



PREPARING GRADUATES TO FLOURISH IN ALL AREAS OF LIFE

Insights from Timely Research

Flourish San Diego

We help people and churches flourish so that they can join God in flourishing their city and world.



Geoff Hsu, D.Min.
Executive Director

geoff@flourishsandiego.org



Tim Captain, Ph.D.
Lead Researcher

tim@flourishsandiego.org

ABOUT OUR WORK:

Flourish Collective Academy

Pastoral Support Cohorts

Faith & Work Entrepreneurship

“Just-in-time” Leadership Coaching

Research Insights for Flourishing Faith Leaders

A black and white photograph of a man standing and presenting to a group of people seated around a table in a meeting room. The man is gesturing with his hands while speaking. The room has large windows and a stone wall. The text 'Research Insights for Flourishing Faith Leaders' is overlaid in white on the left side of the image.

Research Insights for Flourishing Faith Leaders

Theological Conviction vs.
Congregational Implementation

Encouraging Resilience in Faith
Leaders

Measuring the Holistic Wellbeing
of Pastoral Leaders

Factors Associated with Holistic
Pastoral Wellbeing

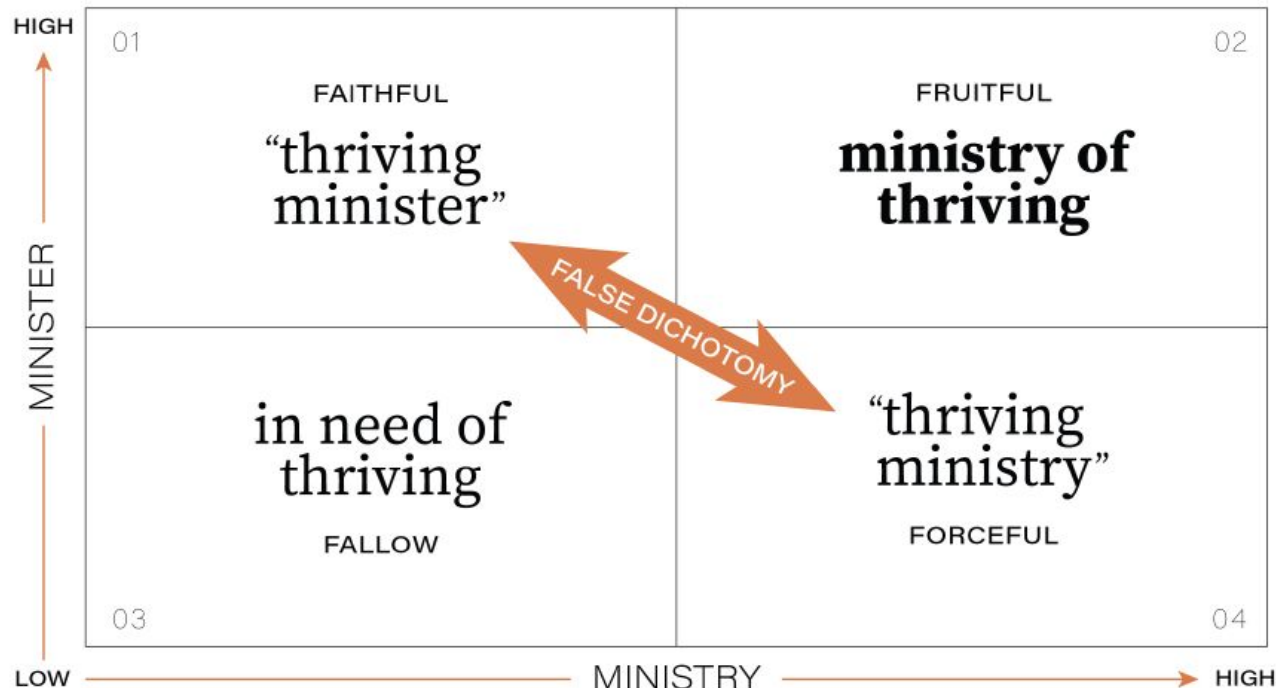
Flourish Collective Academy

Theological Conviction vs. Congregational Implementation

Flourish Academy Cohorts 2015-2018	Theological Conviction (mean)	Congregational Implementation (mean)
Scope of the Gospel	4.77	3.20
Scope of the Church's Work	4.77	3.47
Whole-Life Discipleship	4.47	3.10
Work & Economics	4.47	3.07

This Ministry of Thriving matrix illustrates how overemphasis and under emphasis between personal well-being and professional productivity can form or malform our beleaguered pastors. We offer this diagram to be used as a diagnostic, capable of helping ministers (and those tasked with caring for them) diagnose their current and hoped for outcomes.

