



REFUGE



SERVING SERVANTS

# 20 **IMPACT** 22 **REPORT**

RESEARCH PROVIDED BY



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# DOES REFUGE HELP LEADERS GET HEALTHIER AND ENDURE?

75% of all Guests come to Refuge struggling with an issue that could take them out of ministry. Refuge surveyed 556 Guests between the ages of 19 and 74 who went on a trip from 2018-2021 to understand their experience. Here are the key findings of what Guests reported.

4 OUT OF 5 LEADERS  
ARE NOW  
HEALTHIER

## HOW DO LEADERS GET HEALTHIER?

### CONNECTION

52% share tough struggles with Refuge friends that they don't tell anyone else

### CLARITY

85% identified a key area to address and the next steps they need to take

### COURAGE TO ACT

82% took specific and concrete actions after the trip to become healthier

HEALTHY, LASTING LEADERS

## WHICH AREAS DO LEADERS IMPROVE?

TYPE OF IMPROVEMENT		
1	57%	SPIRITUAL LIFE > 52% Feel God's presence more
2	47%	MARRIAGE & FAMILY > 64% Deepened trust and bond with spouse
3	43%	MENTAL HEALTH > 16% No longer feel anxious or depressed
4	40%	WORKPLACE HEALTH > 45% Improved unhealthy team dynamics
5	39%	PHYSICAL HEALTH > 49% Lost weight

PROBLEM: 44% of pastors seriously considered quitting in the last 12 mos.

1 OUT OF 5 PASTORS WOULD  
HAVE QUIT MINISTRY  
WITHOUT THE REFUGE

SO 610,972 PEOPLE HAVE KEPT THEIR PASTOR

## WHO COMES ON REFUGE TRIPS?

Data presented below is based on survey data from 556 Refuge Guests

### GUEST SNAPSHOT

Ethnicity: 88% White, 6% Other, 3% Latino, 2% Black, 1% Asian

#### RELATIONSHIP

**95%**

are married

#### AVG AGE

**45**

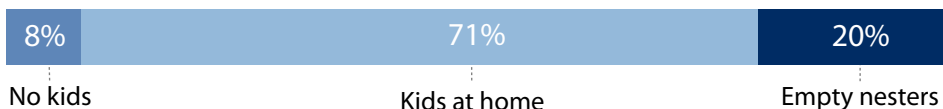
years old

#### GENDER

**99%**

men

92% of are parents

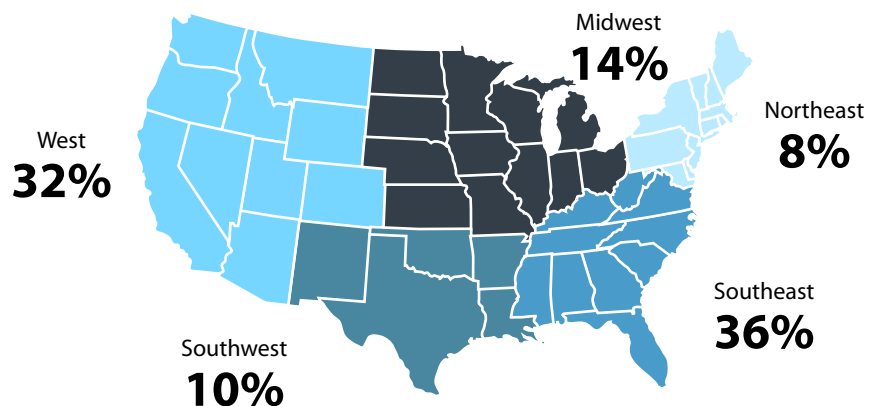


87% have been married more than 10 years



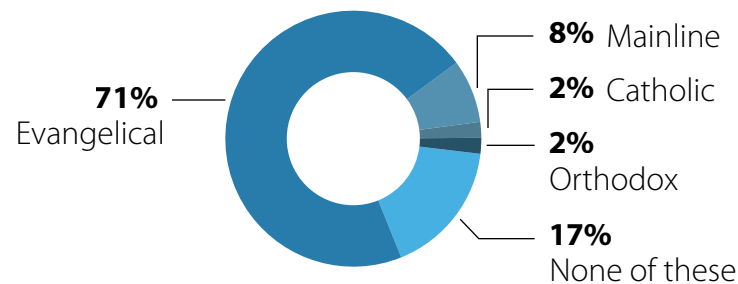
### WHERE GUESTS LIVE

99% were from the USA. Others were from Canada, Australia, Columbia, and Zimbabwe



