

# Wholistic Care Plan for Pastoral Workers



## Introduction

Pastoral ministry is one of life's greatest joys but with all joys in a broken world there is the opportunity for it to become one of our greatest burdens. One of the reasons that Pastoral ministry can become a burden is when we do not take care of our whole self. When ministry is smooth or when it becomes frantic, intense, unrelenting, emotionally exhausting, if we do not have good selfcare rhythms and strategies then we are heading for a huge cliff, to burn out. As Tony Morgan states in "Unstuck Church" – "We are designed for renewal. That renewal is needed to maintain a healthy, body, mind and soul." And as John Ortberg states in his book Soul Keeping "The main thing you will give to your congregation – just like the main thing you will give to God – is the person you will become. If your soul is unhealthy, you can't help anybody." To help us to seek to be Wholistically healthy, (mind, body, spirit, relationships, and ministry practice) "Ministry and Mission" have produced this resource for you. We pray that you will use it for yourself and with others to be part of helping you be Healthy in ministry for a long time.

Below are **5 Key Health Indicators** that we have identified that are helpful to reflect on in Pastoral Work

For each area:

1. Score yourself out of 10  
10 being the best - based on how well you are going at the moment.

2. Write out steps you intend to follow for the next 12 months to improve your health in each area. Make these realistic and achievable.
3. Choose between 2-5 of these areas to share with a Pastoral Care Companion or Pastoral Care Group\*.
4. Diarise the strategies and share the dates for action with your Pastoral Companion or Pastoral Care Group.

(\*A Pastoral Care Companion or Group is either 1 person or a group of 3-6 people that you decide to journey with, to encourage one another to implement each other's wholistic care plan)

## **1. Spiritual Care**

Our relationship with Christ and our identity in Him are fundamental to our well-being and work effectiveness. The renewing relationship with the Lord, our identity as his dearly loved children and developing Soul Care is cultivated by the spiritual disciplines along with Christian community. These help us run with endurance and enter his rest (Heb 12:1, 2; Heb 4:9-11).

Similarly, we derive renewal and purpose from trusting/worshipping the Lord, serving him in our work, and knowing that we please him (Col 3:23, 24). Growing in the knowledge that God has called us to serve Him, to partner with Him in His sovereign plan for the growth of His Kingdom enables us to run the race He has set for us with endurance and with resilience.

*Some examples of Spiritual Care:*

*Sabbatical Rhythms: Time out with God - daily, weekly, monthly and yearly.*

*Journaling – your life and what God is doing in your life*

*Spiritual Renewal Groups – formal or informal, responsible sharing of yourself with others*

*Spiritual Disciplines – prayer, bible reading, meditation, mindfulness, fasting, worship, hanging out with God, lectio divina*

*Small Groups – for community, study, prayer, mission, care, service, laughter, support, responsible sharing of yourself with others.*

*Spiritual Mentor/Director*

- Score out of 10 - How are you going at the moment spiritually? \_\_\_\_\_  
(and for reflection, what would you have scored yourself a year ago? \_\_\_\_\_)
- Steps you intend to follow for the next 12 months. Break this into two categories:
  - What you are going to Put Off from last year. (Things to stop)
  
  - What you are going to Put ON this year. (Things to begin or continue)

## 2. Relational Care

God is a relational God and we are relational beings. Our relationship to God, to our self to our family and to others is vital to our overall health.

Our relationship to our wife/husband/children/family members/friends are the next most important relationships after God and our self so we need to work at them.

Our relationship with others is the next most important aspect of our life and so being able to develop healthy relationships with others is also important. (Luke 10:27, Gal 6:10, 1 Thess 2:8)

*Some examples of Relational Care:*

*Knowing Christ: Being sure of your Identity in Jesus,*

*Knowing ourselves: working on your emotional Intelligence, knowing you are no one's saviour, self-reflection, understanding your own values and personality type*

*Knowing others: growing in understanding others, develop listening skills, responding appropriately to people, being a less-anxious presence, having appropriate boundaries, eliminating co-dependant relationships. If applicable, loving your wife well, loving your children well, not letting the devil get a foothold.*

- Score out of 10 - How are you going at the moment relationally? \_\_\_\_  
(and for reflection, what would you have scored yourself a year ago? \_\_\_\_)
- Steps you intend to follow for the next 12 months. Again, think of Put off and Put on for each of the areas below.

My intended relationship care for my wife/husband/children/family members/friends will be...

My intended relationship care for others will be.....

### 3. Emotional Care

Being able to understand oneself, understanding our feelings, understanding how we are impacted and sometimes driven by our emotions and then growing in our emotional health so that we can be a less-anxious, more mature presence in all our relationships is vital to the overall health for Pastoral workers.

*Some examples of Emotional Care:*

*Consulting skilled/trained personnel: Counselling or Counselling tune up, Supervision, Mentoring*

*Journaling – express how you are feeling along with what is happening and what God is doing in your life.*

*Responsible Sharing of Yourself – with 1 person or a couple of trusted people who love you.*

*Education: Reading on the area, listening to talks/podcasts, attending seminars, understanding Family Systems Theory*

*Understanding your own values and personality type- Write out your Values, Myers Briggs, Enneagram*



- Score out of 10 - How are you going at the moment physically? \_\_\_\_  
(and for reflection, what would you have scored yourself a year ago? \_\_\_\_)
- Steps you intend to follow for the next 12 months.
  - What you are going to Put Off from last year. (Things to stop)
  
  - What you are going to Put ON this year. (Things to begin or continue)

## 5. Ministry Practice Care

Why and how we do pastoral ministry in a healthy and sustainable way is crucial to our overall health.

Articulating our values, mission, vision and method of pastoral ministry is critical. It enables us to

- manage priorities,
- monitor our ambition,
- keep in check the hours we put in and
- develop a healthy ministry culture for growth and resilience.

Articulating these also helps avoid burnout, compassion fatigue and to manage the impact of vicarious trauma.

*Some examples of Ministry Practice care:*

*Having a personal vision based on your core values, People Support, Mentoring, Coaching, Supervision, Counselling, Seminars, monitoring ambition, Conferences, Reading, Podcasts, Work-Rest balance, Spiritual Renewal Groups (formal and informal), Ministers Family Camp, Consultancies, Performance Appraisal, regular holidays, Long Service Leave, Sabbatical/s, Long weekends, Yearly plan.*



**Summary of my intentions for my Wholistic Health Care for the next 12 months:**

- 1)
- 2)
- 3)
- 4)
- 5)
- 6)
- 7)

Who is my Pastoral Care Companion or my Pastoral Care Group? \_\_\_\_\_

Which of the strategies I have identified will I share with my Pastoral Care Companion or Pastoral Care Group? \_\_\_\_\_

Grab your calendar and diarise the strategies then share the dates for action with your Pastoral Companion or Pastoral Care Group.

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*Resources that influenced this plan:*

Resilient Ministry: Burns, Chapman, Guthrie,

Critical Areas of Self Care: Oilstone

Pioneers Integrated Pastoral Care Plan

10 Critical Areas of Self Care: Tim Dyer John Mark Ministries

Rev Stephen Taylor's Care Plan for Hunter Presbytery

Plus others