



Clergy Well-Being: Balancing Your Ministry, Renewing Your Life

**August 30-September 1, 2011
Diocese of Fredericton
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Clergy Wellbeing: Balancing Your Ministry, Renewing Your Life

Agenda

Tuesday, August 31, 2011

8:45-10 AM

Session I: Reviewing the Current Chapter of My Life and Ministry

1. Orientation to our work together: Reviewing, Revising, Recomposing
2. Making Useable Distinctions: Balance and Balancing
3. A Scripture Reflection: Ecclesiastes
4. Introductions: Name, Ministry Context, "A season for..."
5. Personal Assessment: My current... and My Aspirations...
6. Wholeness wheel
7. Wellbeing: The Five Essential Elements
8. Clergy Burnout Inventory
9. Mythologies of Ministry
10. Frameworks for Deep Change: Ontological Shifts
11. Leads for Re-Authoring toward Wellbeing 1

Tuesday, August 31

Optional Session

3:00-4:30 PM

This optional session is a facilitated opportunity for those who want to engage the focus of this clergy conference more personally and directly. We will build upon some of the morning material and give you an opportunity to determine and to discern some of the shifts you would like to make to bring more balance and renewal into your life and ministry. Opportunities for some coaching within the group may be possible.

Tuesday, August 31

6:30-9:00 PM:

Session 2: Revising: Considering Shifts in My Life and Ministry

1. Scripture Reflection: My Call Unfolding
2. Leadership Practices Inventory
3. Paths of Renewal: Speech Acts
4. Linguistic viruses
5. Time management notions
6. An Anglican Journey Map
7. Leads for Authoring towards Wellbeing 2

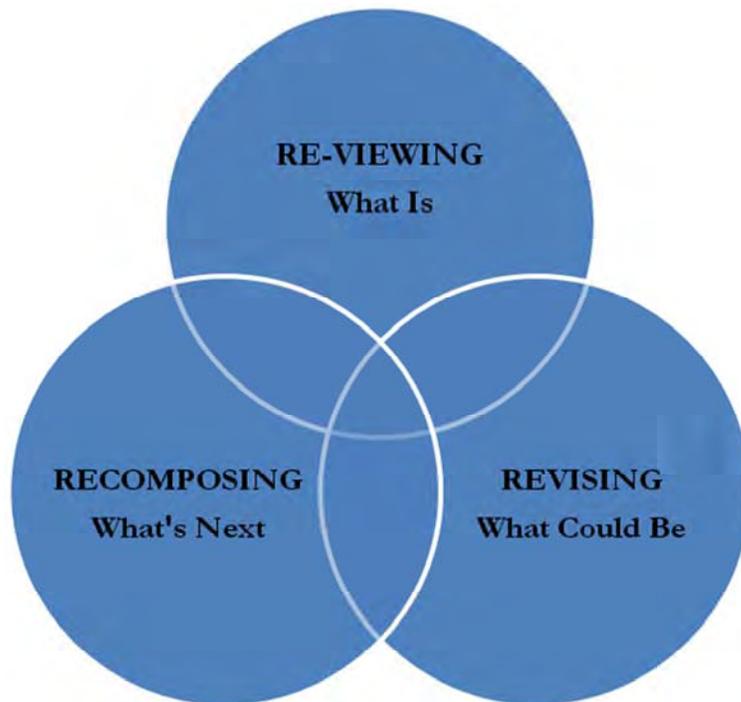
Wednesday, September 1

8:45-10:00 am

Session: 3: Re-Composing the Next Chapter of My Life & Ministry

1. An Scripture Reflection: The Pool at Bethesda
2. Moving Beyond the Problem-Saturated Stories
3. Immunity to Change
4. A letter from your Future Self
5. Closing

The Phases of Our Conversation¹



¹ Larry Peers, "From Stressed to Blessed: A Conversation for Recomposing Volunteer Service In Congregations.", *Congregations*, Fall 2009.



