



Best Practices For Ministers

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Objectives for today

Learn how to ask powerful questions and going below the surface.

Identify red flags to discern when individuals (children, teens, men, women) need a professional counselor

Identify and understand the necessary boundaries to protect yourself and your family, while being available to help others.

Self care - How to show up well



First Things First

Name

Ministry Area

What you would like to get from
our time together

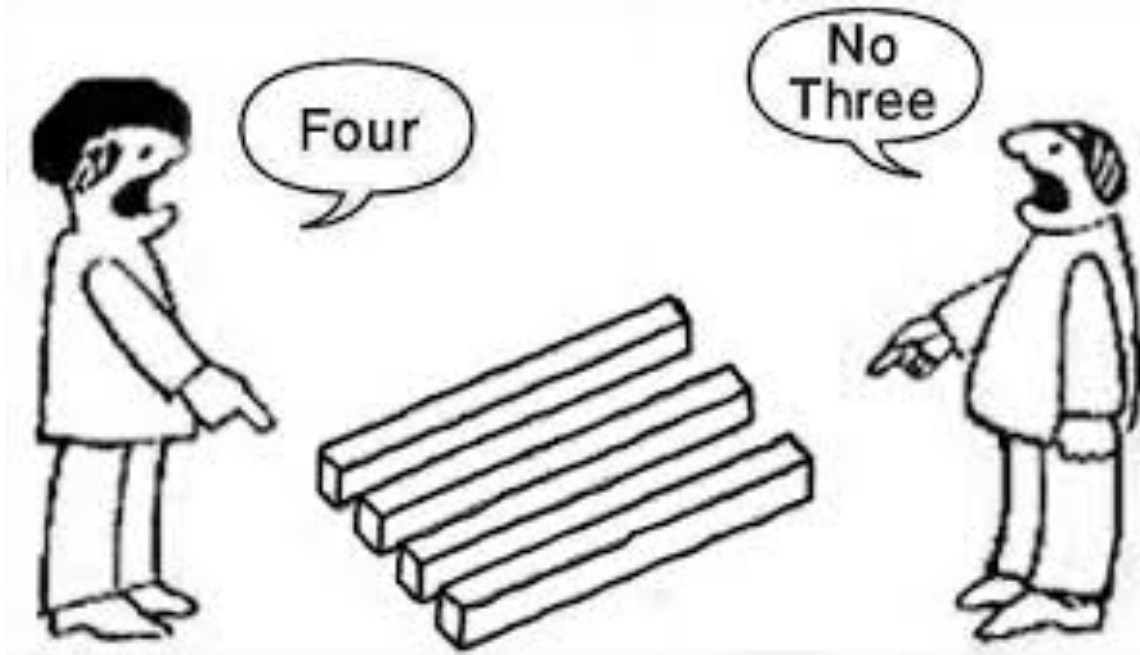
Favorite Car Make and Model



BELOW THE SURFACE

Asking The Right Questions

Observe Beyond What You Are Told



How do you feel
about dealing with
People's Emotions?

OTHER'S PEOPLE'S ISSUES AND PROBLEMS

Open Invitation to Talk



Open questions help the person explore issues and talk at greater length.



Closed questions lead to focused answers, usually relatively short.

Open Invitation to Talk

Open: Could you tell me a little bit about your marriage? How are things with your spouse?

Closed: Are you married? Do you get along with your spouse?

Reflecting Feelings

Identifies and feeds back to the helpee underlying emotional experiences.

Exploration of emotions is basic to helping & personal decision making and action.

Assertive Communication Format

- Receiver

Practical Skills

Empathy

Respect

Don't Judge

Be objective – 3 sides of the story

Practical Skills

Encourage

Confront
(Behavior vs.
Words,)

Accentuate de
positives without
neglecting the
negatives

Our Role as Pastoral or Lay Counselors

- To Facilitate Spiritual Growth
- Point to Christ
- When necessary Make Referrals



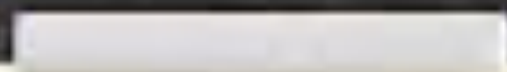
**KEEP
CALM
AND
REFER
OUT**

When to Refer Out...

RED FLAGS TO IDENTIFY WHEN A
PROFESSIONAL COUNSELOR IS NEEDED.

Rule #1

Do No Harm



Legal Issues....Do NOT!



