

# Interim Ministry Resources

## Chapter 2 Start

Contents 1

Reflections and Resources (4)

#	Page	Topic
1)	2	Building trust in the office of pastoral ministry
2)	3	Behavior of pastors who leave under duress
3)	26	7 Deadly Sins of Leadership
4)	29	Spiritual abuse
5)	32	Know it all or know nothing?
6)	32	Studying at the seminary no guarantee
7)	34	When pastors leave the ministry
8)	39	Self-assured
9)	40	Hanging on for the money
10)	40	Unifier or polarizer
11)	40	Unifier or provocateur
12)	40	Dial it down
13)	41	Drama Queen
14)	42	A ministry of respect or a ministry of resentment?
15)	50	Mending broken trust after sexual impropriety
16)	52	Mending broken trust after financial impropriety
17)	57	Following a short-term pastorate, which followed a long-term pastorate
18)	59	Edges
19)	59	Clergy centered to congregation focus
20)	59	Following a case of mental incapacity
21)	61	Clergy centered to community orientated
22)	61	Contextual differences
23)	61	Both ends of the radio dial
24)	62	Avoid cultural condescension
25)	62	Clamoring for change: Whose needs are being met?
26)	63	Indebted to whom?
27)	63	Heroic
28)	63	Displaying weariness as a defense mechanism
29)	63	When being well-intentioned doesn't work
30)	64	Tempering expectations
31)	65	Following a long-term pastor
32)	67	Did not end well
33)	67	On being reflective

# Reflections and Resources

## 1) Building trust in the office of pastoral ministry

A Congregation Council may not articulate the matter in these words in the Interim Letter of Agreement, but in those instances where the trust between the installed pastor and the people has eroded,

[DOC]Model Constitution for Congregations 2019 - ELCA Resource Repository

### Chapter 9.

#### ROSTERED MINISTER

\*C9.05. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:

- d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to this congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.

<https://www.elca.org/constitution> 2019 Model Constitution for Congregations

<https://download.elca.org> > ELCA Resource Repository > Model Constitution

<http://www.elca.org/Resources/Office-of-the-Secretary>

[Images for Images for Model Constitution for Congregations 2019 - ELCA Chapter 9. ROSTERED MINISTER alleged local difficulties](#)

the general course of action for an intentional interim pastor is to seek to restore trust and respect in the office of pastoral ministry by serving and leading in a responsible and effective manner.

#### Resources

15 best Trust Building Exercises images on Pinterest

<https://www.pinterest.com/x1mariellem/trust-building-exercises/>

[Images for Trust Building on Pinterest](#)

<https://www.pinterest.com/GottmanInst/trust/>

<https://www.pinterest.co.uk/explore/trust-games/>

<https://www.pinterest.com/leadbyadventure/trust-building-activities/>

<https://www.pinterest.com/austinestevez/trust-building-activities/>

<https://www.pinterest.com/pin/49539664620728360/> A long list of trust building activities – Pinterest

<https://www.pinterest.com/pin/335729347205249840/> Trust Building Activities - Pinterest

[Images for Trust Building Activities - Pinterest](#)

#### Growing Trust

Interim Ministry Association Serving the ELCA. The Newsletter. Summer 2007. Page 3

<http://www.elca.org/Growing-In-Faith/Ministry/Interim-Ministry-Association/Newsletter.aspx>

[info@nalip.net](mailto:info@nalip.net)

[Images for Growing Trust in the Congregation](#)

#### How Interim Ministry Works in The United Methodist Church

##### Possible Scenarios

You might be sent to a church following the removal of the pastor for misconduct, or would you rather arrive after a trained Interim Minister has led them through their anger and their reluctance to trust anyone again, to a point of being ready to put a disappointing past behind them and look to a promising future once again with a new regularly appointed pastor?

<http://www.qbhem.org/networking/how-interim-ministry-works-united-methodist-church>

[Images for removal of the pastor for misconduct](#)

#### Intentional Interim Ministry - a purposeful approach for transitions and crises

Healing. Without healing existing divisions within the church, it is difficult to have a unified mission and ministry. There are also circumstances where congregations feel manipulated or misled by their pastor and need guidance to become whole again.

They need assistance in developing an attitude of trust toward pastoral leadership.

Thorough resolution. There are situations that simply take time to untangle. It is important to do what is necessary to reach understanding and closure.

<http://interimministrylcms.org/>

[Images for Intentional Interim Ministry - a purposeful approach for transitions and crises](#)

[Images for developing an attitude of trust toward pastoral leadership](#)

## Lessons from Parker Palmer's "Courage" Ministry: "Circles of Trust" as an Interim Tool for Building Right Relations

Barbara Coeyman

Often interim ministry entails creating or rebuilding trust in ministry in congregations which have experienced abusive or disruptive relationships by previous leadership. Often the primary work for the interim minister is restoration of trust in professional clergy and other staff. Parker Palmer has inspired a philosophy for spiritual deepening known broadly as "Courage" work. Two core Courage principles are uncovering the authentic self in each of us and creating relationships based on trust in both personal and professional lives. "Circles of Trust" is a small-group ministry program which explores authentic communications through open and honest dialogue, as well as confidential interpersonal relationships expressed through Courage "Touchstones", the covenant for being together. This workshop will introduce the principles of Courage work and demonstrate both process and outcome of this method. You will engage in three typical Courage activities: 1) reviewing touchstones, 2) examining poetry as an example of a "third thing", and 3) speaking in triads with one another through open and honest questions. You will explore the potential for this work as a useful interim tool in congregations where restoration of trust is an important goal of transitioning time.

[PDF] 2015 IMN Conference programpdf.pub - Interim Ministry Network

<http://imnedu.org/wp-content/uploads/2012/05/2015-IMN-Conference-programpdf.pdf> Page 7

Images for Parker Palmer's "Courage" Ministry: "Circles of Trust"

<http://uudb.org/authors/barbaracoeyman.html>

## Redrafting "Trustworthy Servants of the People of God" – Evangelical Lutheran Church in America

1 Trustworthy Servants of the People of God

2 Every church has hopes and expectations for its leaders. The constitutions of the ELCA clearly state the

3 expectations of rostered ministers. 1 Another policy document, *Definitions and Guidelines for Discipline*,

4 describes consequences for unacceptable behaviors. 2 The ELCA's constitution outlines the importance

5 of the office of ministry and the requirements for serving the church in that role. 3 Expectations are also

6 outlined for the calling body, understanding the call of pastors and deacons to be one of mutual

7 accountability. 4 The responsibilities for pastors and deacons are outlined below.

8 This document, *Trustworthy Servants*, is different. It is intended as a guide, both for pastors and deacons,

9 and for candidates seeking entry onto those rosters. As such, it will be used as part of the candidacy

10 process, both for the candidates and for the candidacy committee.

Trustworthy Servants 3.4.2019

<https://www.elca.org/rosteredlife>

[https://download.elca.org/ELCA%20Resource%20Repository/Trustworthy\\_Servants\\_Common\\_Draft\\_3-4-2019.pdf?\\_ga=2.167756730.542240428.1565090772-1300080783.1535476976](https://download.elca.org/ELCA%20Resource%20Repository/Trustworthy_Servants_Common_Draft_3-4-2019.pdf?_ga=2.167756730.542240428.1565090772-1300080783.1535476976) Page 1

<https://www.livinglutheran.org/2019/05/trustworthy-servants-of-the-people-of-god/>

Images for "Trustworthy Servants of the People of God" - Evangelical Lutheran Church in America

Results of the social science study of trust-building in the interim setting

Interim Ministry Association Serving the ELCA. The Newsletter. Winter 2007. Page 1

<http://www.elca.org/Growing-In-Faith/Ministry/Interim-Ministry-Association/Newsletter.aspx>

[info@nalip.net](mailto:info@nalip.net)

Images for trust-building in the interim ministry setting

## 2) Behavior of pastors who leave under duress

Peter L. Steinke included a list in a Healthy Congregations newsletter entitled *19 Behaviors that Predict to Poor Performance by Clergy* © Peter L. Steinke 2000, which I received as a hard copy but have not been able to locate online. Through the years, I have referred to that list in order to better understand some behaviors of pastors who leave under duress. He has also identified *13 Triggers for Anxiety in Churches* and authored *Twenty Observations about Troubled Congregations*, both of which are online.

### Peter L. Steinke - Augsburg Fortress

Peter L. Steinke is an internationally respected congregational systems consultant who has also served as a parish pastor, an educator, and a therapist for clergy. Drawing on the work of the late family-systems expert Edwin Friedman, Dr. Steinke's accessible books have helped countless congregations understand their hidden workings and use that understanding to become healthy and vital.

<http://store.augsburgfortress.org/store/contributor/2168/Peter+L.+Steinke>

Images for Peter L. Steinke - Augsburg Fortress

### 13 Triggers for Anxiety in Churches – ChuckWarnock.com

Here's his take on what causes the panic meter to go up in congregations. The categories are Steinke's, the comments are mine:

<https://chuckwarnockblog.wordpress.com/2009/05/18/13-triggers-for-anxiety-in-churches/>

Images for Triggers for Anxiety in Churches by Peter L. Steinke

<https://www.youtube.com/watch?v=egP3WVY-r5M> UU University 2006 Part 6 - Church Conflict - A Systems Perspective

## Twenty Observations about Troubled Congregations

I have worked with troubled churches for 20 years. I never cease to learn from these experiences. The list below includes some of what I have learned about congregations in times of conflict.

<https://alban.org/archive/twenty-observations-about-troubled-congregations/>

Images for Twenty Observations about Troubled Congregations

<https://alban.org/archive/promoting-healthy-congregations/>

Images for Images for Peter L. Steinke - Alban at Duke Divinity School

<http://www.amazon.com/Congregational-Leadership-Anxious-Times-Courageous/dp/1566993288>

Images for Congregational Leadership in Anxious Times

<https://www.amazon.com/Peter-L.-Steinke/e/B001JS2ZJG>

[https://www.goodreads.com/author/list/27521.Peter L Steinke](https://www.goodreads.com/author/list/27521.Peter_L_Steinke)

Images for Peter L. Steinke (author)

Following is an adaptation of his list of *19 Behaviors that Predict to Poor Performance by Clergy* with resources to explain:

## Grandiosity

### Resources for grandiosity

**A Psychologist Analyzes Donald Trump's Personality: Narcissism, disagreeableness, grandiosity – a psychologist investigates how Trump's extraordinary personality might shape his possible presidency.** By Dan P. McAdams - The Atlantic

Who, really, is Donald Trump? What's behind the actor's mask? I can discern little more than narcissistic motivations and a complementary personal narrative about winning at any cost. It is as if Trump has invested so much of himself in developing and refining his socially dominant role that he has nothing left over to create a meaningful story for his life, or for the nation. *It is always Donald Trump playing Donald Trump, fighting to win, but never knowing why.*

<http://www.theatlantic.com/magazine/archive/2016/06/the-mind-of-donald-trump/480771/>

Images for A Psychologist Analyzes Donald Trump's Personality: Narcissism, disagreeableness, grandiosity – a psychologist investigates how Trump's extraordinary personality might shape his possible presidency. By Dan P. McAdams - The Atlantic

[https://www.huffingtonpost.com/entry/trumps-narcissism-a-key-to-his-success-and-tragic\\_us\\_59581d34e4b0f078efd98a93](https://www.huffingtonpost.com/entry/trumps-narcissism-a-key-to-his-success-and-tragic_us_59581d34e4b0f078efd98a93)

<https://psychcentral.com/lib/donald-trump-and-the-narcissistic-illusion-of-grandiosity/>

Images for donald-trump-and-the-narcissistic-illusion-of-grandiosity

<http://www.dw.com/en/donald-trump-and-narcissism-whats-behind-his-big-ego/a-42046066>

<https://www.usatoday.com/story/opinion/2017/05/04/trump-malignant-narcissistic-disorder-psychiatry-column/101243584/>

<https://www.thedailybeast.com/donald-trump-and-the-success-of-the-narcissistic-sociopath>

<https://www.politico.com/magazine/story/2017/04/27/how-to-deal-with-a-narcissist-in-the-white-house-215072>

<https://www.psychologytoday.com/us/blog/the-human-beast/201608/does-trump-suffer-narcissistic-personality-disorder>

<https://www.rollingstone.com/politics/features/trump-and-the-pathology-of-narcissism-w474896>

<https://www.independent.co.uk/life-style/health-and-families/donald-trump-mental-illness-narcissism-us-president-psychologists-inauguration-crowd-size-paranoia-a7552661.html>

<https://www.nytimes.com/2017/09/29/opinion/trumps-deadly-narcissism.html>

<https://www.nytimes.com/2015/09/06/opinion/the-narcissist-in-chief.html>

<https://www.thriveglobal.com/stories/13729-trump-and-the-loneliness-of-narcissists>

Images for trump-and-the-loneliness-of-narcissists

[https://www.huffingtonpost.com/entry/our-narcissist-in-chief\\_us\\_5a51b157e4b089e14dbb67fa](https://www.huffingtonpost.com/entry/our-narcissist-in-chief_us_5a51b157e4b089e14dbb67fa)

### Considering their grandiosity and sense of entitlement - Pinterest

<https://www.pinterest.com/pin/375417318911140250/>

Images for Grandiosity on pinterest

<https://www.pinterest.com/pin/464293042808812901/> Discover ideas about Grandiose Delusions

<https://www.pinterest.com/pin/414683078168576233/> Discover ideas about Grandiose Delusions

### Grandiose | Definition of Grandiose by Merriam-Webster

Definition of grandiose. 1: characterized by affectation of grandeur or splendor or by absurd exaggeration They did not believe his grandiose claims. 2: impressive because of uncommon largeness, scope, effect, or grandeur had grandiose plans for city.

<https://www.merriam-webster.com/dictionary/grandiose>

Images for Grandiose | Definition of Grandiose

### Grandiose Quotes - BrainyQuote

<https://www.brainyquote.com/topics/grandiose>

Images for grandiosity quotes

<https://www.goodreads.com/quotes/tag/grandiosity>

[www.azquotes.com/quotes/topics/grandiose.html](http://www.azquotes.com/quotes/topics/grandiose.html)

[https://en.wikiquote.org/wiki/Grandiose\\_delusions](https://en.wikiquote.org/wiki/Grandiose_delusions)

<https://www.psychologytoday.com/us/blog/evolution-the-self/201404/9-enlightening-quotes-narcissists-and-why>

Images for enlightening-quotes-narcissists

[www.picturequotes.com/grandiose-quotes](http://www.picturequotes.com/grandiose-quotes)

<https://terrygorskiquotes.wordpress.com/2014/02/20/rational-pride-grandiosity-humility/>  
[Images for pride-grandiosity](#)

### Grandiosity - Wikipedia

In the field of psychology, the term grandiosity refers to an unrealistic sense of [superiority](#), characterized by a sustained view of one's self as better than other people, which is expressed by [disdainfully](#) viewing them as inferior; and refers to a sense of personal [uniqueness](#), the belief that few other people have anything in common with oneself, and that one can only be understood by a few, very special people.<sup>[1]</sup> The personality trait of grandiosity is principally associated with [narcissistic personality disorder](#) (NPD), but also is a feature in the occurrence and expression of [antisocial personality disorder](#), and the [manic](#) and [hypomanic](#) episodes of [bipolar disorder](#).<sup>[2]</sup>

<https://en.wikipedia.org/wiki/Grandiosity>

[Images for Grandiosity](#)

[https://en.wikipedia.org/wiki/Grandiose\\_delusions](https://en.wikipedia.org/wiki/Grandiose_delusions)

[Images for Grandiose Delusions](#)

### The Seduction of Grandiosity

When I've worked with these individuals and we've examined the steps that led them to cross boundaries or abuse their power, we usually find that grandiosity played a significant role. They believed themselves to be above temptation. They thought they were smarter and stronger than they were. They told themselves that they were the lone exception to the normal rules of professional conduct or that their inappropriate behavior would not receive the same tragic consequences as others faced.

<http://christiancounseling.com/content/the-seduction-of-grandiosity>

[Images for Seduction of Grandiosity](#)

<https://psychcentral.com/blog/the-incredibly-seductive-pull-of-a-very-skilled-narcissist/>

<https://books.google.com/books?isbn=188860221X>

Page 135

<https://onlinelibrary.wiley.com/doi/pdf/10.1111/bjp.12190> Beware the Song of the Sirens: Reflections on the Seductive Face of Narcissim

### Resources for Narcissism

#### Core Competencies for Being Your Congregation's Chief (Part Five): The Three Ways of Being in the World

There are essentially Three Ways of Being in the World:

The first is to be here for ourselves. This is the [narcissistic](#) way, where everything revolves around the person and everything is here for the person. This is the way of King Nebuchadnezzar who boasts of his kingdom as he walks on the roof of his palace. He then has a psychotic break and ends up wandering in the fields eating grass with the ox. (Daniel 4:28-33)

<http://www.clergyleadership.com/news/ai-way-leader5.cfm>

[Images for King Nebuchadnezzar boasts of his kingdom](#)

#### Narcissism - HuffPost

<https://www.huffpost.com/life/topic/narcissism>

[Images for Narcissism - HuffPost](#)

#### Narcissist - Pinterest

<https://www.pinterest.com/happylady62/narcissist/>

[Images for Narcissist - Pinterest](#)

<https://www.pinterest.com/dboliner/narcissism/>

<https://www.pinterest.com/lisamarquez329h/quotes-about-narcissists/>

<https://www.pinterest.com/gjaxomarie/narcissist-quotes/>

<https://www.pinterest.com/momma2allboys/the-narcissist/>

<https://www.pinterest.com/ellua3/narcissist/>

#### Narcissism | Psychology Today

<https://www.psychologytoday.com/us/basics/narcissism>

[Images for Narcissism | Psychology Today](#)

#### Narcissism Quotes - BrainyQuote

<https://www.brainyquote.com/topics/narcissism-quotes>

[Images for narcissism quotes](#)

<https://www.goodreads.com/quotes/tag/narcissism>

<https://lovesagame.com/quotes-about-narcissists/>

<https://www.psychologytoday.com/us/blog/evolution-the-self/201404/9-enlightening-quotes-narcissists-and-why>

<https://www.notsalmon.com/2018/03/29/quotes-about-narcissists/>

<https://www.yourtango.com/2019326398/narcissist-quotes-about-narcissistic-personality-disorder>

<https://blogs.psychcentral.com/narcissism-decoded/2017/08/25-spot-on-quotations-about-narcissism/>

<https://www.wiseoldsayings.com/narcissism-quotes/>

<https://www.facebook.com/NarcissistQuotes/>

## Narcissism - Wikipedia

Narcissism is the pursuit of gratification from vanity or egotistic admiration of one's idealised self image and attributes.

<https://en.wikipedia.org/wiki/Narcissism>

[Images for Narcissism](#)

## Narcissistic | Definition of Narcissistic by Merriam-Webster

Definition of *narcissistic*

: of, relating to, or characterized by narcissism: such as

a: extremely self-centered with an exaggerated sense of self-importance : marked by or characteristic of excessive admiration of or infatuation with oneself

a *narcissistic* personality

He was a very *narcissistic* man, not too concerned with the world.— Oliver Sacks

But when a mother's *narcissistic* needs are so great that she cannot relate to her child as he really is, she loves her child as a self-object—that is, as someone put on this earth to meet her needs.— Sue Erikson Bloland— see

also NARCISSISTIC PERSONALITY DISORDER

<https://www.merriam-webster.com/dictionary/narcissistic>

[Images for Narcissistic | Definition](#)

## Narcissistic Leaders - YouTube

Rev. Dr. Linton Thomas speaks on leaders who are Narcissistic. In our world today, we must be alert and aware of narcissistic leaders who are about themselves and not the people they lead.

<https://www.youtube.com/watch?v=FaDeyCpJyG8>

[Images for Narcissistic Leaders - YouTube](#)

[https://www.youtube.com/watch?v=v7KhPu7MQ\\_k](https://www.youtube.com/watch?v=v7KhPu7MQ_k) Narcissistic Leaders: How You Know You Are Working with One - YouTube

<https://www.youtube.com/watch?v=87wOSJbXOfk> Narcissistic Leaders: How to Survive Working with One - YouTube

<https://www.youtube.com/watch?v=XYtyn9ZbnR0> Narcissistic leadership - YouTube

[Images for Narcissistic leadership - YouTube](#)

## [PDF]Narcissistic Psychopathology and the Clergy - Reid Meloy

It is the hypothesis of this author that narcissistic character disorders are prevalent among members of the clergy precisely because the profession provides strong reinforcement for such personality problems.

[http://drreidmeloy.com/wp-content/uploads/2015/12/1986\\_NarissisticPsysc.pdf](http://drreidmeloy.com/wp-content/uploads/2015/12/1986_NarissisticPsysc.pdf)

<https://psycnet.apa.org/record/1988-01572-001>

[http://forensis.org/PDF/published/1986\\_NarissisticPsysc.pdf](http://forensis.org/PDF/published/1986_NarissisticPsysc.pdf)

<https://www.semanticscholar.org/paper/Narcissistic-psychopathology-and-the-clergy-Meloy/46b7e16003b130da696261b6df3790189fea3126>

[Images for Narcissistic Psychopathology and the Clergy](#)

<https://link.springer.com/article/10.1007/BF01041955> Assessment of narcissistic psychopathology in the clergy | SpringerLink

Psychological Perspectives on Christian Ministry: A Reader 5.2 Assessment of narcissistic psychopathology in clergy *Jayne Patrick*

<http://palamas.info/clergy-and-narcissistic-personality-disorder/>

<https://biblicalpherspectivesonnarcissism.com/2015/10/05/narcissistic-personality-disorder-in-the-clergy/>

[Images for narcissistic-personality-disorder-in-the-clergy](#)

<http://charlesstone.com/the-narcissistic-pastor-10-signs-that-you-may-be-one/>

[Images for narcissistic-pastor-10-signs-that-you-may-be-one](#)

<http://community.beliefnet.com/irishgirl52/blog/2014/06/01/narcissistic-clergy-an-indictment>

[Images for narcissistic clergy: an indictment](#)

<http://www.christiancentury.org/article/2016-04/when-leaders-are-narcissists>

<https://www.catholicregister.org/home/item/13701-narcissism-cited-in-double-lives-some-clergy-lead>

[Images for narcissism-cited-in-double-lives-some-clergy-lead](#)

<https://www.catholiceducation.org/en/culture/catholic-contributions/messing-with-the-mass-the-problem-of-priestly-narcissism-today.html>

<http://www.patheos.com/blogs/diaryofawimpycatholic/2011/08/clerical-narcissism-myth-or-mess/>

[http://www.leavingthepriesthood.com/Narcissism\\_in\\_the\\_Pulpit.pdf](http://www.leavingthepriesthood.com/Narcissism_in_the_Pulpit.pdf)

[Images for Narcissism in the Pulpit](#)

## Overcoming the Dark Side of Leadership: The Paradox of Personal Dysfunction by Gary L. McIntosh (Author), Samuel D.Sr. Rima (Author)

"The majority of tragically fallen Christian leaders during the past ten to fifteen years have been baby boomers who felt driven to achieve and succeed in an increasingly competitive and demanding church environment. Most often their ambition has been a subtle and dangerous combination of their own dysfunctional personal needs and a certain measure of altruistic desire to expand the kingdom of God. However, because ambition is easily disguised in Christian circles and couched in spiritual language (the need to fulfill the Great Commission and expand the church), the dysfunctions that drive Christian leaders often go undetected and unchallenged until it is too late."

<https://books.google.com/books?isbn=144120055X> Preface Page 15

<https://www.amazon.com/Overcoming-Dark-Side-Leadership-Dysfunction/dp/0801090474>



[http://www.goodreads.com/book/show/192783.Overcoming\\_the\\_Dark\\_Side\\_of\\_Leadership](http://www.goodreads.com/book/show/192783.Overcoming_the_Dark_Side_of_Leadership)  
<https://www.goodreads.com/work/quotes/186422-overcoming-the-dark-side-of-leadership-the-paradox-of-personal-dysfunct>  
<https://www.barnesandnoble.com/w/overcoming-the-dark-side-of-leadership-gary-l-mcintosh/1102955302>  
<http://bakerpublishinggroup.com/books/overcoming-the-dark-side-of-leadership-revised-edition/148352>  
<https://www.logos.com/product/42983/overcoming-the-dark-side-of-leadership-the-paradox-of-personal-dysfunction-rev-ed>  
<https://davidmays.org/BN/MciOver.html>  
[https://books.google.com/books/about/Overcoming\\_the\\_Dark\\_Side\\_of\\_Leadership.html?id=MDrgOnyykQYC](https://books.google.com/books/about/Overcoming_the_Dark_Side_of_Leadership.html?id=MDrgOnyykQYC)  
<http://www.jafriedrich.de/pdf/Book%20summary%20-%20Overcoming%20the%20Dark%20Side%20of%20Leadership.pdf>  
<https://www.slideshare.net/bmunson3/overcoming-the-dark-side-of-leadership-10599625>  
<https://mwerickson.com/category/leadership-2/>  
[http://legacy.agts.edu/syllabi/ce/summer2003/pthm545bradford\\_sum03\\_agts.pdf](http://legacy.agts.edu/syllabi/ce/summer2003/pthm545bradford_sum03_agts.pdf)  
<http://www.barnabasministry.com/form-odsl.html>  
<http://bakerpublishinggroup.com/authors/gary-l-mcintosh/166>  
<https://www.amazon.com/Gary-L.-McIntosh/e/B000AQ1114>  
[http://www.goodreads.com/author/show/58621.Gary\\_L\\_McIntosh](http://www.goodreads.com/author/show/58621.Gary_L_McIntosh)  
[Images for Gary L. McIntosh \(Author\)](#)  
<http://bakerpublishinggroup.com/authors/samuel-d-rima-sr/167>  
<https://www.amazon.com/Samuel-D.-Rima/e/B003155SU8>  
[http://www.goodreads.com/author/show/166459.Samuel\\_D\\_Rima](http://www.goodreads.com/author/show/166459.Samuel_D_Rima)  
[Images for Samuel D. Rima \(Author\)](#)  
[Images for Overcoming the Dark Side of Leadership: The Paradox of Personal Dysfunction by Gary L. McIntosh \(Author\), Samuel D.Sr. Rima \(Author\)](#)

### Overcoming the Dark Side of Leadership: Review

The fact is, all of us have a "dark side" that consists of the unmet needs and "existential debts" that orient our lives and drive us from deep down inside. These often provide motivation to do good things-- such as spiritual leadership. But when these "dark side" characteristics continue to lurk in the darkness and are combined with spiritual leadership, we have a recipe for disaster. Pride, selfishness, self-deceit and wrong motives are identified as the tell-tale signs that the "dark side" is out of control.

Five different types of unhealthy leadership patterns are discussed:

- The Compulsive Leader
- The **Narcissistic** Leader
- The Paranoid Leader
- The Codependent Leader
- The Passive-Aggressive Leader

Each of these five types are discussed in detail with examples from Biblical characters as well as contemporary spiritual, political and business leaders. Readers will recognize the names discussed and appreciate the expression of these failures in this context. A chapter is devoted to each of these particular manifestations, with a [short questionnaire](#) at the end of each chapter to help the reader gauge his or her inclinations to this type of leadership.

<http://www.barnabasministry.com/review-darkside.html>

[Images for Narcissistic Leader](#)

### Pastoral Narcissism | CT Pastors | Christianity Today

The shadow side of ambition

<https://www.christianitytoday.com/pastors/2010/fall/pastoralnarcissism.html>

[Images for Pastoral Narcissism | CT Pastors | Christianity Today](#)

<https://www.christianitytoday.com/pastors/2010/november-online-only/workingnarcissisticleader.html>

<https://www.christianitytoday.com/edstetzer/2013/april/morning-roundup-041013-crushing-narcissism-acceptable.html>

### The Narcissist Next Door: Understanding the Monster in Your Family, in Your Office, in Your Bed-in Your World [Jeffrey Kluger]

From an award-winning senior writer at *Time*, an eye-opening exploration of narcissism, how to recognize it, and how to handle it.

The odds are good that you know a narcissist—probably a lot of them. The odds are also good that they are intelligent, confident, and articulate—the center of attention. They make you laugh and they make you think. The odds are also that this spell didn't last.

Narcissists are everywhere. There are millions of them in the United States alone: entertainers, politicians, business people, your neighbors. Recognizing and understanding them is crucial to your not being overtaken by them, says Jeffrey Kluger, in his provocative new book about this insidious disorder.

With insight and wit, Kluger frames the surprising new research on narcissism and explains the complex, exasperating personality disorder. He reveals how narcissism and narcissists affect our lives at work and at home, on the road, and in the halls of government; what to do when we encounter narcissism; and how to neutralize its effects before it's too late

As a *Time* writer and science editor, Kluger knows how to take science's new ideas and transform them into smart, accessible insights. Highly readable and deeply engaging, this book helps us understand narcissism and narcissists more fully

<https://www.amazon.com/The-Narcissist-Next-Door-Understanding/dp/1594486360>

<http://www.goodreads.com/book/show/20821130-the-narcissist-next-door>

<http://www.barnesandnoble.com/w/the-narcissist-next-door-jeffrey-kluger/1118663106>  
<https://www.penguinrandomhouse.com/books/312303/the-narcissist-next-door-by-jeffrey-kluger/9781594633911/>  
<https://books.google.com/books?isbn=0698170512>  
<http://time.com/3153327/the-evolution-of-a-narcissist/>  
<http://time.com/3992363/trump-narcissism/>  
<http://www.mprnews.org/story/2014/10/23/daily-circuit-jeffrey-kluger>  
<https://www.cbsnews.com/video/new-book-goes-inside-the-narcissists-self-important-mind/>  
<https://www.youtube.com/watch?v=clqeBit6C4U> The Narcissist Next Door: Jeffrey Kluger – YouTube  
Images for Narcissist Next Door: Jeffrey Kluger – YouTube  
<https://www.psychologytoday.com/collections/201203/the-narcissist-next-door>  
<https://www.buffalolib.org/vufind/Record/1944229/Reviews>  
<https://www.kirkusreviews.com/book-reviews/jeffrey-kluger/the-narcissist-next-door/>  
<https://www.publishersweekly.com/978-1-59448-636-4>  
<https://www.popmythology.com/jeffrey-kluger-warns-of-epidemic-of-self-obsession-in-narcissist-next-door/>  
<http://www.spiritualityandpractice.com/book-reviews/view/27541/the-narcissist-next-door>  
[https://www.huffingtonpost.com/2014/12/23/dealing-with-narcissists\\_n\\_6350948.html](https://www.huffingtonpost.com/2014/12/23/dealing-with-narcissists_n_6350948.html)  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5376738/>  
<http://www.dinnerpartydownload.org/narcissism/>  
<https://www.pinterest.com/tracyamalone/best-narcissist-books/>  
<https://harpers.org/archive/2014/08/me-myself-and-id/>  
<http://www.penguinrandomhouse.com/books/312303/the-narcissist-next-door-by-jeffrey-kluger/9781594633911/>  
<http://www.scpr.org/programs/airtalk/2014/09/10/39284/the-narcissist-next-door/>  
<http://time.com/author/jeffrey-kluger/>  
[https://en.wikipedia.org/wiki/Jeffrey\\_Kluger](https://en.wikipedia.org/wiki/Jeffrey_Kluger)  
<http://www.penguinrandomhouse.com/authors/223819/jeffrey-kluger>  
[https://www.ted.com/speakers/jeffrey\\_kluger](https://www.ted.com/speakers/jeffrey_kluger)  
<http://jem.cci.utk.edu/hill-lecture/jeffrey-kluger-biography>  
<https://www.amazon.com/Jeffrey-Kluger/e/B000APF7SK>  
[http://www.goodreads.com/author/show/76340.Jeffrey\\_Kluger](http://www.goodreads.com/author/show/76340.Jeffrey_Kluger)  
Images for Jeffrey Kluger, author the narcissist next door  
Images for The Narcissist Next Door: Understanding the Monster in Your Family, in Your Office, in Your Bed-in Your World [Jeffrey Kluger]

### **The Narcissist You Know: Defending Yourself Against Extreme Narcissists in an All-About-Me Age by Joseph Burgo PhD (Author)**

In the tradition of *The Sociopath Next Door*, clinical psychologist Joseph Burgo's *The Narcissist You Know* is a guide to help you identify, disarm, and coexist with extreme narcissists.

In today's social media and selfie-obsessed culture, we are living in an age of narcissism—and a society that often celebrates this potentially harmful trait rather than understanding it as a psychological disorder. Scientists are beginning to learn that narcissism exists on a spectrum—much like autism—and most of us exhibit some mild narcissistic tendencies. But one in twenty people fall into a category the author refers to as Extreme Narcissism, in which these self-absorbed characteristics result in destructive behavior that harms not only the individual but everyone around them, including friends, family, and coworkers.

With more than thirty years of experience studying personality disorders and treating extreme narcissists, Dr. Joseph Burgo has developed a useful guidebook to help you identify, understand, and manage narcissistic personalities. Relying on detailed profiles, vignettes from the author's practice, and celebrity biographies, *The Narcissist You Know* offers easy-to-understand tools and solutions you can use to defuse hostile situations and survive assaults on your self-esteem should you ever find yourself in an extreme narcissist's orbit.

Don't let narcissism destroy your relationships. Get the tools you need to understand, work with, and live with the narcissist you know.

<https://www.amazon.com/Narcissist-You-Know-Narcissists-All-About-Me/dp/1476785686>  
<https://www.goodreads.com/book/show/23492628-the-narcissist-you-know>  
<http://www.simonandschuster.com/books/The-Narcissist-You-Know/Joseph-Burgo/9781476785684>  
<http://www.simonandschuster.com/books/The-Narcissist-You-Know/Joseph-Burgo/9781476785691>  
<https://www.youtube.com/user/afterpsy> Joseph Burgo - YouTube  
<http://www.afterpsychotherapy.com/>  
[http://well.blogs.nytimes.com/2016/07/18/the-narcissist-next-door/?\\_r=0](http://well.blogs.nytimes.com/2016/07/18/the-narcissist-next-door/?_r=0)  
<http://www.publishersweekly.com/978-1-59448-636-4>  
<https://www.kirkusreviews.com/book-reviews/joseph-burgo/the-narcissist-you-know/>  
<http://www.news.com.au/lifestyle/real-life/the-8-narcissists-you-know/news-story/9658e87e361a565b4532233e7a6c9759>  
<http://www.publishersweekly.com/978-1-4767-8568-4> Nonfiction Book Review  
<http://www.audiobooks.com/audiobook/narcissist-you-know/245446>  
<http://www.usatoday.com/story/news/nation/2014/08/05/narcissists-study-question/13621883/>  
<https://www.pinterest.co.uk/anthonyandroid/the-narcissist-you-know/>  
<https://www.pinterest.com/ejwellington197/stop-the-narcissist-now/>  
<https://www.pinterest.com/finallyawaken/narcissistic-personality-disorder/>



<https://www.pinterest.com/alreadyhip/the-narcissist/>  
<http://www.simonandschuster.com/authors/Joseph-Burgo/464914550>  
<https://blogs.psychcentral.com/case-notes/about/>  
<http://www.josephburgo.com/>  
<https://twitter.com/jburgo55>  
<http://www.josephburgo.com/>  
<http://www.afterpsychotherapy.com/bio/>  
<https://www.amazon.com/Joseph-Burgo-PhD/e/B009XBWOPG>  
[http://www.goodreads.com/author/show/6560121.Joseph\\_Burgo](http://www.goodreads.com/author/show/6560121.Joseph_Burgo)  
Images for Joseph Burgo PhD (Author)  
Images for The Narcissist You Know: Defending Yourself Against Extreme Narcissists in an All-About-Me Age by Joseph Burgo PhD (Author)

#### The Narcissistic Christian Leader – ThomRainer.com

*Narcissism* should not be said in the same breath as *Christian*. The former is love of self; the latter is love of God in Jesus Christ.

