



PENTECOSTAL ASSEMBLIES OF THE WORLD, INC.
EXECUTIVE BOARD & LEADERS RETREAT

A CELEBRATION OF WHOLENESS BRINGING BRIDGES TOGETHER

RENAISSANCE BIRMINGHAM ROSS
BRIDGE RESORT

Bishop Theodore Brooks, *Presider*

Bishop Horace E. Smith, M.D., *Presenter*





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REAT**



PENTECOSTAL ASSEMBLIES OF THE WORLD, INC. EXECUTIVE BOARD & LEADERS RETREAT

“A CELEBRATION OF WHOLENESS-BUILDING BRIDGES TOGETHER”

“... the executive board retreat as outlined will begin to address the plethora of issues in the mental and emotional health arena, so that we can experience healing and be better prepared to face the negative social and familial stigmas that prevents us from being the real champions of our faith God has called us to be.

... we can no longer ignore the “Pink Elephant” of mental and emotional illness that exist within our leadership, and the larger church communities we serve.

Thus our theme.....



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**A BROAD PERSPECTIVE ON MENTAL HEALTH
AND THE CHURCH:
WHAT ARE WE TO THINK?**



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BIBLICAL & THEOLOGICAL PERSPECTIVES OF HEALTH & WHOLENESS



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**WE ARE A CREATIVE TRICHOTOMY:
MADE IN THE IMAGE OF GOD**

BODY

SOUL

SPIRIT



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HEALTH

a relative state in which one is able to function well physically, mentally, socially, and spiritually in order to express the full range of one's unique potentialities within the environment in which one is living.



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WHOLLY HEALTH: HEALTH IS ALL OF IT'S ASECTS

BODY SOUL SPIRIT

"And the very God of peace sanctify you wholly; and I pray God your whole spirit and soul and body be preserved blameless unto the coming of our Lord Jesus Christ." - **1 Thessalonians 5:23 (KJV)**



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HEALTH & GOD'S CREATIVE INTENT

God creates human beings as whole persons—each one a dynamic unity of body, soul, and spirit.

We are made by God to be whole, and to function in the manner God purposed and designed us for, with a sense of joy and genuine fulfillment!



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THE WORK OF SATAN... THE PROMISE OF GOD

JOHN 10:10

The thief cometh not, but for to steal, and to kill, and to destroy: I am come that they might have life, and that they might have it more abundantly. (KJV)



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HOW HEALTHY ARE YOU?



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STEWARDS OF LIFE AND HEALTH

- On a scale of 1-10, rate your physical health
- On a scale of 1-10, rate the health of your soul (mind-emotions-will)
- On a scale of 1-10, rate the health of your spirit



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HEALTH & LEADERSHIP



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THE CALL AND CULTURE OF YOUR LEADERSHIP
WHAT'S EXPECTED OF
YOU?



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... I am supposed to move from sick bed to administrative meeting, to planning, to supervising, to counseling, to praying, to trouble shooting, to budgeting, to audio systems, to meditation, to worship presentation, to newsletter, to staff problems, to mission projects, to conflict management, to community leadership, to study, to funerals, to weddings, to preaching.



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...I am supposed to be “in charge” but not *too* in charge, administrator, executive, sensitive pastor, skillful counselor, public speaker, spiritual guide, politically savvy, intellectually sophisticated. And I am expected to be superior or at least first rate, in all of them.



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...I am not supposed to be depressed, discouraged, cynical, angry, or hurt.

...I am supposed to be up-beat, positive, strong, willing, available.

Right now I am not fulfilling any of these expectations very well.

AND I AM TIRED!!



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AS IT RELATES TO PUBLIC SPEAKERS, THE GREEKS FELT CERTAIN CONCEPTS WERE IMPORTANT:

logos the reasoning or logic of an argument was very important

pathos the appeal to the emotions was also important

ethos the character or reputation of the speaker, was the most important element



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THE ETHOS OF THE PREACHER



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PSYCHOLOGY

The term psychology comes from two Greek words: psyche, which means “soul,” and logos, 'the study of.'

