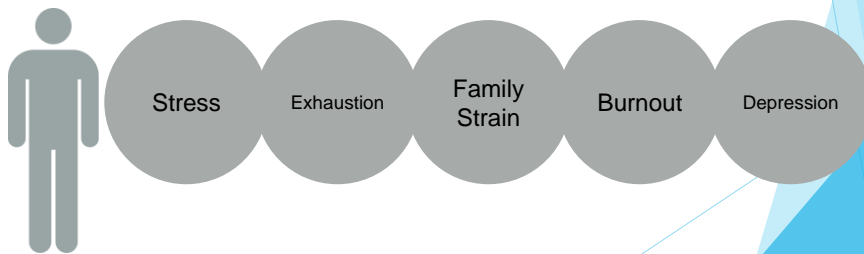
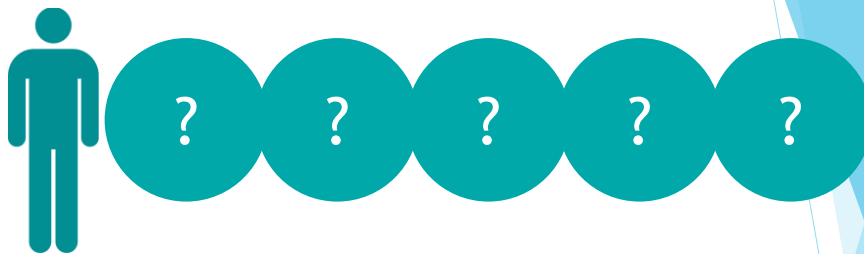


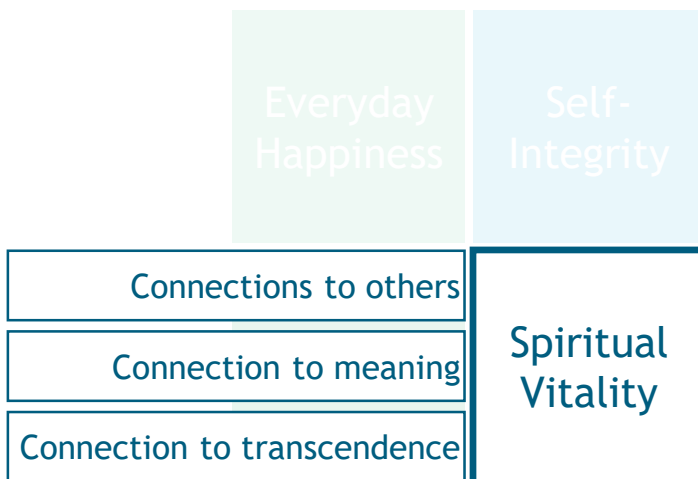
Flourishing In Ministry

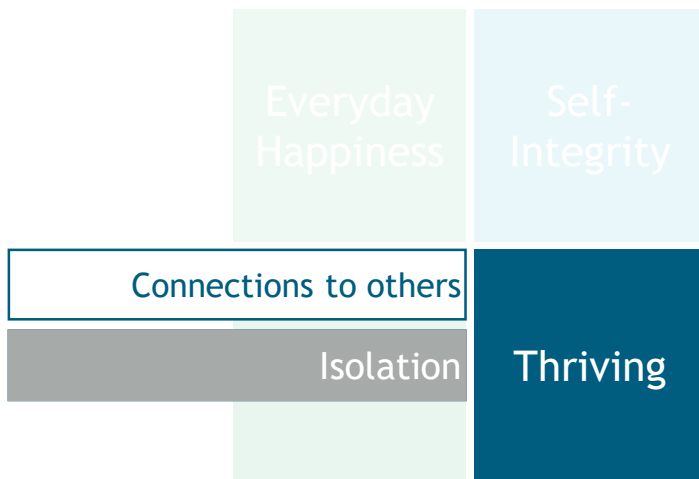
Rev. Chris Adams, PhD
Center for Vocational Ministry
Azusa Pacific University