<http://thomrainer.com/2014/04/narcissistic-christian-leader/>  
Images for Pastoral Narcissism | CT Pastors | Christianity Today The shadow side of ambition  
<http://thomrainer.com/2014/11/14-traits-found-toxic-leaders-rainer-leadership-079/>  
<http://thomrainer.com/2016/12/painful-reality-church-bully-cartels/>  
<http://thomrainer.com/2015/03/nine-traits-church-bullies/>  
<http://thomrainer.com/2014/10/fourteen-symptoms-toxic-church-leaders/>  
<https://www.amazon.com/Thom-S.-Rainer/e/B001IGLMVG>  
[https://www.goodreads.com/author/show/27470.Thom\\_S\\_Rainer](https://www.goodreads.com/author/show/27470.Thom_S_Rainer)  
Images for thom rainer (author)

#### Trump, Clinton: Two Narcissists | Opinion | thepilot.com

So, before I cast my ballot, I choose the candidate who best embodies both humility and irony. I vote for Nemesis and against Narcissus. I vote against candidates who fill their speeches with conceit. Most notably I campaign against both Hillary Clinton and Donald Trump.

[http://www.thepilot.com/opinion/trump-clinton-two-narcissists/article\\_30f73c54-aa5b-11e5-b77b-c719aa3b2fb4.html](http://www.thepilot.com/opinion/trump-clinton-two-narcissists/article_30f73c54-aa5b-11e5-b77b-c719aa3b2fb4.html)  
Images for Trump, Clinton: Two Narcissists

#### Uproar: Calm Leadership in Anxious Times

By Peter L. Steinke

If you probe the list of **narcissistic** behaviors below, you will see that President Donald Trump is a master artist, and his admirers are model enablers. Page 93

<https://books.google.com/books/about/Uproar.html?id=LGFDuQEACAAJ>

Images for If you probe the list of narcissistic behaviors below, you will see that President Donald Trump is a master artist, and his admirers are model enablers.

If “these are the times that test men’s souls,” never more than for the leader’s ability to think clearly, to be present calmly, and to challenge effectively. It’s a time when leaders cannot be as anxious as those they serve; otherwise, the system is leaderless. Anxiety flows down like water from a leaky pipe. To lead effectively we must understand the impact of powerful emotional forces on people’s behavior, especially in anxious times.

*Uproar: Calm Leadership in Anxious Times* helps leaders understand the powerful impact that emotional processes have on the people they lead. Peter Steinke, bestselling author of *Congregational Leadership in Anxious Times* draws on decades of work on system conflict and personal experiences to share real stories of challenges leaders have faced and how understanding the power of emotions has dramatically influenced their success. In this book, readers will observe important leadership characteristics such as separating oneself from the surrounding anxiety, making decisions based on principle and not instinct, taking responsibility for one’s own emotional being, staying connected to others including those who disagree with you, being a non-anxious presence, focusing on emotional processes rather than the symptoms they produce, knowing people naturally influence one another, and recognizing leader and follower as complements. At the end of each chapter, there is a Leader’s Notebook, a short section to illustrate, enrich or engage your thinking about leadership. As Steinke suggests, being anxious causes you to lose perspective, and leaders do their best thinking when they are not overly stressed and can think about options, doing their best work when they work on themselves. So where are you in your leadership journey? No matter where you are—beginning, middle or end— this book will be one the most significant leadership books you’ll read.

<https://www.amazon.com/Uproar-Calm-Leadership-Anxious-Times/dp/1538116537>

<https://www.goodreads.com/book/show/40915557-uproar>

<https://rowman.com/ISBN/9781538116531/Uproar-Calm-Leadership-in-Anxious-Times>

<https://www.barnesandnoble.com/w/uproar-peter-l-steinke/1129040265#/>

<https://squareup.com/store/new-vision-press/>

<https://www.publishersweekly.com/978-1-5381-1653-1> Nonfiction Book Review

<https://www.baptiststandard.com/departments/reviews/books/review-uproar-calm-leadership-in-anxious-times/>

Images for Uproar: Calm Leadership in Anxious Times By Peter L. Steinke

### What Does the Bible Say About Narcissism? - OpenBible.info

<https://www.openbible.info/topics/narcissism>

Images for Bible and Narcissism

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Narcissism/>

<https://www.gotquestions.org/narcissism.html>

<https://narcissisticbehavior.net/what-does-the-bible-say-about-narcissistic-behaviour-2/>

<https://biblicalperspectivesonnarcissism.com/>

<https://biblicalperspectivesonnarcissism.com/category/7-case-studies-in-the-bible/how-jesus-dealt-with-narcissists-case-studies-in-the-bible/>

Images for how-jesus-dealt-with-narcissists

<https://www.linkedin.com/pulse/narcissists-sociopaths-what-bible-says-them-who-have-been-abused>

<https://www.cgg.org/index.cfm/fuseaction/Library.verses/ID/599/Narcissism-verses.htm>

<https://www.bibletools.org/index.cfm/fuseaction/Topical.show/RTD/cgg/ID/13896/Malignant-Narcissism.htm>

Images for Malignant-Narcissism

### What is the Bible's view of narcissistic leaders? - YouTube

Diane Langberg, Clinical Psychologist and Co-Leader, Global Trauma Recovery Institute, answers questions related to her talk "Narcissism and the Systems it Breeds" given at the 2015 European Leadership Forum.

[https://www.youtube.com/watch?v=7a3J\\_HBcK\\_4](https://www.youtube.com/watch?v=7a3J_HBcK_4)

Images for What is the Bible's view of narcissistic leaders? - YouTube

<https://www.youtube.com/watch?v=4BU3pwBa0qU> Narcissism and the Systems It Breeds - Diane Langberg – YouTube

<https://www.youtube.com/watch?v=TwsNwRQ4Dhs> Therapeutically Working with Narcissists and Case Study - Diane Langberg

<https://www.youtube.com/watch?v=oBQalf9Xki0> How can a church prevent the domination of a narcissistic leader? - YouTube

<https://www.youtube.com/watch?v=yrBrA1wOD4U> The Use and Misuse of Authority in Christian Leadership - Diane Langberg

<http://www.dianelangberg.com/practice/staffbios.html>

<http://globaltraumarecovery.org/staff/>

<http://www.biblical.edu/faculty-diane-langberg>

### Why Narcissists Become President, with Jeffrey Kluger | Big Think

Kluger begins by listing the three behavioral traits commonly associated with narcissism.

First, there's grandiosity: "a deeply felt belief that you are better than other people, that you're more skilled than other people, more gifted than other people." Those who are grandiose believe that they offer much to a world incapable of receiving their gifts and knowledge. As we're soon to delve into the topic of narcissism and politics, you can definitely see how grandiosity would feel at home in Washington.

<http://bigthink.com/think-tank/why-narcissists-get-elected-president-with-jeffrey-kluger>

Images for Why Narcissists Become President, with Jeffrey Kluger | Big Think

<https://time.com/4136439/trump-narcissism-strange/> Donald Trump's Very Strange Brand of Narcissism By **JEFFREY KLUGER**

<https://www.youtube.com/watch?v=E1syUjp7hHY> Jeffrey Kluger: Are you a narcissist? Run for President. – YouTube

Images for Jeffrey Kluger: Are you a narcissist? Run for President. – YouTube

<https://www.cheatsheet.com/culture/most-narcissistic-presidents-including-donald-trump.html/>

Images for most-narcissistic-presidents-including-donald-trump

[https://www.salon.com/2014/09/20/this\\_is\\_your\\_brain\\_about\\_narcissism\\_the\\_truth\\_about\\_a\\_disorder\\_that\\_nobody\\_really\\_understands/](https://www.salon.com/2014/09/20/this_is_your_brain_about_narcissism_the_truth_about_a_disorder_that_nobody_really_understands/)

<http://www.signature-reads.com/2017/05/donald-trump-narcissist-chief/>

## Indiscretion

### Resources

#### Battling sexual indiscretion - Ministry Magazine

A number of factors make ministers especially vulnerable to sexual temptation. After examining 10 of these factors, I will suggest four strategies for coping.

<https://www.ministrymagazine.org/archive/1987/01/battling-sexual-indiscretion>

Images for Battling sexual indiscretion - Ministry Magazine

<https://www.ministrymagazine.org/archive/2002/07/the-christian-mans-battle-with-his-sexuality.html>

<https://www.faith.edu/1989/01/a-prescription-for-safe-counseling/>

[www.markmerrill.com/10-ways-to-affair-proof-your-marriage/](http://www.markmerrill.com/10-ways-to-affair-proof-your-marriage/)

Images for 10-ways-to-affair-proof-your-marriage

<https://www.standingstoneministry.org/40-of-pastors-admit-to-having-extramarital-affair/>

Images for 40-of-pastors-admit-to-having-extramarital-affair

[https://www.huffingtonpost.com/entry/7-ways-to-affair-proof-your-relationship\\_us\\_55ca3b29e4b0f1cbf1e67093](https://www.huffingtonpost.com/entry/7-ways-to-affair-proof-your-relationship_us_55ca3b29e4b0f1cbf1e67093)

<https://jerryjohnston.com/wp-content/themes/jerryjohnston/images/pdf/jerryjohnston-pdf/JJ-Chapter3.pdf> [PDF]79 Pastor's Marital Relationship - Jerry Johnston

<https://books.google.com/books?isbn=1433543672> Hedges: Loving Your Marriage Enough to Protect It Page 46

## [Images for Hedges: Loving Your Marriage Enough to Protect It](#)

### David wrongs Uriah

In the spring of the year, the time when kings go out to battle, David sent Joab with his officers and all Israel with him; they ravaged the Ammonites, and besieged Rabbah. But David remained at Jerusalem. <sup>2</sup>It happened, late one afternoon, when David rose from his couch and was walking about on the roof of the king's house, that he saw from the roof a woman bathing; the woman was very beautiful. <sup>3</sup>David sent someone to inquire about the woman. It was reported, "This is Bathsheba daughter of Eliam, the wife of Uriah the Hittite." <sup>4</sup>So David sent messengers to get her, and she came to him, and he lay with her. (Now she was purifying herself after her period.) Then she returned to her house. <sup>5</sup>The woman conceived; and she sent and told David, "I am pregnant."

[oremus Bible Browser: 2 Samuel 11:1-5](#)

<http://bible.oremus.org/?ql=210666157>

[Images for David wrongs Uriah](#)

### 5 Reasons Pastors Fail Morally (And What to Watch for in Your Own Life) - Carey Nieuwhof

In the beginning, most pastors and leaders have excellent motives...and then something happens.

While I'm sure the pattern varies between people and situations, I've seen some patterns I've learned to check in myself.

I share them in the hopes they can help every leader before they get into an even slightly compromising situation, let alone an affair or other morally tainted situation.

<http://careynieuwhof.com/2015/06/5-reasons-pastors-fail-morally-and-what-to-watch-for-in-your-own-life/>

[Images for 5 Reasons Pastors Fail Morally \(And What to Watch for in Your Own Life\) - Carey Nieuwhof](#)

<http://careynieuwhof.com/tag/moral-failure/>

<https://careynieuwhof.com/tag/personal-growth/page/17/>

<https://careynieuwhof.com/epidemic-creeping-hollow-within-pastors-soul/>

<https://careynieuwhof.com/5-signs-you-lack-integrity/>

[https://twitter.com/cnieuwhof?ref\\_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor](https://twitter.com/cnieuwhof?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor)

<https://www.amazon.com/Carey-Nieuwhof/e/B003GJCLCM>

[https://www.goodreads.com/author/show/3396023.Carey\\_Nieuwhof](https://www.goodreads.com/author/show/3396023.Carey_Nieuwhof)

[Images for carey nieuwhof \(author\)](#)

### HOW COMMON IS PASTORAL INDISCRETION? | CT Pastors | Christianity Today

In recent months, the news media have reported a number of cases of clergy indiscretion, stories that have raised the question: Just how common is such indiscretion?

<http://www.christianitytoday.com/pastors/1988/winter/8811012.html>

[Images for HOW COMMON IS PASTORAL INDISCRETION? | CT Pastors | Christianity Today](#)

<https://www.christianitytoday.com/pastors/books/holyhuman/dlib13-11.html> The Lure of Sexual Attraction | CT Pastors

<https://www.christianitytoday.com/pastors/1988/winter/8811058.html> AFTER THE AFFAIR: A WIFE'S STORY | CT Pastors

### Indiscretion dictionary definition | indiscretion defined

*noun*

Indiscretion is defined as lack of good judgment with what you say or do.

*a. An example of an indiscretion is having an affair while serving in public office.*

<https://www.yourdictionary.com/indiscretion>

[Images for indiscretion defined](#)

### Indiscretion in the Bible (2 instances) - Bible-Knowing-Jesus

<https://bible.knowing-jesus.com/words/Indiscretion>

[Images for Indiscretion in the Bible](#)

<https://www.bibletools.org/index.cfm/fuseaction/Topical.show/RTD/CGG/ID/7296/Youthful-Indiscretion.htm>

### Living Hope Church pastor steps down - Columbian.com

John Bishop is stepping down as senior pastor at Vancouver's Living Hope Church for moral **indiscretions** as he enters a restoration plan put in place by church leaders.

<http://www.columbian.com/news/2015/nov/18/living-hope-church-pastor-steps-down/>

[Images for church pastor steps down for moral indiscretions](#)

<https://www.columbian.com/news/2018/jan/16/former-pastor-john-bishop-arrested-in-california/>

<https://m.facebook.com/thecolumbian/posts/10153739442536506>

<https://www.facebook.com/thecolumbian/posts/the-rev-john-bishop-is-stepping-down-as-senior-pastor-at-vancouver-living-hope-10153739442536506/>

<http://www.columbian.com/news/2016/jan/14/living-hope-faces-financial-strain/>

<https://www.vanityfair.com/style/2019/04/how-a-pastor-became-a-drug-runner-for-a-mexican-cartel>

### Southern Baptist leader steps down over moral 'indiscretion'

Executive Committee Chairman Stephen Rummage said after speaking with Page, he "learned that his retirement announcement was precipitated by a morally inappropriate relationship in the recent past."

<https://baptistnews.com/article/southern-baptist-leader-steps-down-over-moral-indiscretion/#.WwVzQkqvYUk>  
[Images for Southern Baptist leader steps down over moral 'indiscretion'](#)

## Hostility

### Resources

**59 best Hostile Work Environment images on Pinterest**

<https://www.pinterest.com/m2merino/hostile-work-environment/>

[Images for Hostile Work Environment on Pinterest](#)

<https://www.pinterest.com/explore/hostile-work-environment/>

<https://www.pinterest.com/taliadankworth/hostility/>

<https://www.pinterest.com/murketing/hostility/>

<https://www.pinterest.com/honeybee7600/hostility/>

**Frustrations Rising: Anger and Hostility in the Workplace - YouTube**

Explore how to manage our own anger and get tools for reacting to anger in others.

<https://www.youtube.com/watch?v=l39p55UKhso>

[Images for Hostility in the Workplace - YouTube](#)

<https://www.youtube.com/watch?v=xPn8a7oFKmo> What Constitutes a "Hostile" Work Environment? - YouTube

[https://www.youtube.com/watch?v=\\_venmIH7qgg](https://www.youtube.com/watch?v=_venmIH7qgg) Workplace Sexual Harassment: Hostile Work Environment - YouTube

[https://www.youtube.com/watch?v=s\\_36k5T5z\\_g](https://www.youtube.com/watch?v=s_36k5T5z_g) Hostile Work Environment - YouTube

<https://www.youtube.com/watch?v=VGTadpgoEos> Hostile Work Environment | Preventing Workplace Harassment 8 | Emtrain

<https://www.youtube.com/watch?v=-7Hadawr7pg> What is a Hostile Work Environment? - YouTube

<https://www.youtube.com/watch?v=fOI8gqUdQLs> Dead Giveaways of A Hostile Work Environment - YouTube

<https://www.youtube.com/watch?v=Gv0t9HMnlGk> Dealing With A Hostile Work Environment | Unnecessary Stress at Work

[https://www.youtube.com/watch?v=7zaigomHy\\_k](https://www.youtube.com/watch?v=7zaigomHy_k) What Creates A Hostile Work Environment? - YouTube

<https://www.youtube.com/watch?v=kc46ZxMixfs> Sexual Harassment Video - Hostile work environment - YouTube

[Images for Hostile work environment - YouTube](#)

How to Prevent and Resolve Congregational Conflict – The Parish Paper

G. Pastors' psychological traits. In an Alban Institute Study, only 6 percent to 13 percent of clergy were fired because of professional incompetence, with most of that small percentage centered on administrative issues. By contrast, almost one-half of the pastoral terminations fit the "interpersonal incompetence" category, which took two primary forms: • Some churches wanted to get rid of a **contentious, authoritarian, dictatorial pastor**—the cause of 23 percent of "involuntary clergy relocations." • An equal number of churches (23 percent of clergy firings) wanted to get rid of a socially withdrawn, aloof, uncommunicative pastor. Other defective psychological traits among clergy that cause church fights: • Habitually placing blame on persons or groups • Inability to properly delegate responsibilities and authority • Not supporting others emotionally when disagreeing with them intellectually • Needing emotional support and approval all the time from everybody • Interpreting differences of opinion as a personal threat • Denying responsibility for what he/she thinks or feels and attributing it to others • Taking action on misinterpretations of reality • Demonstrating inability to develop common commitments and loyalties • Saying one thing while doing another (Speed B. Leas, "Should the pastor be fired?" [Bethesda, Maryland: The Alban Institute], p. 10-11)

**[PDF] Church Effectiveness Nuggets, Volume 3: How to Prevent and Resolve Congregational Conflict - The Parish Paper**

<http://www.theparishpaper.com/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%203.pdf>

<https://www.theparishpaper.com/sites/default/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%203.pdf>

<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 3: How to Prevent and Resolve Congregational Conflict Pastors' Psychological Traits Page 11

[Images for contentious, authoritarian, dictatorial pastor](#)

<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>

<http://www.wcucc.org/resource-center/church-management/parish-paper/>

<http://www.hcucc.org/the-parish-paper>

<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

**Mark Driscoll Resigns from Mars Hill | Christianity Today**

They concluded Driscoll had "been guilty of arrogance, responding to conflict with a quick temper and harsh speech, and leading the staff and elders in a domineering manner," but had "never been charged with any immorality, illegality or heresy. Most of the charges involved attitudes and behaviors reflected by a **domineering** style of leadership."

<http://www.christianitytoday.com/ct/2014/october-web-only/mark-driscoll-resigns-from-mars-hill.html>

[Images for Mark Driscoll Resigns from Mars Hill domineering style of leadership](#)

<https://markdriscoll.org/>

**Red Flags: Signs of Abuse**

There are mind games, **hostile** humor, and put downs in public.

<http://www.lifeskillsintl.org/RedFlags.html>

[Images for mind games, hostile humor, and put downs](#)

### **“Stay Away” the Only Way?: How Former Pastors Relate to Congregations They Previously Served - Alban Institute**

Professional competence and personal self-awareness are critical for successful pastoral transitions. Stated conversely, no number of wise policies, good intentions, and careful preparations can protect a system from the damage inflicted by uninformed, unskilled, self-absorbed, **hostile**, or mentally unstable participants. This reality underscores the importance of denominational screening and monitoring of authorized ministers in the congregation and the promotion of healthy behaviors in every aspect of congregational life, including the relationship between former pastors and congregations.

<https://alban.org/archive/is-stay-away-the-only-way-how-former-pastors-relate-to-congregations-they-previously-served/>  
[Images for self-absorbed, hostile, or mentally unstable former pastors](#)

<https://alban.org/archive/page/2/>

<https://alban.org/author/alban/page/6/>

<https://www.episcopalcafe.com/former-pastors-is-stay-away-the-only-way/>

<https://tomcundiff.com/2013/12/30/alban-institute-is-stay-away-the-only-way/>

<https://whenyouworkforthechurch.com/category/ending-well/>

### **The Tell-Tale Signs of a Bad Boss / LinkedIn**

The **Negative** - a boss that just can't say anything positive and instead turns everything into doom-and-gloom

The **Criticizer**- a boss that is quick to criticize mistakes others make and is unable to provide constructive feedback

<http://www.linkedin.com/today/post/article/20130821063221-64875646-top-10-tell-tale-signs-of-a-bad-boss>

[Images for Signs of a Bad Boss](#)

[Images for negative personality](#)

[Images for criticizer personality](#)

### **What the Bible says about Hostility - Bible Tools**

<https://www.bibletools.org/index.cfm/fuseaction/Topical.show/RTD/cgg/ID/727Hostility.htm>

[Images for Bible and Hostility](#)

<https://bible.knowing-jesus.com/words/Hostility>

[https://www.openbible.info/topics/hostility\\_between\\_friends](https://www.openbible.info/topics/hostility_between_friends)

<https://questions.org/attq/how-should-a-christian-respond-to-hatred-and-hostility/>

<https://www.cgg.org/index.cfm/fuseaction/Library.verses/ID/606/Hostility-verses.htm>

<https://bible.knowing-jesus.com/topics/Attitudes-Of-Hostility>

<https://www.bibleinoneyear.org/bioy/commentary/2074> How to Live in a Hostile Environment | bibleinoneyear.org

<https://www.quora.com/What-is-the-verse-about-hostility-in-the-Bible>

<https://www.biblestudytools.com/blogs/mark-altrogge/how-to-not-lose-heart-in-a-hostile-world.html>

<https://bible.org/seriespage/34-how-handle-hostile-world-john-16>

### **What Is Psychological Manipulation?**

*Brandishing Anger* - manipulators use anger and rage to shock their victims into submission, although real anger is not necessarily experienced by the manipulator. The anger is simply a show to get whatever he or she wants by cowering the victim into submission.

<http://www.bandbacktogether.com/psychological-manipulation-resources/>

[Images for What Is Psychological Manipulation?](#)

### **Wise Sayings of Solomon**

15 The way of a fool seems right to him, but a wise man listens to advice. 16 **A fool shows his annoyance at once**, but a prudent man overlooks an insult. 17 A truthful witness gives honest testimony, but a false witness tells lies. 18 Reckless words pierce like a sword, but the tongue of the wise brings healing. 19 Truthful lips endure forever, but a lying tongue lasts only a moment. 20 There is deceit in the hearts of those who plot evil, but joy for those who promote peace. 21 No harm befalls the righteous, but the wicked have their fill of trouble. 22 The LORD detests lying lips, but he delights in men who are truthful.

### **Proverbs 12:15-22 (New International Version)**

<http://www.biblestudytools.com/proverbs/passage.aspx?q=proverbs+12:15-22>

[Images for fool shows his annoyance](#)

## **Relationships**

### **Resources**

#### **Blessed Connections: Relationships that Sustain Vital Ministry [Judith Schwanz]**

No pastor sets out to fail, but statistics say 15 to 20 percent of pastors leave pastoral ministry within the first five years. One seminary administrator said that every person he had heard of leaving the ministry had done so because of a **relationship failure**. We cannot escape relationships in ministry, yet few seminaries offer courses in how to build healthy relationships. The assumption is that the type of person who is called to ministry will have all the “people skills” they need, which sadly is not always true. In *Blessed Connections*, seminary professor Judith Schwanz focuses on the person of the minister and the relational system of the minister's life. She spotlights three areas of connection--relationship with self, relationships with other people, and relationship with God. Attending to these three primary connections will strengthen the pastor and cushion her or him against the pressures and stresses of daily ministry. *Blessed Connections* is ideal for seminary students and new pastors and includes “Assessment Journal” questions at the end of each chapter for personal application.



<http://www.amazon.com/Blessed-Connections-Relationships-Sustain-Ministry/dp/1566993563>  
<https://rowman.com/ISBN/9781566993562>  
<https://www.barnesandnoble.com/w/blessed-connections-judith-a-schwanz/1101754942>  
<https://books.google.com/books?isbn=1566994772>  
<https://alban.org/archive/pastoral-sabbath-keeping/>  
<https://rowman.com/Action/Search/RL/alban%20books>  
<http://sites.baylor.edu/preachersbookshelf/2015/04/26/blessed-connections-relationships-that-sustain-vital-ministry/>  
<http://www.nts.edu/faculty/dr-judith-schwanz.html>  
<http://www.goodreads.com/book/show/4800246-blessed-connections>  
Images for judith schwanz, author blessed connections  
Images for Blessed Connections: Relationships that Sustain Vital Ministry [Judith Schwanz]

### How Can Poor Time Management Skills Cause Conflicts in a Company?

#### Stressed Relationships

All it takes is one worker, somewhere in a chain of command, not planning ahead a proper timeline for delivering materials or services to cause the worker at the end of the line an enormous backlog of work. For example, an assistant who is responsible for preparing reports for project managers might find herself overwhelmed with piles of last-minute work to do if even one of those managers didn't manage her time effectively. This probably would cause resentment of the time-challenged manager and could result in conflict each time they have to work together. Poor time-management skills are also a psychological cause of stress that directly affects the mental and physical well-being of the worker, which can lead to other conflicts for that individual within the workplace, such as negative moods and loss of productivity.

<http://smallbusiness.chron.com/can-poor-time-management-skills-cause-conflicts-company-57118.html>

Images for How Can Poor Time Management Skills Cause Conflicts in a Company? Stressed Relationships

### 7 Signs You May Be a Bad Manager - CBS News

**Your personal relationships suck.** Dysfunctional managers are also dysfunctional people. Relationships are relationships, period. And while I'm sure that some bad bosses are just wonderful spouses and friends, I seriously doubt it's very common. You're behaving like more of a jerk than usual. You may be in conscious denial about being a crappy boss, but on some level, you're probably aware of it. And that takes a toll on you, usually in terms of increased stress and anxiety that you'll likely take out on others.

[http://www.cbsnews.com/8301-505125\\_162-28245514/7-signs-you-may-be-a-bad-manager/](http://www.cbsnews.com/8301-505125_162-28245514/7-signs-you-may-be-a-bad-manager/)

Images for 7 Signs You May Be a Bad Manager - CBS News Your personal relationships suck.

### 10 Descriptors of Bad Teachers and Bad Leaders – ThomRainer.com

1. They're disconnected. Many are the students and staff members who are frustrated by teachers and leaders who are nowhere to be found. When the teacher or leader **fails to build relationships**, those he teachers or leads become means to an end – not people created in the image of God.

<http://thomrainer.com/2015/08/10-descriptors-of-bad-teachers-and-bad-leaders/>

Images for 10 Descriptors of Bad Teachers and Bad Leaders – ThomRainer.com

<http://thomrainer.com/2017/07/work-bad-leader-rainer-leadership-346/>

<http://thomrainer.com/2017/02/ten-ways-pastors-can-be-bad-bosses/>

<http://thomrainer.com/2017/03/ten-ways-pastors-can-terrible-bosses-rainer-leadership-308/>

<http://thomrainer.com/2013/02/from-bad-to-good/>

<http://thomrainer.com/2018/02/12-warning-signs-potentially-bad-church-hires-rainer-leadership-407/>

<http://thomrainer.com/2017/08/why-it-takes-five-to-seven-years-to-become-the-pastor-of-a-church/> #3

Images for thom rainer (author)

### Why Leaders Lose Their Way - Harvard Business School Working Knowledge

Meanwhile, their **work lives and personal lives get out of balance**. They lose touch with those closest to them, their spouses, children, and best friends—or co-opt them with their points of view. Eventually, they lose their capacity to think logically about important issues.

<https://hbswk.hbs.edu/item/why-leaders-lose-their-way>

Images for Why Leaders Lose Their Way — their work lives and personal lives get out of balance

<https://www.billgeorge.org/page/why-leaders-lose-their-way/>

[https://www.billgeorge.org/wp-content/uploads/2017/04/bill\\_george\\_and\\_mclean2.pdf](https://www.billgeorge.org/wp-content/uploads/2017/04/bill_george_and_mclean2.pdf)

## System

### Resources

**beat the system - Idioms by The Free Dictionary**

to get what you want by not following the usual rules

If you have money and know the right people, you have a much better chance of beating the system. Ellen always has some scheme that she thinks will help her beat the system.

<http://idioms.thefreedictionary.com/beat+the+system>



[Images for beat the system - Idioms](#)

### Thugs In The Pulpit — Ministry Today

#### LOOKING INSIDE

So, how do we as spiritual leaders identify traits in ourselves that may lead to spiritual abuse? Here is a list of indications that you may have abusive tendencies:

I have a grandiose sense of self-importance and tend to exaggerate my talents and achievements.

I am preoccupied with fantasies of unlimited success.

I see myself as someone "special" who can only be understood by other "special" or high-status people.

I require excessive admiration and feel entitled to special treatment.

Others are expected to automatically comply with my expectations.

<https://ministrytodaymag.com/152-archives/fivefold-ministries/8960-thugs-in-the-pulpit>

[Images for fantasies of unlimited success](#)

## Defensiveness

### Resources

#### Are You Being Defensive? | Psychology Today

Defensiveness sends terrible signals. When you indulge in it, you're likely to be seen as insecure, closed-minded and overly emotional.

<https://www.psychologytoday.com/us/blog/making-your-team-work/201403/are-you-being-defensive>

[Images for Are You Being Defensive? | Psychology Today](#)

<https://www.psychologytoday.com/us/blog/making-your-team-work/201403/are-you-being-defensive>

<https://www.psychologytoday.com/us/blog/rediscovering-love/201705/en-guarde-how-defensiveness-can-destroy-love>

<https://www.psychologytoday.com/us/blog/inviting-monkey-tea/201310/how-heal-defensiveness-in-close-relationships>

<https://www.psychologytoday.com/us/blog/wander-woman/201606/5-tips-easing-person-s-defensiveness>

<https://www.psychologytoday.com/us/blog/the-dance-connection/201311/stop-being-so-defensive>

[Images for stop-being-so-defensive](#)

#### Defensive Quotes - BrainyQuote

<https://www.brainyquote.com/topics/defensive>

<https://www.brainyquote.com/topics/defensive>

[Images for defensiveness quotes](#)

<https://www.goodreads.com/quotes/tag/defensiveness>

[www.azquotes.com/quotes/topics/defensiveness.html](http://www.azquotes.com/quotes/topics/defensiveness.html)

#### Understanding Defensive Behavior

Not a day goes by that I don't notice my Self-Protective System (emotional/instinctual brains) being triggered and that I am on the verge of reacting in a defensive fashion.

<http://www.selfgrowth.com/articles/understanding-defensive-behavior>

[Images for Understanding Defensive Behavior](#)

<https://www.mindbodygreen.com/0-17713/12-truths-about-defensive-behavior.html>

[Images for truths-about-defensive-behavior](#)

<https://www.sciencedirect.com/topics/neuroscience/defensive-behavior>

<https://www.healthcentral.com/article/what-defensive-behavior-says-about-you>

<https://www.learning-mind.com/defensive-behavior/>

[www.nicolamethodforhighconflict.com/stop-defensive-behavior/](http://www.nicolamethodforhighconflict.com/stop-defensive-behavior/)

[Images for stop-defensive-behavior](#)

<http://blog.readytomanage.com/developing-emotional-intelligence-examples-of-defensive-behavior/>

<https://www.strategy-business.com/blog/Defensive-Behavior-and-the-Bosses-That-Provoke-it?qko=59d58>

<http://www.differencebetween.net/science/nature/difference-between-offensive-and-defensive-behavior/>

<https://psychcentral.com/lib/how-to-talk-to-someone-who-always-gets-defensive/>

[http://www.selfgrowth.com/articles/Defensiveness\\_The\\_Poison\\_Pill\\_to\\_Relationships.html](http://www.selfgrowth.com/articles/Defensiveness_The_Poison_Pill_to_Relationships.html)

[Images for Defensiveness The Poison Pill to Relationships](#)

<http://www.businessinsider.com/defensive-leaders-are-less-effective-2015-6>

[Images for defensive leaders are less effective](#)

#### What Does the Bible Say About Defensive? - OpenBible.info

<https://www.openbible.info/topics/defensive>

[Images for bible and defensive](#)

[https://www.openbible.info/topics/not\\_being\\_defensive](https://www.openbible.info/topics/not_being_defensive)

[Images for Bible and Not Being Defensive](#)

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Defensive/>

What Is Psychological Manipulation?

**Playing the Victim** - The manipulator portrays themselves as a victim of circumstance or other people in order to gain pity, sympathy, or compassion from their conscientious victim.

**Projecting the Blame** - Scapegoating in subtle ways, blaming the victim or other people for the negative actions or consequences of their actions. This helps to portray the manipulator in a more positive light and can actively harm the victim's relationships with other people, who may not even have been involved.

**Psychological Manipulation Resources - Band Back Together**

<http://www.bandbacktogether.com/psychological-manipulation-resources/>

[Images for Psychological Manipulation](#)

**Why Leaders Lose Their Way - Harvard Business School Working Knowledge**

THE DARK SIDE OF LEADERSHIP

To prove they aren't impostors, they drive so hard for perfection that they are **incapable of acknowledging their failures**. When confronted by them, they convince themselves and others that these problems are neither their fault nor their responsibility. Or they look for scapegoats to blame for their problems. Using their power, charisma, and communications skills, they force people to accept these distortions, causing entire organizations to lose touch with reality.

<https://hbswk.hbs.edu/item/why-leaders-lose-their-way>

[Images for Why Leaders Lose Their Way - incapable of acknowledging their failures](#)

<https://www.billgeorge.org/page/why-leaders-lose-their-way/>

[https://www.billgeorge.org/wp-content/uploads/2017/04/bill\\_george\\_and\\_mclean2.pdf](https://www.billgeorge.org/wp-content/uploads/2017/04/bill_george_and_mclean2.pdf)

Vilifying

**Resources**

**10 descriptions of Bad Teachers and Bad Leaders – ThomRainer.com**

1. They **make others feel dumb**.

<http://thomrainer.com/2015/08/10-descriptors-of-bad-teachers-and-bad-leaders/>

[Images for 10 descriptions of Bad Teachers and Bad Leaders – ThomRainer.com](#)

[Images for make others feel dumb](#)

**Topical Bible: Vilified - Bible Hub**

<http://biblehub.com/topical/v/vilified.htm>

[Images for Topical Bible: Vilified - Bible Hub](#)

**Vilify - definition of vilify by The Free Dictionary**

To attack the reputation of (a person or thing) with strong or abusive criticism. See Synonyms at [malign](#).

<https://www.thefreedictionary.com/vilify>

[Images for Vilify - definition](#)

**Vilify in the Bible (3 instances) - Bible-Knowing-Jesus**

<https://bible.knowing-jesus.com/words/Vilify>

[Images for Vilify in the Bible](#)

What Is Psychological Manipulation?

**Guilt-Tripping** - The manipulator suggests to a conscientious victim that he or she doesn't care enough, is too selfish, or has it easy. The victim generally feels guilt or shame as a result, and is thrown into a submissive, anxious, and self-doubting state.

