**A Step-by-Step Strategy for Creating Mental Health Initiatives in Ministry Organizations**

**CRAWL**

Crawl steps do not require much money or extravagant resources. They are beginner steps for creating mental health initiatives.

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| **Action** | **Ideas** | **People Involved** | **Target Date** | **Completion Date** | **Notes** |
| Have a designated Mental Health Advocate (MHA) in your organization | The MHA participates in MHA group each month, receiving guidance and support. |  |  |  |  |
| Depending on the size of the organization, the MHA can build a mental health ministry (MHM) team/committee with the support of leadership. | Consider individuals with a variety of talents and those with lived experience. Name your group. |  |  |  |  |
| **Action** | **Ideas** | **People Involved** | **Target Date** | **Completion Date** | **Notes** |
| Conduct the Mental Health Needs Assessment survey within your organization. | Distribute the link to the assessment survey via email, newsletter, website, etc. |  |  |  |  |
| Create a simple plan of action based on the assessment results. | Review the survey data with you, provide resources to meet the needs expressed on the survey, and help guide your next steps in planning ed. activities and trainings to best meet expressed needs. |  |  |  |  |
| Utilize the faith-based mental health resources on Look Up Indiana within the organization and share this information with staff and clients. | Use in your mental health display area, emails, newsletters, social media, etc. Receive and share ideas from the MHA monthly meetings and from the MHA Facebook Group. |  |  |  |  |
| Create a mental health display area.  **Action** | Flyers, brochures, articles, etc. from MHA meetings  **Ideas** | **People Involved** | **Target Date** | **Completion Date** | **Notes** |
| Participate in Companionship training. |  |  |  |  |  |
| Share the “Resource Guide” with your leader and staff | Have copies of the Resource Guide (accessible on the MHA Private Resource Page) available in your office and in your mental health ministry display area in your organization. |  |  |  |  |
| Pray for people who are living with mental illness and their families during staff devotion time and privately. | Use the prayers in The Mental Health Toolkit. Consider having a designated prayer room, prayer garden, or other space available for prayer. |  |  |  |  |
| Encourage staff with mental health needs to use the mental health counseling sessions covered by their health insurance policy/EAP.  **Action** | Check with your organization’s HR Dept. to become more familiar with your mental health benefits.  **Ideas** | **People Involved** | **Target Date** | **Completion Date** | **Notes** |
| Give hope to staff/clients impacted by mental illness. | Phone calls, texts, emails, cards, in-person conversations, meals, prayers etc. |  |  |  |  |
| Plan to attend the 2025 Look Up Conference on 5/6/25. | Encourage leadership and staff from your organization to attend |  |  |  |  |

**Walk**

Walk steps require some training and minimal financial support. There is a greater level of commitment, but most organizations can take these steps.

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| **Action** | **Ideas** | **People Involved** | **Target Date** | **Completion Date** | **Notes** |
| Build a mental health library with books and other resources. |  |  |  |  |  |
| Conduct a Bible study on a mental health topic during staff Bible study/devotion time. | Refer to the Look Up Indiana faith-based resources and The Mental Health Toolkit for ideas. |  |  |  |  |
| **Action** | **Ideas** | **People Involved** | **Target Date** | **Completion Date** | **Notes** |
| Offer workplace wellness presentations, workshops, or retreats for staff. | Run Hard. Rest Well retreats or their Restorative Wellness Tips and Tools curriculum, Mental Health America Northeast Indiana’s Workplace Wellness Trainings, etc. |  |  |  |  |
| Attend educational workshops/trainings provided by MHA churches or community organizations on various mental health topics. |  |  |  |  |  |
| Communicate about the mental health initiatives in your organization on a regular basis. | Include articles in a mental health section of your organization’s newsletter, place flyers in the bathroom stalls, announce events via email, etc. |  |  |  |  |

**Run**

Run steps require a higher level of commitment, more extensive training, financial support, and some trained staff.

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| **Action** | **Ideas** | **People Involved** | **Target Date** | **Completion Date** | **Notes** |
| Provide staff with more advanced mental health care training. | MHFA, YMHFA, QPR, ASSIST, Living Works Faith, Spiritual First Aid, etc. |  |  |  |  |
| Create a care team who will commit to help with basic needs of staff and their families impacted by mental illness. | Create a meal train, offer to babysit, provide gift cards, etc. |  |  |  |  |
| Become a model of what every organization can do about mental illness by being a reliable source of information about mental illness. | Share your knowledge with other organizations to assist them in their mental health initiatives. Collaborate with other organizations in this endeavor. |  |  |  |  |
| **Action** | **Ideas** | **People Involved** | **Target Date** | **Completion Date** | **Notes** |
| Apply for a grant. |  |  |  |  |  |

*\*Note: This checklist has been adapted from “A Church-Initiated Mental Health Strategy” from Saddleback’s Hope for Mental Health.*