

# **AVOIDING BURNOUT & OVERCOMING STRESS**

**David Shosanya**

## Scriptures:

To my good friend Gaius: How truly I love you! We're the best of friends , and I pray for good fortune in everything yo do, and for your good health – that your everyday affairs prosper, as well as your soul.

**3 JOHN 2 (THE MESSAGE)**

Examine yourselves to see whether you are in the faith; test yourselves. Do you not realize that Christ Jesus is in you—unless, of course, you fail the test?.

**2 Corinthians 3: 15**

# Why Is Wellbeing Important?



## PERSONAL WHOLENESS

How we feel impacts on how we are with self / others



## MODELLING WHOLENESS

Followers are more inclined to take our leadership seriously if we model what we believe



## FACILITATING WHOLENESS

We can easily steward for others what we have stewarded for or within ourselves.



## WHOLENESS AS GROWTH

Leadership / discipleship is about leading followers into wholeness as part of their discipleship.

## 5 Elements of Wellbeing

- Health
- Good connections with friends and family
- Good connections with spouse or partner
- Job satisfaction and Economic Security
- Present and future environment

**SOURCE: Measuring National Wellbeing, ONS Report**

### DEFINITION:

**The state of being comfortable, healthy or happy.**

# Ministry Statistics

- 1,500 Pastors leave the ministry each month
- 80% of Pastors and 84% of their spouses feel unqualified and discouraged in their role as pastors
- 82% admitted struggling with sexual temptation
- 80% of pastors believe ministry negatively affects their families
- 57% of pastors say they do not have sufficient time to spend with their spouse
- 98% admitted suffering from stress
- 83% said that they feel angry
- 82% said they had experienced family tensions
- 63% had felt lonely

# Tensions That Can Lead to Burnout

**Table 7.1 What pastors want to be**

preacher	90%
person of prayer	88%
teacher	81%
fellowship builder	77%
pastor	77%
pioneer	55%
prophet	53%
leader of public worship	52%

**Table 7.2 What pastors feel others want them to be**

pastor	94%
preacher	90%
person of prayer	86%
fellowship builder	84%
teacher	81%
visitor	73%
leader of public worship	70%
manager	61%

**Table 7.3 What pastors do not want**

administrator	(11%–50%) = 39%
visitor	(35%–73%) = 38%
manager	(29%–61%) = 32%
counsellor	(33%–61%) = 28%
social worker	(5%–33%) = 28%
minister of sacraments	(33%–52%) = 19%
leader of public worship	(52%–70%) = 18%
fund raiser	(3%–20%) = 17%

**Table 7.4 What pastors do**

preacher	81%
pioneer	78%
pastor	73%
teacher	67%
fellowship builder	61%
leader of worship	58%
manager	52%
administrator	50%

**Table 7.5 What pastors do against their own wishes**

manager	(29%–52%) = 43%
administrator	(11%–50%) = 39%
pioneer	(55%–78%) = 23%

# 12 Trigger Points Of Stress In Ministry

- ① The amount of work / number of roles
- ② Unrealistic expectations
- ③ Dealing with conflict / different people
- ④ Administration and finance
- ⑤ Pastoral demands
- ⑥ Worries about the future of the church
- ⑦ Lack of volunteers
- ⑧ Multiple Choices
- ⑨ Managing change
- ⑩ Work / Life balance
- ⑪ Loneliness and isolation
- ⑫ Theological concerns

