



Dear Participant,

I'm so glad you're here and investing in your growth, both professionally and personally. The work you do is invaluable, and taking the time to reflect, learn, and develop new strategies will not only enhance your effectiveness but also contribute to your well-being.

This booklet is designed to support you throughout our time together. Inside, you'll find key concepts, practical exercises, and reflection prompts to help you engage deeply with the material. My goal is for this experience to be more than just information—it's an opportunity to gain insights, ask meaningful questions, and walk away with tools you can immediately apply in your work and life.

I encourage you to approach this training with an open mind and a willingness to explore new perspectives. Growth happens when we engage fully, share honestly, and take intentional steps forward. Whether this training challenges you, reaffirms what you already know, or inspires fresh ideas, know that every moment invested in your development is valuable.

Thank you for being part of this journey. I'm honored to walk alongside you in this process, and I look forward to the conversations and discoveries ahead.

With appreciation,
Peggi J. Trusty
Architect of the IWSP



ISBN: 9798309216697

Imprint: Independently published

Photos: FreePik.com

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Preface

Serving in ministry is a unique vocation that permeates every aspect of life. Clergy are expected to be ever-present as spiritual and emotional anchors, yet this sacred responsibility often comes with challenges like loneliness, emotional exhaustion, secondary trauma, and the difficulty of balancing family life. Many ministers also carry unresolved personal trauma, amplifying these burdens.

During COVID, a research team led by Behavioral Scientist Stephanie Harris conducted a study on chaplain well-being at AdventHealth Research Institute. The study concluded that healthcare leaders must prioritize chaplain self-care, yet I felt abandoned at its conclusion with no clear path forward. Recognizing the need for a solution, I set out to create one. I knew clergy across all settings faced similar struggles, often suffering in silence.

Through years of working with clergy, I have witnessed the toll ministry takes—not just on individuals but on their families, congregations, and communities. Yet, I have also seen the power of intentional support. When clergy prioritize their well-being, they do more than survive; they flourish, bringing renewed hope to those they serve.

The Individualized Wellness Support Plan (IWSP) was developed to address these unique challenges, offering a structured yet adaptable framework for clergy wellness. The IWSP equips clergy to recognize distress, manage crises, and prioritize recovery and resilience. It is a lifeline designed to help them flourish in ministry and life.

The IWSP is more than a plan—it is a commitment to self-care, a promise to families, and a safeguard for those clergy serve. It affirms that well-being matters and that no one should navigate ministry alone. This book explores the critical need for clergy wellness and the transformative power of building a community of support.



The Complex Realities of Clergy Life

Ministry blends personal and professional life in ways few other vocations do. Clergy serve as role models 24/7, often without spaces to share their struggles. Unlike other professions with built-in camaraderie, clergy frequently work alone, and the transient nature of ministry makes forming lasting peer connections difficult.

Burnout is a significant risk, with clergy juggling pastoral care, administrative duties, and personal life. The relentless demands of officiating weddings and funerals, counseling, leading congregations, and resolving conflicts leave little time for rest. Many ministers, driven by duty, push themselves to the brink, neglecting their own well-being and that of their families.

Secondary trauma is another challenge. Clergy regularly witness grief, addiction, abuse, and despair, absorbing others' pain while often lacking the space to process their own. Over time, this emotional weight can lead to depression, anxiety, and compassion fatigue.