WHO ARE YOU...THE REAL YOU?

WHO ARE YOU BESIDES YOUR 'TITLE?'



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ETHICS

a system of moral principles governing
the appropriate conduct for a person or
group



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THE STRESS OF MINISTRY LEADERSHIP



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- 13% of active pastors are divorced.
- 23% have been fired or pressured to resign at least once in their careers.
- 25% don't know where to turn when they have a family or personal conflict or issue.
- 25% of pastors' wives see their husband's work schedule as a source of conflict.
- 33% felt burned out within their first five years of ministry.



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- 33% say that being in ministry is an outright hazard to their family.
- 40% of pastors and 47% of spouses are suffering from burnout, frantic schedules, and/or unrealistic expectations.
- 45% of pastors' wives say the greatest danger to them and their family is physical, emotional, mental, and spiritual burnout.
- Though I can find no specific statistics (I'm sure they are out there), the pastorate is seeing a significant rise in the number of female pastors.



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- 45% of pastors say that they've experienced depression or burnout to the extent that they needed to take a leave of absence from ministry.
- 50% feel unable to meet the needs of the job.
- 52% of pastors say they and their spouses believe that being in pastoral ministry is hazardous to their family's well-being and health.



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LEADERSHIP STRESS

Leaders and their spouses experience the same kinds of joy, pain and brokenness as those they serve.

Where do they turn when faced with personal problems?

Who ministers to the ministers and their spouses?

Do they find the support they need?



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WHO MINISTERS TO THE MINISTER?



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Studies indicate that the worst possible combinations of work conditions are High Performance Demand, combined with little control over the situation.

Therefore, by its very nature, Pastoral/leadership ministry is a *stressful* vocation.

To be successful and maintain overall health, vitality, and longevity, we must identify and understand what we bring to the job (the status of our souls) and the *stress* that we encounter with the job.



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What are the personal issues facing those who lead in the church?

How likely is it that they find the support that they need?

What facilitates church leaders, especially senior pastors from finding the support they need?

What are the hindrances to them finding that support?



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STRESSES ON THE SPOUSES OF LEADERS

- Expectations
- Finances
- Time for family and each other
- Who is my pastor?



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**ALL STRESSED UP AND NO PLACE TO
BLOW**



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OUR LEADERSHIP ENVIRONMENT AND CULTURE: HEALTHY? TOXIC?

MUCH OF THE LEADERSHIP CULTURE
OF THE AMERICAN CHURCH IS NOT
CONDUCTIVE TO THE SOUL HEALTH OF
ITS LEADERS



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WHAT DOES IT MEAN TO BE A GREAT MINISTER/LEADER?



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**CHURCH CULTURE HAVE IDEALIZED THE PASTOR
AND HIS OR HER SPOUSE AS THE 'LONE
RANGER' OF THEIR GROUP.**



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VALUES OF THE AMERICAN 'HERO' CULTURE

America is the inventor of the most mythic hero, the cowboy, who again and again saves a society he can never completely fit into.

He can shoot faster and straighter than most other men—and has a special sense of justice.

- INDIVIDUALISM
- INDEPENDENCE
- SELF-SUFFICIENCY



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Senior Church Leadership and the American "LONE RANGER" Culture

INDIVIDUALISM INDEPENDENCE SELF-
SUFFICIENCY
THE 'SUPERMAN' MENTALITY



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LEADERSHIP LONELINESS & ISOLATION



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Pastors/leaders frequently end up isolated from the church, unable to confess sin, having no one in their life to aid them in seeing the spiritual blind spots that everyone has.

Pastors/leaders often feel a pressure to always do and say the right thing and this can lead to a dual life.



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**ARE YOU LEADING AT THE
COST OF YOUR 'LIFE?'**



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COULD YOU.....
GAIN THE WHOLE WORLD OF
LEADERSHIP....
AND LOSE YOUR 'OWN' SOUL!

