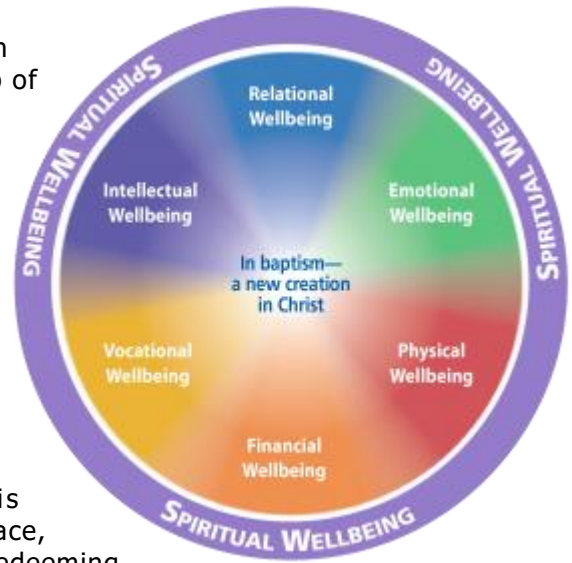


The Wholeness Wheel

As sanctified children of God, we respond to what God, in Christ Jesus, has done for us through proper stewardship of all that we have been given. Among those blessings are the various components of our health as shown by the Wholeness Wheel. Our efforts to improve our personal wellness, then, are a part of our sanctified living – as in every aspect “We are to grow up in every way into Him who is the head, into Christ.” (Ephesians 4:15) Until that time when we are with God face to face, we strive with His help and guidance to Be Well in all areas of the Wholeness Wheel so that we can best Serve Well those in our care.



Spiritual Wellbeing: Encompassing all aspects of our well-being is acknowledging that our pursuit of wellness is not possible without the righteousness that is ours by grace, through faith in Jesus Christ. It is only through Christ's redeeming sacrifice for us that we seek to nurture our relationship with Him through the study of His word, prayer, devotion, and worship. *Possible resource: a "Father-Confessor"*

Emotional Wellbeing: Knowing our full array of human emotions, recognizing which ones are suitable for each circumstance, and expressing them appropriately. Equally important is striving to respect and honor the feelings of others. *Possible resource: a licensed Counselor*

Financial Wellbeing: Being good stewards in the way we save for retirement, spending within our means, and sharing with others in need. Financial wellbeing is marked by generosity and eagerness to be a blessing. *Possible resources: Thrivent / LCEF / Concordia Plans Services*

Intellectual Wellbeing: In the same way we exercise our bodies for His service, we continually keep our minds stretched and active by staying curious, asking questions, seeking answers, exploring new responsibilities, and resting our mind at the end of the day to keep it fresh. *Possible resources: Continuing Education (seminaries, organizations, community groups)*

Physical Wellbeing: Honoring our bodies as gifts from God by keeping them as healthy as possible includes nourishing them with healthy food and drink, keeping them fit for service through regular exercise, and respecting our bodies' need for rest. *Possible resources: Vitality, Wondr, local gym or recreation center, physician, chiropractor*

Relational Wellbeing: Taking time to nurture our relationships with family, friends, and coworkers through interaction, play, and forgiveness are essential to our overall wellbeing. *Possible resources: marriage workshops, counseling*

Vocational Wellbeing: In our callings, we carry out our daily work joyfully serving in the capacity to which He has called us; discovering and using all of the gifts with which He has endowed us; and capably representing Him in the everyday experiences of our vocation, to help Him make this world a better place.

Stresses Unique to the Ministry

The following lists were generated by attendees at the Ministerial Care Coordinators' conference in September 2015. They were asked to consider stresses in the following areas: cultural, church body, family, and self. Items on the lists appear in no particular category, or in multiple categories.

Poor boundaries Power and control Addictions / temptation Lack of self-awareness Poor spirituality Alligators Obstacles Family systems Personal past Personal paranoia "Neglect" of practical ministry Too many bosses Fear of Synod / District No tangible results Compassion fatigue "Not what I signed on for!"	Gossip and Secrets Feelings of betrayal Team dysfunctions Worship wars Congregational size matters! Sense of personal inadequacy Drug / alcohol / internet use Effect on kids Money Fear of failure Shame Listening to "other voices" Ego / pride Feeling of trying to keep everyone happy	Self-doubt Anxiety about survival Time management Pace of life Performance ratings Fishbowl family life Never-ending tasks Spiritual warfare Soccer field Church seen as inflexible, hypocritical, irrelevant Disrespect for church or pastor Lack of love Disunity Narcissism Fear of relocation Fear of being trapped	Moral erosion Unrealistic expectation Financial concerns Isolation Low accountability Balance of family and ministry Adjustments of pivotal times Lack of own home Servant leader / employee dynamic Pastor as outsider Subject to criticism Attacks on spouse Congregational politics Lack of support Fear of sickness Weddings!
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Symptoms facing clergy under stress

Adrenal fatigue - lack of adrenaline (Sunday afternoon crash-nap)
 Digestive issues
 Dopamine resistance - resistance to the capacity to feel good
 Chronic inflammation - our bodies living longer with more toxins => more allergic reactions => more inflammation

Inability to function based on

- Poor boundaries
- Being on edge

When the body is doing the work, but the spirit is absent ("I can't stop; but neither can I go on"; I can't do it, and I don't even want to anymore)

Burnout may be described as a physiological state based on unmet expectations: when a person, for self-protection, shuts down (physiological burnout) Fight / Flight / Freeze!