- Counsel beyond your level of competence or skill
- Give advice against medical treatment, or psychological treatment including medication management.
- Engage in Sexual Advances
- Fail to give importance to violent threats

Legal Issues...Do NOT



- Misdiagnosed psychotic people as demon possessed
- Recommend in favor or against divorce
- Confidentiality in the church
- Denying the severity of/and existence of psychological or psychosomatic disorders

Adequate Terminology

- Lay Counseling/Pastoral or Christian Counseling NOT Professional Counseling or Psychological Counseling.
- Limitations to Confidentiality
- Keep yourself within the boundaries of your congregation

Other Ethical-Legal Issues

Watch out for your Theology

- Spiritual Abuse

CPS - When to Report?

Adolescents

- Pregnancies and Abortion

Ethics

When to Make Referrals Managing Difficult Cases

- Suicide or Self-Harm Behaviors (cutting, etc...)
- Homicide
- Depression
- Anxiety
- Eating Disorders
- Substance Abuse/Chemical Dependency

When to Make Referrals Managing Difficult Cases

- Childhood Abuse
- Domestic Violence
- Death/Grief/Bereavement (Grief Share)
- Violence
- Terminal or Chronic Illness

Red Flags



Children



Teens



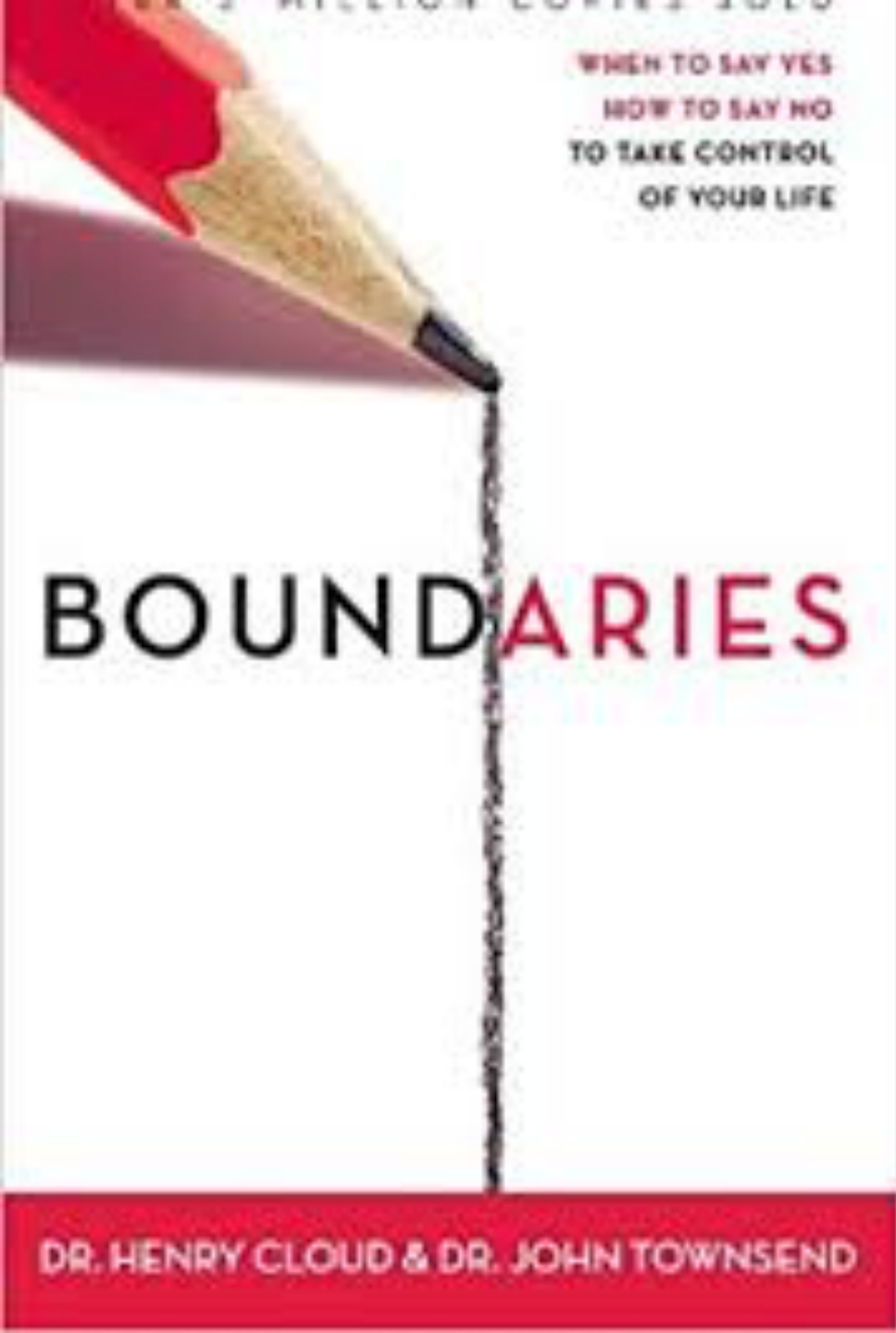
Men



Women

Have a list of Community Resources

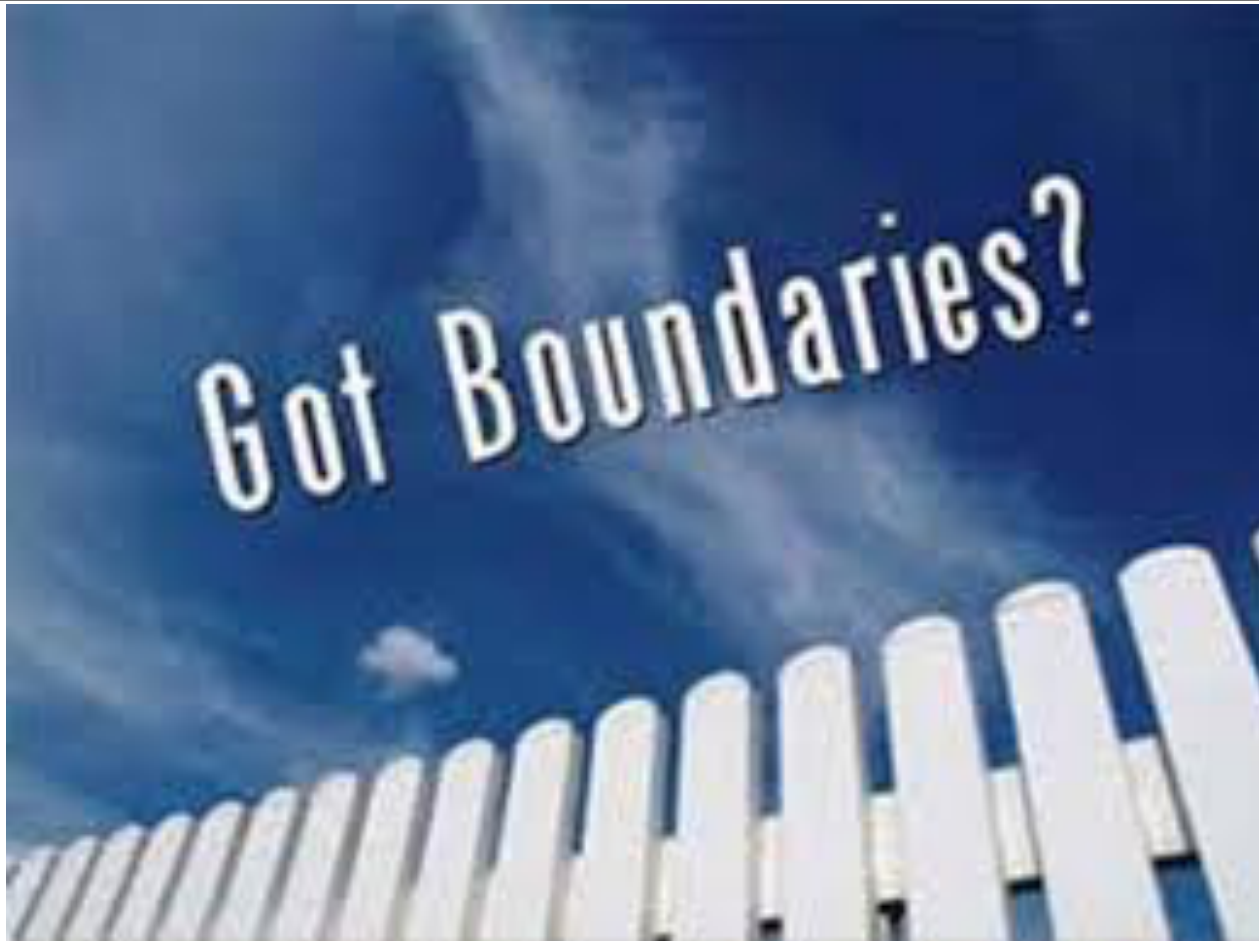




Boundaries

IN MINISTRY AND IN LIFE

How do you feel about establishing appropriate Boundaries?



