



**WRITTEN REPORT**

Evaluation of conference "Psychological and  
Psycho-Spiritual Counselling in the Church  
Context", Kenya 2019

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# 1. Introduction

Between 2017 and 2018, missio carried out evaluations of four institutes that offer formation in psycho-spiritual counselling on different levels and for different, but partly overlapping, target groups.

These four institutes were the following:

- Psycho-Spiritual Institute (PSI)
- Embulbul Education and Counselling Centre
- MA Programme in “Psychological Counselling” at the Catholic University of Eastern Africa
- Arusha Mental Health Trust

These evaluations provided a clearer picture of the strengths and weaknesses of different approaches concerning not only the formation but also the care in psycho-spiritual counselling by pastoral staff in Eastern Africa. Overall, the evaluation by the former mentioned institutes provided a highly positive picture on the potential of psycho-spiritual counselling as well as formation.

To share these insights with the African church, a conference was held in Nairobi in October 2019. The underlying intention was to deepen and intensify the awareness of African church personnel in the topic of psycho-spiritual counselling. 52 representatives of Bishop Conferences of congregations that were interested in diving deeper into the topic of psycho-spiritual counselling attended the conference. The conference was a means for learning, knowledge sharing as well as networking.

After the conference, the participants were provided with the different material, as well as minutes and written reports. Further, discussions were held about future collaboration potential. As one of several follow-up measures of the conference, missio has sent a questionnaire to the participants to evaluate the level of implementation of follow-up activities one year after the conference. This questionnaire consists of six parts, from which the first five treat questions concerning personal information, learning outcomes, networking follow-up, follow-up activities as well as supportive and hindering factors of follow-up activity implementation. The last part referred to recommendations concerning both, the issue of strengthening psycho-spiritual counselling in the church context and recommendations to missio. This report is oriented alongside the questions of the missio survey that was mentioned above.

## 2. Findings

### 2.1. Personal information

In total, 53 participants of the conference visited the survey's website, from which 45 actively took part in the survey. 39 participants successfully finished the survey, 6 broke off.

The respondents' background is of great diversity: 13,3%<sup>1</sup> come from Uganda, followed by Tanzania and ACWECA (11,1% each) and Nigeria and Zimbabwe (8,9% each). Mostly, the respondents work in leadership positions, such as in the Secretary General Office, in conferences of Bishops or in several institutes. A smaller percentage consists of Bishops, formators, priests and sisters or fathers. 55,6% of the respondents are female.

### 2.2. Learning outcome

In general, the question about how well the respondents remember the conference' contents, draws a positive picture. All five categories ("Holistic Nature of Human Beings", "Theological foundations and psychological counselling", "African priests and religious psychological challenges and consequences", "Vulnerability and vulnerable population", "Importance and potential of counselling") are either well or very well remembered by the respondents. Particularly, all of them (100%) remember well to very well the content of the topic "Vulnerability and vulnerable population". The topic of "Importance and potential of counselling" is remembered well to very well by 95,1% of the respondents, the missing 4,9% assessed the question with "not applicable". Only 7,3% of the respondents do not well remember the content of "Theological foundations and psychological counselling". Overall, the different topics of the conference seem to have positively appealed to the respondents. Figure 1 presents the results graphically.

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<sup>1</sup> All numbers are rounded up to the first decimal place.

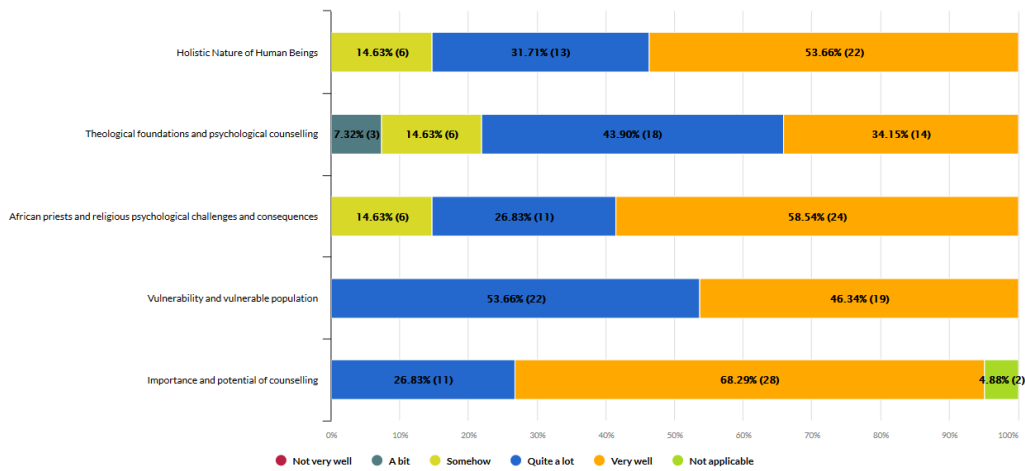


Figure 1: How well do you remember the following issues or insights from the presentations?

According to the respondents, the main message taken away from the conference is about the urgent need of psycho-spiritual counselling. This need is twofold: one the one hand, the need for pastoral staff themselves, on the other hand, the need for people living in the communities (families, etc.). The respondents became aware of the fact that church personnel themselves are vulnerable human beings, similar to their clients and thus also need psycho-spiritual counselling.

*“The vulnerability of us all. That we are all vulnerable in different ways and we need help through psychological and psycho-spiritual counselling.”*

*“The awareness of the holistic nature of human beings and the need to pay attention to my/other people’s psycho-spiritual needs on time. Awareness of my/other people’s vulnerability and seeking appropriate help from the right persons.”*

*“The realization that I am a spiritual being in the progress of becoming a person who moves from being a wounded healer to be a healed healer.”*

A further lesson-learned is the realization that psycho-spiritual counselling should be an indispensable part of pastoral formation.

*“Psychological, spiritual and psychosocial counselling are important elements in the formation of young men into priesthood and young women into religious life if we want to be successful and have mature and stable persons in ministry.”*

*“The need for continued sensitization of this issue at initial and ongoing formation.”*

*“The need for the church to prepare well-trained and formed personnel to render some psycho-spiritual accompaniment, assessment and support of candidates to the priesthood and religious life, apart from support of pastoral agents.”*

### 2.3. Networking follow-up

31,7% of the respondents networked closely or at least had several contacts with conference participants from their home countries. 10% got in closer touch with participants from other countries and 15% with members of institutions of the organizational committees. 24,4% followed up with one foreign contact, 14,6% got in touch with one member of the institutions that were part of the organizational committees. However, 60% of the respondents did not get in touch with neither foreign participants, nor members of the organizational committees. The results are presented in Figure 2.

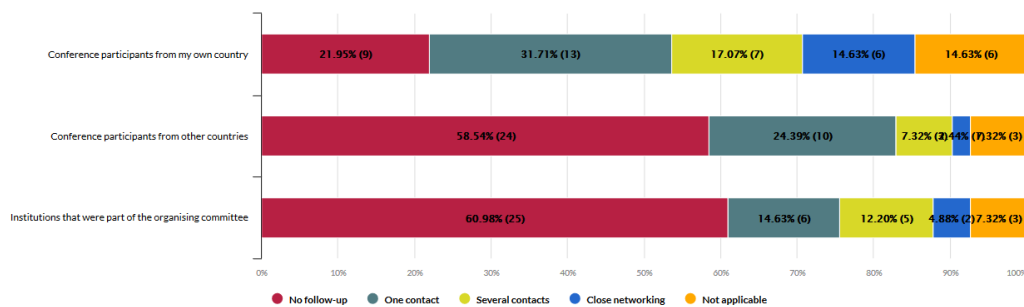


Figure 2: Did you follow-up with any new contacts from the conference to further engage in specific issues?

### 2.4. Follow-up activities

50% of the respondents have already started to implement 10 out of the following 14 listed activities:

- Compile and re-read the presentations and the material provided
- Feedback of conference to colleagues and leaders
- Sharing insights with Bishop/leadership
- Information dissemination in own institution
- Create awareness in own institution
- Create awareness beyond, e.g. in community
- Advocate for the issue in church or/and society
- Seeking financial resources
- Introduce topic in formation
- Get training to become a counsellor or psycho-spiritual advisor
- Facilitate training opportunities for others
- Build up structures for counselling in own institution
- Develop policies for counselling in own institution
- Lead by example (going for individual or peer counselling)

However, beside the activities of “Compile and re-read the presentations and material provided” and “Create awareness in own institution”, between 2,5% and 17,5% of the respondents do not plan to implement any of the listed activities. Thus, it can be assumed that all respondents at least plan to treat

the topic of psycho-spiritual counselling, but not all plan to implement specific activities. 17,5% of the respondents do not plan to seek for financial resources and the same percentage does not aim to implement counselling trainings.

Although 17,5% do not seek for financial resources, 70% of the respondents plan to do so. 50% plan to elaborate specific policies for psycho-spiritual counselling, followed by 42,5% that plan to build up structures for counselling within their institutions and/or to become a counsellor themselves. The four latter activities show the greatest percentages for planning stage, which could be explained by their long-term orientation, different from, for example, the creation of awareness within an institution. Those activities that are mostly of short-term exercises (“Feedback of conference to colleagues”, “Sharing insights with Superiors”, “Information dissemination in institutes”, “Create awareness in institution”) have already been implemented by a major part of the respondents (between 77% and 82,5%). An overview of the results is presented in Figure 3.

