LEADERSHIP ACADEMY PHILOSOPHY

At the Center for Faith Based Health Ministry, a program of Saint Francis University’s DiSepio Institute for Rural Health and Wellness, we believe that health is an evolving, multidimensional state of being in which mind, body, and spirit are purposefully integrated. This purposeful integration fosters the ability of individuals and communities to become more conscious of options and better able to make choices that foster optimal human functioning and quality of life.

Consistent with this vision of health, the Mission of the Center for Faith Based Health Ministry is to foster collaboration between communities and those who serve faith communities and health care organizations to promote individual and community wellness. The Center’s vision and mission inspired the establishment of the Academy for Leadership in Community Based Health Ministry.

The mission of the Academy is informed by two venerable traditions: that of Saint Francis of Assisi, patron of Saint Francis University, and that of the Health Ministries Association. Graduates of the Academy will be prepared to cultivate leadership among community members for community based health ministry. These individuals will then step out confidently in service to promote the health and well-being, not only of the members of their faith communities, but of the wider community so that all may live and grow to wholeness and holiness.

PURPOSE OF THE ACADEMY FOR LEADERSHIP

The purpose of the Academy for Leadership in Community Based Health Ministry is to nurture the formation of individuals who value community based health ministry and desire to use their leadership talents and skills to create feasible, sustainable collaboration between health care providers and members of faith communities in the interest of promoting individual and community well-being.

PROSPECTIVE PARTICIPANTS

The ideal candidate for the Academy for Leadership in Community based Health Ministry will be a person of faith from any tradition, community-minded, and free to exercise leadership in this region to build capacity for health ministries.

ACADEMIC QUALITY

This is a post-secondary certificate program provided through the Center for Faith Based Health Ministry of the DiSepio Institute for Rural Health & Wellness. Participants in the Academy will receive a Certificate of Completion once they have fulfilled the program requirements.

PROGRAM GOALS

Participants in the Academy for Leadership in Community based Health Ministry will be prepared to create a shared moral purpose and vision, act from a service orientation, and build community to encourage, support and empower leaders in the integration of faith and health in local communities.
Specifically, graduates of this program will be able to:

1. Employ theories of motivation, change, and leadership and change practices at organizational and community levels to foster interest in and collaboration for health ministry.
2. Employ principles of socio-ecological theory for leading collaborative assessment, visioning, planning, and evaluation to increase the reach and effectiveness of health ministry programs.
3. Employ effective methods of inquiry to guide the appraisal of faith-health needs of communities in culturally and interpersonally sensitive and respectful ways.
4. Effectively communicate the focus, scope, and models of health ministry across faith traditions and organizational contexts.
5. Employ selected spiritual practices for ongoing discernment in the role of provider and/or leader of health ministry initiatives.
6. Express a personal philosophy of health ministry that honors its history and is congruent with contemporary health ministry practices.
7. Employ knowledge of adult learning and development in the facilitation of efforts to plan, implement, and evaluate health ministry initiatives.
8. Accurately interpret the current legal context and standards of accountability for faith-based health ministry activities.
9. Employ principles of program evaluation to judge the merit and effectiveness of selected health ministry initiatives.
10. Tap philanthropic, governmental, and other fiscal and informational resources to ensure the quality and sustainability of health ministry initiatives.

The foundation of the Academy Program is grounded in formation in the leadership strategies of Saint Francis and built around guidelines created by the Lay Health Ministry Network of the Health Ministries Association (HMA) in 2008, Health Ministry Guidelines (2011), and the studies recommended for health ministers (HMA, 2011). These guidelines include role identification, scope, and responsibilities for lay health ministers as well as standards and criteria for potential certification by the Health Ministries Association. Emphasis will be on the cultivation of leadership strategies to accomplish the purpose of the Academy.

The vision and mission of the Health Ministries Association (HMA) dovetail naturally with the Franciscan tradition. HMA’s vision is to engage, educate and empower people of faith in any tradition to be passionate and effective leaders for creating healthier communities using a “whole person health model.” HMA has defined its mission as to encourage, support and empower leaders in the integration of faith and health in their local communities. It accomplishes its mission through the collaboration of the broad membership that includes health ministers, faith community nurses, clergy, chaplains, faculty, educators, program coordinators, and others.

