

Parish Nursing Report for Congregation

In August 2007, the Ontario Government announced an 'Aging at Home Strategy' and extended an invitation to interested parties to apply for funding. The InterChurch Health Ministries (ICHM) has received funding through the Waterloo Wellington Local Health Integration network (LHIN) to develop Parish Nursing Ministry in congregations. In September, 2008, a small number of Harcourt people, who are interested in this initiative, met with the Executive Director of ICHM, Tom Doherty, and a Parish Nurse to learn more about the program. ICHM is presently looking to identify six more partner congregations who would receive funding beginning April 1, 2010. ICHM believe that the synergies provided by this model of health care include (1) the treatment of the whole person as body, mind and spirit, (2) the unique roles of the Parish Nurse (interpreter of the relationship between health and faith, health educator, health counsellor, health care referral and advocacy source (healthcare system navigation) and facilitator and teacher of volunteers), and (3) the support of a faith community who becomes a partner congregation with ICHM, enabling the aging population to stay in their homes longer, and saving money within our health care system.

You may recall that a 'minister for pastoral care' was part of the vision described in the JNAC report. The report suggests that the position might be filled by a nurse. Harcourt Church has the opportunity to participate in this initiative and to be part of a network of Parish Nurses and partner congregations in the Waterloo Wellington LHIN. The model is one that supports the development of faith communities towards enhancing the health of our seniors, supported by a Parish Nurse who is introduced as a new member of the faith community's staff team, employed by the congregation. The word "Parish" suggests that the congregation serves people in a geographical area.

A Parish Nursing Forum was attended by six members of Harcourt Church in January 2009. Subsequent to that Forum, a group of 13 health care professionals and other interested members of the congregation attended a meeting on January 27, 2009. The purpose of this meeting was to discuss and decide how a Parish Nursing role could contribute to the health and welfare of the church. What strategies could we develop/create to strengthen the potential for this role @ Harcourt? Background information was circulated to several other interested members and informal discussions were initiated at a number of Harcourt groups.

The Parish Nursing Presentation on March 1, 2009 was attended by 33 people. Gail Brimbecom, National Education Director for InterChurch Health Ministries (ICHM), Tom Doherty, Executive Director of ICHM, and our own Leslie Hyde made presentations that outlined the role of Parish Nursing and a draft of a potential job description for Harcourt. The financial implications were also discussed.

A note of interest is that Emmanuel College and the United Church of Canada have both provided financial support to ICHM. Joan Barham and Esther Devolin have agreed to serve on an ICHM task group to strategize towards obtaining ongoing funding from the WWLHIN for Parish nursing beyond the current funding received through the Aging At Home Strategy.

Financial Support

(a) Current ICHM Support (\$58,500 over four years)

- Year 1: **\$26,000** - Payment of 20 hours/week, \$25 per hour
- Year 2: **\$13,000** - Payment of 10 hours/week, congregation picks up 10 hours/wk
- Year 3: **\$13,000** - Payment of 10 hours/week, congregation picks up 10 hours/wk
- Year 4: **\$ 6,500** - Payment of 5 hours/week, congregation picks up 15 hours/wk
- Year 5: Congregation has picked up total cost of funding the position

(b) Congregational Support

In addition to the growing support to the Parish Nurse salary over 4 years, annual costs to the congregation would include:

Annual ICHM Partnership Fee (prorated upon signing covenant)	<u>\$650</u>
Office Space and computer	needed
Resources (books, speaker honoraria, etc.)	<u>if required</u>
Employment Expenses	<u>\$5400 in 2010</u>
Mileage	<u>UCC regulated</u>

(c) Other Support

Other costs that could be covered by the congregation or Parish Nurse would include:
Education Program \$350 (for each of 3 years, if completed within that time) - courses would start February 2010. (RN can apply to RNAO for full funding for courses)

RNAO (Registered Nurses Association of Ontario) Fees	\$300 (approximate each year) – covers liability, usually paid by RN
Parish Nurse Retreat	\$220
Education Day	\$75

The Parish Nurse must maintain her yearly Ontario licensing.

Summary of Expenses to Harcourt starting April, 2010

	Year 1 (April/10)	Year 2	Year 3	Year 4	Year 5
ICHM Fee	\$ 650	\$ 650	\$ 650	\$ 650	\$ 650
Employment Expenses	\$5400	\$ 5400+	\$ 5400+	\$ 5400+	\$ 5400+
Mileage	UCC mileage				
Education	\$ 400	\$ 400	\$ 400	\$ 400	\$ 400
Salary	00000	\$13,000	\$13,000	\$19,500	\$26,000
TOTAL	\$6450	\$19,450	\$19,450	\$25,500	\$32,450

NOTE: All Harcourt staff receive a cost of living increase yearly and it would be expected that the Parish Nurse position would receive a similar increase. Employment expenses/benefits and mileage are determined by the United Church of Canada (UCC)

The current advocacy group for Parish Nursing envisions that the Parish Nurse would report to Church Council and the congregation through one of the existing committees (Pastoral Care would be the mostly likely fit given the mission statement and responsibilities set out in the Harcourt Handbook. Other options would be Spiritual Life, Fellowship & Communication, or Justice & Outreach Committees). A Health Committee (a requirement of ICHM) would be established to advise and support the Parish Nurse and would not constitute a council committee.

Many hospitals were established by faith communities and then the medical/scientific personnel took over the management. It is time for the clergy and congregations to reclaim a voice in the health of the community. The Parish Nursing Model is one way to do this and build a strong bridge between medical and faith communities. A Parish Nurse understands both worlds well and is able to help members of the congregation to navigate through both to increase their overall wellness of spirit/mind/body and of the community.

Many have voiced the concern that we can't afford to increase our staffing. However, we are suggesting that the people of Harcourt need to consider other options of how to divide the current resources between children, youth, and family ministry, **and** seniors to include this new role.

We need the support of the ministers, Council, and the congregation now to move forward and submit an application to ICHM by May 15, 2009. It has been suggested by Tom Doherty that we view this new venture as a 'pilot project' if Harcourt Church is hesitant to participate in this initiative because of ongoing financial implications. We are being offered \$26,000 in 2010 to fund a new role at Harcourt that would cost us approximately \$6450. Are we willing to take this leap of faith to make it happen?

The following motion was approved by Council on March 18, 2009:

That Council request approval from the congregation of Harcourt Memorial United Church to submit an application to partner with InterChurch Health Ministries (ICHM) by May 15, 2009, to initiate steps to hire a Parish Nurse supported by ICHM funding acquired through the 'Aging at Home Strategy' Ontario government program.

Submitted by

Esther Devolin and Leslie Hyde
April 3, 2009