Inquiry into Balance in Your Life²

As you approach this inquiry into the theme of balance in your life, you may discover, as we did, that everything will become a teacher for you. You will find lessons of balance in the rhythms of your breath and pulse, in the rising and setting of the sun, in the turning of the seasons, in the cycles of change that weave birth and death, activity and rest, work and play, and alone time and others into the wholeness of your existence. Viewed in this way, your whole life will become a wonder land in which the ongoing inquiry into the nature of balance unfolds.

² Joel Levey & Michelle Levey, *Living in Balance: A Daynamic approach for Creating Harmony and Wholeness in a Chaotic World*, Conari Press, 1998.

Balance and Balancing

To everything there is a season, and a time for every purpose under the heaven; A time to be born, and a time to die; A time to plant, and a time to pluck up that which is planted; A time to kill, and time to heal; A time to break down, and a time to build up; A time to weep, and a time to laugh; A time to mourn, and a time to dance; A time to cast away stones, and a time to gather stones together; A time to embrace, and a time to refrain from embracing; A time to get, and a time to lose; A time to keep and a time to cast away; A time to rend, and time to sew; A time to keep silence, and a time to speak; A time to love, and a time to hate, A time of war, and a time of peace.

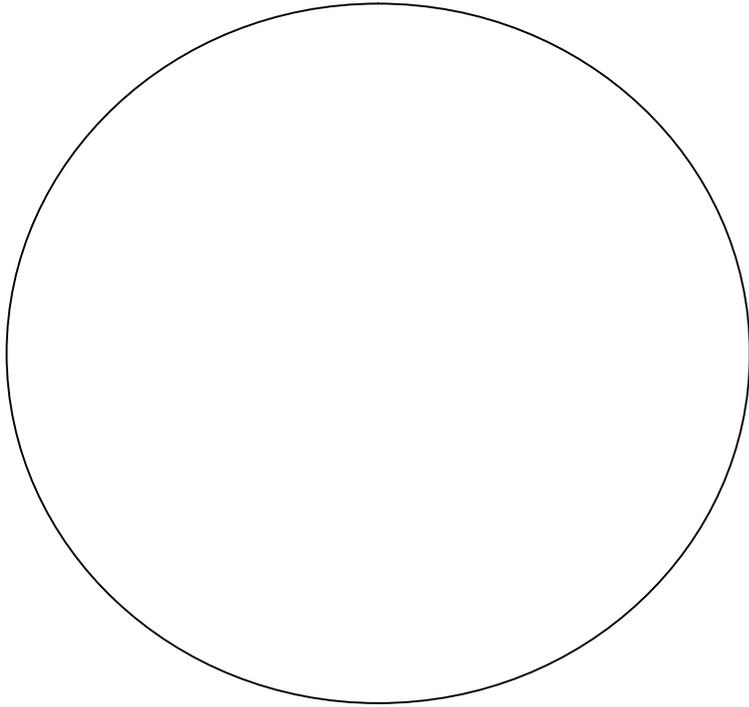
-Ecclesiastes 3: 1-8

Reflection:

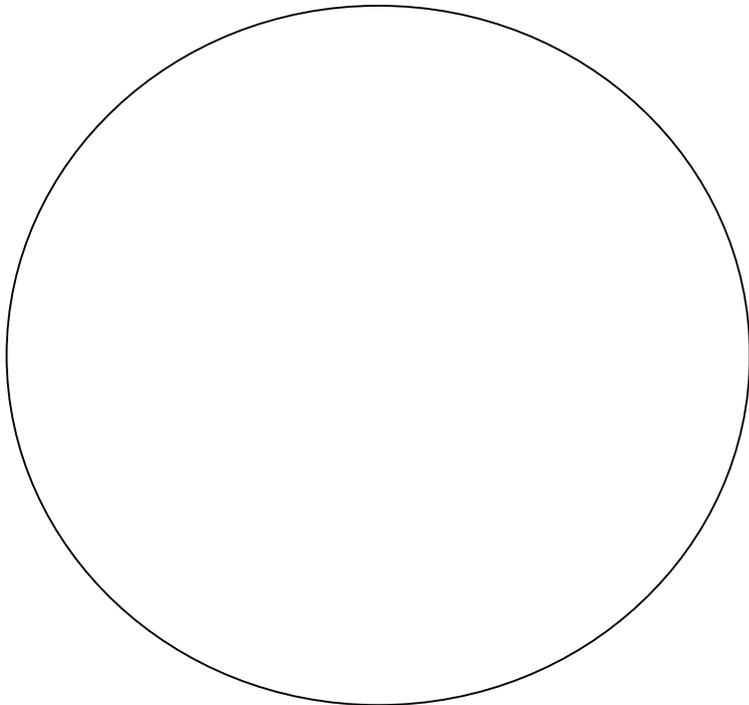
This is a season for...

