



# How to Care for Your Pastor

Slides available at  
[www.ShepherdscanyonRetreat.org  
/appreciation](http://www.ShepherdscanyonRetreat.org/appreciation)



**Rev. Kevin Bueltmann**  
Executive Director Shepherd's Canyon Retreat

**Story of a  
Burned out Pastor**



# Fruits of the Spirit

love, joy

peace, patience

kindness, goodness,

faithfulness, gentleness,

self-control

Galatians 5:22-23

These are not rules, but results.



**DCE  
1987-1991**

**Camp Director & Pastor  
2017-2022**

**My  
Story**

**DCE  
1991-1995**

**Camp Ministry  
2001-2008**



**Pastor  
2010-2017**

**Camp Director  
1995-2001**





LCMS RSO

Recognized

Service

Organization

NW of Phoenix



**Recently, a pastor wrote:  
"I have become a spiritual zombie -  
dead but moving. It's more than  
just a dark night of the soul.  
At this point I am not even sure  
God exists. Can you help?  
I really have nowhere to turn."**



- Burnout, Stress, Overwork
- Compassion Fatigue
- Church or Staff Conflict
- Depression, Anxiety
- Unmet Goals / Expectations
- Current or Future Changes
- Unable to Take a Day Off
- Marriage / Family Challenges
- Lack of Energy, Direction
- Preparing for a Sabbatical
- Grief





# Who Burns Out?

**People helpers who are:**

Overly dedicated

Sympathetic

Over-committed

Perfectionistic

Empathetic

- Pastors, Priests, Clergy
- Missionaries
- Chaplains
- Directors of Christian Ed
- Christian School/College Faculty
- Deacons & Deaconesses
- Christian Camp Ministry Leaders
- Worship Leaders
- Spouses

# External Sources of Burnout

Too many responsibilities  
Lack of appreciation or support  
Inadequate resources / staff

Unresolved conflict

Ever changing government guidelines

Living in a post-Christian era





# Internal Sources of Burnout

Perfectionism  
Inability to set boundaries  
Low self esteem  
Difficulty delegating  
Unaddressed emotional issues

# Spiritual Forces of Burnout

We have an adversary  
who roams around  
seeking whom he may devour.

1 Peter 5:8



# The Lies We Believe

Sometimes we believe the lie that God isn't strong enough to do accomplish His will without our help.



**How is being a pastor  
different than other jobs?**

# **What is compassion fatigue?**

**Compassion fatigue is the physical, psychological, & emotional impact of helping people who have experienced trauma, especially when you absorb too much trauma in a short amount of time.**

**You may not be directly exposed to something traumatic, but as you hear someone's traumatic story, you may feel empathy for them and experience some of their trauma in a second-hand way.**



**The Latin roots of compassion means  
“to suffer with” someone.**

**1 Corinthians 12:25-26 talks about the body of Christ and that  
“its parts should have equal concern for each other. If one  
part suffers, every part suffers with it; if one part is honored,  
every part rejoices with it.”**

**We are called as the body of Christ to have compassion for  
others and some people end up getting full-time jobs where  
they can have compassion for others such as those in the  
medical field, counselors, pastors, and others.**



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**Spiritual**  
**Physical**  
**Emotional**  
**Financial**  
**Vocational**  
**Intellectual**  
**Relational**

# **Spiritual Wellbeing**

**Ask your pastor how you can specifically pray for his family. Pray for your pastor and with him.**

**Specifically share how God has used him to encourage your walk with Jesus.**

**Initiate a 3-month sabbatical for every 5-7 years of ministry at your church.**



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# **Physical Wellbeing**

**Personally, or as a church,  
pay for a health club membership.**

**Encourage a day of Sabbath rest each week.  
(This is not just a day off to get yard work done.)**

**A gift card for a massage.**

**Challenge your pastor to a game of pickleball**



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# **Emotional Wellbeing**

**Show appreciation to your pastor and his wife with Words, Gifts, Help, Time, Hugs, etc.**

**Give him adequate time away.  
Respect your pastor's day off.**

**Allow him to take a 3-month sabbatical every few years for reflection, renewal, and revitalization.  
Your church will benefit as much as he does.**