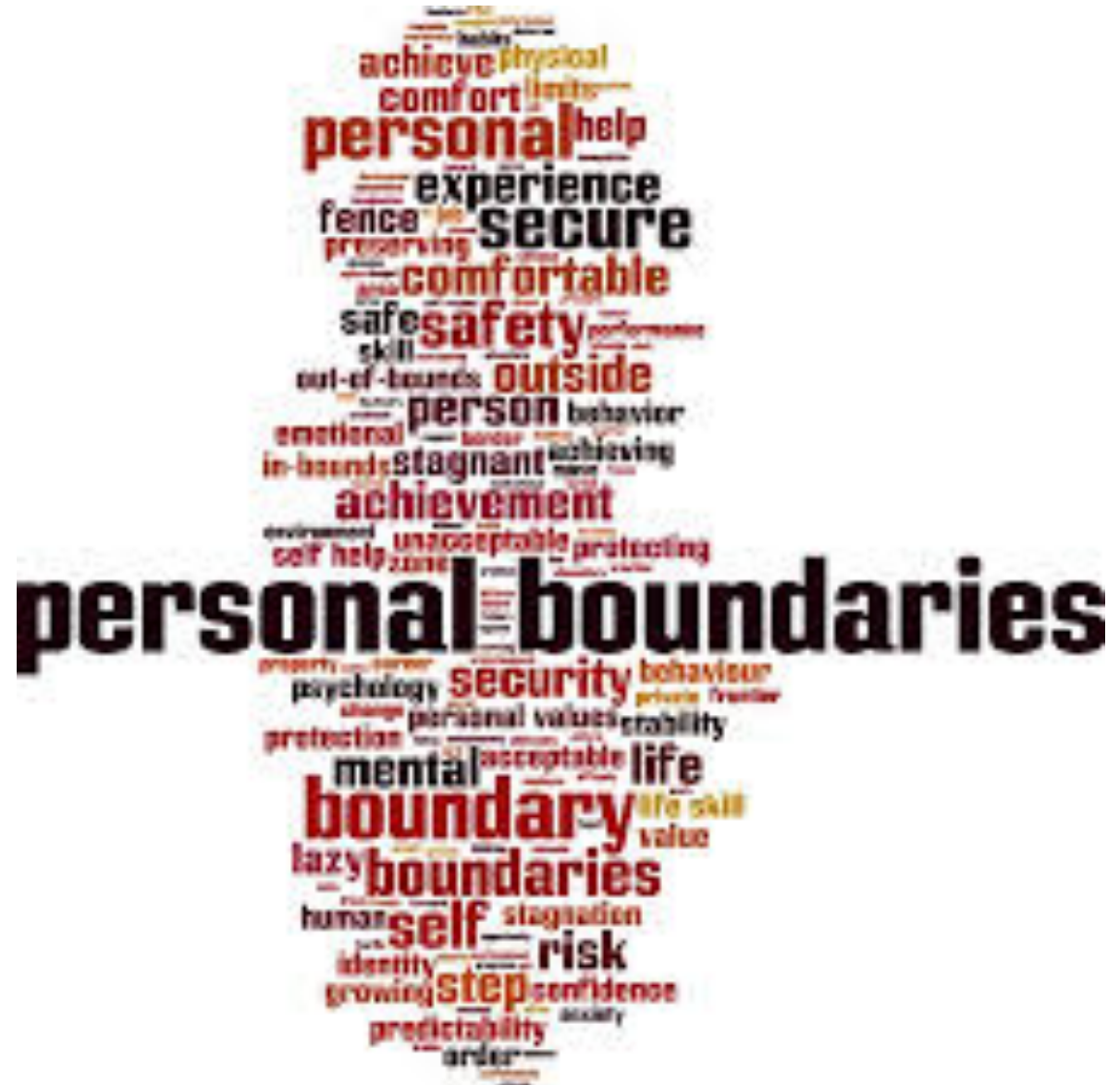


No.

Is a full sentence

Boundaries

- When To Say Yes and When to Say NO
- How do you feel about it?



Fears in Setting Boundaries

Losing relationships

Being the object of anger

Being hurtful

Being perceived as bad

Being rejected by others

People leaving church

Problems with Boundaries

Can not Say NO

- People pleaser
- Guilty
- Controlled by others
- Say yes to bad things

Can not Say YES

- Evasive
- Set limits to her responsibility to love

■ Can not hear NO

■ Controlling

- Don't respect other's boundaries
- Aggressive
- Manipulative

■ Indolent – Narcissism

- Set limits to the needs of others
- Deaf to the needs of others



Assertive Communication Format

When _____ I feel _____
Behavior Feeling

Because _____.
Impact or loss the behavior has caused

I want, I would like, I request _____

I hear...