Daily wellbeing
accumulates





Wesleyan Clergy Thriving

- ▶ Overall Thriving is in a good range - an area of strength!
- ▶ Thriving is the highest of the four dimensions.
 - ▶ Beliefs and Meaning in Life were highest sub-dimensions
 - ▶ Female pastors have a deeper sense of meaning in life and ministry, and faith gives more meaning to life
 - ▶ Finding meaning in work
 - ▶ Social support
 - ▶ Connection to God

The Stages of Ministry: Relationships Every Pastor Needs to Flourish



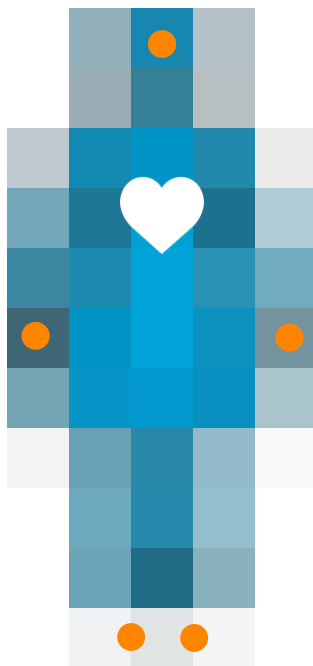
Ministry Self-Care

- ▶ **Front Stage:** Does your congregation support you as a *person*?
 - ▶ Boundaries: Understand ‘Confidants’ versus ‘Allies’
 - ▶ Model appropriate vulnerability and transparency
- ▶ **Backstage:** Who shares your backstage?
 - ▶ Pastoral Staff
 - ▶ Denominational Leaders
 - ▶ Mentor
 - ▶ Community of Practice: Clergy Peers
- ▶ **Off Stage:** Are you able to relate deeply in truly reciprocal, intimate relationships, outside of your pastoral role?
 - ▶ Make Your Family a Priority
 - ▶ Personal Friendships outside of your ministry context



Flourishing in Ministry

- ▶ Pastoral Identity: The key to long-term clergy well-being
 - ▶ Pastors with strong, stable, and positive identities do well over the long term
 - ▶ Pastors with weak, variable, or negative identities are more susceptible to low levels of well-being
 - ▶ Initial Enactment (early years) sets the trajectory



Capabilities
Characteristics
Convictions



Clergy Role Complexity

- ▶ Key dimensions of Pastoral Ministry
 - ▶ **Preaching/Worship**
 - ▶ *Sacraments*
 - ▶ Fellowship
 - ▶ Caregiving
 - ▶ **Teaching/Spiritual Formation**
 - ▶ **Leadership**
 - ▶ **Management**
 - ▶ *Communication/Evangelism*
 - ▶ Denominational Service
 - ▶ Self-Development



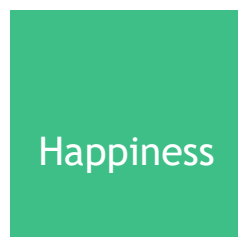
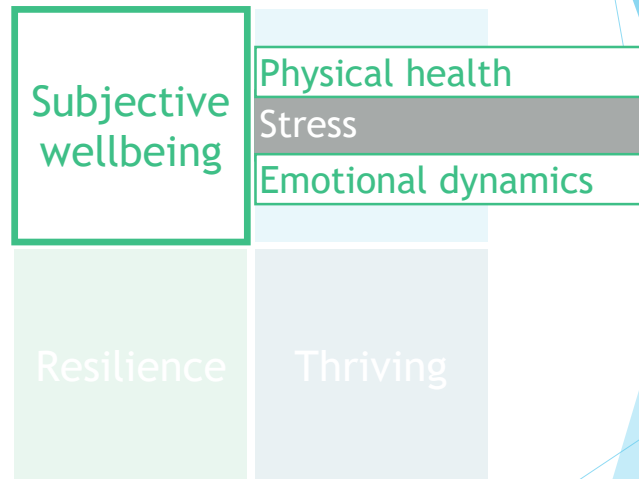
Wesleyan Clergy Self-Integrity