**COURSE DESCRIPTIONS**

**Health, Wholeness, Holiness: Reclaiming Ancient Wisdom for Wellness Promotion & Illness Prevention:** Exploration of the assumptions and orientations of the dominant and alternative integrative paradigms of health, including the historical division between the concepts of health and holiness and their reunification in holistic integrated models. Introduction to an integrated model of health in the human person and its significance for community based health ministries.

**Frameworks for Understanding Health, Health Promotion & Illness Prevention:** Review of the socio-ecological model of health, the health promotion model, and the illness prevention model as frameworks informing health ministry efforts for health promotion and illness prevention.
Community Based Health Ministry I: History, Philosophy, & Models: Foundation and evolution of health ministry emphasizing foundational philosophy and emergence of a variety of health ministry models, from faith community nursing through health system and congregational partnerships to refinement of a health ministry role, certification for faith community nursing practice, and the establishment of a membership resource organization, the Health Ministries Association.

Community Based Health Ministry II: Strategies for Leading Needs Assessment, Program Planning, Development, & Implementation: Leading congregational health needs assessment as a basis for program planning, development, and implementation. Exploring cost-benefit evaluation frameworks for analyzing congregational need and designing health ministry programs effectively (e.g. PRECEDE-PROCEED Model).

Spiritual Disciplines for Personal & Communal Discernment & Decision Making: Dynamics of the spiritual journey as they manifest in individuals and organizations; spiritual practices that foster ongoing formation in prayer, grounding in God’s love, gratitude, and service. Resources for supporting individual and communal formation in discernment for decision making.

Birthing Visions & Dreams for Healthy Communities: Inspiring Service, Cultivating Leadership & Guiding Change: Clarifying your vision; discovering and appealing to shared aspirations to build a common vision for healthy and holy communities through servant leadership and “encouraging the heart.” Communicating the common vision and using change processes in health care and faith community settings to cultivate congregational leadership.

Community Based Health Ministry III: Ethical & Legal Standards: Explore resources and potential ethical and legal issues related to health ministry: e.g. scope of practice, qualifications of individuals in health ministry roles, adequacy of training and supervision in health ministry settings. Explore policy formulation and practices to ensure consistency with principles of professional codes of ethics in health care and legal guidelines (including various professional practice acts and Good Samaritan Law), and need for malpractice and liability insurance coverage.

Community Based Health Ministry IV: Leading Collaboration across Faith/Health Borders: Leading for ongoing support of mutual understanding and collaboration across faith community and health care organizational culture: recognizing, appraising, and brokering alternative assumptions and positions about needs and plans, sustaining interest and trust, discovering additional common goals, and building and strengthening norms of reciprocity.

Foundations of Adult Development & Learning for Leaders & Health Ministers: Overview of psychosocial, cognitive, and spiritual development in adults; translation for application to team building and program planning in health ministry.

Cultivating & Supporting Health Ministry Teams: Overview of health ministry team models: congregational health & wellness ministry; health ministers; faith community nursing; hospital/primary care based congregational networks; community based congregational networks. Finding, inspiring, and forming congregation members for health ministry service; approaches to team building, team life cycles.

Community Based Health Ministry V: Leading Program Evaluation: Employing evaluation models for health ministry program evaluation; pragmatic and illuminative approaches and methods. Using evaluation findings for program improvement and/or revision. Approaches to engaging health ministry teams in the evaluative process.
Resourcing Health Ministry Program Feasibility & Sustainability: Determining funding needs and potential sources of funds (including evaluation of potential funders and their requirements). Review of models of program financing, including partnerships, grants, self-sustaining. Refining project ideas for inclusion in proposals; submission and follow up process.

PROGRAM DELIVERY

In the Academy, emphasis will be on areas of real community need and cultivation of a team of health ministers to respond to that need. Sessions will take place during seven half to full-day face-to-face meetings beginning in August and ending in May (see table below). Two-way interactive videoconferencing and the course management system, Blackboard, may be used to provide for additional opportunities for interaction among faculty and participants and a means for sharing resources.

