

HGI

---

*GUEST HOUSE INSTITUTE*

---

***Educational Services***



**Supporting the Holistic Health,  
Development and Spiritual Growth  
of Catholic Clergy and Religious**

Guest House Institute offers a variety of services utilizing Guest House Staff and other experts across disciplines depending upon the requests of those served.

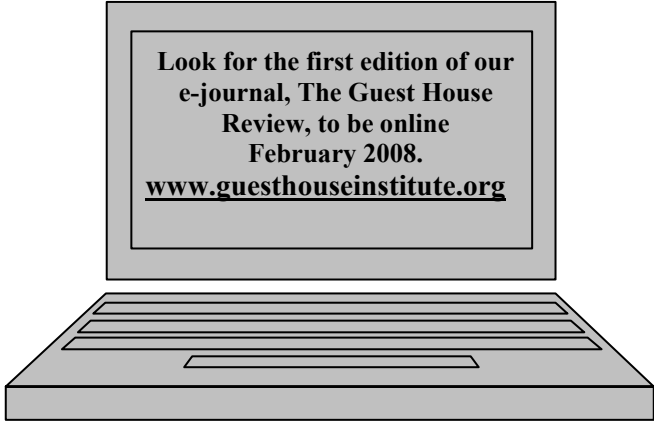
Guest House Institute offers:

- ◇ Consultation
- ◇ Workshops & Retreats
- ◇ Convocation Presentations
- ◇ Clergy and Religious Study Days
- ◇ Seminary Education
- ◇ Mandated In-services for policy implementation
- ◇ Personnel Management Training
- ◇ Resources for Information on Addictions and Health Issues

These services are offered in the spirit of healing, through education and understanding. They are designed to lessen the damages of addictive disorders and emotional problems experienced by those in ministry and those served.

Due to our generous benefactors most services are available at minimal or no cost.

For more information about scheduling your Guest House Institute education experience contact Michael Morton, MA, LMFT Executive Director, or Colleen Richards at  
**Phone: 1-800-626-6910**  
**Fax: (248) 391-0210**



Look for the first edition of our e-journal, **The Guest House Review**, to be online February 2008.  
[www.guesthouseinstitute.org](http://www.guesthouseinstitute.org)

## Workshop Topics

### ***Addiction & Compulsivity***

#### ***page***

1. Alcoholism, Ministry, and Risk	AC101	4
2. Disorders of Sexual Desire	AC102	4
3. Creating a Policy for Alcohol	AC103	5
4. Intervention "Am I Prepared to Confront?"	AC104	5
5. Gambling & Spending	AC105	5
6. Eating Disorders	AC106	6

### ***Human Development & Relationships***

1. Exploring the Limits	HDR201	6
2. Culture and Commitment	HDR202	7
3. Compassion Fatigue	HDR203	8
4. Flight or Fight?	HDR204	8
5. Depression, Sadness, or Low Mood?	HDR205	9
6. Tired of Being Tired	HDR206	9
7. Human Development	HDR207	10
8. Human Formation and Priestly Life	HDR208	10

### ***Exclusively for Women Religious***

1. Walking with the Wounded	WR101	11
2. Effects of Addiction on Spirituality	WR102	11



## **ADDICTION and COMPULSIVITY WORKSHOPS**

### **Alcoholism, Ministry, and Risk AC101**

Alcohol remains the most abused drug and the most commonly involved substance with impairment in ministry. This workshop will cover the following areas:

#### **Aspects of Alcoholism**

Signs & Symptoms  
Definitions of Abuse and Dependency

#### **Alcohol and the Workplace**

An Insider's View and Experience  
Church Culture and Attitudes

#### **Effects of Ministers'/Congregants' Drinking**

Impaired Ministers  
Interpersonal Problems  
Poor Decision Making & Boundaries  
Low Morale

#### **Prevention and Intervention**

What is the minister's role?  
Policy Development and Implementation

#### **Treatment, Recovery & Continuing Care**

Ministry to the Alcoholic  
Impaired Religious and Clergy  
Working with Those Affected by the Alcoholic

### **Disorders of Sexual Desire AC102**

The Internet, Cyber-sex, Pornography, Sexual Addiction, and Implications for Human Development, Priestly Formation and Seminary Life

- An overview of Sexual Disorders including Sexual Addiction and its many manifestations in the current culture and Pastoral Concerns
- The Impact of the Technological Revolution and Cyberspace, The Virtual Community
- Complications for the Community, Family and Religious Development
- At Risk Factors and Identification of Problem Sexual Behavior
- The Burden of Confidential Information and Community Trust
- The Program of Priestly Formation and Issues of Human/Spiritual Formation and Sexuality
- Self-evaluation of Sexual Attitude Norms for Clergy and Seminarians
- Seminary Policies on Electronic Communications
- Resources for Future Study and Support

## **Creating a Policy for Alcohol and Other Behavior AC103**

### **Substances of Potential Abuse and Dependency**

Policies are frequently forgotten and/or under utilized in managing problems in institutional and community life. This workshop presents: basic guidelines for developing policies, policy implementing, and review of existing policies.

