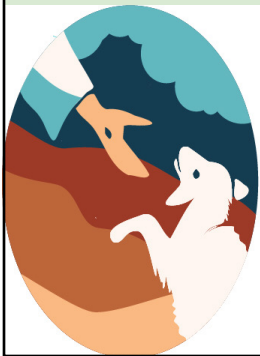


# **Caring Well for your Pastors and other Called Workers**

**Rev. Kevin Bueltmann - Executive Director**

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



**SHEPHERD'S  
CANYON** RETREAT  
MINISTRY  
ARIZONA & MISSOURI



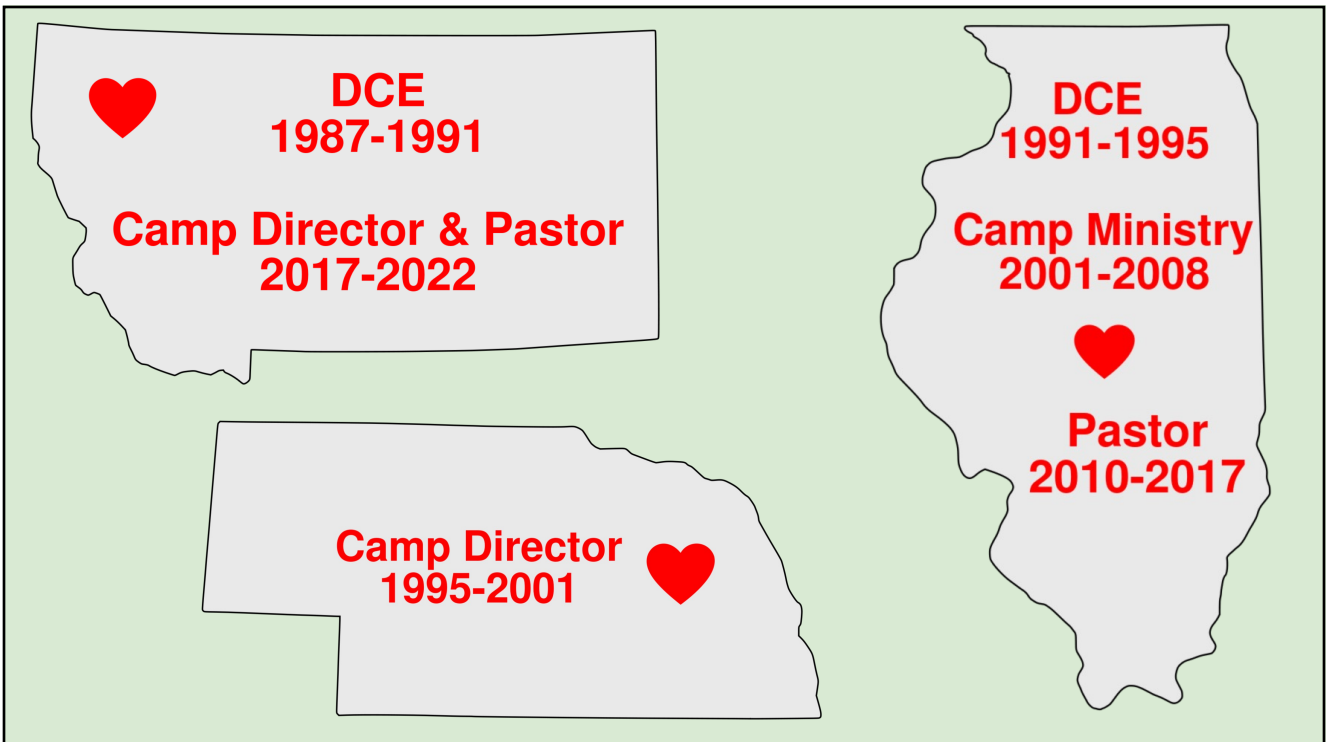
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## **Story of a Burned out Pastor**

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LOVE  
JOY  
PEACE  
PATIENCE  
KINDNESS  
GOODNESS  
FAITHFULNESS  
GENTLENESS  
SELF-CONTROL

# Fruit of the Spirit

Galatians 5:22-23

These are not rules,  
but results.

5



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**How is being a  
pastor or church worker  
different than other jobs?**

8



## **In March 2022, 42% of pastors considered quitting full-time ministry**

(Barna Research)

### **Top Reasons Include:**

Stress  
Isolation  
Political Divisions  
Stress on Family  
Different Vision than Church

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## **Who Burns Out?**

### **People helpers who are:**

Overly dedicated  
Sympathetic  
Over-committed  
Perfectionistic  
Empathetic

10

## **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



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## **Internal Sources of Burnout**

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



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## **Spiritual Forces of Burnout**

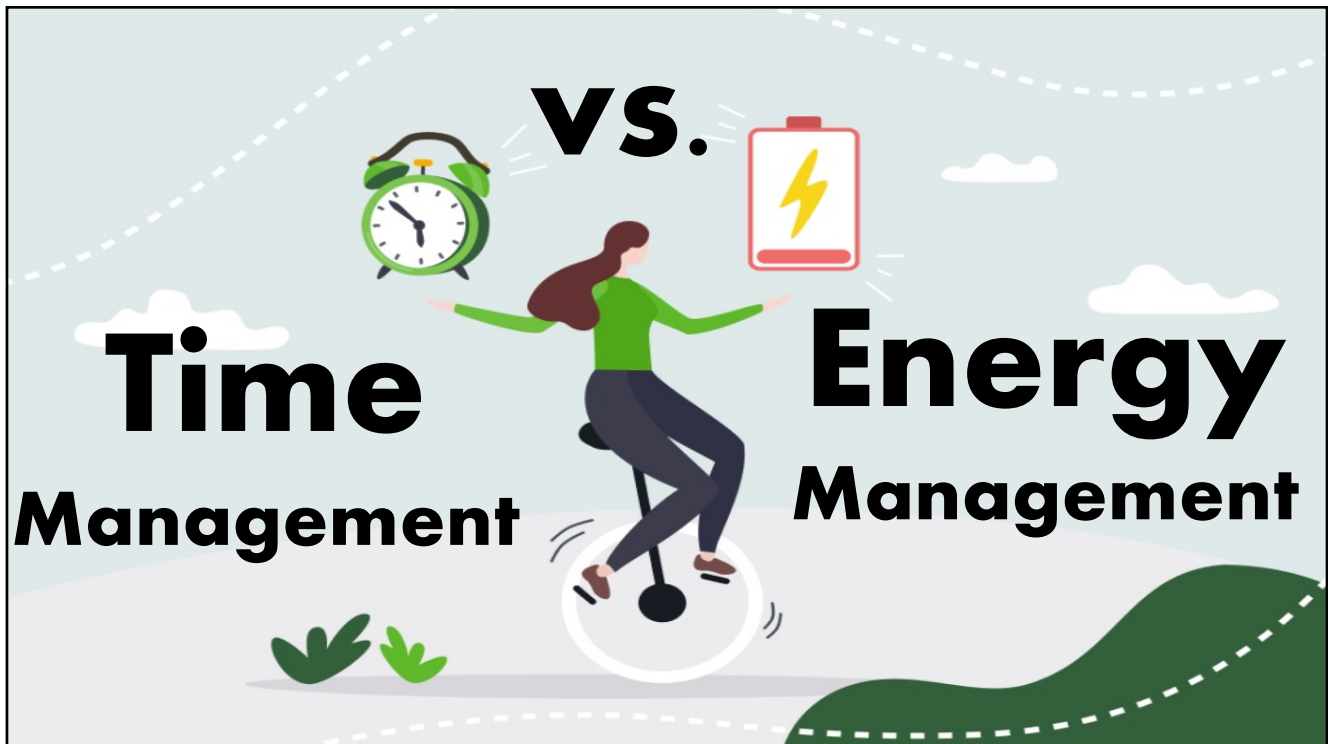
We have an adversary  
who roams around  
seeking whom he may devour.  
1 Peter 5:8