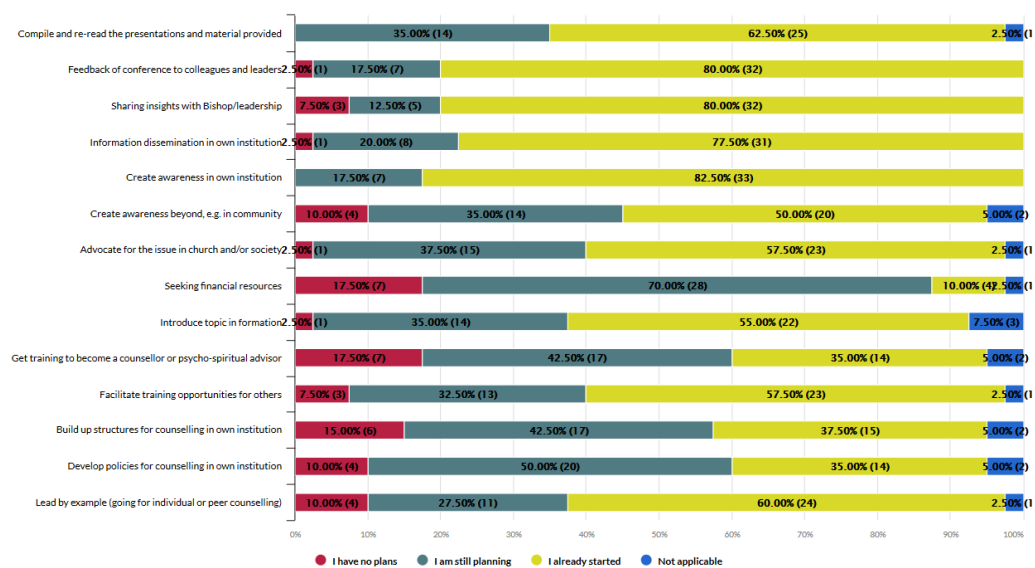


Figure 3: At the end of the conference, all participants have reflected in groups and individually about possible follow-up activities. What of the following have you already realized or do you want to plan to realize?

A large part of the respondents considers the creation of awareness as the most important follow-up activity of the conference, followed by the need to include the topic of psycho-spiritual counselling into formation. Some respondents mention plans to construct counselling centers in their home regions.

*“Creating awareness beyond especially in my religious community and introduce the topic in formation.”*

*“I raised the topic at the sub-regional Conference of Malawi, Zambia and Zimbabwe. The three countries agreed to establish a common psycho-spiritual counselling center.”*

*“Information dissemination and facilitate training opportunities for others. My own training will come at the end of my leadership term.”*

## 2.5. Supportive and hindering factors

### *Supportive factors*

Between 57,5% and 82,5% of the respondents assessed each of the listed factors as quite to very supportive (see graphics 7). The listed factors consist of the following:

- Openness to understand psychological needs of church personnel
- Interest in counselling as potential solution
- Interest in broader psycho-spiritual issues
- Openness to use counselling for personal development
- Motivation to engage and support counselling training or services for church personnel
- Motivation to engage and support counselling training or services for other people

However, for all factors, beside “openness to use counselling for personal development”, there were also respondents who do not consider them as supportive (between 2,5% and 5% for each). Hence, all respondents perceive the openness to use counselling for personal development as at least a rather supportive factor. Nonetheless 10% of the respondents say that the motivation to engage and support counselling training for both church personnel and community members are not perceived as supportive factor (5% each). In this context motivation appeals to the pastoral environment. Between 7,5% and 10% of the respondents consider each factor listed above as a bit supportive. Nonetheless, most of the respondents perceives the factors as supportive (see above). The results of the corresponding survey question are presented in Figure 4.

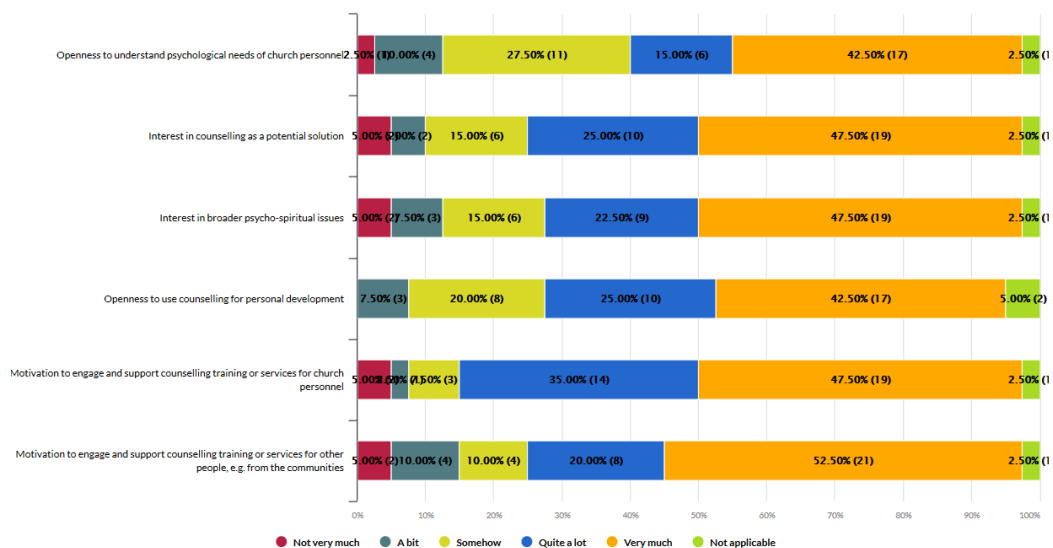


Figure 4: In your institution/workspace, to what extend do you perceive the following components as supportive factors?



A growing appreciation of the environment concerning the topic of psycho-spiritual counselling and the great potential to promote the topic either in formation or through other channels, as e.g. through media, are further perceived as supportive factors by the respondents. Those, reporting already implemented counselling structures refer to external psychologists as counsellors rather than themselves.

*“Openness among members at workplace and in the community to share some areas of vulnerability and how to encounter with a counsellor is of great importance.”*

*“We have started counselling to the local communities and to others. We even use media.”*

*“We have two psychologists in the Congregation and they have been giving counselling sessions and therapy already, who have brought awareness and learning.”*

### Hindering factors

75% assess the lack of financial resources as a great hindering factor. 12,5% perceive the lack of interest by superiors as a great hindering factor; 30% say this is somehow hindering. It is argued that especially Bishops, but also pastoral students show little to no interest in the topic. According to the respondents, there is a lack of commitment by superiors. Percentagewise, a similar picture is drawn for the factors “Lack of time” and “Lack of interest by colleagues”.

30% answered “not applicable” for lacking personal motivation. A possible explanation might be that it is less the self-motivation playing a major role in the implementation of psycho-spiritual counselling structures, but the urgent necessity. Thus, some respondents might not have been attending the conference out of self-motivation but out of their professional mission. All quantitative results are presented in Figure 5.

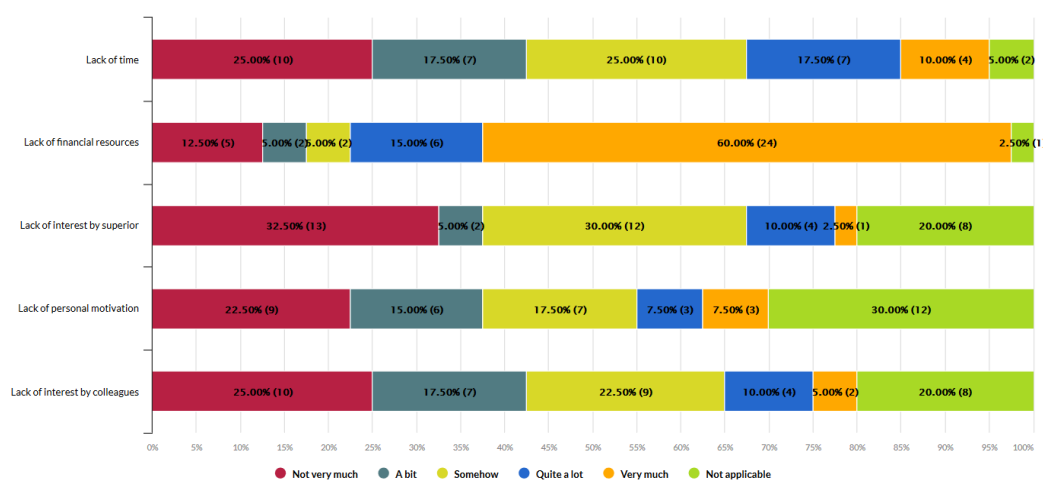


Figure 5: To what extent do you perceive the following components as hindering factors to engage in follow-up activities?

On top of that, the respondents mention that trained staff is lacking. Often, pastoral staff has to take over these roles, but without any experience. Further, time is lacking for them to responsibly fulfil these tasks.

*“As religious and missionary sisters, we are running quite a number of activities and counselling is seen by the institution as an important area but the number of personnel that can be committed to study and practice is limited.”*

*“I have too many responsibilities inside and outside my religious institute, so it is difficult to take over engagements.”*

*“Even though it is very clear to us that we need to move forward in our integration of the psycho-spiritual counselling [...], the fact that we have not invested in trained professionals keeps us at the level of wishful thinking. The cost of engaging professionals outside our establishment is beyond us.”*

Concerning the question about how the Covid-19 pandemic affected the implementation of follow-up activities, the majority of the respondents argues that especially the lockdown measures, as well as the urgent need to assist in emergency measures are hindering in implementing the before-mentioned follow-up activities. Particularly the lockdown measures and the resulting closures of organizations/institutes are perceived as great problems by the respondents.

