



WE SERVE BECAUSE YOU SERVE.

Geneva supports those called to ministry so they can focus on their calling.

WHAT WE DO



Financial Health

Plan for the future with peace of mind using our financial planning and retirement services.



Physical Health

Protect yourself and your family with top-tier benefits no matter the size of your ministry.



Emotional Health

Get the support you need to thrive using our counseling and wellbeing services.

WHO WE SERVE

Church Administrators

- Guidance on pastoral compensation
- Consultations about church finances
- HR Support

Pastors & Their Families

- Retirement planning
- Call Package Consultation +Advocacy
- Access to counseling
- Emergency Relief

Ministry Staff

- Free consultations about personal finances
- Retirement planning
- Wellbeing resources + counseling

TRUSTED BY



Serving over **10,000** ministry staff across more than **2,000** churches nationwide.

LEARN MORE AT

GENEVABENEFITS.ORG

Ministerial Wellbeing

FLOURISHING ON THE LONG ROAD OF MINISTRY

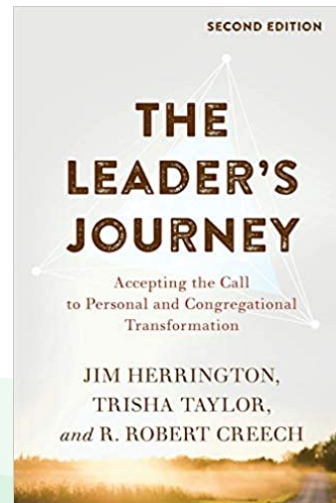
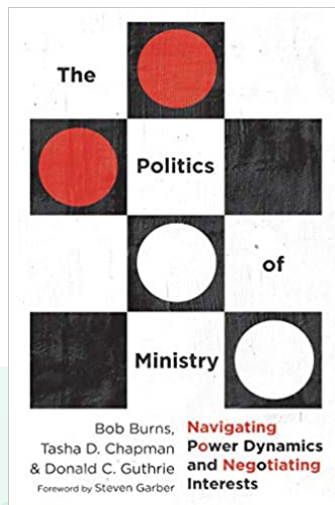
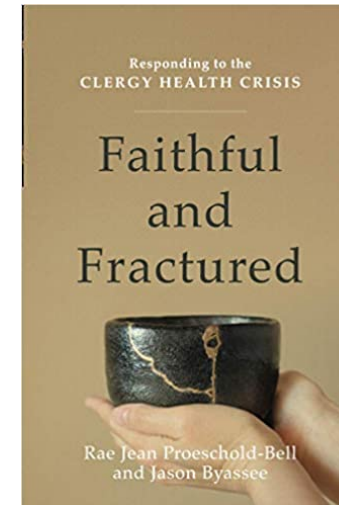
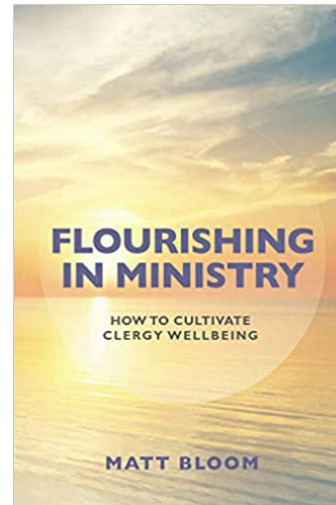
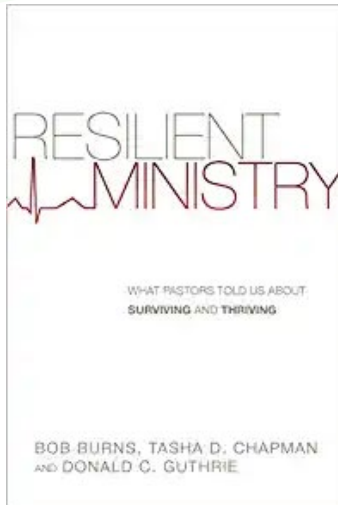
Rev. Jon Medlock

Vice President, People & Culture

TO GET THINGS STARTED

- **Share your background, ministry/vocational context, etc.**
- **Describe a time when you were thriving in ministry. What contributed to that season?**
- **What one thing do you think would contribute to the wellbeing of pastors?**

WHAT DOES IT TAKE TO THRIVE?



WHAT DOES IT TAKE TO THRIVE?

SPIRITUAL FORMATION

Intentionally nurturing faith in, and dependence on, Jesus through the means of grace, in a community of faith.

WHAT DOES IT TAKE TO THRIVE?

SELF-STEWARDSHIP

Stewarding the resource of “you” through ongoing development as a whole person (physical, spiritual, emotional, and relational health).

WHAT DOES IT TAKE TO THRIVE?

EMOTIONAL INTELLIGENCE

Proactively managing your own emotions and responding to the emotions of others in a calm, non-reactive way.

