A total of 527 responded to the study, out of 800 who were invited.

Data was collected between January 4 and Feb 22, 2016.
Who Responded

Where they work

- Working in a Corps: 55%
- Working in Social Services: 25%
- Working in DHQ: 12%
- Working in THQ: 8%
- None of these: 8%

Where they are located

- Newfoundland and...: 17%
- Bermuda or Maritime...: 6%
- Quebec Division: 4%
- Ontario Central – East...: 14%
- Ontario Great Lakes...: 16%
- Prairie Division: 7%
- Alberta and Northern...: 7%
- British Columbia...: 13%
- Territorial Headquarters: 7%
- DK/ NA: 9%
How they are Feeling
While the ratings of spiritual, mental and physical health were highly correlated, there was a tendency for physical health to be rated a little lower.
How does your heart feel?

While a majority choose positive words, a significant minority felt inadequate, wounded, isolated and sad.

Words that describe how you feel in your heart

- Optimistic: 54%
- Peaceful: 46%
- Joyful: 45%
- Trust: 38%
- Inadequate: 31%
- Wounded: 22%
- Isolated: 20%
- Sad: 15%
- Scared: 12%
- Mad: 5%
People tended to pick very positive words to describe their spiritual life, though a notable 1 in 5 did select “dissatisfied”
Spiritual Practices
Spiritual Disciplines they Integrate into their Lives

Beyond the common disciplines, notable numbers of people integrate solitude, meditation, contemplation, confession and celebration into their lives.

Spiritual disciplines they integrate into lives:
- Giving: 86%
- Prayer: 84%
- Worship: 82%
- Service: 78%
- Study: 57%
- Celebration: 46%
- Confession: 44%
- Contemplation: 42%
- Meditation: 41%
- Solitude: 40%
- Simplicity: 28%
- Journaling: 23%
- Guidance: 16%
- Fasting: 8%
While prayer, the Bible and worship were common sources of renewal, connections with pastoral resources were uncommon.

Resources to find refreshment, replenishment, renewal

- Prayer: 78%
- Bible: 77%
- Worship: 72%
- Books: 62%
- Friend: 60%
- Retreat: 43%
- Conferences/ courses: 27%
- TSA pastoral care: 13%
- Pastor/ officer: 12%
- Spiritual director: 12%
- Therapist/ psychologist: 9%
Four in ten don’t practice a weekly Sabbath, and one quarter don’t ever completely unplug from their ministry duties. Half of all respondents unplug 4 days or less off a month.

Do you...

- Practice a weekly sabbath: 59%
- Make time for hobbies and creativity outside work/ministry: 63%

How many days a month do you completely unplug from your ministry duties?

- Median 4 days
- % “none” 26%

How many days a month do you engage in vigorous exercise?

- Median 4 days
- % “none” 34%
Very few people have a spiritual director and/or a mentor.

12% Yes

Spiritual director who you meet with?

16% Yes

A Mentor?

Most saw their mentor (64%) or spiritual director (63%) monthly or more often.

4% have both a mentor and a spiritual director.
Feeling inadequate and experiencing ministry burnout are something almost all struggle with, at least sometimes.
Segmentation: finding patterns in how people think, feel and act
Two themes really differentiated people: their overall spiritual health and their perceptions of how supported or alone they were.
The schools of thought largely divided people on these two dimensions:

- **Unsupported/Lonely**
  - **Loving but Stretched**: 23% of sample
  - **Dry & Lonely**: 18% of sample

- **Supported/Connected**
  - **Healthy & Balanced**: 28% of sample
  - **Thirsty but not Alone**: 30% of sample

Poorer Health

Greater Health
**Introducing the four segments**

**Healthy & Balanced**  
28% of sample  
The Healthy and Balanced report robust spiritual health and feel supported. They tend be nourished through multiple sources and are more likely to have a mentor or spiritual director.

**Loving but Stretched**  
23% of sample  
The Loving but Stretched report good spiritual health and a strong, loving connection with God and man. But they feel stretched too thin and tend to lack good social support.

