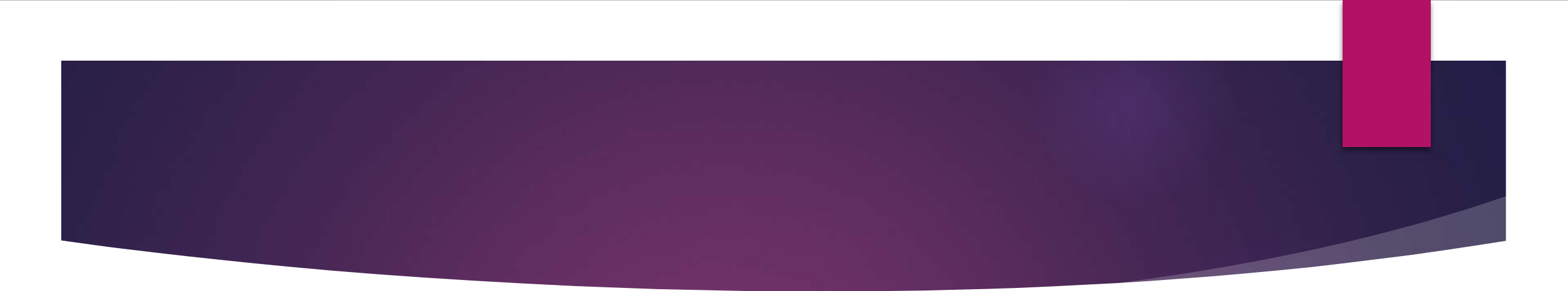


CLERGY PERMANENT FORMATION

APRIL 13-16, 2026
KUTING REEF
MACROHON, SO. LEYTE

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- ▶ **Title:** The Eroded Priest: Examining Job Demands, Spiritual Resources, and Burnout in Diocesan Ministry
 - ▶ **Subtitle:** A Quantitative Study of Structural vs. Personal Factors in Clergy Well-being

The Psycho-Emotional Anatomy of Burnout

- ▶ **Focus:** The Internal Process of Erosion
 - **The Cognitive Toll:** Burnout as a state of "cognitive weariness" and impaired executive function.
 - **Emotional Dissonance:** The gap between internal exhaustion and the external requirement of the "Joyful Shepherd."
 - **Psychological Erosion:** The loss of the "self" where the individual feels they are merely a function for others.
 - **The Compassion Fatigue Cycle:** Emotional numbing as a physiological defense against continuous secondary trauma.

The Three Dimensions of Burnout (CBI)

- ▶ **Focus:** Defining Burnout via the Copenhagen Burnout Inventory
 - **Personal Burnout:** Generic physical and psychological fatigue regardless of occupational status.
 - **Work-Related Burnout:** Fatigue and exhaustion perceived as directly related to the priestly office.
 - **Client-Related (Parish) Burnout:** Fatigue specifically attributed to the emotional labor of working with parishioners.
 - **The Shift in Focus:** Moving from "cynicism" to **exhaustion** as the core of the burnout phenomenon.

Research Context – The Burden of Ministry

- ▶ **Focus:** Why Priests are Vulnerable to Burnout
 - ▶ **The "Greedy Institution":** Total availability and the difficulty of psychological detachment.
 - ▶ **Role Ambiguity:** The mental friction of juggling "Sacred" and "Profane" tasks.
 - ▶ **Relational Engagement:** High "emotional labor" as a permanent state of being.
 - ▶ **Ecclesial Contraction:** Increasing parish sizes vs. decreasing clergy numbers.

Theoretical & Conceptual Framework

- ▶ **Focus:** The Job Demands–Resources (JD-R) Model and Study Variables
 - **The JD-R Model:** A dual-process theory: Job strain results from high demands, while motivation results from high resources.
 - **Predictor (X):** Job Demands (Administrative tasks, emotional labor).
 - **Outcome (Y):** Burnout (CBI Scores).
 - **Moderators (M):** Spiritual Resources and Sabbath Integrity.

Research Questions

- ▶ **RQ1 & RQ2 (Direct Effects):** Predictive power of Job Demands on CBI scores.
- ▶ **RQ3 (Sabbath Effect):** Correlation between rest and exhaustion levels.
- ▶ **RQ4 & RQ5 (The Buffer Hypothesis):** Can Spiritual Resources "cancel out" fatigue?
- ▶ **RQ6 (The Synergy Effect):** Combined impact of Spirit and Sabbath.
- ▶ **RQ7 (Tenure):** Burnout fluctuations across the vocational lifespan.

