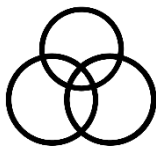


Wellbeing Plan 1.0 – How to Guide

This how to guide gives you more detailed information on each of the 6 domains in the Wellbeing plan along with helpful examples and reflection questions to get you thinking. The six domains are provided by NCLS and based on their research work on thousands of Australian church leaders on Personal Foundations for Sustainable Leadership which can be found here: <http://www.ncls.org.au/default.aspx?sitemapid=6997>.

Process

1. Read through the foundation description.
2. Use the self-reflection questions to discern where God is asking you to focus your attention.
3. Note down the Wellbeing goals as they come to mind.
4. Work through each of your Wellbeing goals and determine recommended actions, Indicators of success and timeframes for each of the goals. Create as many goals as seem helpful but we would suggest that less is more. One to three goals for each foundation would be our recommendation. The plan is meant to be live as well, so if you complete a goal then come back to the plan, review and set a new goal.
5. Repeat for each of the Wellbeing foundations.
6. Prayerfully discern who God is directing you towards as a Formation Companion. Refer to the notes on **Discerning a Formation Companion** for guidance. If you need help with this then contact the church support hotline 1800 193 438 or email churchsupport@cofcqld.com.au.



Spiritual Foundations*

"Your spiritual foundations remind you of your identity and dependence on God and your place in the world. Active ongoing formation and a deepening relationship with God is a necessary resource upon which Christian leaders draw."

NCLS Research Personal Foundations for Sustainable Leadership website

FORMATION GOALS	RECOMMENDED ACTION	INDICATORS OF SUCCESS	TIMEFRAME
Incorporate Centring Prayer as part of my usual practice.	<ul style="list-style-type: none"> • Begin each day with Centring prayer • Start with 5 mins • Aim for 20 mins 	Review weekly to reflect on practice	Daily practice

*Sample Goal Chart

"An alive faith is vital for effective and sustainable leadership. Spiritual foundations provide a sense of meaning, direction and self-worth. NCLS research points to the importance of faith development and spiritual anchors for what is often a challenging journey." *NCLS Research Personal Foundations for Sustainable Leadership website*

There are typically six dimensions of spiritual formation that we need to incorporate into any formational practice. They are:

- Holiness – Having pure words, thoughts and actions and overcoming temptation.
- Contemplative – spending time with God in prayer and meditation.
- Incarnational – Unifying the sacred secular areas of my life while showing forth God's presence.
- Charismatic – Welcoming the Holy Spirit while nurturing and exercising my spiritual gifts.
- Social Justice – Helping those less fortunate than myself.
- Evangelical – Sharing the gospel of Jesus Christ and reading the scriptures.

Proverbs 4:20-24 reminds us to keep the words of God's wisdom "in the midst of your heart," and that from there "they are life to those who find them, and health to all their body." (vv. 21-22 NASB) Then comes the exhortation, "Watch over your heart with all diligence, for from it flow the springs of life." (v. 23)

In Mark 7:15, 20-23, Jesus teaches about the true source of evil in human life: "The things which proceed out of the man are what defile the man.... For from within, out of the heart of men, proceed evil thoughts, acts of sexual immorality, thefts, murders, adulteries, deeds of coveting and wickedness, as well as deceit, sensuality, envy, slander, pride and foolishness."

In Luke 6, he points out that "there is no good tree which produces bad fruit.... Men do not gather figs from thornbushes...." (vv. 43-44) It is the inner nature of the tree that determines its outward product. Likewise, "The good man out of the good treasure of his heart brings forth what is good; and the evil man out of the evil treasure brings forth what is evil; for his mouth speaks from that which fills his heart." (v. 45)

Self-reflection questions

- Do I love God more in the present than I did in the past?
- Do I love others more in the present than I did in the past?
- Where am I sensing God's invitation?
- What disciplines/practices are important for my transformation in the coming season?
- How am I currently experiencing God?
- What practices is God presently inviting me into?
- How do you describe your present place on your spiritual journey? Or your current levels of "spiritual well-being"?
- When, specifically, do you take time to be with God? When are you most aware that God is with you?
- How frequently do you schedule times of prayer or meditation? How often do you pray with others? Are there areas of difficulty for you in your personal spiritual journey right now? Where can you look for support?
- What priorities or next steps emerge for you in relation to growing your strengths in this area?