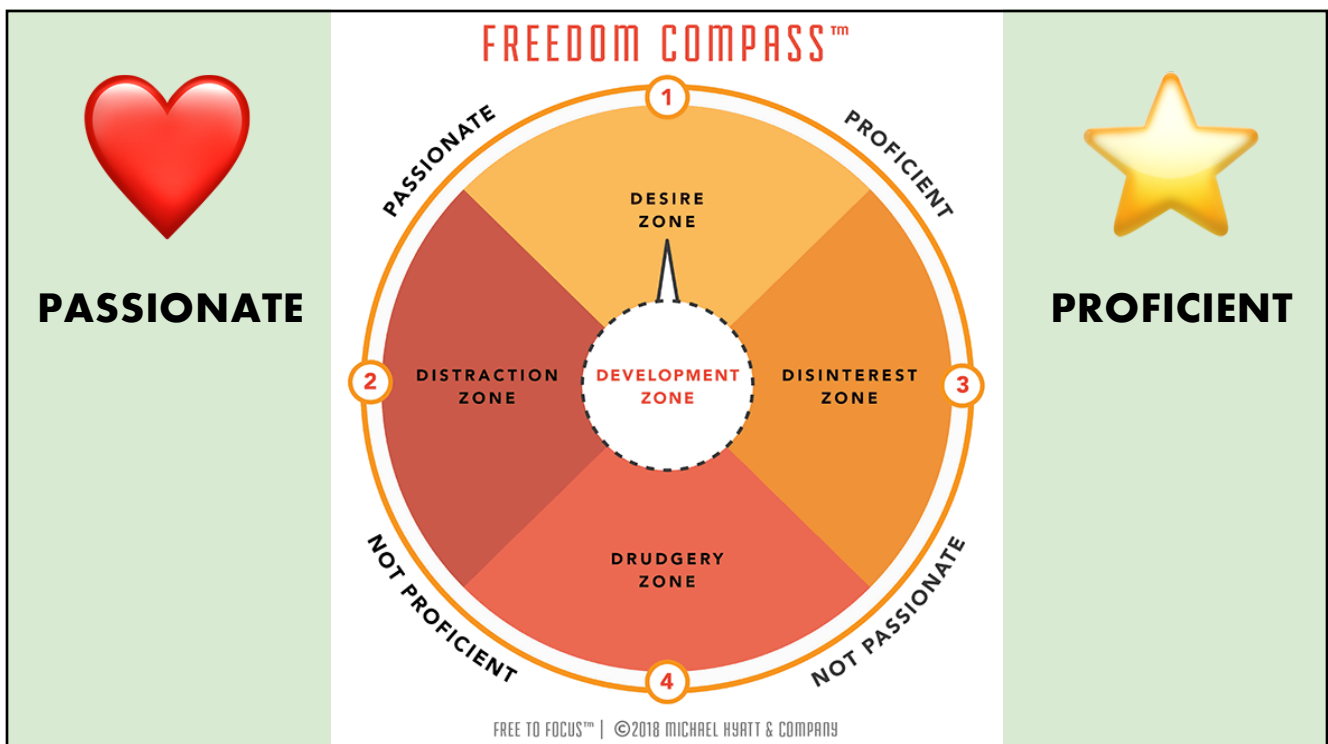
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## **Burnout vs. Compassion Fatigue**

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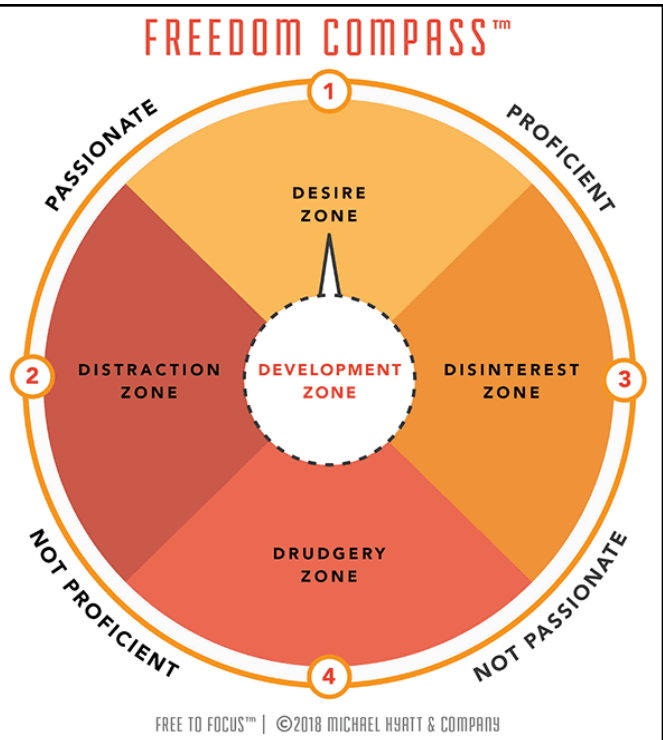
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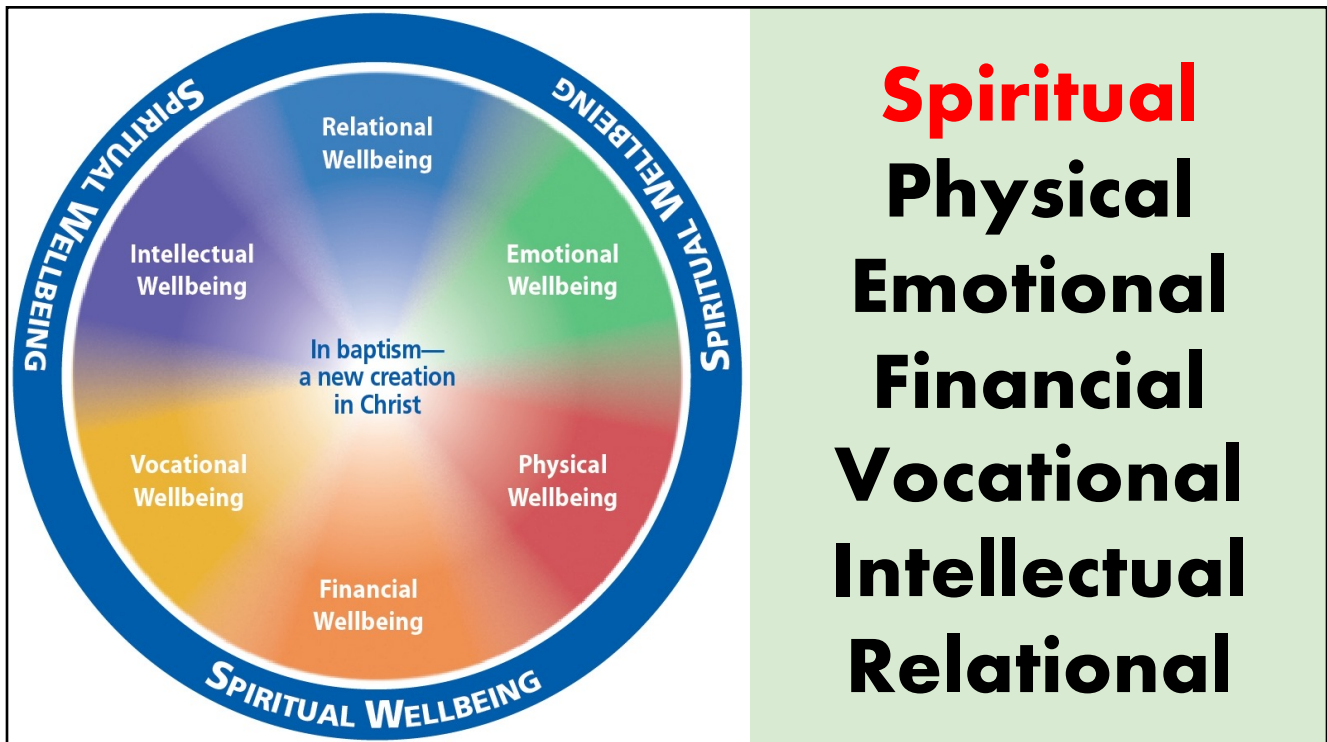
**Help your pastor and church workers spend most of their time doing what they are good at and what they enjoy! Help keep them out of their "Drudgery Zone"**