Burnout as described by Compassion Fatigue theorists is about **the perceived inability of the individual's available resources to meet the perceived demands** facing him/her.

In either case, **the best immediate burnout / stress prevention strategy** is some **physical relaxation exercise** – if you can convince your body there is no immediate physical threat, the instinctive fight/flight/freeze reaction will dial down and your stress will decrease. ("Walk the dog, even if you don't have one!" – Wondr)

Here's a starter list of other good stress reduction strategies (in no particular order)

- Scripture - Revelation 5 - Worthy is the Lamb => I am not the Lamb, so I don't have to fulfill all the expectations! (Is a pastor really "a quivering mass of availability" – Stanley Hauerwas)
- Wife and children and grandchildren; family members
- Talk to others - who you gonna call? Do you have a group set aside in phone contacts?
- Annual solo retreat
- Spiritual discipline
- Trusting relationships!
- Pictures / videos / albums on phone or iPad
- Mission / outreach to others
- Hobby / outside into creation / creativity
- Physical exercise
- Office - space - safe space!

There's stress, and then there's abuse

Of the forms of abuse described in this Power and Control wheel diagram of abusive relationships (from the National Domestic Violence Hotline), Physical Abuse of a pastor by the congregation may be the most rare; yet enough examples may be present in the other categories for an outside observer to conclude fairly confidently whether the relationship is abusive; for example,

- Does the congregation **blame the pastor** for its lack of ministry successes?
- Does the congregation **isolate the pastor from colleagues and friends** by placing undue demands on his time and energy?
- Does the congregation **abuse the pastor emotionally** by demeaning and belittling him or his ministry in various ways?
- Does the congregation **intimidate the pastor** in any ways?
- Does the congregation use the budget and checkbook to **manipulate the pastor**?
- Does the congregation **exploit the pastor** and/or members of his family?
- Does the congregation **bully the pastor's family and children**?
- Finally, does the congregation **allow an individual or small group of individuals to engage in any of these behaviors by not intervening or speaking up on the pastor's behalf**?



If this happens to you, here are some ways the SELC District can help:

- By being present to your suffering and sorrow
- By listening to you with empathy
- By sharing your laments appropriately (both in time and in intensity)
- By being aware that for now you may need to do grief work more than church work

On the next page is a list of resources available to you to help with issues of stress, burnout, abuse, and other situations you may encounter in your ministry. Please don't hesitate to use them sooner rather than later!

Rev. Chris Cahill, D.Min.
 Ministerial Health Coordinator

<p>Concordia Plans Services 1-888-927-7526 http://www.concordiaplans.org/</p> <ul style="list-style-type: none"> Includes sections on Medical and Wellness Benefits, Dental and Vision Benefits, Personal Spending Accounts, Critical Illness & Accidental Injury Insurance, Mental Health Toolkit, Retirement, and Life and Disability Solutions At this site, see especially https://www.concordiaplans.org/our-solutions/health-wellness-benefits/mental-health-toolkit. See also the section The EAP (Employee Assistance Program) NOTE: The new nationwide number for the Suicide Prevention Hotline is 988 	
<p>Look Up Indiana - A wealth of mental health resources from The Lutheran Foundation based in Fort Wayne at https://lookupindiana.org/</p> <ul style="list-style-type: none"> See especially the section https://lookupindiana.org/faith-mental-health 	
<p>The Mental Health Grace Alliance at https://mentalhealthgracealliance.org/</p>	
<p>The Basin and Towel – Dr Chris Cahill's Ministerial Care website at www.basinandtowel.org</p> <ul style="list-style-type: none"> The Basin and Towel podcast https://thebasinandtowel.buzzsprout.com/ See links at the health, wellness, and self-care page at https://www.basinandtowel.org/health-wellness-and-self-care.html and the SELC District page at https://www.basinandtowel.org/selc-district.html 	
SELC District website	http://selc.lcms.org/
SELC District President	Rev. Waldemar (Wally) Vinovskis Cell: (484) 951-9441 Office: (610) 965-3265 E-mail: wrvinovskis@gmail.com
SELC District 1 st Vice President	Rev. Dr. Wally Arp Cell: (407) 310-0349 Email: warp@slcs.org
SELC District 2 nd Vice President / Ministerial Care Coordinator	Rev. Dr. Chris Cahill Cell: (330) 421-6805 Email: revcahill@gmail.com
SELC District 3 rd Vice President	Rev. Rick Ramirez Cell: (440) 360-0390 Email: dadchilos@gmail.com
SELC District Eastern Circuit Visitor	Rev. James Douthwaite Cell: (703) 861-4359 Email: revjdoc@gmail.com https://thesoberpeasant.blogspot.com/
SELC District Southern Circuit Visitor	Rev. Dave Haara Cell: (813) 892-3003 Email: Dhaara@msn.com
SELC District Central Circuit Visitor	Rev. Curtis Stephens Cell: (570) 578-0047 Email: curtisstephens001@gmail.com
SELC District Western Circuit Visitor	Rev. Dr. Carl Krueger Cell: (414) 698-7208 Email: selcpres@gmail.com