

FIELD
GUIDE

01



CARING *for* CLERGY

FIELD GUIDE

DUKE DIVINITY SCHOOL + ORMOND CENTER

Whenever Moses held up his hand, Israel would start winning the battle. Whenever Moses lowered his hand, Amalek would start winning. But Moses' hands grew tired. So they took a stone and put it under Moses so he could sit down on it. Aaron and Hur held up his hands, one on each side of him so that his hands remained steady until sunset.

EXODUS 17:11-12, CEB

PROJECT OVERVIEW

The demands of ministry can be overwhelming. Thankfully, many clergy rely on a complex network of individuals and institutions to care for their overall well-being.

Like Aaron and Hur who lifted the arms of Moses during battle (Ex. 17), these individuals and organizations support clergy as funders, pension and benefits officers, denominational leaders, frontline providers, and continuing educators. The [Caring for Clergy Field Guide](#) examines this national clergy support network (or what we call “the field”).

Practitioners Who Care for Clergy



DENOMINATIONAL OFFICIALS



FUNDERS



PENSION / BENEFITS OFFICERS



FRONTLINE PROVIDERS*



CONTINUING EDUCATORS

**Frontline Providers include a vast array of practitioners such as therapists, organizers, Licensed Clinical Social Workers, pastoral counselors, resource agents, mental health counselors, spiritual directors, financial advisors, dietitians, diversity/inclusion specialists, retreat center hosts, and many more.*

[You can learn more and sign up for the survey here.](#)