- ▶ Overall Self-Integrity is an area of strength!
 - ▶ Growth at work, experiencing work as a calling, authenticity at work, and goodness of fit are all in a good range
 - ▶ Female pastors in the sample feel a stronger sense of authenticity in their work (women are able to separate their identity from their job more easily than men)
- ▶ Area for special focus:
 - ▶ Self-concept clarity and core self-evaluations are lower than the optimal range
 - ▶ Bi-vocational and part-time pastors

Ministry Self-Care

- ▶ Cultivate Self-Acceptance
- ▶ Job Crafting
 - ▶ Clarify your role around your strengths and context at least 60% of the time
 - ▶ End your workday with at least 15 minutes of something that brings you joy, really matters to your ministry context, and that you excel at doing
 - ▶ Expect the unexpected - leave margin in your week
- ▶ Build a team around you with complementary strengths
- ▶ Develop Financial Literacy



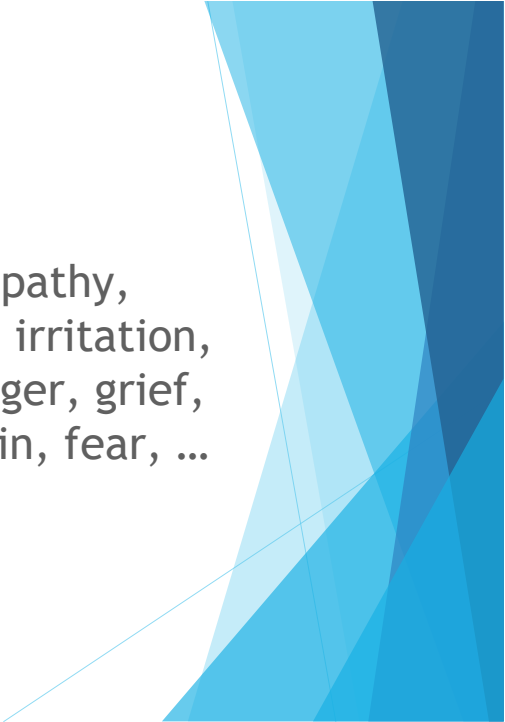


Calm, peaceful,
cheerful, amused,
interested,
grateful, engaged,
excited,
enthusiastic,
awed, joyful,
inspired,...



Unhappiness

boredom, apathy,
frustration, irritation,
sadness, anger, grief,
anxiety, pain, fear, ...



Everyday
Happiness

**Sustained
positivity**

Resilience

Thriving



WHAT IS STRESS?

- ❑ Being stretched beyond your limits
- ❑ Extending yourself without adequate time for recovery
- ❑ The body is designed for “Camel travel”
- ❑ Over arousal of your adrenal system
- ❑ Accelerated dying!

Four effects of chronic stress:

- ▶ Increase in pain (reduced endorphins)
- ▶ Increased anxiety (reduced natural tranquilizers)
- ▶ Increased risk for illness (reduced immune system)
- ▶ Increased fatigue and depression (reduced adrenaline resources)

Clergy Physical health



Clergy Health Risk: Metabolic Syndrome

A group of risk factors that raise your risk for heart disease and other health problems, such as diabetes, kidney disease, and stroke.

What qualifies you for Metabolic Syndrome?

A large abdominal circumference + 2 of the risk factors below:

- High blood pressure
- A high triglyceride level
- A low HDL (“good”) cholesterol
- High fasting blood sugar

K. G. M. M. Alberti, P. Zimmet and J. Shaw. (2006). Metabolic syndrome—a new world-wide definition. A Consensus Statement from the International Diabetes Federation. Diabetic Medicine, 23, 469-480.