It sounds like_____

What I hear you say is_____

Is this accurate to what you are
communicating or to what you feel?

Self-Care

HOW TO SHOW UP WELL



What is Self-Care and
Why do I need it?

Self-Care defined:

- an act of primary
- focusing on maintaining balance through holistic practices
- physical needs
- spiritual enrichment
- practicing self-compassion
- build self-awareness of one's mental, emotional, physical, and spiritual well-being
- self-care activities to maintain and promote their own emotional, physical, mental, and spiritual well-being to best meet their professional responsibilities (ACA)

Rationally Speaking...

Self-care is not a luxury.

Self-care is not a waste of time.

Self-care in the helping profession is an ethical necessity

Self-care must be pursued intentionally by practitioners.

Self-care concepts must be modeled and taught to emerging professionals in the field.



Main Factors

Physical: eg exercising before work, having a healthy diet, going to the gym

Professional: eg turning work emails off on the weekend, not eating lunch at their desk, going home on time, delegating where they can.

Emotional/Relationships: eg making time for family or friends, going to the movies, recording 3 positive things about each day

Psychological/Spiritual eg Keeling a journal, going to church/mosque/temple, getting out into nature, learning to meditate

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- Personal mental health management
 - Professional longevity and effectiveness
 - A life more full
 - Joy
 - Happiness
 - Love
 - Contentment in your calling

Three Dimensions of Burnout

The mental and physical exhaustion, depersonalization, and feelings of ineffectiveness that are often a result of the process of overextension (Deville, Wright, and Varker 2009; Maslach, Jackson, and Leiter 1996; Kumar 2011), and can be reversed with changes to one's self-care routine (Weiss 2004).

encompasses three dimensions: emotional exhaustion, depersonalization, and reduced personal accomplishment. The dimension of emotional exhaustion refers to feelings of being depleted, overextended, and fatigued. Depersonalization (also called cynicism) refers to negative and cynical attitudes toward one's consumers or work in general. A reduced sense of personal accomplishment (or efficacy) involves negative self-evaluation of one's work with consumers or overall job effectiveness ([Stalker & Harvey, 2002](#)).



You cannot *drink*
from an empty cup.

FILL YOURSELF UP. YOU'RE WORTH IT.

Better Equipped

“Healthy, psychologically present, and committed professionals are in a better position to offer assistance to trauma survivors than those

providers who suffer from symptoms of compassion fatigue and burnout.”

