

Quadrennial  
Benefits  
Conference



# Leadership Well-Being to Sustain the Connection



**Wespath**  
BENEFITS | INVESTMENTS

# Agenda



**Why Well-Being Matters**



**Key Risks**



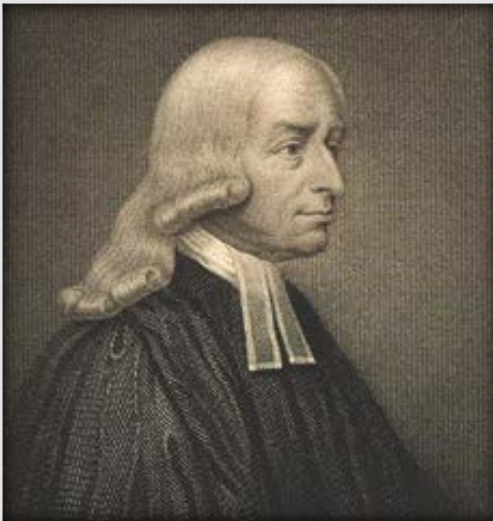
**Strategies and Resources  
to Improve Well-Being**

# Clergy Well-Being and Vital Congregations



**Healthy clergy and congregational vitality go hand-in-hand!**

# Good Health Is the Wesleyan Way

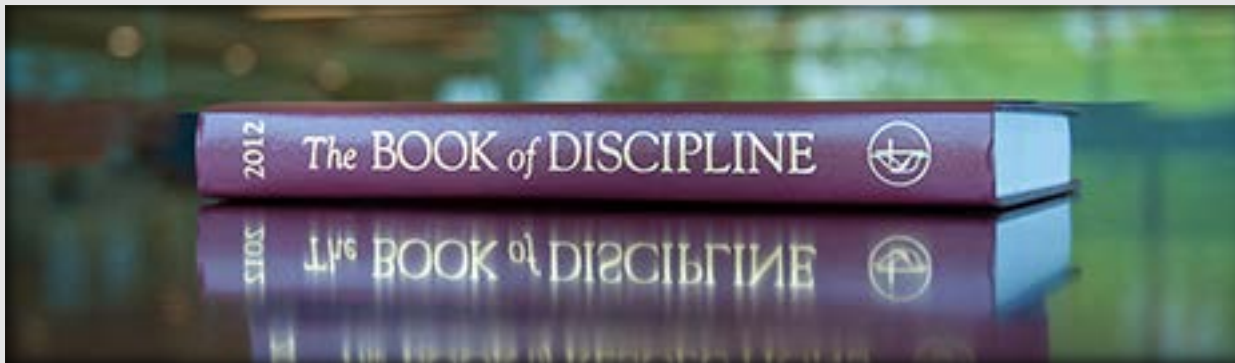


John Wesley recognized  
and linked health and  
healing in his teachings

Those who read or write much should learn to do it standing;  
otherwise it will impair their health.