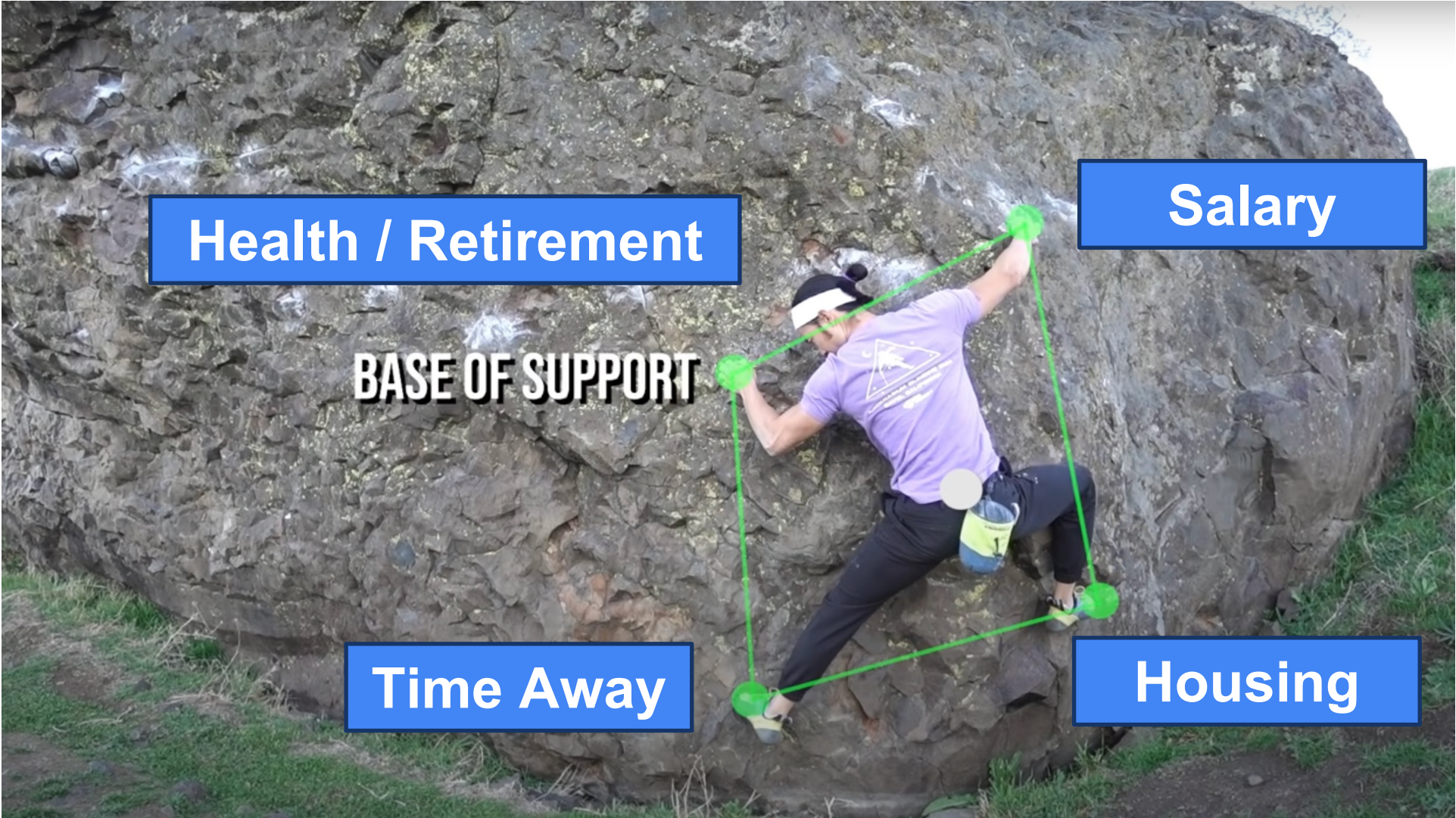


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# **Financial Wellbeing**

**Care for him financially with a generous salary, insurance, and retirement plan. It is true that a pastor should not shepherd the flock of God just for money, but he shouldn't live in poverty either.**