**The two most concerning triggers for stress in ministry:**

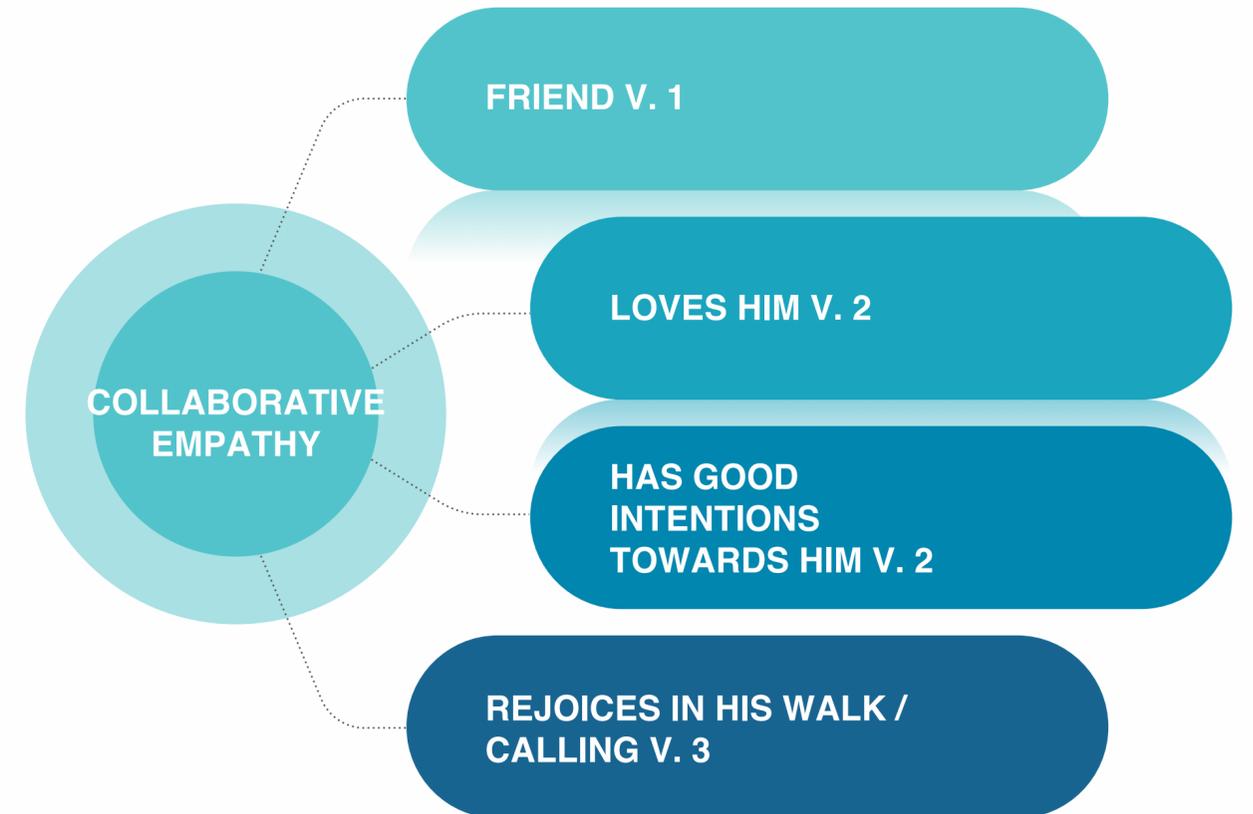
- ① **The amount of work / number of roles**
- ② **Unrealistic expectations**

# GAIUS

A loved, faithful leader



**1** The elder,  
To my dear friend Gaius, whom I love in the truth.  
**2** Dear friend, I pray that you may enjoy good health and that all may go well with you, even as your soul is getting along well. **3** It gave me great joy when some believers came and testified about your faithfulness to the truth, telling how you continue to walk in it. **4** I have no greater joy than to hear that my children are walking in the truth.  
**3 John 1 - 4**