- Where do I need the transforming power of God?

- – If I don't know where, why not and who can help me begin my transformation?

Resources & ideas

- ❖ Practicingtheway.org
- ❖ [THE EVERY STRATEGY](#)
- ❖ The Good and Beautiful God: Falling in Love With the God Jesus Knows [James Bryan Smith](#)
- ❖ Sacred Rhythms: Arranging Our Lives For Spiritual Transformation - [Ruth Haley Barton](#)



Clarity of Purpose*

"Your personal sense of purpose, or calling in your vocation is an important foundation, which will act as a reference point, an internal compass to help you stay on course and persevere." *NCLS Research Personal Foundations for Sustainable Leadership website*

PURPOSE GOALS	RECOMMENDED ACTION	INDICATORS OF SUCCESS	TIMEFRAME
Actively measure my effectiveness against my purpose priorities	Check weekly activity against purpose priorities	Activity is often aligning with purpose priorities	Weekly

*Sample Goal Chart

"A clear sense of purpose is linked to well-being, including higher self-esteem, optimism, life satisfaction and trusting others. NCLS research has found that most church leaders have a strong sense of call to what they are doing. Having a strong sense of call is associated with lower emotional exhaustion and higher satisfaction in your role." *NCLS Research Personal Foundations for Sustainable Leadership website*

Self-Reflection Questions

- Why am I getting out of bed this morning?
- What course do I need to plot for this year?
- What priorities do I need to set to keep my clarity of purpose on track this year?
- What's changed for me, and how might that impact my purpose?
- What really matters to me? What other parts of my life would I sacrifice to make it happen?
- To what extent am I living out my purposes in life?
- Write a letter to yourself to open when you reach 80 years of age (or perhaps 100 if you are over 80!) about the hopes you have for your life. Cover questions like: What is the purpose of my life? What is my life's work? What would I like to find written on my epitaph?
- What priorities or next steps emerge for you in relation to growing your strengths in this area?

Resources

- ❖ [Map your story. Join His Work.](#)
- ❖ [PURPOSE - Seed](#)
- ❖ [7 Steps to Building An Effective Mission Statement](#)
- ❖ [APEX: Clarify your contribution.](#)



Sense of Self*

“A strong sense of self and of personal autonomy means that while you may care deeply about your vocation, you maintain a sense of identity separate from it. Not becoming dependent on the affirmation of others, or on the authority of your position, is a strength in times of stress.” *NCLS Research Personal Foundations for Sustainable Leadership website*

SELF AWARENESS GOALS	RECOMMENDED ACTION	INDICATORS OF SUCCESS	TIMEFRAME
To reflect more intentionally on my enneagram profile.	Set time aside in my monthly review to assess how I am tracking	Increased awareness of how I respond and interact with others	Monthly

*Sample Goal Chart

“A strong sense of self which is built on clear and honest self-knowledge is important. Affirmation from others is pleasant, but over-dependence on this or positional authority is a vulnerability in times of stress. Leadership that operates out of a strong internal sense of self tends to avoid the traps of emotional exhaustion and low satisfaction.” *NCLS Research Personal Foundations for Sustainable Leadership website*

Self-Reflection Questions

- How would I rate my vocational satisfaction?
- Do I find myself leading conversations to get affirmation for tasks I know I have done well?
- Do I invite feedback from people who are not my closest friends?
- How would I rate my emotional exhaustion?
- Can you identify some personal needs that drive you? What about the need to be loved or valued? Or to be well thought of by others? Write them down and reflect on strategies you can put in place to ensure that those needs, while recognised, are not allowed to overly influence your directions and priorities.
- To what extent do you intentionally explore and grow your sense of self?
- What priorities or next steps emerge for you in relation to growing your strengths in this area?