This is a time for...

Exercise: How I Currently Live My Life & Ministry



Exercise: How I Want to Be Living My Life & Ministry



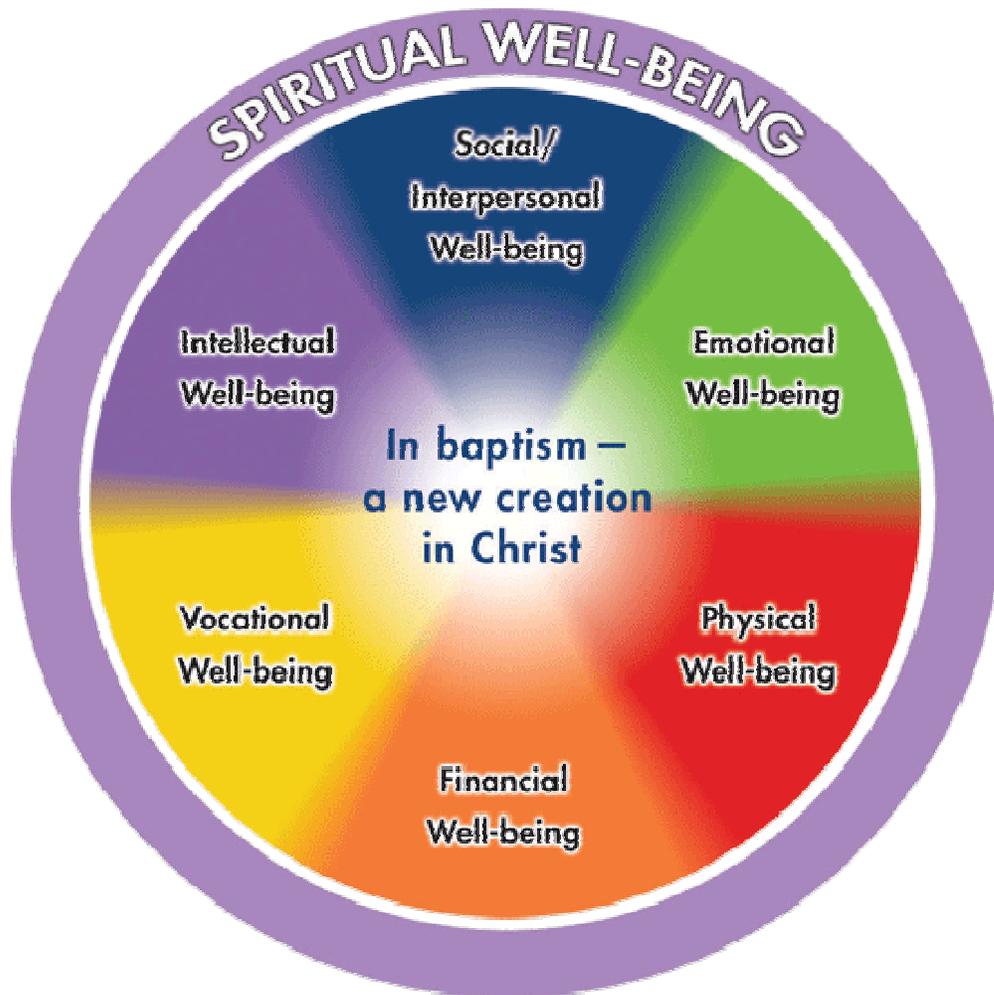
Reflections on How I am Living My Life & Ministry

1. Am I living a balanced life?
2. What's missing from my life?
3. If this week were my last week on earth, would I be happy with how I am spending my life and ministry?
4. Are my priorities what I thought they would be?
5. Are these the priorities I most want?