- Writing a Clear and Comprehensive Policy
- Training Leadership
- Educating the Community/Dioceses
- Monitoring and Supervision
- Enforcing the Policy

## **Intervention "Am I Prepared to Confront?" AC104**

Getting help and challenging the impaired other is a difficult challenge. This workshop covers the steps and methods for effective intervention and follow-up, providing tools for clergy, and religious assessment.

### **Understanding Interventions: Theory & Reality**

- Recognition
- Documentation
- Action

### **The Enabling Hook: Emotional Barriers to Action**

- Loyalties
- Helpfulness
- Denying
- Excusing

### **Getting Off the Hook: Re-Directing Energy**

- Clarify Boundaries
- Action Steps

### **Intervention Techniques**

- How Do I Facilitate an Intervention?
- Resources
- Supports
- Limits
- Measuring Outcomes

## **Gambling & Spending AC105**

What are the costs for community life, individual integrity, and the image of church institutions when money becomes the problem? Often times the betrayal of trust regarding money can have a similar impact to that of other abuses of power. This workshop covers the following:

- Who Gambles and Why?
- Types of Gambling
- Who Overspends and How?
- Nature and Scope of the Problem
- What Can Leadership Do?

## **Eating Disorders**

**AC106**

Diet and diet regulation have long been a concern for health and wellness in community life. Issues of what is enough and what is too much have become major concerns for all in leadership positions. Issues to be covered are:

Diet and Nutrition-Myths and Facts  
Good Fat-Bad Fat  
Fast Food Nation  
When Eating Becomes an Addiction  
Incidence of Eating Disorders  
The Neurochemistry of Eating  
Intervention, Treatment & Recovery

## **HUMAN DEVELOPMENT and RELATIONSHIP WORKSHOPS**

### **Exploring the Limits Boundaries in a Professional Relationship HDR201**

The Boundaries Workshop accommodates the needs of the institution by presenting an overall format of a series of issues in a structured manner. Its purpose is to raise and explore issues and areas specific to your agency, setting and profession. The issues surrounding boundaries are often unclear and vague until a violation has occurred. The workshop is presented in an interactive format, where personal and agency-specific experience help to make more concrete examples of situations and issues professionals need to be aware of, both for themselves and those served in their particular setting.

It is understood in the Workshop that boundaries are agency/institution specific. Contributing factors to consider are:

- **who is served** • **delivery mode** (situation or setting of service)
- **the mission** • **geography** (rural vs. metropolitan)
- **cultural considerations** (different norms for different groups of people)

Defining appropriate and acceptable behavior then becomes clarified by the staff/community of the specific group and pertains to that particular agency. Areas to be discussed and defined are:

**The names/titles.** What do individuals in the institution mean by the names used to define the population served?

**The recipients of services.** Who are the individuals served and what is used to name them? Are individuals, families, etc. served?

**Staff as role models.** Staff persons are critical as models either to those directly served or as examples of positive behavior toward those served. Staff behavior with other staff deserves extra attention.

**The agency purpose/mission.** How do staff define themselves and who agrees or disagrees as to the purpose or mission of what the task is? What are the appropriate social relationships to achieve this purpose, and what are appropriate settings?

**Serving a small or special population.** How does staff maintain appropriate boundaries yet adapt to the special needs facing those served? What are the guidelines of "good sense" when the task calls for flexibility?

## Culture and Commitment

HDR202

### Healing and Reaffirmation of Ministry in the Present Crises in our Culture and in Ministry

The integrity of the priest is continually challenged. However, the present culture presents unique and disturbing obstacles to commitment and vocational satisfaction. This retreat will explore resources for hope and options for maintaining integrity and commitment in the midst of this turmoil. Participants will evaluate their worldview through self-assessment and implications for healthy functioning. The concerns and implications for priests and religious of recent events will be addressed. Participants will define appropriate options and healthy responses, as well as understand the signs and symptoms of potential problems. The process of personal growth and holiness as the ongoing challenge to priesthood will be covered. The workshop will conclude with the affirmation of the importance of the priest in the life of the community.

