



## The Clergy Health Initiative

**Vision:** To develop a resilient, well-informed cadre of United Methodist pastors as skilled in the care of themselves and their families as they are in the care of their congregations.

**Mission:** The Clergy Health Initiative will design, deliver and evaluate a holistic program of health and support services that:

- Is based on a sound theory of adult behavior change;
- Is grounded in Wesleyan theology;
- Is responsive to the stated needs and wishes of participants;
- provides participants with personal information about the current state of their physical, emotional and vocational health and prescriptions for improving same;
- offers individual and small group options for addressing personal changes;
- protects participant confidentiality; and
- is consistently evaluated for participant satisfaction and program effectiveness.

### Program Design

- Seek expert advice on sound theoretical approaches, medical/psychological screening methods, successful program models and the Wesleyan theology of a well-lived life.
- Identify existing model programs.
- Regularly inform key stakeholders about program intentions and plan.
- Seek clergy input to design program services that are useful and responsive to their needs.
- Select medical, psychological, spiritual and vocational screening approaches and instruments that support the program's mission.
- Ally with key collaborators within and outside Duke Divinity School.
- Design process, impact and outcome evaluation measures to assure the program will accomplish its mission.

### Program Implementation

- Consult with bishops and cabinets about program design and implementation plan.
- Define program service components; develop protocols and manuals to train contract providers to deliver them consistently.
- Recruit and train a cadre of staff and service providers to deliver program components.
- Create a web-based resource directory of service providers across North Carolina who will provide program services.
- Pilot test programs for district superintendents and individual clergy.
- Based on evaluation of pilot tests, refine program services.
- Open enrollment to participants statewide and market program availability.

- Support both NC United Methodist Conferences in the design, delivery and evaluation of their clergy peer group programs
- In collaboration with Duke Divinity School, offer educational events and retreats on the Methodist way of life.

#### Research Design

- Design baseline and periodic surveys of the self-assessed state of clergy physical, emotional, spiritual and vocational health.
- Seek expert advice on program research approaches and measures to assure that program can assess its impact.
- Select research approach and measures; devise recruitment and enrollment plan to assure statistical significance of results.

#### Research Implementation

- Submit all components of research plan to Duke University Institutional Review Board, as required to protect human subjects.
- Contract with survey research firm to conduct baseline and periodic surveys of target population (UMC clergy in active service to congregations).
- Assist program staff to design protocols and training materials that comply with research design.
- Assure confidentiality and security of all data collection procedures and data storage.
- Analyze data according to research schedule.

#### Evaluation Design and Implementation

- Record and track significant program activities in all phases to assure that design and implementation processes can be understood and replicated.
- Identify project goals and measurable objectives.
- Regularly assess and report progress in meeting goals and objectives.
- Assure participant satisfaction with all program elements; log and resolve issues and complaints.
- Collaborate with The Duke Endowment's external evaluator in the design and collection of program evaluation data.

#### Key Collaborators:

- The Duke Endowment
- North Carolina and Western North Carolina United Methodist Annual Conferences
- Duke Divinity School: Lifelong Learning, Leadership Education@ Duke Divinity, Thriving Rural Communities, Caring Communities, Health and Nursing Ministries
- Duke Medical School and Terry Sanford Institute of Public Policy
- General Board of Pensions and Health, United Methodist Church
- Methodist LeBonheur Healthcare and *Leading Causes of Life* program staff
- Ad hoc medical and program advisory committee members
- Episcopal, Presbyterian, Lutheran and other clergy health programs