MATTHEW 16:26



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The Holy Man myth is that God has set aside a special group of people who are not ordinary humans, but who have godlike qualities of moral perfection, freedom from temptation and sinfulness, and who are possessed with a special wisdom.

These men (mostly men of course) can answer all questions and solve all problems. They speak for God, know God intimately, and can make things right for us with God.

We who are leaders, though well aware that the myth is a lie, still enjoy its special privileges enough that we don't want to spoil the show.

Furthermore, if leaders believe this myth then their 'dark side', lulled to sleep by their smugness about being 'holy', erupts in some unguarded moment or time in their life.



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THE ROMANTIZED 'HOLY-MAN' MYTH MUST DIE



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THE TRUTH...

WE ARE ‘WOUNDED HEALERS!’



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THE CALL TO LEADERSHIP: A 'DANGEROUS' CALLING



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JOURNEY TO MATURITY AND THE CHRISTIAN CONCEPT OF WHOLENESS



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SCRIPTS IN LIFE

Early influences lead all of us to make decisions about how we should behave and how we view our world.

Underlying the hesitancy to ask for help are both a cultural and a sexual script. These scripts tend to lock people into a position of independence and self-sufficiency rather than allowing them to move on to interdependence.

**WE MUST RECOGNIZE AND HAVE THE COURAGE TO UNLEARN
AND CHANGE THE SCRIPTS!!!**



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Dependence — Anti-dependence---Independence — Interdependence

We begin life as children, totally dependent. Then in adolescence we go through a time of being very resistant (anti-dependent) toward those we have been dependent.

As we mature into adulthood, we become more independent and self-sufficient, making our own decisions and developing our own identity. Finally, we can begin to recognize how interdependent we all are and begin to live more in relationship and community.

**TOO OFTEN WE GET STALLED AND STOP AND IDEALIZE
INDEPENDENCE!**



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LEADERS AND THE HEALTH OF OUR 'SOULS'



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**“KNOW THYSELF... THE
TRUTH ABOUT
YOURSELF!”**



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THE 'JOHARI' WINDOW



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		Known to self	Not known to self
Known to Others	Known to self	Open area or Arena	Blind spot
		Hidden area or façade	Unknown



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LEADERSHIP & SELF-IMAGE

(IF WE DON'T LIKE THE KIND OF PERSON
WE ARE, WE THINK NO ONE ELSE LIKES US
EITHER.)



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A CHRISTIAN UNDERSTANDING TO OUR BEST PSYCHOLOGICAL SELF

.....love your neighbor *AS YOURSELF!*

Proper self-love is intimately connected with neighbor-love
and even love of God!

When we lack self-love or self-esteem, it permeates how we
approach much of the rest of life.



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MY NEED FOR THE "HERO IMAGE" MAY BE A RESULT OF MY INSECURITY

Low self-esteem can encourage us to be workaholics, equating worth with our performance. Low self-esteem can encourage unhealthy dependency or a façade of total self-sufficiency, rather than allowing us to mature into interdependent relationships.

Adler believed that an inferiority complex is the key dynamic behind people's striving for superiority over others.



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SELF-IMAGE

Healthy self-image is created and maintained through open interpersonal communication with God and others.



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LEADERSHIP AND PERSONAL DYSFUNCTION



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CRITICAL 'LAND MINES' IN MINISTRY

MONEY

SEX

POWER



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WHAT ABOUT THE DARK SIDE OF LEADERSHIP?

Gary L. McIntosh & Samuel D. Rima, Sr.



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THE DARK SIDE

The dark side is a natural result of human development. It is the inner urges, compulsions, and dysfunctions of our personality that often go unexamined or remain unknown, until some significant problem or encounter reveals and exposes it.