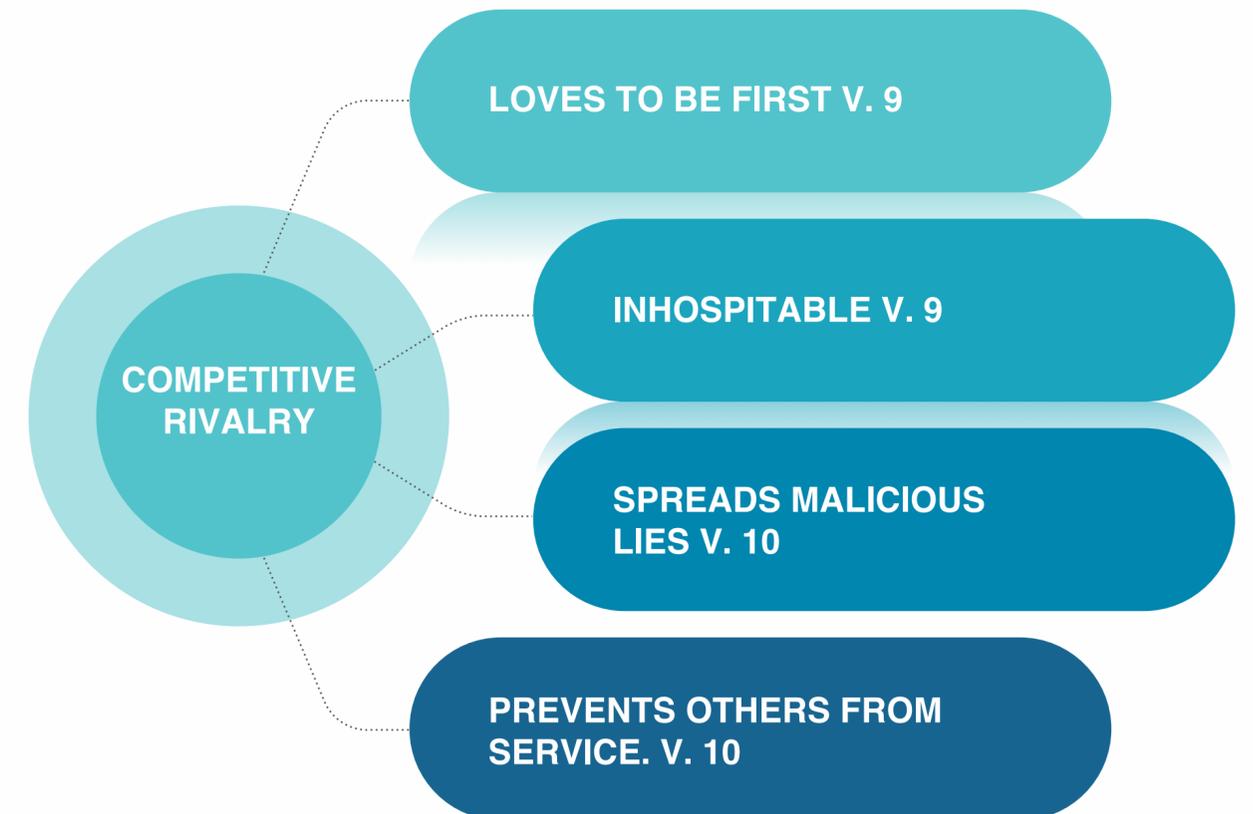
# DIOTREPHESES

A narcissistic leader

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I wrote to the church, but Diotrephes, who loves to be first, will not welcome us. <sup>10</sup> So when I come, I will call attention to what he is doing, spreading malicious nonsense about us. Not satisfied with that, he even refuses to welcome other believers. He also stops those who want to do so and puts them out of the church.

3 John 9: 10



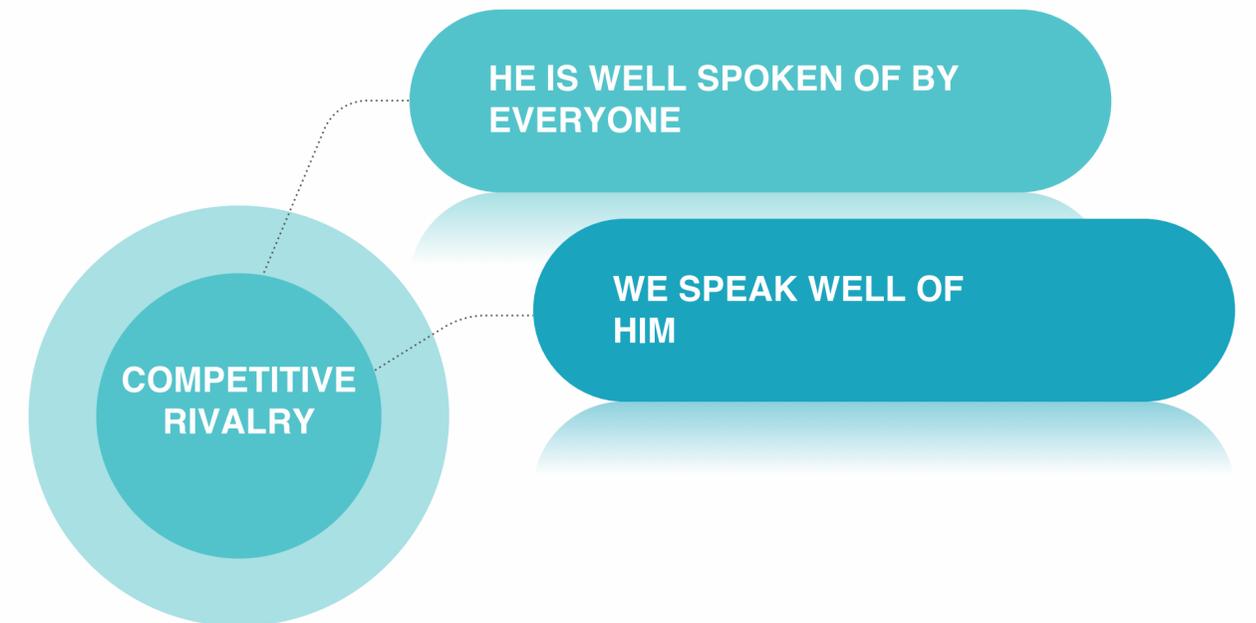
# DEMITRIUS

A model leader

## > DEMITRIUS

Demetrius is well spoken of by everyone—and even by the truth itself. We also speak well of him, and you know that our testimony is true.

