The Chaplain’s Ministry of Pastoral Care, Operational Plan

Introduction to Pastoral Care within the Baylor Community

Baylor understands it to be integral to our mission that our community be a place that is characterized by an active, compassionate, and personal response to those in need. While this work belongs to all those in the Baylor family, historically the Office of the University Chaplain has prompted and been central to the way the University cares for our students. There are many aspects to the Chaplain’s ministry, including leading the area of Spiritual Life and speaking frequently. However pastoral care, in most weeks, will consume the majority of the Chaplain’s time. The Chaplain’s office seeks to manifest the compassion of Christ to the Baylor family.

Pastoral Care Structure

Division of Student Life Mission

Student Life seeks to enrich the Baylor experience through life-changing programs and services resulting in an integrated education known for leadership, service, Christian faith, and the total development of students.

Division of Student Life Vision

Student Life will be a transformative presence in all our students’ lives equipping them to make a positive impact on society.
Division of Student Life Values

Values are the foundational principles and qualities upon which our division lives out its mission and vision. Central to these values is our commitment to our Christian faith and the belief that our work is enriched by the fulfillment of God’s call in our lives. It is within this context that we value:

**Students**—displayed by our attention to individual student needs as well as our love and commitment to the broader student body

**Inclusive Community**—evidenced by diversity, uniqueness, understanding, and unity as a staff

**Transformative Learning**—discovered through an integration of mind, body, and spirit

**Leadership Development**—cultivated through education, experience, reflection, and a call to impact human flourishing

**Professional Excellence**—guided by best practices, current research, assessment, and wise stewardship

**Healthy Lives**—modeled by a vigorous life and work balance and ongoing sense of fulfillment

Division of Student Life Goals

Guided by this mission, the University’s strategic vision, the wisdom of our professional discipline, and most of all, our common Christian faith, Student Life cultivates an environment that nurtures **calling, wholeness, community, and citizenship**.

**Student Life:**

- Supports students as they discern God’s paths, plans, and purposes. *We help students discover calling.*

- Fosters healthy living, joyful experience, passionate scholarship, and depth of faith. *We develop the whole student.*

- Encourages meaningful relationships, Christian hospitality, and charity in all things. *We build community.*

- Inspires and equips students to transform the world. *We cultivate global citizenship.*
Division of Student Life Acts of Determination

Acts of determination are prioritized division-wide initiatives that will help Student Life achieve our goals. As we seek to cultivate global citizenship, build community on campus, help students understand calling and develop the whole student, the division will focus on the following Acts of Determination for the next two to three years:

- To instill Baylor graduates with the ability to lead and serve we will develop and implement a comprehensive multi-year leadership framework. A well thought out and wide-reaching model of leadership and service will be the foundation upon which divisional programs, services, and advocacy efforts are planned, resourced, carried out, and assessed. Central to this model are the foundational principles of the Christian faith and the ability to navigate within a complex global society.

- To cultivate student understanding of the rich diversity God has created we will integrate cross-cultural competency education through division programs, staff development, and community partnerships. By enhancing the ability of our students and staff to talk and work across differences, we will develop Christian leaders who will advocate for and support social justice on campus and beyond.

- To equip students to thrive we will foster educational initiatives that help students develop a stronger sense of health, equanimity, and wellness. Guiding students as they mature in stewardship of themselves and care for community will require an intentional approach to teaching, supporting, and modeling healthy lifestyle choices, resiliency skills, and meaningful spiritual practices.

- To create vibrant learning and faith formative environments we will develop spaces across campus and in the community that create synergy and renewal. Much work has been done, yet much is still needed, to create dynamic settings for students to engage in experiential learning, contemplation, recreation, and social interaction. Partnering with others will be essential in order to construct new and to repurpose existing spaces.
The University Chaplain’s Ministry of Pastoral Care

In the area of Spiritual Life, it is our mission to nurture theological depth, spiritual wholeness and missional living in students, staff and faculty.