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## Parable of Two Pilots

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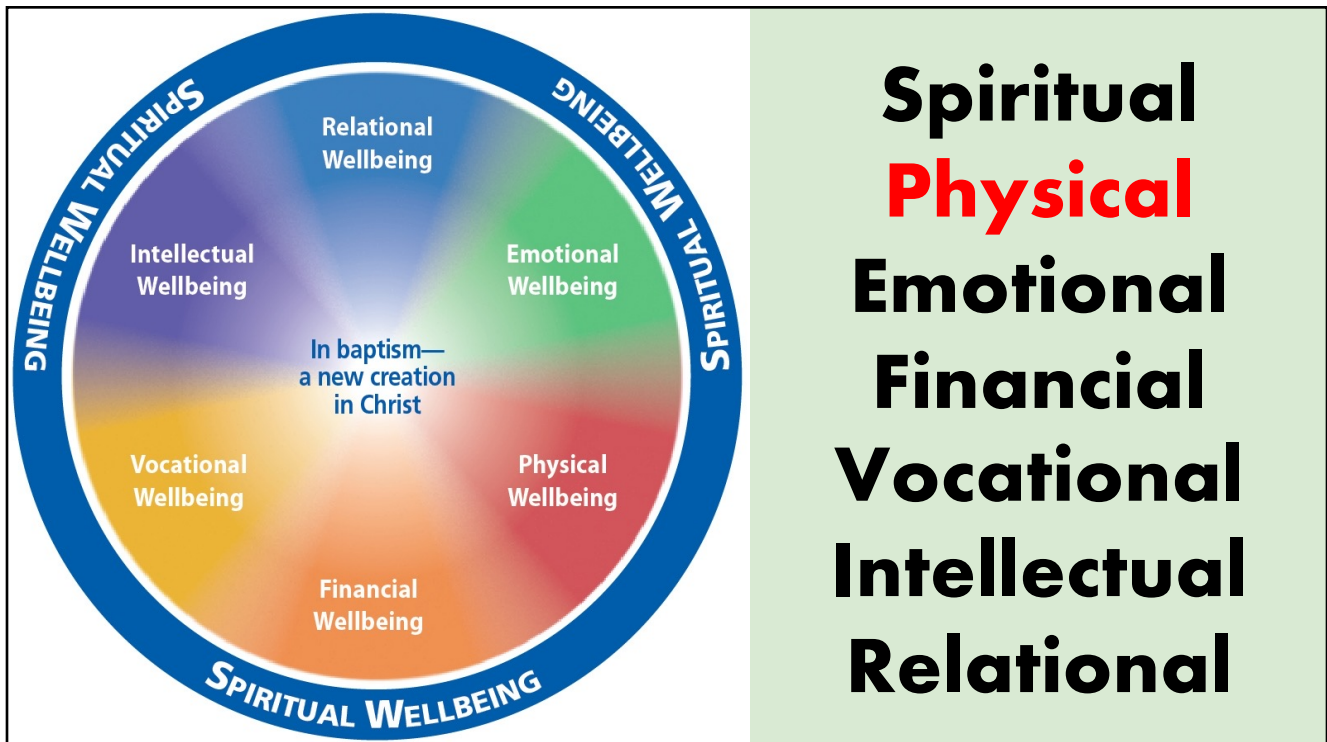
## Spiritual Wellbeing