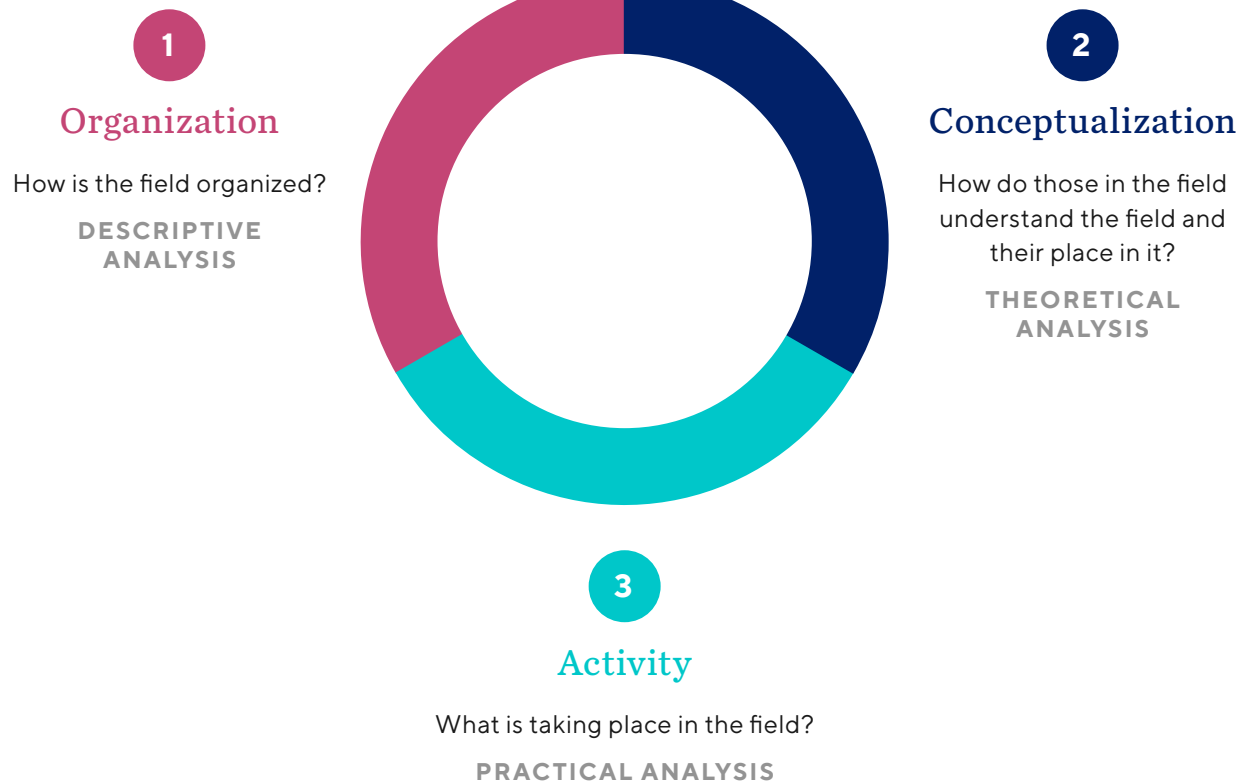
OBJECTIVES & MAJOR THEMES

Objectives

Our project has three main objectives —

One To scan and map the field's main actors and trends; **Two** to highlight the leading models, and; **Three** to identify the most pressing gaps and obstacles. When published, we hope that this resource might become a manual for the field moving forward.

Major Themes



ENDORSEMENTS



“This project is the first of its kind and represents a major step forward in the field of clergy care. The research methodology is sophisticated, thoughtful, and ultimately is meant to translate into practical resources that will benefit the Church. This is a 'must have' resource for anyone who cares for pastors and ministry leaders.”

CHRIS ADAMS

Azusa Pacific University, Center for Vocational Ministry



“The Caring for Clergy Field Guide is asking important questions to serve pastors for years to come.”

ANDY COOK

Billy Graham Center, Wheaton College



“I believe that research such as this is not only important but a literal matter of life and death for those involved in ministry.”

MELINDA CONTRERAS-BYRD

AME Church



“The Association of Theological Schools is pleased to endorse this important work on the field of caring for clergy. As institutions that equip and form leaders for communities of faith, we operate within the broad ecology of those who support and care for clergy. We are pleased to be part of this project designed to bring together scholars and practitioners to deepen our understanding of the field, explore gaps in our learning, and set a direction for research that will allow us to continue to offer meaningful care of clergy into the next decades.”

JO ANN DEASY

Association of Theological Schools



“This timely and much-needed study has been thoughtfully crafted to discern both current practice and future potential for addressing the crucial issue of clergy well-being.”

RICK FOSS

Evangelical Lutheran Church in America



“The unique and multifold individual and systemic challenges facing clergy today are substantial and nuanced, making the holistic care of clergy a topic of increasing importance. Because the care of clergy is an endeavor that requires interdisciplinary and inter-institutional collaboration, the work of the Caring for Clergy Field Guide is very much needed—bringing together the various stakeholders, surveying the state of the field, and identifying the major care models currently employed. This work is essential for us to identify and address the most pressing gaps so that more clergy can have access to effective and comprehensive care and resources.”

DAVID WANG

Association of Theological Schools



“The Caring for Clergy Field Guide will be an incredibly helpful resource for denominations and all those who care for the well-being of clergy.”

DAVE HIGLE

Wesleyan Church



“Being better equipped to thrive in your calling as clergy is incredibly important. This field guide will provide you with meaningful insight into helping you continue to step into the work of introducing Christ into the lives of and the issues of our families.”

MARK ROBINSON

Brotherhood Mutual



“Having provided counseling and coaching for ministry leaders over two decades, this project is the first of its kind that I have encountered. It represents a major step forward in the field of caring for the pastoral community. The research-based methodology is refreshing and goes beyond the anecdotal information that is too often the basis for consulting ministry leaders.

This research-based project is an integrous, thoughtful, and truly substantive approach. Yet at the same time, a practical and reasonable resource to benefit the church community—a resource that needs to be in the toolbox of every clergy and ministry.”

DENNY HOWARD

*President | Livstyle LLC Assessments
Consulting Dir. of Counseling | Full Strength Network*



“As a professional researcher in the area of clergy well-being, I congratulate the authors of this initiative. The Caring for Clergy Field Guide is a much-needed resource for church leaders and clergy alike.”

MANUELA CASTI YEAGLEY

University of Notre Dame



“Clergy care for others while often neglecting their own care and that of those closest to them. The Caring for Clergy Field Guide research holds great promise for clergy and those who want to help them but often lack research-based guidance.”

DR. LOVETT H. WEEMS, JR.