## CHURCH AFFILIATION

82% of ministry and nonprofit leaders are from an Evangelical background



## HIGHEST EDUCATIONAL ATTAINMENT

45% of full-time pastors have a post graduate degree



## COMBINED HOUSEHOLD INCOME

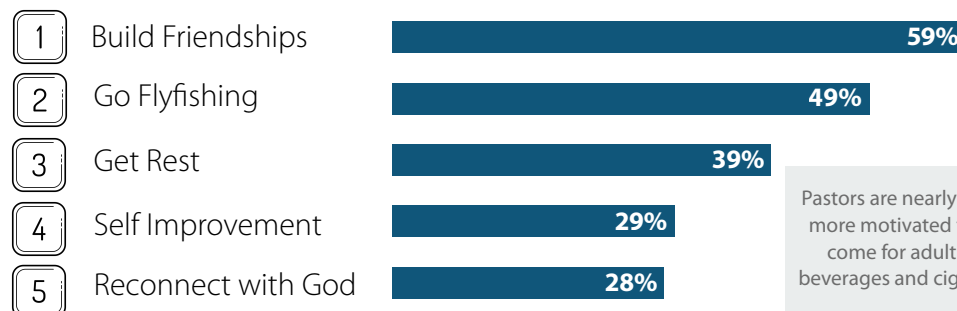
73% of marketplace Guests and 34% of Pastors had household income above \$145K per year



## WHY GUESTS COME

45% of pastors come to get rest compared to 30% of marketplace Guests

### Top 5 Reasons Why Guests Come on a Refuge Trip



Pastors are nearly 2x more motivated to come for adult beverages and cigars

## HOW MANY PEOPLE DO GUESTS LEAD?

Data presented below is based on survey data from 406 Refuge Guests  
in full-time ministry and ministry-focused marketplace leaders

### Refuge Guests influenced 16.4M others from 2018 to 2021.

If a leader quits ministry, it impacts their lives, families, and others looking to them for leadership. Keeping Refuge ministry-focused Guests healthy and strong has a multiplying effect that impacts millions of others under their leadership.

## GUESTS SERVED 2018-2021

# of unique Guests served from 2018 to 2021 **3,031**

## PEOPLE SERVED BY GUESTS 2018-2021

# of others influenced by Refuge  
Guest leadership from 2018 to 2021 **16.4M**  
cumulative

## MINISTRY GROWTH TRAJECTORY

More than 8 out of 10 ministry leaders report serving more people in the last 12 months



**81%**

Increased



**11%**

Stayed the Same



**8%**

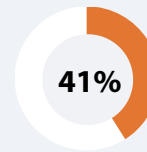
Decreased

## PEOPLE SERVED BY GUESTS IN 2021

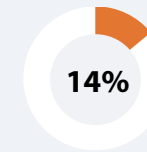
# of others influenced by  
1,336 Refuge Guests in 2021

**7.2M**  
cumulative

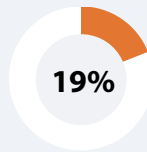
1,336 Refuge ministry-focused Guests influenced 7,220,934 people in 2021.  
The numbers below exclude marketplace leaders who report doing no ministry and those who do a little bit like faithful church volunteers. 26% of Refuge Guests have not been involved in regular, long-term ministry.