**Vilifying the Victim** - A powerful method of putting the victim on the defensive while masking aggressive intention.

**Psychological Manipulation Resources - Band Back Together**

<http://www.bandbacktogether.com/psychological-manipulation-resources/>

[Images for What Is Psychological Manipulation?](#)

[Images for Guilt-Tripping](#)

[Images for Vilifying the Victim](#)

Wise Sayings of Solomon

<sup>12</sup>Whoever **belittles** his neighbor lacks sense,  
but a man of understanding remains silent.

<sup>13</sup>Whoever goes about slandering reveals secrets,  
but he who is trustworthy in spirit keeps a thing covered.

**Proverbs 11:12-13**

**English Standard Version (ESV)**

<http://www.biblegateway.com/passage/?search=Proverbs+11:12-13,Proverbs+11:15&version=ESV>

[Images for Wise Sayings of Solomon 12 Whoever belittles his neighbor lacks sense, but a man of understanding remains silent.](#)

## Secretiveness

### **Resources**

#### **Secretive leaders: Their methodology and psychology | T.J. Addington**

From time to time in working with churches in crisis I run across what I call the "secretive leader syndrome."

<https://www.linkedin.com/pulse/secretive-leaders-methodology-psychology-t-j-addington>

Images for Secretive leaders: Their methodology and psychology | T.J. Addington

<http://leadingfromthesandbox.blogspot.com/>

[https://twitter.com/tj\\_addington?lang=en](https://twitter.com/tj_addington?lang=en)

<https://www.amazon.com/T.-J.-Addington/e/B0031YUSE0>

[https://www.goodreads.com/author/show/950064.T\\_J\\_Addington](https://www.goodreads.com/author/show/950064.T_J_Addington)

#### **What Does the Bible Say About Secrecy? - OpenBible.info**

<https://www.openbible.info/topics/secrecy>

Images for Bible and Secrecy

<https://bible.knowing-jesus.com/topics/Secrecy>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Secrecy/>

<https://www.biblegateway.com/resources/dictionary-of-bible-themes/5941-secrecy>

<https://www.gotquestions.org/keeping-secrets.html>

Images for keeping secrets

<https://biblereasons.com/keeping-secrets/>

<https://www.soulshpherd.org/2005/03/secrecy/>

<http://biblehub.com/topical/ttt/d/darkness--secrecy.htm>

Images for darkness of secrecy

#### **What Is Psychological Manipulation?**

**Lying** - By the time the truth is apparent, it may be too late to do anything about it. Many manipulative personality types are experts at lying and may do so in subtle ways that are hard to detect.

**Lies of Omission** - This is lying by withholding a part of the truth, usually with the intention of making something seem innocuous, or less harmful than it really was.

**Minimization** - The manipulator asserts that his or her behavior is not as harmful as is suggested.

#### **Psychological Manipulation Resources - Band Back Together**

<http://www.bandbacktogether.com/psychological-manipulation-resources/>

Images for Lying

Images for Lies of Omission

Images for Minimization - The manipulator

## Origin

### **Resources**

#### **Do You Have Any Family Relationship "Cutoffs"?**

I want to mention a book that I read called *Extraordinary Relationships: A New Way of Thinking About Human Interactions* by Roberta M. Gilbert, M.D. Chapter six in particular discusses cut-offs which was FASCINATING to me. Apparently, *research confirms* that when individuals have cut-off from primary family that *all relationships* in their present-day life suffer. As a counselor, I really have thought about this concept for myself and my clients.

"Cutoff, linked with poor relationships, means that relationships in the workplace, friendships, and even romances will not be as smooth for people who are cutoff from their **families of origin** as they will be for people who are in contact with their family of origin. Because the emotional systems of cut off people tend to be smaller, the relationships they do have are more intense. A pattern of cutoff is like a cancer that spreads into all areas of life." Page 62

<http://greenlightheidi.com/2012/09/pain-in-relationship/>

Images for Family Relationship "Cutoffs"

<https://www.psychologytoday.com/us/blog/the-teen-doctor/201707/10-reasons-why-people-get-cut-their-family>

<https://jhadakphdccc.wordpress.com/2016/08/09/emotional-cutoffs-in-families/>

<https://www.amazon.com/Cutoffs-Family-Members-Relationships-Reconnect/dp/0882821385>

#### **Emotional Cutoff - The Power of Courage & Choice - WordPress.com**

Since those with lower levels of differentiation inherited a greater quantity of innate anxiety and reactivity from the relationship fusions they grew up in (their **family of origin**), their intellectual processes will be adversely affected by that fusion. Whenever intellect is influenced or made less effective by emotional forces, thinking is not logical or reliable. And the finer abilities of human beings, such as abstraction and the ability to consider consequences of behavior are lost.

And poor decision-making means more life problems. And since most of us bring on most of our life problems ourselves, for people at the lower end of the scale, that tendency is multiplied, sometimes exponentially, by emotionally driven (irrational) decision making. Behavior is impulsive and not well thought out and thought through. Life troubles abound.

<http://courageandchoice.wordpress.com/tag/emotional-cutoff/>

Images for Emotional Cutoff

<http://www.patheos.com/blogs/nolongerquivering/2013/12/differentiation-and-emotional-cut-offs/>

[www.isaacbutterworth.com/emotional-cutoff-in-bowen-theory/](http://www.isaacbutterworth.com/emotional-cutoff-in-bowen-theory/)

<https://healingheartsofindy.com/is-emotional-cut-off-damaging-your-relationships/>

<https://www.amazon.com/Emotional-Cutoff-Systems-Perspectives-Marriage-ebook/dp/B00KAD97EW>

## Reactivity

### **Resources**

**Emotional Reactivity—The Bane of Intimate Communication | Psychology Today. - Pinterest**

<https://www.pinterest.com/pin/736197870309688524/>

Images for Emotional Reactivity - Pinterest

<https://www.psychologytoday.com/us/blog/rediscovering-love/201310/emotional-reactivity-the-bane-intimate-communication>

<https://www.pinterest.com/pin/52284045661385873/> How to Free Yourself from Emotional Reactivity - Pinterest

<https://www.pinterest.com/pin/349732727312374677/> How to Free Yourself from Emotional Reactivity - Pinterest

<https://www.pinterest.com/pin/349732727312365401/> How to Free Yourself from Emotional Reactivity - Pinterest

<https://www.pinterest.com/pin/13440498875025639/> How to Free Yourself from Emotional Reactivity - Pinterest

Images for Free Yourself from Emotional Reactivity - Pinterest

<https://www.pinterest.com/pin/440789882277548299/> 5 Steps to Healing Your Emotional Reactivity - Pinterest

Images for Healing Your Emotional Reactivity - Pinterest

<https://www.pinterest.com/pin/258675572327618109/> Decreasing Emotional Reactivity - Pinterest

<https://www.pinterest.com/pin/70579919143075751/> A Calm in the Storm, Part I: Decreasing Emotional Reactivity - Pinterest

**What Is Reactive Leadership? | Chron.com**

Reactive leadership occurs when you don't plan ahead to handle problems or opportunities. By reacting to situations only as they arise, you may fail to avoid a crisis or exploit a chance to succeed. If your organization lacks formal policies and procedures, you may find yourself doomed to making on-the-spot decisions that reflect inconsistent and incoherent leadership.

<https://work.chron.com/reactive-leadership-30874.html>

Images for What Is Reactive Leadership? | Chron.com

<https://leadershipcircle.com/reactive-leadership/>

<https://vondrellleadership.com/reactive-leadership-3-ways-leaders-undermine-their-strengths/>

<https://www.woolfconsulting.com/2014/05/06/en-lightened-leadership-less-reactiveness-more-ease-better-results/> The Traps of

Reactive Leadership | Woolf Consulting

<https://www.gibsonins.com/blog/are-you-a-responsive-or-reactive-leader>

<https://ardencoaching.com/responsive-vs-reactive-leadership/>

<https://cramerinstitute.com/are-you-a-reactive-or-responsive-leader/>

Images for Are You A Reactive or Responsive Leader? - The Cramer Institute

<https://healthtrustpg.com/professional-development/the-lure-of-reactive-leadership/>

<https://www.livemint.com/Opinion/D6xCjbeiFIPX7TjNclZiKI/Reactive-leadership-Three-different-types.html>

Images for Reactive-leadership-Three-different-types

<https://blog.vistage.co.uk/proactive-or-reactive-leadership-which-is-most-effective-in-the-workplace>

<https://www.mapconsulting.com/blog/productivity/three-things-to-stop-doing-to-shift-from-reactive-to-proactive-leadership>

<https://www.makeadentleadership.com/reactive-proactive.html>

<http://sites.ucl.edu/chpleaders/2012/03/12/reactive-or-proactive-style-of-leadership-which-is-your-most-prominent/>

Images for reactive-or-proactive-style-of-leadership

<https://www.advisausa.com/2010/10/how-to-deal-with-a-reactive-leader/>

Images for how-to-deal-with-a-reactive-leader

<http://mckinnoncompany.com/creativity-vs-reactivity/>

<https://www.leadersbeacon.com/reactive-vs-creative-mind-setsand-results/>

Images for leaders/reactive-vs-creative-mind-setsand-results

## Unsensible

### **Resources**

**Common sense - Wikipedia**

Common sense is a basic ability to [perceive](#), [understand](#), and [judge](#) things which is shared by ("common to") nearly all people, and can be reasonably expected of nearly all people without any need for debate

[http://en.wikipedia.org/wiki/Common\\_sense](http://en.wikipedia.org/wiki/Common_sense)

Images for common sense

**Illustration: Work, Waste and Lack of Common Sense – BibleStudyTools.com**

A passerby noticed a couple of city workers working along the city sidewalks.

The man was quite impressed with their hard work, but he couldn't understand what they were doing.

Finally, he approached the workers and asked, "I appreciate how hard you're both working, but what on earth are you doing? It seems that one of you digs a hole, and then the other guy immediately fills it back up again."

One of the city workers explained, "The third guy who plants the trees is off sick today."  
<http://www.preaching.com/resources/articles/11691883/>  
[Images for Lack of Common Sense](#)

## Incongruity

### **Resources**

#### **Incongruous Circumspection**

The intersection of life, religion, politics, stupidity, family life, dreams, goals, history, reflections, essays, college, and much, much more. Fasten your safety latches...you're in for the time of your life!

Sexual Abuse by IFB Pastors - A Rampant Problem

Head on over to *No Longer Quivering* where they wrote a summary of Chicago Magazine's well-researched article about sexual abuse by Independent Fundamental Baptist (IFB) pastors.

[Jack Schaap: The Mess at First Baptist Church in Chicago Magazine](#)

You'll find that, though this specifically references the much-pilloried, now-maligned, Jack Schaap of First Baptist Church of Hammond, the birthplace of the bus ministry, the site of the infamous Jack Hyles sex scandals, the location of Hyles Anderson College, and the love interest of many thousands of Christians in America and Canada, sexual abuse, as an epidemic, is rampant in IFB circles.

Might this have something to do with the fact that a pastor and the elders are considered to be a direct mouthpiece of God himself? Or, could it simply be that men are elevated to all-powerful status and women are relegated to second class underlings? Yeah, that *must* be it.

<http://incongruouscircumspection.blogspot.com/2012/12/sexual-abuse-by-ifb-pastors-rampant.html>  
[Images for Incongruous Circumspection](#)

#### **Incongruous | Define Incongruous at Dictionary.com**

Incongruous definition, out of keeping or place; inappropriate; unbecoming: an incongruous effect; incongruous behavior

[www.dictionary.com/browse/incongruous](http://www.dictionary.com/browse/incongruous)

[Images for Incongruous | Define Incongruous](#)

## Immaturity

### **Resources**

#### **Immature Quotes - BrainyQuote**

<https://www.brainyquote.com/topics/immature>

<https://www.goodreads.com/quotes/tag/immature>

<https://www.goodreads.com/quotes/tag/immaturity>

[Images for Immaturity Quotes](#)

[www.wiseoldsayings.com/immaturity-quotes/](http://www.wiseoldsayings.com/immaturity-quotes/)

<https://www.azquotes.com/quotes/topics/immaturity.html>

<http://www.famousquotes123.com/immaturity-quotes.html>

<https://www.enkiquotes.com/quotes-about-immaturity.html>

[https://www.finestquotes.com/select\\_quote-category-Immaturity-page-0.htm](https://www.finestquotes.com/select_quote-category-Immaturity-page-0.htm)

<http://quotes.yourdictionary.com/immaturity>

<https://www.yourquote.in/tags/immaturity/quotes/>

[http://www.quotesinfinity.com/immaturity-quotes\\_11492](http://www.quotesinfinity.com/immaturity-quotes_11492)

<https://www.tumblr.com/search/immature%20quotes>

#### **Immaturity on Pinterest**

<https://www.pinterest.com/beaniekh/immaturity/>

[Images for Immaturity on Pinterest](#)

<https://www.pinterest.com/happylilmoma/immaturity-quotes/>

<https://www.pinterest.com/nataliaamante/immaturity/>

<https://www.pinterest.com/TomatoAwesome/immature/>

<https://www.pinterest.com/pin/836614068248867778/> quotes on immature leadership images and sayings - Pinterest

<https://www.pinterest.com/pin/464926361514631412/> immature leadership quotes | Words Of Truth | Pinterest | Leadership

#### **Ten Examples of Immature Leaders - Dave Anderson**

The differentiator between leaders is often maturity. Maturity is not measured by age or experience. Maturity is measured by behaviors.

<http://www.andersonleadershipsolutions.com/ten-examples-of-immature-leaders/>

[Images for Ten Examples of Immature Leaders - Dave Anderson](#)

<https://www.fastcompany.com/3008271/bad-leadership-mostly-just-immaturity>

[Images for bad-leadership-mostly-just-immaturity](#)

<http://www.leadershipplatform.com/leadership-maturity-profiling-mature-and-immature-leadership/>

<https://briandoddonleadership.com/2014/08/05/7-differences-between-immature-and-mature-leaders/>

Images for differences-between-immature-and-mature-leaders

<https://katenasser.com/extreme-absolutes-neon-signs-leadership-immaturity/>

<https://leadershipfreak.blog/2014/08/16/7-ways-immature-leaders-grow-up/>

<https://leadershipfreak.blog/2015/04/12/10-ways-to-be-a-mature-leader-even-if-youre-young/>

<http://nealwhittengroup.com/articles/dealing-with-professional-immaturity/>

Images for dealing-with-professional-immaturity

<https://youthspecialties.com/blog/6-signs-youre-immature-leader/>

<http://www.fortunegroup.com.au/characteristics-good-leader> Good leaders have emotional maturity

<http://www.hrmagazine.co.uk/article-details/immature-leaders-care-more-about-personal-gain-than-the-wellbeing-of-their-employees>

<http://careandgrowth.com/blog/leadership-excel/caregrowth/2015/04/14/the-big-problem-of-immaturity-in-the-workplace/>

Images for immaturity in the workplace

<https://www.projectmanagement.com/blog-post/17357/The-Maturity-of-the-Leader>

<http://www.refresher.com/immature-leaders-go-off-like-milk/>

<http://thev3movement.org/2016/03/07/immature-prophet/> How to Spot an Immature Prophet and What To Do About It

<http://thev3movement.org/2016/05/how-to-spot-an-immature-pastor-and-what-to-do-about-it/>

Images for how-to-spot-an-immature-pastor-and-what-to-do-about-it

<https://www.noomii.com/articles/183-leadership-adapting-to-immaturity>

<https://theleadershipcontract.com/2015/09/24/do-you-have-the-maturity-to-be-a-great-leader/>

<https://www.budtoboss.com/uncategorized/youth-is-no-excuse-for-immaturity/>

<https://joemckeeper.com/wp/spiritual-immaturity/>

<https://www.crosswalk.com/blogs/joe-mckeeper/what-spiritual-immaturity-looks-like.html>

Images for what-spiritual-immaturity-looks-like

<https://www.inc.com/marcel-schwantes/8-signs-to-immediately-recognize-someone-with-gift-of-true-leadership.html>

<https://hbr.org/2011/10/we-need-more-mature-leaders>

Images for we-need-more-mature-leaders

<http://www.studentministry.org/signs-that-a-youth-leader-is-lacking-maturity-and-healthy-adult-relationships/>

Images for lacking maturity

**What Does the Bible Say About an Immature Man? - OpenBible.info**

[https://www.openbible.info/topics/a\\_immature\\_man](https://www.openbible.info/topics/a_immature_man)

Images for Bible and Immature Man

<https://bible.knowing-jesus.com/topics/Immaturity>

[https://www.openbible.info/topics/immaturity\\_new\\_king\\_james\\_version](https://www.openbible.info/topics/immaturity_new_king_james_version)

<https://www.ligonier.org/learn/devotionals/causes-immaturity/>

<https://www.biblegateway.com/passage/?search=1+Corinthians+3&version=HCSB>

<http://thesowermagazine.com/pauls-different-teachings-to-the-immature-and-mature-believers/>

<https://www.crosswalk.com/blogs/joe-mckeeper/what-spiritual-immaturity-looks-like.html>

Images for spiritual immaturity

## Decisions

### Resources

**6 Reasons Leaders Make Bad Decisions - Forbes**

Leadership is not for everyone and this quickly becomes evident when leaders make bad decisions.

<https://www.forbes.com/sites/glennlopis/2013/05/28/6-reasons-leaders-make-bad-decisions/#4856ab732b9f>

Images for 6 Reasons Leaders Make Bad Decisions - Forbes

<https://www.forbes.com/sites/erikaandersen/2013/06/03/6-reasons-leaders-make-bad-decisions-boiled-down-to-1-5/#36f1e7595f2a>

<https://www.forbes.com/sites/johnhall/2017/04/30/the-no-1-reason-intelligent-people-make-bad-decisions/#602a49b12c6c>

<https://www.forbes.com/2010/11/10/group-team-bad-decisions-leadership-managing-grouphink.html#651aee2c4f88>

<https://www.forbes.com/sites/forbescoachescouncil/2017/11/03/the-real-cost-of-bad-hires-isnt-what-you-think/#7c5cb0492b83>

<https://www.forbes.com/sites/glennlopis/2013/11/25/8-clear-signs-its-time-to-make-a-leadership-change/#584ba5710ef1> #7

**9 Habits That Lead to Terrible Decisions - Harvard Business Review**

We did a factor analysis of the behaviors that made the most statistical difference between the best and worst decision makers. Nine factors emerged as the most common paths to poor decision making. Here they are in order from most to least significant.

<https://hbr.org/2014/09/9-habits-that-lead-to-terrible-decisions>

<https://store.hbr.org/product/9-habits-that-lead-to-terrible-decisions/H00YI3>

Images for 9 Habits That Lead to Terrible Decisions - Harvard Business Review

<https://hbrascend.org/topics/9-habits-that-can-lead-to-bad-decisions/>

<https://www.leadershippreview.net/poor-decisions>

<https://hbr.org/2017/08/stress-leads-to-bad-decisions-heres-how-to-avoid-them>

<https://hbr.org/2009/02/why-good-leaders-make-bad-decisions>

<https://hbr.org/product/why-good-leaders-make-bad-decisions/R0902D-PDF-ENG>



<https://hbr.org/product/think-again-why-good-leaders-make-bad-decisions-and-how-to-keep-it-from-happening-to-you/2612-HBK-ENG>  
<https://epdf.pub/harvard-business-review-on-decision-making.html>

### 7 Signs You May Be a Bad Manager - CBS News

Your decision-making is compromised. One of the most visible signs of poor management is poor decision-making. After all, decisions are actions, actions generate results, and results are highly visible. Pay attention.

Your employees are miserable. Come on now. I don't care how self-absorbed you are, you know if your employees are miserable. Do they stop talking and look guilty when you walk by? Do they invite everyone else but you for drinks after work?

[http://www.cbsnews.com/8301-505125\\_162-28245514/7-signs-you-may-be-a-bad-manager/](http://www.cbsnews.com/8301-505125_162-28245514/7-signs-you-may-be-a-bad-manager/)

[Images for compromised decision making](#)

[Images for leader poor decision making](#)

<https://www.leadershipreview.net/poor-decisions>

<http://fortune.com/2015/09/28/bad-ceo-decisions/>

<http://www.cfma.org/chapter/content.cfm?ItemNumber=2122> Six Reasons Why Leaders Make Bad Decisions | CFMA

<https://www.thebalancecareers.com/decisions-that-make-or-break-you-as-a-leader-2275843>

### What Does the Bible Say About Decision Making? - OpenBible.info

[https://www.openbible.info/topics/decision\\_making](https://www.openbible.info/topics/decision_making)

[Images for Bible and Decision Making](#)

<https://www.linkedin.com/pulse/50-bible-verses-making-big-decisions-hein-van-wyk>

<http://www.watermark.org/blog/decision-making-principles>

<https://www.sharefaith.com/blog/2016/06/50-bible-verses-for-making-big-decisions/>

<https://www.gotquestions.org/Bible-decision-making.html>

<http://pastorrick.com/devotional/english/six-steps-for-biblical-decision-making>

[Images for six-steps-for-biblical-decision-making](#)

<https://lifehopeandtruth.com/life/christian-living/decision-making/>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Decision-Making/>

<https://www.compellingtruth.org/decision-making-Bible.html>

<https://www.biblestudytools.com/blogs/chris-russell/how-to-make-right-decisions.html>

[Images for make right decisions](#)

[www.freebiblestudyguides.org/bible-answers/decision-making.htm](http://www.freebiblestudyguides.org/bible-answers/decision-making.htm)

<https://bible.org/seriespage/20-decision-making>

<https://www.ucg.org/beyond-today/beyond-today-magazine/bible-answers-for-decision-making>

<https://www.biblegateway.com/resources/dictionary-of-bible-themes/8409-decision-making>

## Bunker

### Resources

#### Browns-for-now coach Mike Pettine says team isn't unified

Asked if the organization was unified at the moment, he replied: "It's hard to be at this point. It's human nature. When things don't go well, everybody has a tendency to kind of bunker in and get into that mode. I think we all want what's best for the Cleveland Browns. We all have ideas on how to get it done, and we need to be collaborative and we need to make sure that we're picking the best ideas and pushing those agendas moving forward.

<http://profootballtalk.nbcsports.com/2015/12/08/browns-for-now-coach-mike-pettine-says-team-isnt-unified/>

[Images for bunker in and get into that mode](#)

#### Bunker mentality dictionary definition | bunker mentality defined

An attitude of extreme defensiveness and self-justification based on an often exaggerated sense of being under persistent attack from others.

<https://www.yourdictionary.com/bunker-mentality>

[Images for Bunker mentality dictionary definition](#)

[Images for attitude of extreme defensiveness and self-justification](#)

[Images for exaggerated sense of being under persistent attack from others](#)

#### Christian vs. the bunker mentality - BibleTruths

God never intended for Christians to become weird introspective hermits living in a **ghostly religious bunker separated from the world**. If this is where you have ended up, please prayerfully consider the following...

<https://www.bibletruths.org/christian-vs-the-bunker/>

[Images for Christian vs. the bunker mentality - BibleTruths](#)

<http://mennoworld.org/2020/05/04/columns/bible-we-reject-the-bunker-mentality/>

<https://www.sjolanderroadfellowship.com/thebunkermentality.htm>

<https://caffeinatedthoughts.com/2011/06/the-churchs-bunker-mentality/>

<https://twospiesreport.wordpress.com/2015/09/07/open-letter-to-my-siege-bunker-mentality-christian-friends/>

### Siege mentality - Wikipedia

Sociologically, the term may refer to persecution feelings by anyone in a group that views itself as a threatened minority, as with the early psychoanalysts.<sup>[6]</sup> This can be used for example in the field of sports, where coaches or managers often create a siege mentality in their players by highlighting an environment of hostility from outside the club (whether the hostility is real or exaggerated is irrelevant).

Siege mentalities are particularly common in business, the result of competition or downsizing, though here the (smaller-scale) alternative of "bunker mentality" (analogous to soldiers who have taken shelter in a bunker) may be used.<sup>[7]</sup> Some religious groups may have this paradigm, particularly if they are not traditional mainstream groups.<sup>[8]</sup>

[http://en.wikipedia.org/wiki/Siege\\_mentality](http://en.wikipedia.org/wiki/Siege_mentality)

[Images for siege mentality](#)

## Rigid

### Resources

#### How Rigid Leaders Kill Their Companies - Forbes

Why did these once world-beaters succumb? A new book, [Lead and Disrupt: How to Solve the Innovator's Dilemma](#), says that while each of these firms has a unique sinking-ship tale to tell, they all flopped for essentially the same reason: They suffered from a failure by leadership to grapple with changing technologies and business markets.

<https://www.forbes.com/sites/hbsworkingknowledge/2016/09/26/how-rigid-leaders-kill-their-companies/#ba97c7640f72>

[Images for How Rigid Leaders Kill Their Companies - Forbes](#)

<https://www.forbes.com/sites/pauladavislaack/2016/01/14/7-characteristics-of-perfectionism/#b3b403a7e028> Inflexibility – having a too rigid standard for you and others.

[Images for Inflexibility – having a too rigid standard for you and others.](#)

<https://www.forbes.com/sites/davidsturt/2016/04/28/5-traits-of-the-worst-leaders-and-how-to-avoid-them/#662ee1ec1ec3> #1

<https://www.forbes.com/sites/lizryan/2016/01/02/how-to-manage-your-inflexible-boss/#2c2d88a91afb>

[Images for inflexible boss](#)

#### Mental Rigidity - Exploring your mind

The most widespread use of the word "mental rigidity" is as a personality feature. In clinical psychology, it generally means a set of mental, emotional, and behavioral characteristics (but mostly mental) that occur together. Thus, there is a spectrum of mental rigidity with two opposite poles: high and low rigidity.

<https://exploringyourmind.com/mental-rigidity/>

[Images for mental rigidity](#)

[https://ascensionglossary.com/index.php/Mental\\_Rigidity](https://ascensionglossary.com/index.php/Mental_Rigidity)

<https://psychology-spot.com/mental-rigidity-growth/>

<http://cognitron.umd.edu/psyc443/s1996/m44301/ackerman.html> Mental Rigidity

<https://pro.psychcentral.com/four-ways-psychological-rigidity-hurts-relationships/>

[Images for psychological rigidity](#)

<http://suzannesmindscape.blogspot.com/2011/12/rigid-personality-or-obsessive.html>

[Images for rigid personality](#)

<http://albertellis.org/rigid-thinking-and-rational-living-dont-work-well-together/>

<http://www.mentalhealth.com/home/dx/obsessivepersonality.html> Shows rigidity and stubbornness

[Images for rigidity and stubbornness](#)

<http://sfhelp.org/cx/apps/rigid.htm>

[Images for Overly Rigid Person](#)

<http://kayesullivan.wordpress.com/2010/01/27/how-to-communicate-with-people-who-are-rigid-dogmatic-and-inflexible/>

[Images for Rigid, Dogmatic, and Inflexible](#)

#### Rigid Leadership by Lindsey Layhew on Prezi

Rigid Leadership? "The leader and at least some of the followers are stiff and unyielding. Although they may be competent, they are unable or unwilling to adapt to new ideas, new information, or changing times."

[https://prezi.com/sfr6uu9ux-i\\_/rigid-leadership/](https://prezi.com/sfr6uu9ux-i_/rigid-leadership/)

[Images for Rigid Leadership](#)

<https://www.linkedin.com/pulse/how-leadership-sabotage-organization-sign-rigidity-ken-gosnell>

<https://www.entrepreneur.com/article/239892> A Rigid Mind Blocks Success. Try These 5 Strategies for Fearless Leadership.

[Images for rigid mind](#)

#### Rigidity of the Inflexible | Psychology Today

Just as we saw in the last post how loners do not do well, neither do people who are inflexible and unwilling to make changes and adapt to the situations that they confront.

<http://www.psychologytoday.com/blog/in-the-face-adversity/201104/rigidity-the-inflexible>

[Images for Rigidity of the Inflexible | Psychology Today](#)

<https://www.psychologytoday.com/us/blog/matter-personality/201602/inflexible-behavior-in-personality-disorders>

[Images for inflexible behavior](#)

<http://www.psychologytoday.com/us/blog/making-sense-autistic-spectrum-disorders/201608/cognitive-rigidity-the-8-ball-hell>

<https://www.psychologytoday.com/us/blog/ambiguity/201403/fragility-the-fragile-rigidity-the-brittle-ego>

[Images for brittle ego](#)

<https://www.psychologytoday.com/us/collections/201502/your-rigid-beliefs>

[Images for rigid beliefs](#)

<https://www.psychologytoday.com/us/blog/beyond-blame/201203/my-husband-is-rigid-and-rejecting>

[#10](https://www.psychologytoday.com/us/blog/hide-and-seek/201205/the-10-personality-disorders)

<https://www.psychologytoday.com/us/blog/emotional-freedom/201010/how-deal-control-freak>

[Images for control freak](#)

### Rigidity (psychology) - Wikipedia

Rigidity (psychology) In psychology, rigidity refers to an **obstinate inability to yield** or a refusal to appreciate another person's viewpoint or emotions characterized by a lack of empathy. ... A specific example of rigidity is functional fixedness, which is a difficulty conceiving new uses for familiar objects.

[https://en.wikipedia.org/wiki/Rigidity\\_\(psychology\)](https://en.wikipedia.org/wiki/Rigidity_(psychology))

[Images for rigidity \(psychology\)](#)

### What the Bible says about Rigid Personality - Bible Tools

<https://www.bibletools.org/index.cfm/fuseaction/Topical.show/RTD/cgg/ID/11784/Rigid-Personality.htm>

[Images for Bible and Rigid Personality](#)

<https://www.bibletools.org/index.cfm/fuseaction/Topical.show/RTD/cgg/ID/17574/Rigid-Morality.htm>

[https://www.openbible.info/topics/8stubborn\\_rigid\\_inflexible\\_narrow-mindedness](https://www.openbible.info/topics/8stubborn_rigid_inflexible_narrow-mindedness)

<https://bible.knowing-jesus.com/words/Rigid>

<https://biblehub.com/topical/r/rigid.htm>

<https://relevantmagazine.com/god/problem-rigid-view-god/>

## Humorless

### Resources

#### How Humorless People Affect Us - Say it Better - Typepad

People who seem to have no vein of humor are more likely than people in the other two categories to be most **harsh and unforgiving in their judgments of others** and more likely to see the world in "right/wrong" categories. They are least able to be accepted as team players.

[http://sayitbetter.typepad.com/say\\_it\\_better/2008/07/how-humorless-p.html](http://sayitbetter.typepad.com/say_it_better/2008/07/how-humorless-p.html)

[Images for How Humorless People Affect Us](#)

<https://www.linkedin.com/pulse/characteristics-highly-humorless-people-david-volk>

<https://www.deseretnews.com/article/667339/Humorless-people-need-some-reforming.html>

<https://www.theguardian.com/money/2001/oct/14/workandcareers.madeleinebunting> How to deal with someone humourless

<http://politickles.com/blog/?tag=how-to-interact-with-humorless-people>

[Images for how-to-interact-with-humorless-people](#)

#### Humorless people self-important | Random Stuff | Pinterest

<https://www.pinterest.com/pin/203506476895968045/>

[Images for humorless people on pinterest](#)

<https://www.sayitbetter.com/2009/05/how-humorless-people-affect-us/>

<https://www.pinterest.com/eyekilledjason/humor-for-the-humorless/>

<https://www.pinterest.com/owaite/humorless-feminist-shrew/>

#### It's No Laughing Matter. Beware Of Humorless People. \* LonerWolf

The other day I asked my buddy, Alberto Terego, what he feared most in life. Expecting him to answer, "Death" or "Alzheimer's" or "Being old in America," even "Republicans," I was flabbergasted when he said, "Humorless people."

Noting my surprise, Terego added, "**Most of the misery in the world is caused by people with no sense of humor.**"

"How do you figure that?" I asked him. "Because they wind up taking themselves too seriously, which makes them mean and unhappy," he replied. "If all the emperors, kings, dictators and presidents throughout history had been able to laugh at themselves, there would have been no wars, for one thing."

<http://lonerwolf.com/humorless-people/>

<https://www.pinterest.com/pin/331577591292861778/> It's No Laughing Matter. Beware Of Humorless People. \* LonerWolf – Pinterest

[Images for It's No Laughing Matter. Beware Of Humorless People. \\* LonerWolf](#)

## Needy

### Resources

#### 41 best Emotionally Needy People images on Pinterest

<https://www.pinterest.com/dorcasted143/emotionally-needy-people/>

[Images for Emotionally Needy People on Pinterest](#)

<https://www.pinterest.com/heronflying/needy-people/>

<https://www.pinterest.com/explore/needy-quotes/>  
<https://www.pinterest.com/synergyfun/needy-people-drain-energy/>  
Images for needy-people-drain-energy  
<https://www.pinterest.com/pin/92183123597778324/> Discover ideas about Toxic Relationships Emotionally Needy Parents Help Create Codependent Children (and Adults) -Pinterest  
<https://www.pinterest.com/pin/174655291771138144/> Discover ideas about Emotionally Unavailable – Pinterest  
<https://www.pinterest.com/pin/400820435575538901/> Discover ideas about Needy Quotes – Pinterest  
<https://www.pinterest.com/pin/732890539335981656/> Discover ideas about Needy People – Pinterest  
Images for Discover ideas about Needy People – Pinterest  
<https://www.pinterest.com/pin/124341639692869449/> 8 Signs You're Way Too Emotionally Needy (And How To Fix It) – Pinterest  
<https://www.pinterest.com/pin/98023729374518792/> Here's How to Deal With Emotionally Needy People - Pinterest  
<https://www.pinterest.com/pin/33988172163368105/> Controlling people, Needy people, People quotes - Pinterest  
<https://www.pinterest.com/pin/260505159677469232/> Quotes About Needy People Relationship - Pinterest  
<https://www.pinterest.com/pin/441071357225778407/> Done with needy people. - Pinterest

## How to Prevent and Resolve Congregational Conflict – The Parish Paper

### G. Pastors' psychological traits.

In an Alban Institute Study, only 6 percent to 13 percent of clergy were fired because of professional incompetence, with most of that small percentage centered on administrative issues. By contrast, almost one-half of the pastoral terminations fit the "interpersonal incompetence" category, which took two primary forms: • Some churches wanted to get rid of a contentious, authoritarian, dictatorial pastor—the cause of 23 percent of "involuntary clergy relocations." • An equal number of churches (23 percent of clergy firings) wanted to get rid of a socially withdrawn, aloof, uncommunicative pastor. Other defective psychological traits among clergy that cause church fights: • Habitually placing blame on persons or groups • Inability to properly delegate responsibilities and authority • Not supporting others emotionally when disagreeing with them intellectually • **Needing emotional support and approval all the time from everybody** • Interpreting differences of opinion as a personal threat • Denying responsibility for what he/she thinks or feels and attributing it to others • Taking action on misinterpretations of reality • Demonstrating inability to develop common commitments and loyalties • Saying one thing while doing another (Speed B. Leas, "Should the pastor be fired?" [Bethesda, Maryland: The Alban Institute], p. 10-11)

[PDF]Ch. Effectiveness Nuggets--Volume 3--How to Prevent and Resolve Congregational Conflict - The Parish Paper

<http://www.theparishpaper.com/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%203.pdf> Page 11

<https://www.theparishpaper.com/sites/default/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%203.pdf>

<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 3: How to Prevent and Resolve Congregational Conflict

Images for involuntary clergy relocations

Images for Needing emotional support and approval all the time from everybody

<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>

<http://www.hcucc.org/the-parish-paper>

<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

### Needy pastors: Behind authoritarian leadership | The Christian Century

"You know, Mom, **the trouble with our new pastor is that he needs us to love him so much that we can't see God anymore.**" This was the assessment of a 13-year-old boy talking with his mother about the struggles they were having at their church. A new pastor had arrived, and in a rather short time he had torn apart the fabric of Christian community that had been nurtured in that congregation over several decades.

