

HIGH RIDGE HOUSE JOB DESCRIPTION

CHRISTIAN SCIENCE NURSING DEPARTMENT

JOB TITLE: Christian Science Nurse

REPORTS TO: Shift Coordinator or Director of Christian Science Nursing

QUALIFICATIONS:

Must be a member of The Mother Church, an active member of a branch church, and express a commitment to the healing mission of our church through regular study of the *Bible* and the writings of Mary Baker Eddy. Must have taken Class Instruction in Christian Science. May or may not be *Journal*-listed.

EXPERIENCE AND EDUCATION:

Must be demonstrating the Christian Science nursing requirements as stated in *The Manual of The Mother Church* in an exemplary manner. Is considered fully trained and is engaged in self-examination and self-instruction to expand their Christian Science nursing ministry.

For Level One, must have a minimum of one year's practical experience working in a facility or comparable field experience with diversity of patient care. Must have the ability to enter any Christian Science nursing experience and work independently and without guidance, with a sense of assurance and spiritual dominion. Must have sound Christian Science nursing judgment, dependable Christian Science nursing skills, and strong Christian Science nursing qualities. Experience in Christian Science home nursing is highly desirable. This individual must be willing and able to handle a full patient load and nurse in any room. Must express flexibility in scheduling and in room assignments. Must be able to communicate clearly, directly, and graciously. Demonstrates high ethical standards. Must have the ability to initiate progressive steps with patients. Must show evidence of contributing to the resolution of problems.

For Level Two, must have highly dependable Christian Science nursing skills and an ability to respond to urgent or unusual Christian Science nursing needs with spiritual poise and confidence and without supervision. Demonstrates a refined discernment of patient needs and regularly adapts progressive Christian Science nursing skills to meet individual needs. Regularly initiates progressive steps with patients and encourages other Christian Science nurses to do the same. Has a broad awareness of the Christian Science nursing needs in all the rooms and demonstrates an alertness, willingness, and ability to respond appropriately. Participates in, encourages, and initiates consensus-decision making to solve problems.

For Level Three, demonstrates an ability to offer correction in a non-judgmental manner. Communicates in a non-directive way, expressing clarity as well as

gentleness. Regularly plays a leadership role in facilitating problem solving. Has a demonstrable ability to mentor other Christian Science nurses and inspire others to reach for a higher standard. Consistently supports the spiritual progress of patients and seeks out opportunities to initiate healing steps. Regularly collaborates with other Christian Science nurses to improve patient care. Demonstrates exemplary teamwork and ethical practices.

MAIN RESPONSIBILITIES:

Cherishes the spiritual nature, individuality, and worth of patients and fellow Christian Science nurses. Consistently cultivates an expectancy of healing and a consciousness full of faith in the power of scientific prayer to heal mentally, morally, and physically. Relies less on Christian Science nursing skills and more on spiritual inspiration and discernment to determine right action to meet the individual need. Seeks answers through prayer to resolve problems and differences on the Christian Science nursing floor and within staff. Is spiritually vigilant in recognizing temptations to judge, diagnose, psychoanalyze, or gossip. Takes responsibility for praying for the harmony of the nursing floor and for the supply of right ideas and resources to meet the nursing need. Actively embraces the mission of High Ridge House daily and strives to fulfill it.

Caring for the Patient's Needs:

1. Provides tender and efficient Christian Science nursing care to a wide variety of patients with grace, assurance, and dominion, modifying and adapting progressive Christian Science nursing skills to meet the individual need, in the following ways:
 - Cares for each patient through individual witnessing, nurturing, cherishing, and comforting.
 - Mentally guards the sick room from aggressive mental suggestion, defending thought from pictures of sickness and disease.
 - Offers Christian encouragement and metaphysical support in appropriate ways and at the right moment.
 - Develops trust and rapport with any patient and willingly handles claims of personal sense and reaction.
 - Maintains proper standards of cleanliness and provides thorough and suitable personal care in and out of bed, under a variety of circumstances and needs; ensures cleanliness, comfort, and normal commoding of patients using appropriate Christian Science nursing equipment while striving to maintain the patient's dignity and expectation of healing.
 - Lifts, turns, moves, and positions patients with gentleness, safety, and good judgment, and with the regularity required to meet the Christian Science nursing need.
 - Recognizes when a patient's mobility assistance needs are changing and suggests suitable adjustments to care plan.
 - Provides timely and suitable nourishment, relying on spiritual discernment to meet individual needs and special requests, and letting go of personal food

beliefs that would influence erroneously.