MINISTRY OF THRIVING MATRIX



Encouraging Resilience

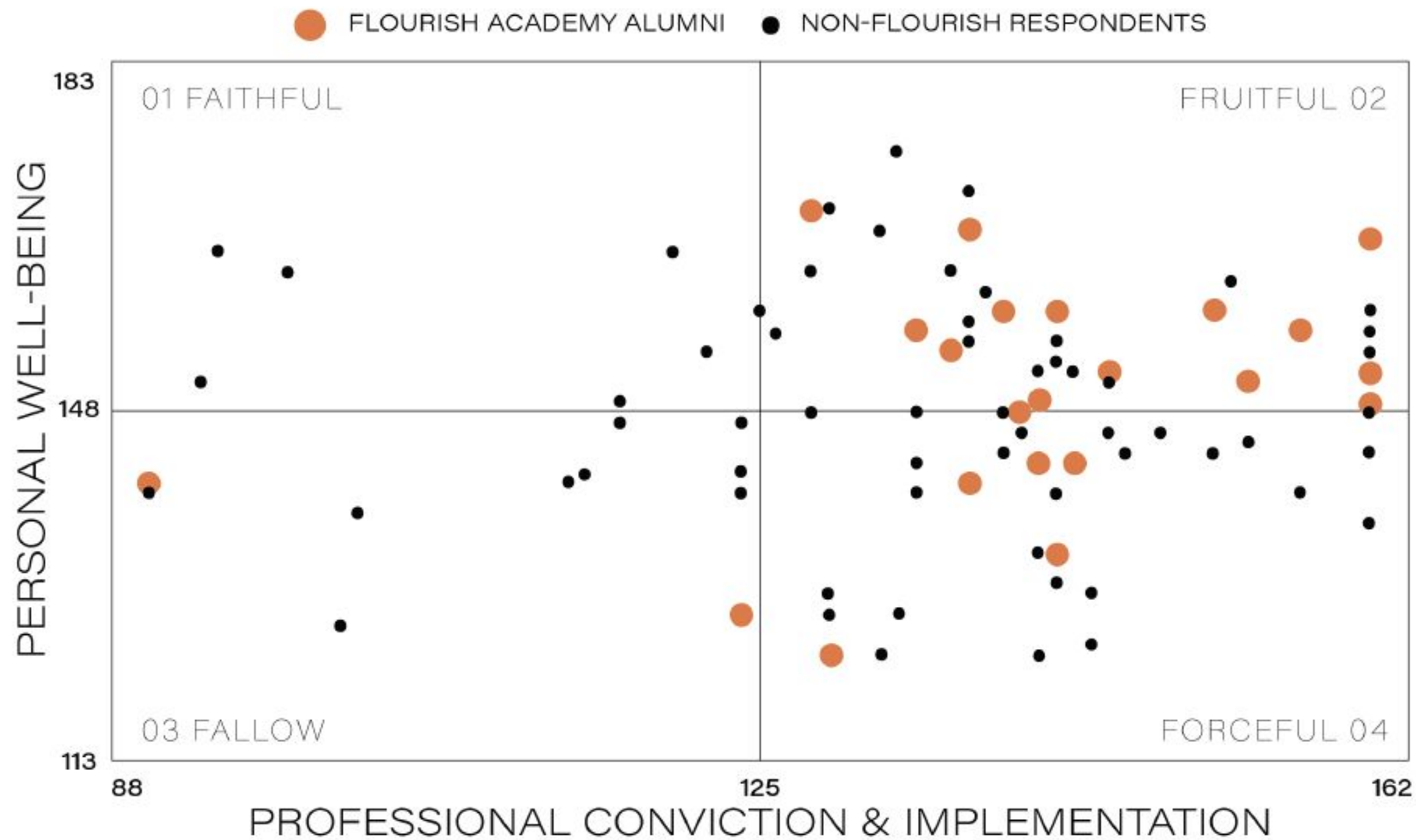
in Faith Leaders

Resilience: The ability to bounce back after a stressful leadership event.

Surveyed in the middle of the pandemic in 2020, Flourish Academy Alumni scored higher than their peers on resilience.*

**Utilizing the Brief Resilience Scale (B.W. Smith et al., 2008),*

However, is “resilience” always good?