Clergy Mental health



Coping with Depression in the Ministry

- Normalize depression in ministry, for yourself and others
- Gender Differences:
 - Women tend to “feel” their depression, men “act out” their depression.
 - Male depression is less sadness and more irritability and aggression or addiction...better diagnosed from its behaviors.
- **Treatment:** Best approach is holistic: chronic medical issues, psychotherapy, medication, and lifestyle changes

Clergy Stress: Physiological Overarousal

- ▶ Chronic interpersonal stress
- ▶ Chronic time stress
 - ▶ Long work week with unpredictable schedule
 - ▶ Frequent Crisis Response
- ▶ Eustress: Leading worship/preaching
- ▶ Sedentary lifestyle
- ▶ Neglect of self-care
 - ▶ Underdeveloped theology of the body
 - ▶ Caring for the needs of others (codependency)

Wesleyan Clergy Everyday Happiness

- ▶ Overall Everyday Happiness is low-moderate
 - ▶ General Happiness, Work Engagement, and Work Satisfaction in good range
 - ▶ Female pastors in the sample have higher job satisfaction (but feel more overwhelmed)
- ▶ Areas for Special Focus
 - ▶ Life Satisfaction
 - ▶ Work Experiences
 - ▶ 27% of entire sample reported a lot of ministry-related stress
 - ▶ Work/Life Dynamics (role demands, lack of family time, etc.)

Wesleyan Clergy Everyday Happiness

- ▶ **Areas for Special Focus**
 - ▶ **Physical Health difficulties**
 - ▶ 21% of entire sample reported none or very little satisfaction with their health
 - ▶ 27% of sample reported none or very little satisfaction with physical energy level
 - ▶ **Financial Strain/Worry (lowest rated sub-dimension in entire survey)**
 - ▶ 30% of entire sample often worry about finances
 - ▶ 20% feel they cannot financially provide for their families
 - ▶ 66% cannot make it financially on ministry income alone

Ministry Self-Care

- ▶ **Cultivate Sabbath**
 - ▶ Contemplative Spiritual Disciplines
 - ▶ Detachment
 - ▶ Develop a “niche” activity
- ▶ **Take Care of Your Body**
 - ▶ Eat, Rest, Exercise
- ▶ **Embrace Your Limits**
 - ▶ Boundaries - time management
 - ▶ Manage Your Adrenaline

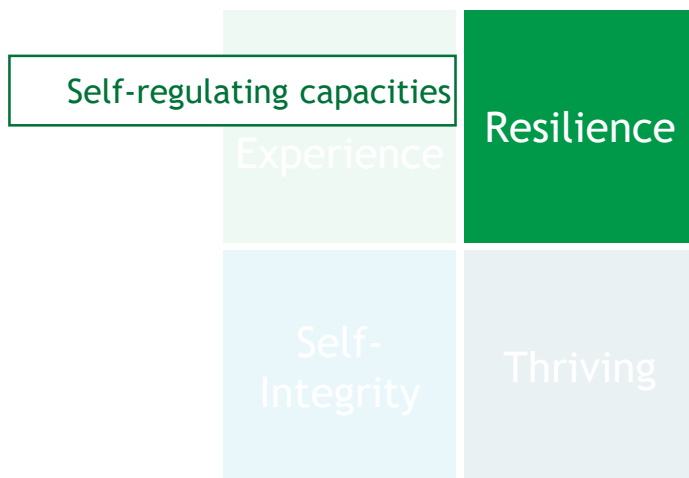
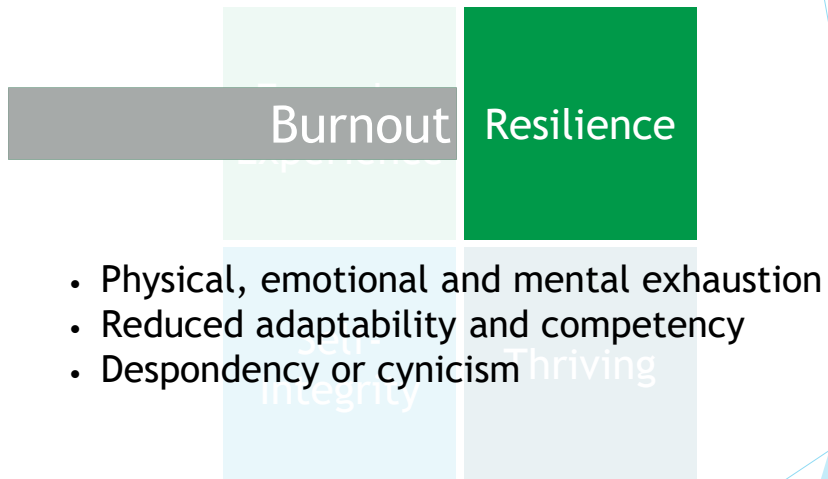


