

5 Keys to Resiliency and Wellness in the Ministry

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Five Themes of Resilient Ministry

1. Spiritual Formation
2. Personal Stewardship (self-care)
3. Emotional and Cultural Intelligence
4. Marriage and Family
5. Leadership and Management

From: Resilient Ministry: What Pastors Told Us About Surviving and Thriving (2013). Burns, Chapman, and Guthrie. IVP Books.

Resiliency Defined

- “Resilience is the process of adapting well in the face of adversity, trauma, tragedy, threats or even significant sources of stress — such as family and relationship problems, serious health problems or workplace and financial stressors. It means “bouncing back” from difficult experiences.”
- Bouncing back from stress, trials, and adversity is a process that God is deeply involved in.

American Psychological Association

Discussion

- **RISK FACTORS:** What factors do you think lead to discouragement, burnout, and ineffectiveness in the pulpit ministry?

Risk Factors

- 24/7 Mindset
- Lack of Sabbath
- Pride or insecurity
- Unresolved conflict
- Unrealistic expectations in ourselves or the congregation.
- Lack of boundaries and assertiveness
- Imbalanced time management.
- Inability to let go of what you cannot control.

Spiral Effects of Burnout

1. Burnout causes inefficiency
2. Inefficiency creates increased demands
3. Demands create pressure and guilt for not achieving the desired goals
4. Pressure and guilt causes stress
5. Stress causes a depletion of energy and drive, which in turn causes inefficiency.

Top Reasons Pastors Leave the Ministry

1. Burnout
2. Moral Failure

From Ten Rules to Avoid Ministry Burnout by Dave Wiedis

Spiritual Formation

1. What is Spiritual Formation?

- “The ongoing process of maturing as a Christian, both personally and interpersonally.”
- Personally – worship, prayer, Bible study
- Interpersonally – connected relationships and Christian community
- “Before you were called to be a shepherd, you were called to be a lamb.” Diane Langberg, Ph.D.

Discussion

- **VITALITY IN YOUR SPIRITUAL LIFE:** What things help you to stay connected to God in your personal spiritual walk? What things hinder you from being connected?

Time with God... to listen, learn, and be fed

1. It is common for ministers to have their personal devotional time intermixed with their preparation time for church talks, etc.
 - This is often enriching and provides a good opportunity to learn and apply what we are teaching.
2. Unfortunately, it can also lead to our time with God simply being about getting something ready or accomplished.... And is more of a “work” feel than a time of communion (listen, learn, and be fed).
 - Both types of time with God are beneficial. Work to ensure that type 2 is occurring in your life.
 - Solitude, recreation, refreshment are key to ministry vitality.

Keep Satan in Perspective

- Don't be discouraged when Satan attacks you and what you are working to accomplish. He will always attack the things that threaten him.
- While there is definitely a war going on between God and Satan, never forget that God and Satan are not equals!!!

Personal Stewardship

2. Personal Stewardship: Self-Care

1. Physical
2. Emotional
3. Relational
4. Spiritual

Discussion

- **PERSONAL STEWARDSHIP:** What things help you stay in a healthy place physically, emotionally, relationally, and spiritually? What hinders you from these?

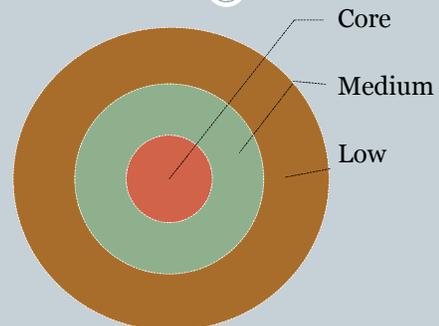
What is Sabbath for a Minister?

- God desires everyone (including ministers) to have a way to observe a time a Sabbath.
- Develop interests outside of ministry.
- Don't compare - everyone has a different level of stamina and endurance - know yours and live within it.

Personal Stewardship

- Don't let Satan destroy the fire in you to serve.
- If you need help, don't hold yourself back from it.
- circles of relationships
- Exercise – *“ignoring your physical health isn't a spiritual virtue”*
- Ministry is a marathon; not a sprint.
- Remember what God job is and what your job is.... and don't let those get mixed up.

What Is Your Core Ministry?



Prioritize into Levels

- **Core:** Tasks and role opportunities that only you can do?
 - These are the truly high priority items because they can't really be delegated.
- **Medium:** Tasks and opportunities that you would like to do.
- **Low:** Tasks and opportunities that you should be "shedding" or having someone else do.
 - Develop a "stop doing" list.

We are Vessels; Not Solutions

- God empowers those He chooses to use.
- In the OT, Saul started out a chosen vessel, but became ineffective, insecure and desperate when he took his eyes off of God.