WHAT DOES IT TAKE TO THRIVE?

CULTURAL INTELLIGENCE

Reaching across the chasm of cultural difference with love and respect, in a posture of humility, and a willingness to learn.

WHAT DOES IT TAKE TO THRIVE?

MARRIAGE + FAMILY

Proactively seeking the spiritual and relational health of one's spouse and children.

WHAT DOES IT TAKE TO THRIVE?

LEADERSHIP + MANAGEMENT

Guiding adaptive and constructive change toward a unified vision; providing order, consistency, and tactical guidance and oversight.

WHAT DOES IT TAKE TO THRIVE?

FINANCES

Resources sufficient to live comfortably in the community where you serve and the capacity to manage them wisely (planning for the future and mitigating risk).

WHAT DOES IT TAKE TO THRIVE?

SPIRITUAL FORMATION

SELF-STEWARDSHIP

EMOTIONAL INTELLIGENCE

CULTURAL INTELLIGENCE

MARRIAGE + FAMILY

LEADERSHIP + MANAGEMENT

FINANCIAL WELLNESS

FOR REFLECTION

- Which are you (or your pastor) strongest at?
- Which do you (or he) struggle with?
- Do any of these surprise you, and if so, why?

HOW ARE PCA PASTORS DOING?

It feels like a matter of time before something tragic happens or I go out of ministry. It feels like half the ministers that I've ever known are out.

And I want to know, **Do I have the longevity for this – Do I have the resilience?** It doesn't seem like most do. And COVID has exacerbated that feeling.

~ Focus Group Participant

OUR PROJECT

SURVEY – 900 PCA Pastors

FOCUS GROUPS – 16 Groups, 90 Pastors

FINDINGS – Ministry Tensions

TENSION 1: RELATIONSHIPS



There are few more lonely jobs than being a pastor [and] lack of safety can amplify that loneliness. Being a pastor is a great privilege ... but I don't think we ever really do enough business with the loneliness of it.

~ Focus Group Participant

RELATIONSHIPS: THE STATS

Pastors

- 38% struggle to find friends
- 50% don't get care from church

Pastoral Couples

- 86% close relationship w/ spouse
- 64% isolated from other couples

RELATIONSHIPS: THE STORIES

- As a couple, we feel **very alone**
- ... it comes **back to bite us**
- ... conversations **without fear**
- We have to decide if we're **fully human** and keep pressing for friends, or if it's **safer to stay away**

RELATIONSHIPS: A ONE-LEGGED STOOL

- People **see me only as a pastor**, regardless of time or place.
- I **can't be in the room** without being peoples' pastor ... [I'm] **always on duty**.
- Almost every relationship is **connected to the church**.
- **Allies vs. Confidants**

PAUSE FOR REFLECTION

- Describe your experience with life-giving relationships (successes and failures).
- How do you find, build, and sustain them?
- Do you have venues where you can be “off duty” and friends who don’t see you as “the pastor.”

TENSION 2: IDENTITY

ROOTED IN
CHRIST



ROOTED IN
POSITION

Being a pastor is not just what I do – it is very much who I am. I live that persona 24 hours a day, 7 days a week, 365 days a year.

~ Resilient Ministry

TENSION 2: IDENTITY

ROOTED IN
CHRIST



ROOTED IN
POSITION

70% - The demands of pastoral ministry **challenge or inhibit spiritual growth.**

IDENTITY: SOME QUESTIONS

- **What gives worth, value, security as a person?**
- **What does that do to pastors?**
- **What is our work?**

Preaching

Discipleship

Teaching

Prayer



**Means of
Grace**

Scriptures

Pastoral Care

IDENTITY: VOCATIONAL TENSION

Pressure From the System

- **Unreachable expectations ... terrifying**
- **Struggle to justify your existence**

Self-Inflicted Wounds

- **Pride** causes us to **hide** ... don't want **look like a failure**
- **Glory** in being busy
- **Fear** of man, **idols** of performance and productivity
- **People pleasing**
- Are you going to **fear God or fear people**

PAUSE FOR REFLECTION

- **Which identity pressure do you feel most acutely?**
- **How can you avoid the lure of glory seeking / people pleasing?**
- **How can you root your identity in Christ's work rather than your work?**

WELLBEING: HOPE + HELP

- **Similar Others**
- **Cohorts**
- **Counseling or Coaching**
- **Leverage This Group**
- **Find an Advocate**
 - **Call Package**
 - **Job Description**
 - **Access**
- **Make a Commitment**
 - **Specific** **What?**
 - **Timely** **When?**
 - **Plan** **How?**
 - **Accountable** **Who?**

WELLBEING: GENEVA CAN HELP

Advocacy + Access

- Call Packages
- Sabbatical Planning
- Financial Planning
- Counseling + Coaching

Close the Empathy Gap - Share Our Work



TAKEAWAYS + QUESTIONS



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