**Thirsty but Not Alone**  
30% of sample  
The Thirsty but Not Alone segment are somewhat less engaged in prayer and the Bible and report more spiritual dryness. But they don’t feel quite as lonely or depleted, as they tend to be more connected to community.

**Dry & Lonely**  
18% of sample  
The Dry & Lonely struggle. They feel depleted, stretched too thin and alone. They tend to be less engaged in spiritual discipleship, lacking motivation and a sense of reward. They tend to be sad and discouraged.
**Self Reported Spiritual Health**

- **Great:** 0% (Dry & lonely), 2% (Thirsty but not alone), 3% (Loving but stretched), 13% (Healthy & balanced)
- **Very Good:** 0% (Dry & lonely), 13% (Thirsty but not alone), 39% (Loving but stretched), 56% (Healthy & balanced)
- **Good:** 0% (Dry & lonely), 16% (Thirsty but not alone), 39% (Loving but stretched), 46% (Healthy & balanced)
- **Fair:** 0% (Dry & lonely), 9% (Thirsty but not alone), 36% (Loving but stretched), 49% (Healthy & balanced)
- **Poor:** 0% (Dry & lonely), 6% (Thirsty but not alone), 0% (Loving but stretched), 0% (Healthy & balanced)
Markers of Spiritual Health

I am constantly experiencing intimacy with God, I know I am His and He is mine.

I am experiencing the transforming power of God and becoming more like Christ.

I feel I am experiencing spiritual dryness.

I am doubting that God's purposes are being fulfilled in my life.
Word to describe their Spiritual Life

- Genuine: 78%
- Enjoyable: 80%
- Rewarding: 69%
- Satisfied: 61%
- Interesting: 58%
- Emotional: 58%
- Dissatisfied: 53%
- Lethargic: 38%
- Vibrant: 30%
- Disappointing: 26%
- Boring: 20%

Categories:
- Dry & lonely
- Thirsty but not alone
- Loving but stretched
- Healthy & balanced
I feel often disconnected from God and people

Feeling stretched too thinly over a wide range of tasks has taken a negative toll on my spiritual well-being, in recent times

The lack of a trustworthy confidant who understands the stress of ministry often leaves me feeling alone and depleted

I am feeling a lack of ministry fit between my gifts and my ministry responsibilities

% agree
I have a growing love for people

I have a group of people with whom I meet and who hold me accountable

I am feeling disengaged from my community

The feeling that I need to be perfect is exhausting

Dry & lonely
Thirsty but not alone
Loving but stretched
Healthy & balanced

% agree

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
Prayer and Bible Study

- **I often spend time reflecting and meditating on the Bible**
  - Dry & lonely: 51%
  - Thirsty but not alone: 64%
  - Loving but stretched: 81%
  - Healthy & balanced: 93%

- **In prayer I often feel a strong presence of God**
  - Dry & lonely: 59%
  - Thirsty but not alone: 83%
  - Loving but stretched: 92%
  - Healthy & balanced: 98%

- **I usually practice a regular time of scripture reading beyond preparation for ministry**
  - Dry & lonely: 49%
  - Thirsty but not alone: 70%
  - Loving but stretched: 82%
  - Healthy & balanced: 91%

- **I sometimes lack motivation to pray**
  - Dry & lonely: 33%
  - Thirsty but not alone: 55%
  - Loving but stretched: 69%
  - Healthy & balanced: 86%

- **I take responsibility to pursue growth in my spiritual life***
  - Dry & lonely: 16%
  - Thirsty but not alone: 33%
  - Loving but stretched: 44%
  - Healthy & balanced: 74%

*Strongly agree, for this item only*
Resources used for refreshment, replenishment, renewal

- **Prayer**
  - Dry & lonely: 10%
  - Thirsty but not alone: 9%
  - Loving but stretched: 15%
  - Healthy & balanced: 17%
  - Total: 93%

- **Bible**
  - Dry & lonely: 9%
  - Thirsty but not alone: 14%
  - Loving but stretched: 16%
  - Healthy & balanced: 25%
  - Total: 92%

- **Worship**
  - Dry & lonely: 16%
  - Thirsty but not alone: 16%
  - Loving but stretched: 23%
  - Healthy & balanced: 33%
  - Total: 84%