3 John 12



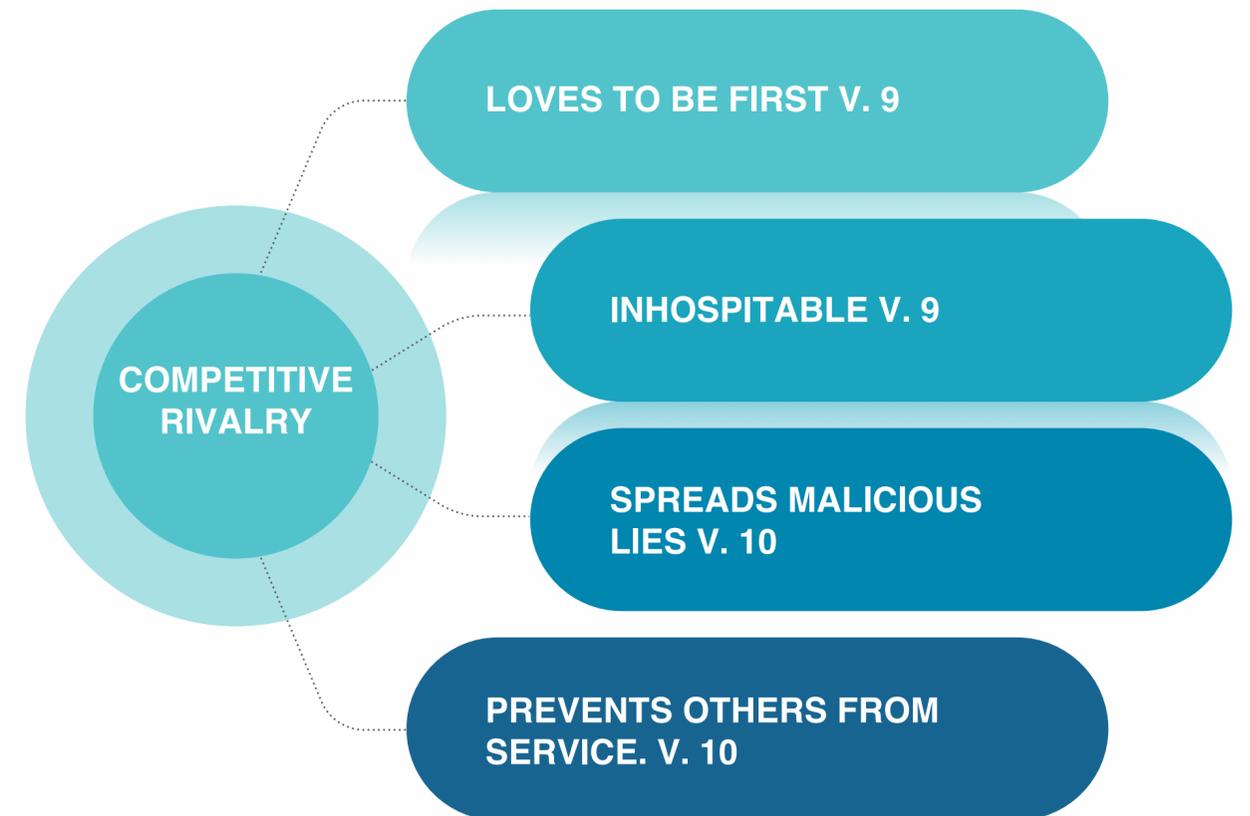
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