

FOUR DIMENSIONS OF CLERGY HEALTH

Physical and Emotional Health

Physical Health

Vacation: use it or lose it
Gym membership or athletic club and use it
Encourage exercise, sleep and proper diet
Gym buddy or staff exercise together
Forced days off and/or have congregation respect the days off
Encourage at least 2 days off weekly
Find a “passion” or hobby and carve out time for it
Golf, YMCA, biking, running
Find stress relievers
Congregation invite minister on “physical” outings, i.e., golf, tennis, swimming
Encourage regular physical health exams
Provide adequate health insurance for the pastor and his family
Reduce expectations of pastor’s presence at committee meetings
Take regular lunches “off campus” or out of the office
Develop ways to guard “time”
“Get a life” outside the church

Emotional Health

Encourage to take time off
Love offerings for pastor and staff
Designate others to help with hospital/sick visitation
Involve laity in sharing the work of the church
Prayer partner outside the congregation
During time off, designate responsibilities to congregational leaders
Spend time with family during the week
Encourage the pastor to find a peer group outside the church for support
Use deacons/elders for “pastoral” responsibilities, i.e., visiting the sick
Encourage attendance at conferences
Provide sabbatical time, perhaps sabbatical Sundays
Give Sundays off on regular intervals
Leave the pastor alone at night
Invite pastor out to lunch
Give affirmation to the pastor
Be sure criticism is constructive
Encourage the pastor to “get away” from the office during the week
Encourage the pastor to find “network” support
Encourage personal development
Find ways to diffuse **criticism** manage it and dissolve it
Be a good listener and be a friend to the pastor
Encourage the pastor to have a personal counselor, outside support person
Keep the pastor’s confidence
Encourage a confidant with whom he can “let hair down”
Keep confidential the “pastor / parish” committee meetings
Be temperate in all things; don’t over do
Staff and spouses dinners
Train people to use voice mail
Develop Stevens Ministry

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Family Health

- Gift a week or a weekend for family time
- Offer “Free” babysitting on a regular basis, especially to young pastors
- Support pastor’s spouse and family, giving special attention to the children
- Pay should be equal to that of the church members
- Be sure the pastor takes a “true” vacation without any church responsibilities
- Find ways to recognize the contributions of the pastor’s family members
- Take meals to the Pastor’s home
- Take pastor and/or family members to lunch/dinner
- Mow grass or find ways to do odd jobs at the pastor’s home
- Give the freedom for the family members to be who they are, reduce congregational expectations
- Provide financial support as well as emotional support in times of stress
- Provide love gifts of extra money for dinners out, or gift cards for dinners out, personal pampering
- Donate services of specialization to family members
- Recognize the spouse on special occasions, such as birthdays, with flowers and gifts
- Allow and provide for the minister and spouse to attend marriage enrichment seminars and professional development
- Invite the pastor and spouse out
- Encourage development of hobbies and other interests
- Give special financial gifts above regular salary
- Are the Benefits covered for the entire family? Be sure there is adequate health/life insurance for entire family
- Share a vacation house with pastor and family
- Be sure pastor has time off to be at children’s special school and sports events
- Be sure the pastor has time to celebrate family events, birthdays and anniversaries with quality time
- Avoid unreasonable expectations for spouse and children
- Let the kids be the kids and let the spouse be the spouse
- Sponsor/provide “perks” or “getaway” opportunities
- Protect the privacy of the family / respect the family boundaries / be sensitive to family life
- Maternity/paternity leave/ family leave
- Church prayer support group for pastor and family
- Be aware that the pastor’s spouse is not the pastor
- Congregation must not expect the pastor to put the church before the family
- NO unwritten job descriptions for the pastor’s spouse and family
- Have same expectations of pastor’s family as the rest of the congregation’s family
- Honor the pastor’s spouse
- Go through the “proper” channels for demands and concerns, i.e., don’t send messages to the pastor via the spouse
- Help the children find their “place” in the church family
- Plan absences far enough in advance
- Don’t make the pastor a “fundraiser”
- Be sensitive to the needs of the pastor’s family
- Be available to the family in times of need

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Spiritual Health

- Acquire a spiritual director
- Ask another pastor for spiritual guidance
- Go on spiritual retreats and attend conferences
 - *Church is responsible for adequate financial support for these retreats and/or educational conferences
- Lay persons should be equipped to help with responsibilities
- Go on mission trips
- Take time to refuel spiritually: personal reading and reflection time / see to it the congregation gives the pastor time to do this
- Provide sabbatical (short and long ones) for spiritual retreats
- Encourage pastor to have mentor/spiritual advisor
- Allow pastor to have time to be “unavailable” on a regular basis / with NO WHINING from the congregations
- Be proactive as a church to allow pastor Sundays off on a regular basis, such as once every 6-8 weeks
- Share music, CD's, devotional books, etc.
- Close the door to think, pray, read, just be alone, silent retreats
- Provide tickets to spiritual programs, music events, etc.
- As a congregation, encourage continuing education classes, associational meetings and opportunities
- Be an encouragement to your minister; listen to your heart and soul
- Provide opportunities for higher education
- Develop worship services by other members of staff/congregation so the pastor can participate, not lead in worship
- Be a part of a spiritual formation group on an ongoing basis for personal nourishment
- Be a part of a pastoral peer group
- Utilize other speakers in the pulpit, perhaps retired ministers in your congregation
- Every pastor needs a pastor
- Protect personal meditation time
- Give gift cards to the pastor for the purpose of building a personal library
- Take the time to find/use the resources you need
- Take a Sunday off and worship with another congregation

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Wholeness in the Ministry

Joint ventures with other churches
Use community leadership
Value the humanity of the pastor, understand they are human too
Regular prayer for the pastor and family
As a congregation, don't permit group control
Allow pastors to preach what they feel is needed
Have caring conversations with pastor about what he wants to do, then provide support
Get church community involved
Pastor appreciation month
Practical gifts
Be aware of what the **pastor's** gifts **are** – encourage them to use their gifts
Remind pastors that they are appreciated
Send an **e-mail**; give them a call, a gift certificate, dinners out
Show constant appreciation
Sabbaticals
Disagree in an honorable way
Listen and talk to your minister – listen to the “why”
Support the minister when they want to make a change
Pastor/church relation groups, pastor-parish
Recognize ordination anniversary / call anniversary, etc.
October is pastor appreciation month
Have the pastor tell the congregation about their call / remind the congregation about the “call”
Build on the pastor's strengths and assist in setting goals in other areas
Welcome the pastor to develop and **SHARE** vision
Share responsibilities and “non –ministry” items
Provide a coach and continuing education
Partner with smaller churches for pastoral care coverage when the pastor is away
Have advocates in the congregation
Committees/ officers do their jobs
Be sensitive to pastor's relationship to larger church
Support for extra-parish ministries
Congregation should be open to considering the vision for ministry the pastor puts forward
Be open to new ideas of doing ministry – even if controversial and different from what we've done before
Recognize the minister and partner with him in the vision/mission
Value the humanity of the pastor
Take risks through intimacy
Pray for the minister and the family
Give the minister the freedom to preach
Be aware of the evolving, changing nature of the ministry
Be aware of the responsibilities & demands of the ministry
Help the staff sense a renewed sense of the call
Find formal ways of talking about the pastor's passion as it evolves