

Robust Referral System Training: Process for the Self-Guided Training

What is the Robust Referral System Training?

This training was designed for clergy participants of *To Heal the Wounded Soul*, an initiative funded by The Duke Endowment and led by Duke Divinity School's Clergy Health Initiative and Office of Black Church Studies. *To Heal the Wounded Soul* participants consisted of clergy who were Black, Indigenous People of Color in North and South Carolina. The program supported these clergy by offering retreats for rest and reflection and practices to promote positive mental health. The program also offered the opportunity for clergy and lay leaders to work together to build a Robust Referral System to help support their leadership in the congregation. This two-part Robust Referral System training was designed for clergy and their lay leaders in collaboration with Partners in Health and Wholeness, an initiative of the North Carolina Council of Churches designed to bridge issues of faith, health, and justice. One of the focus areas of this initiative is mental health advocacy.

The idea behind creating a Robust Referral System for churches is that if church leaders have a ready-to-go referral system to address needs that arise in the congregation, it will take some of the pressure off of clergy who often have to research and make referrals in crisis or as needs arise. The referrals are likely to benefit congregants, and clergy may be less stressed when meeting with congregants because they will know their community resources and even have specific referral sources ready.

How the Training Unfolds

The first part of the training uses a PowerPoint presentation, which can be watched and listened to in video format, to introduce the Robust Referral System. The presenter offers church leaders a framework for compiling a referral list.

Next, church leaders are asked to build a referral list over the next 2-4 weeks.

The second part of the training invites leaders to share progress on their referral lists, teaches how to make a referral, provides an opportunity to practice skills in role playing exercises, and outlines how to make a plan to update the referral list annually.

Training Materials:

- 1) **Two videos:** Session One and Session Two. PDF versions of the PowerPoint slides are also available.
- 2) **One supplemental video,** "Dealing with Mental Health Stigma in Communities of Color and Faith," with Dr. Tanya Armstrong.
- 3) **Two training guides** that outline the flow of the training activities.
- 4) **Two worksheets** to be filled out during and in between the trainings.
- 5) **One interactive role playing exercise** (to be completed in Session 2)