<http://www.christiancentury.org/article/2002-10/needy-pastors>

Images for Needy pastors: Behind authoritarian leadership | The Christian Century

<https://www.christiancentury.org/magazine>

### The Tell-Tale Signs of a Bad Boss | LinkedIn

The **Over-friendly Mate** - a boss that inappropriately wants to be your best mate or nearest friend

<http://www.linkedin.com/today/post/article/20130821063221-64875646-top-10-tell-tale-signs-of-a-bad-boss>

Images for Over-friendly Mate

Images for boss that inappropriately wants to be your best mate or nearest friend

## Manipulative

### Resources

Manipulation Quotes - BrainyQuote

<https://www.brainyquote.com/topics/manipulation>

Images for manipulation quotes

<http://www.wiseoldsayings.com/manipulation-quotes/>

<https://www.goodreads.com/quotes/tag/manipulation>

<http://dumb.com/quotes/manipulation-quotes/>

<https://www.azquotes.com/quotes/topics/manipulation.html>

[https://www.newmessage.org/wiki/Manipulation\\_Quotes](https://www.newmessage.org/wiki/Manipulation_Quotes)

<https://wise-quote.com/Manipulation>

### Manipulative People - Way of the Mind

Manipulative people are not obvious because **they act in a sneaky way**. When someone is openly aggressive, at least we know what is happening and can react accordingly. But when the aggressiveness is hidden, we know something is wrong, but we can't pinpoint what it is. We find ourselves on the defensive and we tend to hate ourselves for it because we think we are making up things. However, usually our feelings are right: we are being manipulated.

<http://www.way-of-the-mind.com/manipulative-people.html>

Images for Manipulative People

<https://www.lifehack.org/294861/10-habits-manipulative-people>

<https://www.biznews.com/thought-leaders/2014/01/11/manipulative-people-spot-manage/>

<https://www.quora.com/What-characteristics-define-a-manipulable-person>

<https://www.thewatershedtexas.com/blog/characteristics-of-manipulative-behavior/>

Images for manipulative behavior

### Manipulative vs. Persuasive Leadership - Institute of Public Speaking

Manipulative leaders do not value or respect those they try to manipulate. **Often using their power, position or title to impose their views upon others.** This is in part caused by a singular self-interest stemming from low emotional intelligence. Their lacking emotional intelligence is clearly seen within these manipulative behaviors.

<https://www.instituteofpublicspeaking.com/leadership/manipulative-vs-persuasive-leaders/>

Images for Manipulative vs. Persuasive Leadership - Institute of Public Speaking

<http://exceptionalleaderslab.com/managers-leading-manipulating/>

<https://www.entrepreneur.com/article/235320> Good Leaders Persuade. They Don't Manipulate. - Entrepreneur

<https://katenasser.com/leadership-influence-not-manipulation-people-skills/>

<http://www.jonathanfields.com/the-line-between-persuasion-and-manipulation/>

<https://coachingforleaders.com/manipulation-and-leadership/>

### 9 Classic Traits of Manipulative People | Psychology Today

**Manipulative people have mastered the art of deception.** They may appear respectable and sincere but often that's just a facade; it's a way to draw you in and ensnare you in a relationship before they show their true colors.

<https://www.psychologytoday.com/us/blog/in-flux/201610/9-classic-traits-manipulative-people>

Images for 9 Classic Traits of Manipulative People | Psychology Today

<https://www.psychologytoday.com/us/blog/communication-success/201805/12-failures-highly-manipulative-people>

Images for failures-highly-manipulative-people

<https://www.psychologytoday.com/us/blog/lifetime-connections/201403/how-handle-manipulators>

<https://www.psychologytoday.com/us/blog/toxic-relationships/201704/are-you-being-manipulated>

<https://www.psychologytoday.com/us/blog/evolution-the-self/201302/new-take-manipulation>

<https://www.psychologytoday.com/us/blog/communication-success/201510/14-signs-psychological-and-emotional-manipulation>

Images for signs-psychological-and-emotional-manipulation

<https://www.psychologytoday.com/us/blog/stop-caretaking-the-borderline-or-narcissist/201309/how-free-yourself-manipulator>

<https://www.psychologytoday.com/us/blog/traversing-the-inner-terrain/201403/recognizing-manipulation>

<https://www.psychologytoday.com/us/blog/just-listen/201312/never-be-manipulated-again>

<https://www.psychologytoday.com/us/blog/traversing-the-inner-terrain/201503/manipulation>

<https://www.psychologytoday.com/us/blog/automatic-you/201207/the-business-manipulation>

<https://www.psychologytoday.com/us/blog/communication-success/201406/how-spot-and-stop-manipulators>

Images for Manipulators | Psychology Today

<https://www.psychologytoday.com/us/blog/how-do-life/201607/the-manipulator>

<https://www.psychologytoday.com/us/blog/machiavellians-gulling-the-rubes/201510/what-drives-master-manipulators>

<https://www.psychologytoday.com/us/blog/lifetime-connections/201507/how-escape-master-manipulator>

<https://www.psychologytoday.com/us/blog/machiavellians-gulling-the-rubes/201509/what-makes-someone-master-manipulator>

Images for what-makes-someone-master-manipulator

### Psychological manipulation - Wikipedia

Psychological manipulation is a type of social influence that aims to change the perception or behavior of others through **underhanded, deceptive, or even abusive tactics**.<sup>[1]</sup> By advancing the interests of the **manipulator**, often at another's expense, such methods could be considered exploitative, abusive, devious, and deceptive. **Social influence** is not necessarily negative. For example, doctors can try to persuade patients to change unhealthy habits. Social influence is generally perceived to be harmless when it respects the right of the influenced to accept or reject and is not unduly coercive. Depending on the context and motivations, social influence may constitute underhanded manipulation.

[http://en.wikipedia.org/wiki/Psychological\\_manipulation](http://en.wikipedia.org/wiki/Psychological_manipulation)

Images for psychological manipulation

### The Difference Between Manipulation and Leadership

While they share many characteristics, leadership and manipulation are distinct in one important way.

<http://coachingforleaders.com/manipulation-and-leadership/>



[Images for Difference Between Manipulation and Leadership](https://www.linkedin.com/pulse/difference-between-manipulation-leadership-dave-stachowiak)

<https://www.youtube.com/watch?v=6eHykOse0vg> The Difference Between Manipulation and Leadership - YouTube

<https://carnegiecoach.com/podcast/80/> Leadership vs. Manipulation - Carnegie Coach

[273 best Controlling & Manipulative images on Pinterest](https://www.pinterest.com/beaniekh/controlling-manipulative/)

<https://www.pinterest.com/beaniekh/controlling-manipulative/>

[Images for Controlling & Manipulative on Pinterest](https://www.pinterest.com/brigitteRwalker/manipulative-people/)

<https://www.pinterest.com/brigitteRwalker/manipulative-people/>

<https://www.pinterest.com/explore/manipulation-quotes/>

<https://www.pinterest.com/kyyaya17/emotional-manipulation/>

<https://www.pinterest.com/beaniekh/controlling-manipulative/>

<https://www.pinterest.com/verleen/emotional-manipulation/>

[What Does the Bible Say About Manipulation? - OpenBible.info](https://www.openbible.info/topics/manipulation)

<https://www.openbible.info/topics/manipulation>

[Images for Bible and Manipulation](https://www.kingjamesbibleonline.org/Bible-Verses-About-Manipulation/)

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Manipulation/>

<https://biblereasons.com/manipulation/>

<https://bible.knowing-jesus.com/topics/Manipulation>

<https://www.crosswalk.com/faith/spiritual-life/are-you-a-manipulator-909730.html>

<http://www.beliefnet.com/ilovejesus/features/10-prayers-to-guard-against-manipulation-and-control.aspx>

<https://www.gotquestions.org/spiritual-manipulation.html>

[Images for spiritual manipulation](https://www.gotquestions.org/spiritual-manipulation.html)

**What Is Psychological Manipulation?**

*Denial* - The manipulator refuses to admit that he or she has done anything wrong.

*Diversion* - Rather than giving a straight answer, the manipulator will often change the subject, often without the change being noticed.

*Feigning Confusion* - The manipulator plays dumb - pretending she or he has no idea what the victim is talking about or is confused by the topic at hand.

*Feigning Innocence* - The manipulator suggests that anything harmful was done unintentionally or that it didn't happen. This makes the victim question their judgment and/or sanity in feeling hurt or betrayed.

*Seduction* - Using charm, praise, or flattery to lower the defenses of the victim so that the manipulator gains trust and loyalty.

<http://www.bandbacktogether.com/psychological-manipulation-resources/>

[Images for Psychological Manipulation](http://www.bandbacktogether.com/psychological-manipulation-resources/)

[https://www.123rf.com/stock-photo/psychological\\_manipulation.html](https://www.123rf.com/stock-photo/psychological_manipulation.html)

<https://medium.com/@PsychBehind/psychology-behind-the-art-of-manipulation-d9e0bdd6d8d3>

[Images for art of manipulation](https://medium.com/@PsychBehind/psychology-behind-the-art-of-manipulation-d9e0bdd6d8d3)

<https://iheartintelligence.com/2017/04/28/signs-psychological-manipulation/>

<https://www.drgeorgesimon.com/psychological-manipulation-an-overview/>

<https://www.powerofpositivity.com/7-signs-someone-trying-psychologically-manipulate/>

<http://www.sakkyndig.com/psykologi/artvit/crangle2013.pdf>

<https://isps.yale.edu/news/blog/2016/12/donald-trump%E2%80%99s-psychological-manipulation-of-the-american-people>

<https://exploringyourmind.com/9-signs-of-psychological-manipulation-through-our-words/>

<https://www.youtube.com/watch?v=of9wRyYSB90> 10 Signs Someone Is Using PSYCHOLOGICAL Manipulation On YOU

<https://www.youtube.com/watch?v=twWuGI0RAvc> 4 Signs Someone Is Using Psychological Manipulation On You - YouTube

<https://www.youtube.com/watch?v=1rKlqmvAkD4> 7 Signs Someone Is Trying to Psychologically Manipulate You - YouTube

<https://www.youtube.com/watch?v=RLK3BYPkkNg> 6 Ways to Spot Psychological Manipulation Before it Destroys You - YouTube

[Images for Psychological Manipulation - YouTube](https://www.youtube.com/watch?v=RLK3BYPkkNg)

### 3) 7 Deadly Sins of Leadership

It occurred to me that, if there are *19 Behaviors that Predict to Poor Performance by Clergy*® Peter L. Steinke 2000, then, there must be reflections on the 7 Deadly Sins of Leadership. My hunch was correct, as I checked out the resources on the internet.

#### Resources

[Seven Deadly Sins in the Pulpit Leadership Skill - Pinterest](https://www.pinterest.com/pin/563583340838393113/)

<https://www.pinterest.com/pin/563583340838393113/> Seven Deadly Sins: These shortcomings can render your preaching ineffective.

[Images for Seven Deadly Sins in the Pulpit Leadership Skill - Pinterest](https://www.pinterest.com/pin/68961438024647480/)

<https://www.pinterest.com/pin/68961438024647480/> The 7 Deadly Sins of Bad Managers - Pinterest

<https://www.pinterest.com/pin/820358888344004499/> The 7 deadly sins of leadership - The Business Journals - Pinterest

<https://fi.pinterest.com/pin/163959242660577627/> Discover ideas about Seven Deadly Sins – Pinterest

<https://www.pinterest.com/CasNochester/seven-deadly-sins/>



## Seven Deadly Sins of Leadership | Change Factory

Leadership. It's much more than a position of power. Find out seven ways that a leader can fail...and then avoid them at all costs.

<http://www.changefactory.com.au/our-thinking/articles/seven-deadly-sins-of-leadership/>

[Images for Seven Deadly Sins of Leadership](#)

<http://joshlinkner.com/2013/7-deadly-sins-of-leadership/>

[Images for seven common leadership traps to avoid](#)

<http://www.bigisthenewsmall.com/2013/06/06/7-deadly-sins-of-leadership/>

[Images for excessive belief in your own leadership abilities](#)

<http://www.rossgroupconsultingllc.com/resources/7%20Deadly%20Sins%20of%20Leadership.pdf>

[Images for being full of oneself](#)

[http://www.slideshare.net/Profiles\\_Asia/7-deadlysinsofleadership](http://www.slideshare.net/Profiles_Asia/7-deadlysinsofleadership)

[Images for If you have to tell people you're a leader, you're not](#)

<https://www.inc.com/kevin-daum/avoiding-the-7-deadly-entrepreneurial-sins.html>

[Images for 7-deadly-entrepreneurial-sins](#)

<https://www.projectsmart.co.uk/the-seven-deadly-sins-of-leadership.php>

## Seven deadly sins - Wikipedia

The seven deadly sins, also known as the capital vices or cardinal sins, is a classification of vices (part of Christian ethics) that has been used since early Christian times to educate and instruct Christians concerning fallen humanity's tendency to sin. In the currently recognized version, the sins are usually given as **wrath, greed, sloth, pride, lust, envy, and gluttony**. Each is a form of Idolatry-of-Self wherein the subjective reigns over the objective.



[https://en.wikipedia.org/wiki/Seven\\_deadly\\_sins](https://en.wikipedia.org/wiki/Seven_deadly_sins)

[Images for Seven deadly sins](#)

[https://commons.wikimedia.org/wiki/File:Desidia - The Seven Deadly Sins - Pieter Brueghel.png](https://commons.wikimedia.org/wiki/File:Desidia_-_The_Seven_Deadly_Sins_-_Pieter_Brueghel.png)

## 7 Pitfalls of Leadership Which Can Derail a Leader

In years of studying leadership, both in the business world and in ministry, I've seen some consistent **traps which get in the way of a leader's long-term success**. I call them pitfalls.

<http://www.ronedmondson.com/2016/05/7-pitfalls-of-leadership.html>

[Images for 7 Pitfalls of Leadership Which Can Derail a Leader](#)

## SEVEN REASONS LEADERS FAIL – Dr. Thom Rainer | Elifeonline.com

What then are the common characteristics of leaders who fail? I have no expectation that my list is exhaustive, but it was amazing to me to see some of these traits repeated several times.

<http://elifeonline.net/seven-reasons-leaders-fail-dr-thom-rainer/>

[Images for SEVEN REASONS LEADERS FAIL – Dr. Thom Rainer](#)

[Images for thom rainer on reasons leaders fail](#)

<http://thomrainer.com/2013/03/seven-warning-signs-of-a-leaders-fall/>

<http://thomrainer.com/2013/02/seven-deadly-thoughts-of-leaders/>

[Images for thom rainer \(author\)](#)

## The Seven Deadly Sins of Leadership

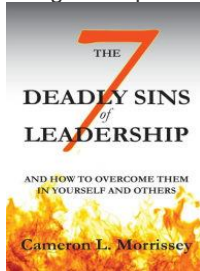
The success of a business can be traced back to its leaders. Edwin H. Friedman said, "Leadership can be thought of as a capacity to define oneself to others in a way that clarifies and expands a vision of the future." It is important to recognize the positive and effective attributes in each leader, but it is also important to be aware of obstacles that may be looming in the distance. Successful leadership develops over time and can only be improved when business leaders know how to diagnose and treat **leadership inhibitors**. Here are the seven deadly sins of leadership:

<http://info.profilesinternational.com/profiles-employee-assessment-blog/bid/110803/The-Seven-Deadly-Sins-of-Leadership>

[Images for leadership inhibitors](#)

### The 7 Deadly Sins of Leadership: And How to Overcome Them in Yourself and Others [Cameron L Morrissey]

Why do leaders continually repeat the same mistakes? Why do leaders fall into obvious traps like micromanagement, poor delegation and not listening? And how do we fix and deal with these all too common issues? In *The 7 Deadly Sins of Leadership* Cameron Morrissey takes an in-depth look at the dangers, causes and justifications for front line leadership problems like lack of communication, poor hiring, and micromanagement. Stocked with Cameron's own real life experiences, you'll not only learn which sins you or your leader are most susceptible to through the self-assessments at the beginning of each section, you'll learn over 200 practical ways to begin dealing with them in your day to day life. By the end of this book you will have a better understanding of the nature of each of these leadership sins and how to chart a course for your personal and professional improvement. Contents: Gluttony - How to combat the negative behaviors of the "more is better" mentality Chapter 1 - No Delegation Chapter 2 - Micromanager Chapter 3 - Refuses to Simplify Pride - Dealing with selfishness and ego Chapter 4 - Never Listens Chapter 5 - Lack of Trust Chapter 6 - Poor Hiring & Promoting Greed - Ways in which hoarding corrupts our leadership Chapter 7 - Money Focus Chapter 8 - Indecisive with No Priorities Chapter 9 - Lack of Communication Lust - What to do about the effects of a lack of self-control Chapter 10 - Lack of Follow Through Chapter 11 - Short-term Focus Chapter 12 - Constant Reorganization Sloth - Why leaders succumb to doing as little as possible Chapter 13 - Lies Chapter 14 - Focus on Little Things Chapter 15 - No Passion Chapter 16 - No Creativity Envy - How to use ambition and not be used by it Chapter 17 - Perfectionist Chapter 18 - Irrational Comparisons Wrath - Maintaining control in the face of frustration Chapter 19 - Anger Chapter 20 - Prohibit Mistakes & Foster Blame Chapter 21 - Focus on Negative



<https://www.bookdepository.com/7-Deadly-Sins-Leadership-Cameron-L-Morrissey/9781500380434>  
<http://www.amazon.com/The-Deadly-Sins-Leadership-Overcome/dp/1500380431>  
<http://www.goodreads.com/book/show/23238080-the-7-deadly-sins-of-leadership>  
[https://www.goodreads.com/author/quotes/8567305.Cameron\\_L\\_Morrissey](https://www.goodreads.com/author/quotes/8567305.Cameron_L_Morrissey)  
<https://www.barnesandnoble.com/w/the-7-deadly-sins-of-leadership-cameron-l-morrissey/1120342992>  
<http://themanagersdiary.com/my-new-book-the-7-deadly-sins-of-leadership/>  
<http://www.cameronmorrissey.com/>  
<https://www.facebook.com/CameronLMorrissey/>  
<https://www.linkedin.com/in/cameron-morrissey-12a3294b>  
<https://www.amazon.com/Cameron-Morrissey/e/B00J3F383O>  
[http://www.goodreads.com/author/show/8567305.Cameron\\_L\\_Morrissey](http://www.goodreads.com/author/show/8567305.Cameron_L_Morrissey)  
Images for Cameron L Morrissey  
Images for *The 7 Deadly Sins of Leadership* by Cameron Morrissey  
[https://twitter.com/ManagersDiary?ref\\_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor](https://twitter.com/ManagersDiary?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor)  
[https://www.youtube.com/channel/UCgmUfbKqTtMtF0GsewE4\\_4A](https://www.youtube.com/channel/UCgmUfbKqTtMtF0GsewE4_4A) Cameron Morrissey - YouTube  
Images for Cameron Morrissey - YouTube

### The 7 Deadly Sins of Leadership | David Grossman

Unfortunately, all too many leaders succumb to "The Seven Deadly Sins of Leadership". And believe me, they are sins, and they are deadly. In my experience and without exception, I've seen that ineffectual and struggling leaders struggle with one or more of these communication challenges. For most leaders, avoiding any of The Seven Deadly Sins takes honest self-assessment and a concerted effort. And only by knowing these sins can you begin to think about how to navigate around them, and only then can we make the greatest impact on the people we lead.

<http://www.yourthoughtpartner.com/7-deadly-sins-of-leadership>  
Images for *7 Deadly Sins of Leadership* | David Grossman  
<http://www.amazon.com/David-Grossman/e/B000APK5P0>  
[http://www.goodreads.com/author/show/34031.David\\_Grossman](http://www.goodreads.com/author/show/34031.David_Grossman)  
Images for David Grossman, author leadership

### The Seven Deadly Sins of Leadership - Leadership Now

Peter Drucker never wrote a book about leadership, but his thoughts about it are sprinkled throughout his 40 books and hundreds of articles. Bill Cohen has extracted these ideas and presented them in *Drucker on Leadership*. To Drucker, leadership was a calling and he set very high ethical standards for those that chose to lead. Character traps like losing sight of why you are leading, selfishness and the abuse of power often derails leaders. Drucker hoped, writes Cohen,

“that by making these traps explicit he could help leaders avoid falling into them.” Cohen gathered Drucker’s thoughts about these shortcomings together and categorized them as the seven deadly sins of leadership:

[http://www.leadershipnow.com/leadingblog/2009/11/the\\_seven\\_deadly\\_sins\\_of\\_leade.html](http://www.leadershipnow.com/leadingblog/2009/11/the_seven_deadly_sins_of_leade.html)

[Images for Drucker on Leadership.](#)

[Images for Seven Deadly Sins of Leadership - Leadership Now](#)

[Images for leadership character traps](#)

<http://www.projectsart.co.uk/the-seven-deadly-sins-of-leadership.php>

[Images for 7 deadly sins in the workplace](#)

<http://www.workplacecommunicationexpert.com/the-7-deadly-sins-of-organizational-leadership-communication/>

[Images for 7 Deadly Sins of Organizational Leadership](#)

The SEVEN Deadly Sins of Leadership... what they never taught you in seminary

Leadership can be thought of as the capacity to define oneself to others in a way that clarifies and expands a vision of the future. The degree that a leader is a manager, not of others but of one’s self, will determine how well an organization functions. Our time will focus on avoiding the common pitfalls for leadership by: 1) increasing one’s ability to separate from the anxious forces swirling about while still being connected; 2) Developing clarity about one’s own values; 3) Finding the stamina to persist in the face of resistance; and 4) Practicing self-regulation to not be thrown off course.

[Mickie Crimone, co-founder of The Center for Family Process in Bethesda, Maryland will join IMN as the Thursday keynote leader for the 2016 Annual Conference in Las Vegas in June.]

Interim Ministry Network Issue no. 6 April 13, 2016

<http://coachingleadership.com/about-us/>

[Images for The SEVEN Deadly Sins of Leadership... what they never taught you in seminary](#)

[Images for Mickie Crimone, co-founder of The Center for Family Process](#)

<https://www.healthycongregations.com/events-home2/leadership/may-leadership-series-special-presentation/>

<https://www.amazon.com/Generation-Process-Synagogue-Guilford-Therapy/dp/1609182367>

**What Does the Bible Say About The Seven Deadly Sins?**

[https://www.openbible.info/topics/the\\_seven\\_deadly\\_sins](https://www.openbible.info/topics/the_seven_deadly_sins)

[Images for Bible and Seven Deadly Sins](#)

<https://www.kingjamesbibleonline.org/Bible-Verses-About-The-Seven-Deadly-Sins/>

<http://www.bibleinfo.com/en/questions/what-are-seven-deadly-sins>

<https://www.biblestudy.org/question/what-are-the-seven-deadly-sins.html>

<https://www.patheos.com/blogs/christiancrier/2015/12/24/what-are-the-seven-deadly-sins-from-the-bible/>

<https://www.beliefnet.com/faiths/christianity/what-are-the-7-deadly-sins-from-the-bible.aspx>

<https://www.yourtango.com/2019327163/seven-deadly-sins-according-bible>

<https://www.christianity.com/wiki/sin/what-are-the-seven-deadly-sins.html>

<https://www.jw.org/en/bible-teachings/questions/seven-deadly-sins/>

<https://lordsguidance.com/blogs/blog/what-are-the-seven-deadly-sins-in-the-bible>

[http://alltencommandments.com/all/new/seven\\_deadly\\_sins\\_listed\\_in\\_the\\_bible.php](http://alltencommandments.com/all/new/seven_deadly_sins_listed_in_the_bible.php)

<https://bustedhalo.com/ministry-resources/can-the-7-deadly-sins-be-found-in-scripture>

<https://www.gotquestions.org/seven-deadly-sins.html>

<https://www.allaboutgod.com/what-are-the-seven-deadly-sins-faq.htm>

<https://lifehopeandtruth.com/change/sin/deadly-sins/>

#### 4) Spiritual abuse

A senior pastor told me that he believed it was his mission to preach the church down to its core and then build it up again. I told him he had a choice to make between a ministry of respect and a ministry of resentment. Unfortunately, he chose the latter. He divided the congregation into us-versus-them. When his faction failed in its attempt to take over the church and the foundation, he led them away to establish another congregation and to affiliate with another denomination.

Tending the Flock of God

**Do not lord it over those in your charge** but be examples to the flock.

oremus Bible Browser: 1 Peter 5:3

<http://bible.oremus.org/?passage=1+Peter+5%3A3-5&vnum=yes&version=nrvs>

[Images for Tending the Flock of God](#)

[Images for do not lord it over those in your charge](#)

The Request of the Mother of James and John

When the ten heard it, they were angry with the two brothers. But Jesus called them to him and said, ‘You know that the rulers of the **Gentiles lord it over them**, and their great ones are tyrants over them. It will not be so among you; but whoever wishes to be great among you must be your servant, and whoever wishes to be first among you must be your slave; just as the Son of Man came not to be served but to serve, and to give his life a ransom for many.

oremus Bible Browser: Matthew 20:24-28

<http://bible.oremus.org/?q=207990063>

## Resources

### abusive pastors & the crazy \$(&\*@#%! they get away with

i'm talking about leader-narcissism-abuse-unchecked power that harms people over and over again.

here are some characteristics of narcissists. they:

believe they're better than others

fantasize about power, success and attractiveness

exaggerate achievements or talents

expect constant praise and admiration

fail to recognize other people's emotions and feelings

expect others to go along with their ideas and plans

take advantage of others

express disdain for those they feel are inferior

have trouble keeping healthy relationships

set unrealistic goals

have a fragile self-esteem

<http://kathyescoabar.com/2013/09/16/abusive-pastors-the-crazy-they-get-away-with/>

[Images for abusive-pastors-the-crazy-they-get-away-with](#)

### Are you covering for an abusive pastor? – The Hope of Survivors

Signs you may be covering for a pastor who abuses the flock spiritually:

[http://www.thehopeofsurvivors.com/news\\_notes/covering\\_abusive\\_Pastor.php](http://www.thehopeofsurvivors.com/news_notes/covering_abusive_Pastor.php)

[Images for Are you covering for an abusive pastor? – The Hope of Survivors](#)

<http://pureprovender.blogspot.com/2009/07/are-you-covering-for-spiritually.html>

### BEWARE of ABUSIVE PASTORS - Rubysemporium.org

Ungodly pastors have hurt many people. It is extremely dangerous to stay in a church that has a pastor who is abusive and does not follow the Biblical pattern for pastoral leadership. The problem is that they are often very clever and manipulative, and they can manipulate people into staying in situations that they know are not right. The solution is to stand upon the clear teaching of the Word of God (such as 1 Peter 5:2) and stay away from them and not feel guilty about rejecting their unscriptural authority; and to get into a good church that is pastored by a compassionate man of God.

[http://www.rubysemporium.org/sa\\_abusive\\_pastor.html](http://www.rubysemporium.org/sa_abusive_pastor.html)

[Images for BEWARE of ABUSIVE PASTORS - Rubysemporium.org](#)

### Broken Hearts Shattered Trust: Workplace Abuse of Staff in the Church by Dr. John Keith Setser (Author)

"How could he?" "Doesn't he know me?" "Did I do something wrong?" "Where is God in all this?" **Workplace abuse by a senior pastor** (or other Christian employer) robs its victims of joy, overwhelms them with grief, and requires healing. If you've been devastated by a trusted Christian leader, you are not alone. Many (including author John Setser, D.Min.) have walked down this difficult road. While sharing their stories, "Broken Hearts, Shattered Trust: Workplace Abuse of Staff in the Church" identifies the warning signs of a wounding agent, examines the trauma he causes, and explores six types of loss for the wounded individual. These losses include relational, material, intrapsychic, functional, role, and systemic catastrophes. Most importantly, this book offers practical suggestions to assist with recovery from the ordeal.

<https://www.amazon.com/Broken-Hearts-Shattered-Trust-Workplace/dp/1505412501>

[http://markbeaird.org/wmlib/pdf/articles/when\\_senior\\_pastors\\_abuse\\_church\\_staff.pdf](http://markbeaird.org/wmlib/pdf/articles/when_senior_pastors_abuse_church_staff.pdf)

<https://factsandtrends.net/2015/10/13/staff-abuse-can-it-happen-here/>

<https://www.michaeldottin.com/equipping/spiritual-abuse-forum/>

[Images for Dr. John Keith Setser \(Author\)](#)

[Images for Broken Hearts Shattered Trust by Dr. John Keith Setser \(Author\)](#)

### Confronting Abusive Pastors, Part 1: Speaking Truth to Power | Nathan's Voice

How do we handle misconduct by leaders in the church, especially when it goes beyond merely personal sin and involves an abuse of position or trust which harms the church and hurts others?

<http://nathansvoice.org/2011/06/12/abusive-pastors-1/>

[Images for Confronting Abusive Pastors, Part 1: Speaking Truth to Power | Nathan's Voice](#)

[Images for speaking truth to power](#)

<http://nathansvoice.org/2011/06/10/abusive-pastors-2/> My Personal Angst

<http://nathansvoice.org/2011/06/08/abusive-pastors-3/> Private or Public Sin?

<http://nathansvoice.org/2011/06/06/abusive-pastors-4/> Mandatory Public Reprimand

<http://nathansvoice.org/2011/06/04/abusive-pastors-5/> Civil and Criminal Law

[Images for Confronting Abusive Pastors](#)

### Eight Signs of Spiritual Abuse - Rick Thomas

Spiritual abuse happens when someone volitionally manipulates another person to accomplish an ungodly agenda. All abuse, including physical and sexual abuse, is spiritual abuse.

<https://rickthomas.net/a-few-signs-of-spiritual-abuse-from-a-pastor/>  
<https://soundcloud.com/your-daily-drive/what-are-a-few-signs-of-spiritual-abuse-from-a-pastor>  
Images for signs of spiritual abuse from a pastor  
<https://rickthomas.net/spiritual-abuse-when-it-is-time-to-leave/>

### 5 Ways Churches Can Curb Pastoral Abuse - EthicsDaily.com

Pastoral abuse of any form – whether it is emotional, psychological, social, physical, financial or sexual – occurs when pastors overstep their boundaries and view congregation members as a means to an end.

<http://www.ethicsdaily.com/5-ways-churches-can-curb-pastoral-abuse-cms-20733>  
Images for Churches Can Curb Pastoral Abuse  
<https://ethicsdaily.com/beyond-churchtoo-a-path-forward-for-evangelicals/>  
<https://ethicsdaily.com/clergy-sex-abuse-survivor-questions-fairness-of-sbc-executive-committee-study-cms-9469/>  
<https://ethicsdaily.com/ethicsdaily-com-tracks-clergy-sex-abuse-in-the-southern-baptist-convention-cms-12087/>  
<https://ethicsdaily.com/changing-church-culture-to-support-sexual-assault-victims-part-2/>  
<https://ethicsdaily.com/look-back-snap-seeks-transparent-study-of-clergy-sex-abuse/>  
<https://ethicsdaily.com/4-questions-about-sexual-abuse-your-church-is-afraid-to-ask/>

### 75 best Spiritual Abuse images on Pinterest

<https://www.pinterest.com/uncertainscribe/spiritual-abuse/>  
<https://www.pinterest.com/WOSNYS/spiritual-abuse/>  
<https://www.pinterest.com/shandalives/spiritual-abuse/>  
<https://www.pinterest.com/georginabourdea/spiritual-abuse/>  
<https://www.pinterest.com/dawnirons2/spiritual-abuse/>  
<https://www.pinterest.co.uk/symiller1/surviving-spiritual-abuse/>  
<https://www.pinterest.com.au/jennymarie30/spiritual-abuse/>  
<https://www.pinterest.com/lizettemobey/spiritual-abuse-and-deception/>  
<https://www.pinterest.com/evadunnam/npdemotional-spiritual-abuse/>

### Spiritual Abuse | John Mark Ministries

Every week, as a counselor, I come across victims of 'spiritual abuse.' The following is offered as a first-draft attempt to promote discussion on a very common problem...

<http://www.jmm.org.au/articles/2108.htm>  
Images for Spiritual Abuse  
<http://www.jmm.org.au/articles/8442.htm> Effective Pastoral Leadership

### The Pastor's Wife (film) - Wikipedia

Mary reveals that Matthew, despite his kind pastor image, was an angry and **abusive** man who engaged in physical and emotional abuse when she did something that angered him. She had never revealed this to anyone because her religious beliefs led her to silence. Matthew threatened to hurt or kill her to make her keep quiet. Mary also revealed Matthew tried to tax cheat the money she won in a lottery in order to pay their bills by having her put it in an account at another bank under her name. When the bank calls and asks her and her husband to meet them due to suspicions about the money, Mary tells Matthew about it on the night before he is murdered, but Matthew has no intention to follow her to the bank, citing since the account was under her name, it was her problem to deal with it. Mary refuses to reveal more of the abuses she suffered from Matthew to her lawyer, but upon learning her parents-in-law have not given her daughters her letters over what happened, making her eldest believe she murdered their father in cold blood, Mary finally reveals it in order to not lose custody of her daughters.

[http://en.wikipedia.org/wiki/The\\_Pastor's\\_Wife\\_\(film\)](http://en.wikipedia.org/wiki/The_Pastor's_Wife_(film))  
Images for Pastor's Wife (film)  
[https://en.wikipedia.org/wiki/The\\_Pastor%27s\\_Wife\\_\(book\)](https://en.wikipedia.org/wiki/The_Pastor%27s_Wife_(book))  
Images for The Pastor%27s Wife (book)

### Thugs in the Pulpit - Ministry Today

How do **abusive** pastors get this kind of control over people? The roots of this awesome clerical power deserve some examination. They are biblical, social, institutional, and personal:

<http://ministrytodaymag.com/display.php?id=8960>  
Images for Thugs in the Pulpit - Ministry Today  
<https://ministrytodaymag.com/278-archives>

### Warning Signs of Spiritual Abuse, Part One | CBN.com

A common characteristic of an abusive religious system is that the real needs of the people are lost in the never-ending quest by the leaders for personal fulfillment and happiness.

[http://www.cbn.com/spirituallife/churchandministry/spiritual\\_abuse1.aspx](http://www.cbn.com/spirituallife/churchandministry/spiritual_abuse1.aspx)  
[http://www.cbn.com/spirituallife/churchandministry/Spiritual\\_Abuse2.aspx](http://www.cbn.com/spirituallife/churchandministry/Spiritual_Abuse2.aspx)  
[http://www.cbn.com/spirituallife/churchandministry/Spiritual\\_Abuse3.aspx](http://www.cbn.com/spirituallife/churchandministry/Spiritual_Abuse3.aspx)



## Images for Warning Signs of Spiritual Abuse

### What Does the Bible Say About Verbal Abuse? - OpenBible.info

[https://www.openbible.info/topics/verbal\\_abuse](https://www.openbible.info/topics/verbal_abuse)

<https://www.gotquestions.org/Bible-abuse.html>

<http://www.patheos.com/blogs/christiancrier/2015/11/25/7-bible-verses-about-verbal-abuse-or-violence/>

<https://bible.org/article/verbal-abuse>

<https://www.whatchristianswanttoknow.com/what-does-the-bible-say-about-verbal-abuse/>

<https://www.compellingtruth.org/verbal-abuse.html>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Verbal-Abuse/>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Emotional-Abuse/>

<https://billygraham.org/story/dealing-with-a-verbally-abusive-spouse/>

<https://www.pinterest.com/pin/19773685842356362/> Discover ideas about Bible Verses About Judging. What does the Bible say about verbal abuse? Does the Bible describe anyone abusing someone else verbally?