PASTORS



VOCATIONAL  
MINISTRY LEADERS



MINISTRY-FOCUSED  
MARKETPLACE LEADERS

TOTAL

**3.05M**

**4.15M**

**14,273**

AVERAGE

**5,577**

**22,195**

**58**

TYPICAL

**1,500**

**5,000**

**12**



## WHAT CRISIS COULD END GUEST MINISTRY?

Data presented below is based on survey data from 406 Refuge Guests  
in full-time ministry and ministry-focused marketplace leaders

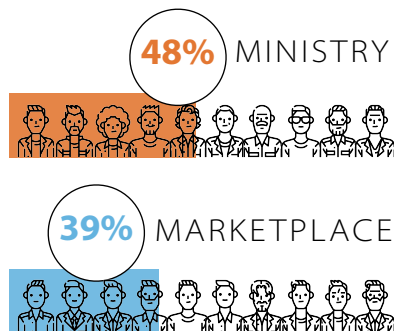
81% of all ministry-focused Guests come to Refuge struggling with an issue that could take them out of ministry. Pressures on pastors push almost half to consider quitting ministry.

### UNSUSTAINABLE PACE

Nearly 1 in 2 ministry leaders were running on empty and needing rest

**46%**

WERE LIVING  
AT AN  
**UNSUSTAINABLE  
PACE**

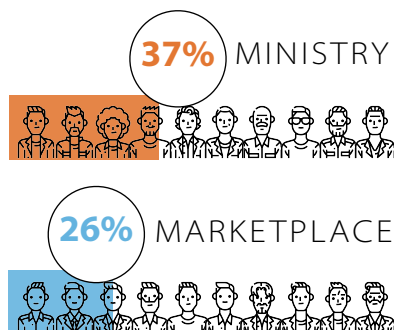


### MENTAL HEALTH CHALLENGES

Mental health challenges threaten to derail over 1 in 3

**34%**

WERE DEALING  
WITH  
**MENTAL HEALTH  
CHALLENGES**

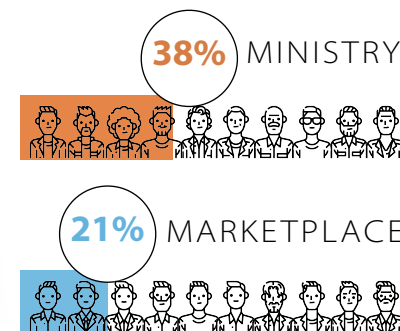


## WORKPLACE CHALLENGES

1 in 3 were about to leave ministry over a challenge in the workplace

**33%**

WERE  
FACING  
**WORKPLACE  
CHALLENGES**

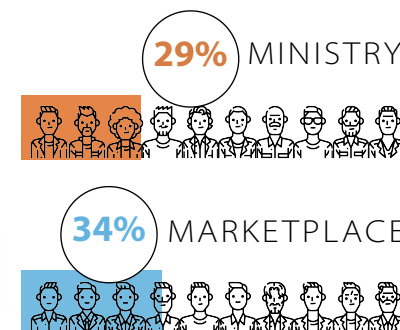


### SPIRITUAL LIFE

More than a quarter are facing a spiritual challenge that could take them out of ministry

**30%**

WERE STRUGGLING  
IN THEIR  
**SPIRITUAL  
LIVES**

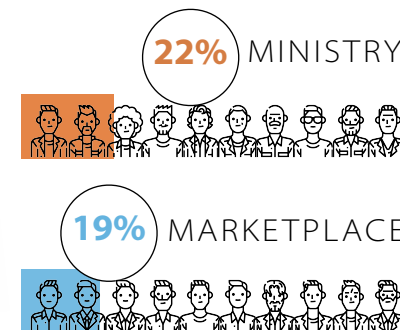


### MARRIAGE & FAMILY

More than 1 in 5 were dealing with fractured relationships inside the home

**21%**

WERE STRUGGLING  
IN THEIR  
**MARRIAGES &  
FAMILIES**



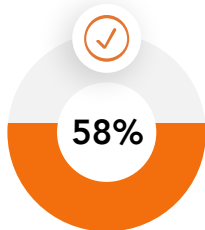
## HOW ARE GUESTS IMPACTED?