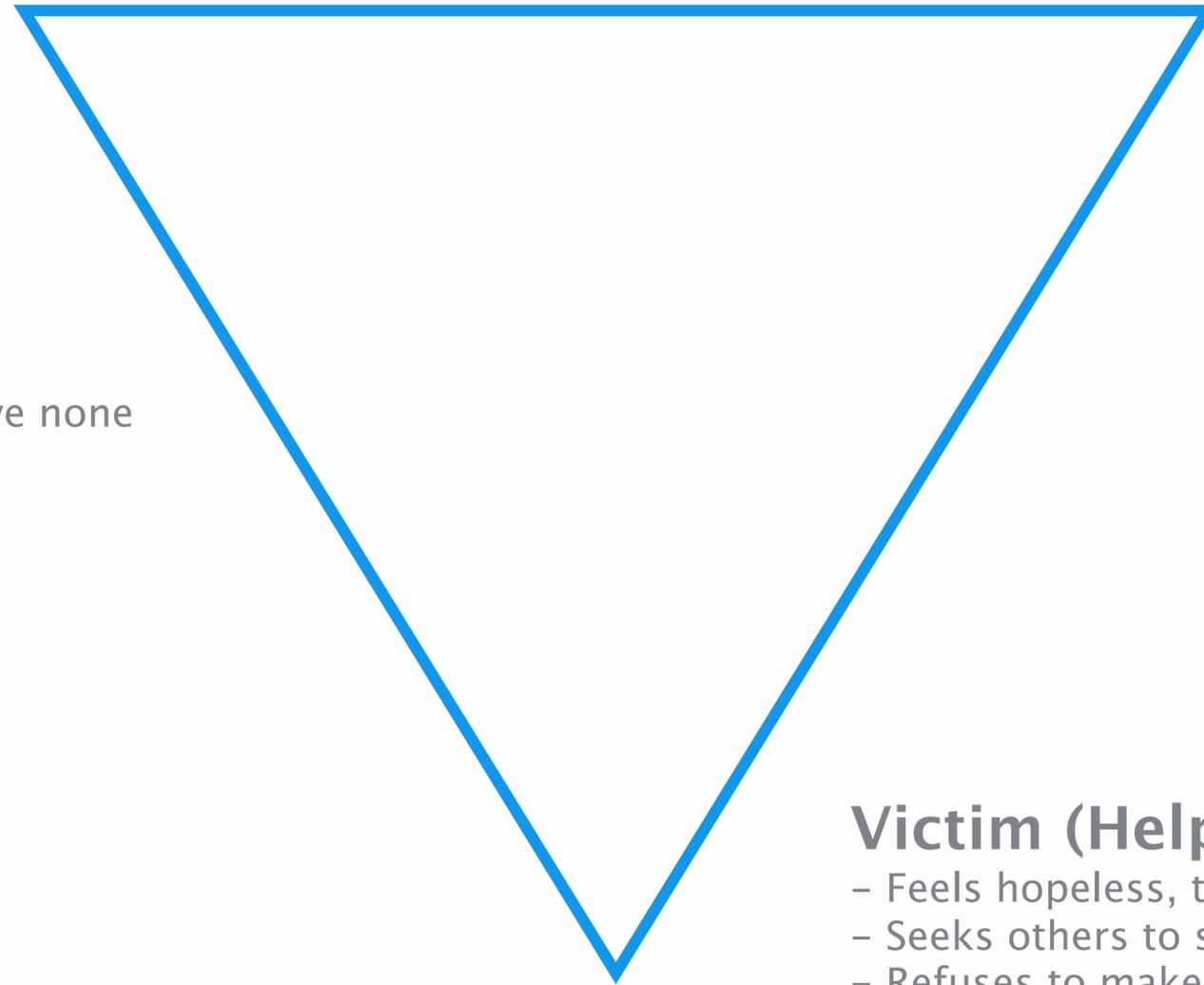
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# Two Karpman Drama Triangle (3)