<https://www.crosswalk.com/family/marriage/life-with-dr-jekyll-and-mr-hyde-the-verbally-abusive-marriage-11597290.html>

<https://lindasbiblestudy.wordpress.com/2013/07/26/counseling-issues-verbal-abuse/>

### What Really Matters: The Controlling, Abusive Pastor

Here is a list of some common characteristics of a controlling, abusive pastor...

<http://setfree0408.blogspot.com/2009/04/controlling-abusive-pastor.html>

[Images for Controlling Abusive Pastor](#)

[Images for quotes on abusive pastors](#)

### When the Abuser is a Pastor | A Cry for Justice

Increasingly we are hearing from abuse victims whose abuser is a pastor. Emphasis upon "increasingly." These reports are common enough that we are beginning to wonder if one major reason abuse victims are being treated with such injustice in churches is because their pastor is an abuser himself. Yes, many pastors are just plain clueless about abuse. They are fearful when an abuse report comes from their way and they morph into self-protection mode. But the plain, biblical truth is that false shepherds creep into the body of Christ and destroy and scatter Christ's sheep.

<http://cryingoutforjustice.wordpress.com/2013/01/11/abuse-and-pastors-when-the-abuser-is-a-pastor-by-jeff-crippen/>

[Images for When the Abuser is a Pastor | A Cry for Justice](#)

<https://www.amazon.com/Cry-Justice-Domestic-Abuse-Church/dp/1879737914>

### why abusive pastors like Standridge will always find pulpits - Patheos

Jim Standridge will always find a pulpit and he knows it. Because he knows that there are enough Christians who want this kind of relationship because they feel they deserve it. The way Standridge acts is the way God acts. God is angry. They repent. God forgives. On and on this goes, reaffirming that there is at least some kind of working relationship between them and God.

<http://www.patheos.com/blogs/nakedpastor/2013/06/why-abusive-pastors-like-standridge-will-always-find-pulpits/>

[Images for why abusive pastors like Standridge will always find pulpits - Patheos](#)

<https://www.youtube.com/watch?v=PSJt-LHMNRY> Jim Standridge Throws a Hissy Fit – YouTube

<https://www.youtube.com/watch?v=crEyDnIC31w> Pastor Jim Standridge Infamous Ranting Sermon (Full Sermon) – YouTube

<http://www.christianpost.com/news/pastor-in-tirade-caught-on-tape-both-commended-and-rebuked-99661/>

[Images for pastor-in-tirade-caught-on-tape-both-commended-and-rebuked](#)

## 5) Know it all or know nothing?

The new seminary graduate followed a long-tenured pastorate, which ended in retirement. The new grad possessed confidence in her notion of what needed to happen from the services of worship to climate change and wasted little time to implement her goals.

### The Mod | "Help For The New Pastor: Practical Advice For Your First Year of Ministry" by Charles Malcolm Wingard

**The temptation of many new ministers is to inflict their good ideas on an unsuspecting church.** Over the course of seminary and internships, these well-meaning newly ordained pastors have constructed a house of cards that includes all of their theology, their critique of other forms of ministry, and their belief that God has given them a unique role to play in rescuing the church from whatever problem that currently plagues it. Once called to a church and given a measure of authority, these new ministers arrive with their carefully honed philosophy of ministry, their plans for revival, and their list of non-negotiables in tow. Pity the elders, deacons, or lay leaders who stand in their way!

<https://www.whitehorseinn.org/2019/08/the-mod-help-for-the-new-pastor-practical-advice-for-your-first-year-of-ministry-by-charles-malcolm-wingard/>

[Images for The Mod | "Help For The New Pastor: Practical Advice For Your First Year of Ministry" by Charles Malcolm Wingard](#)

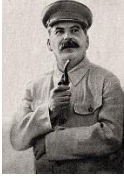
## 6) Studying at the seminary no guarantee

Joseph Stalin studied at Tiflis Theological Seminary



### Joseph Stalin - Wikipedia

When Ioseb was sixteen, he received a scholarship to attend the Tiflis Spiritual Seminary, the leading Russian Orthodox seminary in Tiflis; the language of instruction was Russian. Despite being trained as a priest, he became an atheist in his first year. He was a voracious reader and became a Georgian cultural nationalist. He anonymously published poetry in Georgian in the local press and engaged in student politics.<sup>[14]</sup> Although his performance had been good, he was expelled in 1899 after missing his final exams. The seminary's records also suggest that he was unable to pay his tuition fees.<sup>[15]</sup> Around this time, Ioseb discovered the writings of Vladimir Lenin and joined the Russian Social-Democratic Labor Party, a Marxist group.



[https://en.wikipedia.org/wiki/Joseph\\_Stalin](https://en.wikipedia.org/wiki/Joseph_Stalin)  
Images for Joseph Stalin

### Joseph Stalin - Biography - Dictator - Biography.com

Joseph's mother, a devout Russian Orthodox Christian, wanted him to become a priest. In 1888, she managed to enroll him in church school in Gori. Joseph did well in school, and his efforts gained him a scholarship to Tiflis Theological Seminary in 1894.

<http://www.biography.com/people/joseph-stalin-9491723#communist-party-leader>  
Images for Joseph Stalin - Biography - Dictator

but later converted to Marxism and carried out a systematic persecution of the church as the General Secretary of the Central Committee of the Communist Party of the Soviet Union.

### Resources

#### Joseph Stalin, the Real History - Part 1 - YouTube

This irresponsible creature and killer of 20 millions' innocent lives was power monger, greedy.

<https://www.youtube.com/watch?v=gSW2sRKgLwo> Joseph Stalin, the Real History --Part 1 - YouTube

<https://www.youtube.com/watch?v=J0uuC1cs66I> Joseph Stalin, the Real History --Part 2 - YouTube

[https://www.youtube.com/watch?v=tM79\\_7XYbcA](https://www.youtube.com/watch?v=tM79_7XYbcA) Joseph Stalin, the Real History --Part 3 - YouTube

<https://www.youtube.com/watch?v=HahFJbp8U5I> Joseph Stalin, the Real History --Part 4 - YouTube

<https://www.youtube.com/watch?v=S8z3hWd1wU4> Joseph Stalin, the Real History --Part 5 - YouTube

<https://www.youtube.com/watch?v=Vn1sxqsyLKQ> Stalin Documentary part 6 - YouTube

<https://www.youtube.com/watch?v=CwFqBFBHbkY> History Revision Recordings Part 7 - Stalin's Dictatorship, USSR, 1924-41

Images for Joseph Stalin - YouTube

#### 94 best Stalin images on Pinterest

<https://www.pinterest.com/Bodark357/stalin/>

Images for Stalin on Pinterest

<https://www.pinterest.com/taliesyn88/joseph-stalin/>

<https://www.pinterest.com/redkarlene/stalin/>

<https://www.pinterest.com/worldwaritem/josef-stalin/>

<https://www.pinterest.com/harrym9/joseph-stalin/>

<https://www.pinterest.com/galashaplin/stalin/>

<https://www.pinterest.com/darrenwalsh58/joseph-stalin/>

<https://www.pinterest.com/lorochanii/joseph-stalin/>

### Persecution of Christians in the Soviet Union – Wikipedia

Throughout the history of the Soviet Union (1922-1991), Soviet authorities suppressed and persecuted various forms of Christianity to different extents depending on the particular era. Soviet policy, based on the ideology of Marxism-Leninism, made atheism the official doctrine of the Soviet Union. Marxism-Leninism has consistently advocated the control, suppression, and the elimination of religious beliefs.<sup>[1]</sup>

The state was committed to the destruction of religion,<sup>[2][3]</sup> and destroyed churches, mosques and temples, ridiculed, harassed, incarcerated and executed religious leaders, flooded the schools and media with atheistic teachings, and generally promoted atheism as the truth that society should accept.<sup>[4][5]</sup> The total number of Christian victims of Soviet state atheist policies, has been estimated to range between 12-20 million.<sup>[6][7][8]</sup>

[https://en.wikipedia.org/wiki/Persecution\\_of\\_Christians\\_in\\_the\\_Soviet\\_Union](https://en.wikipedia.org/wiki/Persecution_of_Christians_in_the_Soviet_Union)

Images for Persecution of Christians in the Soviet Union

### Stalin: Inside the Terror - YouTube

This is a BBC2 documentary from 2003 and probably one of the best on Stalin. The archive footage is very good, and it draws upon some excellent evidence from close witnesses, including Stalin's own family. Uploaded for educational purposes only.

<https://www.youtube.com/watch?v=SlzApqzIP3Q>  
[Images for Stalin: Inside the Terror](#)

### USSR anti-religious campaign (1928–41) - Wikipedia

The USSR anti-religious campaign of 1928–1941 was a new phase of [anti-religious](#) persecution in the [Soviet Union](#) following the [anti-religious campaign of 1921–1928](#). The campaign began in 1929, with the drafting of new legislation that severely prohibited religious activities and called for a heightened attack on religion in order to further disseminate [atheism](#). This had been preceded in 1928 at the [fifteenth party congress](#), where [Joseph Stalin](#) criticized the party for failure to produce more active and persuasive anti-religious [propaganda](#). This new phase coincided with the beginning of the forced mass [collectivization of agriculture](#) and the nationalization of the few remaining [private enterprises](#). Many of those who had been arrested in the 1920s would continue to remain in prison throughout the 1930s and beyond. The main target of the anti-religious campaign in the 1920s and 1930s was the [Russian Orthodox Church](#), which had the largest number of faithful. Nearly all of its [clergy](#), and many of its believers, were shot or sent to [labor camps](#). Theological schools were closed, and church publications were prohibited.<sup>[1]</sup> More than 85,000 Orthodox priests were shot in 1937 alone.<sup>[2]</sup> Only a twelfth of the Russian Orthodox Church's priests were left functioning in their parishes by 1941.<sup>[3]</sup> In the period between 1927 and 1940, the number of Orthodox Churches in the Russian Republic fell from 29,584 to less than 500.

The campaign slowed down in the late 1930s and early 1940s, and came to an abrupt end after the commencement of [Operation Barbarossa](#).<sup>[4]</sup> The challenge produced by the German invasion would ultimately prevent the public withering away of religion in Soviet society.<sup>[4]</sup>

This campaign, like the campaigns of other periods that formed the basis of the USSR's efforts to eliminate religion and replace it with atheism supported with a [materialist world view](#),<sup>[5]</sup> was accompanied with official claims that there was no religious persecution in the USSR, and that believers who were being targeted were for other reasons. Believers were in fact being widely targeted and persecuted for their belief or promotion of religion, as part of the state's campaign to disseminate atheism, but officially the state claimed that no such persecution existed and that the people being targeted - when they admitted that people were being targeted - were only being attacked for resistance to the state or breaking the law.<sup>[6]</sup> This guise served Soviet propaganda abroad, where it tried to promote a better image of itself especially in light of the great criticism against it from foreign religious influences.

[https://en.wikipedia.org/wiki/USSR\\_anti-religious\\_campaign\\_\(1928%E2%80%9C41\)](https://en.wikipedia.org/wiki/USSR_anti-religious_campaign_(1928%E2%80%9C41))  
[Images for USSR anti-religious campaign \(1928–41\)](#)

## 7) When pastors leave the ministry

Interim pastors may follow pastors who leave the ministry. The following resources may help to understand some of the dynamics.

### Resources

#### Adversity in pastoral leadership: Are pastors leaving the ministry in record numbers, and if so, why?

As churches in the West grapple with the rising tide of secularism, post-modernism and individualized spirituality, the leaders of those churches become casualties of these macro-environmental factors. Statistics show that three pastors in North America leave the vocational ministry every day to move into a different career path. This ongoing loss of leadership must prove detrimental for churches, which in turn are confronting declining attendance figures, declining income and low volunteerism from the membership. It would seem that pastoral leadership is vital to the health and sustenance of the church, and yet churches all over North America are losing pastoral leadership on a daily basis. This article attempts, through the use of Osmer's heuristic, to review why it is that pastors are leaving the ministry and what might be done to stem that tide. A missional ontology in contrast to a Christendom ontology together with a review of workplace adversity and the Scriptural data on suffering in the ministry are developed for the reader as potential solutions to stem the tide.

<http://www.ve.org.za/index.php/VE/article/view/821>

[Images for Adversity in pastoral leadership: Are pastors leaving the ministry in record numbers, and if so, why?](#)

#### Before You Quit -- When Ministry Is Not What You Thought [Blaine Allen]

Solid and practical emergency care for pastors, deacons, teachers, and ministry leaders who just want to throw in the towel.

Sound help to reason out a decision based on calm thinking and biblical principles.

<http://www.amazon.com/Before-Quit-When-Ministry-Thought/dp/0825420121>

[https://books.google.com/books/about/Before\\_You\\_Quit.html?id=NOUzc\\_XteCcC](https://books.google.com/books/about/Before_You_Quit.html?id=NOUzc_XteCcC)

[https://www.goodreads.com/author/show/220965.Blaine\\_Allen](https://www.goodreads.com/author/show/220965.Blaine_Allen)

[Images for Blaine Allen, author before you quit](#)

[Images for Before You Quit -- When Ministry Is Not What You Thought \[Blaine Allen\]](#)

#### Don't Make Your Pastor a Statistic? : 9Marks

Longevity

- 50% of the ministers starting out will not last 5 years.
- 1 out of every 10 ministers will actually retire as a minister in some form.
- 4,000 new churches begin each year and 7,000 churches close.
- Over 1,700 pastors left the ministry every month last year.
- Over 1,300 pastors were terminated by the local church each month, many without cause.

- Over 3,500 people a day left the church last year.

<https://www.9marks.org/article/dont-make-your-pastor-a-statistic/>

<http://www.intothyword.org/apps/articles/default.asp?articleid=36562>

[Images for pastor longevity](#)

[Images for • 50% of the pastor ministers starting out will not last 5 years.](#)

[Images for • Over 1,700 pastors left the ministry every month last year.](#)

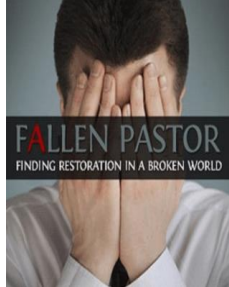
### Fallen Pastor: Finding Restoration in a Broken World [Ray Carroll]

IS RESTORATION POSSIBLE FOR THOSE WHO ONCE LED IN MINISTRY?

With one in three pastors admitting to an affair, churches are now facing a problem of epidemic proportions. Over 1,500 pastors each month leave their church due to some kind of moral failure. And when it happens, the effects are devastating to everyone involved. With so many pastors experiencing the same problem, it's time to bring the issue to light. Is restoration even possible when someone in leadership fails?

*Fallen Pastor* takes an unflinching look into the problems and perils facing so many pastors. It dives into the stories of those who have fallen and asks and answers the hard question of, "Why?" Author Ray Carroll takes a deep look into his own story of adultery and the stories of so many pastors like him, who lost so much in the wake of their decisions. Ray identifies the common decisions and cultural issues that continuously lead to the exact same outcome, issues like isolation, the church mistress, judgmentalism, and idolatry. Ray offers no justification for what happened, instead seeking understanding that leads to a Biblical response of restoration.

*Fallen Pastor* offers perspective and hope for those seeking answers and healing in the wake of these failures. It takes a deep look at why it happens. It also takes the next step and offers solutions to those wanting to prevent the problem from happening in the first place. Churches could actually begin to change and even stop the problem.



<https://www.amazon.com/Fallen-Pastor-Finding-Restoration-Broken/dp/0615567096>

<https://www.goodreads.com/book/show/21014231-fallen-pastor>

<https://www.barnesandnoble.com/w/fallen-pastor-ray-carroll/1115720206>

<http://fallenpastor.com/2014/10/02/pastor-falls-pt-1-can-leaders/>

<http://fallenpastor.com/pastors-cheat-2/>

<https://jerryjohnston.com/wp-content/themes/jerryjohnston/images/pdf/jerryjohnston-pdf/JJ-Chapter3.pdf>

Page 83

<https://geekychristian.com/books/Shawn%20Nelson/Does%20Character%20Matter%20Anymore%20In%20Ministry.pdf>

Page 45

<https://geekychristian.com/does-character-matter-anymore-in-ministry/>

<http://bensimpson.com/fallen-pastor-a-book-review/>

<https://www.dianasavage.com/book-reviews/>

FALLEN PASTOR by Ray Carroll

<https://www.youtube.com/watch?v=miY9DmDHwtw>

Fallen Pastor - YouTube

[Images for Fallen Pastor - YouTube](#)

<https://www.facebook.com/fallenpastorbook/?rc=p>

<http://www.amazon.com/Ray-Carroll/e/B006R0RE7O>

[https://www.goodreads.com/author/show/3086887.Ray\\_Carroll](https://www.goodreads.com/author/show/3086887.Ray_Carroll)

[Images for Ray Carroll, author fallen pastors](#)

[Images for Fallen Pastor: Finding Restoration in a Broken World \[Ray Carroll\]](#)

### It is still difficult for pastors to leave the ministry - Patheos

I wrote this a year ago. It still applies. I frequently talk with pastors, and the struggle they are enduring is unbelievable. It's believable to me though because I've experienced it and experience it still. This is what I wrote a year ago and I repost it in total because I would say the exact same thing today.

I am a pastor who left the ministry. It was one of the most difficult decisions and transitions I ever made. It's not just a matter of changing one's career. It is much more complex than that.

Here's why:

<http://www.patheos.com/blogs/nakedpastor/2013/05/it-is-still-difficult-for-pastors-to-leave-the-ministry/>

[Images for difficult for pastors to leave the ministry](#)

### It Only Hurts on Monday: Why Pastors Quit and What You Can Do About It [Gary L. McIntosh, Robert L. Edmondson, Kimberly Miller, Julie Becker]

Pastors are quitting! Some leave for what they hope will be greener pastures in another church. Some drop out of ministry altogether. Why? The pressures of ministry are such that many pastors spend their days off simply trying to recover. When a

fellow pastor was asked how things were going in his ministry, his wry answer was "It only hurts on Monday." Evidence suggests pastors are moving or dropping out at an increasing rate. The Barna Research Group found that the average pastorate twenty years ago was about seven years in length but had dropped by 1993 to about four years. The authors have researched over 60 ex-pastors and their churches to discover some of the causes of this crisis in pastoral leadership.

Topics include: burnout, professional isolation, inadequate education, unrealistic expectations, resistance to change, poor pastoral accountability, tight finances, personal loneliness, and spiritual warfare. Each chapter concludes with helpful and practical suggestions on what you can do to help your pastor have a longer and more fruitful ministry in your church.

<http://www.amazon.com/Only-Hurts-Monday-Pastors-about/dp/1889638021>

[https://www.goodreads.com/book/show/1812367.It\\_Only\\_Hurts\\_on\\_Monday](https://www.goodreads.com/book/show/1812367.It_Only_Hurts_on_Monday)

<http://www.lifeandleadership.com/book-summaries/mcintosh-it-only-hurts-on-monday.html>

<http://www.christianity9to5.org/wp-content/uploads/2013/04/OvercomingDiscouragement.pdf>

<http://www.lifeandleadership.com/book-summaries/mcintosh-it-only-hurts-on-monday.html>

<https://books.google.com/books?isbn=0830823190>

<http://www.churchgrowthnetwork.com/gary-mcintosh/>

<https://www.churchgrowth.org/gary-mcintosh/>

[http://www.talbot.edu/faculty/profile/gary\\_mcintosh/](http://www.talbot.edu/faculty/profile/gary_mcintosh/)

<http://open.biola.edu/authors/gary-l-mcintosh>

<https://www.amazon.com/Gary-L.-McIntosh/e/B000AQ1114>

[http://www.goodreads.com/author/show/58621.Gary\\_L\\_McIntosh](http://www.goodreads.com/author/show/58621.Gary_L_McIntosh)

Images for Gary I. McIntosh, author

Images for *It Only Hurts on Monday: Why Pastors Quit and What You Can Do About It* [Gary L. McIntosh, Robert L. Edmondson, Kimberly Miller, Julie Becker]

Page 187

### **Pastors in Transition: Why Clergy Leave Local Church Ministry (Pulpit and Pew) [Dean R. Hoge, Jacqueline E. Wenger]**

Whether they leave out of preference for another ministry or due to serious conflict, pastors who relinquish parish ministry face misunderstanding and even hostility. *Pastors in Transition* brings clarity to this little-examined aspect of the pastorate by examining the main reasons why pastors in five Protestant denominations have left parish ministry.

The fruit of careful sociological research, *Pastors in Transition* presents the findings of the largest-ever study of recently ended ministries. More than 900 ex-ministers, representing the Assemblies of God, the Evangelical Lutheran Church in America, the Lutheran Church-Missouri Synod, the Presbyterian Church (USA), and the United Methodist Church, were surveyed or interviewed. Besides gathering facts and figures, the book contains personal stories, forthright opinions, and concrete recommendations from former pastors for strengthening parish ministry in the future.

Foreword / Jackson W. Carroll

1. The setting
  2. Pastors who left local church ministry
  3. Pastors who preferred another kind of ministry
  4. Pastors who needed to care for children or family
  5. Pastors who had conflict in the congregation
  6. Pastors who had conflict with denominational leaders
  7. Pastors who were burned out or discouraged
  8. Pastors who left due to sexual misconduct
  9. Pastors who left due to divorce or marital problems
  10. Perspectives from judicatory leaders
  11. The impact of gender and sexuality
  12. Thinking about returning to the pastorate
  13. Summary and recommendations from pastors
- App. A. Past research on pastors who left local church ministry  
App. B. Research method  
App. C. Additional data tables  
App. D. Helpful books on problems facing pastors

<http://www.amazon.com/Pastors-Transition-Clergy-Church-Ministry/dp/0802829082>

<https://www.goodreads.com/book/show/24989757-pastors-in-transition>

<https://clio.columbia.edu/catalog/5396400>

<https://books.google.com/books?isbn=0802829082>

[https://books.google.com/books/about/Pastors\\_in\\_Transition.html?id=QxazlaBhF24C](https://books.google.com/books/about/Pastors_in_Transition.html?id=QxazlaBhF24C)

<http://www.religion-online.org/showarticle.asp?title=3319>

<http://thinkchristian.net/why-do-pastors-leave-the-ministry>

[https://en.wikipedia.org/wiki/Dean\\_Hoge](https://en.wikipedia.org/wiki/Dean_Hoge)

<http://ipr.cua.edu/faculty/hoge.cfm>

<https://www.amazon.com/Dean-R.-Hoge/e/B001IXOE46>

[https://www.goodreads.com/author/show/544781.Dean\\_R\\_Hoge](https://www.goodreads.com/author/show/544781.Dean_R_Hoge)

Images for Dean R. Hoge, author

[https://www.amazon.com/s?ie=UTF8&page=1&rh=n%3A283155%2Cp\\_27%3AJacqueline%20E.%20Wenger](https://www.amazon.com/s?ie=UTF8&page=1&rh=n%3A283155%2Cp_27%3AJacqueline%20E.%20Wenger)

[https://www.goodreads.com/author/show/1048487.Jacqueline\\_E\\_Wenger](https://www.goodreads.com/author/show/1048487.Jacqueline_E_Wenger)

[Images for Jacqueline E. Wenger, author](#)

[Images for Pastors in Transition: Why Clergy Leave Local Church Ministry \(Pulpit and Pew\) \[Dean R. Hoge, Jacqueline E. Wenger\]](#)

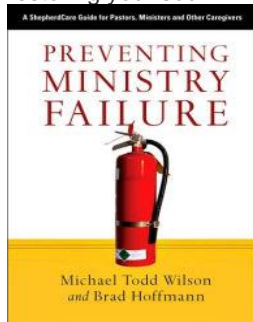
<http://www.pulpitandpew.org/pastors-transition-why-clergy-leave-local-church-ministry>

<http://www.pulpitandpew.org/>

[Images for Pulpit and Pew](#)

### **Preventing Ministry Failure: A ShepherdCare Guide for Pastors, Ministers and Other Caregivers [Michael Todd Wilson, Brad Hoffmann]**

Great ministers don't just happen. Great falls from ministry don't just happen either. A complex mix of factors both internal and external test the limits of your ability to minister wholeheartedly over the long haul. Senior pastor Brad Hoffmann and licensed professional counselor Michael Todd Wilson work with pastors removed from their place of service. The common experiences of these pastors revealed patterns that consistently contributed to burnout, ineffectiveness and moral failure. If such patterns can be predicted, the authors reasoned, can they be prevented? *Preventing Ministry Failure* is a personal guidebook for pastors and other caregivers to prepare them to withstand common pressures and to flourish in the ministry God has called them to. Work through the exercises and reflections individually or in conversation with your peers, and you'll find yourself better equipped for the challenges of vocational ministry, and more conscious of the presence of God leading you on and restoring your soul.



<http://www.amazon.com/Preventing-Ministry-Failure-ShepherdCare-Caregivers/dp/0830834443>

[http://www.goodreads.com/book/show/1457511.Preventing\\_Ministry\\_Failure](http://www.goodreads.com/book/show/1457511.Preventing_Ministry_Failure)

<https://www.barnesandnoble.com/w/preventing-ministry-failure-michael-todd-wilson/1112134333>

<https://www.christianbook.com/preventing-ministry-shepherdcare-pastors-ministers-caregivers/michael-wilson/9780830834440/pd/834440>

<https://www.cokesbury.com/9780830834440-Preventing-Ministry-Failure>

<https://www.ivpress.com/preventing-ministry-failure>

<https://www.crosswalk.com/church/pastors-or-leadership/how-to-prevent-failure-in-your-ministry.html>

<http://www.peace-haven.org/books>

<https://www.vitalsource.com/textbooks/religion/christian-ministry/pastoral-resources>

<https://hopequestgroup.org/resources/recommended-readings/>

[DOC]Curriculum For Pastor Care Specialists Addressing Significant Pastor Issues - Marble Retreat Page 207

<https://books.google.com/books?isbn=0830834443>

<https://thelittlemaninchina.wordpress.com/2012/08/23/book-review-preventing-ministry-failure-by-michael-todd-wilson-and-brad-hoffmann/>

<http://sharperiron.org/article/book-review-preventing-ministry-failure>

<https://www.amazon.com/Michael-Todd-Wilson/e/B001JS7PZ0>

[http://www.goodreads.com/author/show/493422.Michael\\_Todd\\_Wilson](http://www.goodreads.com/author/show/493422.Michael_Todd_Wilson)

[Images for Michael Todd Wilson, author](#)

<https://www.amazon.com/Brad-Hoffmann/e/B003QTUJEXA>

[https://www.goodreads.com/author/show/7156450.Brad\\_Hoffmann](https://www.goodreads.com/author/show/7156450.Brad_Hoffmann)

[Images for Brad Hoffmann, author preventing ministry failure](#)

[Images for Preventing Ministry Failure: A ShepherdCare Guide for Pastors, Ministers and Other Caregivers \[Michael Todd Wilson, Brad Hoffmann\]](#)

### **Six Things You Need to Know about Pastors Who Leave the Ministry – ThomRainer.com**

LifeWay Research recently released a study about pastors who left the pastorate before they were retirement age. You can read more about the study [her](#), but I want us to look at six key issues from the study that are vitally important.

<http://thomrainer.com/2016/01/six-things-you-need-to-know-about-pastors-who-leave-their-ministry/>

[Images for Six Things You Need to Know about Pastors Who Leave the Ministry – ThomRainer.com](#)

<http://lifewayresearch.com/2016/01/12/former-pastors-report-lack-of-support-led-to-abandoning-pastorate/>

<http://thomrainer.com/2016/05/current-update-on-why-pastors-are-quitting-rainer-on-leadership-227/>

<http://thomrainer.com/2012/12/15/eight-negative-reasons-pastors-leave-a-church/>

<http://thomrainer.com/2017/08/before-you-fire-your-pastor/>

<http://thomrainer.com/2015/09/the-most-common-reason-pastors-give-when-they-leave-a-church/>

<http://thomrainer.com/2013/09/seven-reasons-pastors-burn-out/>



<http://thomrainer.com/2013/03/ten-things-pastors-wish-they-knew-before-they-became-pastors/>  
<https://thomrainer.com/2014/03/eight-of-the-most-significant-struggles-pastors-face/>  
<http://thomrainer.com/2017/04/five-common-unreasonable-requests-church-members-make-pastors/>  
[www.lifeway.com/pastors/2017/06/02/thoughts-pastors-considering-quitting/](http://www.lifeway.com/pastors/2017/06/02/thoughts-pastors-considering-quitting/)  
<http://thomrainer.com/2018/01/eleven-specific-ways-pray-pastor/>  
<https://thomrainer.com/2018/02/five-reasons-many-pastors-struggle-depression/>  
<http://www.lifeway.com/pastors/2015/09/01/research-finds-few-pastors-give-up-on-ministry/>  
<http://www.lifeway.com/pastors/2016/05/31/five-stages-of-a-pastors-ministry/>  
<https://thomrainer.com/2013/09/eight-areas-where-many-ministers-are-unprepared-for-ministry/>  
Images for thom rainer (author)

### 10 Real Reasons Pastors Quit Too Soon - ChurchLeaders

More than 1,700 pastors leave the ministry every month.

This staggering number includes some of the brightest, most inspiring pastors in the country. To prevent the continued flight of our pastors, we need to understand the cause of the problem. Though every situation is unique, the reasons pastors leave are often similar. Here are 10 common reasons pastors quit too soon.

<http://www.churchleaders.com/pastors/pastor-articles/161343-tim-peters-10-common-reasons-pastors-quit-too-soon.html?p=3>

Images for Reasons Pastors Quit Too Soon

<http://thegospelcoalition.org/blogs/kevindeyoung/2013/04/18/why-pastors-quit/>

<http://blog.restoringkingdombuilders.org/tag/why-pastors-quit-ministry/>

Images for Pastors Quit Ministry

<https://www.startchurch.com/blog/view/name/why-many-pastors-quit-the-ministry-on-july-5th>

Images for Pastors Quit the Ministry on July 5th

<https://www.christianitytoday.com/news/2016/january/why-734-pastors-quit-how-churches-could-have-kept-them.html>

<https://www.christianitytoday.com/karl-vaters/2016/september/epidemic-another-pastor-burned-out-and-quit-last-sunday.html>

Images for pastor burned out

<https://www.christianitytoday.com/edstetzer/2015/october/that-stat-that-says-pastors-are-all-miserable-and-want-to-q.html>

<https://religionnews.com/2016/01/12/conflict-burnout-among-top-reasons-pastors-quit/>

<http://www.sermoncentral.com/pastors-preaching-articles/leslie-holmes-preacher-to-preacher-three-vital-questions-before-you-quit-the-ministry-1418.asp>

Images for Questions Before You Quit the Ministry

### What Pastors Face Today - Barnabas Ministries, Inc.

**Pastors today face unprecedented challenges.** They are viewed by many with suspicion, minister in a materialistic and religiously pluralistic culture hostile to biblical Christianity, face an attitude of consumerism and special interest groups in the church, are looked at more as CEO's than as shepherds caring for the souls of people, and they and their families are repeatedly under spiritual attack by the forces of darkness.

Though many pastors are experiencing joy and fulfillment in pastoral ministry many others are lonely, discouraged, afraid to trust others, and hammered by criticism. Studies and statistics reveal a disturbing pattern of resignations, burnout, depression, and moral failure within the ranks of God's chosen servant-leaders.

<http://www.barnabasministriesinc.org/86-front-page-articles/8-what-pastors-face-today>

Images for What Pastors Face Today - Barnabas Ministries, Inc.

### Why Do So Many Pastors Leave the Ministry? - Pinterest

<https://fi.pinterest.com/pin/334110866079819496/>

Images for Pastors Leave the Ministry on Pinterest

<https://www.pinterest.com/harvestmoon1125/being-a-pastors-wife/>

<https://www.pinterest.com/concordiasupply/pastor-appreciation/>

### Why Pastors Leave the Ministry? | Outside the Camp

Whether you're in the pastorate or not, here are a few concrete examples of why pastors leave the ministry (taken from 9 Marks blog) which I hope is helpful to you. Firstly, we'll take a look at the U.S, and secondly a sneak-peek on Japan.

<http://outsidecampers.com/2011/06/05/why-pastors-leave-the-ministry/>

[http://www.markbeaird.org/wmlib/pdf/articles/10\\_reasons\\_why\\_pastors\\_leave\\_the\\_ministry.pdf](http://www.markbeaird.org/wmlib/pdf/articles/10_reasons_why_pastors_leave_the_ministry.pdf)

Images for Reasons Why Pastors Leave the Ministry

[www.pastoralcareinc.com/statistics/](http://www.pastoralcareinc.com/statistics/)

<http://www.intothyword.org/apps/articles/?articleid=36562> Statistics on Pastors - Into Thy Word

<http://www.churchleadership.org/apps/articles/default.asp?blogid=4545&view=post&articleid=Statistics-on-Pastors-2016-Update&link=1&fldKeywords=&fldAuthor=&fldTopic=0> Statistics on Pastors: 2016 Update - Church Leadership

<http://www.expastors.com/why-do-so-many-pastors-leave-the-ministry-the-facts-will-shock-you/>

<http://www.expastors.com/pastor-survey/>

Images for most pastors feel unprepared

<http://www.seminarygradschool.com/article/9-Secrets-Pastors-Keep>

Images for most pastor's families are negatively impacted

<https://authentikmag.com/nine-secrets-your-pastors-wife-wishes-you-knew/>

<http://scottbrownonline.com/church-and-family-issues-%E2%80%93-is-the-church-harmful-to-pastors-families/>  
 Images for pastors struggle with depression and discouragement  
<https://www.christianitytoday.com/pastors/2017/december-web-exclusives/when-youre-pastor-who-suffers-from-depression.html>  
<https://www.christianitytoday.com/pastors/1982/winter/depressioninclergy.html>  
 Images for pastor depression  
 Images for pastors are lonely  
<https://www.christianitytoday.com/karl-vaters/2015/october/lonely-small-church-pastor-breaking-cycle.html>  
[www.bpnews.net/36377/poll-many-pastors-feel-lonely-discouraged](http://www.bpnews.net/36377/poll-many-pastors-feel-lonely-discouraged)  
 Images for pastors lonely discouraged  
[www.bpnews.net/50521/loneliness--pastors-highlight-need-for-community](http://www.bpnews.net/50521/loneliness--pastors-highlight-need-for-community)  
 Images for statistics on pastors leaving the ministry  
<http://www.expastors.com/why-do-so-many-pastors-leave-the-ministry-the-facts-will-shock-you/>  
[http://mondaymorninginsight.typepad.com/monday\\_morning\\_insight\\_we/2005/04/why\\_do\\_pastors\\_.html](http://mondaymorninginsight.typepad.com/monday_morning_insight_we/2005/04/why_do_pastors_.html) Why Do Pastors Leave the Ministry? - Typepad  
 Images for Pastors Leave the Ministry  
<http://www.jmm.org.au/articles/11965.htm> Why Some Pastors Leave Churches | John Mark Ministries  
 Images for Why Some Pastors Leave Churches  
[www.strategicrenewal.com/2012/03/30/why-10-reasons-pastors-leave/](http://www.strategicrenewal.com/2012/03/30/why-10-reasons-pastors-leave/)  
[www.strategicrenewal.com/2017/10/02/whats-plaguing-pastors/](http://www.strategicrenewal.com/2017/10/02/whats-plaguing-pastors/)  
<http://jeremyroberts.org/why-young-pastors-leave-the-ministry/>  
 Images for Why Young Pastors Leave the Ministry  
<http://www.pastorburnout.com/pastors-leaving.html>  
<http://www.pastorburnout.com/pastor-burnout-statistics.html>  
<http://www.pastorburnout.com/i-am-leaving-my-pastor-husband.html>  
 Images for Pastors Leaving Ministry  
<https://fallenpastor.com/1500-pastors-are-leaving-the-ministry-a-month-did-you-notice/>  
<https://www.standingstoneministry.org/top-2-causes-for-pastors-leaving-ministry-and-more-statistics/>  
 Images for causes-for-pastors-leaving-ministry

**Why Pastors Quit: Bo Lane, Ramon Presson by Bo Lane (Author), Ramon Presson (Introduction)**

My journey as a pastor had quite a few ups and downs. Although there were many aspects of serving in full-time ministry that I loved, there were more things that happened along the way that made a negative impact on both myself and my family. After I resigned from the pastorate, it took several years of forgiving and getting plugged in to a healthy church before I really began to heal from the hurt. Whether you've spent your entire career as a pastor or if you have recently thrown in the towel, *Why Pastors Quit* is an easy-to-read book that will encourage you and make you ask the question: What can I do to help change the statistics?

