




IWSP

The Individual Wellness Support Plan



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IWSP

**The Individual Wellness Support Plan:
Build Resilience in Every Season of Your Ministry and Life**



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ISBN: 9798304220699

Imprint: Independently published

Photos: FreePik.com

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Preface

Serving in ministry is a distinct vocation that permeates every area of life, offering deeply rewarding experiences while also posing significant demands. Clergy are expected to be ever-present—available around the clock—as steadfast sources of support and models of faith and service. This sacred responsibility, however, is often accompanied by substantial challenges, including feelings of loneliness, emotional exhaustion, secondary trauma, and the complexities of balancing family life. For many ministers, these burdens are intensified by lingering effects of unresolved personal trauma, amplifying the challenges they face in their roles.

During COVID, Behavioral Research Scientist Stephanie Harris, BA, MLS led a research team in a mixed methods pilot study of a well-being intervention for healthcare chaplains at AdventHealth Research Institute in Orlando, Florida. The closing sentence of the implications section reads, “Healthcare leaders must emphasize the importance of self-care in pastoral care by supporting programs that take care of Chaplain’s well-being.” As a chaplain who participated in that study, I needed to create something to move the needle forward. I felt abandoned at the end of the study with no resources and was determined to provide a solution. Still, as I considered the landscape of chaplaincy and pastoral ministry, I knew that other clergy dealt with the same isolation, burnout, and emotional vulnerability I experienced and often masked. I wanted to provide a solution.

Through years of working with and listening to clergy, I’ve witnessed the toll these challenges can take—not only on the individual but also their families, congregations, and communities. Yet, I’ve also seen the transformative power of intentional support and care. When clergy are given the tools to prioritize their own well-being, they survive the rigors of ministry and thrive within their calling, bringing hope and renewal to those they serve.

The Individualized Wellness Support Plan (IWSP) was created to address these unique challenges and provide clergy with a structured yet adaptable framework for holistic well-being. Rooted in practical tools and grounded in community, the IWSP empowers clergy to identify signs of distress, create a plan for crisis management, and prioritize recovery and resilience. It is a lifeline designed to help clergy flourish in their ministries and every area of their lives.

The IWSP is not just a plan; it is a promise—to yourself, your family, and the people you serve—that your well-being matters. You are not alone in this journey. Together, we can create a new vision for ministry—one rooted in hope, resilience, and flourishing.

To understand why the IWSP is so vital, the following essay explores the unique challenges clergy face and the transformative power of building a community of support.

A Wellness Program for Clergy: Building a Community of Support

Ministry is a calling unlike any other, blending deeply personal and professional aspects of life. Clergy are more than employees; they are spiritual guides and emotional anchors who are often required to be accessible 24/7. They carry the constant pressure of living as role models in both their words and deeds. This weighty obligation frequently results in struggles such as isolation, burnout, vicarious trauma, and

tension within family relationships. For some, the challenges of ministry are made even more daunting by the presence of unresolved emotional wounds from earlier life experiences. To sustain clergy in their calling, a comprehensive wellness program that fosters community, resilience, and healing is essential.

The Complex Realities of Clergy Life

Clergy often operate in a vacuum of isolation. They are expected to embody strength and moral authority, leaving little room to share their own struggles. Unlike professions where camaraderie is built through shared experiences in the workplace, clergy frequently work alone, with few opportunities to connect with peers who truly understand the demands of their role. The transient nature of ministry, with frequent moves and new assignments, further disrupts opportunities to form lasting, supportive relationships.

Burnout is an ever-present danger. The blurred boundaries between work and personal life make it nearly impossible for clergy to disconnect. The relentless demands—officiating weddings and funerals, counseling those in crisis, leading congregations, and managing conflict—leave little time for rest or personal renewal. Many clergy, driven by a deep sense of duty, push themselves to the brink of exhaustion, often at the expense of their own well-being and that of their families.

Secondary traumatic stress compounds these challenges. Clergy are exposed to the pain and suffering of others daily—grieving families, victims of abuse, and individuals struggling with addiction or despair. Over time, this vicarious trauma can take a toll, leaving clergy emotionally depleted and vulnerable to depression, anxiety, and compassion fatigue.

Family Dynamics and Unresolved Trauma

Ministry places unique and often overlooked strains on clergy families, who must navigate the intersection of public expectation and personal sacrifice. Clergy families are frequently held to an idealized standard, expected to embody an image of moral and relational perfection that few can achieve. This creates a challenging dynamic for spouses and children, who may experience scrutiny from the congregation while quietly bearing the burdens of ministry life. The long hours, unpredictable demands, and emotional weight of the clergy role often require significant sacrifices, which can strain family relationships. Clergy may find themselves caught between the needs of their congregation and the needs of their loved ones, leaving them feeling torn and isolated.

