

Preceptor-guided preparation for Wesley Nurses – faith community nurses

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Introduction

Methodist Healthcare Ministries' Wesley Nurse program spans 80 sites throughout South Texas, and is Methodist Healthcare Ministries' largest geographic outreach program. The program, based on a faith community nursing model, focuses on the intentional care of the spirit, promotion of an integrative model of health, and prevention and minimization of illness within the context of a faith community. A key component Wesley Nurses undertake in their communities is providing health education, health promotion and facilitation of resources. The program, established in 1997, has shown great resilience adapting to ongoing shifts in this specialized profession. Our poster showcases the development of a preceptor-guided orientation tool that incorporates the competencies outlined in *the Faith Community Nursing: Scope and Standards of Practice, Second Edition*.

Expected Outcomes

1. Provide an ecumenical, comprehensive tool to assist preceptors in the orientation of new faith community nurses.
2. Faith community nurses will gain an increased understanding of the *Faith Community Nursing: Scope and Standards of Practice, Second Edition* and related competencies.

Discussion

As the profession of faith community nursing continues to evolve so too does the necessity for tools to assist nurses in their professional development. Upon the completion the *Foundations of Faith Community Nursing* and the *Faith Community Nurse Coordinator* courses, we became aware of the need for a tool to emphasize the importance of knowledge of competencies listed in the *Faith Community Nursing: Scope and Standards of Practice, Second Edition*. An intentional focus on the competencies will be helpful to any new or seasoned nurse seeking to grow professionally in faith community nursing. The tool is intended to guide nurses in the process toward certification.

Challenges

- No mention of specific competencies in current orientation model.
- Competencies could not be completed in a 12-week orientation period, thus changing the presentation title and outcomes.

Standard 1: Assessment The faith community nurse collects comprehensive data pertinent to the healthcare consumer's holistic health or the situation. <small>Source: American Nurses Association and Health Ministries Association, Inc. (2012). <i>Faith Community Nursing: Scope and Standards of Practice, 2nd Edition</i>. Silver Spring, MD: Nursesbooks.org.</small>	FCN Role(s)	Level of Competency (Self-Assessment) Assessment Scale (0 – 3)		Specific Criteria to Assess Competencies	Preceptor and Mentor Comments
		Pre	Post		
Specific Competencies Required:					
1. Collects holistic data including but not limited to physical, functional, psychosocial, emotional, cognitive, sexual, cultural, age-related, environmental, economic, and spiritual or transpersonal assessments in a systematic and ongoing process, while honoring the uniqueness of the person and placing a particular emphasis on spiritual beliefs and practices.	Integrator of Faith and Health			a. Completion and discussion of spiritual and cultural self-assessment tools. b. Completion and discussion of congregation assessment. c. Completion and discussion of community windshield survey to identify community assets. d. Identifies and utilizes patient assessment tools including spiritual assessment, psychosocial demographic assessment, and mental health assessment.	
2. Elicits the healthcare consumer's values, preferences, expressed needs, and knowledge of the healthcare situation.	Personal Health Counselor			Patient-nurse interaction to include: use of open-ended questions, appropriate use of handouts and discussion of current health status.	
3. Involves the healthcare consumer, family, group, spiritual leader, other healthcare providers, and others, as appropriate, in the holistic data collection.	Advocate Collaborator			a. Offers follow up visits to include family members in care planning. b. Refers patient and/or family to spiritual leader, healthcare providers and others as needed and documents findings in patient record.	
4. Identifies barriers (e.g., psychosocial, literacy, financial, cultural) to effective communication and makes appropriate adaptations.	Personal Health Counselor Health Educator			a. Patient-nurse interaction to include: use of open-ended questions, appropriate use of handouts and discussion of current health status. b. Uses assessment tools to identify communication barriers. c. Adapts plan of care according to identified barriers.	
5. Recognizes the impact of personal attitudes, values, and beliefs.	Integrator of Faith and Health Personal Health Counselor			Uses a spiritual assessment tool to guide discussion of patient attitudes, values and beliefs.	
6. Assesses family dynamics and impact on healthcare consumer health and wellness.	Personal Health Counselor			Patient-nurse interaction to include: use of open-ended questions related to family dynamics and the impact on current health issues.	
7. Prioritizes data collection activities based on the healthcare consumer's immediate condition, or the anticipated needs of the healthcare consumer or situation.	Personal Health Counselor Health Educator			Based on collected data related to patient identified needs, a plan of care is developed and documented which prioritizes actions to improve health.	
8. Uses appropriate evidence-based assessment techniques and instruments in collecting pertinent data as a basis for holistic care.	Health Educator Integrator of Faith and Health			Uses assessment tools to collect data for provision of holistic care.	
9. Synthesizes available data, information, and knowledge relevant to the situation to identify patterns and variances in individuals, families, groups, or the faith community as a whole.	Advocate Collaborator			Utilizes congregation and community assessment tools to identify assets.	
10. Applies ethical, legal, and privacy guidelines and policies to the collection, maintenance, uses, and dissemination of data and information.	Personal Health Counselor			a. Follows appropriate HIPAA guidelines for collection, maintenance, use and dissemination of data. b. Obtains appropriate consent for treatment prior to providing services. c. Maintains professional boundaries.	
11. Recognizes healthcare consumers as the authority on their own health by honoring their care preferences.	Integrator of Faith and Health Personal Health Counselor Health Educator			Provides and explains a copy of patient rights and responsibilities.	

References

American Nurses Association (ANA) and Health Ministries Association (HMA) (2012, January), *Faith Community Nursing: Scope and Standards of Practice, Second Edition*.
International Parish Nurse Resource Center A Ministry of the Church Health Center (2014 Revision). *Faith Community Nursing Education Foundations of Faith Community Nursing Curriculum Participant*.
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American Nurses Association (2015). *Code of Ethics for Nurses with Interpretive Statements*.

Conclusions

As we worked on the development of the tool, we changed the title to *Preceptor and Mentor Guided Professional Development Tool for Faith Community Nurses* to better reflect its purpose. The tool is intended to provide a comprehensive guide to assist preceptors and mentors in the ongoing training and professional development of faith community nurses. Through pre- and post-knowledge self-assessment, faith community nurses will be exposed to the competencies listed in the *Faith Community Nursing: Scope and Standards of Practice, Second Edition*.

This tool may be adapted in a variety of settings where faith community nurses practice.

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