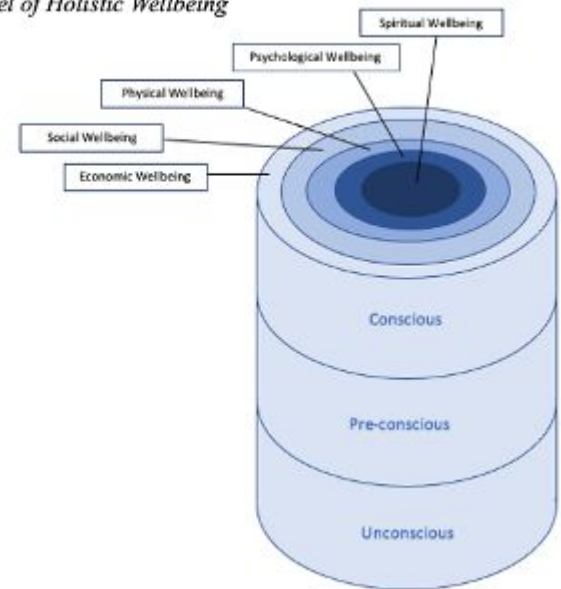


Measuring the Holistic Pastoral Wellbeing of Pastoral Leaders

Framework

This study utilized the World Health Organization's (WHO) 2004 model for holistic wellbeing but also drew from Bronfenbrenner and Frankl for the development of the instrument (Bronfenbrenner, 1979; Frankl, 2000; IsHak, 2020; Smith et. al, 2006)

Conceptual Model of Holistic Wellbeing



Measuring the Holistic Pastoral Wellbeing of Pastoral Leaders

How have you seen pastoral leaders affected in the following areas?

- Spiritual Wellbeing
- Psychological Wellbeing
- Physical Wellbeing
- Social Wellbeing
- Economic Wellbeing

Measuring the Holistic Pastoral Wellbeing of Pastoral Leaders

What is the Greatest Commandment for Pastors?

29 Jesus answered, “The most important is, ‘Hear, O Israel: The Lord our God, the Lord is one. **30** And you shall love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.’ **31** The second is this: ‘You shall love your neighbor as yourself.’ There is no other commandment greater than these.”

Mark 12:29-31 (NIV)

Measuring the Holistic Pastoral Wellbeing of Pastoral Leaders

Holistic Pastoral Wellbeing Score Summaries with Spiritual Score Transformation

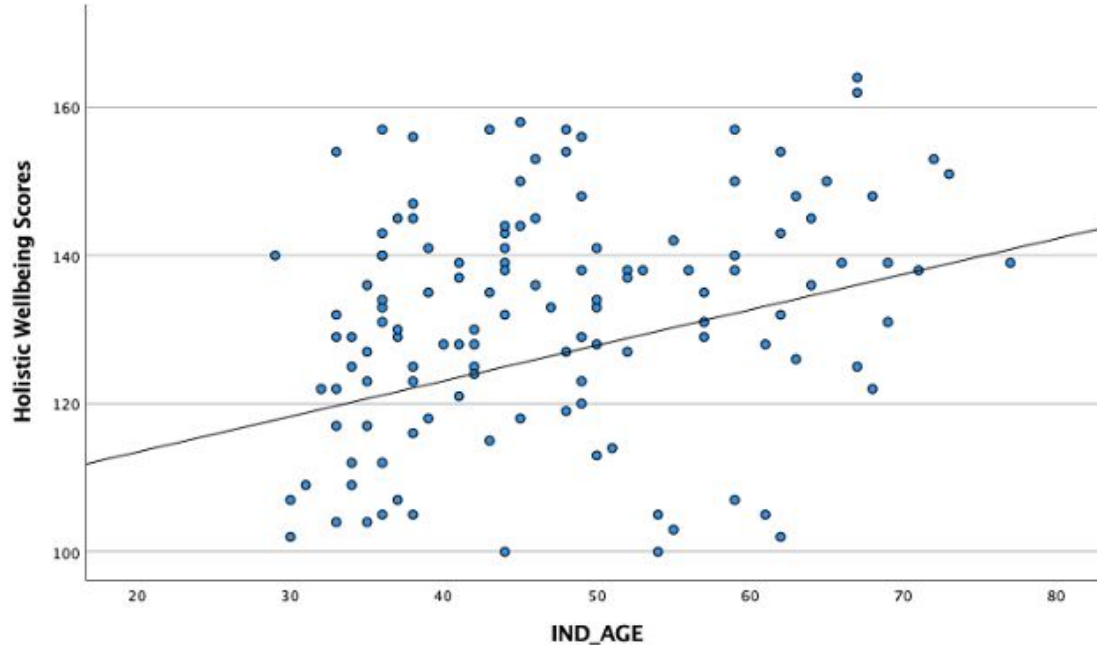
Category	Spiritual*	Psychological	Physical	Social	Economic	Total
Mean	22.67	19.94	21.83	21.92	22.92	131.94
Median	23.00	20.00	22.00	22.00	24.00	133.00
SD	2.76	4.64	4.19	3.90	4.59	15.50
Min Score	15	8	10	11	12	100
Max Score	29	30	30	30	30	164
Range	14	22	20	19	18	64