Lewis Center for Church Leadership at Wesley Theological Seminary



“Denominational efforts in clergy care tend to be siloed, shaped by boundaries of focus, expertise, and past history. This research holds significant promise as it tours the silos across a range of entities and organizations, giving us a view of the constellation of care, and valuable feedback to test what we think we know about how we are doing and inspire our imaginations.”

REV. DR. STAN RODES

Church of the Nazarene



“I am excited about the development of the Caring for Clergy Field Guide and encourage anyone who helps pastors flourish to participate however possible! If you are working the soil of pastors' souls, we need to hear and learn from each other!”

PAUL KUZMA

The Foursquare Church



“The work of pastoral ministry has never been more challenging, and clergy need to feel supported from all angles. Yet, often, we know too little about those support networks. Fostering a greater understanding around these care networks is vital for sustaining the real work of ministry.”

DR. DAVID KING

Lilly Family School of Philanthropy and Cooperative Baptist Fellowship

What is a Field Guide?

A field guide is a handbook that guides readers to discover, understand, and interact with their surroundings (the “field”).

Most field guides focus on the natural world, identifying wildlife, plants, or stars, in the unique environment where the subject exists naturally. Thus, “guide,” being both a noun and a verb, reveals the purpose of the book: helping the reader distinguish, classify, and connect the components of a given setting. The intended audience is not primarily the scientist, academic, or museum specialist, since field guides are typically designed for practical use by lay observers and curious hobbyists.

HELEN MACDONALD notes that field guides are “far from transparent windows onto nature.” The real world is messy. An animal, for instance, may be obscured from view by distance or poor lighting. For this reason, Macdonald notes that the key is to learn to ask the right questions and make the right observations by consulting with a trustworthy reference—the field guide.

TO LEARN MORE ABOUT FIELD GUIDES AND THEIR HISTORY, [CLICK HERE.](#)

For an example of our University and Community Partnerships Field Guide, [click here.](#)

Field Guides at the Ormond Center

At the Ormond Center for Thriving Congregations and Communities, a field guide is our way of connecting theory with practice. Using the best in academic research and survey methods, we explore emerging (or loosely coupled) fields of practice. We intend field guides to be more than a report that collects dust on a shelf. Field guides contain actionable, agenda setting content that is useful for those in the academy and trenches alike. They are print and multimedia digital formats that include inspiring and provocative research, data, stories, and interactive infographics.

For us, a Field Guide has four basic components —

DEFINING THE FIELD

We define the contours of a given field to help individuals make sense of their surroundings

SURVEY OF THE FIELD’S MAJOR TRENDS

We assess the field’s “state of play” in order to identify the most pressing gaps and obstacles

ILLUSTRATIVE CASE STUDIES

We discover the innovations and frontiers of practice that are pushing the field forward and generating lasting change.

FRAMEWORK FOR ADVANCING PRACTICE

We provide conceptual models that allow individuals to make sense of their place in the field and identify their next best step forward.

According to **BIRD WATCHER’S DIGEST**, “The ideal field guide is easy to use, portable, and accurate.” We intend for our field guides to be the same. These resources express our basic orientation and unwavering commitment to advancing practice for the church and for our communities.

PRINCIPAL INVESTIGATOR



Thad Austin

PRINCIPAL INVESTIGATOR
Caring for Clergy Field Guide

Rev. Dr. Thad Austin is the Principal Investigator (PI) of the Caring for Clergy Field Guide. An ordained elder in the United Methodist Church, Thad served in pastoral ministry for more than a decade in Kentucky and Tennessee. Thad believes that those who care for the well-being of clergy are of vital importance to our religious institutions and to society at-large. Thad leads Strategic Initiatives and Congregational Engagement at Duke Divinity School's Ormond Center. A graduate of the Lilly Family School of Philanthropy's Ph.D. program, Thad is an expert on faith-based fundraising, congregational social entrepreneurship, and the theology of charitable religious giving. Thad is the recipient of the Indiana University William M. Plater Civic Engagement Medallion and the Association for Research in Nonprofit Organizations and Voluntary Action's (ARNOVA) national Emerging Scholar Award.

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