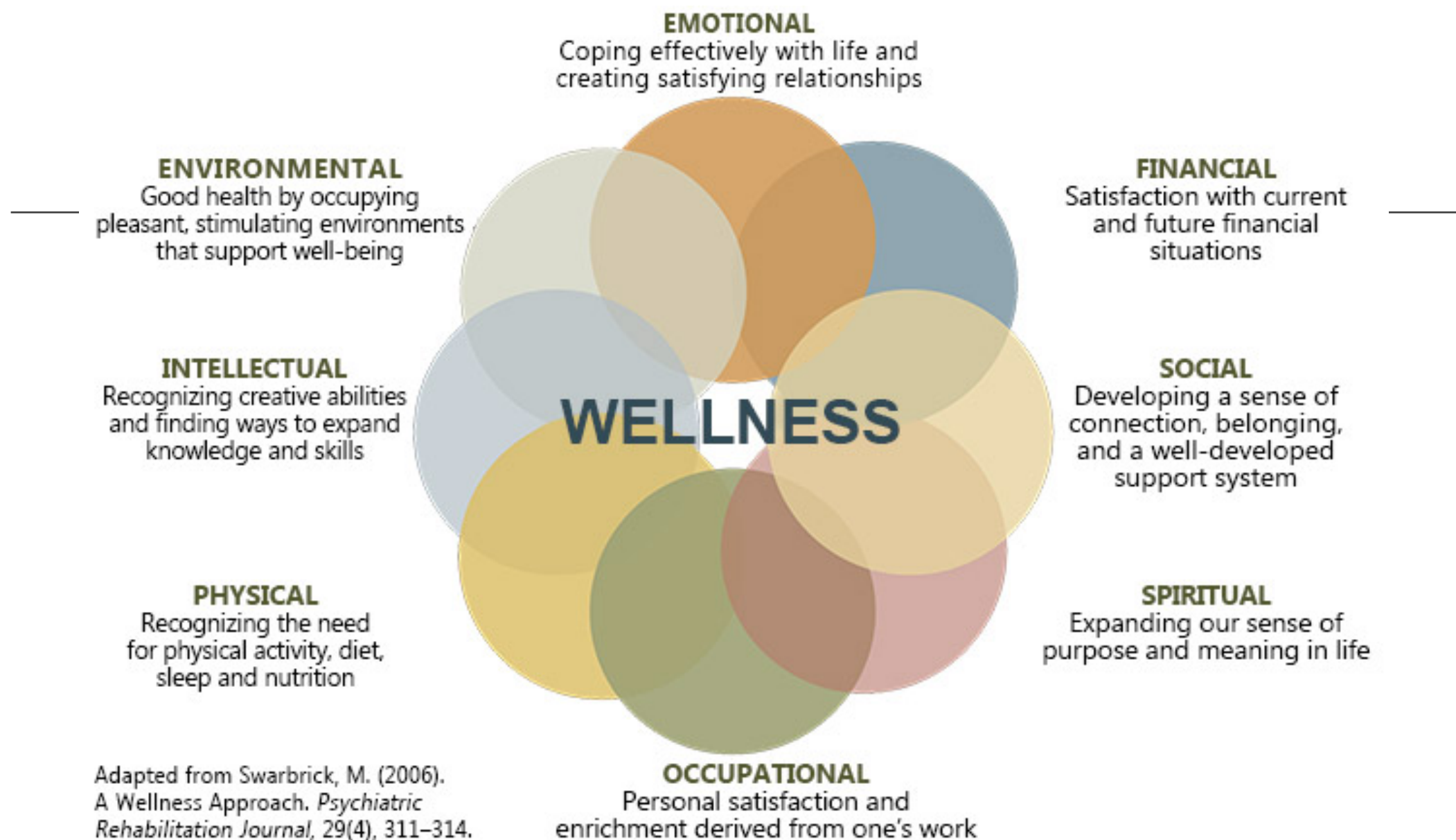
(Killian, 2008)

What is Good Self-Care?

- Know what feeds you
 - Learn your love language
 - Different personalities/genders have varied responses
- Be intentional
 - Seek it out
 - Schedule it
 - Actively implement

Killian's Solutions: Self-care strategies include

- Processing with peers/supervisor
- Spirituality
- Exercise
- Spending time with family



Checklist – How is my...?

- *Spiritual Life?
- *Rest & Sleep?
- *Exposure to light?
- *Time indoors vs. outdoors?
- *music I hear?
- * tv shows or I watch?
- * Colors around me?
- * Social Environment?
- * Circumstances in my life
- * Leadership/Ministry Challenges



Self Care

Straight Ahead



5 Basics & More

* Exercise

* Healthy Diet

* Water

* Rest

* Light

* Positive Support System - family & friends

* Spirituality - relevance in physical and emotional health

REST

- “Downtime replenishes the brain’s stores of attention and motivation, encourages productivity and creativity, and is essential to both achieve our highest levels of performance and simply form stable memories in everyday life (Jabr, 2013; NIH, 2013; Payne, 2011).
- “Downtime can involve not only sleep but also day-dreaming, meditation, mindfulness, exercise and time outdoors during the day, and nature walks – anything that gives our brains a rest.” Nourishing Mind and Brain - Jacquelyn H. Flaskerud, RN, PhD, FAAN - 2015).

More Strategies

- Establishing Appropriate Boundaries
- Ability to say...No.
- Relaxation & Breathing Exercises
- Meditation
- Laugh therapy

❖ Create Space

- Time alone
 - Quiet spaces
-

❖ Breathe

- Prayer
- Meditation
- Mindfulness
- Scripture
- Music for worship or play
- Daydreaming
- Reading for pleasure
- Time outdoors
- Physical rest
- Doing nothing

Connect with others

- Other Pastors or Ministers
- With a significant relationship
 - Phone calls, write letters
 - Play together
- With a counseling professional

GUILT IS
TO THE
SPIRIT,
WHAT
PAIN IS TO
THE BODY.

Elder David A. Bednar

SELF-CARE ACTION PLAN



My Self-Care plan

01

Identify your self-care needs across each of the quadrants.

02

Record activities you currently engage in and add some new ones.

03

Embed these activities into your regular routines to make them habitual



TODAY IS THE DAY!

Begin to Practice Self-Care
Today

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