### 3. Recommendations from the respondents

#### 3.1. Strengthening of counselling in church context

Mostly, the respondents mention the importance to train psycho-spiritual counsellors. Furthermore, to strengthen counselling within the pastoral context, an improvement in the commitment of Bishops/Superiors towards follow-up measures is urgently needed.

*“The training of more psychologists in the Church so that we create a pool of therapists for support and networking in the area of counselling and therapy as the few are over-stretched.”*

*“Bishops need to understand and appreciate the importance of counselling in order to motivate lower structures.”*

*“My recommendation is to have a session of counselling organized for pastoral and Church agents at least once a year, either on diocesan or national level.”*

*“Bringing awareness to the leaders of Institutes so that they engage their members to value counselling and therapy.”*

*“There is the need for a step-down workshop on psycho-spiritual counselling to create wider awareness among Church authorities.”*

*“There is the need basically of helping our leaders to acknowledge their own vulnerability so that they can appreciate the usefulness of counselling.”*

In the following, further points of recommendation are presented to which several participants appealed, but less frequently as the ones mentioned above:

- Continuing of support
- Implementation of specific funds/ provision of funding

- Improvement of sensibilization of priests and members of community (families, etc.)
- Development & implementation of programs

### 3.2. Recommendations to missio

According to the respondents, missio should organize follow-up sessions to the conference in Kenya, 2019, potentially also in several countries to strengthen the awareness about psycho-spiritual counselling even stronger. This is based on the argumentation that follow-up sessions in different countries would reach more people and would further reduce travel costs for participants. The idea of follow-up sessions is going in line with the recommendation that missio needs to strengthen the awareness of people concerning the issue of psycho-spiritual counselling.

Further mentioned aspects are the provision of financial resources as well as a support offered by missio for trainings in psycho-spiritual counselling.

*“Develop a model for psycho-spiritual counselling that can be contextualized – create a hub of professionals that can offer assistance to Conference – Having periodic interaction with participants in order to encourage action at the local level.”*

*“If possible, running workshops on psycho-spiritual counselling like the one in Nairobi [...] at country level, so that we generate interest in religion and engage more religious at lower costs.”*

*“I do recommend to missio to provide both, financial and human resources, for the organization of counselling. Knowing the importance of this, missio should invite the Bishops Conference to apply for such assistance.”*

*“Counselling for church employees is necessary. Therefore, missio should engage National Episcopal Conferences on this issue.”*

*“missio is a largely pastoral oriented Church Organization, hence the accompaniment and follow-up by missio is very important.”*

*“To offer educative conferences even online to empower a number of lay people, priests and religious with the knowledge. Missio [should] also give scholarships for counsellors who want to [follow] their studies in psycho-spiritual issues, either master of PhD.”*

*“To continue supporting the Church not only financially but by providing avenues for counselling and also offering training on counselling to priests, sisters and brothers”*

*“missio should help the Conference of Bishops that plan to establish centers for the training of personnel for psycho-spiritual counselling in their countries.”*

*“To follow-up on Bishop Conferences and Church organizations to find out what they are doing to put up structures and train personnel in order to offer psycho-spiritual help for religious priests.”*

Further aspects that were mentioned by the participants:

- Support in structure building
- Support in human resources (provision or get together)
- Provision of scholarships for staff to be trained
- Support in sensitizing superiors
- Provision of expertise

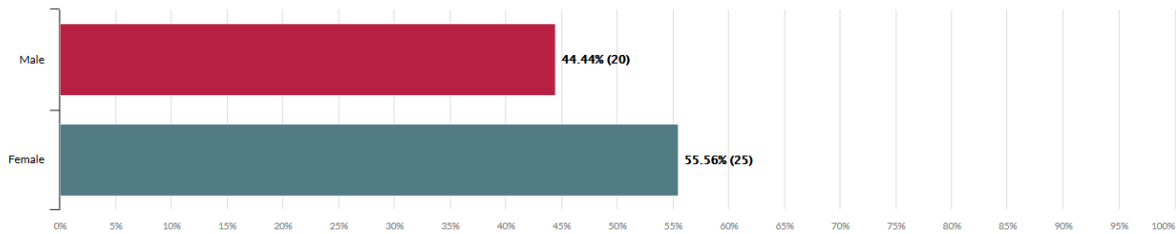
## 4. Conclusion

Overall, the survey draws a positive picture concerning the follow-up activities, the acknowledgement of the topic's importance as well as the wish to intensify the knowledge on psycho-spiritual counselling. Important hindering factors that appear are a lacking appreciation of the topic by superiors, as well as lacking trained pastoral staff to take over psycho-spiritual counselling activities. These struggles are recommended to be tackled, also by missio. Trainings in counselling are recommended and required, as well as the wish to integrate psycho-spiritual counselling into formation processes. missio is asked to organize follow-up sessions of the conference on a national level to better reach out for more people. Moreover, they are asked for support, not only financially but also through knowledge, human resources and its influence as Pontifical Missionary Organization on the Bishops and Superiors to make them aware of the urgent need for psycho-spiritual counselling.

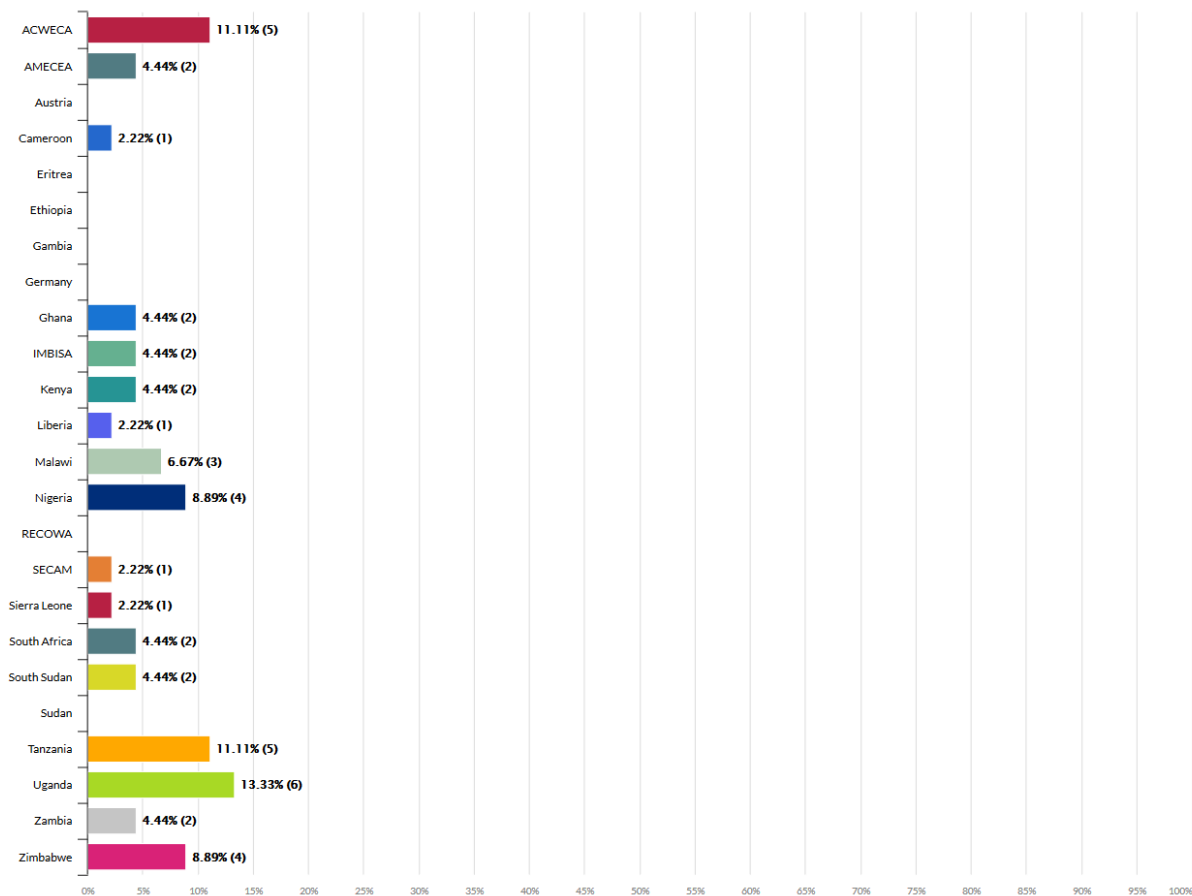
# Annexes

## Personal Information

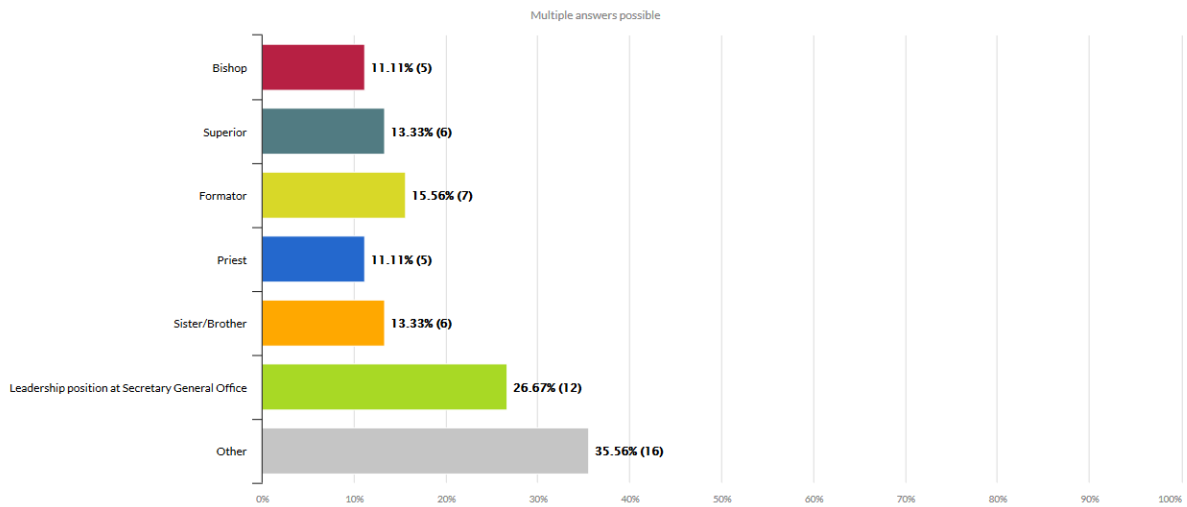
1) Which sex do you have?