**Ask how you can specifically pray for their family.**

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

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

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## Physical Wellbeing

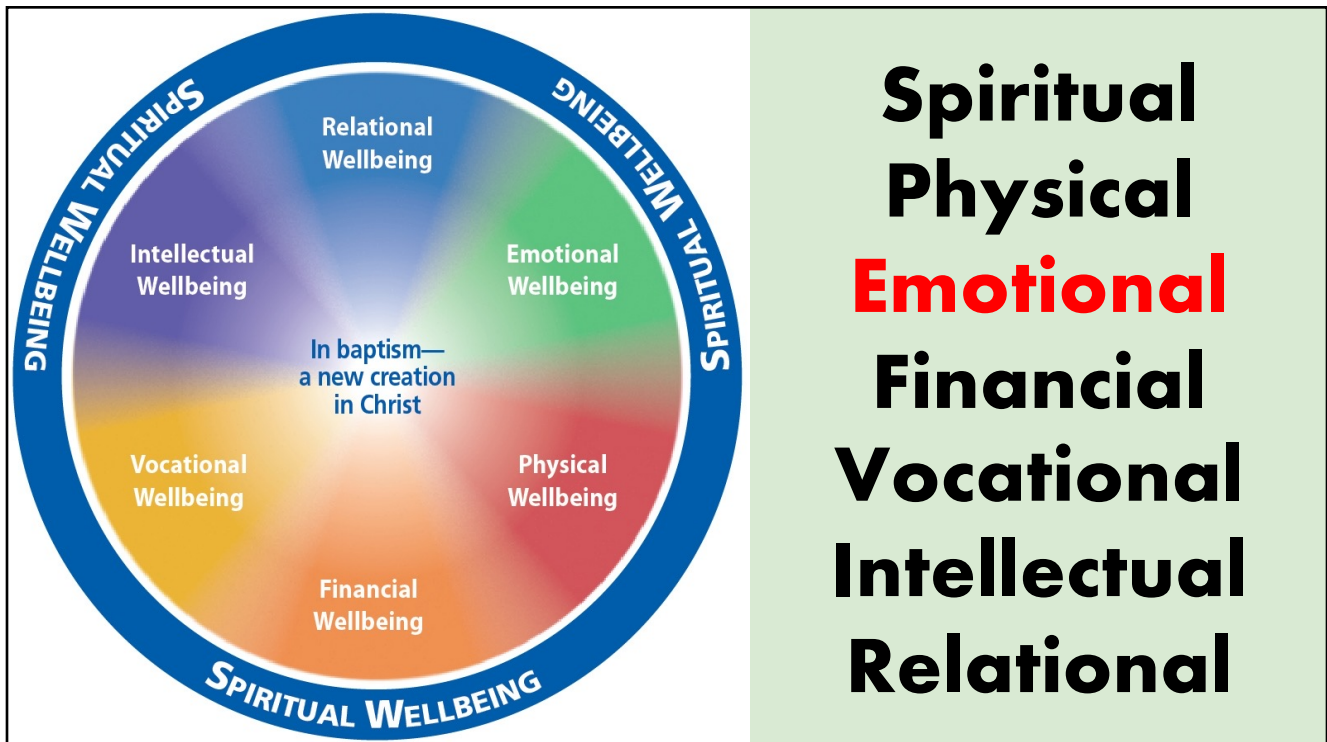
**Pay for a health club membership.**

**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 them to a game of pickleball**

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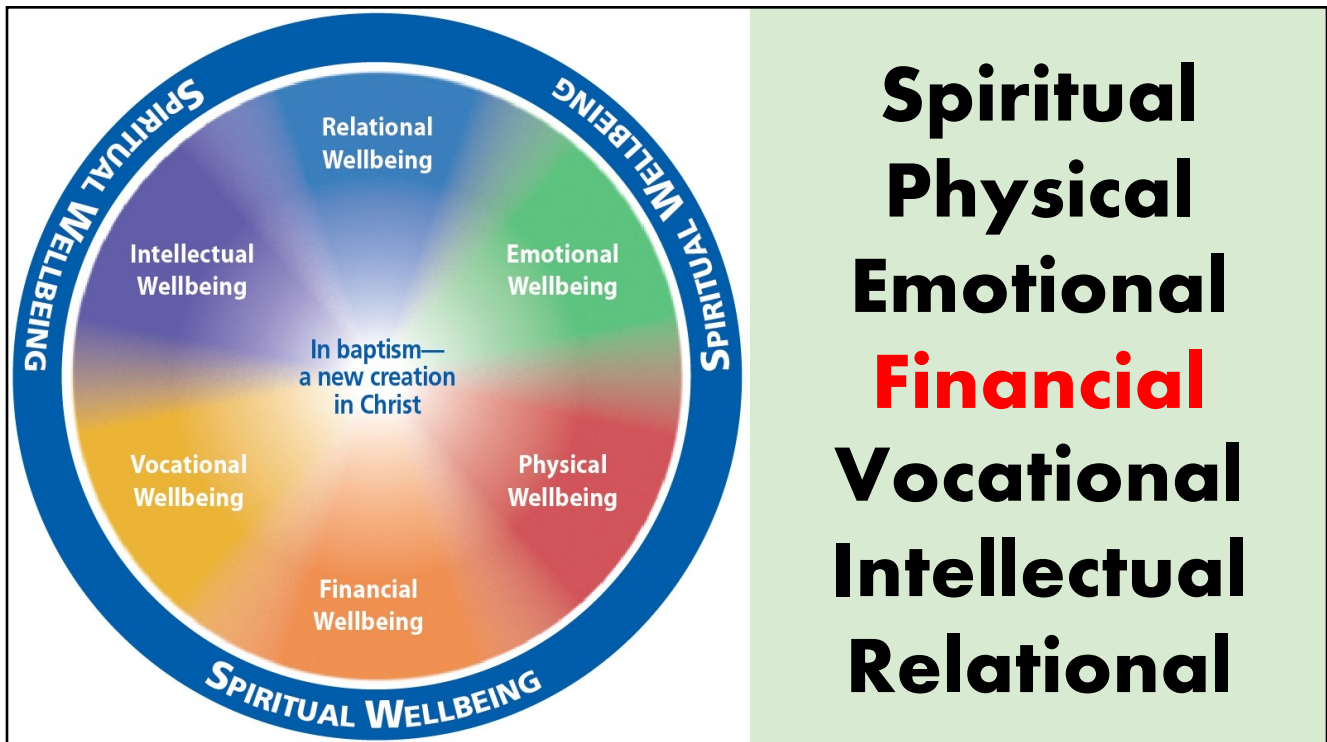
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## Emotional Wellbeing

Give him adequate time away.  
Respect their day off.

Allow them 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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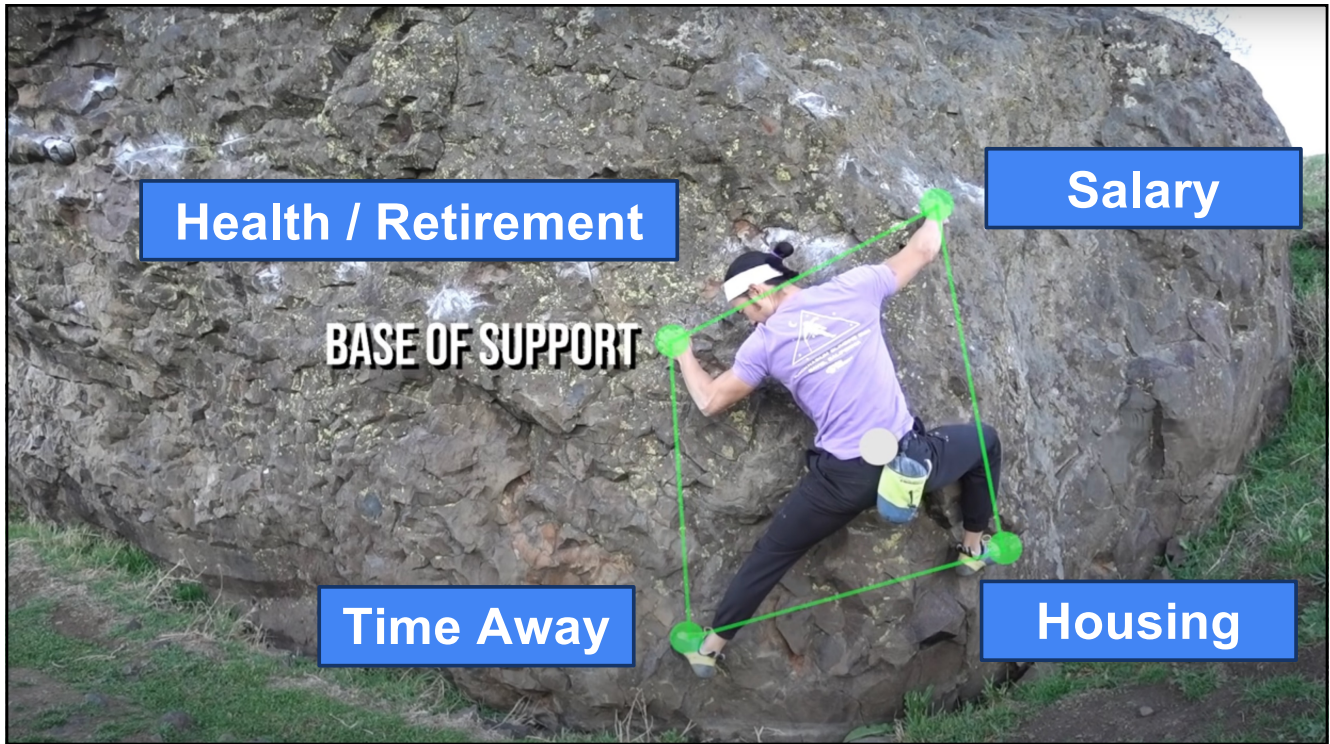
## Financial Wellbeing

**Support them with a generous salary, insurance, and retirement plan.**

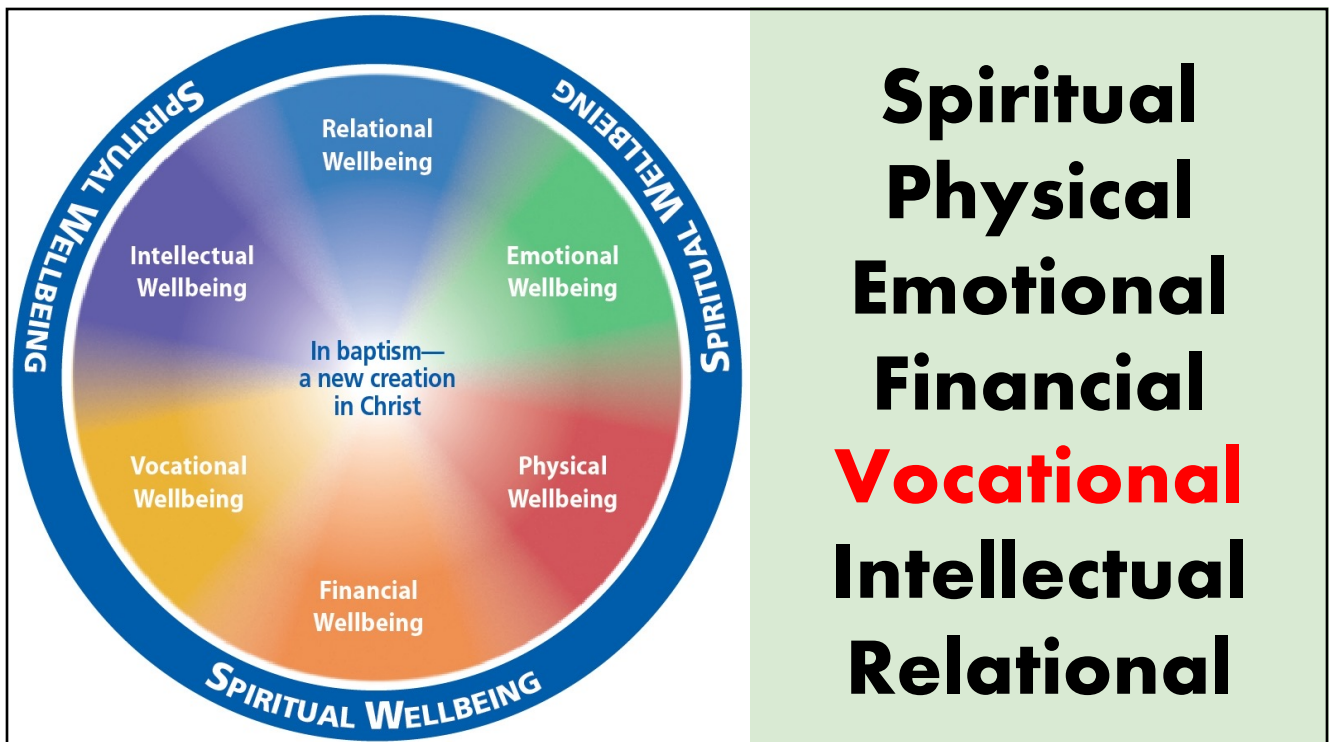
**Your church workers can better serve if they are not constantly worrying about financial matters.**