Resources

We refer to the following personality models with the following disclaimer – the originators of these models are secular practitioners and don't necessarily ascribe to Christian values or worldview. All models of personality are limited and at best can be helpful not definitive.

- ❖ Enneagram – [take the test](#)
- ❖ [The Road Back to You: An Enneagram Journey to Self-Discovery](#)
- ❖ [Myer Briggs Personality Test](#)
- ❖ [DISC Profile](#)
- ❖ Clifton strengthsfinder



Integration*

“Having a sense of integration will mean you feel your gifts and passions are a good fit for your vocational role. This may vary from one task to another, but a good amount of overlap means you feel more able to live out your role and be a genuine model to those around you.” *NCLS Research Personal Foundations for Sustainable Leadership website*

INTEGRATION GOALS	RECOMMENDED ACTION	INDICATORS OF SUCCESS	TIMEFRAME
Be more intentional in spending time in my sweet spot	Evaluate whether most of my daily activity is life giving	I'm spending more time in my sweet spot	Monthly

*Sample Goal Chart

“A sense of integration between gifts, passions and actual vocational role is important. When there is a good sense of person-vocation fit, a match between aspirations and actual activity, there is likely to be a higher sense of satisfaction and lower emotional exhaustion. It also means that modelling to others can be genuine and unforced.” *NCLS Research Personal Foundations for Sustainable Leadership website*

Self-Reflection Questions

- After a busy day/week, although you might feel physically tired do you have a sense of contentment and achievement?
- Do you ever consider quitting and if so, how often and what are any triggers that lead to that?
- Is the vocation I am in helpful and a positive experience for my spouse and family?
- What do I need to do to better align the execution of my vocational role with who God has created me to be?

Resources

- ❖ [Gallup CliftonStrengths Test](#)
- ❖ [SHAPE](#)



Supportive relationships*

"Being able to make and keep friends can be a challenge for some in vocational roles. The support you receive from close friends and family can make a critical difference in how well you face demanding times." *NCLS Research Personal Foundations for Sustainable Leadership website*

RELATIONSHIP GOALS	RECOMMENDED ACTION	INDICATORS OF SUCCESS	TIMEFRAME
Stay connected with retreat group	Attend group meeting quarterly	Attend group meeting quarterly	Quarterly

*Sample Goal Chart

"Personal well-being is enhanced through relationships with people who care, can provide support, can be honest truth-tellers and reference points for both work and wider issues. NCLS research finds that leaders who are more positive about their relationships are less prone to emotional exhaustion and higher on vocational satisfaction." *NCLS Research Personal Foundations for Sustainable Leadership website*

Self-Reflection Questions

- When I reflect on my relationships I can include my spouse and at least two other friends that I consider close friends?
- I can identify a relational group with whom I feel safe and can truly be myself?
- Choose one of your most important relationships
 - Name your most important needs within that relationship
 - Right now – what is it that most want/need from the other person?
 - Do you have any hesitations about these needs?
 - Has the other person given you reason to believe you cannot name these needs?
 - Can you identify what their needs would be if they were to name them?
 - Think of a way to talk with this person about your needs – and their needs.
- How firm are your relational foundations? How would you rate yourself on the scale below?

Not one of my Strengths I get by A major Strength of mine



- How many friends do you consider to be truly close to you? Take a minute to think about where you found them, how your friendship developed, the qualities that make them significant and how to best nurture them.
- Do you speak to your partner regularly about potential strains that could occur as a result of your job? Think of three job-related issues that could lead to tension in this relationship. How could you pre-empt and avoid these problems?
- What priorities or next steps emerge for you in relation to growing your strengths in this area?
- **Are there people who come to mind when I ask the questions;**
 - **Who has my back? Who can I let my hair down with? Who tells me the truth? Who cheers me on?**
- Have I been intentional about choosing my formation companion?