2) From which participant country are you from?



### 3) Currently, in which position are you in?



#### Other:

Senior Consultant in Project Development and Management

👤 | Alle Antworten des Teilnehmers

Clinical psychologist working with ACWECA and in different formation houses

👤 | Alle Antworten des Teilnehmers

Formation Coordinator for the Conference

👤 | Alle Antworten des Teilnehmers

Secretary General of the Conference

👤 | Alle Antworten des Teilnehmers

Programs Officer

👤 | Alle Antworten des Teilnehmers

Programs Oddicer

👤 | Alle Antworten des Teilnehmers

Director

👤 | Alle Antworten des Teilnehmers

Represented my Superior

👤 | Alle Antworten des Teilnehmers

Formation Ministry of Religious in uganda

👤 | Alle Antworten des Teilnehmers

President of Conference of Major Superiors

👤 | Alle Antworten des Teilnehmers

Principal of Songea Catholic Institute of Technical Education

👤 | Alle Antworten des Teilnehmers

General Counsellor and Assistant General incharge of Africa

👤 | Alle Antworten des Teilnehmers

Chairman of Bishops' conference

👤 | Alle Antworten des Teilnehmers

assistant lecturer

👤 | Alle Antworten des Teilnehmers

Superior General of my institute

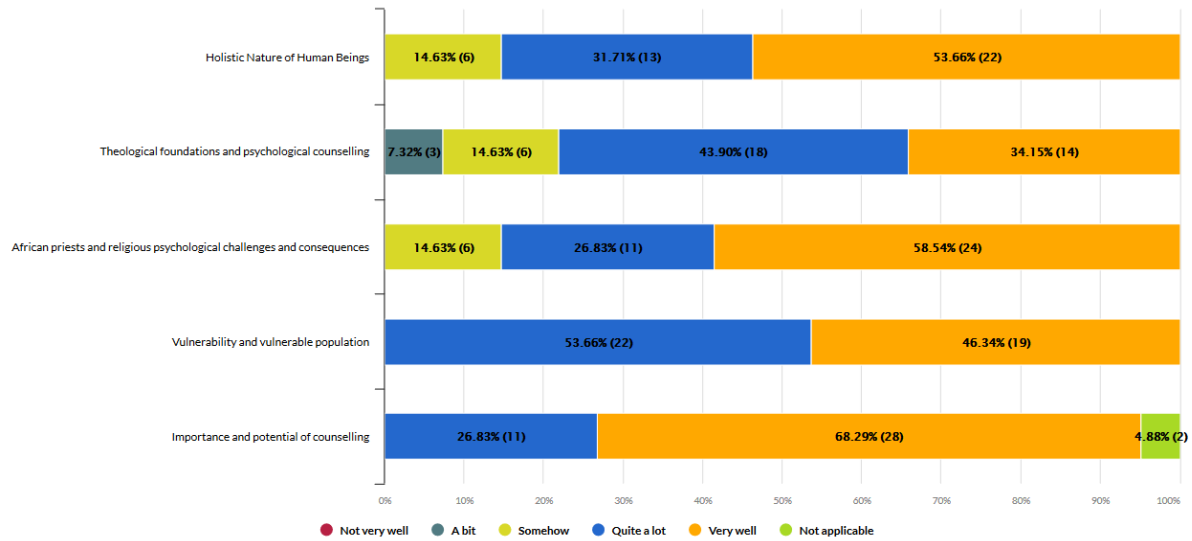
👤 | Alle Antworten des Teilnehmers

President of the conference of religeous of cameroon

👤 | Alle Antworten des Teilnehmers

## Learning

### 4) How well do you remember the following issues or insights from the presentations?



#### a. For you, what was the most important learning outcome from the conference?

The vulnerability of us all. That we are all vulnerable in a different ways and we need hel through psychological and psychospiritual counselling

Alle Antworten des Teilnehmers

importance and potential of counselling

Alle Antworten des Teilnehmers

The awareness of the holistic nature of human beings and the need to pay attention to my/ and other people's psycho-spiritual needs on time. Awareness of my/other people's vulnerability and seeking appropriate help from the right persons. After the conference, I have become more enthusiastic to take a full training in counseling and in psycho-spiritual counseling especially after this global pandemic.

Alle Antworten des Teilnehmers

Considering the composite nature of the human person, the need for psycho-spiritual counselling in times of stress or burnouts.

Alle Antworten des Teilnehmers

The need for psycho-spiritual counseling among religious men and women who suffer burnt and become disfunctional without seeking psychological accompaniment or therapy

Alle Antworten des Teilnehmers

The spiritual component is always to be considered in view of a holistic approach to psychology and psychosocial support

Alle Antworten des Teilnehmers

The most important learning outcome from the conference was the reiteration of the belief that we all do experience burn out and hence we all need counseling once a while.

Alle Antworten des Teilnehmers

importance of seeking counseling

Alle Antworten des Teilnehmers

Self-introspection, the need to constantly seek counseling for myself

Alle Antworten des Teilnehmers

every person is vulnerable in one way or the other and I need to exercise my role as wounded healer in my community/society

Alle Antworten des Teilnehmers

The need to address phycological pressure experienced by people in various settings

Alle Antworten des Teilnehmers

The sharing which revealed what was happening elsewhere

Alle Antworten des Teilnehmers

The need for psycho-spiritual counselling among priests and religious.

Alle Antworten des Teilnehmers

Pastoral side of counselling

Alle Antworten des Teilnehmers

The importance of becoming healed healers ourselves.

Alle Antworten des Teilnehmers

The need for continued sensitization of this issue at initial and on going formation

Alle Antworten des Teilnehmers

The conference was an eye opener and it helped me to build my identity as a religious woman who is prone to vulnerability but also informed on how to cope with difficult situations. Moreso, i was challenged to help others and currently am journeying with a vulnerable religious woman who has seen herself as good for nothing. Applying the insights i got, she is getting better. I also encouraged one sister to enrol in the training Offered by AOSK on Psycho-spiritual Integration and she is doing well.

Alle Antworten des Teilnehmers

the importance of counseling in an holistic way

Alle Antworten des Teilnehmers

I have proposed psycho-spiritual program in our formation program both initial and on-going. The conference Major superiors of Religious has teamed up Ghana Catholic Bishop Confeence to provide counselling services to vulnerable priest and religious in the Country. We are still dialoguing as to how to train priest and religious in the helping profession to be able to offer effective help and also set up a National Catholic Centre.

Alle Antworten des Teilnehmers

That we need to deepen our pastoral care to include psycho-spiritual support. Spiritual direction on its own may not be enough

Alle Antworten des Teilnehmers

1)To be able to identify myself as vulnerable 2)To be able to inaugurate an academic program of Counselling at my college

Alle Antworten des Teilnehmers

Vulnerability of pastoral agents

Alle Antworten des Teilnehmers

Leaders need time for counselling, they are vulnerable adults. There is a great need to establish counselling centers in our Dioceses.

Alle Antworten des Teilnehmers

Important of counselling to religious

Alle Antworten des Teilnehmers

As a primary beneficiary, I am most struck with the notion of the "wounded healer". As a Priest, I am a human person with all the vulnerabilities, but also endowed with capabilities to help others. It is a journey together through the challenges and stresses of pastoral ministry. It was truly an enriching experience. At the level of the multiplier effect, I have encouraged the Bishops of our Conference to avail the opportunity to pastoral agents and to prepare professionals in psycho-social and spiritual counselling. They will 'help' others who may be in need of their services. Thanks to Missio, the awareness and reflection on issues surrounding mental health or illness is becoming prevalent in Church circles. "The glory of God is man fully alive" (St. Irenaeus).

