



## Cultural Diversity in Congregational Nursing

### NORC: Nurturing Our Retired Citizens

A program of Jewish Family and children's Service  
of Minneapolis



### Participants

- **Joy Gordon**, NORC Community Specialist  
Jewish Family and Children's Service of Minneapolis  
jgordon@jfcsmpls.org  
**Deborah Jewett**, Congregational Nurse  
Adath Jeshurun Synagogue  
nurse@adath.net
- **Norma Wofford-Amos**, Congregational Nurse,  
Masjid An-Nur and He Is Risen Church of God in Christ  
aminnorma@aol.com



### Jewish Family and Children's Service of Minneapolis

- Mission: To support people of all background to reach their full potential

### Nurturing Our Retired Citizens (NORC)

- Mission: To enable older adults to remain in their homes and their community for as long as they can with the support they need to be healthy, safe and engaged citizens.
- Vision: To create an environment that nurtures healthy aging and inspires residents of all ages to work toward that goal.



### Demographics

- 92,000 seniors 70+ in Hennepin County. This will increase by 51.5% between 2010 and 2020
- 7000 seniors in the congregations we serve
- Lack of health insurance
- Role of physician
- *Cast me not off in the time of old age. Psalm 71, v. 9*



### Why Congregational Nursing?

- Efficient, effective, expansive outreach
- Reaching traditional and non-traditional populations
- Connection to faith communities



### What is a Parish/Faith Community/ Congregational Nurse?

- RN, Designated specialty of ANA
- Training 36 hours – IPNRC curriculum
- Scope and Standards of Practice
- Part of clergy outreach team
- Does not do hands-on nursing
- Brings expertise of a nurse within the context of the faith community
- Holistic integration of body-mind-spirit



### Scope of Work of Congregational Nurse

- **H** – Health advisor
- **E** – Educator on health issues
- **A** – Advocate/resource person
- **L** – Liaison to faith & community resources
- **T** – Teacher of volunteers & developer of support groups.
- **H** – Healer of body, mind, spirit, and community



### History of Congregational Nursing

- Rev. Dr. Granger Westberg 1984
- Parish/Congregational/Faith Community Nurse
- Jewish Congregational Nursing
  - Project SHIN Spiritual Healing Integrating Nursing 1999
  - Shleimut of Reform Movement - 2004



## Community Development Model

- NORC is a project of JFCS
- Received grant
- Built partnerships
- Worked through faith communities



## NORC Congregational Nurse Diversity

Phase 1	3 churches, 3 synagogues
Phase 2	2 synagogues and a mosque, Russian Church
Phase 3	1 synagogue, 3 churches
Phase 4	4 churches

- 6 Jewish– Orthodox, Conservative, Reform
- 1 Muslim
- 10 Christian
  - Lutheran
  - Catholic
  - Methodist
  - UCC
  - Russian Christian



## Variations on a theme

- Going out
- Bringing people in
- Coordinating congregational volunteers
- Meeting with senior groups
- Inter-congregational collaborations
- Neighborhood outreach collaborations



## West Metro CN Networking Group

- Connecting
- Sharing stories and resources
- Understanding, Caring
- Sense of greater good

## Jewish Congregational Nurses Group

- Sharing the basics, logistics



If I am not for myself, who will be for me?  
If I am for myself alone, what am I?  
And if not now, when?

Hillel, Jewish sage



**Deborah Jewett**

Congregational Nurse  
Adath Jeshurun Congregation  
Minnetonka, MN  
nurse@adath.net



### Adath Jeshurun Congregation

- Size and attendance
- Circles of friends
- Family often out of town
- Isolated seniors need connection
- Reluctance to ask for help
- Clergy outreach limited



### Jewish Traditions

- *Biblical and rabbinic sources*
- *Bikur cholim* – visiting the sick
- *B'tzelem elohim* – in God's image
- Care for poor, elderly and sick
- Honor your father and mother
- Respect for the dead
- Partners in healing



### Jewish Practice

- Visits to the sick
- *Bikur Cholim* societies
- Prayers for healing, *Misheberakh*
- *Tehilim*, psalms
- *Chevra Kaddisha*, community burial society
- Respect for healing professionals
  - Maimonides to modern times



### Jewish American Scene

- Secularization
- Aging population
- Smaller family size
- Isolation
- Loss of independence
- Caregivers



### Congregational Nursing at Adath Jeshurun

- 2006 JFCS NORC grant
- Advocacy of *Yad Sima Tova*, Adath's Caring Community
- Rabbis' associate lead staff person
- Health Advisory Committee formed
- Nurse hired



### Job description and responsibilities

- 10 hours a week
- Who is served
- Numbers served
- Allocation of time
- Assessment
- Referral to resources
- Research to keep current



### Helping Connections

- Referrals
- Rabbinic team
- Health Advisory Committee
- JFCS and Twin Cities Jewish Healing Program  
[www.jfcsmpls.org](http://www.jfcsmpls.org)
- *Adath Chevra*
- *Yad Sima Tova*, Adath's Caring Community



### *Yad Sima Tova, Caring Community*

- Volunteer outreach
- Meals
- Transportation
- Bereavement support
- Visits to homebound
- Ritual outreach



## Norma Wofford-Amos

Congregational Nurse

Masjid An-Nur

He Is Risen Church of God in Christ

advocatesofcare@hotmail.com



### Working with two congregations

Masjid An-Nur

He Is Risen Church of God in Christ

- Number of members
- Inner-city congregations
- Sharing programs



### Dynamics of Style: Islamic view of healing

- Holistic approach (physical, spiritual and psychological)
- Humans are creation of Divine harmony
- Nature provides healing resources
- Role of prayer and fasting
- Ummah, community



### Attitudes toward congregational nursing in community

- Acceptance
- Trust
- Building community



### Nursing History

- Newer in Muslim community
- Nurse's journey
  - Class
  - Tools
  - Building community relationships



### Congregational Nurse Job Description

- Comparison to traditional nursing
- Advocate for client
- Doctors visits
- Educational programs
- Screenings
- Errands
- Advance directives



### Bridging the “Gap” between community and health care system

- Enhanced communication
- Better education
- Improved access to services
- Reducing health care disparities



### Preventative Nursing Care

- Proactive, initiative for change
- Presentations, guest speakers
- Trainings
- Screenings



### Advantages of program

- Value of working together with nurses of other faith traditions
- Broader view of health care in different cultures
- Better understanding of other faith traditions
- Relationship of faith and medical treatment