<https://www.amazon.com/Why-Pastors-Quit-Bo-Lane/dp/1497410894>  
<https://www.goodreads.com/book/show/22363747-why-pastors-quit>  
<https://www.barnesandnoble.com/w/why-pastors-quit-bo-lane/1119007272>  
<https://www.fishpond.com.au/Books/Why-Pastors-Quit-Bo-Lane-Ramon-Presson-Introduction-by/9781497410893>  
<http://bolane.org/>  
<https://www.amazon.com/Bo-Lane/e/B00J99G4FS>  
[https://www.goodreads.com/author/show/7945570.Bo\\_Lane](https://www.goodreads.com/author/show/7945570.Bo_Lane)  
 Images for Bo Lane (Author)  
[https://www.goodreads.com/author/show/7443079.Ramon\\_L\\_Presson](https://www.goodreads.com/author/show/7443079.Ramon_L_Presson)  
 Images for Ramon Presson, author  
 Images for Why Pastors Quit: Bo Lane, Ramon Presson by Bo Lane (Author), Ramon Presson (Introduction)

**8) Self-assured**

An unpretentious preacher completed a faithful but unspectacular long-tenured pastorate and retired. The congregation then called a self-assured pastor who resigned the call after a few years and eventually resigned from the roster. The congregation then called another self-assured pastor who was asked to resign after a few years. The congregation then called still another self-assured pastor...

**A Practical Guide for Life and Ministry: Overcoming 7 Challenges Pastors Face by David Horner**

Each time, I was embarrassed, both for the people subjected to such a prideful display and for the **strutting peacock** posing as a humble shepherd of souls. The challenging part of all this is that no one is immune from drifting into the currents of pride. Unless the Lord guards my heart, I can be the next pastor to fall prey to this dreadful disease.

<https://books.google.com/books?isbn=1441233539> Page 121 -7- THE INDISPENSABLE QUALITY OF HUMILITY  
[https://books.google.com/books/about/A\\_Practical\\_Guide\\_for\\_Life\\_and\\_Ministry.html?id=eMxV1lq7Wc0C](https://books.google.com/books/about/A_Practical_Guide_for_Life_and_Ministry.html?id=eMxV1lq7Wc0C)  
 Images for strutting peacocks

Many books focus on how to grow a church and "succeed" as a pastor, but few help clergy cope with the daily pressures they face in juggling the demands of ministry, family, and personal ambitions. David Horner overturns the notion that pastors must accept disobedience in some aspects of life to thrive in others. Examining his thirty years of pastoral ministry, Horner mines seven key challenges that pastors must face well in order to restore and maintain a healthy

balance.

Church leaders and those who love them will find this book a practical and biblical guide that reinvigorates their calling.

<https://www.amazon.com/Practical-Guide-Life-Ministry-Overcoming/dp/0801091950>

<http://www.goodreads.com/book/show/3307110-a-practical-guide-for-life-and-ministry>

<https://www.barnesandnoble.com/w/a-practical-guide-for-life-and-ministry-david-horner/1124054267>

<https://www.olivetree.com/store/product.php?productid=28924>

<http://www.bakerpublishinggroup.com/books/a-practical-guide-for-life-and-ministry/282611>

<https://www.christianbook.com/practical-ministry-overcoming-challenges-pastors-ebook/david-horner/9781441233530/pd/23912EB>

<http://www.youthworker.com/articles/a-practical-guide-for-life-and-ministry-overcoming-7-challenges-pastors-face/>

[http://www.goodreads.com/author/show/15722508.David\\_Horner](http://www.goodreads.com/author/show/15722508.David_Horner)

[Images for David Horner, author life and ministry](#)

[Images for A Practical Guide for Life and Ministry: Overcoming 7 Challenges Pastors Face by David Horner](#)

## 9) Hanging on for the money

He was becoming cynical toward life, in general, and growing weary of pastoral ministry, in particular. He could have taken early retirement, but to walk away at the top of the pay scale when he had incurred financial obligations would have been in his words “financial suicide.”

## 10) Unifier or polarizer

She relocated from out east to take a call at a newly formed open country multi-point parish because she wanted to be closer to her aging parents. She displayed a bumper sticker on her car demonstrating her support for the Vermont senator running for president, while the township in which the town was located voted for the real estate mogul from New York. Fifteen months after starting, the pastor announced her resignation in her newsletter column to take effect in 4 months at the latest and earlier if she could find another call. During the concurrence interview with the Parish Council, one member said that she could not get the name of the parish right for the first month. “She was addicted to Facebook,” another stated, adding, for instance, that the pastor met with members one night and then made deprecatory comments about them on Facebook the next morning. When I asked about the council minutes stating that the pastor was absent, I was told that there was so much conflict she did not show. Members on the Parish Council described the pastor of the past 19 months as “not a good fit.” When confronted with criticism, she replied that she was called first by God and then by the parish. She unapologetically identified herself as left of center and let her opinions on that side of the spectrum be known. She identified others by which side of center they belonged. I was told by someone who worked with her many years earlier that it was “her way or no way.”

[Polarizer definition and meaning | Collins English Dictionary](#)

Polarizer definition: a person or a device that causes polarization

<https://www.collinsdictionary.com/us/dictionary/english/polarizer>

[Images for Polarizer definition and meaning](#)

[Unifier dictionary definition | unifier defined](#)

noun

The definition of a unifier is someone or something that brings others together.

<http://www.yourdictionary.com/unifier>

[Images for Unifier dictionary definition](#)

The second Saturday of my assignment I went to the youth rodeo put on by the local riding club outside of town. The third Saturday I went to the horse pull at the county fair 10 miles from the parsonage.

## 11) Unifier or provocateur

The newly formed parish could have used someone to help bring them together. Instead, as reported by the patriarch at one of the congregations, “She liked to stir things up.”

[Provocateur definition and meaning | Collins English Dictionary](#)

noun

a person who deliberately behaves controversially in order to provoke argument or other strong reactions

<https://www.collinsdictionary.com/us/dictionary/english/provocateur>

[Images for Provocateur definition and meaning](#)

## 12) Dial it down

The patriarch at one of the congregations tried to warn her that most of the people did not share her political orientation and that she was offending many. She then unfriended people on Facebook whom she had earlier invited and ended up further offending others.

[Tony Dungy thinks someone needs to tell Jalen Ramsey to dial it down – ProFootballTalk on NBCSports.com](#)

As Jaguars cornerback [Jalen Ramsey](#) continues to say anything he wants to say about any (and seemingly every) player in the NFL, a Hall of Fame head coach has some free advice regarding the advice someone should be giving Ramsey.

"I hope one of Jalen Ramsey's coaches or teammates tells him that **he is a player and not a broadcaster** at this point in his career," Dungy said on Twitter in the aftermath of Ramsey's latest critique of rival players to ESPN The Magazine. "He's a great player. He needs to concentrate on his job and leave the analysis of other players to the media."

<https://profootballtalk.nbcsports.com/2018/08/31/tony-dungy-thinks-someone-needs-to-tell-jalen-ramsey-to-dial-it-down/>  
[Images for Tony Dungy thinks someone needs to tell Jalen Ramsey to dial it down](#)

### 13) Drama Queen

She acted in theatre productions before going into the ministry. I was told in pastoral ministry she lurched from one crisis to another.

#### Drama Queen | Definition of Drama Queen by Merriam-Webster

Definition of drama queen. : a person given to often **excessively emotional performances or reactions.**

<https://www.merriam-webster.com/dictionary/drama%20queen>  
[Images for Drama Queen | Definition](#)

My role as the interim pastor was to carry out a drama free style of leadership.

#### No-Drama Leadership: How Enlightened Leaders Transform Culture in the Workplace by Marlene Chism (Author)

Choice. Power. Speed. Today's leaders continually face these forces. But with too many choices, too much power, and too much speed, leaders often make decisions in a heightened state of emotion (and drama). Hasty decisions are often poor ones, and, in this climate, there is no place to hide. Privacy is a thing of the past; the days of covering up or ignoring a problem are over. In today's transparent culture, the decision making of leaders is more vulnerable than ever-and it is more critical than ever to get it right. Marlene Chism's *No-Drama Leadership* introduces just the model the corporate world needs. Using case studies, checklists, and examples from various levels of hierarchy in leadership and from a variety of industries, Chism introduces the mindset shifts and practical skills needed to develop enlightened leaders, whose decision making flows from a much more grounded and aligned place. You will learn how to: Identify the signs of misalignment Increase your leadership effectiveness Use four quadrants of change as a catalyst for leadership growth Increase employee engagement Tap into the gifts and talents of your employees Communicate strategically Create a culture of accountability Increase innovation and productivity through empowerment. Today's leader needs more than position, power, or business acumen. Today's leader needs more than self-management, communication skills, or emotional intelligence. We need leaders who are aligned, aware, and accountable, who balance choice and power with wisdom and responsibility-leaders who embrace and embody both the inner game of leadership growth with the outer game of business results, modeling both the mindsets and actions that transform the cultures they lead.

<https://www.amazon.com/No-Drama-Leadership-Enlightened-Transform-Workplace/dp/1629560618>

<https://www.goodreads.com/book/show/23258884-no-drama-leadership>

<https://www.barnesandnoble.com/w/no-drama-leadership-marlene-chism/1120409808>

<https://ebscolearning.files.wordpress.com/2015/11/no-drama-leadership.pdf>

[https://books.google.com/books/about/No\\_Drama\\_Leadership.html?id=YWFuDQAAQBAJ](https://books.google.com/books/about/No_Drama_Leadership.html?id=YWFuDQAAQBAJ)

[https://www.slideshare.net/Clemens\\_Schober146/sign-up-to-get-nodrama-leadership-how-enlightened-leaders-transform-culture-in-the-workplace-by-marlene-chism-194400419](https://www.slideshare.net/Clemens_Schober146/sign-up-to-get-nodrama-leadership-how-enlightened-leaders-transform-culture-in-the-workplace-by-marlene-chism-194400419)

<https://blog.kevineikenberry.com/leadership-supervisory-skills/no-drama-leadership-how-enlightened-leaders-transform-culture-in-the-workplace/>

<http://marlenechism.com/about/books/no-drama-leadership/>

<http://marlenechism.com/about/books/excerpts-no-drama-leadership/>

<http://marlenechism.com/stop-workplace-drama/>

<https://www.publishersweekly.com/978-1-62956-061-8> Nonfiction Book Review

<https://www.linkedin.com/in/marlenechism>

<https://www.amazon.com/Marlene-Chism/e/B002BM6WYI>

[https://www.goodreads.com/author/show/4470879.Marlene\\_Chism](https://www.goodreads.com/author/show/4470879.Marlene_Chism)

[Images for Marlene Chism \(Author\)](#)

[Images for No-Drama Leadership: How Enlightened Leaders Transform Culture in the Workplace by Marlene Chism \(Author\)](#)

#### 17 best Drama free zone images on Pinterest

<https://www.pinterest.com/ahunter6127/drama-free-zone/>

[Images for drama free zone on pinterest](#)

<https://www.pinterest.com/grecojones/drama-free-zone/>

<https://www.pinterest.com/lulujakeharry/drama-free/>

<https://www.pinterest.com/reneaproffitt/drama-free-zone/>

<https://www.pinterest.com/dhodqe2016/drama-free-zone/>

<https://www.pinterest.com/ahunter6127/drama-free-zone/>

[https://www.pinterest.com/rs\\_brown/drama-free-zone/](https://www.pinterest.com/rs_brown/drama-free-zone/)

<https://www.pinterest.com/grecojones/drama-free-zone/>

<https://www.pinterest.com/kellyyeats/drama-free-zone/>

# Drama Free Zone

## 14) A ministry of respect or a ministry of resentment?

<sup>17</sup> Show proper respect to everyone, love the family of believers, fear God, honor the emperor.

[1 Peter 2:17 - Bible Gateway](#)

<https://www.biblegateway.com/passage/?search=1+Peter+2:17>

[Images for proper respect to everyone](#)

<sup>14</sup>Pursue peace with everyone, and the holiness without which no one will see the Lord. <sup>15</sup>See to it that no one fails to obtain the grace of God; that no root of bitterness springs up and causes trouble, and through it many become defiled.

[oremus Bible Browser: Hebrews 12:14-15](#)

<http://bible.oremus.org/?passage=Hebrews+12%3A14-15&vnum=yes&version=nrsv>

[Images for root of bitterness springs up and causes trouble](#)

Respect leads to connection and affiliation, while resentment leads to disconnect and disaffiliation.

### Resources for respect

[Aretha Franklin - Respect \[1967\] \(Original Version\) - YouTube](#)

<https://www.youtube.com/watch?v=6FOUqQt3Kg0>

[Images for Aretha Franklin - Respect \[1967\] \(Original Version\) - YouTube](#)

[Best 25+ Respect others ideas on Pinterest](#)

<https://www.pinterest.com/explore/respect-others/>

[Images for respect pinterest](#)

<https://www.pinterest.com/explore/respect-others-quotes/>

<https://www.pinterest.com/lisazolizbyers/respect/>

[Defining respectful leadership - RSM Discovery - Rotterdam School of Management](#)

Research shows that employees value respectful leadership very highly. But what is it exactly? Can it be measured, and is it possible for managers to determine if they give it to their employees?

<https://discovery.rsm.nl/articles/detail/40-defining-respectful-leadership/>

[Images for Defining respectful leadership - RSM Discovery - Rotterdam School of Management](#)

[Five Easy Principles? - Bloomberg](#)

As a professional ethicist, however, my responsibility is not merely to explain what we ought to do, but, perhaps more importantly, to say why we ought to do it. My ethical obligation to you is to provide good reasons for how we ought and ought not to act.

For the next several columns, I will present an account of the five fundamental ethical principles that are the foundation of right conduct in any arena of your life. They are:

Do no harm

Make things better

**Respect others**

Be fair

Be compassionate

These principles reveal the secret to living a rich, satisfying, and happy life, and we have known about them for more than 5,000 years. Every religious tradition in the world teaches them, as do parents in every country. Without them civilization would be impossible because there would be nothing but chaos everywhere. These principles have a transforming effect on who we are and where we go in life, and for that reason, we can rightly refer to them as "life principles."

<http://www.businessweek.com/stories/2007-01-10/five-easy-principles-businessweek-business-news-stock-market-and-financial-advice>

[Images for Five Easy Principles? - Bloomberg - Respect others](#)

<http://www.businessweek.com/stories/2007-01-18/principle-no-dot-2-make-things-betterbusinessweek-business-news-stock-market-and-financial-advice>

<http://www.businessweek.com/stories/2007-01-25/principle-no-dot-3-respect-others-part-1-businessweek-business-news-stock-market-and-financial-advice>

<http://www.businessweek.com/stories/2007-01-31/principle-no-dot-3-respect-others-part-2-businessweek-business-news-stock-market-and-financial-advice>

<http://www.businessweek.com/stories/2007-02-08/principle-no-dot-4-be-fair-part-1-businessweek-business-news-stock-market-and-financial-advice>

<http://www.businessweek.com/stories/2007-02-15/principle-no-dot-4-be-fair-part-2-businessweek-business-news-stock-market-and-financial-advice>



<http://www.businessweek.com/stories/2007-02-22/the-fifth-life-principle-be-lovingbusinessweek-business-news-stock-market-and-financial-advice>

### Going, going, gone: What happened to respect and how do we get it back? - The Lutheran Magazine

Respect. Aretha Franklin sang about it. Rodney Dangerfield joked about it. Americans lament the lack of it. We feel slighted when we get cut off on the freeway. We bemoan the impoliteness of a failed "please" or "thank you." We're disheartened when people are mistreated for being different.

Our leaders even fail to model the virtues of respect—witness TV news shows that turn into shrill shouting matches between advocates who have little interest in seeing the humanity in those with whom they disagree.

Our lamentations may become even more visceral when a cell phone disrupts the solemnity of Sunday worship.

#### *Be It Resolved*

Start the New Year out respectfully:

1. Be intentional about letting others know you value them.
2. Act respectfully. Respect is something done as opposed to possessed.
3. Be attentive. Respect begins with listening well, not planning what you'll say next.
4. Surprise people with your politeness. It might be contagious.
5. Breathe. Exercise patience and calm in tense situations.
6. Confront biases. Recognize and eliminate biases that inhibit your ability to give respect.
7. Model respect for the children in your life by how you treat others—the salesclerk, the person who cuts you off in traffic. Kids are watching (and listening to) you.
8. Introduce children (and yourself) to different people, experiences. Watch for ways to broaden their worldview.
9. Practice respect and reverence for all creatures and creation.
10. Lead with grace. Forgive often, speak and show love abundantly.

[Jonathan Cordero](#)

[Don Waisanen](#)

and [Julie B. Sevig](#)

[http://www.thelutheran.org/article/article.cfm?article\\_id=7695](http://www.thelutheran.org/article/article.cfm?article_id=7695)

Images for Going, going, gone: What happened to respect and how do we get it back? - The Lutheran Magazine

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

### Great Leaders Know Respect Is The Keystone Of A Successful Business - Forbes

Respect must play the most important role in any personal or working relationship.

<https://www.forbes.com/sites/davidkwilliams/2013/05/29/great-leaders-know-respect-is-the-keystone-of-a-successful-business/#3f74dd3560bb>

Images for Great Leaders Know Respect Is The Keystone Of A Successful Business - Forbes

<https://www.forbes.com/sites/glennlopis/2013/07/22/5-ways-leaders-earn-respect-from-their-employees/#32706c6d1bb5>

<https://www.forbes.com/sites/deeppatel/2017/09/18/10-ways-to-gain-respect-as-a-young-leader/#3cb233ed17d3>

Images for gain respect

<https://www.forbes.com/sites/markhall/2018/03/04/how-to-gain-respect-as-a-young-leader-without-having-years-of-management-experience/#5f52b10931f2>

Images for gain-respect-as-a-young-leader

<https://www.forbes.com/sites/averyblank/2018/04/10/how-leaders-disagree-and-win-respect-thatll-earn-you-respect-too/#1e02ffa6518a>

<https://www.forbes.com/sites/victorlipman/2017/01/10/why-respect-is-key-to-employee-engagement/#42d3728c5394>

Images for respect employee engagement

<https://www.forbes.com/sites/forbescoachescouncil/2018/01/11/driving-workplace-civility-through-trust-and-respect/#7b33d11d63b9>

Images for civility through respect

<https://www.forbes.com/sites/deeppatel/2017/03/03/4-ways-to-earn-respect-as-a-young-manager/#4e42c2f7259f>

Images for earn respect

<https://www.forbes.com/sites/forbescoachescouncil/2017/12/27/16-essential-leadership-skills-for-the-workplace-of-tomorrow/#7d38a3c654ce> #2

### How to Command Respect from Other People (with Pictures) - wikiHow

[Being respected](#) is one thing, but *commanding* respect is another. Some people just seem to command respect from the second they walk in the room. Research shows that we sometimes judge leaders not on how they perform, but on how they look.<sup>[1]</sup> This is even more significant when you consider that other people form an impression of you within 7 seconds of meeting you and that is generally the impression they will take away with them.<sup>[2]</sup>

<https://www.wikihow.com/Command-Respect-from-Other-People>

Images for How to Command Respect from Other People

[www.zustco.com/cz\\_articles/leaders\\_can\\_command\\_respect.pdf](http://www.zustco.com/cz_articles/leaders_can_command_respect.pdf)

<http://grahamshevlin.com/b2evo///index.php/2011/06/01/why-leaders-cannot-really-demand-respect?blog=2>

<https://completewellbeing.com/article/command-dont-demand-respect/>

<https://churchleaders.com/youth/youth-leaders-blogs/158359-rachel-bloom-are-you-demanding-or-commanding-respect-as-a-leader.html>  
Images for commanding respect as a leader  
[www.theleadermaker.com/cant-demand-respect/](http://www.theleadermaker.com/cant-demand-respect/)  
<https://www.comparebusinessproducts.com/fyi/leadership-101-how-command-respect-through-body-language>  
Images for command-respect-through-body-language

### Minnesota Council of Churches Respectful Conversations

Respectful Conversations are structured, facilitated conversations designed not to change minds, but soften hearts.

<http://www.mnchurches.org/respectfulcommunities/respectfulconversations.html>  
Images for Minnesota Council of Churches Respectful Conversations  
<http://www.mnchurches.org/respectfulcommunities.html>  
<https://www.facebook.com/pg/RespectfulConversationsProject/posts/>  
<http://oursavioursmpls.org/news/59/64/Peace-with-Justice-Forum-Respectful-Conversations.html>  
<https://www.ncbi.nlm.nih.gov/pubmed/24494388> Not changing minds but softening hearts.  
<https://www.youtube.com/watch?v=cV4gLmjUuO8> Respectful Conversations – YouTube  
<https://www.youtube.com/watch?v=xMtDVOawysg> MCC Respectful Conversations - YouTube  
Images for MCC Respectful Conversations - YouTube

### Pledges

1. I shall **respect** the instructor and all senior ranks.
2. I shall conduct myself in a **respectful** manner.
3. I shall **respect** the teachings of Kyuki-Do and never misuse them.
4. I shall always **respect** the rights of others.
5. I shall strive for camaraderie and peace in the world.

### Kyuki-do Basic Information - Escambia Martial Arts

<http://escambiamartialarts.com/refpledge.php>  
Images for respect the instructor and all senior ranks

### Respect and Leadership

Respect and Leadership go together. You can't have one without the other. Therefore, it is important to know how to gain respect and to maintain morale with good leadership skills.

<http://respectandleadership.net/>  
Images for Respect and Leadership  
<https://www.leadershipthoughts.com/respect-and-leadership/>  
<http://www.thoughtleadersllc.com/2016/01/why-respect-is-the-cornerstone-of-effective-leadership/>  
<http://www.leecockerell.com/archive.cfm> 26. 3.  
<http://otago.ourarchive.ac.nz/handle/10523/1210> The role of respect in leadership - OUR Archive - University of Otago  
Images for respect in leadership  
<http://www.edutopia.org/blog/successful-school-leadership-social-emotional-learning-maurice-elias> #4

### Respect Quotes - BrainyQuote

[http://www.brainyquote.com/quotes/topics/topic\\_respect.html](http://www.brainyquote.com/quotes/topics/topic_respect.html)  
Images for respect quotes  
<https://www.goodreads.com/quotes/tag/respect>  
[www.wiseoldsayings.com/respect-quotes/](http://www.wiseoldsayings.com/respect-quotes/)  
<http://awakenthegreatnesswithin.com/26-inspirational-quotes-respect/>  
Images for inspirational-quotes-respect  
<http://wisdomquotes.com/respect-quotes/>  
[www.greatexpectations.org/quotes-about-respect](http://www.greatexpectations.org/quotes-about-respect)  
<http://quoteideas.com/respect-quotes/>  
<http://www.planetofsuccess.com/blog/2017/powerful-respect-quotes/>  
Images for powerful-respect-quotes  
<https://www.thebalancecareers.com/inspirational-quotes-for-business-and-work-about-respect-1919392>  
<http://www.famousquotes123.com/respect-quotes.html>  
<https://www.forbes.com/quotes/theme/respect/>  
[www.azquotes.com/quotes/topics/respect.html](http://www.azquotes.com/quotes/topics/respect.html)  
<https://www.passiton.com/respect>  
<http://legacycultures.com/tag/respect-quotes/>

### Respect Quotes - YouTube

<https://www.youtube.com/watch?v=SYBnP4tzOms>  
Images for Respect Quotes - YouTube  
<https://www.youtube.com/watch?v=S-AmtNyy0nQ> Respect quotes – YouTube  
<https://www.youtube.com/watch?v=0FQVQpHXeHE> RESPECT : The Best Quotes – YouTube

<https://www.youtube.com/watch?v=JUDt9ltzPu4> 10 Old Famous Respect Quotes – YouTube  
<https://www.youtube.com/watch?v=b6w08J5Llo0> Top 20 Quotes About Respect in Relationships & Respecting Others – YouTube  
<https://www.youtube.com/watch?v=dzVLww5TlcQ> Best Quotes on RESPECT. – YouTube  
<https://www.youtube.com/watch?v=oS5q1jZ13IQ> Famous Respect Quotes 287 - YouTube

### Respect - Wikipedia

Respect is a positive feeling of [esteem](#) or [deference](#) for a [person](#) or other [entity](#) (such as a nation or a religion), and also specific actions and [conduct](#) representative of that esteem. Respect can be a specific feeling of regard for the actual qualities of the one respected (e.g., "I have great respect for her judgment"). It can also be conduct in accord with a specific [ethic](#) of respect.

Respect can be both given and/or received. Depending on an individual's cultural reference frame, respect can be something that is earned. Respect is often thought of as earned or built over time. Often, continued caring interactions are required to maintain or increase feelings of respect among individuals. [Chivalry](#), by some definitions, contains the outward display of respect.

<http://en.wikipedia.org/wiki/Respect>  
[Images for respect](#)

### Respectful Conversation Mission - [respectfulconversation](#)

The MISSION of my respectful conversation project on this web site has two components: To model respectful conversations regarding controversial contemporary issues; and to encourage others to initiate their own forums for respectful conversation about important contemporary issues and to assist in facilitating such additional forums.

<http://www.respectfulconversation.net/mission/>  
[Images for Respectful Conversation Mission](#)

### 7 Ways to Earn Respect as a Leader | Inc.com

Earning respect is in direct correlation to treating others with the same. Showing respect sounds like a basic skill, and yet somehow complaints about being disrespected run rampant around coffee rooms and bathrooms in companies around the country.

<http://www.inc.com/kevin-daum/7-ways-to-earn-respect-as-a-leader.html>  
[Images for 7 Ways to Earn Respect as a Leader | Inc.com](#)  
<https://theundercoverrecruiter.com/earn-respect-leader/>  
<https://www.game-learn.com/leadership-team-development-ways-to-earn-respect-leader/>  
<https://www.bdcnetwork.com/blog/how-earn-respect-leader>  
<https://ruletheroompublicspeaking.com/10-ways-how-leaders-earn-more-respect/>  
<https://www.linkedin.com/pulse/how-earn-respect-leader-irvin-holmes>  
<http://www.brettsimmons.com/2010-02/guest-post-10-ways-to-earn-respect-as-a-leader-in-the-workplace/>  
[www.abwa.org/pages/ten-tips-for-earning-respect-in-the-workplace](http://www.abwa.org/pages/ten-tips-for-earning-respect-in-the-workplace)  
[Images for earning respect in the workplace](#)  
<https://www.strathire.com/leaders-earn-teammates-respect/>  
<https://mbahealthcaremanagement.org/guide/11-ways-to-gain-respect-as-a-leader-in-healthcare-management/>  
<http://therubihogroup.com/12-ways-earn-respect-trust-leader/>  
<https://businesscollective.com/5-steps-for-earning-respect-as-a-leader/>  
<https://www.entrepreneur.com/article/254761> 7 Ways to Earn More Respect - Entrepreneur  
<https://blog.jostle.me/blog/earning-employee-respect-the-first-key-to-engagement/>  
[www.terrystarbucker.com/2016/10/09/4-important-ways-leaders-earn-respect/](http://www.terrystarbucker.com/2016/10/09/4-important-ways-leaders-earn-respect/)  
<https://www.amazon.com/Real-Leaders-Dont-Boss-Organization/dp/1601631863> Real Leaders Don't Boss: Inspire, Motivate, and Earn Respect from Employees and Watch Your Organization Soar by Ritch Eich (Author)  
<https://leaders.blog/leaders-earn-respect/>  
<http://proffittmanagement.com/authentic-leaders-earn-respect/>  
<https://www.leadercast.com/programs/leaders-must-earn-respect-regardless-of-rank>  
[Images for earn respect regardless of rank](#)  
[https://www.leadershipnow.com/leadingblog/2016/02/10\\_ways\\_you\\_earn\\_respect.html](https://www.leadershipnow.com/leadingblog/2016/02/10_ways_you_earn_respect.html)  
<http://leadershipexcursion.co/earn-respect-as-a-leader-using-these-8-guidelines/>  
[https://www.leadershipnow.com/leadingblog/2016/02/10\\_ways\\_you\\_earn\\_respect.html](https://www.leadershipnow.com/leadingblog/2016/02/10_ways_you_earn_respect.html)  
[www.leadersoughttoknow.com/how-leaders-earn-respect-interact-with-others/](http://www.leadersoughttoknow.com/how-leaders-earn-respect-interact-with-others/)  
[www.alliancestaff.com/2017/08/earning-respect-as-a-leader/](http://www.alliancestaff.com/2017/08/earning-respect-as-a-leader/)  
<https://www.trnstaffing.com/how-to-earn-respect-as-a-young-leader/>  
<http://www.sustainabilityconsulting.com/blog/2018/3/13/how-to-earn-respect-as-a-sustainability-leader>  
<http://www.refreshleadership.com/index.php/2017/09/5-important-ways-great-leaders-earn-trust-respect/>  
[Images for great leaders earn respect](#)  
<https://patrickleddin.com/earn-respect-new-leader-mindset/>  
<http://blog.nus.edu.sg/audreyc/2014/03/28/respect-is-earned-not-demanded/>  
[Images for respect earned not demanded](#)

## 10 Small Ways to Gain Respect as a Leader | Monster.com

Respect is not something handed to you when you take on a new leadership role. It is an essential leadership quality that you must build over time. Unfortunately, there is no step-by-step method for gaining respect in a leadership role. Several major areas require your attention, but many leaders overlook small gestures that get big reactions from staff members. You hear the phrase “Don’t sweat the small stuff” in stress-control seminars. But when it comes to respect, you absolutely must sweat the small stuff. Here are 10 small things you can do daily to gain the respect of your staff.

<https://www.monster.com/career-advice/article/gain-respect-as-a-leader>

[Images for 10 Small Ways to Gain Respect as a Leader | Monster.com](#)

<https://www.kingswood.edu/new-pastor-wanting-to-gain-the-respect-of-the-congregation/>

<https://www.karen-keller.com/content/gaining-respect-new-leader>

<https://www.theglobeandmail.com/report-on-business/careers/leadership-lab/how-new-leaders-can-gain-trust-and-respect/article37363465/>

<https://www.linkedin.com/pulse/6-ways-leaders-gain-respect-workplace-leadership-speaker>

[www.johnmaxwell.com/blog/gain-respect-gain-followers-6-ways-to-gain-others-respect](http://www.johnmaxwell.com/blog/gain-respect-gain-followers-6-ways-to-gain-others-respect)

<https://www.lifehack.org/articles/productivity/15-rules-gain-respect-and-become-influential-leader.html>

<https://www.youtube.com/watch?v=v-DYHdxcAw8> Tom Peters: Gain Respect by Giving It - YouTube

<https://www.youtube.com/watch?v=QolxU1IKcz8> 3 Proven Strategies to Gain Credibility, Respect and Influence as a Leader

<https://www.youtube.com/watch?v=7TPklwQGxaA> How To Gain Respect as a Leader - YouTube

[Images for Gain Respect as a Leader - YouTube](#)

## The Courage to Explore: Lessons from the Lewis and Clark Expedition

Teamwork: They **treated every member of the team with respect**, something that was evident in all of their interactions.

<http://blog.pegasus.com/Leverage-Points-Blog/bid/28182/The-Courage-to-Explore-Lessons-from-the-Lewis-and-Clark-Expedition>

[Images for treated every member of the team with respect](#)

## The Diocese of Fargo and Its Affiliates' Statement of Code of Conduct

C. **Respect** for Others. Church workers shall respect the rights, dignity and worth of every human being. Church workers shall respect each person as a creation of God without regard to his/her economic status or degree of participation in parish life.

Church workers shall refrain from physically, spiritually, sexually, verbally or emotionally abusing persons of any age.

<http://www.fargodiocese.org/files/pdf/vicar/fargodio-codeconduct.pdf>

Page 5

[Images for The Diocese of Fargo and Its Affiliates' Statement of Code of Conduct C. Respect for Others.](#)

## What Does the Bible Say About Respect? - OpenBible.info

<https://www.openbible.info/topics/respect>

[Images for bible and respect](#)

<http://www.gotquestions.org/Bible-respect.html>

<https://www.biblestudytools.com/topical-verses/bible-verses-about-respect/>

<https://www.unitedbiblesocieties.org/10-bible-verses-about-respect/>

<https://bible.knowing-jesus.com/topics/Respect,-for-human-beings>

[Images for respect for human beings](#)

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Respect/>

<https://www.verseoftheday.com/topics/respect/>

<https://www.whatchristianswanttoknow.com/bible-verses-about-respect-20-helpful-quotes/>

<http://topverses.com/about/respect>

<https://www.ucg.org/the-good-news/the-bible-and-respect-for-authority>

[Images for respect for human authority](#)

## Resources for resentment

### Anatomy of Resentment I—Entangled in Passion - Orthodox Prison Ministry

Once a resentment has become an unquestioned support for self-deception, self-pity, self-righteousness, and self-justification, it can be very hard to see that it originated in a choice. The first stage in getting tangled up in thoughts and emotions happened because of something someone else did. But the second stage, which St. Hesychios calls “coupling,” cannot occur at all unless I let it happen. The other person may or may not have intended the “affront” as something personal. The process toward resentment begins only if I take it personally. In fact, if the other person insults me or wrongs me intentionally and I brush it off, I never start walking down the path that brings me to resentment, let alone self-deception, self-pity, self-righteousness, and self-justification.