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1. Every leader suffers from some degree of personal dysfunction varying from extremely mild to extremely acute.
2. Personal dysfunction in one form or another can often serve as the driving force
behind an individual's desire to achieve success as a leader
3. Many leaders are not aware of the dark side of their personalities and the personal dysfunctions that drive them
4. The personal characteristics that drive individuals to succeed and lead often
have a shadow side that can cripple them once they become leaders and



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5. Learning about their own dark side and the dysfunctions that have created it can enable leaders to address those areas and prevent, or at least mitigate, the potential negative effects to their exercise of leadership
6. Scripture has much to say about the dark side of human personality and the motivations that drive us to achieve, which can be helpful to leaders in their efforts to understand themselves and overcome those areas of their personalities that might threaten their effectiveness as leaders.



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EVERY PASTOR/LEADER NEEDS 3 'SYSTEMS'

- SUPPORT SYSTEM
- ACCOUNTABILITY SYSTEM
- PROTECTION SYSTEM



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LEADERS NEED SUPPORT

Church leaders experience in their own lives the brokenness and pain of the human condition, which is often contrary to the expectations of the Church, our culture, and ourselves.

This alienation creates crises of various forms and degrees



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- To what degree are senior leaders a part of the church community?
- Do senior leaders (and spouses) have an identity outside of their ministerial role?
- What about women in ministry?
- What about single persons in leadership?



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SUPPORT SYSTEMS

There have been multiple studies that validate the conclusion that support systems are crucial in facing life crises.

When you and or your family experiences challenges, loss, pain.....What Happens?



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WHAT IS MEANT BY ‘SUPPORT?’

**THE 3 “C’S” OF BASIC SUPPORT: Comfort
Clarification Confrontation**



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WE NEED PEOPLE WHOM WE CAN TRUST WITH OUR PAIN AND WHO WILL:

1. Comfort us often by just being good listeners
2. Help us Clarify by asking the right questions and pointing us to significant resources
3. People who will care about us enough to lovingly Confront us with that which we don't see or have been avoiding



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INTENTIONAL WAYS THAT LEADERS AND SPOUSES CAN GET HELP



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1. Consider professional psychotherapy: This is often more of an educational growth experience than a medical necessity. Here leaders can learn and discover more about themselves and deal with difficult and sensitive experiences in creative and helpful ways. Can help us deal with the unfinished business of our past that complicates our present situation and future.
2. Open up your spiritual journey to others: this could be working with a spiritual director, friend, or spiritual growth group. This could be a space where we stay in touch with the transforming power of God in our lives.



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3. A support group of colleagues or friends: this can provide an on-going, readily available 'safe place,' to be oneself, and to grow with those who share common concerns. We can learn to trust and show vulnerability, and to be lovingly confronted when needed, and be affirmed in weakness and in strength.

These kinds of support for growth need to be seen as integral parts of ministry, not as extras for those who can't cope!!



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MOVING FROM ISOLATION TO LEADERSHIP COMMUNITY

*"I am not able to carry all this people alone, for they
are too*

heavy for me." Numbers 11:14
Cultivating Spiritual Community



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THE BIBLICAL NOTION OF 'COVENANT!'



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In covenant, the church community is to act in a mutual way to ensure the transformation and whole healthiness of ALL of its members, including its leaders!!

We need to find ways to transfer the congregation's dependence on the leaders, to our mutual dependence or interdependence on God.

The process of transformation happens only in interdependence.

Leaders must become willing and comfortable to sharing their own lives in authenticity and transparency. This will create an atmosphere allowing all, including the leaders to become healthy and whole. "Show me your wounds!"



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God made us whole people, in His Image (Gen 1:27)

That image includes physical, spiritual, emotional, intellectual, and social dimensions.

Each part of our being is important and plays a role in who we are and how we experience life.

Ignoring any aspect of who we are always results in destructive consequences--- in our relationship with God, with others, and with ourselves.



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SUPPORT FROM

- Colleagues
- Professional counseling
- Spiritual renewal
- Seminary and continuing education



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SUPPORT FOR SPOUSES AND FAMILIES!!!!



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HEALTHY SPIRITUALITY

WORSHIP
PRAYER
BIBLE STUDIES
FELLOWSHIP

DOES THIS GUARANTEE EMOTIONAL/RELATIONAL
HEALTH?