

Adult Informed Consent Form

COMPASSION SATISFACTION AND COMPASSION FATIGUE: A FRAMEWORK FOR DEVELOPING RESILIANCY INTERVENTIONS FOR BIVOCATIONAL MINISTRY LEADERS IN PITTSBURGH PA COMMUNITIES.

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Purpose of this Study: The purpose of this study is to learn whether a two-day retreat, *RESTORE ME* can help bivocational and multivocational ministry leaders feel more supported, less overwhelmed, and better able to care for themselves while serving others. Many ministry leaders balance church responsibilities with other jobs, family commitments, and community demands, which can lead to stress, exhaustion, or burnout. This study will explore whether participating in the retreat improves well-being, increases feelings of fulfillment in ministry (compassion satisfaction), and reduces emotional strain or fatigue (compassion fatigue). The research will also help identify which practices—such as rest, reflection, spiritual exercises, and peer support—are helpful in strengthening resilience and long-term ministry sustainability. The information learned from this study may be used to improve future support programs for ministry leaders and contribute to research on clergy wellness and resilience.

What Participants Are Expected to Do

Participants are expected to:

- **Attend both retreat days** (8:30 AM–4:30 PM each day).
- **Complete pre- and post-retreat surveys** (typically 10–25 minutes each, depending on tools used).
- **Participate in retreat activities**, which may include:
 - Listening to short teaching segments
 - Guided spiritual reflection (Examen)
 - Personal journaling
 - Small-group discussion (sharing is encouraged but not required)
 - Completing self-care and resilience planning worksheets
- **Provide feedback** about their experience through:
 - A retreat evaluation form, and
 - Optional reflection questions and/or an interview/focus group (if applicable)

Important Participant Rights

- Participation is **voluntary**. My participation in this group is completely voluntary, and declining to participate will involve no penalty or loss of benefits. If I choose, I may withdraw from this research at any time. I also understand if I choose to participate that I may decline to answer any question that I am not comfortable answering.
- Participants may **skip any question** they do not want to answer.
- Participants may **stop participating at any time** without penalty.
- Personal information will be kept **confidential** and reported in summary form (no names in published results, unless explicit written permission is given). Once all the data is compiled and analyzed, and once Rev. Patterson completes this project, any survey associated with this project will be destroyed.
- **Recording Procedure:** There will be no photos take, nor audio recording during any retreat session.

Data Linked with Identifying Information

- The information that you give in the study will be handled confidentially. Your information will be assigned a *code number (or pseudonym)*. The list connecting your name to this code will be kept in a *locked file*. When the study has been completed and the data have been analyzed, this list will be destroyed. Your name will not be used in any report

Risks

- There are no anticipated risks in this study. If, as a result of the study, you experience discomfort and would like to discuss your thoughts or feelings with a counselor, please contact the following individual for assistance Ayesha Bulls, a Licensed Professional Counselor, LPC, National Certified Counselor, NCC, Certified Clinical Trauma Professional, CCTP, and Certified Acceptance and Commitment Therapist who is currently employed as a Behavioral Health Therapist at Northside Christian Health Center. [525 Mount Pleasant Rd, Pittsburgh, PA 15214 · (412) 322-8682]

Procedure

- **What you will do in the study:** Participate in facilitator led sessions, engage in dialogue with cohort peers, and complete journaling activities. You will complete pre and post retreat surveys and can skip any question that causes discomfort and stop the interviews or surveys at any time.

Time Required

- It is anticipated that the study will require about 16hrs of your time over 2 days (8hr each). Each session is 1.5hr in length and all means are provided. Each session will include session specific teaching, interactive workshop and quiet reflection and/journaling.

Right to Withdraw From the Study:

- **Before the Retreat** – If a participant decides not to participate after enrolling but before the retreat begins, they may notify the researcher by email or phone. Their name will be removed from the participant list, and no data will be collected.
- **During the Retreat** – If a participant wishes to stop participating, they may discreetly inform the researcher at any time, either verbally or in writing. They may choose to leave a session or the retreat altogether. Any data collected up to that point will be destroyed unless the participant gives explicit permission for its use.
- **After the Retreat** – Participants may contact the researcher up to a specified date (listed on the consent form) to request that their data be withdrawn from the study. All identifiable information will then be deleted.

Payment: You will receive no payment for participating in the study, and there is no fee to participate.

Voluntary Consent by Participant

I have read the information in this consent form and fully understand the contents of this document. I have had a chance to ask any questions concerning this study and they have been answered for me. I agree to participate in this study. **You will receive a copy of this form for your records.**

If you have any questions or concerns about my participation in this project, please contact:

Sharieda D Patterson – Doctoral Candidate
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412.956.2315/spatterson7@Gardner-
Webb.edu

Dr. Doug Dickens – Faculty Research Advisor
School of Davinity/Gardner-Webb University
704.974.6371/ddickens@Gardner-Webb.edu

Participant Printed Name

Date: _____

Participant Signature

Date: _____

If the research design of the study necessitates that its full scope is not explained prior to participation, it will be explained to you after completion of the study. If you have concerns about your rights or how you are being treated, or if you have questions, want more information, or have suggestions, please contact the IRB Institutional Administrator listed below.

Dr. Sydney K. Brown
IRB Institutional Administrator
Gardner-Webb University
Telephone: 704-406-3019
Email: skbrown@gardner-webb.edu