<https://theocpm.org/anatomy-of-resentment-i-entangled-in-passion/>

[Images for Anatomy of Resentment I—Entangled in Passion – Orthodox Prison Ministry](#)

<https://theocpm.org/anatomy-of-resentment-ii-breaking-free-of-entanglement/>

[Images for Anatomy of Resentment II—Breaking Free of Entanglement](#)

### Beyond a Politics of Resentment

There are three categories of response that I can contribute to thinking about what might follow postmodernism. The first is to note that we need to move beyond a politics of resentment. The need to do this is highlighted now that there is some room for

a variety of viewpoints in the public discourse. We once again are confronted with identity politics, which often seems scarcely an improvement over the politics of dominance it seeks to remedy. In some circumstances it is a decidedly worse alternative. It is not enough to observe that those who strongly hold to a particular and limited point of view are not good enough conversationalists, or that they rely on conventions they feel free to undermine. These can be accurate critiques without touching upon the more important issue. As William Blake made clear, it is a holy crime to crush the creative energies of the weak. Unfortunately, those who have been crushed do not emerge from that condition knowing how to lead the rest of us into a new set of relations. We all face that challenge together.

#### Falk (specific) - Beyond a Politics of Resentment - The Focusing Institute

[http://www.focusing.org/apm\\_papers/falk.html](http://www.focusing.org/apm_papers/falk.html)

[Images for Beyond a Politics of Resentment](#)

#### Eight Leadership Qualities.pub

Forgiveness – giving up **resentment** when wronged

<http://www.usps.org/php/kits/documents/201210111012430.Eight%20Leadership%20Qualities.pdf>

[Images for Forgiveness – giving up resentment when wronged](#)

#### Leadership by Resentment: From Ressentiment to Redemption (New Horizons in Leadership Studies series) [Ruth Capriles]

What do such disparate events as Occupy Wall Street, Iran's Islamic revolution and Venezuela's socialist revolution have in common? Often, resentment based on past grievances or shortcomings seems to emerge from the depths of individual and collective psyches over the course of such emotionally charged movements. This resentment, and the related philosophical concept of *ressentiment*, can have a profound impact on the course of history and on the role of leadership within societies. Expanding on the concept of *ressentiment*, this book addresses the importance of emotions in historical events.

The author explores the conditions that foster the development of *ressentiment*, the role of leaders and followers, and the phases of the phenomenon as it encourages destructive behaviors such as murder and suicide. Often considered an incurable disease with destructive social and political repercussions, it is a core motive for acts of terrorism, revolutions, social upheavals and processes of toxic leadership. The author puts forth a model that helps to describe certain historical processes led by *ressentiment*, like some revolutions and terrorist acts, and to distinguish them from other movements that are usually treated as similar (e.g., independence revolutions). The book then tackles a seemingly impossible question: Can we find a cure for this powerful and destructive impulse? With care and deliberation, the author demonstrates the power of ethical leadership, recognition and redemption as positive unifying forces during human conflicts.

A philosophical endeavor to understand events from the Boston Tea Party to Occupy Wall Street, from the French revolution to Hugo Chavez's revolution in Venezuela, this book will be fascinating reading for scholars and students of the social sciences and humanities and those with a particular interest in leadership.

<http://www.amazon.com/Leadership-Resentment-Ressentiment-Redemption-Horizons/dp/1781006563>

<https://books.google.com/books?isbn=1781006571>

[http://books.google.com/books/about/Leadership\\_by\\_Resentment.html?id=IRB3RkRlxY0C](http://books.google.com/books/about/Leadership_by_Resentment.html?id=IRB3RkRlxY0C)

<https://www.youtube.com/watch?v=WnngDGNUT7U> Leadership by Resentment – YouTube

[Images for Leadership by Resentment - YouTube](#)

<http://www.e-elgar.com/shop/leadership-by-resentment>

<http://www.elgaronline.com/view/9781781006566.xml>

<http://www.elgaronline.com/abstract/9781781006566.00011.xml>

<http://www.elgaronline.com/abstract/9781781006566.00010.xml>

<https://www.amazon.com/Ruth-Capriles/e/B00A92HVSS>

[https://www.goodreads.com/author/show/4621250.RUTH\\_CAPRILES](https://www.goodreads.com/author/show/4621250.RUTH_CAPRILES)

[Images for Ruth Capriles, author resentment](#)

[Images for Leadership by Resentment: From Ressentiment to Redemption \[Ruth Capriles\]](#)

[http://www.e-elgar.com/shop/books?book\\_series=New%20Horizons%20in%20Leadership%20Studies%20series](http://www.e-elgar.com/shop/books?book_series=New%20Horizons%20in%20Leadership%20Studies%20series)

<http://www.wheelers.co.nz/browse/series/297454-new-horizons-in-leadership-studies-series/?status=international>

[https://wagner.nyu.edu/files/leadership/14\\_Ospina\\_and\\_Hittleman\\_Thinking\\_sociologically\\_about\\_leadership.pdf](https://wagner.nyu.edu/files/leadership/14_Ospina_and_Hittleman_Thinking_sociologically_about_leadership.pdf)

<https://www.sandiego.edu/soles/departments/leadership-studies/thought-leadership/book-award.php>

[Images for New Horizons in Leadership Studies series](#)

#### Resentment Is Like Taking Poison And Waiting For The Other Person To Die - Forbes

So, first and foremost, we should stop ourselves from jumping to conclusions and we shouldn't let misunderstandings become false facts we pass judgement on. Instead we should commit to simply asking questions and then seek to understand one another's views in the hope of eliminating grudges before they begin.

<https://www.forbes.com/sites/amyanderson/2015/04/07/resentment-is-like-taking-poison-and-waiting-for-the-other-person-to-die/#14d6dc2446c6>

[Images for Resentment Is Like Taking Poison And Waiting For The Other Person To Die - Forbes](#)

<https://www.forbes.com/sites/averyblank/2017/05/09/outshining-your-boss-how-high-performers-can-avoid-resentment/#7f2ed86c2b22>

<https://www.forbes.com/sites/gretchenrubin/2011/05/21/feeling-angry-resentful-or-self-critical-make-the-positive-argument/#64ef8752d719>

[Images for feeling angry resentful](#)

<https://www.forbes.com/sites/amyamorin/2016/09/01/6-ways-to-stop-resenting-other-peoples-success/#17c1221f6201>



Images for stop resenting

<https://www.forbes.com/sites/work-in-progress/2012/08/01/the-real-reason-youre-jealous-of-your-friends-success/#4f11926163be>

### Resentment Quotes - BrainyQuote

<http://www.brainyquote.com/quotes/keywords/resentment.html>

Images for resentment quotes

<https://www.goodreads.com/quotes/tag/resentment>

[https://www.notable-quotes.com/r/resentment\\_quotes.html](https://www.notable-quotes.com/r/resentment_quotes.html)

[www.womenworking.com/7-quotes-help-you-let-go-resentment/](http://www.womenworking.com/7-quotes-help-you-let-go-resentment/)

[www.azquotes.com/quotes/topics/anger-and-resentment.html](http://www.azquotes.com/quotes/topics/anger-and-resentment.html)

Images for anger and resentment

<http://www.livinglifefully.com/resentment.html>

<http://dumb.com/quotes/resentment-quotes/>

### Resentment - Wikipedia

Resentment (also called ranklement or bitterness) is the experience of a negative emotion ([anger](#) or [hatred](#), for instance)<sup>[1]</sup> felt as a result of a real or imagined wrong done.<sup>[citation needed]</sup> Etymologically, the word originates from French “*ressentir*”, re-, intensive prefix, and *sentir* “to feel”; from the Latin “*sentire*”. The English word has become synonymous with anger and [spite](#). [Robert C. Solomon](#), a professor of philosophy at the University of Texas at Austin, places resentment on the same line-continuum with [contempt](#) and [anger](#). According to him, the differences between the three emotions are as follows: resentment is directed towards higher-[status](#) individuals, anger is directed towards equal-status individuals and contempt is directed towards lower-status individuals.<sup>[citation needed]</sup>

Resentment can be triggered by an emotionally disturbing experience felt again or relived in the mind. When the person feeling resentment is directing the emotion at himself or herself, it appears as [remorse](#).<sup>[2][not in citation given]</sup>

<http://en.wikipedia.org/wiki/Resentment>

Images for resentment

### Restoring Hope: Appreciative Strategies to Resolve Grief and Resentment by Robert J. Voyle (Author), Steve Andreas (Foreword)

Annotation: Priest and Psychologist Rob Voyle has synthesized Appreciative Inquiry, the work of Milton Erickson, Steve Andreas and Contemplative Spirituality to create practical exercises to resolve distressing memories and resolve grief and resentment. Strategies are provided to use the exercises with individuals and organizations.

This is not a book about the need for hope or theories about hope. This book is designed to provide effective strategies for dealing with the consequences of serious negative life events and actually restore people to hope.

<http://appreciativeinquiry.case.edu/practice/organizationDetail.cfm?coid=13548&sector=32>

<http://www.amazon.com/Restoring-Hope-Appreciative-Strategies-Resentment/dp/0978707648>

<http://www.clergyleadership.com/hope/hope.cfm>

[http://www.endowedparishes.org/download\\_file/view/1526/](http://www.endowedparishes.org/download_file/view/1526/)

<http://www.appreciativeway.com/hope/hope-prog.cfm>

[https://www.goodreads.com/author/show/10793956.Robert\\_J\\_Voyle](https://www.goodreads.com/author/show/10793956.Robert_J_Voyle)

Images for Robert J. Voyle (Author)

Images for Restoring Hope: Appreciative Strategies to Resolve Grief and Resentment by Robert J. Voyle (Author)

#### Appreciative Strategies to Resolve Resentment

Rev. Dr. Rob Voyle

We have not been entrusted with a ministry of conflict management - we have been entrusted with a ministry of reconciliation! Without forgiveness, reconciliation is impossible. Forgiveness is ridiculously easy when you know how.

Sadly, most people in our churches don't know how! In this program, you will learn the nature of resentment and specific strategies that you can use to teach people how to rapidly and sustainably forgive.

[PDF] 2013 IMN Conference program.pub

<http://imnedu.org/wp-content/uploads/2012/05/2013-IMN-Conference-program.pdf>

Page 6

Images for Appreciative Strategies to Resolve Resentment Rev. Dr. Rob Voyle

### Saul - Wikipedia

Another day, while David is playing the harp, Saul - possessed by an evil spirit - throws a spear at him but misses on two occasions. Saul removes David from the court and appoints him an officer, but David becomes increasingly successful, making Saul even more **resentful** of him.

<http://en.wikipedia.org/wiki/Saul>

Images for king saul

### A Heart of Resentment - Cyber-Church.com

Saul started off on the right track in obeying the voice of the Lord, and in surrendering to his will and commandments but his heart soon turned away, and he began to make decisions and judgments according to his own will, neglecting the voice of the Lord. Therefore, because of his disobedience the Lord was grieved that he ever made Saul “king of Israel.” He declared to Samuel that Saul’s reign would not continue, and Samuel then relayed the Lord’s words to Saul saying: *“But now thy kingdom shall not continue: the LORD hath sought him a man after his own heart, and the*

LORD hath commanded him to be captain over his people, because thou has not kept that which the LORD commanded thee." (1<sup>st</sup> Sam 13:14) Now **Saul's heart was filled with resentment** over the one who would victoriously take his place and Samuel was grieved that Saul had lost his position. Rather than rejoice and give glory to God over the defeat of the "philistine", Saul instead focused ONLY on the positive attention David had received, and allowed jealousy, envy and resentment to overcome the once goodness of his heart.

<http://cyber-church.com/khandie/AHeartOfResentment.htm>

[Images for A Heart of Resentment - Cyber-Church.com](#)

[Images for King Saul's heart was filled with resentment](#)

**Overcoming the Dark Side of Leadership: How to Become an Effective Leader by Confronting Potential Failures by Gary L. McIntosh (Author), Samuel D. Rima (Author)**

9. The Paranoid Leader

**Saul: A Man Shackled by Suspicion**

Page 105

The Christian world has been rocked by the number of prominent leaders, in both church and para-church organizations, who have been rocked by moral, ethical, and theological failures. This pace-setting volume addresses this alarming problem and offers Christian leaders valuable guidance in dealing with the inherent risks of their work.

Using biblical and current examples, the authors describe the characteristics of five types of leaders and the problems that are most likely to develop if their particular dysfunctions develop unrestrained. McIntosh and Rima offer a series of steps for leaders to consider so they can take control of their dark side and learn to harness its creative powers. This edition includes a new introduction, updated information throughout, a self-assessment tool, and other additional material. Includes endorsements from John Maxwell, Leighton Ford, Leith Anderson, and Rob Angel.

<http://www.amazon.com/Overcoming-Dark-Side-Leadership-Confronting/dp/0801068355>

[http://books.google.com/books/about/Overcoming\\_the\\_Dark\\_Side\\_of\\_Leadership.html?id=MDrgOnyykQYC](http://books.google.com/books/about/Overcoming_the_Dark_Side_of_Leadership.html?id=MDrgOnyykQYC)

[Images for The Paranoid Leader Saul: A Man Shackled by Suspicion](#)

**The politics of resentment - PBS Video**

Jeff Greenfield explores the "Occupy Wall Street" and Tea Party movements in a report that examines the politics of resentment throughout American history.

<http://video.pbs.org/video/2153653867/>

[Images for politics of resentment](#)

<https://www.amazon.com/Politics-Resentment-Consciousness-Wisconsin-American/dp/022634911X>

<http://utep1311.pbworks.com/f/Engels+-+The+Politics+of+Resentment.pdf>

[Images for Rethinking Victimage for Resentful Times](#)

**The Purpose Driven Life Quotes**

"**Resentment** always hurts you more than it does the person you resent. While your offender has probably forgotten the offense and gone on with life, you continue to stew in your pain, perpetuating the past. Listen: those who hurt you in the past cannot continue to hurt you now unless you hold on to the pain through resentment. Your past is past! Nothing will change it. You are only hurting yourself with your bitterness. For your own sake, learn from it, and then let it go."

— Rick Warren, *The Purpose Driven Life: What on Earth am I Here for?*

<http://www.goodreads.com/work/quotes/2265235-the-purpose-driven-life>

[Images for resentment always hurts you more](#)

**280 best Resentment images on Pinterest**

<https://www.pinterest.com/smithwkk/resentment/>

[Images for resentment pinterest](#)

<https://www.pinterest.com/debhoots/resentment/>

<https://www.pinterest.com/explore/resentment-quotes/>

<https://www.pinterest.com/aliggins83/resentment/>

<https://www.pinterest.com/sharibeckett/resentment/>

**What Does the Bible Say About Resentment? - OpenBible.info**

<https://www.openbible.info/topics/resentment>

[Images for Bible and Resentment](#)

<http://www.gotquestions.org/Bible-resentment.html>

<https://www.compellingtruth.org/Bible-bitterness-resentment.html>

[Images for bitterness and resentment](#)

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Resentment/>

<https://www.guideposts.org/faith-and-prayer/bible-resources/4-tips-to-help-you-let-go-of-resentment>

[Images for let go of resentment](#)

<https://feelslikehomeblog.com/2015/02/12-bible-verses-to-overcome-anger-resentment/>

[Images for overcome anger resentment](#)

[http://www.cbn.com/spirituallife/cbn teachingsheets/bitterness\\_and\\_resentment.aspx](http://www.cbn.com/spirituallife/cbn teachingsheets/bitterness_and_resentment.aspx)

Images for Overcoming Bitterness and Resentment

<http://dianagrayministries.net/emotions/3-pt2-resentment.html>

<http://www.godtube.com/watch/?v=KDK6G7NX> "Resentment" (It Is Written with John Bradshaw) - Ministry Videos

<http://www.heart-talks.com/resentment.html>

<http://www.patheos.com/Evangelical/Resentment-JE-Dyer-12-10-2012.html>

#### What Leaders Need to Know about Resentment and Conflict | Lisa Petrilli

Resentment often stems from judgments we make about others' actions, experiences and motivations, judgments that are often unfounded because we don't know the other person's perspective, motivations or even their values. This can close off relationships and paths forward in business and leadership, just as it can in life.

<http://www.lisapetrilli.com/2012/02/16/what-leaders-need-to-know-about-resentment-and-conflict/>

Images for What Leaders Need to Know about Resentment and Conflict | Lisa Petrilli

<http://www.lisapetrilli.com/2012/02/16/what-leaders-need-to-know-about-resentment-and-conflict/authoritarian-semiology/>

<https://www.amazon.com/Lisa-Petrilli/e/B006BIXWM8>

#### When ministry and serving produces resentment (part 1) | Dane's Blog

Last time we acknowledged the universal problem of ingratitude and mentioned how this can tempt us to be resentful in ministry. Today we will gain some tools for escaping this trap.

<https://brodane.wordpress.com/2011/08/30/when-ministry-and-serving-produces-resentment-part-1/>

<https://brodane.wordpress.com/2011/09/01/when-ministry-and-serving-produces-resentment-part-2/>

Images for When Ministry and Serving Produces Resentment

### 15) Mending broken trust after sexual impropriety

Interim ministry following a breach of ethics and betrayal of trust presents one of the most challenging situations. Deborah J. Pope-Lance speaks of the task of the afterpastor:

#### Whence We Come and How, and Whither - UU Ministers - Deborah J. Pope-Lance

Indeed, this is the task of the afterpastor-to reverse the breakdown and by doing so, restore trust to the office of ministry. This is hard work and painstaking and must be executed in every relationship. Afterpastors must exercise respect in the face of disrespect, humility in the face of derision, integrity amid boundary pushing chaos, and care for another even as that care is met with suspicion. And most importantly, afterpastors must try to have it not go badly. Again, Afterpastors must both serve well and survive well. And move on when they no more can.



<http://www.uuma.org/Page/BSE2011>

<https://www.linkedin.com/pub/deborah-j-pope-lance/1/b72/32a>

<http://www.uua.org/directory/people/deborah-j.-pope-lance>

<https://www.uua.org/branding/online-course-rev-dr-deborah-j-pope-lance>

<http://www.wildflowerchurch.org/userfiles/Ethical%20Risks%20of%20Ministry025.pdf>

[http://www.amazon.com/s?ie=UTF8&page=1&rh=n%3A283155%2Cp\\_27%3ADeborah%20J.%20Pope-Lance](http://www.amazon.com/s?ie=UTF8&page=1&rh=n%3A283155%2Cp_27%3ADeborah%20J.%20Pope-Lance)

<http://www.danielharper.org/yauu/tag/deborah-pope-lance/>

<https://books.google.com/books?isbn=1558967028>

<https://books.google.com/books?isbn=1566997518>

<https://books.google.com/books?isbn=1566996945>

<https://books.google.com/books?isbn=0941375803>

<http://www.uua.org/directory/people/deborah-j.-pope-lance>

<https://www.linkedin.com/pub/deborah-j-pope-lance/1/b72/32a>

<https://www.uua.org/branding/online-course-rev-dr-deborah-j-pope-lance>

[https://www.amazon.com/s?ie=UTF8&page=1&rh=n%3A283155%2Cp\\_27%3ADeborah%20J.%20Pope-Lance](https://www.amazon.com/s?ie=UTF8&page=1&rh=n%3A283155%2Cp_27%3ADeborah%20J.%20Pope-Lance)

<https://rowman.com/isbn/9781566997669/transitional-ministry-today-successful-strategies-for-churches-and-pastors>

<https://www.youtube.com/watch?v=CICVAFGBThA> Clergy Misconduct in Unitarian Universalism - The VUU #154 – YouTube

Images for Clergy Misconduct in Unitarian Universalism - The VUU #154 – YouTube

<https://rowman.com/isbn/9781566997669/transitional-ministry-today-successful-strategies-for-churches-and-pastors>

Chapter 11 Being an after-pastor

[http://www.goodreads.com/author/show/10793957.Deborah\\_J\\_Pope\\_Lance](http://www.goodreads.com/author/show/10793957.Deborah_J_Pope_Lance)

Images for Deborah J. Pope-Lance, author boundary violations

<http://deborahpopelance.com/resources/>

Images for Whence We Come and How, and Whither - UU Ministers - Deborah J. Pope-Lance

Other resources provide an exhaustive and nuanced background and recommendations.

## Bibliography and Resources for the Interim Pastor

<http://www.afterpastor.org/resources.htm>

<http://www.afterpastor.org/apart.htm>

<http://www.afterpastor.org/guestlog.htm>

[Images for After Pastor](#)

[Images for After Pastor Churches](#)

If I had to pick 2 resources to recommend for interim pastors and after-pastors, I would suggest the following:

### [PDF]Healing in Congregations after Clergy Sexual Abuse: A Resource to Assist Synodical Leaders and Local Congregations – ELCA Resource Repository

This resource is offered to synodical bishops and their staffs, to other clergy and lay leaders, interims and “after pastors,” including those who will provide on-site leadership for a period of time in congregations after the incidence of clergy sexual abuse.

Introduction

Chapter 1 After the earthquake—Getting started

Chapter 2 Using Crisis Intervention Teams

Chapter 3 Synodical staff meet congregational leaders

Chapter 4 Synodical leaders caring for staff

Chapter 5 When disclosure is made to congregations

Chapter 6 Making disclosure to the wider public

Chapter 7 Holding a congregational meeting

Chapter 8 Addressing pastoral care issues - some introductory comments

Chapter 9 Addressing pastoral care issues for primary victims

Chapter 10 Addressing pastoral care issues for family members of victims and offenders

Chapter 11 Addressing pastoral issues of congregational staff members

Chapter 12 Addressing pastoral issues of congregational lay leaders, members, and the community

Chapter 13 Understanding congregational dynamics

Chapter 14 Offering pastoral leadership after clergy sexual abuse

Chapter 15 Acknowledging signs that healing is happening Afterword

[http://download.elca.org/ELCA%20Resource%20Repository/Congregations\\_Healing\\_After\\_Clergy\\_Sexual\\_Abuse.pdf](http://download.elca.org/ELCA%20Resource%20Repository/Congregations_Healing_After_Clergy_Sexual_Abuse.pdf)

<http://www.elca.org/Our-Work/Leadership/Vocation-Become-a-Leader/Report-Misconduct>

### When A Congregation Is Betrayed: Responding to Clergy Misconduct by Candace R. Benyei (Author), E. Lorraine Frampton (Author), Nancy Myer Hopkins (Author), Patricia L. Liberty (Author), Deborah J. Pope-Lance (Author), Beth Ann Gaede (Editor)

This collection is for the “after-pastors”—interim or settled pastors—who follow misconducting pastors. And it's for lay leaders who may themselves have witnessed or been victimized by the misconducting pastor. Both groups of leaders need guidance about how to assess and effectively respond to the misconduct, how to care for the victim/survivor, and how to carry out the mission and ministry to which the congregation has been called.

<http://www.amazon.com/When-Congregation-Betrayed-Responding-Misconduct/dp/1566992842>

[http://www.goodreads.com/book/show/1590571.When\\_a\\_Congregation\\_Is\\_Betrayed](http://www.goodreads.com/book/show/1590571.When_a_Congregation_Is_Betrayed)

<https://rowman.com/isbn/9781566996945>

<https://books.google.com/books?isbn=1566996945>

<https://www.linkedin.com/in/bethgaede>

<https://alban.org/archive/the-aftermath-of-afterpastoring/>

<https://www.facebook.com/pages/When-a-Congregation-Is-Betrayed-Responding-to-Clergy-Misconduct/1386306058314362>

<https://www.amazon.com/Understanding-Clergy-Misconduct-Religious-Systems/dp/0789004526>

<https://www.amazon.com/Congregational-Response-Betrays-Interfaith-Institute/dp/0814624413>

<http://www.advocateweb.org/publications/articles-2/clergy/affair/>

[http://www.goodreads.com/author/show/445996.Beth\\_Ann\\_Gaede](http://www.goodreads.com/author/show/445996.Beth_Ann_Gaede)

[http://www.goodreads.com/author/show/126244.Nancy\\_Myer\\_Hopkins](http://www.goodreads.com/author/show/126244.Nancy_Myer_Hopkins)

<http://deborahpopelance.com/resources/>

[Images for When A Congregation Is Betrayed: Responding to Clergy Misconduct by Candace R. Benyei \(Author\), E. Lorraine Frampton \(Author\), Nancy Myer Hopkins \(Author\), Patricia L. Liberty \(Author\), Deborah J. Pope-Lance \(Author\), Beth Ann Gaede \(Editor\)](#)

An interim pastor may end up in a setting where a registered sex offender seeks to attend services of worship.

## Resources

### Church Liability and Registered Sex Offenders - AG Financial Solutions

One of the top questions asked about church liability has to do with dealing with known registered sex offenders who attend church. What steps should a church take to protect its members from potential harm and itself from a potential lawsuit?

<https://www.agfinancial.org/blog/bid/100370church-liability-and-registered-sex-offenders/>

Images for Church Liability and Registered Sex Offenders

<https://www.christianitytoday.com/pastors/2010/fall/sexoffenders.html>

<https://www.churchmutual.com/media/pdf/KeyLiabilityRisksForReligiousOrganizations.pdf>

### Sex offender registry - Wikipedia

A sex offender registry is a system in various countries designed to allow government authorities to keep track of the activities of sex offenders including those who have completed their criminal sentences.

[https://en.wikipedia.org/wiki/Sex\\_offender\\_registry](https://en.wikipedia.org/wiki/Sex_offender_registry)

Images for sex offender registry

### Sex Offenders in the Church | Training, Sex Offender, Sexual Abuse

The willingness to welcome former sex offenders into a congregation needs to be balanced with proper protocols. This download will walk you through the legal and safety concerns your church should address and offers sample policies to help you integrate these processes into your church life.

<http://store.churchlawtodaystore.com/sexofinch.html>

Images for Sex Offenders in the Church

<https://www.christiancentury.org/article/sidebar/church-policies-sex-offenders>

Images for church policies for sex offenders

<https://www.brotherhoodmutual.com/resources/safety-library/publications/tough-issues-registered-sex-offenders-in-ministry-activities/>

Images for registered sex offenders in ministry activities

[http://www.unyumc.org/images/uploads/Sex\\_Offenders\\_in\\_Church.pdf](http://www.unyumc.org/images/uploads/Sex_Offenders_in_Church.pdf)

<https://religionnews.com/2015/07/25/a-careful-grace-accountability-for-sex-offenders-in-the-church/>

### When a Sex Offender Wants to Attend Church | Managing Your Church

Experts recommend that staff members proactively address this question by developing a sex offender policy.

<https://www.churchlawandtax.com/blog/2012/october/when-sex-offender-wants-to-attend-church.html>

Images for When a Sex Offender Wants to Attend Church | Managing Your Church

<http://www.gospelcenteredfamily.com/blog/12-things-to-consider-when-a-sex-offender-wants-to-come-to-church>

<https://www.brotherhoodmutual.com/resources/safety-library/risk-management-articles/administrative-staff-and-finance/sexual-misconduct/sex-offenders-allowed-to-attend-church/>

<https://oca.org/PDF/sexual-misconduct/2014-04-reg-sex-offender-parish-guide.pdf>

Images for Registered Sex Offender Parish Guide

<https://www.purelifeministries.org/blog/when-a-sex-offender-shows-up-at-your-church>

<https://www.ministrymagazine.org/archive/2013/09/sex-offenders-in-the-church>

Images for sex offenders in the church

<http://bradhambrick.com/wp-content/uploads/2017/12/Registered-Sex-Offender-Attendance-Policy.pdf>

Images for Registered Sex Offender Church Attendance Policy

<https://www.agfinancial.org/blog/bid100370church-liability-and-registered-sex-offenders/>

Turn to 2Start9ConcernsResources 15) Sexual Impropriety for more resources.

## 16) Mending broken trust after financial impropriety

Embezzlement in the church is nothing new. Judas Iscariot “kept the common purse and used to steal what was put into it.”

### Judas Iscariot – John 12:4-6

<sup>4</sup> But Judas Iscariot, one of his disciples (the one who was about to betray him), said, <sup>5</sup> “Why was this perfume not sold for three hundred denarii<sup>[a]</sup> and the money given to the poor?” <sup>6</sup> (He said this not because he cared about the poor, but because he was a thief; he kept the common purse and used to steal what was put into it.)

a. John 12:5 Three hundred denarii would be nearly a year’s wages for a laborer

<https://www.biblegateway.com/passage/?search=John+12%3A4-6&version=NRSV>

Images for Judas Iscariot

### Commentary

#### Judas and Peter | John 13:21-38 | RayStedman.org

So, for some time Judas had been stealing out of the treasury. What for? Well, as you put the story together, it is evident that he had contracted to buy a piece of property, evidently a parcel nearby Jerusalem, in a fine location, which he thought would be a good spot to build on when the kingdom came. He had purchased it for himself. He was, in other words, feathering his own nest, utilizing the opportunity of being treasurer of the band to take the money for this purpose. As the hatred of Jesus by the Jews grew, and Judas saw that the time was approaching when an inevitable climax must ensue, he grew impatient.

Lacking thirty pieces of silver to complete his purchase, he went to the high priest and made a deal with him to betray Jesus for the money needed to purchase the property. Later, when the money was brought back by Judas and flung at their feet, the priests took it and went out and finished the payment, bought the property, and called it the Field of Blood, because it was there that Judas had hanged himself.

<http://www.raystedman.org/thematic-studies/secrets-of-the-spirit/judas-and-peter>



[Images for Judas had been stealing out of the treasury](#)

Embezzlement in the church happens more often than many people realize.

**Resources**

**Another embezzler charged | The Lutheran**

Robert D. Larson, 61, a former bookkeeper for the [Northwestern Minnesota Synod](#), was charged with felony theft and check forgery in [Clay County \[Minn.\] District Court](#) March 1. Larson was terminated in January 2012 after he confessed to embezzling synod funds from 2004 to 2011. Synod staff discovered the embezzlement in December 2011, and a forensic audit established that Larson took \$760,000 from the synod, said Bishop Lawrence Wohlrabe. The synod received a payment of more than \$590,000 (what could be verified that Larson pocketed for himself) from insurance provided for synods through the [ELCA](#). Larson's predecessor, Rosemarie Johnk, was terminated in May 2004 for using the synod's credit to make nearly \$24,000 in unauthorized purchases.

[http://www.thelutheran.org/article/article.cfm?article\\_id=11308](http://www.thelutheran.org/article/article.cfm?article_id=11308)

[Images for Another embezzler charged | The Lutheran](#)

[Images for Robert D. Larson, a former bookkeeper, charged with felony theft](#)

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

<http://nwmnsynod.org/?s=Robert+D.+Larson>

The former bookkeeper for the NW Minn. Synod of the ELCA accused of swindling the synod out of \$600,000 is set for a plea hearing this afternoon in Clay County. WELKER MUG



<https://www.twincities.com/2014/06/03/former-moorhead-elca-bookkeeper-sentenced-for-embezzling-750k/>

[Images for former-moorhead-elca-bookkeeper-sentenced-for-embezzling-750k](#)

**Barron County Woman Pleads Guilty to Fraud & Tax Charges Stemming from Church Embezzlement**

MADISON, WIS. -- Scott C. Blader, United States Attorney for the Western District of Wisconsin, announced that Deborah Marcellus, 63, Turtle Lake, Wisconsin, pleaded guilty today in U.S. District Court in Madison to wire fraud and filing a false income tax return. The fraud and tax charges stem from Marcellus's embezzlement of over \$818,000 from St. Joseph's Catholic Church in Rice Lake, Wisconsin.



<https://www.justice.gov/usao-wdwi/pr/barron-county-woman-pleads-guilty-fraud-tax-charges-stemming-church-embezzlement>

[Images for Barron County Woman Pleads Guilty to Fraud & Tax Charges Stemming from Church Embezzlement](#)

<http://www.weau.com/content/news/Barron-Co-woman-pleads-guilty-after-stealing-from-a-local-church-487171701.html>

[https://www.news-shield.com/news/top\\_stories/article\\_3d9f9590-7ec6-11e8-b78a-efc53d03d3be.html](https://www.news-shield.com/news/top_stories/article_3d9f9590-7ec6-11e8-b78a-efc53d03d3be.html)

[http://www.apg-wi.com/rice\\_lake\\_chronotype/free/marcellus-pleads-guilty-in-st-joe-s-embezzlement-case/article\\_bdaf59c4-7e43-11e8-ba4c-e3cb2525e269.html](http://www.apg-wi.com/rice_lake_chronotype/free/marcellus-pleads-guilty-in-st-joe-s-embezzlement-case/article_bdaf59c4-7e43-11e8-ba4c-e3cb2525e269.html)

**Embezzler ordered to repay funds | News Sentinel**

SIREN—A Grantsburg woman will be on probation for three years and will be **required to pay back the \$83,000 she stole from Bethany Lutheran Church** following her plea and sentencing in Burnett County Circuit Court last week.



[http://www.burnettcountysentinel.com/news/embezzler-ordered-to-repay-funds/article\\_8d8d9d86-c20c-11e6-bb84-3b27443adb34.html](http://www.burnettcountysentinel.com/news/embezzler-ordered-to-repay-funds/article_8d8d9d86-c20c-11e6-bb84-3b27443adb34.html)

[Images for required to pay back the \\$83,000 she stole from church](#)

### Ex-church treasurer in Neillsville gets jail for embezzling \$127,000 - leadertelegram.com | Follow the Leader

A Neillsville church treasurer guilty in an embezzlement scam was sentenced Thursday to six months in jail and ordered to pay \$127,555 in restitution.

John L. Roenz, 63, of Neillsville began repaying Calvary Lutheran Church immediately, ponying up \$100,000 of his restitution shortly after he was sentenced, according to a Clark County clerk of courts official.

[http://www.leadertelegram.com/news/daily\\_updates/article\\_b8e95b32-1b28-518d-84e1-3d06cc38b1ff.html](http://www.leadertelegram.com/news/daily_updates/article_b8e95b32-1b28-518d-84e1-3d06cc38b1ff.html)

<https://www.superiortelegam.com/news/1949714-plea-deal-looms-ex-church-official-charged-theft>

<http://churchembezzlement.blogspot.com/2011/09/ex-church-treasurer-in-neillsville-gets.html>

<http://fraudtalk.blogspot.com/2011/09/former-treasurer-for-wisconsin-church.html>

### Former New Ellenton church secretary arrested on theft charge | The Augusta Chronicle

Between January 2006 and September 2008, the woman who was employed at Grace Covenant Church of God in New Ellenton, established two credit card accounts in the church's name, the sheriff's office said. The accounts were used to pay household bills and to buy clothing, jewelry and vacations, according to authorities.



[http://chronicle.augusta.com/stories/latest/lat\\_407085.shtml](http://chronicle.augusta.com/stories/latest/lat_407085.shtml)

[Images for Former New Ellenton church secretary arrested on theft charge](http://www.wrdw.com/home/headlines/33480799.html)

<http://www.wrdw.com/home/headlines/33480799.html>

### Former staffer admits to embezzlement of Minneapolis Area Synod funds

Former ELCA Minneapolis Area Synod (MAS) staffperson Raenay Rock Hendrickson confessed February 14 to embezzling synod funds while serving as administrator/bishop's assistant. Hendrickson had served as bookkeeper for the synod from 1996 to 2012.



<https://metrolutheran.org/2013/02/former-staffer-admits-to-embezzlement-of-minneapolis-area-synod-funds/>

[Images for Raenay Rock Hendrickson confessed February 14 to embezzling synod funds](http://www.twincities.com/2013/09/04/lutheran-synod-ex-bookkeeper-admits-318k-theft/)

<http://metrolutheran.org/tag/raenay-rock-hendrickson/>

<https://www.twincities.com/2013/09/04/lutheran-synod-ex-bookkeeper-admits-318k-theft/>

<http://wjon.com/ex-minneapolis-church-worker-pleads-guilty-to-embezzling/>

<https://www.facebook.com/public/Raenay-Rock-Hendrickson>

### [PDF] Fraud in Houses of Worship: What Believers Do Not Want to Believe

WHY are CHURCHES SO VULNERABLE?