**The Current Culture.** The initial session will take a sober look at the current state of affairs in the culture and the Catholic Community. The trauma of rapid change and dehumanizing systems as it impacts vicarious victims, including clergy, will be addressed. Many times the helping professional and minister are themselves in need of help in dealing with the repercussions of traumatic events. The last several decades of American life have seen vast differences and diversity among former homogenous communities of faith and ethnic origin. Reflection upon attitudes and visions of reality will be explored via a personal inventory and profile with an interpretive key for personal understanding. The great questions of the courage to be that which we are called and committed to be in the midst of this culture must be answered in the affirmative, but how?

**The Legacy.** In general the clergy serve a multitude of functions within the Church Community. The priest is regularly called upon to make difficult decisions in light of his responsibility and privilege as a priest. He is likewise a "high profile" person challenged by high stress and a limited repertoire of behaviors and relations for response and self-care. In addition to working with those served and issues of confidentiality are: interactions with colleagues, involvement with family members, friendships, and limits of expertise and credentials. Perhaps of utmost importance is an understanding of personal agendas. If we are to act consciously and with integrity in our professional life we need to be honest with our intentions. Included in this session is the question of "availability." We define the answer to this question as, "accepting the limits" of our commitment and vocation. What is our legacy as Catholic priests?

**Restoration.** Restoring Trust will outline the stages of the *Christian Spiritual Movement*, the burden of shame and the wealth of resources within the Judeo Christian tradition. Individuals will be invited to engage in the process of direct address and trust-based dialogue to begin a process of genuine support. The legacy of turning tragedy into opportunity for grace and renewed faith is the core of our Catholic tradition. The essence of restoration to health is the willingness to face the challenges of the present context. A healthy dependency upon God and one another for help evolves from a decision to talk, express emotional pain, and trust others. The final session will be focused on establishing continued dialogue and resources for participants to maintain their integrity and peace of mind as a priest.

## **Compassion Fatigue** **The Cost of Caring When Helping Hurts**

**HDR203**

What is the personal cost of the enduring struggle to be a witness and compassionate healer to the wounded? The world of those involved in caring for the ill, traumatized, grieving, and lonely is recently being evaluated in terms of cost to the helper. The long-term impact of "being there" for others can and does impact the world view, identity, and spirituality of the helper. The reality of our human nature and vulnerability to being impacted by the experiences of others is evaluated and addressed in this workshop. The following areas will be explored:

### **Frame of Reference**

- World View
- Identity
- Spirituality

### **Self-Capacities**

- Tolerate strong feelings
- Maintain positive sense of self
- Maintain inner sense of connection with others
- Physical well-being

### **Ego Resources**

- Resources important to the ministerial tasks
- Resources important to protect one's self

### **Psychological Needs/Relational Resources**

- Safety
- Trust
- Esteem
- Intimacy
- Control
- Memory system

### **Role of the Institution & Leadership**

- Preventing Compassion Fatigue
- Restoring Health

## **Flight or Fight?** **Managing Stress and Distress in Ministry**

**HDR204**

Distress is a state of physical and emotional suffering produced by excessive demands for adaptation. Stressors are factors or conditions that create excessive demands for adaptation. Stress Response refers to the generalized and specialized reactions of an individual to excessive demands for adaptation. "***Stress is essentially the rate of all the wear and tear caused by life.***" *Hans Selye, 1950.*

***Flight or Fight*** explores the many faces of personal and organizational distress. Both responses will be reviewed with a look to healthy response in the physical, emotional and spiritual aspects of the individual and internal and external controls. The workshop will cover the following topics:

- Flight or Fight Response

### **HDR204 cont'd**

- Individual Indicators of Distress
- Predisposition and Risk Factors
- Developmental Concerns
- Role Boundary Management
- Values, Beliefs, and Motivations
- Personal History of Stress Management
- Replenishment Network Program
- Recovering from Burnout
- Preventing Burnout
- The Spiritual Nature of Distress

### **Depression, Sadness, or Low Mood?**

### **HDR205**

Most common among mental health problems, depression affects about 10% of the general population during their lifetime. Depression is often associated with other life problems, such as: physical illness, spiritual crises, and addictive disorders including alcoholism, drug addiction, sex addiction, etc.