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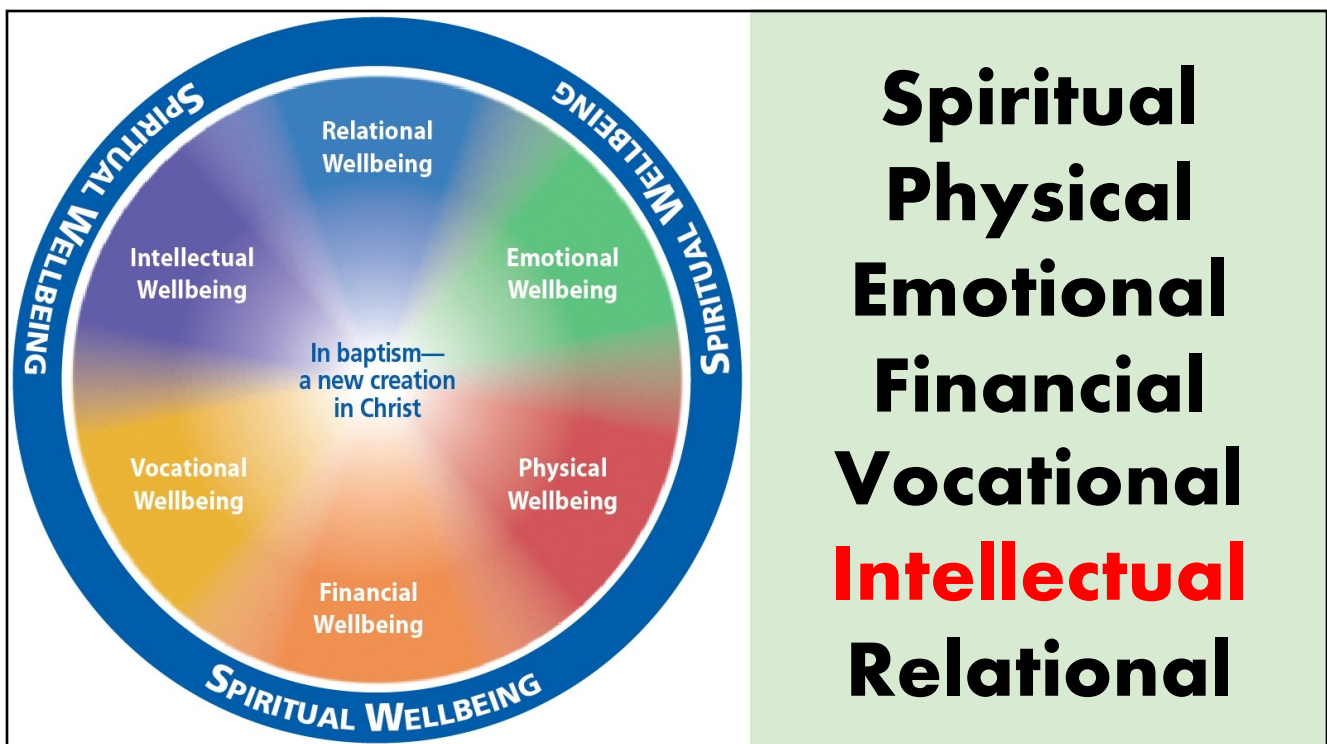
# Vocational Wellbeing

Follow their leadership

Thank them for what they do  
and how it blesses you or your family.

Lighten their workload by asking how you can help  
and/or getting involved in ministry.

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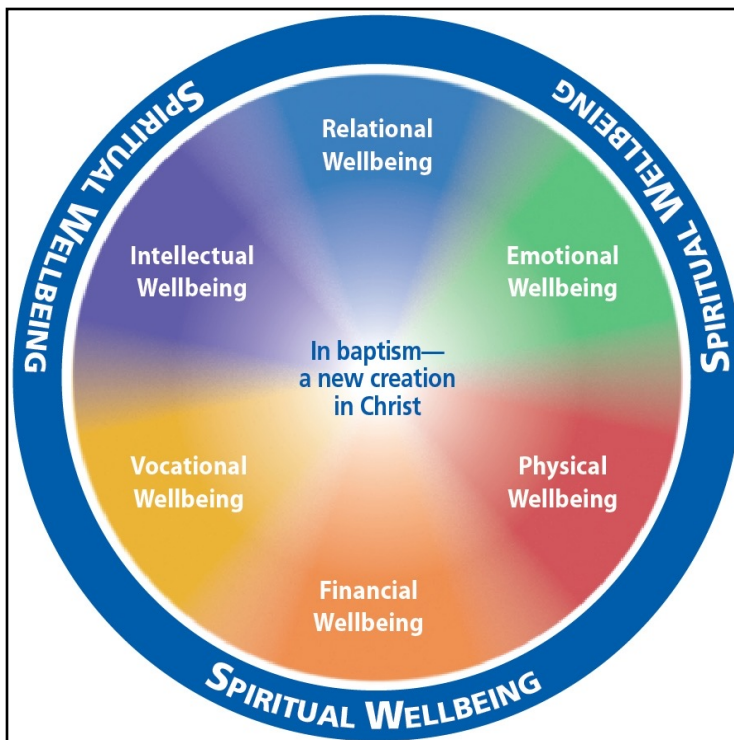
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# Intellectual Wellbeing

**Help them build their library of resources.**

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

31



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

32

## **25 practical ways for you to show appreciation for pastors, church workers & families during Pastor Appreciation Month & all year long!**

1. Ask them how you can pray for them and their family.
2. Write them an encouraging note to affirm them.
3. Mow their lawn or shovel their driveway when they're out of town.
4. Give a gift card to their favorite restaurant (for more than one person!)
5. Remember their birthday with a card or social media post.
6. Encourage them to use their vacation time and days off.
7. Take them out for a meal and talk about life outside of ministry.
8. Offer your vacation spot (cabin, camper, timeshare) for their family to use.
9. Sponsor a health club membership to promote their well-being.
10. Take them to a fun event like a sporting game, concert, or hunting trip.

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11. Share how they have impacted your walk with Jesus.
12. Vote in favor of a generous salary, insurance, retirement plan & sabbatical plan.
13. Invite single church workers for an afternoon of fun, non-church activities.
14. Pay for married church workers to attend fun, marriage-strengthening events.
15. Share gift cards for their kids.
16. Give sports or concert tickets to them and their family.
17. Include them and their family in your friend or family gatherings.
18. Visit retired church workers; send cards to remind them how they impacted your life.
19. Gift a massage gift card for relaxation.
20. Act as a "pew grandparent" and bond with their children.
21. Give them homemade gifts or produce from your garden or farm.
22. Surprise them by secretly paying for their meal if you see them at a restaurant.
23. Give them their favorite snack.
24. Have your children make artwork to encourage them.
25. Share kind words of affirmation that can make them feel valued and supported.