Alle Antworten des Teilnehmers


The need for the Church to prepare well trained and formed personnel to render some psycho-spiritual accompaniment, assessment and support of candidates to the priesthood and religious life, apart from support of pastoral agents

Alle Antworten des Teilnehmers

Learnt that we priests and religious need to integrate psychological counselling in our mission in order to serve better our brothers and sisters.

 | [Alle Antworten des Teilnehmers](#)

For me the most important learning was to make the constatation of not taking to much care of our psychical part of our body.

 | [Alle Antworten des Teilnehmers](#)

Awareness of human vulnerability and fragility calls for accompaniment and healing in every instance of life.

 | [Alle Antworten des Teilnehmers](#)


THE IMPORTANCE OF PSYCHO-SPIRITUAL APPROACH IN FORMATION

 | [Alle Antworten des Teilnehmers](#)

Psychological, Spiritual and Psychosocial counseling are important elements in the formation of young men into priesthood and young women into religious life if we are to be successful and have mature and stable persons in ministry.

 | [Alle Antworten des Teilnehmers](#)


to look at a human person holistically

 | [Alle Antworten des Teilnehmers](#)

I realized that I was also vulnerable as leader of an institute from within and from outside. I greatly appreciated the importance of counseling for leadership teams so that they stand a better chance of counselling those they lead.

 | [Alle Antworten des Teilnehmers](#)


I can articulate very well the relationship between theology and psychology plus the roots of the conflict between these two. I became more confident to face even bishops to defend the importance of counselling in the church context

 | [Alle Antworten des Teilnehmers](#)

The importance of attention to the holistic formation of the individual (priest and religious) as care-giver

 | [Alle Antworten des Teilnehmers](#)

A realisation that I am a spiritual being in the process of becoming a person who moves from being wounded healer to healed healer.

 | [Alle Antworten des Teilnehmers](#)

The needfor religius and priests to access psychospiritual help.

 | [Alle Antworten des Teilnehmers](#)

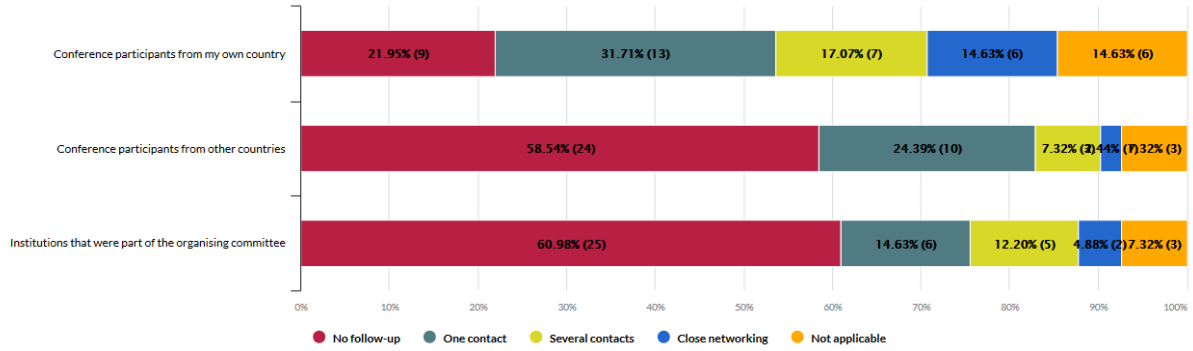
The importance of Counselling in Church settings where most of the Religious men and women are vulnerable

 | [Alle Antworten des Teilnehmers](#)



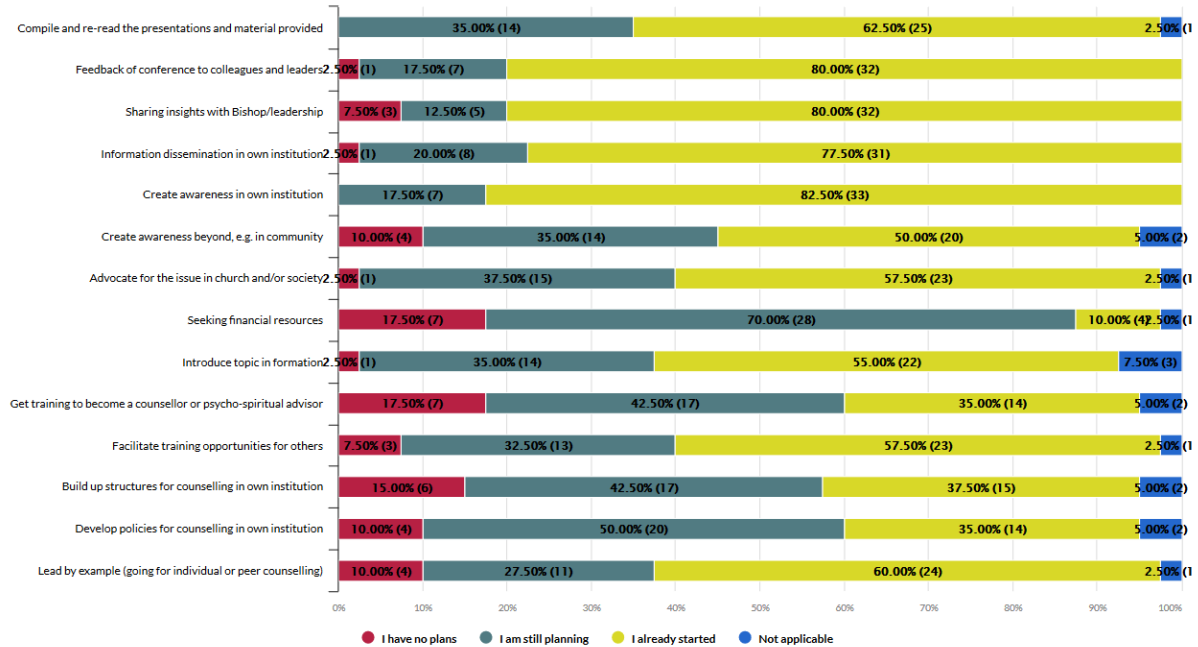
## Networking follow-up

- 5) Did you follow-up with any new contacts from the conference to further engage in specific issues? If so, please indicate with whom and in which intensity.



## Follow-up activities

- 6) At the end of the conference, all participants have reflected in groups and individually about possible follow-up activities. What of the following have you already realized or do you want to plan to realize?



### a. For you, which is the most relevant follow-up activity?

Build up structure of counselling in our own institute and facilitate counseling to others Alle Antworten des Teilnehmers	Questionnaires Alle Antworten des Teilnehmers
due to corona virus not yet, we are planning to do it in the next year Alle Antworten des Teilnehmers	Creating awareness beyond especially in my religious community and introducing the topic in formation. Alle Antworten des Teilnehmers
Sharing insights with Bishops and Institutes' Leadership teams so as to emphasize the importance of this issue. Introducing the topic in Formation to priesthood and consecrated life is also key. Alle Antworten des Teilnehmers	meeting communities of religious and giving workshops on justice and trauma, child counseling Alle Antworten des Teilnehmers
Mobilising the Bishops conference and conference of religious superiors Alle Antworten des Teilnehmers	build up structures for counselling in my own institution Alle Antworten des Teilnehmers
With my colleague from the same Institute we have requested the Congregation to set up a place or convent where religious or laity can come for counselling and therapy, this has been granted. Alle Antworten des Teilnehmers	I raised the topic at the sub-regional Conference of Malawi, Zambia and Zimbabwe. The three countries agreed to establish a common psycho-spiritual counselling centre. Alle Antworten des Teilnehmers
Research on effects of trauma and processes of healing in the Greater Upper Nile region of South Sudan, research findings to be published. Alle Antworten des Teilnehmers	Creating awareness in my own institution and inaugurating an academic program for counseling. Alle Antworten des Teilnehmers
Facilitate training opportunities for others. Alle Antworten des Teilnehmers	Getting someone prepared to be a counsellor Alle Antworten des Teilnehmers
Introducing counseling to Bishops and Priests in my region Alle Antworten des Teilnehmers	Facilitate training opportunities for others. I have sent already a priest for psychology training in view of establishing a counselling center Alle Antworten des Teilnehmers
Individual counselling Alle Antworten des Teilnehmers	Planning to psychological counselling Alle Antworten des Teilnehmers
Lead by example Alle Antworten des Teilnehmers	Organizing psycho-spiritual counselling workshops in our Episcopal Conference for Priests and Religious Alle Antworten des Teilnehmers
The need for all who work in, and for the Church to talk to counsellors or psychologists about the challenges they face. Alle Antworten des Teilnehmers	Recommendation to the Bishops' Conference for the Local Church to prepare well trained personnel Alle Antworten des Teilnehmers
This activity is being pursued at the level of the CBCN Alle Antworten des Teilnehmers	Training sessions and accompaniment in institutions of formation. Alle Antworten des Teilnehmers
Briefing the conference of Bishops for a possible step down workshop on psycho-spiritual counselling. Alle Antworten des Teilnehmers	I do read the notes to help me as I help others Alle Antworten des Teilnehmers
Reaching out to others Alle Antworten des Teilnehmers	Build up structures for counseling in own institute. Alle Antworten des Teilnehmers

Dissemination of information and facilitating training opportunities for others. My own training will come at the end of my leadership term

👤 | [Alle Antworten des Teilnehmers](#)

Creating awareness in my Institute

👤 | [Alle Antworten des Teilnehmers](#)

Information dissemination/Creating awareness both within and without/Training personal in this area/Accessing individual counselling

👤 | [Alle Antworten des Teilnehmers](#)

Created awareness in my own Institute and in the Conference of Major Religious Superiors in Zimbabwe

👤 | [Alle Antworten des Teilnehmers](#)

SHARING INSIGHTS WITH LEADERSHIP AND FACILITATE TRAINING OPPORTUNITIES FOR OTHERS

👤 | [Alle Antworten des Teilnehmers](#)

Creating awareness about the necessity of psychspiritual counselling for church leaders

👤 | [Alle Antworten des Teilnehmers](#)

For me getting training facilities for others so that we can buildup structures for counseling

👤 | [Alle Antworten des Teilnehmers](#)

To get one of the priests in the archdiocese to study and train in psychological psycho-spiritual counselling to a degree level so that we have someone to spearhead this needed sphere of our journey to wholeness. Applications have been made.

