



Christian Science Nurse Mentor

Job Title: Christian Science Nurse Mentor

Ministerial Designation: Minister of Religion-exempt

Department: Christian Science Nursing

Reports To: Director of Christian Science Nursing Department

Prepared Date: April 23, 2020 CH, EE

Summary: Participates in the mission and ministry of Tenacre, working with the CSN Mentor Coordinator and the Christian Science Nursing Services team to provide support for all Christian Science nursing staff and Church friends.

Competencies

To perform this job successfully, an individual should be progressively demonstrating his or her knowledge of the practice of Christian Science as outlined in the *Church Manual of The First Church of Christ, Scientist*, in Boston Massachusetts, by Mary Baker Eddy. Additional competencies include:

Ethics: Knows the *Church Manual* By-law for the Christian Science nurse and consistently lets it pervade all work.

Acts and speaks in a manner consistent with the highest ethics and integrity and upholds organizational values; inspires the trust of others; maintains confidentiality; demonstrates respect for all; keeps commitments; respects legal standards; practices the Matthew Code and the Golden Rule.

Servant Leadership and Teamwork: Supports the camaraderie and unity among all staff and within the Christian Science Nursing Department; maintains trust and respect for one another's ministry; takes actions that demonstrate an unselfish, Christly approach; is comfortable being part of a vibrant, diverse community and interacts with people from all corners of the globe with ease.

Communication Skills: Communicates and responds to others (one-on-one or with a group) in a respectful manner with warmth, empathy, and patience; conversation reflects the highest Biblical standard; replies to inquiries and completes requests, both on a timely basis; is comfortable addressing groups of people.

Teaching Skills: Enjoys teaching and can give instructions that are easy to follow. Can plan and lead CSN Department workshops.

Mentoring Skills: Approaches mentoring as a way to support the growing practice of fellow Christian Science nurses. Has the ability to give individual instruction and guidance to other CSNs, while helping them to feel loved and respected. Encourages CSNs to ask questions, ask for assistance, and to feel comfortable sharing ideas. Is an advocate for the CSNs. Has a genuine desire to support all CSNs, and to provide the highest level of care for Church friends. Is a good

listener and readily turns to God in prayer for guidance. Is comfortable taking needed time to pray. Strives to let God, divine Love, lead, rather than personal sense. Promotes creative reasoning and prayerful thought rather than emphasizing procedure when caring for the needs of Church friends.

Quality Management: Demonstrates accuracy, thoroughness, orderliness, and attention to detail

Judgment: Seeks answers from appropriate sources; is flexible and adaptable to new priorities and ideas; uses initiative appropriately.

Apply Functional Knowledge: Maintains an appropriate level of professional skill and knowledge to keep up with current developments in relevant areas. Learns this information and these skills in a timely manner. Takes advantage of opportunities presented for continuing education in CS nursing.

Nursing Qualities: Naturally caring and nurturing, approachable; loves Church friends and staff alike; is cooperative, humble and expresses the qualities of a nurse, as stated in *Science and Health with Key to the Scriptures*, by Mary Baker Eddy, on page 395:18.

Christian Science Nursing Standards: Maintains the highest level of standards. Uses the *Basic Christian Science Nursing Considerations* as a standard for meeting individual needs. Understands each individual CSN's practice is unique, but that a high standard of care can still be expressed.

Essential Duties and Responsibilities: Other duties may be assigned

- Generally, ministers five ministry periods per week; must be willing to be flexible to help cover mentoring needs as needed; this may include evenings, nights, weekends, or holidays
- Is willing to minister in a CSN setting if needed
- Mentors CSNs as needed to support their practice in general; to support them with new or changing care needs; to help ensure proper care is given to Church friends; and to record observations for the purpose of helping with written staff evaluations
- Has an awareness of the care needs of all the Church friends
- Has an awareness of the skill level /practice of the CSNs
- Collaborates with other CSN mentors and Tenacre School of CS Nursing to support all CSN staff members' CSN education, as needed, through individual mentoring, mini workshops, etc.
- Works with other CSN mentors to support the Tenacre School of Christian Science Nursing as needed, such as during the courses when the students are introduced to the CSN settings
- Is willing and able to plan and facilitate CSN Department workshops
- Checks texts messages and responds promptly; Checks Tenacre email and voicemail daily and responds in a timely manner
- Records mentoring and meeting notes in a timely manner
- Meets regularly with the other CSN mentors and CSN Mentor Coordinator to share inspiration, fruitage, and ideas about how best to support staff members
- Attends weekly CSN Mentoring team meetings with the Director of CSN

Qualifications:

To perform this job successfully, an individual must be able to perform satisfactorily each essential duty as stated above. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and Experience:

- Member of The First Church of Christ, Scientist
- Has completed a recognized CSN education course, which included instructing/mentoring
- Currently listed as a CSN in the CS Journal
- Has had a wide variety of experiences in their CSN practice
- Demonstrated ability to read out loud, write and speak English – all of which are understandable by Church friends and staff
- Current Driver's license; can safely drive cart, car, and van