- **Books**
  - Dry & lonely: 15%
  - Thirsty but not alone: 16%
  - Loving but stretched: 23%
  - Healthy & balanced: 34%
  - Total: 75%

- **Friend**
  - Dry & lonely: 9%
  - Thirsty but not alone: 14%
  - Loving but stretched: 16%
  - Healthy & balanced: 25%
  - Total: 71%

- **Conferences/ courses**
  - Dry & lonely: 23%
  - Thirsty but not alone: 25%
  - Loving but stretched: 33%
  - Healthy & balanced: 34%
  - Total: 63%

- **TSA pastoral care**
  - Dry & lonely: 15%
  - Thirsty but not alone: 15%
  - Loving but stretched: 16%
  - Healthy & balanced: 15%
  - Total: 66%

- **Pastor/ officer**
  - Dry & lonely: 7%
  - Thirsty but not alone: 14%
  - Loving but stretched: 14%
  - Healthy & balanced: 15%
  - Total: 46%

- **Spiritual director**
  - Dry & lonely: 9%
  - Thirsty but not alone: 9%
  - Loving but stretched: 14%
  - Healthy & balanced: 16%
  - Total: 48%

- **Therapist/ psychologist**
  - Dry & lonely: 9%
  - Thirsty but not alone: 10%
  - Loving but stretched: 15%
  - Healthy & balanced: 16%
  - Total: 50%
The Dry & Lonely try to grind on, like a car running on fumes, ever less efficient. The Stretched too are trying to compensate by working harder.

- Practice a Weekly Sabbath: 76% Healthy & balanced, 54% Loving but stretched, 48% Thirsty but not alone, 49% Dry & lonely
- Make time for hobbies and creativity outside work/ministry: 75% Healthy & balanced, 62% Loving but stretched, 47% Thirsty but not alone, 49% Dry & lonely
- Never unplug from Ministry Duties: 39% Healthy & balanced, 39% Loving but stretched, 34% Thirsty but not alone, 30% Dry & lonely
- Never exercise: 24% Healthy & balanced, 39% Loving but stretched, 39% Thirsty but not alone, 49% Dry & lonely
The Dry & Lonely lack friends, as do the Loving but Stretched.

- Healthy & balanced: 80%
- Loving but stretched: 77%
- Thirsty but not alone: 54%
- Dry & lonely: 30%

Have a close friend: 80%
Have a close friend outside the ministry: 77%
Mentors are more common for the Thirsty but Not Alone and the Loving but Stretched.
How they Feel in their Hearts

- Optimistic: 75%
  - Dry & lonely: 23%
  - Thirsty but not alone: 52%
  - Loving but stretched: 63%
  - Healthy & balanced: 75%

- Peaceful: 73%
  - Dry & lonely: 14%
  - Thirsty but not alone: 44%
  - Loving but stretched: 45%
  - Healthy & balanced: 73%

- Joyful: 75%
  - Dry & lonely: 13%
  - Thirsty but not alone: 39%
  - Loving but stretched: 48%
  - Healthy & balanced: 75%

- Inadequate: 51%
  - Dry & lonely: 15%
  - Thirsty but not alone: 36%
  - Loving but stretched: 38%
  - Healthy & balanced: 51%

- Isolated: 46%
  - Dry & lonely: 14%
  - Thirsty but not alone: 34%
  - Loving but stretched: 38%
  - Healthy & balanced: 46%

- Wounded: 40%
  - Dry & lonely: 9%
  - Thirsty but not alone: 21%
  - Loving but stretched: 25%
  - Healthy & balanced: 40%

- Sad: 38%
  - Dry & lonely: 4%
  - Thirsty but not alone: 13%
  - Loving but stretched: 15%
  - Healthy & balanced: 38%
It is notable that the two lonelier groups are more likely to be working in Corps.
The schools of thought largely divided people on these two dimensions:

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  - **Dry & Lonely**: 18% of the sample
  - **Loving but Stretched**: 23% of the sample

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Greater Health vs. Poorer Health
What’s Next?