👤 | [Alle Antworten des Teilnehmers](#)

I am a formator trained in therapy/counselling and I use counselling in formation.

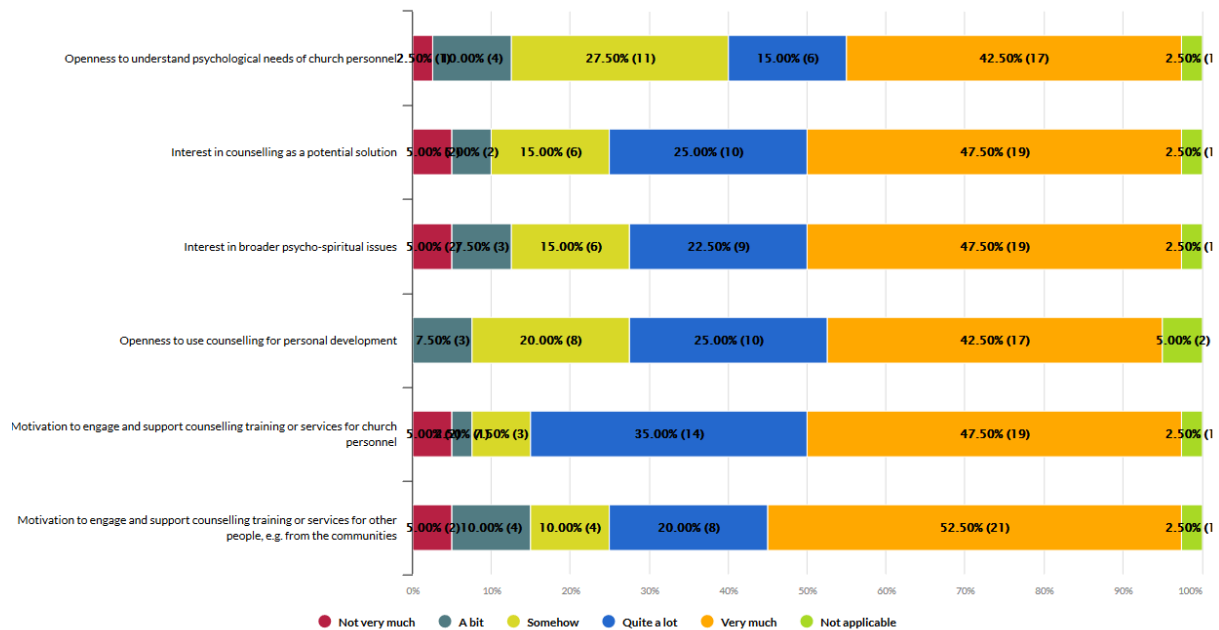
👤 | [Alle Antworten des Teilnehmers](#)

Conducting counseling sessions with sisters and formantees. However I need to make a follow up activity of sourcing funds to construct a counseling centre

👤 | [Alle Antworten des Teilnehmers](#)

## Supporting and hindering factors

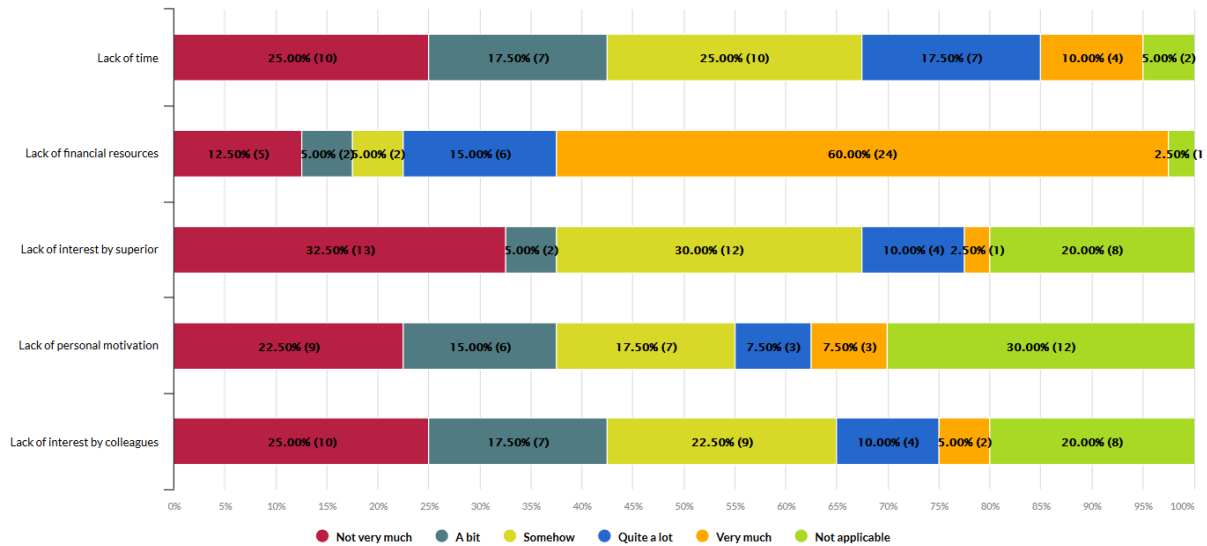
7) In your institution/workspace, to what extend do you perceive the following components as supportive factors?



a. Do you find any other supportive factors in your institution/workspace?

Motivation to those who w/ engage to the training Alle Antworten des Teilnehmers	When I share this my community members seem to listen and wish to know more Alle Antworten des Teilnehmers
No comment Alle Antworten des Teilnehmers	Ongoing capacity building of sisters/workers which build confidence on what they can offer for the good of the society, hence nurturing self worth of individual sisters and other workers Alle Antworten des Teilnehmers
Openness among members at work place and in the community to share some areas of vulnerability and how encounter with a counselor is of great importance. Alle Antworten des Teilnehmers	we have started counseling to the local communities and to others we even are using media Alle Antworten des Teilnehmers
Team building activities and spiritual direction Alle Antworten des Teilnehmers	We have two psychologists in the Congregation and they have been giving counselling sessions and therapy already who have brought awareness and learning possible. Most religious in the Congregation and country seek go to them for counselling and therapy Alle Antworten des Teilnehmers
The Bishops think the workshop came at a good time and the covid-19 pandemic has made psycho-spiritual counselling even more urgent Alle Antworten des Teilnehmers	I teach part-time in the Major Seminary and I saw a growing interest in the seminarians to learn counselling skills. Alle Antworten des Teilnehmers
Spiritual sharing and spiritual direction are also very supportive factors here and many people appreciate them Alle Antworten des Teilnehmers	none Alle Antworten des Teilnehmers
Financial problems Alle Antworten des Teilnehmers	Promoting counselling sessions by creating proper space Alle Antworten des Teilnehmers
Traditional counselling skills and initiatives Alle Antworten des Teilnehmers	None Alle Antworten des Teilnehmers
N/A Alle Antworten des Teilnehmers	To have adequately trained personnel in psycho spiritual counseling. Alle Antworten des Teilnehmers
Sisters understand the importance of counseling so they call counselors in schools to help children and teachers Alle Antworten des Teilnehmers	To put in place in our schools counseling services for both parents and their children (pupils/students) Alle Antworten des Teilnehmers
Promotion of psycho-spiritual interventions as developmental and growth approaches instead of pathological Alle Antworten des Teilnehmers	Accepting my psychological contributions in the institute, allowing me to work in counsellor training institutes, and sending those individuals who need psychological help. Alle Antworten des Teilnehmers
The efforts to train personnel in this field. The encouragement for individual members to use this opportunity. Introducing new members to this service. Alle Antworten des Teilnehmers	Create a school of counseling in Cameroon Alle Antworten des Teilnehmers
Spiritual direction, celebration of sacrament of reconciliation, personal and group retreats. Alle Antworten des Teilnehmers	My Institute has two clinical psychologists who help in counselling and therapy within the Congregation and outside which is very beneficial to the Church in Zimbabwe. Alle Antworten des Teilnehmers
I am teaching pastoral counselling to theological students preparing for priesthood. They greatly appreciate the relevance of the course. Alle Antworten des Teilnehmers	TEAM WORKING WITH OTHER PROFESSIONALS AND ENCOURAGING PREVENTIVE SYSTEM IN PROVIDING TRAINING TO VARIOUS GROUPS AS PER THEIR AGE, NEED ETC Alle Antworten des Teilnehmers
The Association of Women Religious Institutes in Malawi(AWRIM) is very supportive on issues related to Counselling because at some point I gave a session on Counselling to Many Sisters and Religious women in Malawi. Currently a 5 days works on self awareness and Counselling is underway at AWRIM Secretariate. Alle Antworten des Teilnehmers	

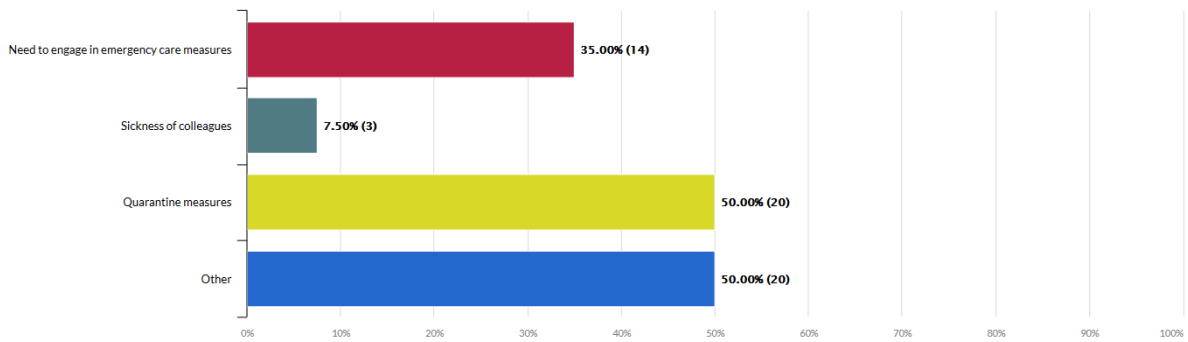
8) To what extent do you perceive the following components as hindering factors to engage in follow-up activities?



a. Do you find any other hindering factors in your institution/work space?