Resilience



Pastoral Identity

- ▶ Factors that hinder a positive pastoral identity include:
 - ▶ Complaints from parishioners
 - ▶ Negative challenges from lay members
 - ▶ Churches that demand the pastor conform to their expectations
 - ▶ Isolation





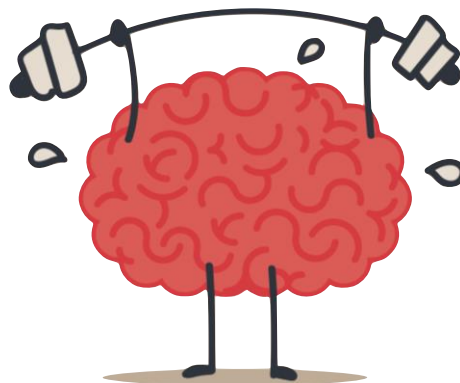
- Self-awareness
- Self-reflectivity
- Self-control

Wesleyan Clergy Resilience

- ▶ Overall Resilience level is low
- ▶ Resilience is the lowest of the four key dimensions
 - ▶ Resilience sub-scale, Emotional Regulation, and Proactivity are in good range
 - ▶ Female pastors in the sample have a stronger sense of self-efficacy than male pastors
- ▶ Areas of concern
 - ▶ Pastors going through life/career transitions
 - ▶ Burnout
 - ▶ 39% of entire survey often feels emotionally exhausted by ministry work (typical result for clergy groups)

Wesleyan Clergy Resilience

- ▶ **Work Control:** Doubting ability to influence and make things happen in ministry leadership
 - ▶ 26% of sample reported doubting their own competence
 - ▶ 25% of sample reported not feeling in control of their own career
- ▶ **Religious Coping**
 - ▶ 52% of sample attempts to 'make sense of the situation and decide what to do without relying on God' at least some of the time
 - ▶ Female pastors give greater importance to spiritual disciplines
- ▶ **Self-Control (healthy habits)**
 - ▶ 34% of sample reported having difficulty breaking bad habits
 - ▶ 65% of sample reported wishing for more self-discipline



Ministry Self-Care

- ▶ Self-Awareness: Learn to identify your emotions
 - ▶ Practice Christian Meditation
 - ▶ Use a list of secondary and primary emotions
- ▶ Self-Reflection: Learn to identify the sources of your primary emotions
 - ▶ Ask yourself some key reflection questions
 - ▶ Revisit your family of origin
 - ▶ Acknowledge hidden losses
 - ▶ Take time to process your feelings through practices such as Journaling or Christian Mindfulness
- ▶ Self-Control: Learn to develop emotional competencies
 - ▶ Anger Management Skills
 - ▶ Conflict Resolution Skills
 - ▶ Assertiveness Training

Flourishing



Flourishing in Ministry: Online Feedback Tool Instructions

- ▶ Click on or cut/paste this link into your browser:
<https://flourishinginministry.com>
- ▶ Click on 'Join Our Study'
- ▶ Fill in your email address, password of your choice, and the referral code: WESLEYAN
- ▶ Click 'SignUp'
- ▶ You will receive a confirmation email.
- ▶ Follow the instructions in the email and complete the feedback tool in approximately 20-30 minutes.
- ▶ You will automatically and immediately be able to view your personalized feedback report upon completion.