

**The Episcopal Diocese of Florida  
CLERGY WELLNESS REPORT FOR 2023 Reporting in 2024**

*Mutual accountability for clergy wellness is shared by the Bishop, parish lay leadership, and clergy.  
The Bishop requires that vestries or mission boards make an annual accounting of clergy wellness.*

Clergy Name: \_\_\_\_\_ Signature: \_\_\_\_\_

*Printed*

<b>Areas of Wellness</b>	<b>Yes Benefits</b>	<b>No Plans for improvements</b>
<p><b>PREVENTATIVE CARE:</b> <i>Attention to proper health care is essential to clergy wellness.</i> Clergy are expected to have annual complete physicals, dental and eye exams, moderate use of alcohol, if at all, and not smoke.</p>		
<p><b>NUTRITION/EXERCISE:</b> <i>A balanced diet and regular exercise are vital to good health.</i> Clergy are expected to maintain a healthy diet and weight. Clergy should also have time set aside for physical exercise; a minimum of <b>three times a week</b> is important to physical/emotional health.</p>		
<p><b>SPIRITUAL HEALTH:</b> <i>Clergy spiritual health is fundamental to effective ministry.</i> Clergy should take <b>10 days</b> a year for spiritual renewal or retreat. This time is to be used to focus on spiritual health through silent or directed retreats, or other spiritual disciplines.</p>		
<p><b>SABBATICAL STUDY:</b> <i>Sabbatical time is crucial to the well-being of the clergy.</i> Paid leave for sabbatical time of <b>3-5 months after 6 years</b> of ministry. <i>(Clergy are expected to remain in their current position at least 18 months after a Sabbatical).</i></p>		
<p><b>LEISURE TIME:</b> <i>Clergy are to model a different lifestyle than that of the workaholic.</i> Clergy are to model a balanced Christian lifestyle of wellness and holiness, yet they are on-call 24/7. Leisure time is necessary for clergy wellness. Have the following standards been met? <b>1) take at least one day off each week, two when possible</b> <b>2) take one month's vacation each year</b> <b>3) work 2 portions of the day, i.e. if they have an evening meeting, they take the morning or afternoon off or a portion of another day.</b></p>		

How does the Vestry/Mission board evaluate their clergy's collective disciplines in the areas above?

Circle one      POOR      AVERAGE      GOOD      EXCELLENT      IMPROVING

Senior Warden's Signature: \_\_\_\_\_ Parish: \_\_\_\_\_ City: \_\_\_\_\_

# Diocese of Florida Clergy Wellness Agreement

Clergy wellness is an individual responsibility. It is also an opportunity for active clergy, wardens and vestries to inform themselves and their congregations about God's call to each of us to a life of wholeness and health. The Diocese of Florida highly recommends that a clergy work and health agreement be a part of every Letter of Agreement between clergy (rectors, vicars, interims, clergy-in-charge, assistants and associates, part time and extra-stipendiary clergy) and congregations. Here are suggested guidelines for clergy wellness:

## Preventative Health Care

Annual medical physical exam

Annual dental and eye exams

Maintain a healthy diet

Engage in regular physical exercise

Pay attention to mental and emotional health seeking professional help when needed

## Leisure Time

Take adequate time off for leisure time and quality time with spouse, family, and friends

Taking two days off a week should be standard with at least one 24-hour period off each week

Take one month off for vacation annually including four Sundays

## Spiritual Health

Engage in 5 to 10 days of spiritual retreat time each year (not counted as vacation)

Take sabbatical leave – two weeks per year of service, available after the third year, and cumulative through the sixth year

## Continuing Education

Take at least two weeks of continuing education per year (not counted as vacation and one week for part-time clergy)

## Community Involvement

Participate in community affairs, based on interest and ability