuse—they would make excellent team members. If you have a church member who has experienced abuse, and is far enough along in their recovery for this to be a healthy experience for them, they would offer an immensely valuable perspective.

What will they be responsible for?

The Caring Well Team will be responsible for facilitating and implementing the eight steps of the CWC. That will involve everything from learning about abuse, communicating with the leadership about next steps, attending training, reviewing current policies and recommending necessary revisions, and helping implement and maintain a screening process for volunteers. This team could also be helpful in continued care beyond the challenge for the vulnerable and for survivors in your church.

How can they be trained for their role?

Before your church begins to implement changes, it is important to ensure that your leaders are well trained on the issue of abuse. The CWC is designed to walk the team step by step through the process to help them share about abuse, care for those who have been abused, and to prepare to prevent abuse.

For example, the fourth step in the challenge is to equip your CWT through the ERLC Caring Well Conference materials. The ERLC hosted a Caring Well Conference to provide teams with the opportunity to listen to survivors, learn from experts, and be equipped with an understanding of the full spectrum of abuse issues.

In addition, step five is to go through the [*Becoming a Church that Cares Well for the Abused*](#) curriculum. This is a free, 12-video curriculum. Each video is 20 minutes and is available in English and Spanish. At the conclusion of the training you will be advised to send select videos to key lay leaders in your church to help train them as well.

Churches are also encouraged to pursue additional training from state conventions, associations, and other partners.

What if we already have something like a Caring Well Team?

The Caring Well Challenge is designed to be flexible enough that your church can adapt to your unique situation. Some churches already have teams of leaders in place that function similarly to the design of a CWT. If that is your church, that's great news: you are already on track with this step in the challenge. Unless it fits your plans and priorities, there is no need to rename or modify an existing team into a CWT. Just adapt the principles and priorities established here to ensure they are functioning in a way that will enable your church to complete the Caring Well Challenge.

We've selected a team, now what?

Make sure your CWT point person is signed up for the challenge at caringwell.com to receive emails to guide the team through every step of the process. The next priority will be to focus on your church's plans for the Caring Well Challenge Launch Sunday.

Thank you for taking the issue of abuse seriously. We pray the CWC will be used to make our churches safe places for survivors and safe from abuse. May the Lord use our efforts to glorify his name and help us protect the vulnerable.