Data presented below is based on survey data from 406 Refuge Guests in full-time ministry and ministry-focused marketplace leaders

Leaders who found clarity and then took action saw positive results in concrete ways. Some leaders come to Refuge in crisis, while others are doing well and improving. Because of the Refuge model, both audiences find impact depending on their situation.

### SPIRITUAL HEALTH

#### TOOK ACTION



#### POSITIVE RESULTS



#### TOP 2 OUTCOMES

Constructive Growth

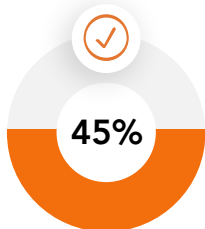
**59%** FEEL THE PRESENCE OF GOD MORE in their lives

Crisis Prevention

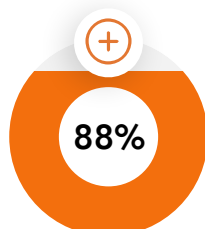
**54%** REGULARLY REST TO KEEP A VIBRANT spiritual life

### ORGANIZATIONAL HEALTH

#### TOOK ACTION



#### POSITIVE RESULTS



#### TOP 2 OUTCOMES

Constructive Growth

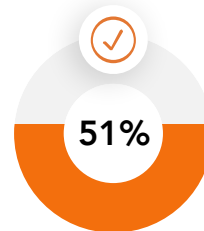
**68%** HAVE RENEWED ENERGY TO LEAD

Crisis Prevention

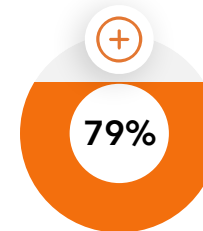
**46%** IMPROVED UNHEALTHY TEAM DYNAMICS

### MARRIAGE

#### TOOK ACTION



#### POSITIVE RESULTS



#### TOP 2 OUTCOMES

Constructive Growth

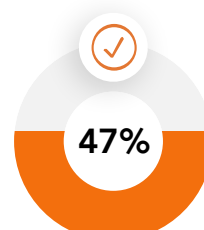
**68%** SHARE A DEEPER TRUST & BOND with their spouse

Crisis Prevention

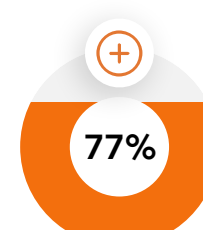
**6%** NO LONGER HEADED FOR DIVORCE with their spouse

### MENTAL HEALTH

#### TOOK ACTION



#### POSITIVE RESULTS



#### TOP 2 OUTCOMES

Constructive Growth

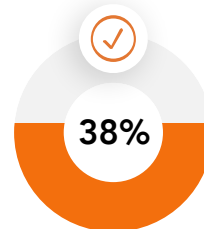
**16%** NO LONGER ANXIOUS OR DEPRESSED

Crisis Prevention

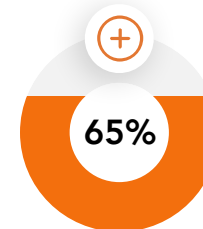
**6%** NO LONGER SERIOUSLY CONSIDER SUICIDE