**Your pastor can better serve the church if he is not constantly worrying about financial matters.**



**Health / Retirement**

**Salary**

**BASE OF SUPPORT**

**Time Away**

**Housing**



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# Vocational Wellbeing

**Follow his leadership** – “...for they watch for your souls, as they that must give account, that they may do it with joy, and not with grief: for that is unprofitable for you.” (Heb. 13:17)

**Thank your pastor for his sermon and tell him how God will use it in your life. It will rejuvenate your pastor to hear about your growth in the Lord.**

**Lighten your pastor’s workload by asking how you can help and/or getting involved in the ministry.**



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# **Intellectual Wellbeing**

**Help build your pastor's library. This will help him become a better pastor, theologian, Bible interpreter, counselor, husband, and father.**

**Give your pastor time and finances to attend conferences, not just the required ones, but also the ones that will rejuvenate him and inspire him.**



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# **Relational Wellbeing**

**Do things to help your pastor with his relationship to his wife, family, and church members.**

**Give a gift card to a restaurant.**

**Send a gift card to your pastor's kids.**

**Provide childcare for a date night.**

**Loan out your favorite vacation spot (cabin, camper, time-share).**

**Take your pastor to a concert, sporting event, hunting, etc.**

# **Relational Wellbeing**

**Take your pastor out for a meal  
and talk about his life, not ministry.**

**Offer to mow his lawn when he is on vacation.**

**Clear his driveway on a snowy day.**

**Offer meat & produce from farmers.**

**Be a friend to your pastor.**

**Include your pastor and wife in friend groups.**

**Financially support your pastor and wife as they  
attend marriage-strengthening events.**

**Just a kind word would do wonders. There was a pastor that felt no one cared about his serving so he accepted a call elsewhere. When I met with the congregation and asked what they wanted for a pastor, they said one just like the one they had. I told them about his feelings. About 6 months later they had a new pastor and I visited there. They said they have a good pastor and now they are telling him. (The previous pastor was there for 3 years. The next pastor is still there for the past 15 years.)**



**“(Jesus) said to them,  
‘Come aside by  
yourselves  
to a deserted place  
and rest a while.’”**

**Mark 6:31-32**



# **Run Hard. Rest Well.**

**Run with Passion. Rest on Purpose.**

**Champions Rest. Equips Leaders. Transforms Lives.**

Support

Stress Management

Sabbath Keeping

Self Care

**It takes a lot of faith  
to take a Sabbath day of rest.**

**What does this mean?**

## Matthew 11:28-30

“Are you tired? Worn out?  
Burned out...? Come to Me.  
Get away with Me and work  
with me...watch how I do it.

Learn the unforced rhythms of grace.  
I won't lay anything heavy or ill-fitting on  
you. Keep company with Me and you  
will learn to live freely and lightly.



Rest and Renewal Retreats

Pastors' Wives Retreats

Marriage Retreats

Sabbatical

Counseling / Marriage Counseling

Counseling Intensive Retreats







love like you mean it.  
**marriage cruise**

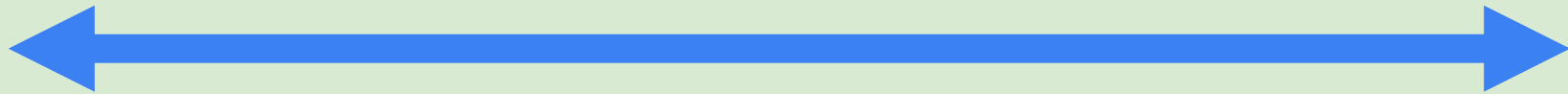
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**FEB 8-15, 2025**



# LCMS Wellness Ministries

What's the difference?