What is On Your Absolute “Yes” List

Given your reflections on this exercise, what actions will you say absolutely “yes” to as you move toward balancing your ministry and renewing your life:

The Wholeness Wheel³



³ From ELCA Board of Pensions website and Road to Emmaus program:
https://www.elcabop.org/Home/LiveWell/Wellness_resources/Resources/All/RoadToEmmaus.aspx

Well Being: The Five Essential Elements

Career Wellbeing: How you occupy your time or simply liking what you do every day.

Social Wellbeing: Having strong relationships and love in your life.

Financial Wellbeing: Effectively managing your economic life.

Physical Wellbeing: Having good health and enough energy to get things done on a daily basis.

Community Wellbeing: The sense of engagement you have with the area where you live.

Three Zones

- **Thriving:** Your wellbeing is strong, consistent and progressing.
- **Struggling:** Your wellbeing is moderate or inconsistent.
- **Suffering:** Your wellbeing is at high risk.

Working Toward Our Wellbeing

If we can find short-term incentives that are consistent with our long-term objectives, it is much easier to make the right decisions in the moment....When we can see an immediate payoff, we are more likely to change our behavior in the moment. P. 9

Question for Reflection:

What about Spiritual Wellbeing? What is this? How does this relate to the other elements of wellbeing for you?

Common Ministerial Myths⁴

1. The Myth of Overfunctioning
2. The Myth of Underfunctioning
3. The Myth of Self-sufficiency
4. The Myth of Sacrificing Joy
5. The Myth of Pleasing at All Costs

Others:

Reflections:

⁴ Edward P. Wimberly, *Recalling Our Own Stories: Spiritual Renewal for Religious Caregivers*, Jossey-Bass, 1997.

Ministerial Mythology Questionnaire⁵

Exercise One: Call

1. Recall when you first became aware that a form of ministry would be your life's task. Where were you? Who else was there? What was said, and by whom? Whom did you tell about your decision? How did you feel?
2. Is your first awareness still a major motivating factor in your ministry today?
3. Does your call sustain you today?
4. Does your call seem so far away that it has no real impact on your ministry?

Exercise Two: Plots

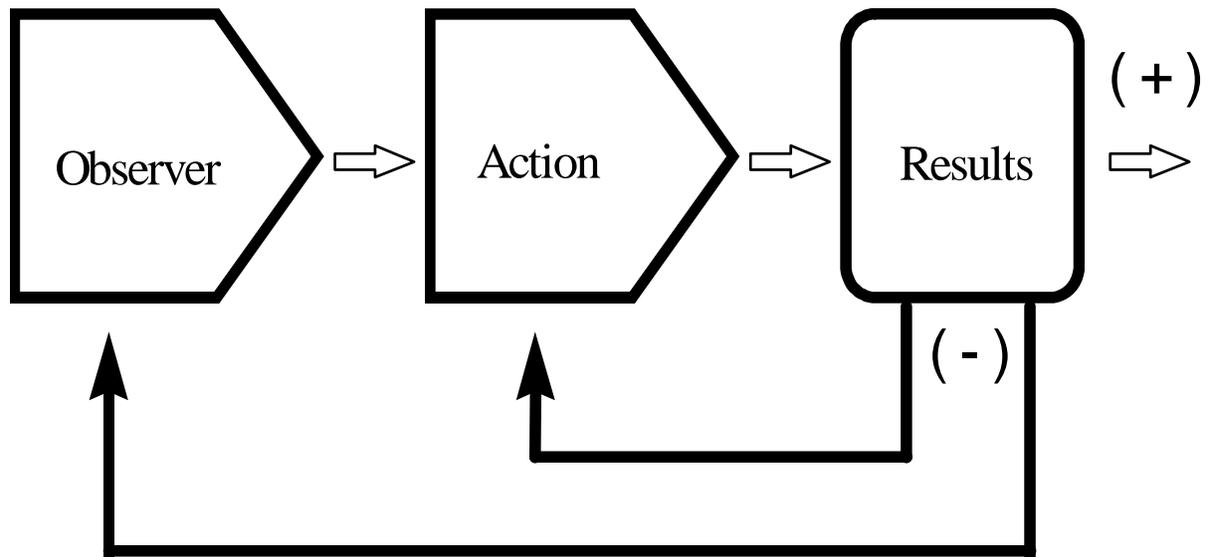
1. Do you feel your life has purpose and is moving in a meaningful direction in your current ministry?
2. Do you feel trapped, that you are going nowhere in your current ministry?