## The Bully

- Blames others for all problems
- Criticises
- Dominating
- Outs others down
- Angry, resentful
- Rule oriented
- ,Has all rights while others have none

## The Rescuer

- Gains self esteem by 'helping others'
- Tries to e considerate, helpless
- Feels the need to fix problems
- Often feels like a failure when the other person complains

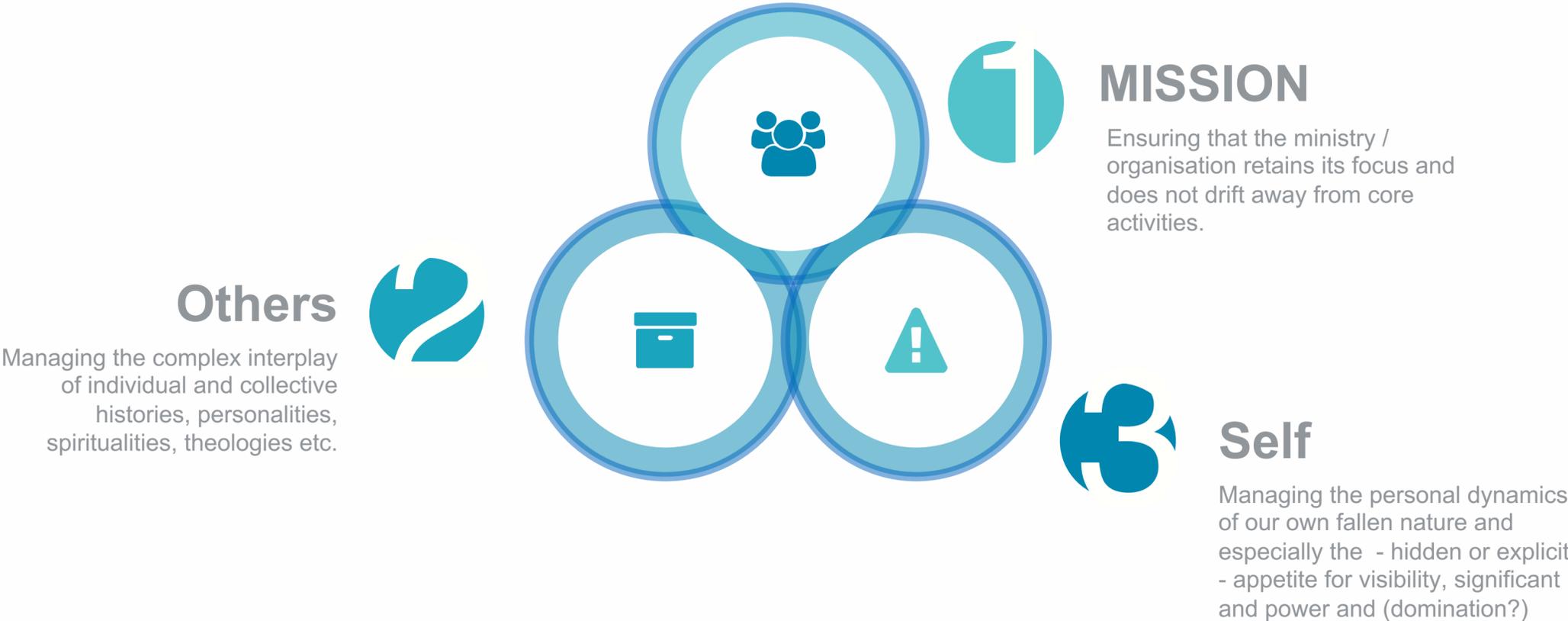
## Victim (Helpless)

- Feels hopeless, trapped, ashamed, guilty, powerless,
- Seeks others to solve problems, give them validation
- Refuses to make decisions, solve problems or seek professional help
- Dependent

