

Wellbeing Plan 1.0

Formation Companion Guide

Thank you for playing a significant role in the life of a ministering person.

A formation companion is committed to walking alongside a ministering person in their transformation into the likeness of Christ. You are committed to their wellbeing, a great encourager and listener, you are safe and speak truth, are preferably affiliated with a professional association like the Australian Christian Mentors Network, are available to meet with them at least 4 times a year, are more interested in asking great questions than providing answers.

The purpose of the Wellbeing Plan for is for encouragement, growth and to help with general all-round flourishing. It is a recognition that a role as a ministering person is one of great value and operates within a complex context. Because of that it is important for ministering persons to be functioning as the best version of themselves as they can.

This Wellbeing Plan is designed to help in that process. It is not prescriptive but is structured for each ministering person to benefit from meeting with a formation companion, a minimum of four times a year with the aim of flourishing as a person and in their Christian faith.

It is a confidential process as there is no requirement for the formation companion to "report back" to anyone, other than to the Practice Lead, Leadership and formation that the sessions have been completed.

The areas covered in the wellbeing/mentoring sessions are outlined in the diagram below are based on Keith Farmer's mentoring model and focus on the following areas.

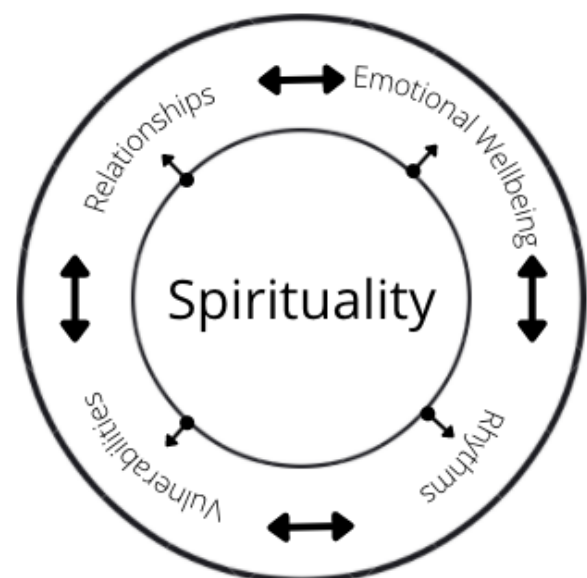
The Wellbeing Plan is based on the personal foundations of sustainable leadership as determined by the National Church Life Survey (NCLS <http://www.ncls.org.au/default.aspx?sitemapid=6997>). It is composed of six (6) foundations:

- Spiritual Foundations
- Clarity of Purpose
- Sense of Self
- Integration
- Supportive Relationships
- Balance and Boundaries

A more detailed description on these items can be found in the **Wellbeing Plan – How to guide**.

As a framework for the companioning process, we are adopting the mentoring model created by Keith Farmer. It deals with the following areas:

- **Spirituality** – How is the ministering person doing in their personal spiritual journey and how may a mentor help with that. This is the area that other areas spring from and so holds a central place in the journey.
- **Relationships** – How are things going especially in the key relationships. These are primarily those both within the family and within the teams that you they are a part of in the workplace.
- **Emotional Wellbeing** – This is to ensure that the emotional tank which gets drained each day, is being replenished sufficiently
- **Rhythms of Life** – Are there good rhythms, boundaries and margins in place for a sustainable pace. This includes items such as rest, exercise, sleep, recreation, fun, etc.?



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- **Vulnerabilities** – Are there areas which can easily trigger you getting distracted from, or “losing your way” in, a healthy life and faith trajectory?

These areas of Keith Farmer's mentoring model loosely align with the personal foundations of sustainable leadership in the following way.

Personal Foundations of Sustainable Leadership	Keith Farmer's Mentoring Model
Spiritual Foundations	Spirituality
Clarity of Purpose	Spirituality
Sense of Self	Emotional Wellbeing
Integration	Vulnerabilities
Supportive Relationships	Relationships
Balance & Boundaries	Rhythms of Life

We are suggesting that at each catchup the wellbeing of the ministering person be supported by the following key questions. Depending on the requisite skills you bring with you they will be flavoured by the context, as the ministering person has discerned the key emphasis in inviting you to be their formation companion. For example, if the ministering person has discerned that a spiritual director may best contribute to their wellbeing then the sessions would be guided by the key questions.

Key questions

1. **Spirituality** – How are you and God?
 - a. Do you know God likes you? Indicative of values and what we are attracted to. Insecurity in our identity is often the barrier to transformation and effectiveness.
 - b. Do you like him? Our perception of the nature of God has very strong repercussions on how we relate to and follow God, our Christology.
 - c. What are your most helpful spiritual habits?
2. **Relationships** – How is your relationship with ...? Here the family and team relationships are key indicators of wellbeing. Additional key questions –
 - a. How is your marriage? Are you organically intimate? Ask about the kids?
 - b. How are your team relationships going?
 - c. Who stretches, celebrates, mercy, real things, hard questions?
3. **Emotional Health** – How are you coping with workload, vocational calling, people, conflict, staff relationships? On a scale of 1-10, how is your level of emotional exhaustion?
 - a. How do you replenish? What energises & depletes? What you enjoy is usually energising? Is it life giving or life taking? Does it bring joy?
4. **Rhythms of Life** – Are you sleeping well, eating well, getting time off, how was your last day off? Do you have a regular retreat cycle?
 - a. Am I intentionally building margins in my life (Margin is gap between load and limit) e.g. Emotions, Energy, Time, Finances, etc.
5. **Vulnerabilities** – What vulnerability at present could the evil one exploit to take you out of your vocational calling?
 - a. How do you build self-awareness?
 - b. How difficult is it for you to say No?