The lack of finance Alle Antworten des Teilnehmers	Lack of proper infrastructure for meeting most especially this time of covid-19 Alle Antworten des Teilnehmers
corona virus and language Alle Antworten des Teilnehmers	A busy syndrome where people feel that they have no time to do more or it sounds demanding, hence preferring to concentrate on their specific offices Alle Antworten des Teilnehmers
NONE SO FAR Alle Antworten des Teilnehmers	many people and colleagues are very interested but some kind of fear comes because the superiors are not motivating the participants but participants are self motivated Alle Antworten des Teilnehmers
few individuals are resistant to counselling support in my institution Alle Antworten des Teilnehmers	Ignorance about the of therapy and counselling or the negative connotations which religious have to think its menarm for people who have problems ONLY yet its an accompaniment tool for health living. Alle Antworten des Teilnehmers
Everyone is keen, the only hindrance is lack of a full time driver for the project to start Alle Antworten des Teilnehmers	As religious and missionary sisters we are running quite a number of activities and counselling is seen by the institution as an important area but the number of personnel that can be committed to study and practice it is very limited. Alle Antworten des Teilnehmers
Superiors/Bishops are not aware of this great need. Not many are trained in such activities. Alle Antworten des Teilnehmers	Lack of interest by colleagues Alle Antworten des Teilnehmers
Financial problems Alle Antworten des Teilnehmers	Silence or unwillingness to discuss issues relating to mental health or unwillingness to avail of counselling services Alle Antworten des Teilnehmers
Besides the staff of the Secretariat, it is not easy for SECAM to organize follow-up activities on the conference. Alle Antworten des Teilnehmers	Lack of well trained counsellors and availability of such to ordinary people Alle Antworten des Teilnehmers
Lack of interest by counselors and students Alle Antworten des Teilnehmers	n/a Alle Antworten des Teilnehmers
The lack of finances to get get the sisters and community for training and their welfare. Alle Antworten des Teilnehmers	Negative notions towards counselling Alle Antworten des Teilnehmers
I have too many responsibilities in and outside my religious institute, it is difficult to take on other engagements. Alle Antworten des Teilnehmers	Even though it is very clear to us that we need to move forward in our integration of the psycho-spiritual counselling in our ways of evangelisation the fact that we have not invested in trained professionals keeps us at the level of wishful thinking. The cost of engaging professionals outside our establishment is beyond us. Alle Antworten des Teilnehmers
Lack of commitment to engage and find a way forward. Alle Antworten des Teilnehmers	The current situation of the covid 19 pandemic has not permitted travel or gathering for meetings. Alle Antworten des Teilnehmers
SOME IMPORTANT FIGURES IN THE INSITUTE DO NOT SEEM TO UNDERSTAND THE IMPORTANCE OF PSYCHO-SPIRITUAL APPROACH IN PERSONAL GROWTH AND INTEGRATION Alle Antworten des Teilnehmers	No Alle Antworten des Teilnehmers

9) How has the Covid-19 pandemic affected your working space and hence follow-up activities?



Other:

- Ye the fear of the sickness  
 | Alle Antworten des Teilnehmers









































actually these has made us very active because the community need us now and we are doing a lot of counseling both spiritual and psychological there is a lot of social and spiritual issues in our community for both religious and laity communities are conflicting families are breaking and many people are losing meaning in life. so we are very much engaged but our challenge is finances to facilitate some programs like media children are being abused socially emotionally physically actually child abuse and elderly and disabled are high. I HAVE ALOT.  
 | Alle Antworten des Teilnehmers
- Having to conduct meetings virtually and not in person  
 | Alle Antworten des Teilnehmers
- Closure of college (Institute) for three months (March, April, May 2020)  
 | Alle Antworten des Teilnehmers
- lockdowns and forced to work from home  
 | Alle Antworten des Teilnehmers
- Lockdown and forced to work from home  
 | Alle Antworten des Teilnehmers
- lack of reseources to provide counselling support to victims and their families  
 | Alle Antworten des Teilnehmers
- Diminished income due to lock-down  
 | Alle Antworten des Teilnehmers
- Fear to meet people who do nto live with you, fear to use public means of transport.  
 | Alle Antworten des Teilnehmers
- Lockdown measures  
 | Alle Antworten des Teilnehmers
- Not able to reach out to institutes for awareness  
 | Alle Antworten des Teilnehmers
- death of colleagues  
 | Alle Antworten des Teilnehmers
- Hindering the running of activities and travels.  
 | Alle Antworten des Teilnehmers
- Covid protocol of distance and fear of infection  
 | Alle Antworten des Teilnehmers
- social distance and the lock down no meetings  
 | Alle Antworten des Teilnehmers
- Nothing to our country  
 | Alle Antworten des Teilnehmers
- as stated above  
 | Alle Antworten des Teilnehmers
- Occasional lock down  
 | Alle Antworten des Teilnehmers
- None  
 | Alle Antworten des Teilnehmers
- FINANCIAL INSTABILITY FROM WILLING CLIENTS  
 | Alle Antworten des Teilnehmers

## Recommendations

### 10) What are your recommendations to strengthen counselling in the church context for your country?

<p>To train personnel 👤   Alle Antworten des Teilnehmers</p> <p>counselling in the church in my country is important. continue to support this aspect. 👤   Alle Antworten des Teilnehmers</p> <p>The team that participated in the conference shared with members of the Association of Consecrated persons and Superiors are convinced of the urgent need to train more members in counselling. I recommend if possible to have some funding for this particular area availed to ARU- Association. I also recommend that when the pandemic situation improves, to have other training sessions in different Education Institutes, e.g University of Kisubi in Uganda 👤   Alle Antworten des Teilnehmers</p> <p>Training of personnel and establishing counselling centres 👤   Alle Antworten des Teilnehmers</p> <p>1. The training of more psychologists in the Church so that we create a pool of therapists for support and networking in the area of counselling and therapy as the few are over-stretched. 👤   Alle Antworten des Teilnehmers</p> <p>Promote counselling as a subject to be taught in the seminary and in religious formation. 👤   Alle Antworten des Teilnehmers</p> <p>My recommendation is to have a session of counselling organize for pastoral and church agents at least once a year, either on diocesan or national level. 👤   Alle Antworten des Teilnehmers</p> <p>Influence the Bishops so that they motivate the technical staff to take up activities on counseling 👤   Alle Antworten des Teilnehmers</p> <p>Bishops need to understand and appreciate the importance of counseling in order to motivate lower structures 👤   Alle Antworten des Teilnehmers</p> <p>more collaboration with professionals for counselling to get more skills 👤   Alle Antworten des Teilnehmers</p> <p>Here again SECAM is not in the position to make specific recommendations. It is better for each country to do so. 👤   Alle Antworten des Teilnehmers</p> <p>Encourage the Bishops and the Superiors to organize workshops on Psycho social support. 👤   Alle Antworten des Teilnehmers</p> <p>To offer training to as many people as possible 👤   Alle Antworten des Teilnehmers</p> <p>Bishops to send priests to study counseling so that they are able to help themselves and the flock. therefore opening of counseling centers 👤   Alle Antworten des Teilnehmers</p> <p>Training more counsellors and providing counselling facilities closer to the people. 👤   Alle Antworten des Teilnehmers</p> <p>Have more pastoral agents trained in psycho-spiritual counselling Demystify counselling by encouraging and promoting counselling especially in formation 👤   Alle Antworten des Teilnehmers</p> <p>Psycho-spiritual counselling should be encouraged during formation of Priests and Religious. Priests and Religious need to be sensitised about the importance of counselling in their life and in mission 👤   Alle Antworten des Teilnehmers</p> <p>Creating awareness and helping individuals to understand its value in their lives. 👤   Alle Antworten des Teilnehmers</p> <p>Bringing awareness to the leaders of Institutes so that they engage their members to value counseling and therapy. 👤   Alle Antworten des Teilnehmers</p> <p>TO CONTINUE ENCOURAGING THE BISHOPS AND SUPERIORS TO TRAIN MORE IN PSYCHO-SPIRITUAL COUNSELLING AND GIVE OPPORTUNITY AND NECESSARY RESOURCES TO THE YOUNG CANDIDATES TO RELIGIOUS LIFE AND PRIESTHOOD OPPORTUNITY TO UNDERGO COUNSELLING AND PARTICIPATE IN THE WORKSHOPS OFFERED AT LOCAL 👤   Alle Antworten des Teilnehmers</p>	<p>Provide funding to train the church members at different levels (Certificate, Diploma, Degree, masters and PhD) 👤   Alle Antworten des Teilnehmers</p> <p>Creating awareness to Church leaders Creating opportunities to training many religious men and women on Psycho-spiritual integration Initiating Psycho-spiritualCounseling program in Dioceses and in religious Institutes 👤   Alle Antworten des Teilnehmers</p> <p>I think we need to continue doing this and much training is needed from what I see this is very good 👤   Alle Antworten des Teilnehmers</p> <p>The use of faith as a resource. Finding ways of incorporating the word of God effectively in clinical practice. Applying the scriptures in therapeutic modalities 👤   Alle Antworten des Teilnehmers</p> <p>Identify and train appropriate and adequate personnel in psycho-spiritual counselling 👤   Alle Antworten des Teilnehmers</p> <p>1. Let there be creation of awareness in families, in schools, in colleges, in churches and in church related symposiums. 2. Let counseling be mainstreamed in the formation curricula in Seminaries and in Religious Houses of Formation 👤   Alle Antworten des Teilnehmers</p> <p>First orienting pastoral agents to be able to detect the psychological components in the challenge. 👤   Alle Antworten des Teilnehmers</p> <p>There is a great need to train as many Counselors as they can be. 👤   Alle Antworten des Teilnehmers</p> <p>It is needed 👤   Alle Antworten des Teilnehmers</p> <p>- Capacity building for trained personnel - Strengthen Institutions to provide care and counselling - Periodic workshops/trainings for pastoral agents 👤   Alle Antworten des Teilnehmers</p> <p>To train more lay people, religious and priests in this field 👤   Alle Antworten des Teilnehmers</p> <p>Counseling will be facilitated if it is brought closer to the would be participants. 👤   Alle Antworten des Teilnehmers</p> <p>There is need for a step down workshop on psycho-spiritual counselling to create wider awareness among church authorities. 👤   Alle Antworten des Teilnehmers</p> <p>Develop and implement the programme 👤   Alle Antworten des Teilnehmers</p> <p>Open counseling centres for the institutions and the church. Train church personnel to handle counseling issues within itself. 👤   Alle Antworten des Teilnehmers</p> <p>There is need basically of helping our leaders to acknowledge their vulnerability so they can appreciate the usefulness of counselling 👤   Alle Antworten des Teilnehmers</p> <p>Hold a meeting like the one which took place in Kenya to have much bishops and superiors of Cameroon to create more impact 👤   Alle Antworten des Teilnehmers</p> <p>We need trained professionals to handle counselling in our country especially in the formation of agents of evangelisation both men and women, clergy religious and laity. 👤   Alle Antworten des Teilnehmers</p> <p>Here in Zimbabwe we have very few trained counsellors or therapists and it is not easy to avail services to many who need the services. 👤   Alle Antworten des Teilnehmers</p> <p>I wish the church could construct counseling centres in Malawi. The Congregation of St Teresa of the Child Jesus (Teresian Sisters) would be more than willing to construct one if only finances could be identified. 👤   Alle Antworten des Teilnehmers</p>
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11) What recommendations would you like to give to missio? Please be as concrete as possible, beyond just “providing financial resources”.