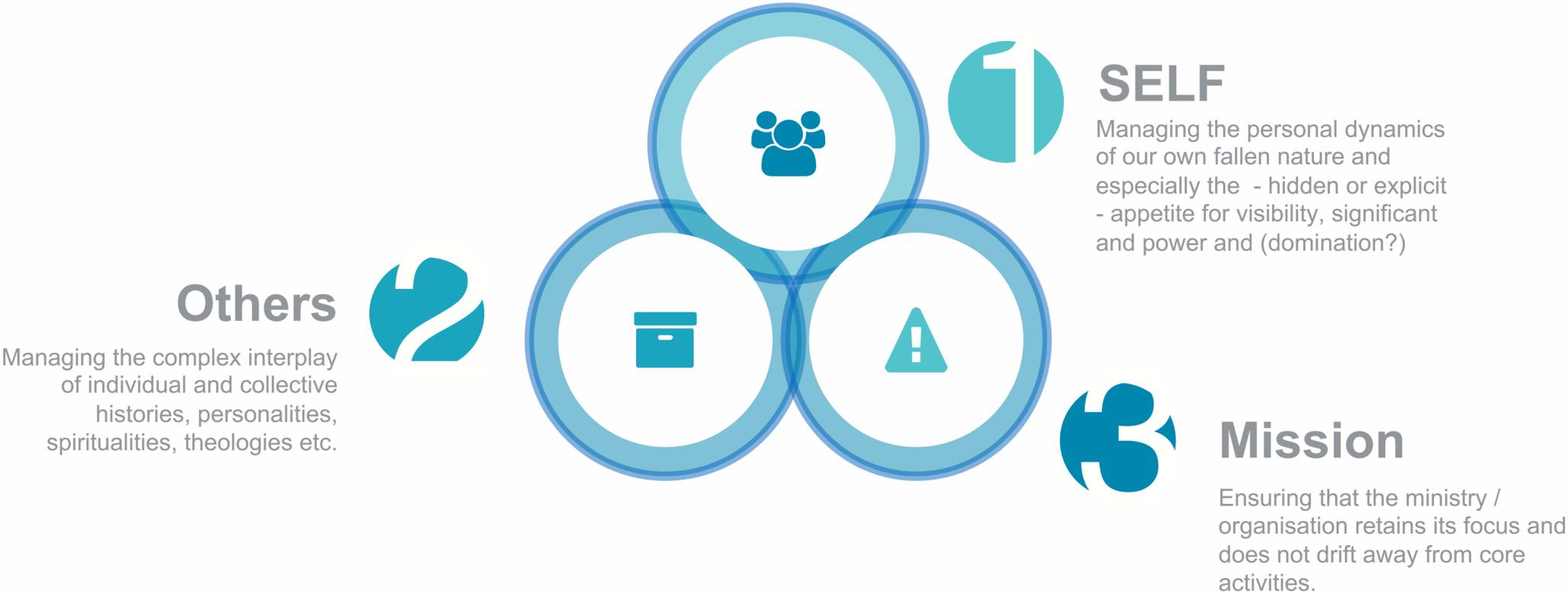
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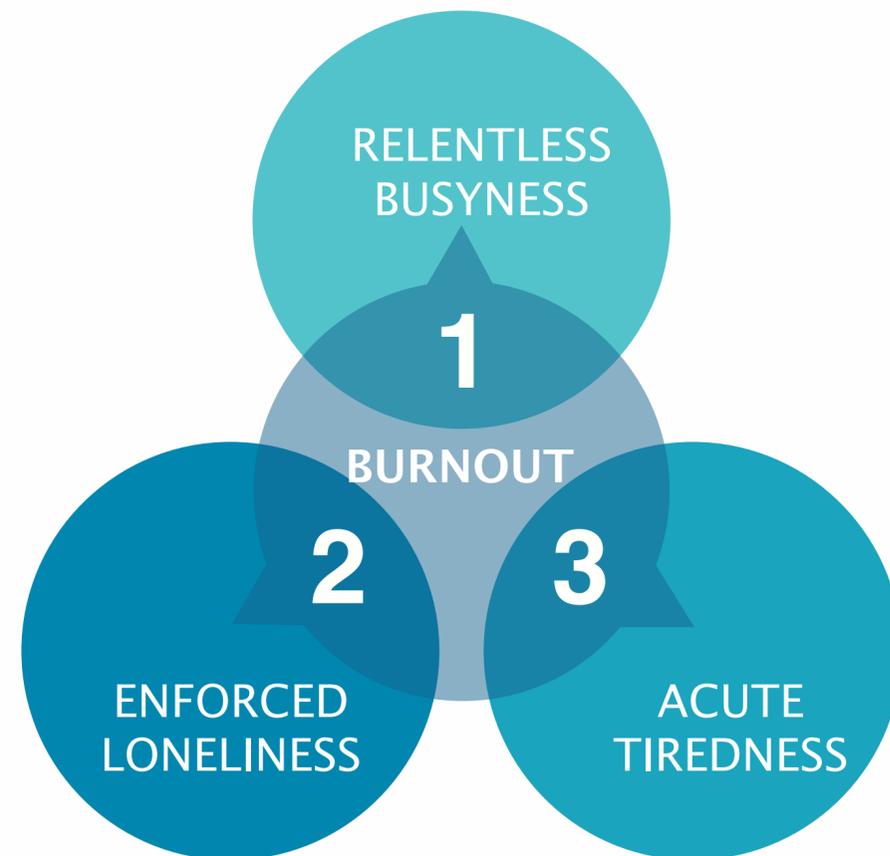


# Three Locations of Concern



# Three Ministry Killers

Can ultimately lead to isolation then burnout!



## Two Definitions:



Emotional and physical exhaustion resulting from a combination of exposure to environmental and internal stressors and inadequate coping and adaptive skills. In addition to signs of exhaustion, the person with burnout exhibits an increasingly negative attitude toward his or her job, low self-esteem, and personal devaluation.



A psychological state of physical and emotional exhaustion thought to be a stress reaction to a reduced ability to meet the demands of one's occupation; symptoms include fatigue, insomnia, impaired work performance, and an increased susceptibility to physical illness and substance abuse.

# Four Types Of Burnout

Each can be experienced individually or together



## PHYSICAL BURNOUT

Lack of exercise, physical effects of stress, Effects: weakened immune system, aches and pains, poor or no appetite, lethargy



## RELATIONAL BURNOUT

Caused by strained relationships with other leaders, church members with other church members, stakeholders.



## SPIRITUAL BURNOUT

Neglect of one's personal spiritual life - difficulty in studying ? reading God's Word, prayer etc.



## EMOTIONAL BURNOUT

Lack of care for the career. Feelings of isolation, failure, self doubt, withdrawal, irritability, intolerance, impatience etc

# Why We Burnout!

Two root causes?



## MESSIAH COMPLEX

The unconscious, repressed or masked belief that you are divinely appointed and uniquely gifted to occupy a certain position or exercise inordinate power.