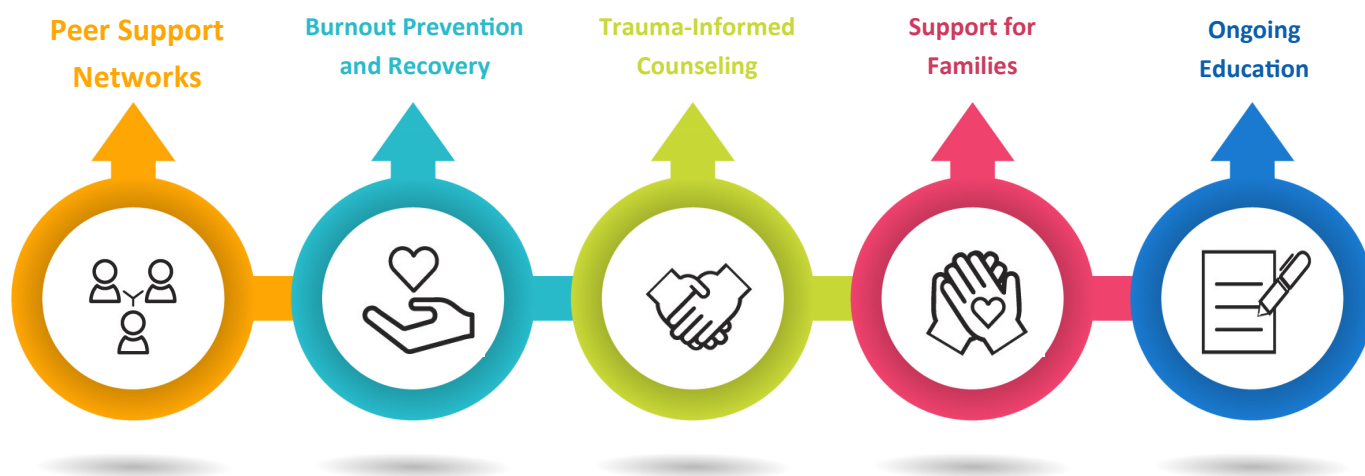
Unresolved trauma compounds these challenges, adding an often-hidden layer of complexity. Many clergy are drawn to ministry as a way to heal or redeem their own past pain, a calling that can inspire deep empathy and resilience. However, when trauma is unaddressed, it can lead to unhealthy coping mechanisms, such as overwork, perfectionism, or an inability to set healthy boundaries. These behaviors can contribute to cycles of burnout, negatively impacting not only the clergy member but also their family and ministry.

To foster long-term well-being, it is essential to provide clergy and their families with opportunities for healing, self-awareness, and support. By addressing both the external pressures of ministry and the internal wounds clergy carry, they can better balance their calling with their family life, serving their communities with greater sustainability and joy.

Creating a Wellness Program for Clergy: Building Community and Care

A wellness program designed for clergy must holistically address the unique challenges they face, offering support that goes beyond mere survival. Such a program should aim to foster flourishing by prioritizing intentional strategies for well-being, building strong community connections, and creating a culture of care. Recognizing the weight of ministry's demands, it must address personal, professional, and relational aspects of wellness while equipping clergy with practical tools to navigate stress, prevent burnout, and maintain balance. Central to its success are key components that promote self-awareness, resilience, and sustainable practices, enabling clergy to lead fulfilling lives while serving their communities effectively. The following components are critical:

COMPONENTS OF CLERGY CARE



- **Peer Support Networks** - Connection is the antidote to isolation. Peer support groups offer clergy a safe space to share their struggles, celebrate their victories, and lean on one another for encouragement. These groups foster authentic relationships and remind clergy that they are not alone in their journey.
- **Burnout Prevention and Recovery** - Wellness programs should include training on boundary-setting, time management, and delegation to help clergy regain control over their schedules. Regularly scheduled retreats and sabbaticals provide much-needed time for rest and spiritual renewal, helping clergy reconnect with their sense of purpose.
- **Trauma-Informed Counseling** - Counseling tailored to clergy can address the impact of secondary traumatic stress and unresolved personal trauma. Therapy, combined with training in self-care practices like mindfulness and spiritual disciplines, equips clergy to process their experiences and maintain emotional health.
- **Support for Families** - Recognizing that ministry impacts the entire family, wellness programs should include resources such as family counseling, workshops, and support groups. Strengthening family relationships is essential for clergy to feel secure and supported in their personal lives.
- **Ongoing Education** - Providing education on mental health, trauma, and resilience gives clergy the tools to navigate the complexities of their role. Workshops on emotional intelligence, conflict resolution, and spiritual disciplines empower clergy to lead with both compassion and strength.