- Designs, modifies, and applies bandaging to open areas; maintains high standards of cleanliness; works with gentleness; communicates instructions clearly, collaborating with other Christian Science nurses on improvements that would benefit the patient; respects group or management decisions; maintains a strong awareness that God is the only healer, and that cleansing and covering procedures and materials do not contribute to nor interfere with healing.
- Seeks safe and suitable means of preventing patients from falling or moving about on their own unwisely. Demonstrates alertness to safety considerations and receptivity to inspired Christian Science nursing solutions to safety needs.
- Applies comfort items appropriate to the individual need with skill and efficiency.
- Communicates patiently and sincerely, and adapts Christian Science nursing care to effectively meet the special needs of patients who are mentally unclear.
- Discerns the need for consecrated, exclusive Christian Science nursing care and spiritual support; collaborates with other Christian Science nurses to make schedule adjustments as needed, and provides the Christian Science nursing care with tenderness and spiritual conviction.
- Initiates progressive healing steps on a regular basis to meet the individual need and to encourage normalcy in daily activities.
- Supports practitioners' work by assisting patients with study assignments and encouraging them to maintain regular contact with practitioners.
- Is familiar with High Ridge House's Emergency Preparedness Plan and responds quickly and effectively to fire drills and other emergency situations.
- Provides aftercare with a sense of dignity, observing ethical and reporting requirements, and good Christian Science nursing practices.

Caring for the Environment:

1. Maintains an environment of order, harmony, comfort, and safety in each Christian Science nursing room and throughout the Christian Science nursing floor.
2. Demonstrates a growing understanding that the beauty, purity, graciousness, and harmony of Soul, expressed in personal dress and grooming, contributes to the healing atmosphere.

Communicating with Others:

1. Reports and communicates graciously, thoughtfully, and in a timely manner to practitioners and consistently charts practitioner contacts and shares information with other Christian Science nurses as appropriate, as well as with the Shift Coordinator or Director of Christian Science Nursing
2. Communicates with tact and discretion to family and friends of patients, offering comfort and Christian encouragement. Upholds the ethical requirements governing such contacts.

3. Updates care plans on a regular basis to reflect changes in the Christian Science nursing need, willingly collaborating with fellow Christian Science nurses to quickly resolve controversy concerning the best care to meet the need.
4. Turns to God in prayer first to resolve personal differences or conflicts over nursing care, and if needed, willingly uses the Matthew Code to share concerns, develop understanding, and arrive at mutually agreeable solutions. Practices good communication skills, including non-judgmental listening, openness, clarity, directness, simplicity and the Golden Rule.
5. Regularly attends, supports, and contributes to nursing staff meetings and inspirational meetings. Keeps abreast of written policies and memorandums.
6. Consistently advises the Shift Coordinator or Director of Christian Science Nursing of sudden changes in nursing care, of immediate issues that require the involvement of supervisory individuals, of continuing controversies, of unmet needs and resources, as well as accidents.

Harmonizing Assignments and Responsibilities.

1. Responds in a timely manner to patients' buzzers and coordinates Christian Science nursing tasks throughout the shift in a manner that reflects prayerful and thoughtful attention to a harmonious sequencing of duties and service.
2. Coordinates own Christian Science nursing care responsibilities to be able to assist other Christian Science nurses and encourages other Christian Science nurses to do the same.
3. Strives to maintain an overall awareness of the needs of the patients as well as the Christian Science nurses on the staff at any given moment, demonstrating a progressive ability to respond intuitively to needs in a manner appropriate to the situation at hand.
4. Supports the harmonious blending of individual Christian Science nursing ministries with the healing mission of High Ridge House. Expresses flexibility and a willingness to work wherever most needed.
5. Plays a leadership role in ensuring mutual support and teamwork.
6. Takes on special Christian Science nursing assignments and serves on special committees as requested.
7. Understands the need for oversight by the Shift Coordinator, keeps the Shift Coordinator closely apprised of patient needs, and works to coordinate schedules with Shift Coordinator so that appropriate oversight may be provided.

Nursing Ethically:

1. Upholds the key ethics of Christian Science nursing: relying on God, Spirit, as the only healer; respecting the privacy of the patients; promoting their self-determination and dominion; and upholding the sacred relationship among the patient, Christian Science practitioner, and Christian Science nurse.

Teaching and Learning:

1. Regards every Christian Science nursing assignment as an opportunity to apply the Christian Science Nurse By-Law, and acknowledges Christian Science nursing as a quality of thought to be expressed in every aspect of living.
 2. Shepherds and orients new Christian Science nursing staff as well as temporary Christian Science nurses and communicates the general practices, policies, principles, and values governing Christian Science nursing care at High Ridge House.
 3. Mentors Christian Science nurses at own level or below to assist in the development of skills and nursing judgment or to refresh Christian Science nurses with little facility experience in the standards of Christian Science nursing care required at High Ridge House.
 4. Is alert to the needs on the Christian Science nursing floor for in-service refresher sessions or for other training and recommends action to the Training Coordinator or Director of Christian Science Nursing.
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