Family Dynamics and Unresolved Trauma

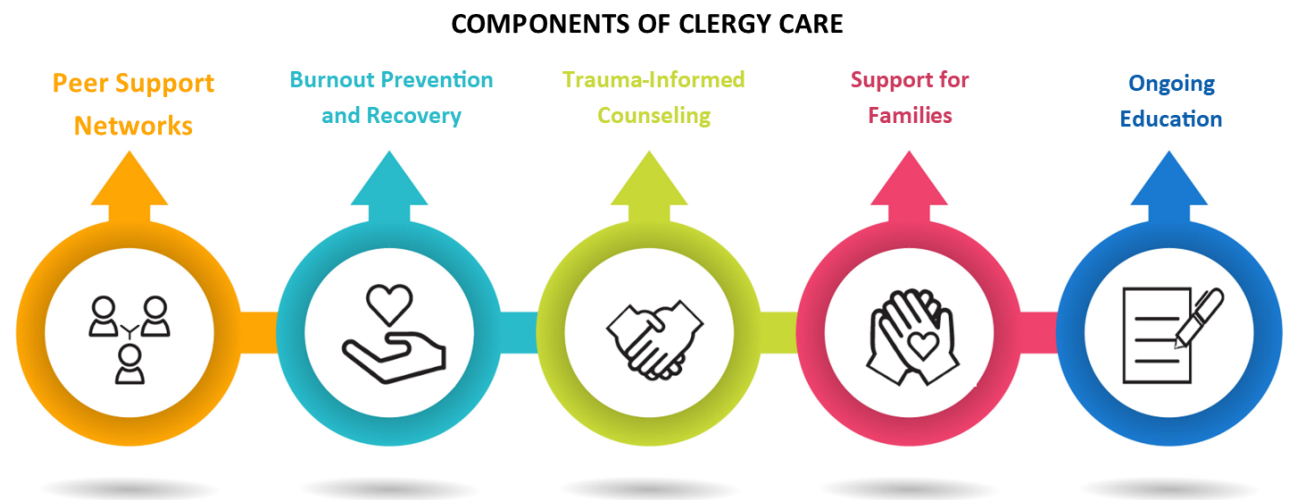
Clergy families live under constant public scrutiny, expected to meet unrealistic standards. Spouses and children often experience unique pressures while navigating personal sacrifices required by ministry. The unpredictable hours and emotional demands can strain relationships, leaving clergy feeling torn between their congregation and loved ones.

Additionally, many clergy enter ministry seeking to redeem past wounds. While this can inspire empathy and resilience, unaddressed trauma may lead to unhealthy coping mechanisms like overwork, perfectionism, or poor boundaries. Without proper support, these patterns contribute to burnout and hinder both personal and professional well-being.

Sustaining clergy requires more than crisis intervention—it necessitates intentional healing, self-awareness, and proactive wellness strategies. Addressing both the external pressures of ministry and the internal wounds clergy carry allows them to serve with greater sustainability and joy.

Creating a Wellness Program for Clergy

A comprehensive wellness program should foster resilience, community, and healing, offering clergy the tools to thrive rather than just survive. The following components are essential:



- Peer Support Networks: Clergy need safe spaces to share struggles, celebrate victories, and receive encouragement. Peer groups help combat isolation and build authentic relationships.
- Burnout Prevention and Recovery: Training in boundary-setting, time management, and delegation helps clergy regain control over their schedules. Retreats and sabbaticals provide crucial time for rest and renewal.
- Trauma-Informed Counseling: Addressing secondary trauma and personal wounds through therapy and self-care practices equips clergy to maintain emotional health.
- Support for Families: Recognizing that ministry affects the entire family, wellness programs should provide family counseling, workshops, and peer support.
- Ongoing Education: Training on mental health, trauma, and resilience equips clergy with the knowledge to navigate ministry challenges effectively.

The IWSP: A Lifeline for Clergy Well-Being

One of the most transformative tools for clergy wellness is the IWSP. This personalized plan helps clergy anticipate and address stressors before they become overwhelming. By identifying signs of distress, developing crisis plans, and prioritizing recovery, the IWSP provides a structured ap-

proach to maintaining balance.

Intentionality is at the heart of the IWSP. It shifts the narrative from survival to thriving, ensuring that clergy are proactive rather than reactive in caring for themselves. When clergy are well, they serve with greater energy, creativity, and compassion, inspiring those around them.

Inspiring a Future of Flourishing

A clergy wellness program rooted in community and supported by the IWSP has the potential to

Side-by-Side Comparison

transform not only individual lives but entire congregations and communities. When clergy are equipped with the tools to sustain their well-being, they can lead with renewed strength and joy.