Hypotheses

- ▶ **H₁ (Predictive Hypothesis):** Ministerial Demands will have a significant positive relationship with all dimensions of CBI burnout.
- ▶ **H₂ (Mitigation Hypothesis):** Higher levels of Spiritual Resources and Sabbath Integrity will correlate with lower overall burnout scores.
- ▶ **H₃ (The Buffer Hypothesis):** Spiritual Resources and Sabbath Integrity will act as moderators, weakening the impact of Job Demands on Burnout.
- ▶ **H₄ (The Synergy Hypothesis):** The three-way interaction of Demands, Spirituality, and Sabbath will explain significantly more variance in burnout than the main effects alone.
- ▶ **H₅ (The Null Hypothesis for Tenure):** There will be no significant difference in burnout levels based on years of priestly service (Tenure).

Methodology and Data Analysis

- ▶ **Focus:** Quantitative Design and Statistical Rigor
 - **Research Design:** Explanatory, cross-sectional quantitative design.
 - **Primary Instrument:** Copenhagen Burnout Inventory (CBI).
 - **Participants:** Active diocesan priests recruited via purposive sampling.
 - **Analysis:** Hierarchical Multiple Regression (HMR).
 - **Control:** Rigorous assumption testing for normality and homoscedasticity.

Results – Model Fit and Hierarchical Regression

Model	R	R ²	Adjusted R ²	ΔR ²
M ₀ (Main Effects)	0.674	0.455	0.438	-
M ₁ (Two way interaction)	0.687	0.472	0.440	0.017
M ₂ (Three way interaction)	0.687	0.473	0.434	0.001

Results – Regression Coefficients

Predictor	B	SE	β	t	p
Job Demand (MR)	0.936	0.323	0.968	2.896	.005
Sabbath Integrity (SI)	0.203	0.201	0.323	1.010	.315
Spiritual Resource (SR)	0.435	0.231	0.556	1.880	.063
MR xSI (interaction)	-0.085	0.094	-0.394	-0.902	.369

Results – Burnout by Tenure

Descriptives – PB_Mean

Year in M	N	Mean	SD	SE	Coefficient of variation
1 – 5 Years (Young Clergy)	16	2.390	0.466	0.117	0.195
11 – 17 Years (Lower Middle Clergy)	19	2.184	0.527	0.121	0.241
18 – 24 Years (Upper Middle Clergy)	14	2.376	0.588	0.157	0.247
25 – 30 Years (Lower Senior Clergy)	20	2.283	0.621	0.139	0.272
31+ Years (Upper Senior Clergy)	26	2.122	0.545	0.107	0.257
6 – 10 Years (Junior Clergy)	9	2.611	0.527	0.176	0.202

Discussion – The Structural Nature of Burnout

- ▶ **Focus:** Why spiritual resources aren't "enough."
 - **Exhaustion vs. Meaning:** Spirituality provides the "Why" but not the "How" of recovery.
 - **The "Prayer as a Demand" Risk:** Adding spiritual requirements to an overloaded schedule.
 - **The Problem with Sabbath:** The difficulty of "Psychological Detachment" in greedy institutions.
 - **Structural Supremacy:** The institutional environment as the primary determinant of health.

Recommendations & Conclusion

- ▶ **Focus:** Systemic changes for sustainable ministry.
 - **For Formation:** Moving from "Spiritual Resilience" to "Institutional Intelligence."
 - **For Leadership:** Burnout as an "Organizational Metric" and a "Risk Assessment" tool.
 - **Redesigning the Work:** Administrative delegation and parish consolidation.
 - **Final Word:** Protecting the "Human Substrate" of the Priesthood.

Targeted Formation Across the Ministerial Lifespan

- ▶ **The 0–5 Year "Stabilization" Phase:** Focus on practical boundary-setting and the transition from "Seminararian" to "Pastor/Administrator."
- ▶ **The 6–10 Year "Critical Intervention" Window:** Intensive support for first-time Pastors to mitigate the observed peak in exhaustion levels.
- ▶ **The Mid-Career "Renewal" Phase (11–30 Years):** Sabbaticals and peer-supervision groups to prevent chronic erosion and "vocational plateauing."
- ▶ **The Senior "Generative" Phase (31+ Years):** Transitioning to mentorship roles; leveraging "survivor resilience" to guide younger clergy.
- ▶ **Continuous Structural Monitoring:** Annual wellness "check-ups" using the CBI to identify early-onset fatigue before clinical burnout.
- ▶ **Institutional Accountability:** Moving from individual "self-care" to a diocesan-wide culture of "mutual-care" and structural balance.



**THANK YOU
AND MAY GOD
BLESS US ALL!!!**