

**Caring Well for your Pastors
and other Called Workers**
Rev. Kevin Bueltmann - Executive Director
Slides available at www.ShepherdscanyonRetreat.org/appreciation



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



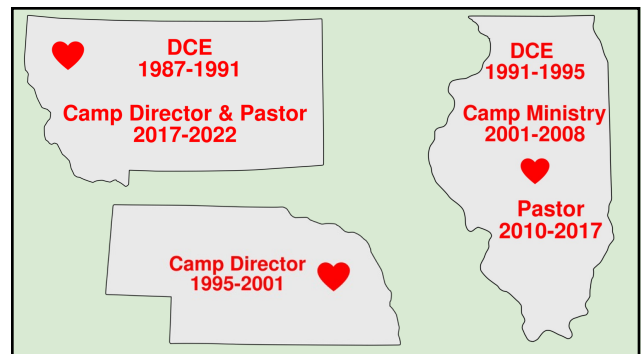
1

Story of a Burned out Pastor

2



3



4

Fruit of the Spirit
Galatians 5:22-23
These are not rules,
but results.

LOVE
JOY
PEACE
PATIENCE
KINDNESS
GOODNESS
FAITHFULNESS
GENTLENESS
SELF-CONTROL

5




6



7

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

9



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



11



**Internal
Sources of Burnout**

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

12

Spiritual Forces of Burnout

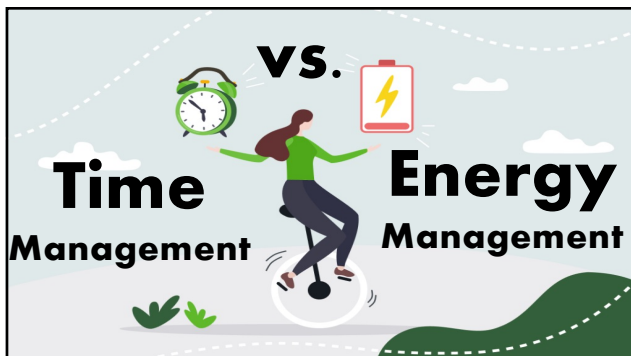
We have an adversary who roams around seeking whom he may devour.
1 Peter 5:8



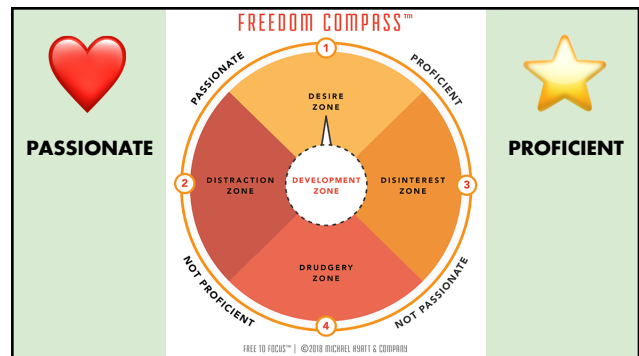
13

Burnout vs. Compassion Fatigue

14

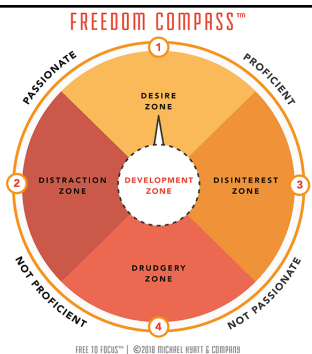


15



16

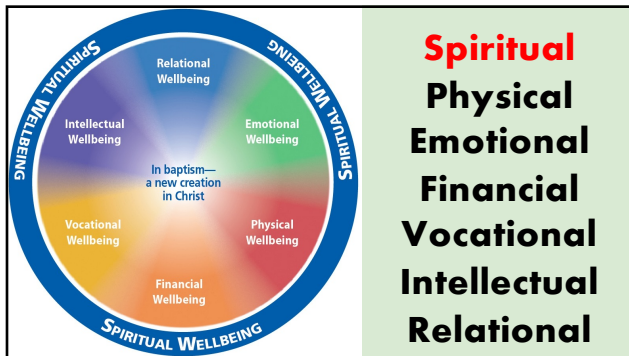
Help your pastor and church workers spend most of their time doing what they are good at and what they enjoy! Help keep them out of their "Drudgery Zone"



17

Parable of Two Pilots

18



19

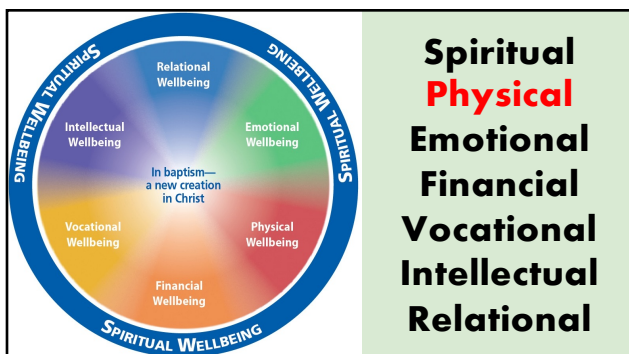
Spiritual Wellbeing

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.