Ministry should not be a solitary journey. Through intentional support and structured wellness planning, clergy can embrace their calling without sacrificing their health. The IWSP is more than a resource—it is a lifeline, affirming that clergy are not alone. It fosters resilience, enabling clergy to lead thriving ministries while maintaining a fulfilling personal life.





Welcome to the Individual Wellness Support Plan (IWSP)

Your Individual Wellness Support Plan (IWSP) is a personalized guide designed to help you maintain well-being, thrive in your calling, and serve others with strength, clarity, and vitality. Whether you are a chaplain, pastor, priest, rabbi, imam, or spiritual leader, this workbook honors the diversity of your role while providing practical tools to nurture your body, mind, and spirit. It ensures that wellness remains a priority amid the demands of your sacred work.

The IWSP builds on the pioneering work of Mary Ellen Copeland and her Wellness Recovery Action Plan (WRAP), which has empowered countless individuals to take charge of their well-being. Copeland's approach proves that with intentional planning, wellness can be sustainable—even in the face of challenges. Inspired by her contributions, this workbook adapts those principles to the unique joys and demands of spiritual leadership, providing a practical framework for maintaining health, balance, and purpose.

Spiritual leadership is both sacred and demanding, requiring immense emotional energy and unyielding focus. The responsibilities of guiding a congregation, offering pastoral care, or serving in specialized ministries can be fulfilling but also exhausting, leading to stress, fatigue, or even burn-out if left unaddressed. This workbook acknowledges those realities and creates space for reflection, planning, and self-care strategies to help you stay connected to your purpose while protecting your health and vitality.

Your IWSP belongs to you—it reflects your needs, priorities, and experiences. While deeply personal, it is also an invitation to collaborate and connect. Sharing your plan with trusted mentors, colleagues, or loved ones fosters support, encouragement, and accountability. When others walk alongside you in your wellness journey, it not only strengthens your well-being but also cultivates a culture of care within your faith community.

Unlike rigid wellness plans, the IWSP is dynamic—it evolves as you do. As you encounter new opportunities and challenges, you can revisit and refine your plan to keep it relevant. Whether you are reinforcing existing practices or exploring new strategies, this workbook supports your growth and adaptability. It helps you navigate the ever-changing landscape of ministry while remaining grounded and resilient.

This workbook is not just about sustaining your ministry—it is about sustaining you. Your well-being is foundational to your work’s impact. By prioritizing balance and self-care, you ensure that you serve from a place of abundance rather than depletion. Self-care is not selfish—it is stewardship. When you care for yourself, you lead with clarity, compassion, and authenticity, creating a positive ripple effect in the lives of those you serve.

Whether you are new to ministry or a seasoned leader, the IWSP is your companion on the journey—a resource for encouragement, empowerment, and renewal. Each section equips you with tools and strategies to take ownership of your wellness, from identifying stressors and setting goals to developing a crisis plan. This proactive approach fosters resilience, ensuring that your wellness remains at the center of your calling.

Above all, this workbook affirms that your well-being is integral to your ministry. Caring for yourself is not a luxury—it is a necessity for sustaining your service. The IWSP reminds you that your health, purpose, and balance are worth prioritizing. When you are whole and thriving, you bring your best self to your work, enriching both your life and the lives of those who rely on your leadership.

Beyond sustaining your current role, the IWSP encourages long-term reflection. It provides space to dream, set intentions, and align your wellness plan with your bigger vision—whether that means expanding your ministry, mentoring future leaders, or deepening your connection to your purpose.

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

Disclaimer: The case studies included in this workbook are fictional and created solely for illustrative purposes. Any resemblance to actual persons, organizations, or events is purely coincidental.



Called to Care, and not to Crumble

As spiritual leaders, we are called to care—pouring into others, guiding them through their struggles, and standing in the gaps. But too often, the ones who offer the most care receive the least. Who cares for the caregivers? Who restores the restorers?

Burnout, exhaustion, and isolation have become the silent crisis of ministry. Too many leaders give everything until there's nothing left. But we were never called to care at the cost of our own well-being. Sustainable leadership requires more than just passion—it requires a plan.

That's where the I CARES Framework comes in. Built on the foundation of the Individual Wellness Support Plan (IWSP), I CARES is a practical, actionable model that ensures leaders don't just survive—but sustain.