### PHYSICAL HEALTH

#### TOOK ACTION



#### POSITIVE RESULTS



#### TOP 2 OUTCOMES

Constructive Growth

**68%** EXERCISE MORE

Crisis Prevention

**46%** LOST WEIGHT

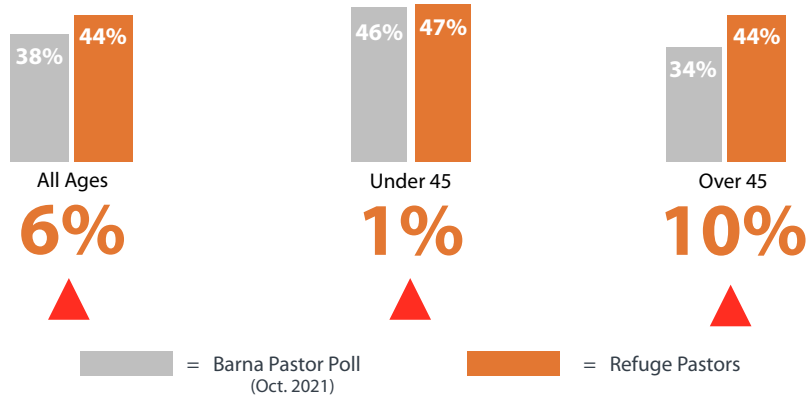
## MINISTRY & MARKETPLACE LEADERS

Data presented below is based on survey data from 406 Refuge Guests  
in full-time ministry and ministry-focused marketplace leaders

Ministry leaders need Refuge more. Ministry leaders are more isolated and overwhelmed. Although a few more marketplace leaders actually see greater improvements because they have a greater need for the things Refuge points Guests towards.

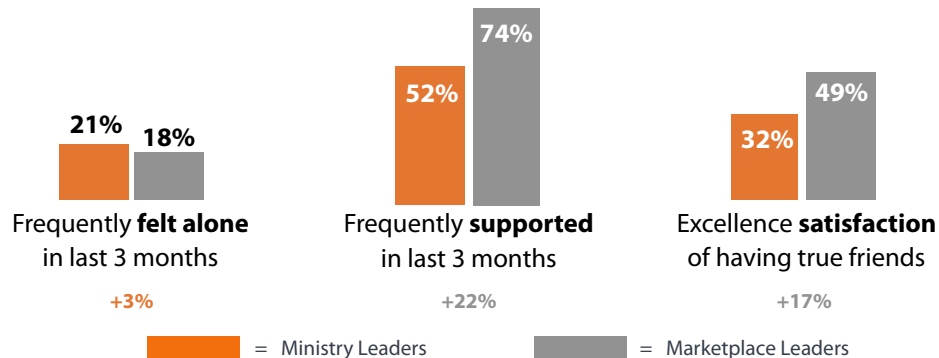
## HIGHER RATES OF PASTORAL BURNOUT

Protestant Pastors at Refuge seriously consider quitting more than the national average



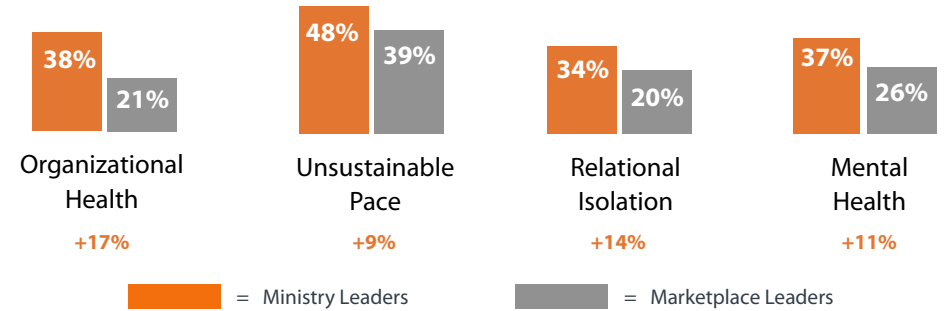
## MINISTRY LEADERS FEEL MORE ALONE

65% of pastors reported feeling lonely and isolated frequently or sometimes in the last 3 months, up from 57% for ministry workers and 49% for marketplace leaders