The University Chaplain, assisted by all those in Spiritual Life but especially joined in ministry by the Assistant to the Chaplain, the Director of Spiritual Formation, and the Resident Chaplains, offers **support, spiritual direction, and pastoral counseling** to individuals in the Baylor community. We also prompt and facilitate the compassionate response of the entire community to those in need.

**Departmental Program Goals & Outcomes**

1. It is our goal to **provide pastoral care** through support, spiritual direction, and pastoral counseling to those in need.
2. It is our goal to **create awareness** throughout the Baylor community so that students, staff, faculty, and others will recognize the Chaplain’s office as the place to turn in times of need and crisis.
3. It is our goal to **prompt the timely and compassionate care** of the entire Baylor community for those in crises and difficulty.

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<tr>
<th>Goals</th>
<th>Providing Care</th>
<th>Campus Awareness</th>
<th>Prompting Compassion</th>
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<tr>
<td>Community</td>
<td>Believe Baylor to be a caring University.</td>
<td>Identify the Chaplain’s office as a place to which those in our community may turn during a crisis</td>
<td>Be aware of the needs of our students, staff, and faculty in order to offer care and support</td>
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<td>Calling</td>
<td>Be engaged in conversations about the meaning of their lives.</td>
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<td>Wholeness</td>
<td>Be encouraged to grow spiritually, emotionally, relationally, and intellectually.</td>
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<td>Citizenship</td>
<td>Be nurtured to live beyond self-interests.</td>
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Pastoral Care Ministries

1. **Support**

   This very basic level of response and care takes place daily through the Chaplain’s office as chaplains respond to those in distress by contacting, visiting, inquiring, referring, and following up. The office also makes frequent contacts with others in the Baylor family, notifying them of a student’s need and encouraging their support. We also lead small groups for those in grief.

2. **Spiritual Direction**

   Through small groups and one-on-one meetings students are guided to grow in their faith.

3. **Pastoral Counseling**

   Students and others in the Baylor community are seen weekly by the University Chaplain and the Director of Formation who offer compassionate listening, spiritual care, insight, and guidance during seasons of difficulty, often making referrals to the Baylor Counseling Center.

Pastoral Care Initiatives & Links to Divisional Acts of Determination

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<th>Act of Determination</th>
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<td>Support</td>
<td>We will be intentional about educating the community regarding the Chaplain’s office role for those in crisis and need. We will take steps to organize, train, and stay in touch with organizational chaplains.</td>
<td>foster educational initiatives that help students develop a stronger sense of health, equanimity, and wellness.</td>
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<td>Spiritual</td>
<td>We will offer one chapel alternative each semester that cultivates theological reflection and spiritual practice.</td>
<td>foster educational initiatives that help students develop a stronger sense of health, equanimity, and wellness.</td>
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<td>Counseling</td>
<td>We will seek to partner with the Counseling Center to offer growth group ministry with particular target groups such as graduate students considering marriage or those dealing with cancer.</td>
<td>foster educational initiatives that help students develop a stronger sense of health, equanimity, and wellness.</td>
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Pastoral Care Approach to Assessment:

As shown in the graphic below, our approach to assessment involves four steps:

**Step one** is to define intended learning outcomes: more specifically, what do we want our students to know, do or value as a result of participating in campus recreation programs?

**Step two** is to measure the extent to which participants achieve the learning outcomes.

**Step three** is to interpret the results to identify areas for improvement.

**Step four** is to use the identified areas for improvement to revise programing in order to increase student learning.
**Pastoral Care Plan for Continuous Improvement**

Our belief is that attempts to assess the results of pastoral care should be limited to those who participate voluntarily in support/growth groups (grief, discernment, direction etc.) and that assessment should not be sought from those who have experienced a crisis. We are also planning to assess the community’s awareness of the role of the chaplain’s office in a crisis. We will assess these on a three-year cycle.

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<thead>
<tr>
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