34

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

**What does this mean?**

35



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

**Mark 6:31-32**

36



## Run Hard. Rest Well.

Run with Passion. Rest on Purpose.

Champions Rest. Equips Leaders. Transforms Lives.

Support  
Stress Management

Sabbath Keeping  
Self Care

37



## Matthew 11:28-30

“Are you tired? Worn out?  
Burned out on religion? 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.

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Rest and Renewal Retreats

Pastors' Wives Retreats

Marriage Retreats

Sabbatical

Counseling / Marriage Counseling

Counseling Intensive Retreats






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

**FEB 8-15, 2025**

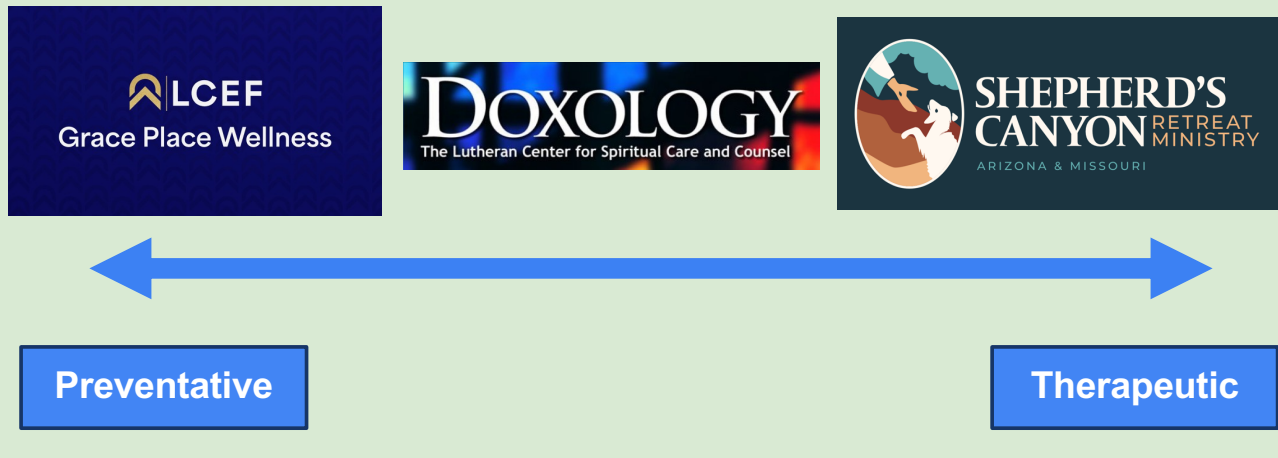


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# LCMS Wellness Ministries

What's the difference?



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**Dave & Barb Anderson**  
**Co-Founders of**  
**Shepherd's Canyon Retreat**



**Kevin & Tawn Bueltmann**  
**Executive Director**  
**Executive Coordinator**

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## Shepherd's Canyon Retreat



**Staff**



**Therapists**

44



**Shepherd's Canyon Retreat offers week-long retreats for ministry workers & spouses in the midst of various stages of burnout, stress, depression, compassion fatigue, conflict, etc.**

45



During the retreat, a chaplain & 2 professional therapists care for up to 8 participants in group, couple, & individual settings.

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

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- 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

48



49

**We received this message from a pastor:  
"I have become a spiritual zombie –  
dead but moving. It is more than just a  
dark night of the soul. At this point I not  
even sure God exists. Can you help?  
I really have nowhere to turn."**

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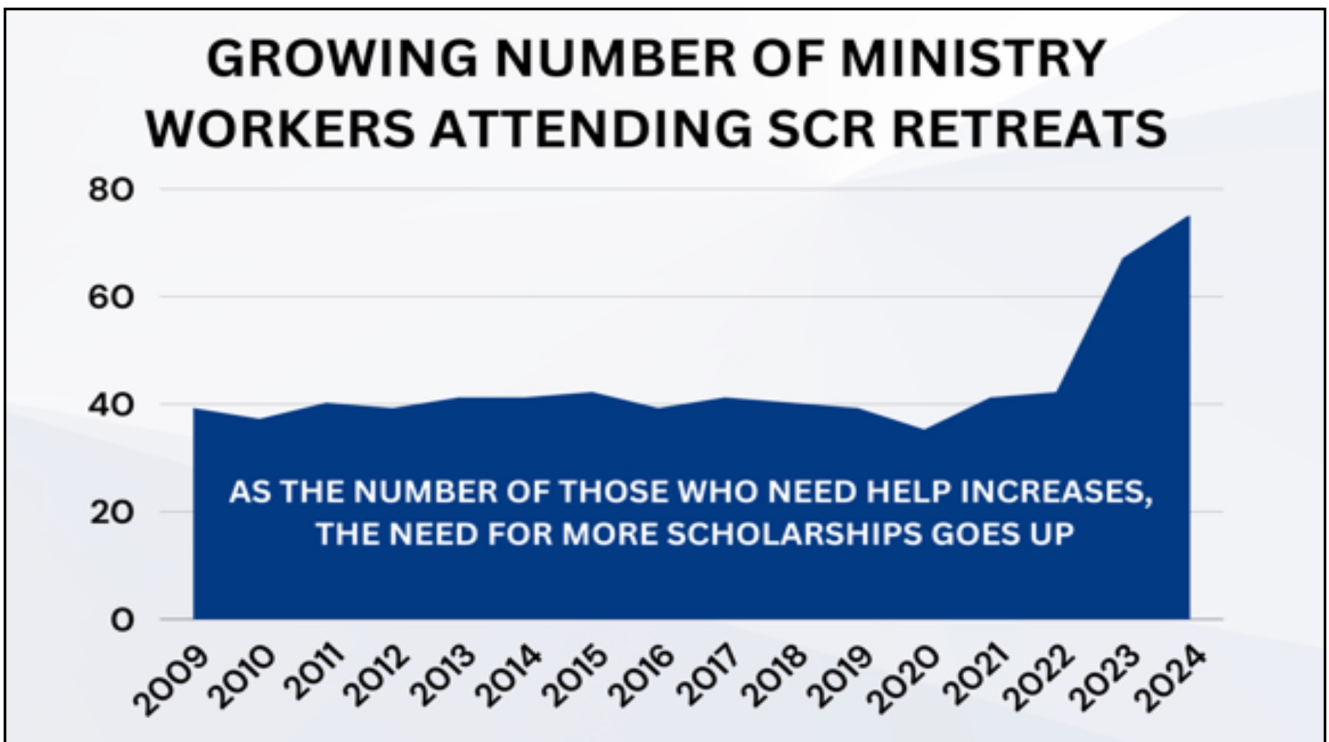