Resources

- ❖ [How Relationships Work](#) by Irene Alexander



Balance and boundaries*

“Constant and unbroken engagement in your vocation can stop your energy levels returning to a natural and healthy equilibrium. If you are able to ‘unplug’, relax and put time aside for separate activities and priorities, you are likely to improve your sustainability in your vocation.” *NCLS Research Personal Foundations for Sustainable Leadership website*

RHYTHM GOALS	RECOMMENDED ACTION	INDICATORS OF SUCCESS	TIMEFRAME
To quarantine a weekly Sabbath	Add my Sabbath to my weekly diary first.	Achieving this 3 weeks out of every 4	Weekly

*Sample Goal Chart

“A balanced life with clear boundaries allows leaders to be realistic in knowing what they do and what they don’t do. Being sometimes caught amidst competing demands and limited resources emphasises the need for a leader to establish what are clear and appropriate boundaries.” *NCLS Research Personal Foundations for Sustainable Leadership website*

Self-Reflection Questions

- How able are you to maintain appropriate balances and boundaries? How would you rate yourself on the scale below?

Not one of my Strengths I get by A major Strength of mine

- To what extent are you a “workaholic” – driven by your role through your own needs?
- How able are you to maintain focus in the face of outside pressure? Are you easily diverted by the “urgent but not important”?
- To what extent are you able to keep boundaries around the different components of your life?
- How much “contingency space” do you allow in your life?
- All in all do you feel your life is in balance? Apart from your leadership what else matters in your life? Write them down on a piece of paper. Are you finding time for them? If not, what might you need to leave out or change to incorporate some of these things into your life? What is stopping you doing this? If you made these changes, would it generate greater balance and well-being?
- What priorities or next steps emerge for you in relation to growing your strengths in this area?
- Am I intentionally building margins in my life (Margin is gap between load and limit) eg Emotions, Energy, Time, Finances, etc.

Resources

- ❖ [Boundaries: When to say yes, How to say no to take control of your life.](#) By Henry Cloud & Gary Townsend

Discerning a Formation Companion

As part of your Wellbeing Plan 1.0 you need to find a formation companion. This could be a spiritual director, a pastoral supervisor, a counsellor or psychologist, but you need to keep the following in mind. A formation companion is someone who is committed to walking alongside you in your transformation into the likeness of Christ. They are committed to your wellbeing, a great encourager and listener, are safe and speak truth, are preferably affiliated with a professional association like the Australian Christian Mentors Network, are available to meet with you at least 4 times a year, are more interested in asking great questions than providing answers.

Here is list of additional key qualities and qualifications that Keith Farmer suggests to look for in choosing a formation companion.

1. Have had experience as a Christian leader over a significant time (say 10-15 years) and are in good shape personally – still deeply in love with God, family, the church, and people generally.
2. Faith that is “intimate and organic” John 15
3. Good listener – empathy
4. Has a passion for the wellbeing of Christian leaders
5. Good encourager – not flatterer
6. Has handled own journey and pressure constructively e.g. has capacity to move on – forgive
7. Has a personal model of mentoring clearly established (there are many different models) – has to do with who the mentee is – is flexible in individual situations e.g. structure, outcomes
8. Recognises the boundaries of mentoring and is able to refer or recommend a different mentor
9. Models reliability and punctuality (as an indication of the valuing of the mentee)
10. Is able and willing in a minority of situations to be quite directive if necessary
11. Models a balanced life, accountability, and preferably has a mentor themselves (or more than one)
12. Confidential – safe
13. Humility – play a support role Mentoring is rarely front and centre. Can be vital but generally not urgent.
14. Is aware of and willing to address issues or possible issues related to conflict of interest, ethical and boundary areas

*Acknowledgement & copyright

We want to acknowledge the parts of this resource which are the work of NCLS Research, Australia. The 6 domains and descriptions of Personal Foundations for Sustainable Leadership have been drawn from the NCLS website, fact sheets by Sam Sterland, and their publication '*Lead with your Strengths*' by Peter Kaldor, John McLean and the NCLS research team.