20



21

Physical Wellbeing

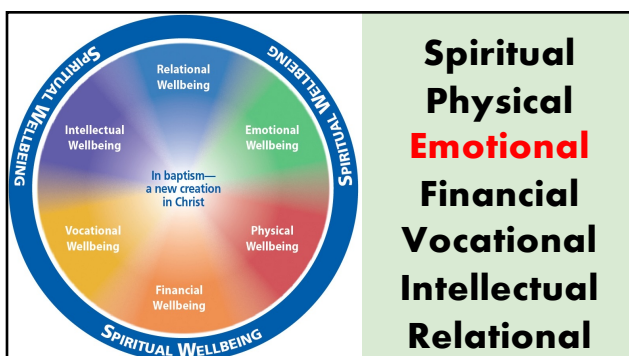
Pay for a health club membership.

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

22



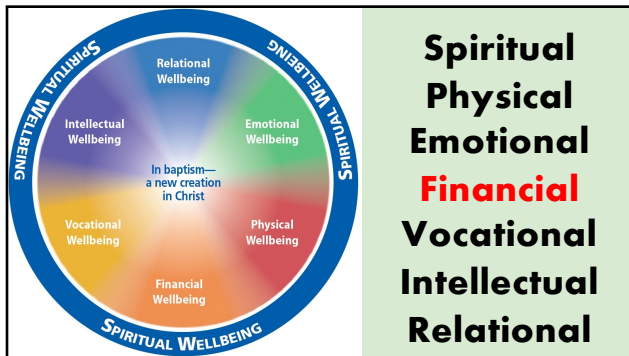
23

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.

24



25

Financial Wellbeing

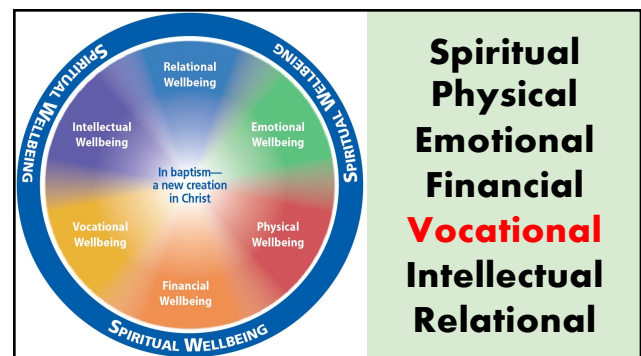
Support them with a generous salary, insurance, and retirement plan.

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

26



27



28

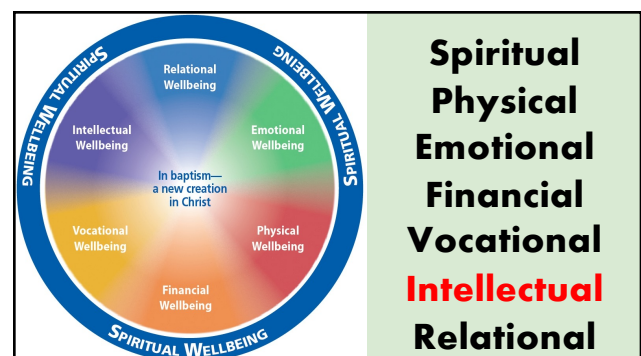
Vocational Wellbeing

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.

29



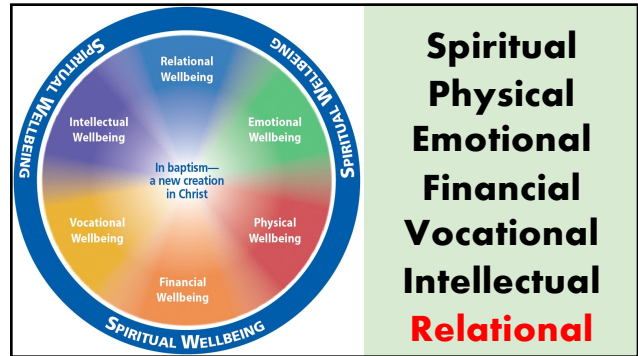
30

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



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.

33

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	Sabbath Keeping
Stress Management	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.

38

Rest and Renewal Retreats		
Pastors' Wives Retreats		
Marriage Retreats		
Sabbatical		
Counseling / Marriage Counseling		
Counseling Intensive Retreats		

39





love like you mean it.
marriage cruise
by FamilyLife.
FEB 8-15, 2025

40

LCMS Wellness Ministries
What's the difference?

		
		
Preventative		Therapeutic

41



SHEPHERD'S CANYON RETREAT MINISTRY

42



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



Kevin & Tawn Buelmann
Executive Director
Executive Coordinator

43



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.

46

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

47

- 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."