Exercise Three: Themes in Your Ministerial Mythology

1. What key themes are operating in your ministerial mythology?
2. What is the influence these themes have had on your life?
3. What themes need to be addressed in your ministry mythology?
4. How does your call address these themes?
5. Can you discern God's presence and help in addressing your themes?
6. Where would you like to be headed in relationship to these themes?

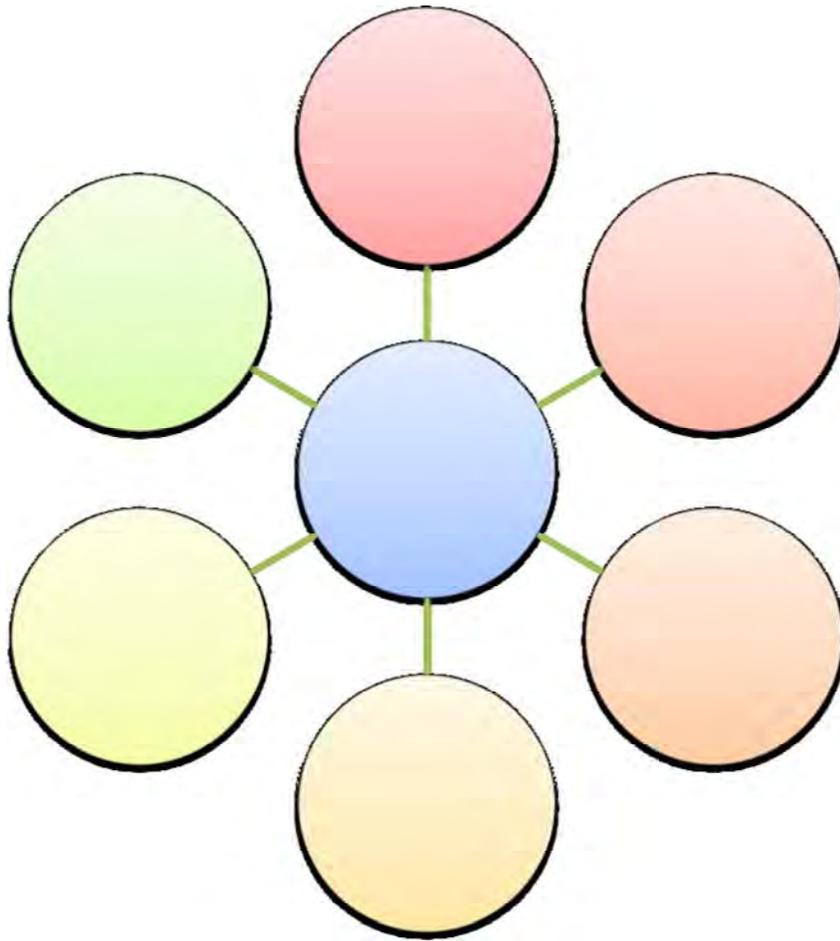
⁵ Edward P. Wimberly, *Recalling Our Own Stories: Spiritual Renewal for Religious Caregivers*, Jossey-Bass, 1997

An Ontological Perspective⁶



⁶ Adapted from Alan Sieler, *Coaching to the Human Soul: Ontological Coaching and Deep Change*, Volume 1.

