

DERRY PRESBYTERIAN CHURCH

Position Description

Title: *Faith Community Nurse* (FCN)

Reports To: Pastor / Head of Staff

Hours: 15-18 hours a week

Approved On:

FLSA Status: Part-time non-exempt

GENERAL SUMMARY

The primary mission of the Faith Community Nurse (FCN) is to foster whole person wellness of the body, mind, and spirit for the members and staff of Derry Church, complying with the Scope and Standards of Practice of Faith Community Nursing.

The FCN provides spiritual care and guidance surrounding health issues to Derry members and their families and be a health advocate for those in need of additional support and guidance.

They will provide whole person health promotion and disease prevention with an emphasis on integrating faith and health through visits, counseling, educational opportunities, support groups, and the training of volunteers.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

- Act as an integrator of faith and health by:
 - Identifying opportunities to enhance the understanding of the relationship of faith and health within the congregation.
 - Providing mind, body and spirit support to the congregation and staff.
 - Acting in liaison with the Health and Wellness team and pastoral care ministry team to provide care, resources, visits, and referrals to those in need.

- Act as a health counselor by:
 - Offering health assessments and appropriate referrals. Provide resources through other services by the medical, social, and healthcare community.
 - Offering health counseling/coaching by providing explanations, clarifications, and interpretation of health-related issues as presented by the members.
 - Assisting with visitation and follow up in homes, hospitals and long-term care facilities.
 - Providing faith-based support to members faced with medical challenges and decisions.

- Act as a health advocate by:
 - Going to physician appointments with members who may need an advocate or someone to help interpret the appointment and consequences.
 - Advocating for members in hospitals, retirement homes, rehabilitation centers, nursing homes, and other residential care facilities to ensure they are getting the care they need.

- Assisting people to understand and effectively use health care and social service systems.
- Assisting with problem-solving and care options to promote independence in health-related decisions. Organize group support in areas of interest such as Advance Directive planning, caregiver support, and other requests that arise.
- Act as a referral source for members of the congregation and/or community served by:
 - Attending medical appointments with members who need an advocate or additional support.
 - Referring individuals to pastor, physician, or community support services as needed.
 - Acting as a liaison between congregation and community resources and Maintaining an awareness of the resources within the community.
- Act as a health educator by:
 - Leading occasional classes or workshops on Sunday mornings and/or with JIF groups.
 - Providing health related articles for the E-news a few times a year.
 - Assessing the need for support groups in various health-related areas.
 - Facilitating the development of support groups for the faith community and others served as needed such as GriefShare.
- Act as a resource and leader for a Health and Wellness Team by:
 - Serving as a staff resource to the Health and Wellness Team.
 - Identifying and recruiting professional and lay volunteers who can be available to respond to health-related needs of members of the congregation. This includes recruiting volunteers (with the Deacons) for monthly blood pressure screenings and helping Deacons identify support partners when members have significant health issues.
 - Providing orientation and continuing education for volunteers for health related ministries.
- The FCN will NOT provide invasive/hands-on skilled care or provide medical diagnoses, replace regular medical appointments, maintain medical records, or perform other tasks including filling pill dispensers.

RELATIONSHIPS

The Faith Community Nurse is accountable directly to the Pastor/Head of Staff. The FCN will work cooperatively with the Pastor, Session, Deacons, and other staff members.

SKILLS, ABILITIES, COMPETENCIES

- Spiritual leadership and integrated philosophy of faith and health
- Ability to do health coaching
- Excellent communication skills
- Collaborative long-term team player
- Health advocacy for patients

- Organizational, computer, and communication skills, including the ability to write reports.

QUALIFICATIONS AND REQUIREMENTS

- BSN required
- 5+ years nursing experience
- Current unencumbered nurse license in the state of PA
- In addition to the liability coverage provided by the church, the FCN will carry his/her own liability insurance which will be filed with the church office.
- The FCN, if not already certified, should complete certification as a Faith Community Nurse within the first year of employment according to the most recent Faith Community Nursing Scope and Standards of Practice (currently the 3rd edition). (ANA & HMA, 2017, p. 25).
- Valid driver's license and regular access to a reliable vehicle.
- Compliance with Nurse Practice Act, and with Derry Church's policies, procedures and the *Employee Handbook*.

BACKGROUND RELATED PREREQUISITES

All employees of Derry Presbyterian Church are required to produce current documentation or obtain the PA Child Abuse History Clearance, PA State Police Criminal Record Check, and a FBI Criminal Record Check.

PHYSICAL DEMANDS

The physical demands described / implied here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Employee will need to sit (at times for extended periods) or stand as needed, bend, stoop, reach, and lift up to 40 pounds.

EVALUATIONS

The FCB performance will be reviewed by the Pastor, annually at minimum. Additional input may be obtained from others supported by the incumbent as appropriate.

OTHER DUTIES

Please note, this position description is not designed to cover or contain a comprehensive listing of duties, responsibilities, and activities that are required of the employee in this job. Duties, responsibilities, and activities may change at any time with or without notice.