

**PASTORAL HEALTH, Board of  
Faith E Church - January 28, 2013**

The meeting was called to order at Faith E.V. Free, Billings, MT, by Erin Youngs, Chairman at 8:12am.

Present: Steve Strutz, Erin Youngs, Scott Davies, Benjamin Gonzales, Don Hardisty, Dale Wolery

Prayer and reports were rendered by each person present.

Benjamin and Theo Gonzales have been visiting churches, pastors and spouses within the Western Conference to promote Clergy Wives Health and Pastoral Health.

The purpose of the meeting was to further define the purpose, role, and functions of the BOPH, using the acronym, CPR (Crisis Care, Preventative Care and Restorative Care) as a general guide. Members present gained direction from Superintendent Strutz as well as engaging in discussion to gain consensus matters.

Dale W volunteered to act as Secretary for this meeting only. In these minutes he seeks to capture by written statement matters where consensus was reached. The wide ranging and fluid discussion often did not lend itself to the formality of actual motions. When the formality of motions was used it is indicated in these minutes by MSC (Moved, Seconded and Carried).

Our hearts are committed individually and corporately to encouraging Conference Pastors to be balanced healthy persons in the following areas:

**Spiritually**

**Relationally**

**Mentally**

**Emotionally**

**Financially**

**Physically**

**Leadership** (Vocationally) Servant leadership, gifting, cultural and congregational fit.

We are committed as members of this team to maintaining and encouraging our own health in these areas. Despite the BOPH having members who are counselors/mentors who professionally engage in and focus on the psychological health of pastors and individuals our focus in this group is the overall health and balance of Conference Pastors in all the above areas.

A November 5, 2012 letter from Steve Strutz, *To You A Ministry Leader*, distributed to some pastors at the Annual Conference was distributed to the BOPH and is attached with a worksheet which includes most of the categories above.

**Ways of doing this:**

- By serving corporately or individually as advisors, observers, resource persons, prayer support and encouragers to Superintendent Strutz as he leads conference pastors to be balanced and healthy. This service is rendered as Steve seeks it.
- By the invitation and sole discretion of the Superintendent into specific situations where pastoral health is at issue. Superintendent Strutz seeks to use the team approach in these

matters and is freely given the latitude of choosing members of this team or others as he deems best in any particular setting.

- Each team member is willing and ready to participate in such matters as called upon by Superintendent Strutz.
- Each team member is committed to maintaining an open, prayerful and supportive role whether used or not in such situations.
- It is important each member understand building trust over time with the Superintendent regarding his or her usefulness is important.
- By personal request of Conference pastors.
  - When contacted by pastors for help in matters related to pastoral health members of this team are committed to serving Conference pastors.
    - Appropriate confidentiality is to be maintained and respected by all of us.
    - Reporting to Superintendent Strutz at least that one is working with a conference pastor is encouraged.
    - Matters which are obviously or overtly detrimental to the church must be conveyed to Superintendent Strutz with sensitivity to confidentiality and those who are being led by the Pastor.
  - It is understood when a pastor willingly seeks help and is consistently pursuing health by interacting with one of us, there is some latitude regarding matters which are not healthy or are outside behavior which the Disciplines allow.
    - Each situation is unique.
    - Team members are encouraged to consult in general ways with Superintendent Strutz if there is any question a matter is too far out of bounds.
  - When a pastor we are helping reverts to unhealthy behavior and refuses to pursue health we are to let him know (It is preferable to inform pastors and their spouses at the beginning of our involvement with them this eventuality may occur.) we are obligated to report such to Superintendent Strutz.
- By making ourselves available to Regional Representatives to interact with them regarding pastoral health.
  - Be willing to meet with Regional Representatives and the pastors under their care at their meetings as requested by them.
  - Promote Pastoral Health in all of the above areas, the availability of counseling resources on the team and the potential availability of limited funding for counseling if the need arises.
- By preparing a handout of the services the BOPH provides.
- By being clearer on the Western Conference Web Site regarding the services the BOPH provides.
- When matters of an obvious lack of pastoral health come to our attention we are to first interact with Superintendent Strutz.
  - We are not authorized to insert ourselves into situations without invitation.
  - ***Evaluating Honestly Leader's Character Traits*** developed by Dale Wolery in collaboration with Scott Davis regarding these matters was distributed and is attached.
- When a member of the team is personally involved with a matter before the BOPH it is expected the individual involved will excuse himself/herself from the room when such matters are discussed. The Chair has complete freedom to request that a Board Member excuse himself in such situations.