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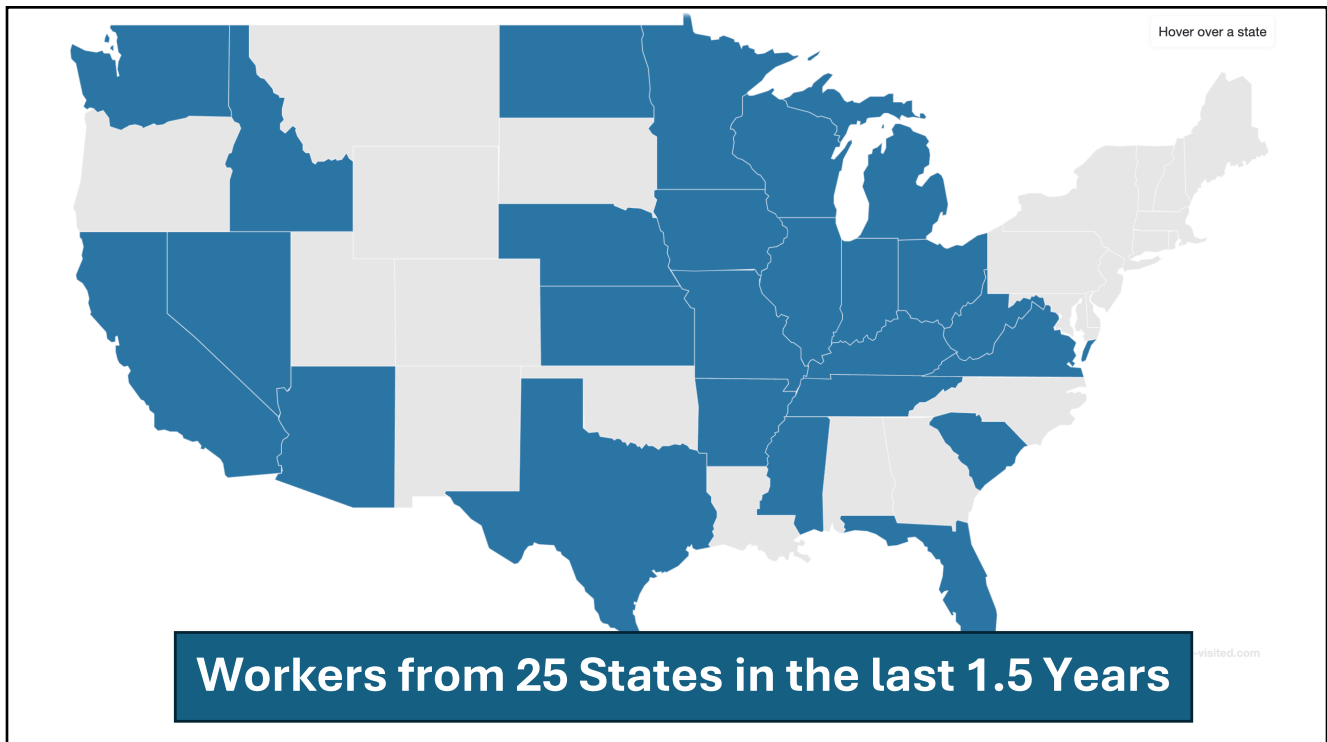




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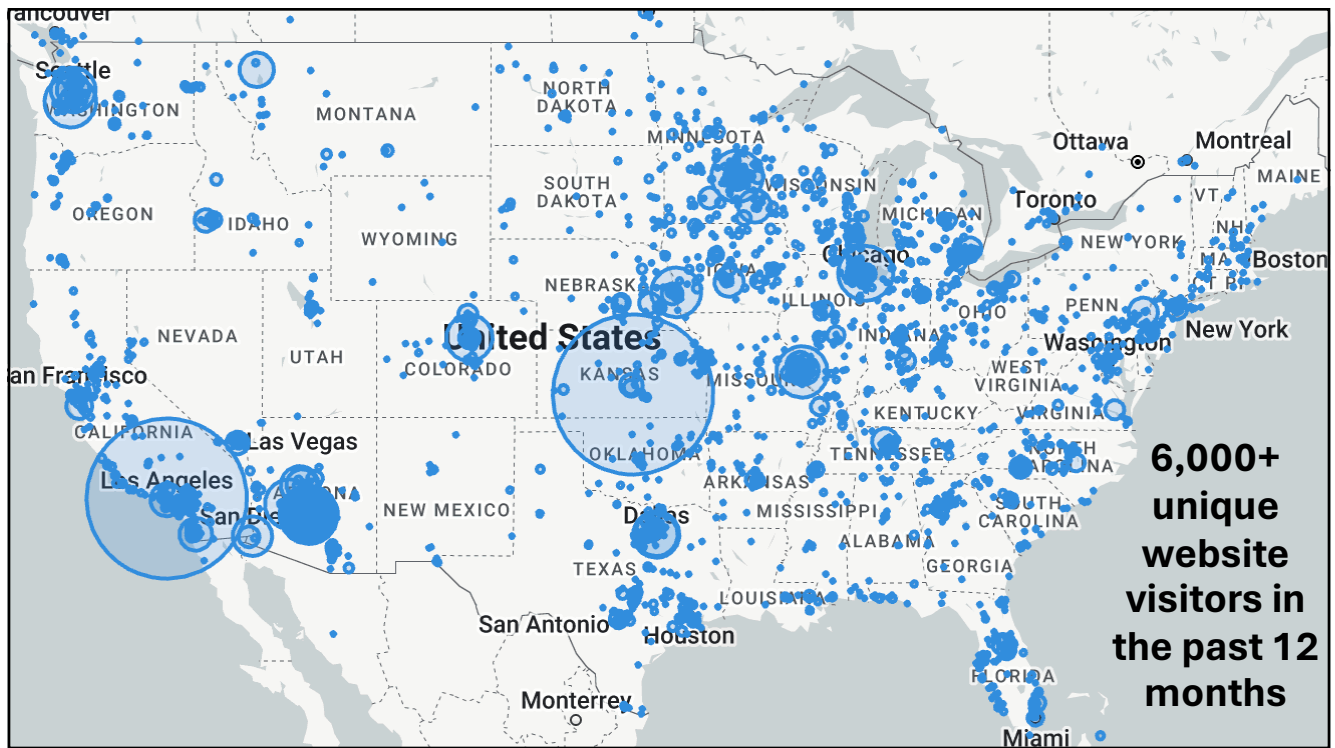


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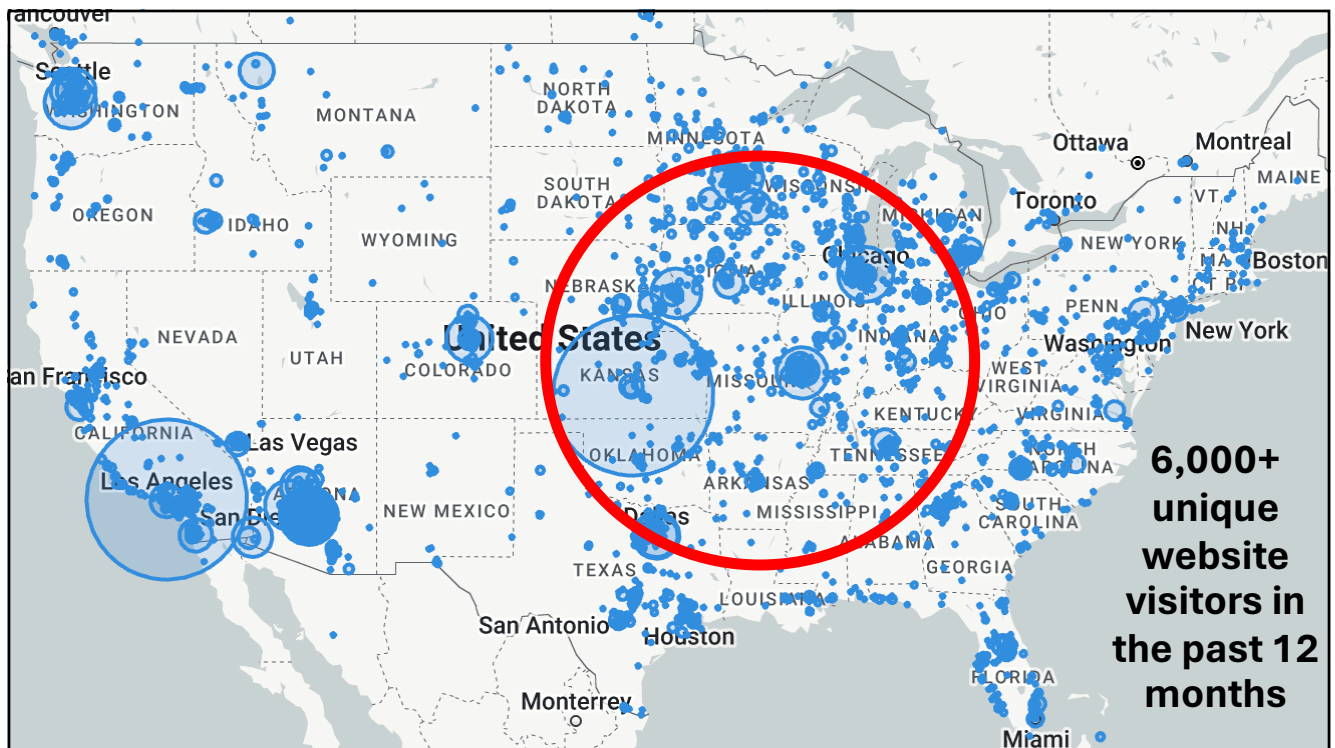