<table>
<thead>
<tr>
<th>Session Schedule</th>
<th>Courses</th>
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<tbody>
<tr>
<td>September 24, 2016</td>
<td>Community Based Health Ministry I: History, Philosophy, &amp; Models</td>
</tr>
<tr>
<td></td>
<td>Community Based Health Ministry II: Strategies for Leading Needs Assessment, Program Planning, Development, &amp; Implementation</td>
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<tr>
<td>November - January</td>
<td>Work in Teams and on Line</td>
</tr>
<tr>
<td>February 25, 2017</td>
<td>Community Based Health Ministry III: Ethical &amp; Legal Standards.</td>
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<tr>
<td></td>
<td>Community Based Health Ministry IV: Leading Collaboration across Faith/Health Borders</td>
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<tr>
<td>March 25, 2017</td>
<td>Foundations of Adult Development &amp; Learning for Leaders &amp; Health Ministers</td>
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<tr>
<td></td>
<td>Cultivating &amp; Supporting Health Ministry Teams</td>
</tr>
<tr>
<td>April 29, 2017</td>
<td>Community Based Health Ministry V: Leading Program Evaluation</td>
</tr>
<tr>
<td>May 20, 2017</td>
<td>Resourcing Health Ministry Program Feasibility &amp; Sustainability</td>
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FACULTY

Faculty for courses in the Leadership Academy will include experts active in their field, individuals from institutions, partners, or networks working with members of the Center, college and university faculty who can provide the expertise required in the curriculum.

COSTS

Tuition for the program is $350 which includes all materials.
References


Dear Applicant,

Thank you for inquiring regarding application for our Leadership Academy for Community Based Health Ministry. Information regarding the Academy, courses, and schedule are included. Also enclosed/attached is the application form and reference form which must both be completed and submitted for acceptance into the Academy. Space is limited and applicants will be accepted on a first come, first served admission process.

The reference form should be completed by a Pastor, Priest, Rabbi, or other leader in the faith community or organization where you will be developing your health ministry program. The intent of the reference is to ensure the support of the faith community or organization as you complete the Academy and develop a health ministry program. The person should be able to speak to your character and commitment to the Academy and the development of a health ministry program.

You may also complete the application process and find additional information on line at http://francis.edu/center-for-faith-based-health-ministry/. Submit your completed application via email to Cindy Drenning at cdrenning@francis.edu, or mail to Cindy Drenning, Saint Francis University, Department of Nursing, 211D Sullivan Hall, PO Box 600, Loretto, PA 15940.

If you have additional questions or concerns, please call Ms. Drenning at the Nursing Department at (814) 472-3027.

Thank you,

Cindy Drenning, MSN, CRNP
Course Application

Start Date: August 27, 2016 – DiSepio Institute for Rural Health and Wellness

Priority Deadline: May 15, 2016 (applications will be accepted until August 1, 2016, but class size is limited).

(Please Print)

Name__________________________________________________________

First                        Middle Initial                        Last

How would you like your name to be printed on any certificates that you will receive?

________________________________________________________________________

Home Address___________________________________________________________

Street                          City                        State                        Zip

Telephone_______________________ Preferred E-mail address ________________________________

Place of Employment_______________________________________________________

Work Address___________________________________________________________

Work Telephone Number____________________ Position ________________________________ No. of Years in Current Job _____

Faith Background ______________________________ Member of ____________________________ Parish/Congregation

City_________________________ State __________

Related activities in church or congregational ministries _________________________________________________________________

If so, name of church ____________________________________________ City_________________________ State _____

Please complete attached Reference Form.

Tuition Cost: $350.00 – includes all Leadership Academy materials. Payment (CHECK ONLY made payable to SAINT FRANCIS UNIVERSITY): $350.00 Total Amount Enclosed __________________

Refund: Full refund if cancelled on or before May 30, 2016; partial refund of $175.00 if cancelled after August 1, 2016.

If selected for participation in the Academy, clearances dated within the last 3 years will be required for participation. The required clearances are FBI fingerprinting, Pa State Police Criminal Background Check, and Child Abuse Clearance.

Please select one:

_______ I have all clearances dated within three years.

_______ I will need to obtain clearances.

I have reviewed this application and find the information I have presented to be complete and truthful.

__________________________________________________________

Signature of Applicant                          Date

Please return this completed application and payment to:

Saint Francis University

PO Box 600, Loretto, PA 15940

Attn: Cindy Drenning – Nursing Dept.
Thank you for agreeing to complete a reference for _________________________________,
who is applying for the Academy for Leadership for Community Based Health Ministry at the
DiSepio Institute for Rural Health and Wellness at Saint Francis University.