Emotional & Cultural Intelligence

3. Emotional (EQ) and Cultural (CQ) Intelligence

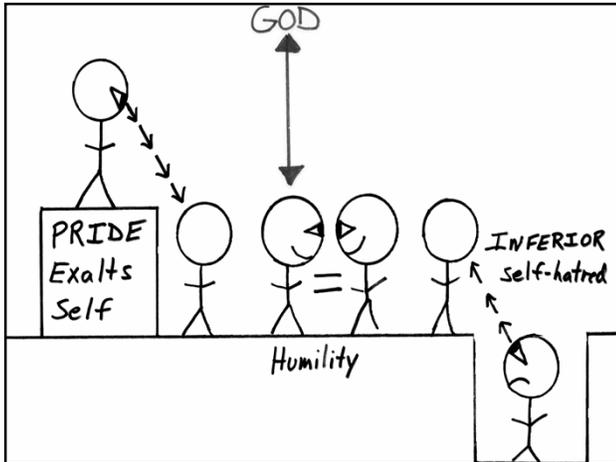
- **EQ – Self:** the ability to understand and to manage your own emotions, responses, and motivations.
- **EQ – Other:** the ability to understand and to respond to the emotions, responses, and motivations of others.
- **CQ:** the awareness of and responsiveness to the cultural factors that are present in and around the church

Discussion

- **EMOTIONAL INTELLIGENCE:** Consider how you handle your emotions (anger, insecurity, worry, etc.) and interpersonal relationships (connection, conflict, opening up to others, etc.). What things do you find you do well at? What is most difficult?
- **SOCIAL INTELLIGENCE:** Consider how you stay aware of the cultural factors that affect your congregation from the inside and the outside? How do you stay aware of how the various generations (especially ones younger than you) view the world?

Pride and Insecurity In the Ministry

- Goal: *"Holy confidence and humble dependence."*
- Uncertainty about your role in the ministry is toxic.



Marriage and Family

Discussion

- **MARRIAGE AND FAMILY:** How has the ministry positively impacted your marriage and family? In what ways has it stressed or complicated your marriage and family? What ways have you found to nurture your marriage and family over time?

4. Marriage and Family

- Raising a family in a glass house.
- It is OK to disappoint people in order to have family time.
- *"In life you are going to disappoint people. Make sure you disappoint the right people."*
- Get away. Model "Godly jealousy" over your marriage. That is, show your children and your church the value

Leadership and Management

Discussion

- **LEADERSHIP & MANAGEMENT:** How you define success in the pulpit ministry? How do you maintain focus on the mission and vision of the church and your ministry?

5. Leadership and Management

- Congregational Leadership
 - Building congregational community
 - Effective administration
 - Conflict management
 - Effective self-management
- Leadership – directional “Where are we headed?”
- Management – task oriented
- Leadership – “disappointing people at a rate they can absorb [tolerate]. Heifetz & Linsky

Leadership Resources

- Leadership Promises
 - Brief devotion email
 - www.iequip.org
- Lead Like Jesus
 - Brief devotional email
 - www.leadlikejesus.com
- Minute with Maxwell
 - 1 minute daily video devoted to improving communication and leadership skills
 - <http://johnmaxwellteam.com>

Trust

- How does trust grow in the first place?
- When trust is hurt, what does it feel like?
- Is rebuilding trust a matter of all-or none?
- Forgiveness versus reconciliation?
- Bricks in wall?
- Rebuilding: Grace + Truth + Time

Stages in the Journey

THE UPS AND DOWNS OF GROUPS
TRYING TO WORK TOGETHER

Stages of Development

- Groups go through predictable stages of development as they come together, try to organize, and then come together for a shared mission and purpose.
 1. Forming
 2. Storming
 3. Norming
 4. Performing

Tuckman's Group Development Model

1. Forming

Behaviors

- Coming together
- Making contact and bonding
- Developing trust
- Members depend on one another

Tasks

- Establishing base level expectations
- Identify similarities
- Agreeing on early common goals

Tuckman's Group Development Model

2. Storming

Behaviors

- Conflict
- Expressing differences of ideas, feelings, and opinions
- Reacting to leadership
- Members of the group independent or refuse to connect

Tasks

- Identifying power and control issues
- Gaining skills in communication
- Identifying resources that can aid understanding

Tuckman's Group Development Model

3. Norming

Behaviors

- Decisions are made through respectful communication and understanding
- Group members encourage one another

Tasks

- Group members agree about the role and processes for problem solving
- Focus on the vision
- Reduce conflict through respect, open communication, and mutual esteem

Tuckman's Group Development Model

4. Performing

Behaviors

- Group members work collaboratively
- Group members care about each other
- The group establishes a unique identity
- Group members are interdependent

Tasks

- Achieve effective and satisfying results
- Group members find solutions to problems using appropriate channels

Tuckman's Group Development Model