The IWSP: A Lifeline for Clergy Well-Being

One of the most transformative tools in a wellness program is the Individual Wellness Support Plan (IWSP). This personalized roadmap helps clergy proactively address the unique stressors of ministry. By identifying signs of distress, creating crisis plans, and prioritizing post-crisis recovery, the IWSP provides clergy with a structured yet adaptable framework for maintaining balance and resilience.

The IWSP emphasizes intentionality—encouraging clergy to prioritize their own wellness so they can serve others effectively. It empowers clergy to anticipate challenges and respond with grace rather than exhaustion. Most importantly, it shifts the narrative from one of survival to one of thriving, equipping clergy to live out their calling with joy and fulfillment.

Inspiring a Future of Flourishing

A clergy wellness program rooted in community and anchored by the IWSP can transform not only the lives of clergy but also the communities they serve. When clergy are supported, they lead with renewed energy, creativity, and compassion. They inspire their congregations and embody the hope and healing they preach.

Ministry is not a solitary journey, nor should it be. Through intentional support, clergy can find the strength to embrace their calling fully, without sacrificing their own well-being. The IWSP is more than a plan—it's a lifeline, a promise that clergy do not have to navigate the challenges of ministry alone. It creates a pathway to flourishing, reminding clergy that their work is vital, their well-being is sacred, and their impact is boundless.

In lifting one another up, clergy can build a community that not only survives but thrives—a beacon of hope, resilience, and renewal for generations to come.

Welcome to the Individual Wellness Support Plan (IWSP) Workbook



Your Individual Wellness Support Plan (IWSP) is a personalized guide designed to help you maintain your well-being, thrive in your calling, and serve others from a place of strength, vitality, and clarity. Whether you are a chaplain, pastor, priest, rabbi, imam, or spiritual leader of any tradition, this workbook has been carefully created for you. It celebrates the rich diversity of your sacred roles and offers practical tools to nurture your body, mind, and spirit, ensuring that your wellness remains a priority in the midst of your demanding yet deeply meaningful work.

The IWSP is deeply rooted in the pioneering work of Mary Ellen Copeland, whose development of the Wellness Recovery Action Plan (WRAP) has empowered countless individuals to take charge of their well-being. Copeland's groundbreaking vision shows that intentional planning and the right tools can make wellness not only achievable but sustainable, even in the face of significant challenges. Inspired by her contributions, this workbook adapts those principles to meet the unique demands and joys of spiritual leadership. By integrating the core principles of WRAP into this guide, the IWSP provides clergy with a practical and flexible framework for maintaining health, purpose, and balance throughout their spiritual journey.

As clergy, your work is sacred and deeply significant, but it can also be physically, emotionally, and spiritually demanding. The responsibilities of spiritual leadership—whether guiding a congregation, offering pastoral care, or serving in specialized ministries—often require immense emotional energy and unyielding focus. These demands, though fulfilling, can also lead to stress, fatigue, or even burnout if left unaddressed. This workbook acknowledges these realities and provides intentional space for reflection, practical planning, and self-care strategies. It is designed to help you stay connected to your purpose while simultaneously protecting your health and vitality, allowing you to serve others with authenticity and resilience.

Your IWSP belongs to you—it is as unique as your personal journey, reflecting your needs, priorities, and experiences. As a deeply personal resource, it is also an invitation to collaborate and connect. While this plan is designed to be a private tool for self-discovery and growth, it should also be shared with trusted mentors, supervisors, colleagues, or family members. Sharing your IWSP allows others to walk alongside you, offering insight, support, and encouragement. This process not only strengthens your individual well-

ness but also helps foster a supportive community around you, creating a ripple effect of well-being and empowerment.

Unlike rigid plans that may feel static or limiting, the IWSP is a dynamic tool that evolves as you do. It adapts to the changes and growth in your life and ministry. As you encounter new opportunities, challenges, or seasons of life, you can revisit and refine your plan, ensuring it remains relevant and responsive. This flexibility allows you to stay grounded while navigating the ever-changing demands of spiritual leadership. Whether you are building on existing practices or exploring new strategies for wellness, the IWSP is here to support you every step of the way.