50



51



52



53



54



55



56



57



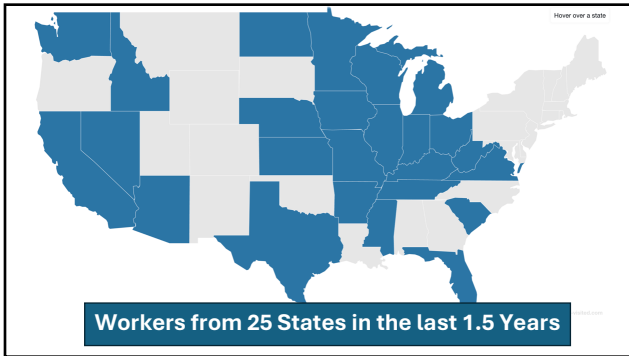
58



59



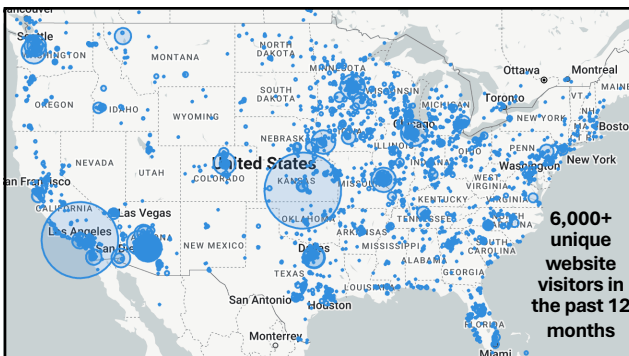
60



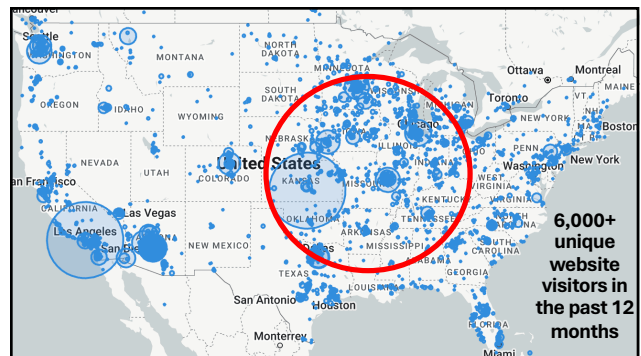
61



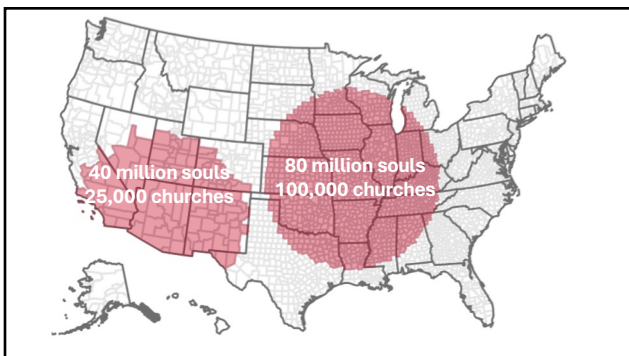
62



63



64



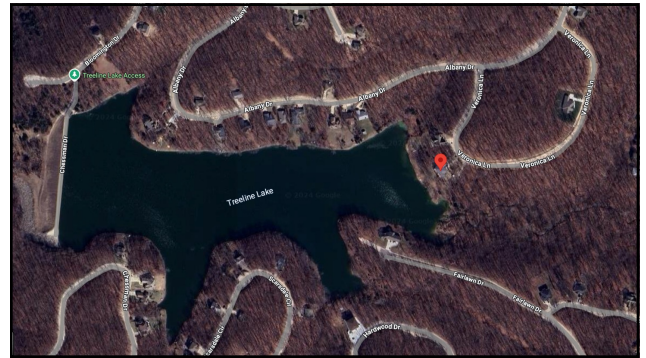
65



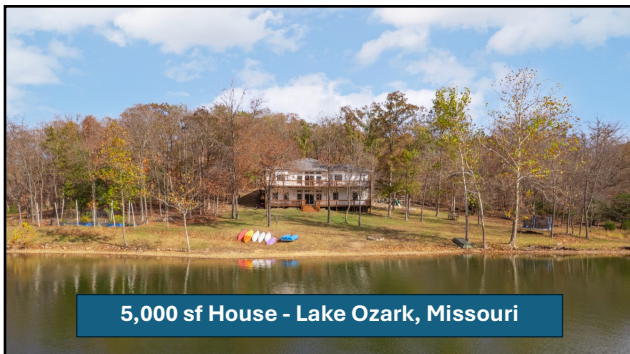
66



67



68



69



70



71



72

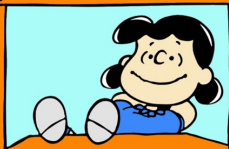


73



74

HELP FOR CHURCH
WORKERS



THE THERAPIST
IS IN

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



76



**SHEPHERD'S
CANYON** RETREAT
MINISTRY

ARIZONA & MISSOURI

Send Us Your Workers
Invite Me to Speak
Pray for Us





ShepherdsCanyonRetreat.org



Pray
Give
Volunteer

77