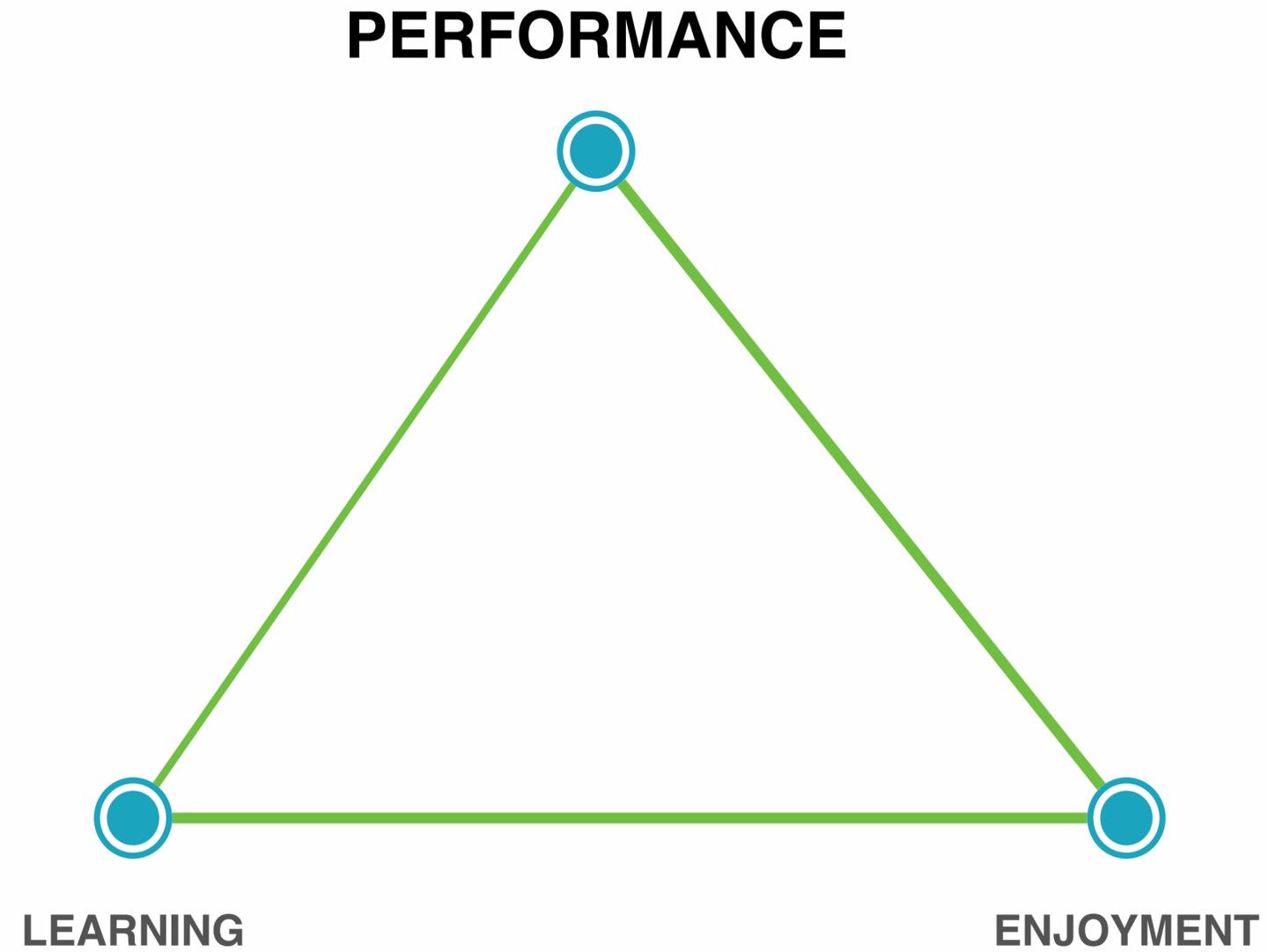
## CONTROL COMPLEX

There is a need to consistently be in a position of control - this can manifest itself in micro-management and spiritual abuse.

# Signs & Symptoms of Burnout In Ministry

- ① Stress
- ① Depression
- ① Insufficient sleep and rest
- ① Spiritual dryness
- ① Loss of motivation / feelings of isolation
- ① Susceptibility to temptation
- ① Disengaged and lack of love with those you serve

# Excessive Focus is on PERFORMANCE



# Avoiding Burnout: Set Boundaries!

- Clearly identify your boundary
- Understand why you need the boundary
- Be straightforward
- Don't apologise or give long explanations
- Use a calm and polite tone
- Start with tighter boundaries
- Address boundary violation early
- Don't make it personal
- Trust your intuition
- Review periodically

# Burnout Recovery Tips

- ① Spend more time in prayer and in The Word
- ① Regain lost vision for ministry
- ① Stop comparing yourself to others
- ① Develop relationships with non-Christians
- ① Focus on the positive!
- ① Cut off draining relationships
- ① Express gratitude
- ① Do activities that energise you