This workbook is not simply about sustaining your ministry; it is about sustaining you. Your well-being is foundational to the health and vitality of your work. By taking actionable steps to maintain balance and avoid burnout, you can ensure that you are serving others from a place of abundance rather than depletion. Self-care is not selfish—it is a powerful act of stewardship. When you care for yourself, you strengthen your ability to lead with clarity, compassion, and authenticity, creating a positive impact not only on your life but on the lives of those you serve.

Whether you are new to ministry or a seasoned leader, the IWSP is designed to be a companion on your journey. It is a resource for encouragement, empowerment, and renewal, guiding you toward a life that is both purposeful and fulfilling. Each section invites you to take ownership of your wellness, equipping you with tools and strategies to thrive in your calling. From identifying your stressors to developing a crisis plan or setting achievable goals, the IWSP is tailored to help you embrace a proactive

approach to your well-being.

Above all, this workbook honors the sacred nature of your work while affirming that your well-being is integral to your ministry. Caring for yourself is not a luxury or afterthought—it is a necessary foundation for the longevity and effectiveness of your service.

The IWSP is here to remind you that your health, purpose, and balance are worth prioritizing. When you are whole and thriving, you bring your best self to your ministry, enriching both your life and the lives of those who depend on your leadership.

In addition to focusing on sustaining your current work, the IWSP also encourages reflection on the broader scope of your personal and professional life. It provides space to dream, set intentions, and explore how your wellness plan can align with your long-term goals. Whether you envision scaling your ministry, mentoring the next generation of leaders, or simply deepening your connection to your purpose, the IWSP supports you in crafting a life that reflects your values and aspirations.

Let this workbook be your guide, your ally, and your source of encouragement. As you navigate the complexities of life and ministry, it will serve as a grounding force, helping you embrace wellness and balance with confidence. By leaning into this process, you empower yourself to lead with energy, clarity, and joy, creating a lasting legacy of compassion and purpose in your sacred work.

Disclaimer: The case studies included in this workbook are fictional and created solely for illustrative purposes. They are designed to demonstrate the principles and applications of the Individual Wellness Support Plan (IWSP). Any resemblance to actual persons, organizations, or events is purely coincidental.

Case Study: Pastor Andrew's Breaking Point

Background

Pastor Andrew had been leading his congregation for over 15 years. Known for his compassionate sermons and willingness to serve, he rarely took a day off, always putting the needs of his congregation before his own. His church was growing, his schedule was full, and outwardly, he seemed to be thriving in his ministry.

But beneath the surface, Andrew was struggling.

The Warning Signs

Andrew's distress began to manifest in subtle ways:

- **Emotional Exhaustion**: He often felt numb during pastoral counseling sessions and noticed his once-deep empathy was waning. He dreaded the phone calls that used to energize him, seeing them as interruptions instead of opportunities to minister.
- **Physical Symptoms**: Sleepless nights became the norm. His chest felt tight more often than not, and headaches plagued him after long days. Even his family noticed he was irritable and quick to anger.
- **Spiritual Dryness**: Andrew couldn't remember the last time he prayed for himself or read Scripture for personal nourishment. Preparing sermons felt mechanical, not inspirational, and he questioned whether God even heard his prayers anymore.
- **Isolation**: Feeling ashamed to admit his struggles, Andrew withdrew from his peers. He told himself no one would understand and feared judgment from other clergy members.
- **Decline in Performance**: Despite his best efforts, Andrew was forgetting appointments, struggling to focus, and delivering sermons that lacked the passion his congregation had come to expect. A well-meaning parishioner commented that he seemed "off," which only deepened his shame.



The Breaking Point

During one church service, as Andrew stood behind the pulpit, he felt a wave of dizziness and had to grip the lectern to steady himself. His words felt hollow, and he couldn't shake the thought: I don't belong here anymore. After the service, he retreated to his office, closed the door, and wept for the first time in years.

That evening, Andrew's wife found him sitting alone in their living room, staring blankly at the floor. When she asked what was wrong, he finally admitted, "I can't do this anymore. I think I need help."

Realization and Action

In the weeks that followed, Andrew began to see his situation clearly. He realized he was experiencing multiple signs of distress that had gone unaddressed for too long: emotional burnout, physical symptoms of stress, spiritual disconnection, and isolation.

Andrew reached out to a trusted mentor, who suggested the Individual Wellness Support Plan (IWSP). Alongside working with an IWSP Coach, Andrew was paired with a peer-partner, another pastor within his denomination who had also implemented the IWSP. This partnership became a cornerstone of Andrew's recovery.

Together, Andrew and his peer-partner held each other accountable, shared their wellness goals, and provided mutual encouragement. Having someone who understood the unique challenges of ministry created a safe space for Andrew to be vulnerable and receive support without judgment.