Soul Work & Our Subpersonalities



Time Management Notions

1. Managing time takes time.
 - *Minimum notion: write down your hours worked at the end of every day and total them at the end of every week. Watch your trends.*
2. Family, personal life and exercise: use ink.
 - *Work appointments may move – so pencil is sensible –if you keep erasing your family & personal appointments they may give up on you!*
3. Units (Morning, Afternoon, Evening)
 - *Only two units per day*
 - *10-13 units per week*
4. Evenings
 - *Non-emergency – not more than 3*
 - *In an emergency – one more, then bump an already scheduled evening*
5. No Gold Star over 55 Hours per Week
 - *Productivity and efficiency go DOWN when you work over 55 hours*
 - *In an emergency-prone field (where your spiritual balance is essential) 55 should NOT be the goal for average. Nor should 50.*
6. Plot planning/writing/spiritual renewal time
 - *When you say “yes” to a speaking or teaching assignment, make a good faith effort to block out adequate planning and writing time*
 - *Where is prayer time or reading time on your calendar?*
7. Schedule, don't avoid.
 - *Many of us report spending more time feeling stressed about what we aren't getting to do than it would take to schedule and do the task.*
8. Keep your work focused by mapping the windows of opportunity –
 - *At the beginning of the day, map the spaces between appointments and set meetings – where you can make progress on your projects and “to do” list.*
9. Delegate
 - *Get others to help you go over your “to do” list with delegation in mind. Don't be a ministry hog.*
10. Rest and center before important meetings.

- *Put at least as much time into planning a meeting as the meeting will take, and as much time resting before the meeting as the meeting will take. Everyone in the room shouldn't be tired and cranky!*

11. Track your happiness

- *At least 75% of your work should be fulfilling – 25% will always be something you would rather not be doing. Keep in balance.*

12. Email.

- *Set a time (or 2) in the day that you look at email and let people know that you don't check throughout the day. Watch the "email creep" during at-home time.*

Speech Acts⁷

“Basic words do not state something that might exist outside them; by being spoken they establish a mode of existence.”

-Martin Buber

1. Assessments

2. Assertions

3. Requests

4. Promises

5. Declarations

⁷ Matthew Budd and Larry Rothstein, *You Are What You Say*, Three Rivers Press, New York, 2000

Ten Linguistic Viruses⁸

1. Not making requests
2. Living with uncommunicated expectations.
3. Making unclear requests
4. Not observing the mood of requesting
5. Promises even when you are not clear what was requested
6. Not declining requests
7. Breaking promises without taking care: undermining trust
8. Treating assessments as the truth or as assertions (facts)
9. Making assessments without rigorous grounding
10. Making fantasy affirmations and declarations

⁸ Matthew Budd and Larry Rothstein, *You Are What You Say*, Three Rivers Press, New York, 2000.

Practice: Essential Conversation⁹

1. When you do _____ (Observable behavior)

2. I feel _____

3. because I need _____

4. My part/contribution to the situation is _____

5. What I would like to see happen is _____

6. What I request is _____

Response (from the other):

1. Repeat the request...

2. and then respond...

“Yes, _____ OR
No, _____ OR

⁹ Adapted from several sources including Nonviolent Communication by M. Rosenberg.

I, could say “yes,” if I could amend your request in this way.....

Observer of Our Own “Mat” Story

	Current “Mat Story”¹⁰	Actions that Typically Proceed from this “Story”	Results
As clergy/leader			
As congregation			
As Church			

¹⁰ We will be working to compose the “story of possibility” as part of this overall process. We start here— as a way to observe, not judge one aspect of “what is”—our “mat story”: John 5: 7

Problem Saturated Story and Re-Authoring

Problem Saturated Story

1. Is there a dominant story about your ministry?
2. Is there a problem-saturated story about your ministry or your congregation? What is the history of these stories?
3. What are some sparkling moments or unique outcomes that point to an alternate story to the dominant or problem-saturated story?