*Depression, Sadness, or Low Mood* covers the symptoms of depression and associated features as they relate to professional and personal circumstances, emotional and spiritual aspects of the individual, and internal and external controls. The workshop will cover the following topics:

- Depression Inventory
- Predisposition and Risk Factors
- Developmental Concerns
- Values, Beliefs, and Motivations
- Replenishment Network Program
- The Contemporary Culture and Mood

### **Tired of Being Tired**

### **HDR206**

Perhaps the most pervasive symptom of contemporary life is chronic weariness of mind, body, and spirit. Given the pace of our lives and the immense dysfunction in our systems, is it any wonder? Topics include:

- The Human Body and Diet
- The Balance Within: Connecting Health and Emotions
- Anatomy of the Spirit: How Energy Affects Health
- Boundaries: Defining the Self for Survival
- Embracing the Essentials for Growth
- The Art of Staying Together

## **Human Development Across the Life Span**      **HDR207** **A Psychological, Biological, and Spiritual View**

How do we age and develop across the different generations and how do we gauge what is “normal.” Concerns to be covered are:

- The Life Cycle– A Developmental View
- Gender Differences
- Human Relationship in the Celibate Community
- The Family Legacy
- Developmental Arrests and Barriers to Growth
- Sexual Development
- Intergenerational Solidarity
- Integrity and Community Life
- Aging with Grace

## **Human Formation and Priestly Life**      **HDR208**

Human formation is the ongoing process of growth and development involving the whole person as he/she relates to others. Those called to religious life are faced with the same questions and dilemmas as those they serve, in addition to the special vows and promises that set them apart. This workshop will present an overview of human formation in light of the new ***Program of Priestly Formation***, covering:

- Personal Integrity
- Desires of Distraction
- Affective Maturity
- Ministerial Relationships
- Classical Forms of the Spiritual Life
- Taking Personal Inventory
- Maintaining the Body of Christ



## **WORKSHOPS DESIGNED EXCLUSIVELY FOR WOMEN RELIGIOUS**

### **Walking with the Wounded**

**WR101**

Walking with the Wounded workshops are offered 3-4 times each year on our Lake Orion, Michigan campus. The workshops are designed to help Sisters overcome addictions and compulsive behavior in Religious Life. The Workshops are especially helpful to sisters in leadership responsible for community health care policies and services; and for personnel and ministry issues.

The objectives of the workshops are:

- To promote the knowledge and understanding of addiction problems and compulsive behaviors in women religious
- To teach skills for helping sisters suffering from addictions and compulsive behaviors.
- To offer confidential assistance in preparing community policies related to wellness and recovery.
- To offer a confidential forum for leadership to discuss concerns related to wellness and recovery in their community members.

Each workshop will be limited to 15 participants on a first-come, first-served basis. Thanks to the generosity of Guest House benefactors, there is no charge for the training, accommodation, or meals. Participants are responsible for their own travel. For further information contact:

Guest House for Women Religious

Phone: (248) 391-3100

(800) 626-6910

Fax (248) 393-0186

### **Effects of Addiction on Spirituality**

**WR102**

Effects of Addiction vs. Spirituality workshops and are held frequently during the year for those who encounter individuals with addiction in ministry, community or family life. These workshops are sponsored by Guest House Institute in conjunction with ICAP (Inter-congregational Addictions Program). Thanks to grants from the Daughters of Charity, the Sisters of Charity BVM, and the generosity of Guest House benefactors, we provide this day at a minimal charge of \$25.00 (includes Lunch).

The purpose of the workshop is as follows:

- To demonstrate signs of substance and process addictions
- To suggest ways of intervening to help a person caught up in an addiction
- To describe various treatment modalities, models and philosophies
- To describe a process of recovery from addiction
- To describe elements of a supportive environment and of an appropriate community response

These workshops are for members and associates of religious communities. The content of the presentation is arranged in consultation with those requesting the workshop.

For more information contact:  
ICAP 708-488-9770 [www.2icap.org](http://www.2icap.org)

# HGI

**GUEST HOUSE INSTITUTE**

*Guest House Institute is the newly formed educational and research subsidiary of Guest House Inc. The Mission of Guest House Institute is to promote health and spiritual wellness of Catholics by providing educational services regarding alcoholism and other addictions, and by promoting and providing research in alcoholism and other addictions affecting the Catholic Church.*



### **Management Services Offices**

**1601 Joslyn Road**

**Lake Orion, Michigan 48360**

**For more information about scheduling your  
Guest House Institute education experience, contact**

**Michael Morton, MA., LMFT**

**Executive Director**

**mmorton@guesthouse.org**

**or**

**Colleen Richards**

**Project Coordinator**

**Phone: 1-800-626-6910**

**Fax: (248) 391-0210**

**Website: [www.guesthouseinstitute.org](http://www.guesthouseinstitute.org)**