The IWSP provided Andrew with a structured way to address his struggles. Proactive measures, such as a daily wellness routine, and reactive tools, such as a crisis recovery plan, became part of his journey. His peer-partner reminded him that healing was not a solitary path but a shared one.

The Takeaway

Pastor Andrew's story mirrors the experience of many clergy members. By recognizing his signs of distress, seeking help, and leaning on a supportive partnership, he took the first steps toward healing.

This case study serves as a reminder that no one is immune to burnout, and seeking support is not a sign of failure—it's an act of courage. Through the IWSP, clergy can identify their own warning signs, take intentional steps toward wellness, and embrace the power of peer support to sustain their ministry without sacrificing their health and well-being.



IWSP Components Overview

The Individual Wellness Support Plan (IWSP) is a comprehensive, customizable guide designed to empower you to prioritize your well-being and sustain your ministry with resilience and vitality. It is made up of 10 essential components: Wellness Toolbox, Personal Wellness Check, Daily Practice Plan, Support Systems, Self-Care Routine, Triggers, Coping Tools, Early Warning Signs, Signs of Distress and Crisis Plan, and Post-Crisis Recovery. Together, these components create a holistic framework to help you navigate the demands of ministry while staying grounded in your physical, emotional, and spiritual health.

Each section is intentionally crafted to provide practical strategies, foster self-awareness, and build a proactive approach to maintaining balance in your personal and professional life. Whether you are seeking to prevent burnout, enhance your self-care, or recover from a challenging season, the IWSP is your resource for sustainable wellness and purposeful living.

Preventative Components

The first five components are preventative, designed to help clergy maintain balance, stay grounded, and proactively manage their wellness:

1. Wellness Toolbox

Why it helps: The Wellness Toolbox serves as a repository of activities, practices, and resources that promote well-being. A wide range of wellness tools ensures that clergy in any setting can find resources and practices that resonate with their unique roles and spiritual practices. Having a pre-made list ensures that you have practical options readily available when challenges arise or when you need to reset and recharge. It eliminates decision fatigue during stressful moments and reinforces positive habits.

Examples: Prayer, reading uplifting texts, professional development, therapy, music, nature walks. Preparing sermons, reflections, or studying sacred texts as spiritual nourishment. Attending clergy retreats or professional development workshops. Networking with other clergy for shared experiences and advice. Engaging in personal hobbies like gardening, reading, or music.



2. Personal Wellness Check

Why it helps: The Personal Wellness Check is a reflective tool designed to help you evaluate how closely you align with your baseline—your optimal state of physical, emotional, mental, and spiritual health. It provides clarity on what wellness looks and feels like for you, offering a guide to recognize strengths and identify areas that may need attention. It promotes self-awareness by highlighting shifts in your well-being. It also encourages proactive steps to address imbalances early and guides the development of habits and practices that sustain wellness.

Examples of Reflection Areas: Emotional Wellness highlights feeling calm and optimistic, managing stress effectively. Physical Wellness emphasizes waking up rested, having steady energy throughout the day. Spiritual Wellness includes feeling connected to God, engaging meaningfully in spiritual practices. Mental Wellness emphasizes maintaining focus, clarity, and confidence in decision-making. The Personal Wellness Check equips you to maintain balance and thrive in both your personal and professional life.

3. Daily Practice Plan

Why it helps: A daily practice plan helps clergy establish a consistent rhythm that supports their spiritual, emotional, mental, and physical well-being. By aligning daily actions with your baseline—how you feel and function when you are well—it becomes easier to maintain focus, energy, and purpose. A structured plan reduces decision fatigue, creates space for intentional reflection and renewal, and ensures self-care remains a priority alongside ministry responsibilities. This approach helps you stay grounded in your calling while fostering resilience and clarity for the challenges of spiritual leadership.

Examples: Morning practices could include spending 15 minutes in prayer, meditation, or scripture study to set a spiritual tone for the day, writing a daily intention, such as “Today I will listen with compassion” and engaging in light physical activity, such as stretching, or a short walk. Midday practices could include pausing for silent reflection or a mindfulness exercise to reset, journaling one or two points of gratitude or a significant insight from the day, and eating a nourishing meal while focusing on rest and renewal. Evening practices could include reflecting on the day by journaling moments of growth or joy, reading a devotional or listening to calming music as a spiritual practice, and practicing relaxation techniques, such as deep breathing or progressive muscle relaxation, before bedtime.