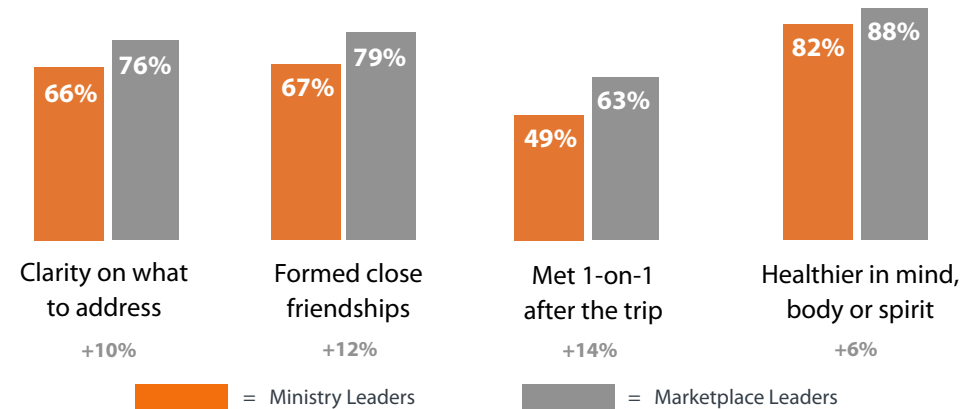
## VOCATIONAL MINISTERS NEED REFUGE MORE

81% of ministry leaders face struggles that could take them out of ministry vs. 67% for marketplace leaders



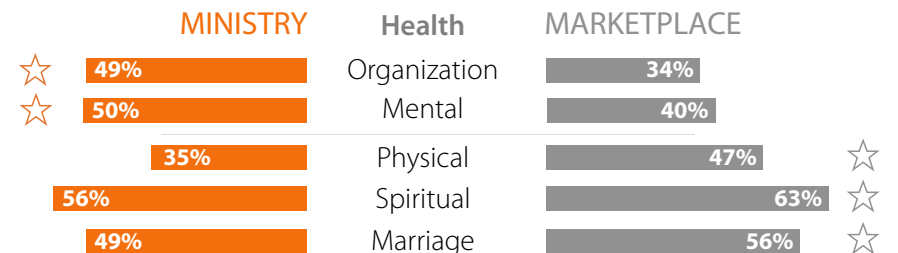
## MARKETPLACE LEADERS EMBRACE THE MODEL

Marketplace leaders find more clarity, form more friendships, and get more impact



## WHERE GUESTS TOOK ACTION

Vocational ministry leaders need more help with mental and organization health, while marketplace leaders need more help in their marriage, physical & spiritual health



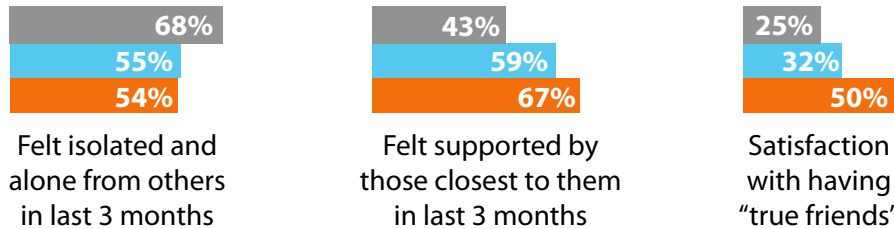
## ROLE OF FRIENDSHIPS

Data presented below is based on survey data from 406 Refuge Guests  
in full-time ministry and ministry-focused marketplace leaders

70% formed close friendships where they could share openly and honestly about their deepest struggles and dreams. Factors like the depth and frequency of communication coupled with 1-on-1 meet-ups after the trip led to greater impact.

### VULNERABILITY FORMS FRIENDSHIPS

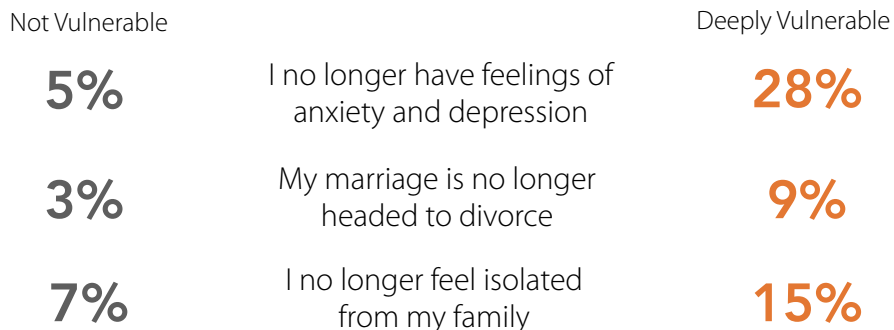
Quality of friendships increases when Guests move from not vulnerable (37%) to vulnerable (38%) to deeply vulnerable (25%). Vulnerable is defined as having any conversation only among Refuge friends. Deeply vulnerable is defined as having difficult conversations only among Refuge friends.