Each element of I CARES is a step toward executing the IWSP in real life:

C – Cultivate a Daily Practice of Renewal

A – Align Your Wellness Plan with Your Values and Ministry

R – Recognize Early Warning Signs of Burnout

E – Establish a Crisis and Recovery Plan

S – Support System Maintenance

This presentation will walk you through how to implement these pillars in your daily life and ministry. Because wellness isn't a luxury—it's a necessity. And you were called to care—but not to crumble.



C - Cultivate a Daily Practice of Renewal

Why It Matters:

Spiritual leaders spend their days pouring into others, but who is pouring into them? Without intentional renewal, burnout, exhaustion, and loss of passion are inevitable. Jesus modeled renewal by withdrawing from crowds to pray (Luke 5:16). A daily practice of renewal ensures that your mind, body, and spirit remain refreshed and aligned with your calling.

Action Steps:

- Establish a Daily Renewal Practice: Set aside intentional time for prayer, meditation, journaling, or worship.
- Schedule Non-Negotiable Rest: Treat rest as sacred and essential, not optional. Create a rhythm that allows spiritual, emotional, and physical recovery.
- Engage in Restorative Activities: Identify activities that bring joy, peace, and relaxation—walking, reading, creative expression, or silence.

Reflection Question:

What daily practice can I commit to that will renew my mind and spirit?

Bible Verse: “But Jesus often withdrew to lonely places and prayed.” – Luke 5:16 (NIV)

Quote: “Almost everything will work again if you unplug it for a few minutes, including you.”
– Anne Lamott

A – Align Your Wellness Plan with Your Values and Ministry

Why It Matters:

Many spiritual leaders pour themselves into responsibilities that, over time, may not reflect their true calling or values. This misalignment leads to frustration, exhaustion, and even resentment toward ministry. Sustainable leadership happens when your wellness plan is intentionally designed to reflect who you are, what you value, and how you serve.

Action Steps:

- **Clarify Your Core Values & Wellness Priorities:** Identify the non-negotiables that shape your spiritual, emotional, and physical well-being. What must be present for you to thrive?
- **Assess Your Ministry & Wellness Alignment:** Regularly ask: Does my current work support or contradict my well-being? If gaps exist, make adjustments.
- **Integrate Wellness into Your Ministry Rhythm:** Wellness isn’t a separate task—it’s a foundation for effective leadership. Build practices that sustain both your calling and your health.

- **Set Boundaries & Say No Strategically:** Every opportunity isn’t an assignment. Protect your energy by aligning your commitments with your wellness plan.

Reflection Question:

How does my current approach to leadership reflect my values and well-being? What adjustments need to be made?

Bible Verse: “Commit your work to the Lord, and your plans will be established.” – Proverbs 16:3 (ESV)

Quote: “The key to success is not to prioritize what’s on your schedule, but to schedule your priorities.” – Stephen Covey

R - Recognize Early Warning Signs of Burnout

Why It Matters:

Burnout doesn’t happen overnight—it’s a slow decline caused by prolonged stress, exhaustion, and lack of renewal. The earlier you recognize the signs, the faster you can recover.

Action Steps:

- **Identify Your Personal Burnout Triggers:** Pay attention to what drains you mentally, emotionally, and spiritually.

- **Conduct Regular Wellness Check-Ins:** Assess your energy, emotions, and overall well-being at least once a week.
- **Set Boundaries to Protect Your Health:** Prioritize self-care, delegate tasks, and take breaks before exhaustion takes over.

Warning Signs of Burnout:

- Emotional numbness, feeling disconnected
- Constant exhaustion despite rest
- Increased irritability or withdrawal from people
- Lack of joy in ministry
- Neglecting personal relationships

Reflection Question:

What are the current signs in my life that suggest I'm approaching burnout?