4. Support Systems

Why it helps: Clergy often experience isolation, especially in leadership positions. Identifying and engaging with a supportive network helps mitigate loneliness and stress and ensures you have trusted people to lean on for encouragement, advice, and accountability. This reduces the risk of burnout and enables you to navigate challenges with shared wisdom and care. Having a specific plan for seeking support enhances accountability and encourages proactive engagement.

Example: Weekly check-ins with a mentor, therapist, or peer colleague for encouragement and advice. Identify key support people. Frequency of check-ins or support group meetings. Regular meetings with a spiritual director, mentor, or counselor. Identify specific ways to ask for help when needed. Peer clergy groups or denominational support systems. Trusted lay leaders within their congregation can share responsibilities.



5. Self-Care Routine

Why it helps: A well-rounded self-care routine supports your physical, mental, and emotional well-being, helping you sustain energy and strength for the demands of ministry. Regular self-care improves overall wellness, reduces stress, and ensures you can serve others effectively without neglecting your own needs. For clergy, who often prioritize the needs of others, self-care is not a luxury but a necessity. By maintaining a consistent self-care routine, you can nurture your health, prevent burnout, and serve with clarity, compassion, and a renewed sense of purpose.

Examples: Journaling, engaging in hobbies, resting adequately, participating in physical activities like exercising, stretching, or hiking to decompress, taking regular retreat days or downtime away from ministry duties, and pursuing creative outlets, such as art or writing, to maintain balance.

Responsive Components

The final five components are responsive, equipping clergy to identify and address challenges as they arise, ensuring recovery and growth:

6. Triggers

Why it helps: Identifying triggers—external events or circumstances that cause stress—helps you recognize what situations may impact your emotional and mental state. Awareness of these triggers allows you to anticipate challenges and take proactive steps to minimize their effects, maintaining control and balance. Understanding triggers helps clergy navigate situations that lead to stress, fatigue, or conflict.

Examples: Working overtime or exceeding your capacity. Conducting emotionally charged funerals or crisis interventions. Conflict with colleagues or feeling unsupported by leadership. Long stretches without personal time or spiritual renewal. Criticism or unrealistic expectations from congregants. Conflict between personal values and institutional requirements. Lack of work-life boundaries (e.g., feeling "on call" 24/7). Managing grief or crises within their faith community.

7. Coping Strategies

Why it helps: Coping strategies are practical actions to manage stress and reduce the impact of triggers. By having a set of personalized strategies, you can respond calmly and effectively, preventing triggers from escalating into more significant challenges. Proactive coping mechanisms allow clergy to address stressors constructively and maintain their effectiveness as leaders.

Example: Setting boundaries on work hours and scheduling regular breaks. Debriefing with a trusted colleague after difficult encounters. During stressful moments, such as deep breathing or mindfulness, practice grounding techniques. Engaging in restorative activities like a walk in nature, journaling, or prayer. Delegating tasks to trusted team members or lay leaders. Setting clear boundaries for availability. Scheduling regular personal retreats or days of silence.

8. Early Warning Signs

Why it helps: Identifying early warning signs gives clergy the opportunity to address potential issues before they escalate. By recognizing these signals, you can take preventive action, protecting your well-being and maintaining a healthy balance.

Examples: Feeling detached, avoiding spiritual practices, or experiencing irritability. Avoiding congregational events or responsibilities. Feeling resentment or emotional detachment from congregants. Losing enthusiasm for worship or community leadership.

9. Signs of Breakdown with Crisis Plan

Why it helps: Recognizing signs of breakdown is essential to addressing critical moments when your well-being is significantly impacted. These signs act as warning indicators, helping you identify when intervention is necessary to protect your health. A crisis plan offers clergy a clear, actionable guide to navigate challenging times, providing specific steps to regain stability and balance. By reducing uncertainty and outlining a proactive approach, a crisis plan minimizes stress and empowers you to focus on recovery. This ensures you can respond effectively and prioritize your wellness during difficult situations.

Example: Signs of Breakdown: can include feeling overwhelmed, losing emotional balance. Action plans for a crisis can include: Inform supervisor, take 1-2 days off, seek counseling. Informing leadership (e.g., church council, board, or senior pastor) to delegate responsibilities. Taking a sabbatical or extended leave when necessary. Accessing resources like denominational counseling or clergy-focused support groups.

10. Post-Crisis Recovery

Why it helps: Recovery is a process, and having a post-crisis plan ensures you don't return to full responsibilities too quickly. Structured recovery steps help rebuild stability and resilience, allowing you to reengage with your work and life from a place of renewed strength. Recovery steps help clergy rebuild confidence, reconnect with their calling, and reengage with their work in a sustainable way.