■ = not vulnerable ■ = vulnerable ■ = deeply vulnerable

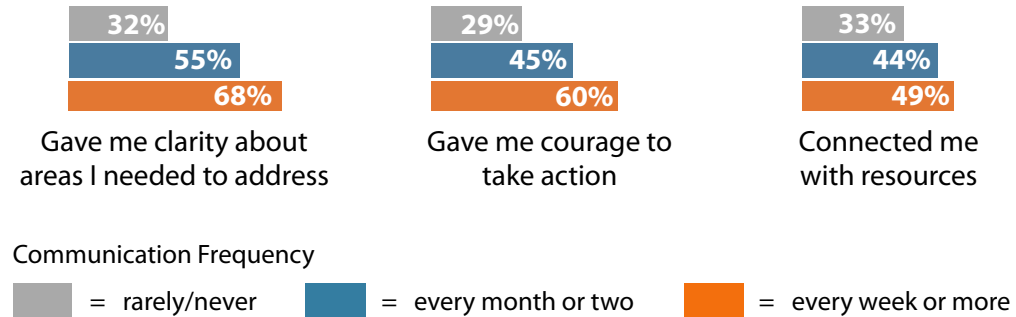
### VULNERABILITY INCREASES IMPACT

Creating a safe space is key for Guests to be open and honest. 50% have conversations about topics they don't share with anyone else

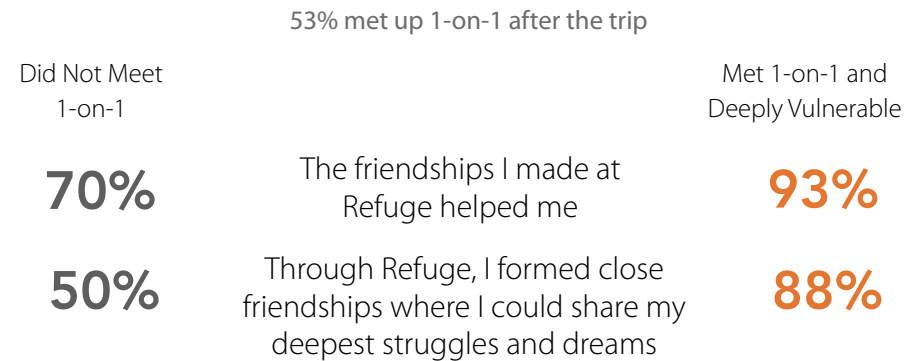


## KEEPING IN COMMUNICATION AFTER A TRIP

More frequent communication allows Guests to experience more impact from friendships. After the trip, 24% of Guests rarely/never stay in contact, 45% are in regular communication (every month or two), and 31% are in frequent communication (every week or more)

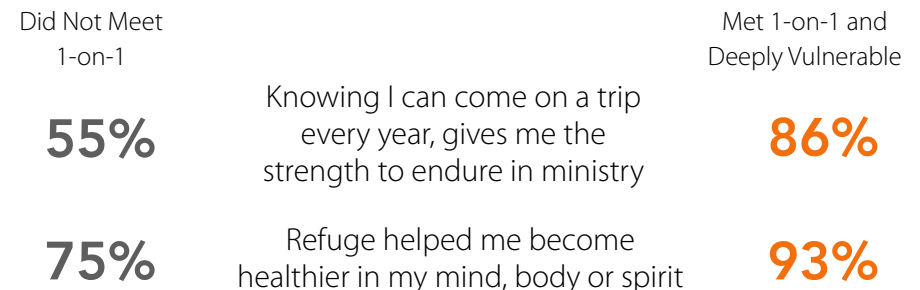


### MEETING 1-ON-1 AFTER A TRIP



### VULNERABILITY + IN PERSON = GREATEST IMPACT

Guests who created deep and lasting friendships (met in person and also had difficult conversations) outperformed in nearly every outcome measurement