Bible Verse: "Come to me, all you who are weary and burdened, and I will give you rest." – Matthew 11:28 (NIV)

Quote: "You can't pour from an empty cup. Take care of yourself first." – Unknown

E - Establish a Crisis and Recovery Plan

Why It Matters:

Ministry is unpredictable—crisis moments will come. Whether it's a personal, emotional, or congregational crisis, a recovery plan ensures resilience and prevents long-term damage to your well-being.

Action Steps:

- **Develop a Crisis Response Strategy:** Identify who you will turn to for help.
- **Create a Spiritual & Emotional Recovery Plan:** What steps will help you heal and regain balance after a stressful season?
- **Schedule Intentional Retreats & Sabbaticals:** Proactively plan time away to rest and reset, instead of waiting until a crisis forces you to step back.

Reflection Question:

What would a personalized crisis and recovery plan look like for me?

Bible Verse: "The prudent see danger and take refuge, but the simple keep going and pay the penalty." – Proverbs 22:3 (NIV)

Quote: "By failing to prepare, you are preparing to fail." – Benjamin Franklin

S - Support System Maintenance

Why It Matters:

Ministry isn't meant to be done alone. Isolation makes challenges harder and burdens heavier. A strong support system helps sustain your calling and provides emotional and spiritual accountability.

Action Steps:

- **Identify Your Key Support People:** Who are the mentors, peers, and accountability partners you can turn to?
- **Invest in Relationships that Pour into You:** Ministry is about giving, but who pours into you? Cultivate mutual relationships that encourage and strengthen you.
- **Engage in Clergy Wellness Communities:** Find peer groups, masterminds, or wellness circles that support and uplift leaders like you.

Reflection Question:

Who do I turn to for support, and how can I strengthen those connections?

Bible Verse: "Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up." – Ecclesiastes 4:9-10 (NIV)

Quote: "Surround yourself with only people who are going to lift you higher." – Oprah Winfrey



The Power of “I” in I C.A.R.E.S.

As spiritual leaders, we are often focused on serving others, meeting their needs, and pouring into their lives. But who pours into us? The “I” in I C.A.R.E.S. is not about selfishness—it is about intentionality. It reminds us that our wellness is our responsibility. If we are to impact others, we must first implement sustainable wellness practices in our own lives.

Too often, leaders invest everything into their work while neglecting their own well-being. But ministry is not a marathon we run alone—it is a journey we initiate with wisdom, reflection, and community. To lead well, we must integrate self-care into our daily rhythms and insist on healthy boundaries that protect our ability to serve effectively.

We must also recognize that inviting rest is not weakness; it is wisdom. Increasing our capacity is not about doing more, but about deepening our spiritual and emotional reserves so that we can lead from a place of abundance rather than depletion. The impact we make is strongest when it comes from a leader who is whole, well, and aligned with their purpose.

By embracing the “I” in I C.A.R.E.S., I declare that I will:

- | | |
|--|---|
| ⇒ Implement wellness by making intentional choices that sustain my mind, body, and spirit. | ⇒ Increase my capacity by seeking wisdom, accountability, and spiritual growth. |
| ⇒ Identify early warning signs of burnout and take action before exhaustion sets in. | ⇒ Integrate the principles of C.A.R.E.S. into my daily life, ensuring that I align my work with my values. |
| ⇒ Invest in my well-being, recognizing that self-care is not selfish but essential for longevity in ministry. | ⇒ Initiate the change I wish to see, committing to a life of spiritual, emotional, and physical wellness. |
| ⇒ Inspire others by living as an example of balance, renewal, and faithfulness in my calling. | ⇒ Insist on healthy boundaries that protect my energy and my ability to serve with joy. |
| ⇒ Impact my community with integrity, leading well by ensuring my wellness is sustainable and life-giving. | ⇒ Invite rest into my life, embracing renewal as a divine provision, not a luxury. |

The “I” in I C.A.R.E.S. is an act of empowerment—a declaration that we will no longer lead from depletion, exhaustion, or obligation, but from overflow, balance, and purpose. Because our wellness matters. Because I C.A.R.E.S.

Name: _____

Date: _____

Case Study

When Pastor Edward Hit a Wall

Pastor Edward had been serving faithfully for 20 years. As a widower, he poured himself into ministry, always putting others first. Outwardly, he was a strong leader. But behind the scenes, exhaustion was taking its toll.