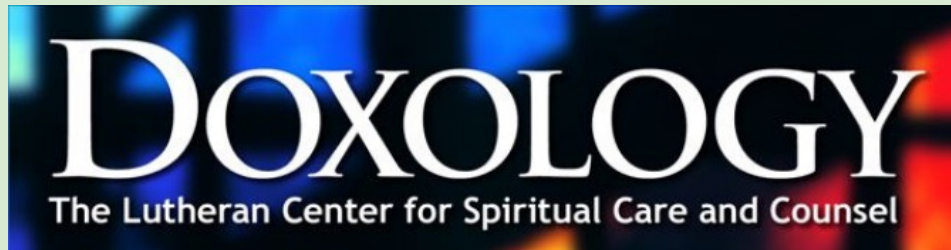


Preventative

Therapeutic



Reclaim the joy of ministry. We'll show you how.  
Books, resources, and community connection  
for pastors, leaders, and ministry workers



Doxology provides a safe environment for clergy to reflect on their own spiritual and emotional health and assists them to review and enhance their professional competencies and skills as servants of Christ and stewards of God's sacred mysteries.



**Shepherd's Canyon Retreat offers help, hope, and healing to pastors, ministry workers and spouses going through stress, burnout, depression, compassion fatigue, conflicts and more through week-long counseling retreats.**





**Kevin Bueltmann**

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**Send Us Your Workers  
Invite Me to Speak  
Pray for Us**

[www.ShepherdsCanyonRetreat.org](http://www.ShepherdsCanyonRetreat.org)



Praise God for all our volunteers & staff



# Shepherd's Canyon Retreat



**Staff**



**Therapists**



# **Parable of Two Pilots**



It costs us about \$10,000 for each person we help.

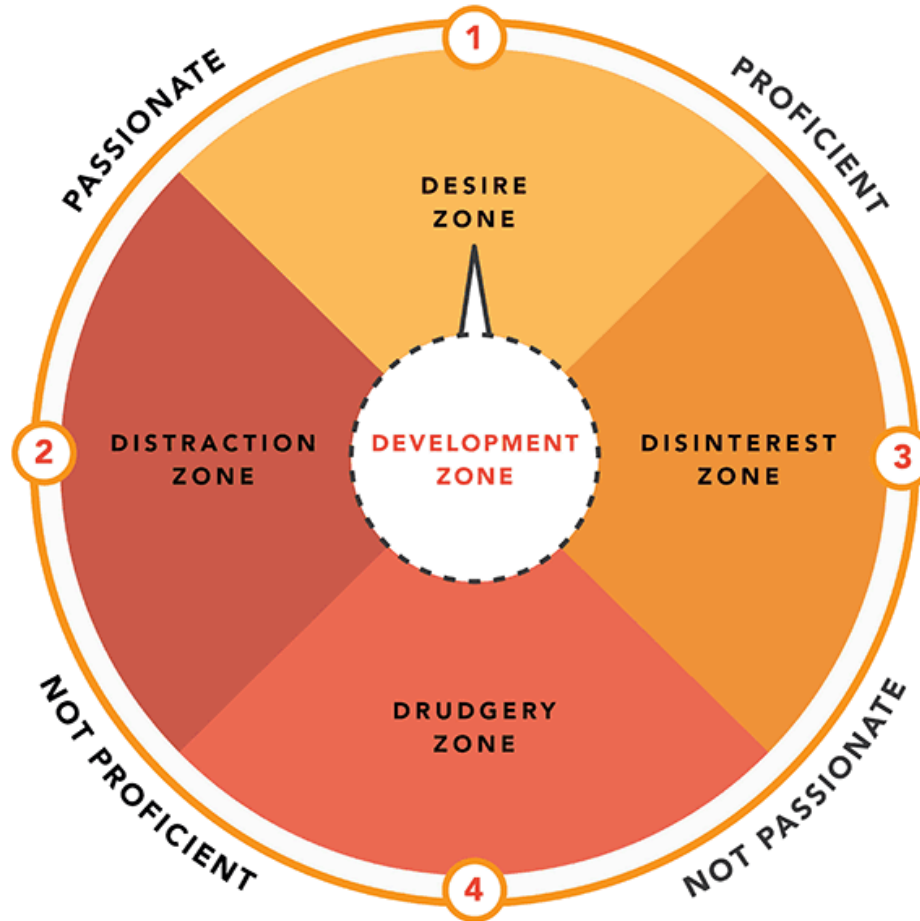
We charge \$5,000 for individuals and \$6,000 for couples.

We don't want to turn anyone away due to lack of funds.



**PASSIONATE**

# FREEDOM COMPASS™



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**PROFICIENT**