Example: Resume light duties, reflect with a mentor, and practice self-compassion. Gradually resuming leadership responsibilities with support. Attending a clergy retreat to reflect and recharge. Reassessing priorities and adjusting the IWSP to prevent future crises.

IWSP Components At A Glance



IWSP Implementation and Support

The Individual Wellness Support Plan (IWSP) is designed to be adaptable and inclusive, providing multiple pathways for implementation and support. Its structure ensures clergy can effectively integrate wellness practices into their personal and professional lives. This section outlines the various methods and resources available for implementing and sustaining the IWSP.

Organizational Wellness Initiative Support

The IWSP also provides an avenue for organizational leaders to:

- Gain education on the importance of supporting clergy wellness through targeted workshops and presentations.
- Conduct wellness needs assessments to identify specific challenges within their organizations.
- Collaborate with IWSP Coaches to design and implement a comprehensive wellness initiative for their clergy teams.
- Receive ongoing guidance to ensure the initiative's success and alignment with the organization's goals.

Facilitated Seminars

Seminars provide a structured introduction to the IWSP and are ideal for groups. These sessions include:

- Interactive Workshops: Designed to educate clergy and organizations about the IWSP's components and how to apply them effectively.
- Skill-Building Activities: Focused on creating wellness goals, identifying triggers, and building support systems.
- Collaborative Discussions: Encouraging group engagement and the exchange of ideas.

Seminars are facilitated by IWSP Coaches and can be customized for institutions, conferences, or retreats.

One-on-One Coaching

Coaching sessions offer personalized support for clergy to:

- Develop and refine their IWSP based on individual needs.
- Set realistic wellness goals and establish accountability.
- Navigate challenges and implement effective coping strategies.
- An IWSP Coach provides professional guidance to ensure the plan remains authentic, actionable, and aligned with the clergy's unique circumstances.

Peer Partner Model

The IWSP encourages collaboration through a peer partner model, which involves:

- Pairing clergy within the same institution to provide mutual accountability and encouragement.
- Regular check-ins to review progress, share experiences, and address challenges.
- Building a sense of community and shared responsibility for wellness.
- Peer partners are trained during facilitated seminars to understand their roles and responsibilities in supporting one another's wellness journey.





Independent Utilization

For those who prefer to work through the IWSP independently, the program can be self-directed with the support of:

- Guidance from an IWSP Coach: Coaches provide oversight to maintain focus, authenticity, and accountability during the process.
- Digital Resources: Access to templates, worksheets, and a wellness activities for self-assessment.
- Optional Check-Ins: Scheduled sessions with a coach to address questions and provide feedback.

Ongoing Support

Sustaining wellness requires long-term commitment and consistent support. The IWSP offers:

- Monthly Peer Support Groups: Virtual meetings led by coaches to foster community, share experiences, and address emerging challenges.
- Follow-Up Sessions: Scheduled touchpoints with an IWSP Coach to ensure continued engagement and success.
- Customizable Programs: Institutions can request tailored programs to address specific needs or circumstances of their clergy teams.


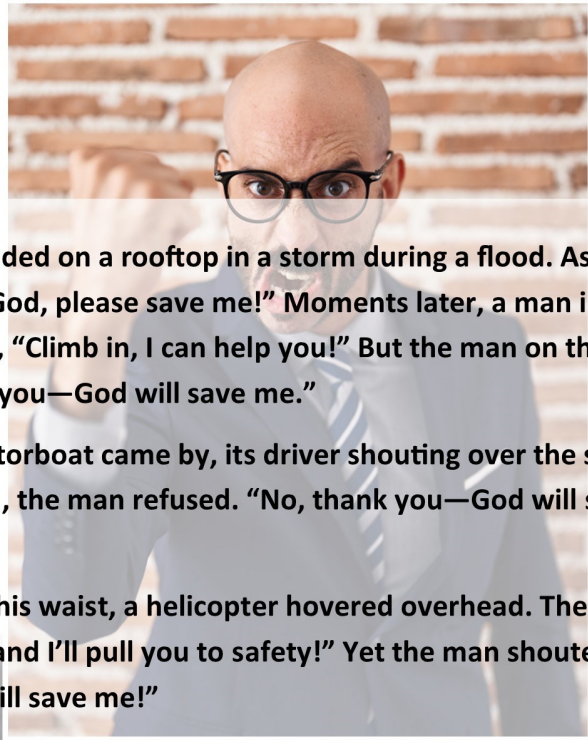
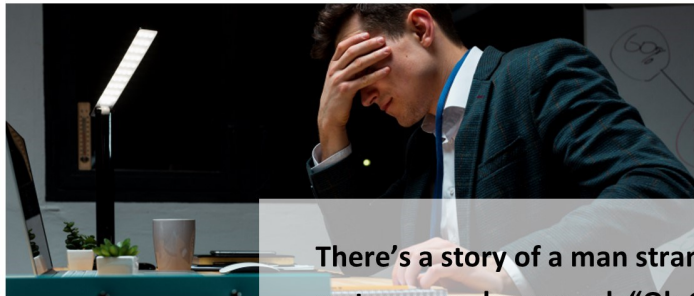
Crisis Intervention and Recovery Support