— *John Wesley*

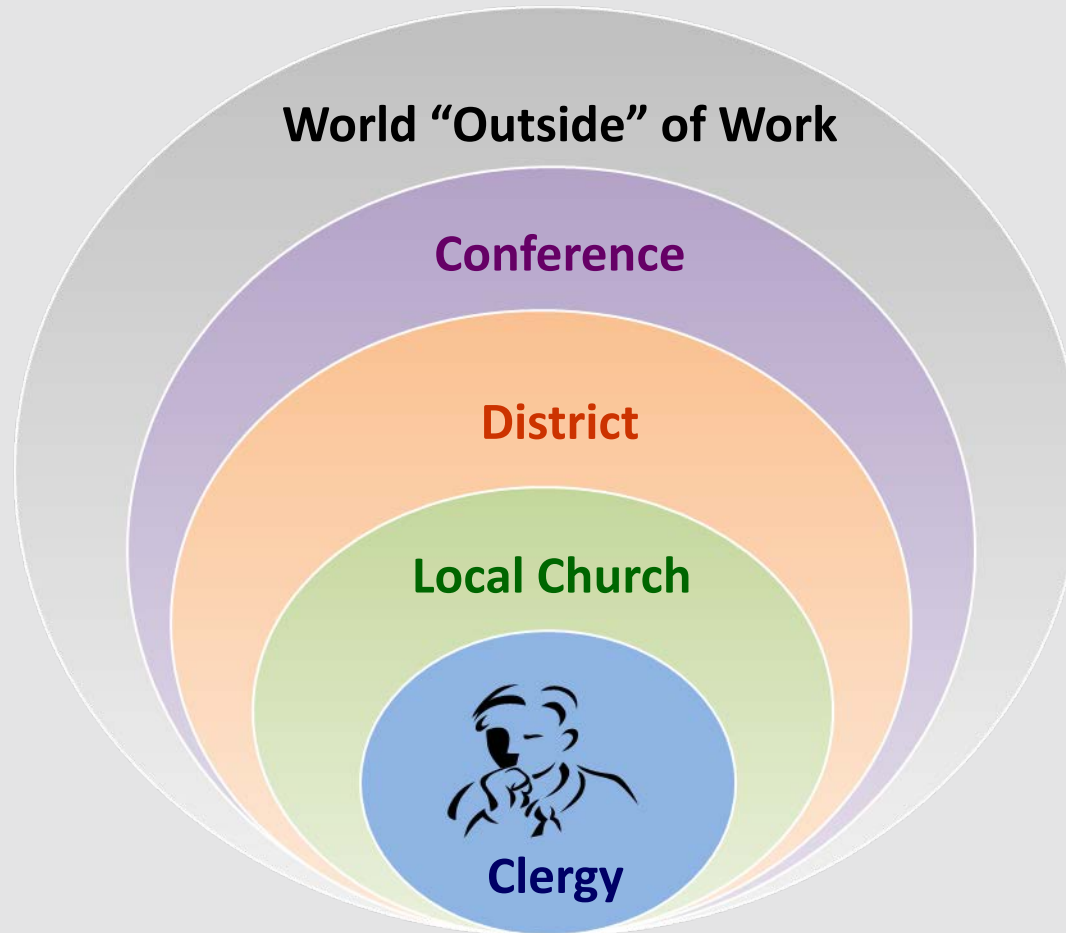
# UMC Statement for Well-Being



## ***¶639.7, 2012 Book of Discipline***

“In addition, the board [conference board of pension] or authorized agency shall provide and maintain health and wellness programs for the annual conference’s full-time clergy and full-time lay employees.”

# Acknowledging Impact of Environment on Individual Well-Being



# Challenges to Clergy Well-Being

- Seminary training may not fully prepare clergy for complex parish life
- Itineracy impacts personal, social and economic factors
- Many demands from many places
  - Congregation, district, family, conference, self
- Lack of healthy food choices available at church events
- Lack of social support outside of congregation

# Key Health Risks



- Weight
- Diabetes and prediabetes
- Hypertension
- Stress
- Depression
- High cholesterol

From 2015 Clergy Health Survey n= 1501 and HealthFlex population n= 9522



# Center for Health

## Center for Health

*A division of Wespath Benefits and Investments*

### 3 Functions

Welfare  
Plans

Health  
Plans

Well-being

# Center for Health Focus



- Trusted denominational health resource
- Promoting vitality in mission and ministry by improving 5 dimensions of well-being
  - UMC clergy, lay employees, and their families

**Physical • Emotional • Spiritual • Social • Financial**

# Five Dimensions of Well-Being



- Integrated
- Wholistic
- Well-being—more than just wellness

# Ways to Improve Physical Well-Being

- Support health screenings
- More nutritious food choices at events
  - Mobile apps such as **Fooducate**
  - Recipes at **eatright.org** and **letsmove.gov**
- Walking groups/exercise classes at the church
- Wellness grants for things like gym memberships
- Congregational Health Ministry
- Invite and share success stories
- Address parsonage issues



# Ways to Improve Physical Well-Being



**Everyone stand up  
for a stretch break**



# Ways to Improve Emotional Well-Being

- Employee Assistance Programs
- Counseling resources for spouses/children of clergy
- Low-cost pastoral care/counseling often available at seminaries
- Boundaries training/family systems
- Family support
- Confidential mentoring/coaching
- Spouse retreat
- Preachers' kids retreat



# Ways to Improve Spiritual Well-being

- Make spiritual/renewal time away a possibility\*
- Small covenant groups
- Compile a list of local/nearby spiritual directors and retreat centers
- Explore retreats such as Soderquist RENEW experience for UM clergy and spouses (couples)  
**<http://soderquist.org/pages/renew>**
- “Screen-free” days—no cell, no computer, no TV
- Apps such as **Echo Prayer** and **Bible Gateway**



***¶351.2, 2012 Book of Discipline***

# Meditation Verse



But seek first His kingdom  
and His righteousness, and  
all these things will be given  
to you as well.

**Matthew 6:33**



# Ways to Improve Social Well-Being

- Finding “Why” to care for yourself in important relationships
- “Screen free” meals with family and friends
- Small groups outside of church or with other denominations
- Make relocation socially healthy
- Remember the spouse is not *de facto* staff member
- Assist children/youth in making connections in the church and community
- Respect social media views and boundaries



# Ways to Improve Social Well-Being

- Turn to your right and get to know your neighbor
- Suggestions
  - Who they are and where are they from
  - What is something special about you that no one knows
  - Where is the farthest you have traveled



# Ways to Improve Financial Well-Being

- Regularly communicate supplemental continuing education financial resources to clergy
- Wespath has resources!
  - EY
  - Financial Assessments
  - Clergy Benefits Academy
  - revitup! (clergy 25-39 years old)
  - Pre-retirement seminars
- Clergy tax workshops



# How the Center for Health Can Help



- Quarterly Center for Health newsletter/bulletins
- Workshops and presentations
- Consultation on well-being strategies
- Updated resources on website

# How the Center for Health Can Help



- Toolkits on a variety of topics
- Webinar series—*How to have a Healthy Family*
- *50 Ways to Support your Pastor's Well-Being*
- Administration of programs
  - Virgin Pulse well-being program
  - Quest Diagnostic's Blueprint for Wellness—health metric screenings

# Well-Being Team



**Leah Holzwarth**  
Manager Health  
and Wellness



**Todd Creviston**  
Wellness Programs  
and Outreach Manager



**Shelly Brooks-Sanford**  
Wellness Programs  
and Outreach Manager

Contact us at [wellnessteam@wespath.org](mailto:wellnessteam@wespath.org)



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