The Signs of Struggle

- Emotional Numbness – Once deeply compassionate, he now felt detached during counseling.
- Physical Burnout – Sleepless nights, headaches, and constant fatigue became his norm.
- Spiritual Dryness – His prayers felt empty, and preparing sermons became mechanical.
- Isolation – He withdrew from colleagues, fearing they wouldn't understand his struggles.

One evening, sitting across from his mother, he finally admitted, "I can't keep going like this." Saying the words aloud made it real—he needed help.

Finding a Way Forward

A mentor introduced Pastor Edward to the Individual Wellness Support Plan (IWSP). With an IWSP Coach and a peer partner, he created a structured plan for recovery. He identified his stress triggers, developed a self-care routine, and committed to ongoing support.

The Takeaway

Pastor Edward's story is not unique—many clergy struggle in silence. Seeking support is not weakness; it's wisdom. The IWSP helps clergy recognize warning signs early, develop a plan for resilience, and lean on community for strength.

You don't have to walk this path alone. The IWSP is here to help.



IWSP Components Overview

The Individual Wellness Support Plan (IWSP) is a structured yet flexible guide designed to help clergy sustain resilience and prioritize well-being. It consists of 10 key components, categorized into preventative and responsive measures to foster balance in ministry and life.

Preventative Components

These five components help clergy proactively maintain wellness and prevent burnout:

Wellness Toolbox – A collection of activities and resources to support well-being, reducing decision fatigue during stressful moments.

Examples: Prayer, therapy, retreats, professional development, hobbies.

Personal Wellness Check – A self-assessment tool to track emotional, physical, spiritual, and mental wellness, promoting early awareness of imbalances.

Reflection Areas: Emotional stability, physical energy, spiritual connection, mental clarity.

Daily Practice Plan – A structured daily rhythm to sustain well-being and prevent exhaustion.

Examples: Morning prayer, journaling gratitude, midday reflection, evening relaxation.

Support Systems – Building a strong network to mitigate isolation and provide accountability and encouragement.

Examples: Regular check-ins with mentors, therapists, or peer groups.

Self-Care Routine – A consistent plan to maintain physical, mental, and emotional health.

Examples: Exercise, hobbies, journaling, retreat days, creative outlets.





Responsive Components

These five components equip clergy to recognize and manage challenges effectively:

Triggers – Identifying stressors that impact well-being and developing strategies to minimize their effects.

Examples: Overwork, crisis intervention, conflict, unrealistic expectations.

Coping Strategies – Personalized tools to navigate stress and prevent burnout.

Examples: Setting work boundaries, mindfulness, debriefing with peers, delegating tasks.

Early Warning Signs – Recognizing initial signs of distress to take preventive action before escalation.

Examples: Avoiding spiritual practices, irritability, emotional detachment, fatigue.

Signs of Breakdown & Crisis Plan – Defining clear intervention steps when well-being is critically impacted.

Examples: Informing leadership, taking time off, seeking counseling, temporary workload adjustments.

Post-Crisis Recovery – A structured plan to ensure gradual, sustainable reintegration after a crisis.

Examples: Light duties, mentorship reflection, self-compassion practices, reassessing priorities.

The IWSP provides a holistic framework for clergy wellness, supporting both prevention and recovery to sustain a fulfilling and impactful ministry.



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 customized for institutions or conferences..

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.

IWSP Quick Self-Assessment

Take a moment to reflect on your well-being. Circle the answers that best describe your current experience.