- When Superintendent Strutz believes a member of this Board has a conflict of interest or a potential conflict of interest which would require him or her to remove himself from the Board for a period of time he and the Chair shall discuss and resolve such matters.
- By encouraging churches and church Boards to celebrate and appreciate their pastors and be attentive to the health of their pastors and pastoral families.
  - Encourage Churches/Church Boards to participate actively in sabbaticals.
  - By encouraging Churches/Church Boards to care tangibly for their pastors by providing appropriate benefit packages.
  - Distribute “What Is a Sabbatical” to promote this practice.

**Board Action:**

MSC the BOPH typically provide from its budget up to \$2000 per sabbatical for pastors in the Western Conference who have engaged in 7 to 10 years of full time ministry in their current or previous churches.

- It is to be at least 7 years since this pastor has taken a sabbatical.
- It is understood the church of a pastor requesting funds will be actively involved in providing such a sabbatical by participating in funding and time off.
- It is further understood those requesting such funds will make application and be interviewed by members of the BOPH as per previous BOPH action.
- It is further understood sufficient time on the sabbatical shall be planned and taken for the exclusive purpose of Sabbath rest.

MSC that Scott Davies be authorized to interview Loren Eder - regarding his Sabbatical Application. Scott is to encourage Loren to take enough Sabbatical time that genuine Sabbath occurs and is to determine the extent to which Loren’s church is participating in this Sabbatical. Scott is to inform him the BOPH is only able to offer up to \$2000 for sabbaticals and though each Sabbatical is unique, the authorized amount is usually more like \$1000 to \$1500.

MSC to authorize \$4000 be expensed as \$2000 from each of the budgeted accounts, Professional Fees and Training/Education to provide partial funding for Butch and ----\_\_\_ to attend Marble Retreat in Marble, CO. Such funding is conditioned on Butch and Elizabeth participating in at least 6 follow up sessions with a professional to whom Steve refers them. This is to provide aftercare for their Marble Retreat experience and to address the leadership issues which precipitated the crisis at the Circle church.

**Information, Review and Potential Further Action:**

- Superintendent Strutz distributed a Memo, *Thoughts/Suggestions Regarding Financial Assistance for Mental Health Counseling for Church Employees*. It is attached. No action was taken on this memo.
  - Please let us know Superintendent Strutz if you wish for us to recommend something specific regarding these matters as they pertain to pastors as employees.
- A memo was distributed by Steve Struz to Erin Youngs, January 25, 2013, *A Few Things*, which stated the denomination has retained H. B. London for the next few years to help in our pastoral care emphasis.
  - There are 9 items listed in this memo regarding pastor care which were discussed in a conference call with Steve and the other Denominational Executives.

- Specific suggestions by Superintendent Strutz for discussion were listed in the memo at the end.
  - Some of these issues were addressed. Some were not.
  - This memo is attached. Please read and be ready to discuss and take action on the issues which are appropriate.
  - In this regard, Benjamin Gonzales stated he could make available through Christianity Today some basics on salaries and benefits. Benjamin, would you please distribute the pertinent information for this region to the members of the BOPH?
- Dale W. agreed he would provide a list of “Intensives” to which he refers clergy for specific issues. This list is attached, ***Referral Resources***, with the understanding that it is important to make every effort to provide a quality fit when referring clergy and their families to these organizations. Dale W. is willing at any time to provide input regarding such referrals without needing to know the names of those being referred.
  - Various Books were recommended:
    - Steve Strutz recommended ***Leading on Empty*** by Wayne Caderro and ***Replenish*** by Lance Witt.
    - Benjamin Gonzales recommended ***Monday’s With My Old Master*** by Jose Louis Navaho
    - Don Hardesty recommended ***Emotionally Healthy Spirituality*** by Pete Scazzero.
    - Dale W. recommended ***Leadership and Self Deception*** by the Arbinger Institute.
  - The next meeting of the BOPH will occur on March 4, 2013 from 3 AM to 4AM.

The meeting was dismissed in prayer at 3:51 PM

Respectfully submitted,

Dale O. Wolery

Acting Secretary.