<p>To help build the structure of counselling.     Alle Antworten des Teilnehmers</p>	<p>Provide financial resources to Malawi for this     Alle Antworten des Teilnehmers</p>
<p>Increase of financial assistance to this topic of counselling     Alle Antworten des Teilnehmers</p>	<p>To continue supporting the Church not only financially but by providing avenues for counselling and also offering training on counselling to priests, sisters and brothers. Also to support the already established Church institutions that offer such trainings     Alle Antworten des Teilnehmers</p>
<p>Since the focus is on Psychology and Psycho-spiritual Counselling in Church context, Missio to approach Episcopal Conferences and have Bishops and Rectors/Formators of Institutes attend a similar conference in nearby countries.     Alle Antworten des Teilnehmers</p>	<p>the trainings are good and it has become an eye opener. these trainings need to extend to families and institution     Alle Antworten des Teilnehmers</p>
<p>Facilitating the training of counsellors through short courses in different countries.     Alle Antworten des Teilnehmers</p>	<p>I think Mission should be more interested in our formation programs. The future of the Catholic church lies in sound formation and leadership training. Funding they provide should include educational and other printed resources that nurture spiritual, physical and psychological health. Mission should help to sensitize the leadership of the church in accepting counselling as part of their formation program.     Alle Antworten des Teilnehmers</p>
<p>1. If possible running workshops on psycho-spiritual counselling like the one done in Nairobi last year at country level so that we generate interest in religious and engage more religious at a low cost.     Alle Antworten des Teilnehmers</p>	<p>Continue to raise awareness. Let our sub-regional Conference of Malawi, Zambia and Zimbabwe know what Missio can offer in helping to establish a centre for psycho-spiritual counselling     Alle Antworten des Teilnehmers</p>
<p>When a MISSIO representative visits South Sudan he/she could inquire from the RSASS (Religious Superiors Association of South Sudan) and from the Rector of the Seminary about how much 'counselling' is part of the initial and on-going formation.     Alle Antworten des Teilnehmers</p>	<p>1. To encourage the establishment of Counseling Desks in each Diocese, in each Catholic School/College/University and in each Episcopal Conference. 2. To organize periodical regional/international conferences on counselling. 3. To encourage or to help establish a network of Catholic Counselors.     Alle Antworten des Teilnehmers</p>
<p>I do recommend to Missio to provide both financial and human resources for the organization of counselling. Knowing the importance of this, Missio should invite the Bishops Conference to apply for such assistance. A format can be developed just as we have for other "solidarity funds" like PMS.     Alle Antworten des Teilnehmers</p>	<p>Its encouraging to keep sensitizing pastoral agents and also community sensitization     Alle Antworten des Teilnehmers</p>
<p>continue supporting church activities     Alle Antworten des Teilnehmers</p>	<p>Missio should ask bishops and religious superiors to make available priests and religious for training in counselling.     Alle Antworten des Teilnehmers</p>
<p>Kindly support the church in Southern Africa especially on the importance of counselling     Alle Antworten des Teilnehmers</p>	<p>Please send us financial services, this service is of great importance     Alle Antworten des Teilnehmers</p>
<p>To support our institution with funds to enable more members to specialize in counselling through studies     Alle Antworten des Teilnehmers</p>	<p>- develop a model for psycho-spiritual counselling that can be contextualized - create a hub of professionals that can offer assistance to Conferences - Having periodic interaction with participants in order to encourage action at the local level -     Alle Antworten des Teilnehmers</p>
<p>Counselling for Church employees is necessary. Therefore MISSIO should engage National Episcopal Conferences on the issue.     Alle Antworten des Teilnehmers</p>	<p>To organise some follow up Conferences at the regional and country level     Alle Antworten des Teilnehmers</p>
<p>Thank you for organizing the workshop on this topic     Alle Antworten des Teilnehmers</p>	<p>Training of some trainers to download to others in the country.     Alle Antworten des Teilnehmers</p>
<p>Missio is a largely pastoral oriented Church Organization hence the accompaniment and follow up by Missio is very important.     Alle Antworten des Teilnehmers</p>	<p>Missio could help conferences of Bishops that plan to establish centres for the training of personnel for psycho-spiritual counselling in their countries.     Alle Antworten des Teilnehmers</p>
<p>To offer educative conferences even online to empower a number of lay people, priest and religious with the knowledge. Missio also give scholarship for counsellors who want to further their studies in psych-spiritual either in Masters or PhD     Alle Antworten des Teilnehmers</p>	<p>To provide more expertise and financial assistance for training of trainers     Alle Antworten des Teilnehmers</p>
<p>If missio could dedicate to train counsellors within the church setting, this would help to have counsellors available to offer counselling services to members     Alle Antworten des Teilnehmers</p>	<p>Collaboration with Missio Aachen in terms of visiting religious institutes and dioceses. Providing financial assistance and making a follow up of the projects.     Alle Antworten des Teilnehmers</p>
<p>Train formation personnel in psycho-spiritual counselling as they are the first point of contact with the brokenness of members     Alle Antworten des Teilnehmers</p>	<p>Facilitate or organise conferences like that of Nairobi at the local levels to speed up the awareness then it will be easier to make concrete steps to follow-up on decisions     Alle Antworten des Teilnehmers</p>
<p>Promote awareness workshops for priests and religious to help them realise the importance of counselling.     Alle Antworten des Teilnehmers</p>	<p>To continue with the theme and extend it to more persons in Africa.     Alle Antworten des Teilnehmers</p>
<p>I would suggest having the conference/workshop in individual countries, as far as it is possible, to enable a wider participation involving formators in seminaries and in religious formation houses because they play an important role in the formation of future pastoral agents. Thank you.     Alle Antworten des Teilnehmers</p>	<p>To organise workshops at the level of the country where more people could be exposed to such workshops as was in Nairobi as well as to support the church in training professional counsellors.     Alle Antworten des Teilnehmers</p>
<p>The initiative to avail workshops in each country to ensure more participation and probably less expenses as religious travel within the country.     Alle Antworten des Teilnehmers</p>	<p>To follow up on bishops conferences and church organizations to find out what they are doing to put up structures and train personnel in order to offer psychospiritual help for religious and priests.     Alle Antworten des Teilnehmers</p>
<p>TO CONTINUE ENRICHING US WITH THE FEEDBACK OF THE CONFERENCE PARTICIPANTS, PLAN FOR ANOTHER CONFERENCE AND SPONSOR THOSE WILLING TO PARTICIPATE     Alle Antworten des Teilnehmers</p>	<p>Missio should support institutes in Malawi which are willing to carry out counselling services. The Charism of the Teresian Sisters in "Liberation" so we would be more than willing to liberate people with psychological and spiritual problems through counselling.     Alle Antworten des Teilnehmers</p>