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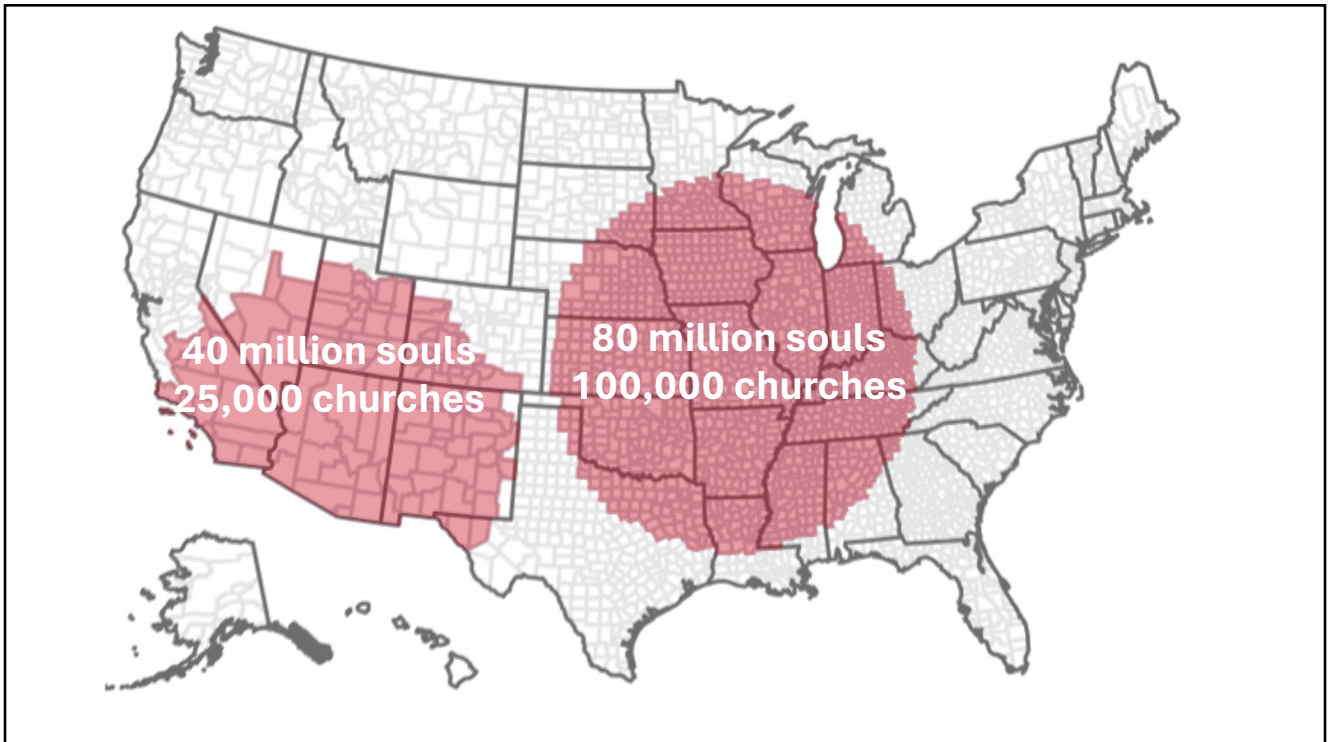




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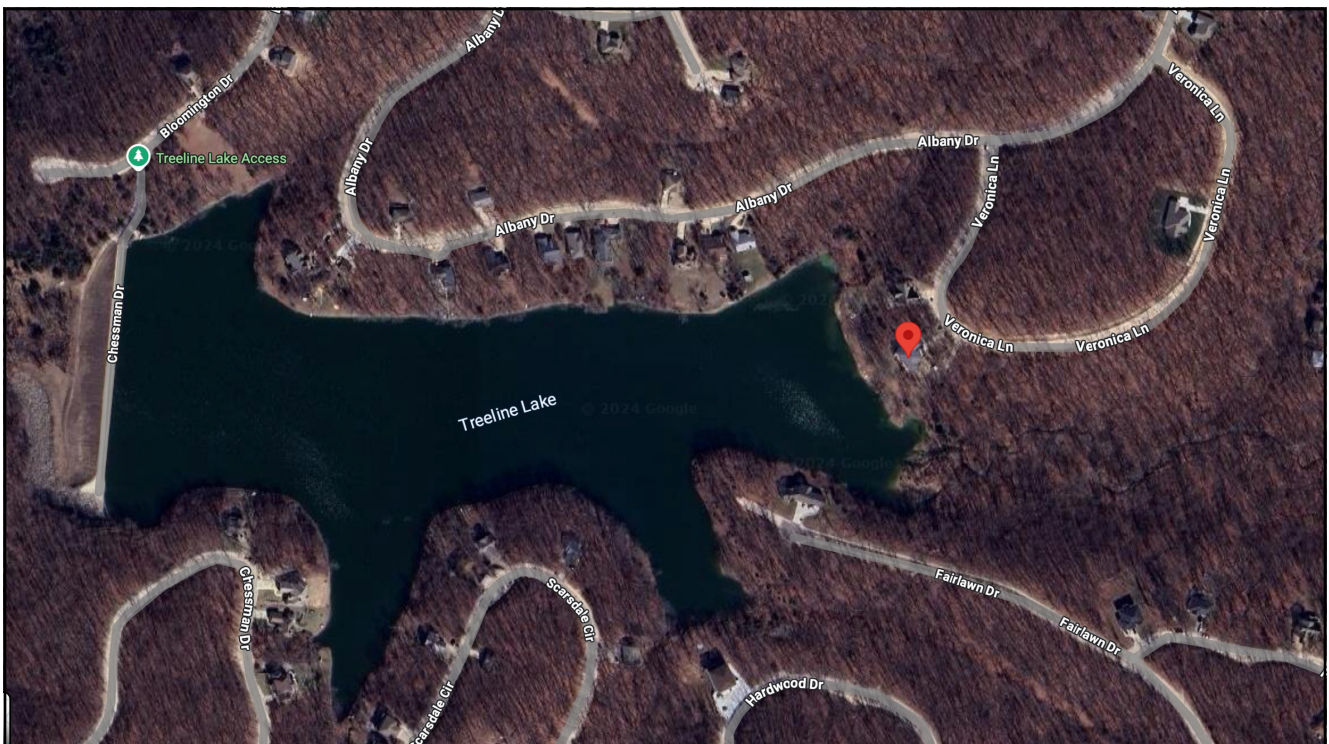
**Rev. Kris & Sheri Morris & kids**

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**It costs over \$10,000  
for each person we help.**

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

**Because of generous donors  
we don't turn anyone away  
due to lack of funds.**

75



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# SHEPHERD'S CANYON RETREAT MINISTRY

ARIZONA & MISSOURI

Send Us Your Workers  
Invite Me to Speak  
Pray for Us



[ShepherdsCanyonRetreat.org](https://ShepherdsCanyonRetreat.org)



Pray  
Give  
Volunteer