The purpose of the Academy for Leadership in Community Based Health Ministry is to nurture
the formation of individuals who value health ministry and desire to use their leadership talents
and skills to create feasible, sustainable collaboration between health care providers and
members of faith communities in the interest of promoting individual and community well-
being. The ideal candidate for the Academy for Leadership in Community Based Health Ministry
will be a person of faith from any tradition, community-minded, and free to exercise leadership
in this region to build capacity for health ministries.

This is a post-secondary certificate program provided through the Center for Faith Based Health
Ministry of the DiSepio Institute for Rural Health & Wellness. Participants in the Academy will
receive a Certificate of Completion once they have fulfilled the program requirements.

Please complete and submit the referral form provided to Cindy Drenning at
cdrenning@francis.edu, or mail to Cindy Drenning, Saint Francis University, Department of
Nursing, 211D Sullivan Hall, PO Box 600, Loretto, PA 15940. You may also provide the
applicant with the completed form to submit with their application. If you have additional
questions or concerns please call Ms. Drenning at the Nursing Department at (814) 472-3027.

Thank you for your time and consideration.

Sincerely,

Cindy Drenning, MSN, CRNP
Reference Form

Start Date: August 27, 2016 – DiSepio Institute for Rural Health and Wellness

(Please Print)

Name of Applicant ____________________________________________

NOTE TO APPLICANT: I understand that this letter of reference will be used only for admission consideration, that I have the right of access to or may waive my right of access to this information and that failure to check my preference and sign below renders my access void.

I hereby _______WAIVE my right of access/ ________DO NOT WAIVE my right of access to this letter of reference.

_________________________________________________________  ____________________________
Signature of Applicant                                           Date

_________________________________________________________  __________________________________
Name of Recommender                                              Name Profession/Ministry    Phone

_________________________________________________________  ____________________________
Address                                                           City                    State                    Zip Code

NOTE TO RECOMMENDER: The applicant is applying for admission to The Academy for Leadership in Community Based Health Ministry, a post-secondary certificate program provided through the Center for Community Based Health Ministry of the DiSepio Institute for Rural Health & Wellness. The purpose of the Academy for Leadership in Community Based Health Ministry is to nurture the formation of individuals who value community based health ministry and desire to use their leadership talents and skills to create feasible, sustainable collaboration between health care providers and members of faith communities in the interest of promoting individual and community well-being. This will include classroom study and work in the community to develop a health ministry program.

The applicant has selected you as a reference to help us discern whether or not he/she has the gifts and maturity to complete the program and emerge as one who will be a wise and perceptive leader of a health ministry program. The information which you provide is critical to our discernment and we are grateful to you for taking the time to briefly address each of the questions below. Please feel free to use additional sheets of paper as needed. If you have questions, please do not hesitate to call Cindy Drenning at (814) 472 3027.

Please send this completed reference form to:
Saint Francis University
208 Sullivan Hall
PO Box 600
Loretto, PA  15940
Attn: Cindy Drenning – Nursing Dept.
1. How long have you known the applicant and in what capacity?
   ☐ Less than 1 year ☐ Relative
   ☐ 1 – 5 years ☐ Colleague
   ☐ 5 – 10 years ☐ Friend
   ☐ 10 + years ☐ Other: ________________________________

2. Do you know the applicant to be a person of faith?
   ☐ Yes (if Yes, how do you see that lived out in his or her life?)

   ☐ No (if No, please explain)

3. In your judgment, does the applicant exhibit the leadership ability, intellectual capacity, emotional maturity, teachable spirit, and commitment to engage in development of a health ministry program?
   ☐ Yes ☐ No (if No, please explain)

4. Please comment on your observation of the applicant’s ability to work and collaborate with others.

5. As a leader in the faith or community organization the applicant represents, is there adequate support to sustain a health ministry program?
   ☐ Yes ☐ No (if No, please explain)

6. Would there be anything that might prohibit the applicant from participating in this program?
   ☐ Yes ☐ No (if Yes, please explain)

7. Please provide any other information which you feel may be useful to the Leadership Academy Admission Committee in considering the applicant for this program (use additional pages or reverse side if needed).