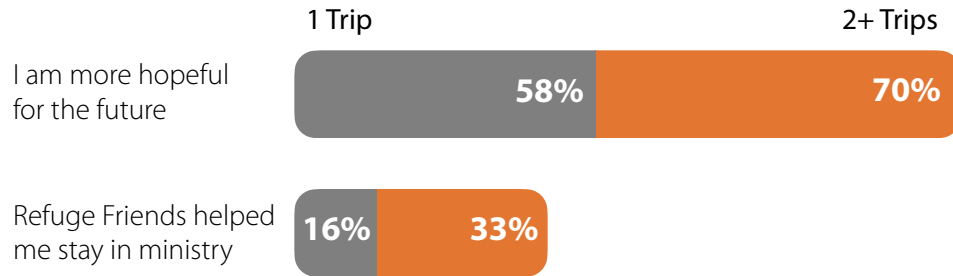
## 1 Trip vs. 2+ Trips

Data presented below is based on survey data from 406 Refuge Guests  
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Returning ministry-focused leaders need the trips more and benefit more.

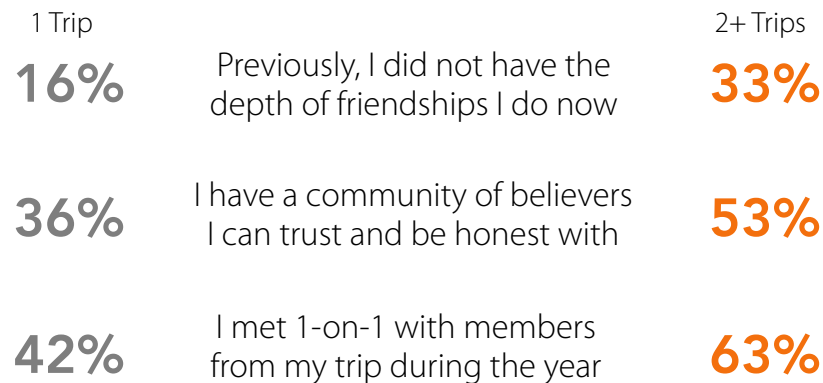
### MORE TRIPS = MORE HOPE

Returning Guests are more optimistic about the future



### MORE TRIPS = MORE FRIENDSHIPS

Returning Guests are 2x more likely to have a greater depth of friendships because of Refuge



## MORE TRIPS = MORE CLARITY

Guests gain more clarity on what areas they need to address and the next steps to take with more trips to rest and reflect

**68%**

**GAINED CLARITY**

ON WHAT TO DO NEXT

**65%** 1 Trip

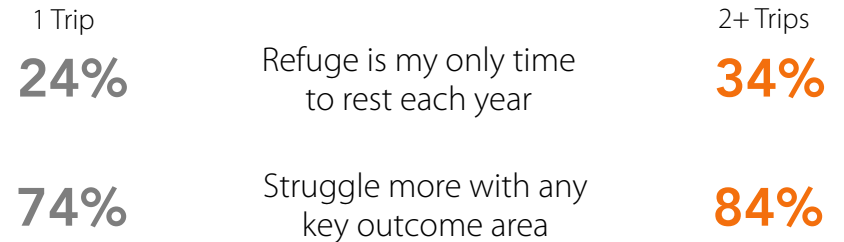


**71%** 2+ Trips



### GUESTS WHO NEED IT MOST COME BACK MORE

Guests come back on more trips when they need more of what Refuge offers



### MORE TRIPS = MORE ALL AROUND HEALTH

Returning Guests report more overall health improvements in their mind, body, or spirit

**83%**

GOT HEALTHIER IN THEIR

**MIND, BODY, OR SPIRIT**

**80%** 1 Trip



**86%** 2+ Trips