Measuring the Holistic Pastoral Wellbeing of Pastoral Leaders

Regression Model Utilizing Demographic Variables: Holistic Wellbeing Scores

COEFFICIENTS				
	B	Standard Error	t	Sig.
(Constant)	103.86	5.50	18.89	<.001
IND_AGE	.48	.11	4.46	<.001
REST_NOT	14.67	2.68	5.47	<.001
MODEL SUMMARY				
Model	R Square		Adjusted R Square	
Holistic Wellbeing	.28		.27	

Measuring the Holistic Pastoral Wellbeing of Pastoral Leaders



Measuring the Holistic Pastoral Wellbeing of Pastoral Leaders

“...in our role as pastors, so often, we are the ones asking other people, ‘How are you doing?’ And very rarely do I get people in my life... Very rarely do we have people as pastors checking in on us, and simply just wanting to know how we’re doing...”

Research Participant

Measuring the Holistic Pastoral Wellbeing of Pastoral Leaders

Research Summary

Participants affirmed the correlations between age/denomination and Total Wellbeing, but also suggested that **causation** and **change** in their experiences of wellbeing were **complex**. Thus, while the HPWA's measurements may be considered valid, this study suggests that pastors' personal experiences of wellbeing should be handled carefully, with special attention given to **nuance, complexity, pain, and hope for a positive change** in their experiences of wellbeing.

Implications for Christian Higher Education Leaders

1. *Introducing Holistic Wellbeing*

Encourage in-depth discussions about what holistic wellbeing means

2. *Post-Graduate Evaluation*

Consider the potential difference between measuring ministry “retention” and ministries of “thriving”

3. *Support for Young and Non-Denominational (RM) Graduates*

Target programmatic support to at-risk groups of graduates.

