How You Can Participate
This BSWH self-enrichment program consists of five 90-minute classes plus one graduation ceremony. Participants will remain with the class time selected for all sessions. Class size is of 6 or more to create open dialogue and community.
To register for Sacred Vocation classes go to Baylor Learning Network (BLN).

What People Say

“The Sacred Vocation Program is probably the best investment we’ve made in the last ten years.”
– John McWhorter, CEO, Baylor University Medical Center at Dallas

“The Sacred Vocation Program provides validation and renewal of the importance of our chosen profession. It is amazing to listen to the participants of the program and how this nurtures their spirit so they can nurture our patients.”
– Ellen Pitcher, CNO/COO, Baylor Regional Medical Center at Plano

“The Sacred Vocation Program has been a very powerful experience for our staff and I am proud to be associated with a program that supports and reinforces that spiritual dimension of the care process.”
– Doug Lawson, COO, Baylor University Medical Center at Dallas

For more information about the Sacred Vocation Program, please contact:
Chick Deegan, BSN, MA, Manager, Spiritual Support
Elizabeth.Deegan@BaylorHealth.edu
Matthew Hoffmann, Coordinator, Baylor Scott & White Health Faith in Action - Central Texas
Matthew.Hoffman@BaylorHealth.edu
Sacred Vocation Office: 214.820.4832

Baylor Scott & White Health is licensed by the University of Texas Health Science Center to offer the Sacred Vocation Program to all Baylor Scott & White Health Employees.

©2014 Baylor Scott & White Health BSWH_72_2014 v5 SDM BPS 1000.
Who We Are
The Sacred Vocation Program® (SVP) is a branch of Faith In Action Initiatives in the Office of Mission and Ministries of Baylor Scott & White Health (BSWH).
This program is based on a classic leadership, job design, and organizational change theories with a novel integration of individual spiritual growth theories.

Our Goals
This Program aims to help staff see their job as a sacred vocation; to create workplaces where work can be experienced as a sacred vocation; to enable Sacred Vocation to grow throughout the organization.

What it Does
• Nurtures the spirit of patients by first nurturing the spirit of the employee/caregiver.
• Realizes that all employees have the power to heal and to harm.
• Discovers that employee as healer self-identification helps give meaning and validation to the employee’s life.
• Changes work to allow for meaningful experiences to occur.
• Provides development and demonstrate value of our employees.

“The program gives validation to the greatness each of us are called to do in our vocation.”
— Patient Care Technician, Baylor Regional Medical Center at Plano

Sacred Vocation Program®
The program has multiple phases:
Recognizing work as Sacred Vocation:
Participants appreciate how work as sacred vocation is an expression of their life purpose and brings meaning to their lives. By developing coping tips for difficult situations and a healing oath, graduates commit themselves to being a healing presence for patients and families and for each other.
Growing and Renewing for Sustainability:
The organization provides opportunities for graduates to gather to tell sacred vocation stories and to renew.
Reorganizing work as Sacred Vocation:
A participatory change process where a small representative group of graduates develop a suggested Action Plan for shaping a healthy work environment where everyone can find meaning and purpose in their work.

“I have felt refreshed and renewed as a nurse with a new purpose. Thanks to Baylor for being the first entity to acknowledge me as a healer.”
— RN, Baylor University Medical Center at Dallas

How the Sacred Vocation Program Works
Sacred Vocation Program Measurement
Through successful changes, patient outcomes (e.g., satisfaction), work group outcomes (e.g., communication, healing relationships), organizational outcomes (e.g., financial outcomes) and community outcome (e.g., spiritual involvement of staff in voluntary activities) all improve. 100% of SV graduates would recommend the SVP to a co-worker.