1. How often do you feel physically, emotionally, or spiritually drained?

- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Almost always

2. When was the last time you intentionally prioritized your own well-being?

- ☐ Today
- ☐ This week
- ☐ This month
- ☐ I can't remember

3. Do you have a structured plan in place to manage stress and avoid burnout?

- ☐ Yes, and I use it consistently
- ☐ I have one, but I don't follow it regularly
- ☐ No, but I know I need one
- ☐ No, I don't know where to start

4. How supported do you feel in your ministry journey?

- ☐ Very supported, I have a strong network
- ☐ Somewhat supported, but it could be better
- ☐ Not very supported, I feel isolated at times
- ☐ Completely unsupported, I feel alone in this

5. If you continue at your current pace, do you think you'll sustain your ministry long-term?

- ☐ Yes, I have a good balance
- ☐ Maybe, but I know I need adjustments
- ☐ No, I'm struggling to maintain
- ☐ I'm not sure, but something needs to change

Your Next Steps:

- If you answered "Often" or "Almost Always" to Question 1 → You may be on the path to burnout.
- If you answered "This month" or "I can't remember" to Question 2 → Your wellness needs attention.
- If you answered "No" or "I don't know where to start" to Question 3 → The IWSP can help you build a personalized plan.
- If you answered "Not very supported" or "Completely unsupported" to Question 4 → Finding a peer support system could be crucial.
- If you answered "No" or "I'm not sure" to Question 5 → It's time to take intentional steps toward sustainability.

Don't wait until you're running on empty.

Let the Individual Wellness Support Plan (IWSP) help you build resilience, regain balance, and lead from a place of strength.

Resources & Tools in the Individual Wellness Support Plan (IWSP)

PREVENTATIVE WELLNESS COMPONENTS

Wellness Toolbox

- Case Study

Personal Wellness Check

- Case Study
- Values Exploration Exercise
- Five Dimensions of Wellness Overview
- Common Indicators of Moving Away from Your Baseline
- Wellness Check Assessment (Self-Test)
- Creating Wellness Goals Worksheet

Daily Practice Plan

- Case Study
- Spiritual Activities Guide
- Daily Maintenance Routine Worksheet
- Daily Wellness Gauge (Self-Test)

Support Systems

- Case Study
- Family as the Core Support System Guide
- The Necessity of Support for Single Clergy
- Singleness in Ministry: A Wellness Self-Check (Self-Test)
- Understanding the Types of Support Systems
- Letting Go: Navigating Unsupportive Relationships
- Relationship Health Check (Self-Test)

Self-Care Routine

- Case Study
- Creating Your Self-Care Routine Worksheet
- Self-Care, Spiritual Practices, and Daily Maintenance Guide

RESPONSIVE WELLNESS COMPONENTS

Triggers

- Case Study
- Identifying Triggers: Foundations for Resilience Worksheet
- Common Triggers for Clergy Guide
- Comparison as a Trigger Overview
- The Clergy Comparison Scale (Self-Test)
- The Emotional Assessment Questionnaire (Self-Test)

Coping Tools

- Case Study
- Coping Strategies: Navigating Wellness with Your Resilience Toolkit
- Using the Emotions Wheel as a Coping Tool
- Coping Tools with Triggers Worksheet

Early Warning Signs

- Case Study
- Identifying Early Warning Signs Guide
- Loss of Purpose and Spiritual Decline Overview
- Purpose Alignment Inventory (Self-Test)
- Activity: Creating Your Personal Purpose Statement
- Action Plan: Strengthening Your Response to Early Warning Signs

Signs of Distress and Crisis Plan

- Case Study
- Signs of Distress and Crisis Identification Guide
- Distress Assessment Tool (Self-Test)

- Understanding the Progression from Early Warning Signs to Distress
- Creating a Personalized Crisis Plan Worksheet
- Acknowledging the Crisis: Steps to Acceptance
- The Struggle in Asking for Help Reflection
- Worksheets for Building a Crisis Toolkit

Post-Crisis Recovery Plan

- Case Study
- Your Post-Crisis Recovery Plan Worksheet

Additional Resources

- Final IWSP Case Study
- Conclusion & Further Reading
- Notes Section for Personal Reflections

How to Use These Resources

Self-Assessments & Tests: Use these to evaluate personal wellness, identify triggers, and monitor distress levels.

Worksheets & Activities: Designed for hands-on reflection and practical application.

Guides & Overviews: Provide foundational knowledge to help clergy navigate wellness, support systems, and crisis recovery.

This structured resource list ensures chaplains, clergy, and facilitators can effectively implement the IWSP with clarity and intention.

NOTES:

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