For clergy navigating crises or significant transitions, the IWSP includes:


- Immediate support through coaching and peer networks.
- Focused recovery plans to re-establish balance and wellness.
- Access to resources tailored to the unique challenges of ministry.

Conclusion


The IWSP Implementation and Support framework ensures clergy have the tools, guidance, and community they need to thrive. Whether through group seminars, coaching, peer partnerships, or independent application, the IWSP is adaptable to meet diverse needs while promoting a culture of wellness and accountability.



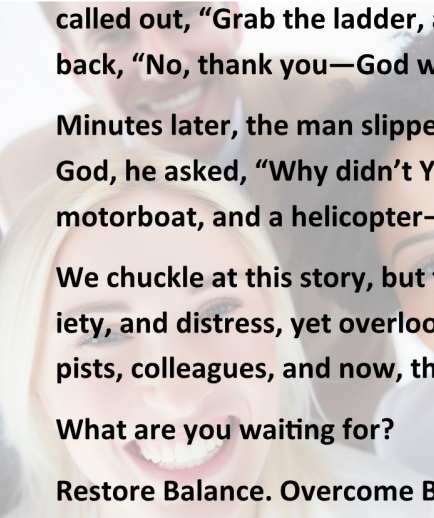
There's a story of a man stranded on a rooftop in a storm during a flood. As the waters rose, he prayed, "Oh God, please save me!" Moments later, a man in a rowboat appeared and called, "Climb in, I can help you!" But the man on the roof waved him away. "No, thank you—God will save me."



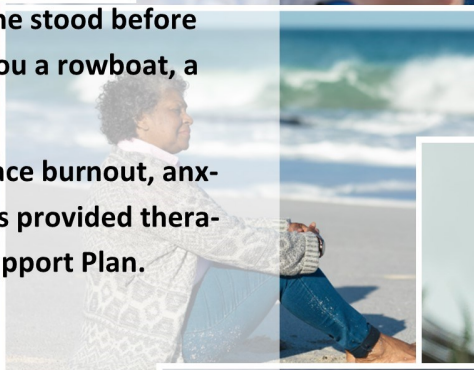
The waters rose higher. A motorboat came by, its driver shouting over the storm, "Jump in, I'll save you!" Again, the man refused. "No, thank you—God will save me."



Finally, as the water reached his waist, a helicopter hovered overhead. The pilot called out, "Grab the ladder, and I'll pull you to safety!" Yet the man shouted back, "No, thank you—God will save me!"




Minutes later, the man slipped on the roof and drowned. When he stood before God, he asked, "Why didn't You save me?" God replied, "I sent you a rowboat, a motorboat, and a helicopter—what more did you expect?"



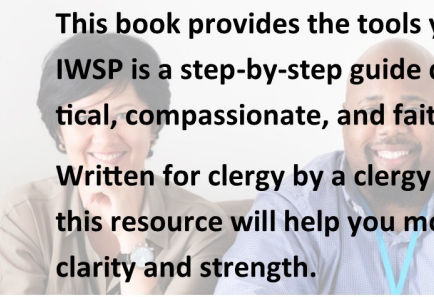
We chuckle at this story, but the truth is sobering. Many clergy face burnout, anxiety, and distress, yet overlook the lifelines sent to them. God has provided therapists, colleagues, and now, the IWSP—the Individual Wellness Support Plan.

What are you waiting for?



Restore Balance. Overcome Burnout. Embrace Wellness.



This book provides the tools you need to care for your mind, body, and spirit. The IWSP is a step-by-step guide designed to meet you where you are, offering a practical, compassionate, and faith-aligned approach to wellness.



Written for clergy by a clergy person who understands the challenges of ministry, this resource will help you move forward with clarity and strength.



Peggi Trusty is a spiritual care consultant, chaplain, coach, and writer with over two decades of experience helping others align their lives with God's purpose. Through her work at the Clergy Wellness Hub, she empowers individuals to embrace God's transformative power through faith and surrender.