Re-authoring Questions¹¹

1. When would you say you do not have the complaint? Are there times when it is not present?
2. How do you explain the times when the complaint is not present?
3. What is different about the times when the complaint is not present?
4. What do you imagine that others would say when the complaint is not present?
5. How is it that things are not worse? What have you managed to do to keep them from worsening?
6. What are you doing to keep going when things get really bad?
7. How have you been able to survive this situation in your ministry?
- 8.** What will the first sign that things are getting better?

¹¹ Alan Parry and Robert Doan, *Story Re-visions: Narrative Therapy in the Post-modern World*, Guilford Press, 1994.

Immunity to Change

Bob Kegan and Lisa Lahey, Immunity to Change, Harvard Business Press

<i>Commitment</i>	<i>Doing/Not Doing Instead</i>	<i>Hidden Competing Commitments</i>	<i>Big Assumptions</i>
		<div data-bbox="771 573 1015 940" style="border: 1px solid black; padding: 5px; margin: 10px auto; width: fit-content;"><i>Worry Box</i></div>	

A Letter From Your Future

Write a letter from your future self to your current self a few years (or whatever time period you sense is appropriate) from now.

Describe where you are, what you are doing, what you have gone through to get there, and so on.

Tell yourself the crucial things you realized or did to get there.

Give yourself some sage and compassionate advice from the future.

Practices

Practice: HeartMath¹²

This practice is adapted from HeartMath:

Step One: Notice when you are experiencing a stressful moment, take a time out and “freeze-frame” it.

Step Two: Shift your attention away from your racing mind and focus in the area around your heart for 10 seconds or more.

Step Three: Remember a time that was positive, meaningful, or joyous in your life and evoke the feeling of that experience.

Step Four: Ask your heart, “What would be a more effective response to this current situation?”

Step Five: Listen. Listen to what your heart “says” as an answer to your inquiry.

Notice the distinction between your head and heart responses.

Cultivate heart intelligence.¹³

Shift. Activate. Ask.

¹² Doc Childre and Howard Martin, **The HeartMath Solution**. 1999, Harper&Row, San Francisco. Information from Institute of HeartMath is available: <http://www.heartmath.org/>

¹³ Download *Science of the Heart*, an overview of research from Institute of HeartMath: <http://www.heartmath.org/research/science-of-the-heart/introduction.html>

Mindfulness

“If you have a fussy baby, do you shout at the baby? Do you get angry at it? Do you shake it? No—you build a cradle for the baby.” Adapted from Anh-Huong Nguyen.

Simple Mindfulness Practice¹⁴

1. Sit in a comfortable position. Sit upright, with your back straight.
2. Close your eyes and breathe slowly and deeply. As you breathe, you may find it helpful to focus on a word or a phrase, timing it with your breathing: (e.g., “In...Out”, “I am here...I am home.”, “Be still...and Know.”)
3. Focus on your breathing. As other thoughts or feelings come to mind, let them pass and return your attention to your breathing. Visualize distracting thoughts and feelings as bubbles rising to the surface of a pool of water. They rise, burst and disappear. The pool remains clear.
4. Don't judge. Don't try to do it right. Do this as a practice everyday since it takes practice to get in touch with the quietness underneath our racing minds.
5. When you are ready to stop, open your eyes and stay seated for a few moments to appreciate the state that you are in.

¹⁴ Adapted from Richard O'Connor, *Undoing Perpetual Stress*/ 2005, Berkley.

Centering Prayer¹⁵

1. Begin by sitting down in your chair, eyes closed, body relaxed.
2. You may start with an intention for your time, if you'd like: a simple prayer, (e.g., "Into your hands, I commend my spirit.")
3. Say your sacred word, repeating it silently, gently, and steadily as an inner commitment to being in the Presence.
4. As thoughts arise:
Resist no thought
Retain no thought
React to no thought
Return to the sacred word
5. As you proceed, you may find that the word simply "drops" out
6. Be in the Presence—in whatever way this occurs for you, returning to your sacred word as you need to do so.

¹⁵ Adapted from Cynthia Bourgeault, *Centering Prayer and Inner Awakening*, Cowley Publications, Cambridge, 2004.