QUESTIONS & DISCUSSION



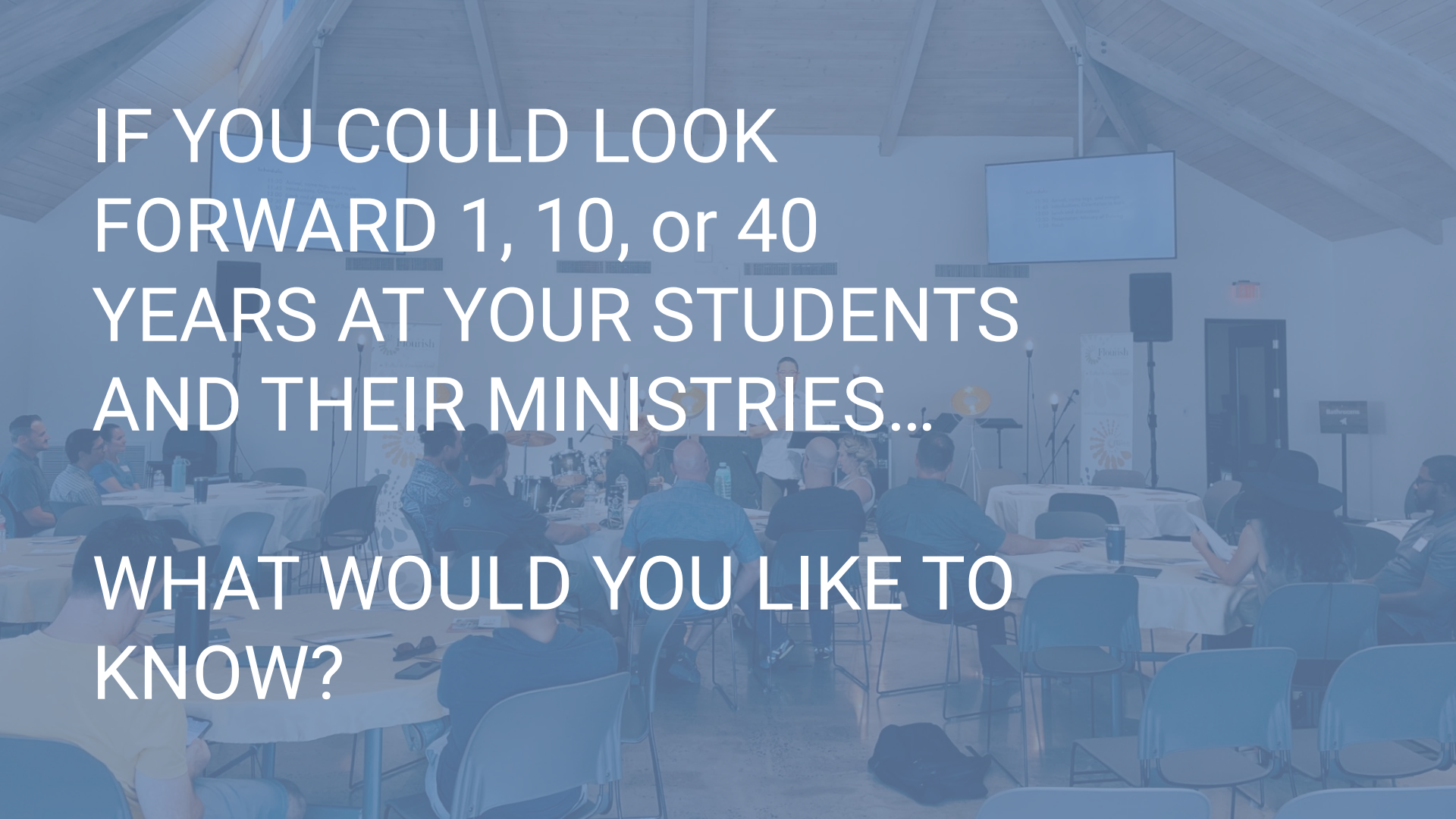
The background image shows a community meeting or workshop. Participants are seated at round tables covered with white cloths. At the front of the room, a stage area is visible with two large projection screens. The screens display a schedule of events. The room has a high ceiling with exposed wooden beams. The entire image is overlaid with a semi-transparent blue filter.

Schedule:

- 10:00 - Group introductions and songs
- 11:00 - Introduction: Community Health
- 11:45 - Lunch and discussion
- 12:00 - Presentation: History of Farming
- 1:00 - Break

Agenda:

- 10:00 - Group introductions and songs
- 11:00 - Introduction: Community Health
- 11:45 - Lunch and discussion
- 12:00 - Presentation: History of Farming
- 1:00 - Break



IF YOU COULD LOOK
FORWARD 1, 10, or 40
YEARS AT YOUR STUDENTS
AND THEIR MINISTRIES...

WHAT WOULD YOU LIKE TO
KNOW?

WHAT RESPONSIBILITY DO HIGHER EDUCATION LEADERS HAVE FOR THEIR STUDENT'S FUTURE ACTIONS?



A photograph of a community meeting or presentation. A man in a light-colored shirt stands at the front, gesturing towards a group of people seated at round tables. The room has a high, vaulted wooden ceiling and large windows. Two projection screens are visible, displaying text. The scene is overlaid with a semi-transparent blue filter.

For further questions or
opportunities to connect, contact
me:

tim@flourishsandiego.org

References

- Bronfenbrenner, U. (1979). The ecology of human development: Experiments by nature and design. Harvard University Press.
- Frankl, V. E. (2000). Man's search for ultimate meaning. Perseus Pub.
- IsHak, W. W. (Ed.). (2020). The Handbook of Wellness Medicine (1st ed.). Cambridge University Press. <https://doi.org/10.1017/9781108650182>
- Nelson, T. (2021). The flourishing pastor: Recovering the lost art of shepherd leadership. IVP.
- Rogers, P. (2022). Best Practices for Your Exploratory Factor Analysis: A Factor Tutorial. Revista de Administração Contemporânea, 26(6), e210085. <https://doi.org/10.1590/1982-7849rac2022210085.en>
- Smith, B. J., Tang, K. C., & Nutbeam, D. (2006). WHO Health Promotion Glossary: New terms. Health Promotion International, 21(4), 340–345. <https://doi.org/10.1093/heapro/dal033>
- Smith, B. W., Dalen, J., Wiggins, K., Tooley, E., Christopher, P., & Bernard, J. (2008). The brief resilience scale: Assessing the ability to bounce back. International Journal of Behavioral Medicine, 15(3), 194–200. <https://doi.org/10.1080/10705500802222972>