Churches typically emphasize the importance of good acts and deeds, so we might expect their tone at the top would protect them from fraud. Not so. A variety of factors lead to the opposite situation. Donald Cressey's research on the fraud triangle showed that pressure, opportunity and rationalization are present in almost all frauds. (See pages 10 through 14 of "Occupational Fraud and Abuse," by Dr. Joseph T. Wells, CFE, CPA.) However, some forms of these three elements are more prevalent in houses of worship.

<https://www.churchmutual.com/media/pdf/FraudInHousesOfWorship.pdf>

[Images for Fraud in Houses of Worship: What Believers Do Not Want to Believe](https://grouptsects.wordpress.com/2012/02/26/churches-vulnerable-to-fraud/)

<https://grouptsects.wordpress.com/2012/02/26/churches-vulnerable-to-fraud/>

[Images for churches vulnerable to fraud](https://www.revealnews.org/article/financial-fraud-at-churches-may-be-vastly-underreported/)

<https://www.revealnews.org/article/financial-fraud-at-churches-may-be-vastly-underreported/>

<http://www.fraud-magazine.com/article.aspx?id=4294988757> God's money is now my money - Fraud Magazine

### Fraud Thriving In US Churches, But You Wouldn't Know It - Forbes

"Nobody wants to believe that the person they trust, the person they respect, is stealing from them," said Sizemore. "But that is exactly what I'm seeing in our practice." Each year, Forensic Strategic Solutions receives 3-4 cases of a church or nonprofit that has discovered or suspects fraud. Typically, when they investigate, they find few if any accounting controls and most financial procedures in place are based on "trust."

<http://www.forbes.com/sites/walterpavlo/2013/11/18/fraud-thriving-in-u-s-churches-but-you-wouldnt-know-it/>

<https://www.forbes.com/sites/corporateresolutions/2012/02/01/church-theft-ny-archdiocese-found-1-million-in-fraud-what-about-mf-global/#5d2d24033fd3>  
<https://www.forbes.com/sites/carolynrosenblatt/2018/04/04/do-churches-rip-off-aging-parents-too/#1edde4433ebe>

### Pell City woman charged with stealing \$77,000 from Riverside church

Riverside police Chief Rick Oliver said Pamela "Pam" Parker, 45, of Pell City, was arrested and charged Tuesday morning with three counts of forgery and one count of first-degree theft of property. Oliver said Parker allegedly stolen more than \$77,000 from Riverside Baptist Church, where she was employed as the church secretary/bookkeeper.



[http://www.annistonstar.com/the\\_daily\\_home/dh\\_news/pell-city-woman-charged-with-stealing-from-riverside-church/article\\_33d106d0-0bf9-11e6-8610-87b4cb02738f.html](http://www.annistonstar.com/the_daily_home/dh_news/pell-city-woman-charged-with-stealing-from-riverside-church/article_33d106d0-0bf9-11e6-8610-87b4cb02738f.html)  
[Images for Pell City woman charged with stealing \\$77,000 from Riverside church](#)

### Terms Helpful in Understanding Congregations in Transition

Traumatic Events

Clergy misconduct, **embezzlement**, loss of property, tragic deaths, when did they occur? How were they responded to? What influence(s) do they still have on the life of a parish?

<http://interministry.org/resources/helpful-terms/>

[Images for Terms Helpful in Understanding Congregations in Transition Traumatic Events embezzlement](#)

I served in a congregation where the authorities were enlisted for a sting operation to catch a teen-age custodian who was found to be taking cash from the offering plates following the Saturday 5pm service of worship to pay for a drug habit. The case went through the court system. Congregation leadership put procedures in place afterwards to prevent such a situation from happening again.

### Resources

#### Blessing Point | Trustbusters – 4 Threats to a Leader's Credibility

If your church has been wounded by the failure of a previous leader or leaders, take time to learn how to care for your flock in this situation. We have witnessed in churches the gravest of corporate sins healed and trust in leadership restored if present leaders will be courageous enough to do what God says needs to be done. A resource like *Healing the Heart of Your Church* by Ken Quick will start you down this path.

<http://blessingpoint.org/2014/02/trustbusters-4-threats-to-a-leaders-credibility/>

[Images for Blessing Point | Trustbusters – 4 Threats to a Leader's Credibility](#)

<https://www.fastcompany.com/3002802/top-trust-busters-dilute-your-credibility>

<https://leadingwithtrust.com/2011/10/02/trust-busters-the-top-five-ways-leaders-erode-trust/>

#### 18 Tips to Prevent Church Fraud | AGFinancial

By implementing recommended internal controls and cash management procedures, you can greatly reduce your church's risk of fraud.

<https://www.agfinancial.org/blog/18-tips-to-prevent-church-fraud/>

[Images for 18 Tips to Prevent Church Fraud | AGFinancial](#)

<https://www.churchlawandtax.com/blog/2014/october/six-steps-to-prevent-fraud.html>

<http://store.churchlawtodaystore.com/incoforchfi.html> Internal Controls for Church Finances | Embezzlement, Fraud, Money

<https://churchexecutive.com/archives/prevent-financial-fraud-church>

<https://www.guideoneconnections.com/blog/article/5-ways-help-prevent-financial-fraud-your-church>

<https://www.nyac.com/files/finance/preventingandcatchingmisuseofchurchfunds.pdf>

[Images for preventing misuse of church funds](#)

<http://www.cbelmira.com/wwwl820am/fraud-prevention-in-the-southern-tier-churches-hospitals-towns-vulnerable-to-workers/>

<https://minnesotaumc.org/news/blogs-columns/fraud-and-embezzlement-protect-your-church/>

<http://blog.agfinancial.org/bid/98595/Church-Fraud-What-Every-Pastor-Should-Know>

[Images for Church Fraud: What Every Pastor Should Know](#)

<https://www.churchmutual.com/170/Crime-Prevention> Preventing Fraud and Embezzlement at Your Worship Center

<https://www.churchmutual.com/media/safetyResources/files/PreventingFraudAndEmbezzlement.pdf>

[Images for Preventing Fraud and Embezzlement at Your Worship Center](#)

<https://www.minnesotaumc.org/blogdetail/fraud-and-embezzlement-protect-your-church-2576378>

[Images for fraud and embezzlement protect your church](#)

<https://www.brotherhoodmutual.com/resources/safety-library/risk-management-articles/administrative-staff-and-finance/finances/church-fraud-embezzlement/>

[http://www.rcabrisk.org/~rcabrisk/images/pdf/InstituteNewsletters/Inst\\_Sept2010.pdf](http://www.rcabrisk.org/~rcabrisk/images/pdf/InstituteNewsletters/Inst_Sept2010.pdf) [PDF] Theft, fraud, misappropriation of funds - RCAB Risk Management  
Images for Fraud Prevention Policy and Procedures  
[https://sao.georgia.gov/sites/sao.georgia.gov/files/imported/vgn/images/portal/cit\\_1210/58/49/155196148fraud\\_best\\_practices.pdf](https://sao.georgia.gov/sites/sao.georgia.gov/files/imported/vgn/images/portal/cit_1210/58/49/155196148fraud_best_practices.pdf)  
<https://agent.mutualtrust.com/content/images/Anti-Fraud%20Handbook.pdf>  
<http://la-acfe.org/images/downloads/Resources/samplefraudpolicy.pdf>

#### 4 Keys to Rebuilding Financial Trust with Your Congregation

So how do you, as a church leader, help rebuild trust around church finances and minimize the need your congregation might feel to restrict your funds? Here are four ideas:

<http://www.briandoddleadership.com/2015/06/16/4-keys-to-rebuilding-financial-trust-with-your-congregation/>  
Images for 4 Keys to Rebuilding Financial Trust with Your Congregation  
Images for help rebuild trust around church finances

#### In Light of Enron (Accountability) - Synod Resource Center

Pastors play a key role in **restoring trust**. As pastors honor their accountability to the council, trust is built. When pastors and councils act ethically, trust is maintained. In truly living out God's grace and forgiveness, which we know through Jesus Christ, trust flourishes.

[http://synodresourcecenter.org/admin/personnel/synod\\_staff\\_resources/0005/accountability.html](http://synodresourcecenter.org/admin/personnel/synod_staff_resources/0005/accountability.html)  
Images for In Light of Enron (Accountability) - Synod Resource Center  
Images for Pastors play a key role in restoring trust.

#### Integrity at Stake: Safeguarding Your Church from Financial Fraud by Rollie Neal Dimos (Author)

*Integrity at Stake: Safeguarding Your Church from Financial Fraud* by Rollie Dimos is a financial resource book intended for pastors, church leaders, and church administrators. Dimos' expertise as a certified fraud examiner and internal auditor provides the church audience with essential tools and know-how to assess their financial processes. Including practical steps for evaluation, *Integrity at Stake* details internal controls, risk management, and true stories to help church leaders reduce the risk of fraud and increase financial accountability and integrity.

<https://www.amazon.com/Integrity-Stake-Safeguarding-Church-Financial/dp/0310525004>  
<https://www.goodreads.com/book/show/26309284-integrity-at-stake>  
<https://www.harpercollins.com.au/9780310525004/>  
<https://www.zondervan.com/integrity-at-stake>  
<https://books.google.com/books?isbn=0310525020>  
<https://influencemagazine.com/reviews/safeguarding-your-church-from-financial-fraud>  
<https://myhealthychurch.com/store/startitem.cfm?item=030225> Integrity at Stake | My Healthy Church®  
<https://www.harpercollins.com.au/cr-139403/rollie-dimos/>  
Images for Rollie Neal Dimos (Author)  
Images for Integrity at Stake: Safeguarding Your Church from Financial Fraud by Rollie Neal Dimos (Author).

#### Preventing Church Fraud | Michigan District, LCMS

Churches whose leaders have known their secretary or treasurer for decades begin to trust them totally. Then, a trusted person faces a big personal or family financial crisis and can't resist the temptation. Many of these people say that they planned to "borrow it" and put it back later, but later never came. No one wants to put the congregation or an individual in such a compromising situation.<sup>5</sup>

<https://www.michigandistrict.org/sites/default/files/pdf/parishpapers/P%20P%20--10-2012--Preventing%20Church%20Fraud.pdf>  
<http://www.wcucc.org/resource-center/church-management/parish-paper/> Preventing Church Fraud – October 2012  
<http://www.episcopalhawaii.org/parish-paper-the.html> Oct. 2012: Preventing Church Fraud  
Images for Preventing Church Fraud  
<http://www.hcucc.org/the-parish-paper>  
<https://www.theparishpaper.com/free-resources>  
<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>  
<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

#### [PDF] Rethinking Transitional Ministry - Amazon Web Services

Changing practical realities also dictate different models of transitional ministry. Margaret Bain, a United Church of Canada pastor and current president of the board of IMN notes that many congregations are looking more toward reinventing themselves. Others are exploring closing their doors and need a skilled interim to help them through that process, while others are going through a process of amalgamation, pooling resources, and sharing a common vision with another local church.

Other interim specialists can help lead a congregation through healing after clergy sexual or **financial misconduct**.

[http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82\\_Rethinking%20Transitional%20Ministry.pdf](http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82_Rethinking%20Transitional%20Ministry.pdf) Page 6  
<https://alban.org/archive/rethinking-transitional-ministry/>  
Images for clergy financial misconduct

#### 10 Practices that Safeguard Against Church Embezzlement - Pinterest

<https://es.pinterest.com/pin/99149629276055967/>

[Images for Church Embezzlement - Pinterest](#)

<https://www.pinterest.com/pin/167618417353879124/> Black Church News: Church Secretary Charged with Embezzling on the Job

<https://www.pinterest.com/pin/281967626644710879/> Alleged Church Ponzi Schemer Arrested on Federal Fraud Charges.

<https://abcnews.go.com/US/alleged-church-ponzi-schemer-arrested-federal-fraud-charges/story?id=24182271>

<https://www.pinterest.com/pin/48765608449618479/> Misuse of Funds Nonprofit Help – Fraudulent Misappropriation - Pinterest

### The Use of Restorative Techniques in Healing Congregational Issues

In such situations, a congregation might consider the use of restorative justice, which is “an approach or response to crime/harm that, to the extent possible, produces healing, restoration of health, and a re-establishment of the relationships and wholeness for the parties and the community.”<sup>1</sup> There is no pure model for the various techniques used in restorative justice but rather a hodge-podge of processes that some practitioners in the field of conflict resolution refer to as “restorative dialogue.”

<https://alban.org/archive/the-use-of-restorative-techniques-in-healing-congregational-issues/>

Images for Use of Restorative Techniques in Healing Congregational Issues

<https://alban.org/author/alban/page/102/>

<https://alban.org/archive/page/100/>

<https://alban.org/category/conflict/>

<https://www.unitedseminary.edu/wp-content/uploads/2016/11/Nienaber-Susan-resume-2016.pdf>

<http://justice.crcna.org/sites/default/files/Restorative%20Congregations%20Report.pdf>

[http://www.justiciarestaurativa.org/www.restorativejustice.org/research/article\\_search\\_results?all\\_fields=&b\\_start:int=7456](http://www.justiciarestaurativa.org/www.restorativejustice.org/research/article_search_results?all_fields=&b_start:int=7456)

### 17) Following a short-term pastorate, which followed a long-term pastorate

A long-term, much beloved pastor retired after 20+ years. A new pastor came in with a different gender, approach, and style. Members related that the short-term pastorate was remembered by, among other things, three statements. On the second Sunday, the new pastor is supposed to have announced, “I am your new CEO.”

#### How Leaders Can Command, Not Demand, Respect

The only way to command respect from others is *not* to demand it.

Leaders who are admired and respected have *earned* that admiration and respect. Respect is given to others only when they are deemed worthy of receiving the honor. For that simple reason, leaders who demand respect from others will never get it, because respect must be given. In my conversations with other leaders on the topic, several key comments were presented consistently. Are you doing the right things to command respect from others? Here are a few pointers on how you can gain a deeper level of respect from your peers and subordinates.

<http://www.emergingleader.com/article24.shtml>

Images for Leaders Can Command, Not Demand Respect

<http://blog.nus.edu.sg/audreyc/2014/03/28/respect-is-earned-not-demanded/>

<http://grahamshevlin.com/b2evo////index.php/2011/06/01/why-leaders-cannot-really-demand-respect?blog=2>

This pastor is supposed to have stated on another occasion, “If you budget it, I will spend it.” This pastor is supposed to have reminded the members, “I am not here to be your friend!” The congregation went through a Bridgebuilder process a little over one year into the pastorate.

#### Bridgebuilder: A structured process for helping congregations in the midst of transition and tension

The Bridgebuilder process is a way to move beyond anxiety to clarity, to focus on resources rather than deficits, and to create a clear future instead of remaining mired in confusion.

[http://www.nswi.org/webfiles/fnitools/documents/bridgebuilder\\_brochure.pdf](http://www.nswi.org/webfiles/fnitools/documents/bridgebuilder_brochure.pdf)

Images for Bridgebuilder: A structured process for helping congregations in the midst of transition and tension

Average worship attendance and congregation receipts dropped by a 1/3 in the 3 ½ years of the pastorate. One member related that the gathered worship assembly was literally divided in two camps with supporters and resisters separated by the center aisle. The short-term installed pastor in the farewell sermon spoke to those in the middle, to those who opposed, and to those who supported.

The pastor first addressed those “caught in the middle.”

To those who have felt caught in the middle and who have distanced themselves from the church – I know you believe that church is not a place where there should be conflict. You think that church should be a nice place and that those who worship the Prince of Peace should be free of the dirt and mess of the world. You hate conflict and just wanted it to go away. So, perhaps you stopped coming or at least didn’t come very often. Perhaps you felt disgusted, perhaps you even started going elsewhere, in the hopes of finding a quieter place. I understand how you feel. It is hard to remain part of a place when you feel stressed and tense every time you come. I do understand. I would warn you, however, that every organization which involves human beings is going to have conflict, and that the church has known conflict since its birth in the first century. Our own Lutheran church was born out of a particularly nasty conflict 500 years ago. There is nothing in the church that is too small to fight over. It’s not about if there is conflict in the church. It’s about how the church deals with it and learns from it. I believe [this congregation] has learned how to better handle conflict, to not be so afraid of it, and has learned healthier



ways of dealing with it. I want to encourage you to become more involved and more passionate about your faith. While it may be easier to be passionate about, say football or music or TV, remember that is important to invest your time and passion in something that transforms the world. Living out your faith in Jesus can do that.

The pastor then addressed those “opposed to me.”

To those who have been opposed to me and the ministry we have been trying to accomplish these past 3 ½ years – I don’t understand why you set yourselves against me, though I have some theories. Why doesn’t really matter in the end. Understand, however, that by setting out to hurt me you have finally hurt [this congregation] and the ministry of Jesus Christ in this community and in the world. Moreover, by denying me your support you have also denied the one who sent me. My call here was from God, and your use of rumor, slander, and innuendo have done damage to the mission and ministry of Jesus Christ. Know, too, that this church has changed these past three years, and it isn’t the same place it used to be. While it is absolutely true that all are welcome here, wherever you are in your journey of faith, you will not find that you can simply come back and play the same old games. They won’t work, not anymore. This church is strong and courageous and will not tolerate manipulation or covert control. As brothers and sisters in Christ, we owe one another respect, but that means we also hold one another accountable for ethical behavior. We are all flawed and forgiven, and we all act badly sometimes. Still, we hold one another to the standards of our Lord Jesus, who came to serve and to love all regardless of how they looked or dressed or talked. I remind you that this church, now and for all time belongs, not to any one of us but to our Lord Jesus. [This congregation] is Jesus’ church, and he will not let any darkness overcome it.

The pastor then addressed those “who have loved, accepted and supported me.”

To those who have loved, accepted and supported me during my time here – thank you! There are not words enough to express how much I treasure all you have done, and how much you have risked. I want to remind you that all you did, all you said, all you risked, you did and risked for the sake of the mission of Jesus Christ and for his church of [this congregation], and not for me personally. Everything you did, you did in the name of Jesus and because you believed that our mission in Jesus’ name was much bigger than it had been. You wanted to look outside our walls, to engage in this community, to open ourselves to the wonders and the wounds of those around us. You are the heroes of this church, and I bow to you with grateful heart.

The Congregation Council sought interim pastoral leadership to recover from this sharp downturn. The Call Committee discerned *reuniting* and *rebuilding* to be the vision for the future. The Congregation Council affirmed that direction, and I sought to carry out my interim ministry around that vision.

## Resources

[Anita L. Bradshaw | LinkedIn](#)

MY EXPERIENCE

I bring a wealth of experience to my work as a leader in both the religious, nonprofit, and educational worlds. I was instrumental in restructuring the governance of a local congregation and a denomination. I have brought deeply **divided congregations** together in resolving their differences and moving forward into a new future of growth and stability. I facilitated the process for the boards of several nonprofits to rediscover their vision and refocus for the future.

<https://www.linkedin.com/in/anitabradshaw>

[Images for divided congregations](#)

[Building Unity: The Story of Euodia and Syntyche | Grace Communion International](#)

Unity in the church is vital to the success of the mission God has called us to. That is why Paul says: “Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ. Then, whether I come and see you or only hear about you in my absence I will know that you stand firm in one spirit, contending as one man for the faith of the gospel” ([Philippians 1:27](#)).

We must stand firm in unity to advance the work of the gospel. As individual members, we advance this work by creating unity, and we set it back when we cause division.

<https://www.gci.org/church/ministry/buildunity>

<https://www.yumpu.com/en/document/view/32663103/1-building-unity-the-story-of-euodia-and-syntyche-philippians-41-3->

[Images for Building Unity: The Story of Euodia and Syntyche](#)

<https://www.biblegateway.com/resources/all-women-bible/Euodias>

<https://www.cru.org/us/en/train-and-grow/bible-studies/philippians-life-worthy-of-gospel/7-leader.html>

<https://www.cbinternational.org/resources/article/priscilla-papers/constructing-euodia-and-syntyche>

[https://en.wikipedia.org/wiki/Euodia\\_and\\_Syntyche](https://en.wikipedia.org/wiki/Euodia_and_Syntyche)

<https://www.gotquestions.org/Euodia-and-Syntyche.html>

<https://bible.org/seriespage/lesson-21-getting-along-one-another-philippians-42-3>

<https://www.bibleodyssey.org/en/places/related-articles/women-leaders-at-philippian-church>

[www.walkinginword.com/2013/09/05/euodia-and-syntyche/](http://www.walkinginword.com/2013/09/05/euodia-and-syntyche/)

<http://womantowomanmentoring.com/category/euodia-and-syntyche/>  
<https://www.youtube.com/watch?v=zph0A5aFe7s> Euodia and Syntyche - YouTube  
[Images for Euodia and Syntyche - YouTube](#)

### Interim Ministry Training | Academy for Leadership Excellence

The Academy for Leadership Excellence, partnered with the Intentional Growth Center (IGC) at Lake Junaluska, to offer the Interim Ministry Training, equipping pastors for serving in this unique capacity and calling. The IGC is the pioneer in this topic, recognized by the General Board of Higher Education and Ministry. In the past ten years, IGC has conducted numerous training seminars, preparing nearly 500 United Methodist Pastors for this ministry. Lead trainers are Kenneth Lambert and Jan Nicholson.

Interim Ministry is helpful in moving churches through a time of significant transition or challenge. The interim minister is trained to build strong bridges from the past to the future, working within congregations who embrace the idea of an intentional time of assessment, healing and/or visioning.

These specially-trained pastors might be engaged in the following situations for one to two years: After the retirement of a long-term pastor, Following an instance of pastoral misconduct, **Where conflict is dividing a congregation**, Following the death of a pastor, Where churches/communities are experiencing radically changing demographics, As a sabbatical pastor during the temporary absence of a pastor, Any unanticipated mid-year opening.

Instructors equip the Interim Ministers to respond to congregational challenges with sensitivity. Training centers around celebrating the rich leadership of the previous pastor, grief ministry, rebuilding trust, addressing conflict and using systems theory in assessing the church context, all to help the church identify and work through the issues and circumstances that led to an unexpected change.

<http://theafle.org/interim-ministry-training>  
[Images for conflict is dividing a congregation](#)

### 12 Things I Want to Say to Every Young Pastor - Justin Lathrop

#### 4. **Relationships are everything**

The best thing you can do for yourself, and for the Kingdom, is to build positive relationship wherever you go. You may change ministry positions or locations, but learn what it looks like to build bridges, rather than burn them.

Be like-able. Be kind. Be like Jesus. And always focus on people over projects.

<http://justinlathrop.com/12-things-want-say-every-young-pastor/>  
[Images for 12 Things I Want to Say to Every Young Pastor - Justin Lathrop 4. Relationships are everything](#)

### 18) Edges

I'd always heard the expression that someone is "rough around the edges,"

**Rough around the edges - Dictionary.com - Reference.com**

*adjective phrase*

Somewhat **crude; unpolished**: *a slightly rough-around-the-edges New York manner (1940s+)*

<http://dictionary.reference.com/browse/rough+around+the+edges>  
[Images for personality rough around the edges](#)

but one member charitably described a former pastor as being "square around the edges," while the member characterized a beloved neighboring pastor as being "rounded on the edges."

### Why Rounded Corners Are Easier on the Eyes - UX Movement

Some experts say that rectangles with rounded corners are easier on the eyes than a rectangle with sharp edges because they take less cognitive effort to visually process. The fovea is fastest at processing circles. Processing edges involve more "neuronal image tools" in the brain [1]. Thus, rectangles with rounded corners are easier process because they look closer to a circle than a regular rectangle.

<http://uxmovement.com/thinking/why-rounded-corners-are-easier-on-the-eyes/>  
[Images for rounded corners easy on eyes](#)

### 19) Clergy centered to congregation focus

I followed one pastor who put her name, cell phone, "Or friend her on facebook," and personal email under the parish name at the top of the service of worship bulletin.

I left the name of the parish at the top of the bulletin followed by the day in the church year and the date of the year. I put the contact information for the congregations and staff at the bottom of the back announcement page.

### 20) Following a case of mental incapacity

I submitted my monthly report to the synod staff and stated that I had reached a certain point in the transition process and asked to be considered for a new assignment. I was thinking something might open up in a few months. The next morning, I received an email from synod staff saying that a pastor was going to retire in 3 months and that the staff wanted me to consider serving an interim assignment following a long-term pastorate ending in retirement. That evening I received an urgent phone message asking me to return the call no matter how late. A pastor suffered an emotional meltdown at a funeral service that day. The pastor voluntarily resigned and made plans to consult a doctor for mental health issues.

## 1 in 4 Pastors Have Struggled with Mental Illness, Finds Lifeway and Focus on the Family | News & Reporting | Christianity Today

Your pastor is just as likely to experience mental illness as any other American, according to a LifeWay Research survey commissioned by Focus on the Family.

Nearly 1 in 4 pastors (23 percent) acknowledge they have “personally struggled with mental illness,” and half of those pastors said the illness had been diagnosed, according to the poll (infographics below). One in four U.S. adults [experience mental illness](#) in a given year, according to the National Alliance on Mental Illness.

<https://www.christianitytoday.com/news/2014/september/1-in-4-pastors-have-mental-illness-lifeway-focus-on-family.html>

[Images for 1 in 4 Pastors Have Struggled with Mental Illness](#)

<https://lifewayresearch.com/mentalillnessstudy/>

<https://factsand Trends.net/2014/09/22/1-in-4-pastors-congregants-suffer-from-mental-illness/>

<https://religionnews.com/2014/09/22/churches-shun-mental-illness-offer-little-help-sufferers-families/>

[http://media.focusonthefamily.com/pastoral/pdf/PAS\\_eBook\\_Series\\_Mental\\_Health\\_INTERACTIVE.pdf](http://media.focusonthefamily.com/pastoral/pdf/PAS_eBook_Series_Mental_Health_INTERACTIVE.pdf)

<https://thomrainer.com/2014/02/pastors-and-mental-health/>

<https://www.christianitytoday.com/edstetzer/2018/april/church-and-mental-health.html>

<http://www.bpnews.net/43879/mental-illness-headlines-stir-pastors-to-help>

<https://www.christianitytoday.com/pastors/browse/>

The constitution provides provisions for those pastors who are mentally incapacitated but refuse to resign.

### [DOC]Model Constitution for Congregations 2019 - ELCA Resource Repository

#### Chapter 9.

#### ROSTERED MINISTER

- \*C9.05.** The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:
- a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:
    - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
    - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
    - 3) inability to conduct the pastoral office effectively in the congregation in view of local conditions;
    - 4) physical disability or **mental incapacity of the pastor;**
    - 5) suspension of the pastor through discipline for more than three months;
    - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
    - 7) termination of the relationship between this church and the congregation;
    - 8) dissolution of the congregation or the termination of a parish arrangement; or
    - 9) suspension of the congregation through discipline for more than six months.
  - b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
    - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
    - 2) when such allegations have been brought to the synod’s attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
  - c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop’s committee shall obtain and document competent medical opinion concerning the pastor’s condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament as disabled. Upon removal of the disability and the restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
  - d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop’s committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop’s committee must address whether the pastor’s call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
  - e. If either party fails to assent to the recommendations of the bishop’s committee concerning the pastor’s call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a

two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

<https://www.elca.org/constitution> [2019 Model Constitution for Congregations](#)

<https://download.elca.org> > [ELCA Resource Repository](#) > [Model Constitution](#)

<http://www.elca.org/Resources/Office-of-the-Secretary>

[Images for Model Constitution for Congregations 2019 - Chapter 9. ROSTERED MINISTER mental incapacity of the pastor](#)

## 21) Clergy centered to community orientated

When I walked in the main entrance at the church and walked up the stairs, I stared at a wall covered with photos of the former pastors. I went through the proper channels to have the photos moved to the library. In place of the clergy photos, I arranged to have installed one large bulletin board of The Congregation in the News and two smaller bulletin boards of the Congregation Council and of the Staff. This combination of bulletin boards was intended to state the partnership of staff/leadership with the congregation and the congregation making a difference outside the walls of the church.

### 5 Ways the Church Will Change | Holy Soup

2. **Community focus.** The church of tomorrow will be much more engaged in addressing the needs in the community.

The church will be known more for its members' relational acts of compassion outside of church walls, taking ministry out rather than waiting for outsiders to come in and sit.

<http://holysoup.com/2012/11/14/5-ways-the-church-will-change/>

[Images for 5 Ways the Church Will Change | Holy Soup 2. Community focus.](#)

## 22) Contextual differences

The pastor grew up in a suburb of St. Paul, MN and adopted the model of a large congregation with its own publications in a suburb of Minneapolis, MN. He agreed to a call to a small congregation in a village with an intentional strong ethnic cultural background on the condition that he could commute to the church. He recruited a few adherents who agreed with him that the church needed to be changed, but, for the most part experienced pushback so that he walked away leaving divisions in the congregation.

### City Pastor, Country Church | CT Pastors - Christianity Today

**The rural pastor must communicate a genuine respect for the rural way of life.** That means, among other things, dirtying our hands. Every year I spent time helping the ranchers brand calves. I talked to the farmers about their work and tried to learn the complexities of raising a crop. Most rural churches don't need rescuing as much as they need understanding.

<http://www.christianitytoday.com/pastors/1994/fall/414137.html>

[Images for The rural pastor must communicate a genuine respect for the rural way of life.](#)

<https://www.christianitytoday.com/pastors/browse/>

## 23) Both ends of the radio dial

I followed a pastor at one assignment whom I would characterize as a public radio type having served a long-term pastorate in what I would characterize as a Country Western radio type small town in which the people prided themselves in the local rodeo. The pastor had a hard time relating to many of the people of the community and never fit in. When he left, only one couple seemed to lament his departure. That couple made their official residence in Florida to, among other reasons, escape the Wisconsin state income taxes. The pastor preferred spending most of the day looking at the face of the computer rather than talking with people face to face.

To understand the personality of the chair of the Call Committee and a teacher in the Sunday School was to catch a flavor of the congregation because he, as much as anybody, was the heart and soul of the congregation. He was a regular call-in on the local classic country radio station. The station is known for its small-town redneck humor. His favorite TV program was **The Andy Griffith Show**. He worked as a mechanic at a small auto repair shop close to the church and bore a marked resemblance to **Goober Pyle**.

When I reflected that observation back to him, he embraced the similarity. To walk into the establishment, one would think one was stepping back in time. Fortunately, the successor pastor hit it off with the chair of the Call Committee and has enjoyed a satisfying pastorate for 10+ years at the time of this post. I anticipate that the pastor will stay there until retirement.

I find it helpful to listen to both 88.3FM **Wisconsin Public Radio** on the left hand side of the dial and **Moose Country - Eau Claire's Classic Country** 106.7FM on the right hand side of the dial. The latter features **Jay Moore in The Morning-You're One of Us**

While a pastor will never be "one of us," at least a pastor can understand the local milieu a little better to more effectively communicate.



NPR - Wikipedia  
<https://en.wikipedia.org/wiki/NPR>  
Images for NPR

Moose Country 106.7 - Home | Facebook  
<https://www.facebook.com/MooseCountry106.7/>  
Images for Moose Country 106.7

## Resources

### About NPR: Audience

Each week 26 million people listen to NPR programs and newscasts on 975 public radio stations nationwide. The NPR.org serves about 19 million visitors a month on web and digital platforms. Overall the NPR audience is a growing group of well-informed, publicly involved, socially aware, highly educated individuals from all corners of the country and points on the ideological spectrum.

<http://www.npr.org/about/aboutnpr/audience.html>  
Images for NPR Audience socially aware, highly educated individuals

### Music and Personality: What Does Your Taste in Music Reveal About Your Personality?

#### Country

Would you rather watch CMT instead of MTV? [Country music](#) fans are typically hardworking, conventional and outgoing. While country songs are often centered on heartbreak, people who gravitate towards this genre tend to be very emotionally stable.

<http://psychology.about.com/od/personalitydevelopment/a/music-and-personality.htm>  
Images for Country music fans are typically hardworking, conventional and outgoing

## 24) Avoid cultural condescension

Much of the culture in the state of Wisconsin revolves around the Packers and NASCAR, VFW and American Legion, hunting and fishing, beer and brandy, cheese and sausage. I don't share these customs (except for cheese and sausage, but even then, if I eat too much, I become constipated) and may mutter privately, but I know better than to speak derisively in public. My adaptation of the saying – "When in Rome, do as the Romans" – is: "When in Wisconsin, understand the customs (but don't feel obligated to go native)."

## Resources

### Basket of Deplorables - NPR

Memo to candidates: [Stop generalizing and psychoanalyzing your opponents' supporters](#). It never works out well for you.

<http://www.npr.org/2016/09/10/493427601/hillary-clintons-basket-of-deplorables-in-full-context-of-this-ugly-campaign>  
Images for Basket of Deplorables

### The Perils of Condescension - Newsweek

Long ago a style of history became fashionable, and like many intellectual fashions it has been impervious to evidence. (Intellectuals are often the last to know things.) The style was materialist and determinist. It taught that the driving force of American politics is economic conflict. But Barone believes politics usually divides Americans along [cultural](#) rather than economic lines. The salient question is not who gets what, but rather what kind of (and whose) country is this?

<http://www.newsweek.com/perils-condescension-206106>  
Images for Perils of Condescension

### The smug style in American liberalism - Vox

There is a smug style in American liberalism. It has been growing these past decades. It is a way of conducting politics, predicated on the belief that American life is not divided by moral difference or policy divergence – not really – but by the failure of half the country to know what's good for them.

<http://www.vox.com/2016/4/21/11451378/smug-american-liberalism>  
Images for smug style in American liberalism  
<https://www.nationalreview.com/corner/vox-calls-out-smug-style-american-liberalism/>  
<https://unherd.com/2018/07/liberal-smugness-will-destroy-left/>  
<https://slate.com/news-and-politics/2018/03/is-liberal-smugness-to-blame-for-our-political-climate.html>  
<https://nypost.com/2016/04/23/liberals-embrace-the-smug-life/>  
<https://www.salon.com/2017/03/20/the-smug-style-in-american-liberalism-its-not-helping-folks-but-theres-a-better-way/>  
<https://www.nytimes.com/2017/07/05/magazine/hated-by-the-right-mocked-by-the-left-who-wants-to-be-liberal-anymore.html>  
<https://www.nytimes.com/2018/05/19/opinion/liberals.html> Opinion | Are Liberals Too Smug and Self-Righteous?  
[https://www.huffingtonpost.com/nikki-johnsonhuston-esq/the-culture-of-the-smug-w\\_b\\_11537306.html](https://www.huffingtonpost.com/nikki-johnsonhuston-esq/the-culture-of-the-smug-w_b_11537306.html)  
Images for culture of smug  
<https://www.theguardian.com/commentisfree/2017/aug/16/donald-trump-supporters-liberals-sneer>  
<https://www.businessinsider.com/liberals-can-win-if-they-stop-being-so-annoying-2017-7>  
[https://en.wikipedia.org/wiki/Limousine\\_liberal](https://en.wikipedia.org/wiki/Limousine_liberal)  
Images for limousine liberal

## 25) Clamoring for change: Whose needs are being served?

She graduated from a seminary known for training its students in social activism. Sure enough, in situation after situation she pushed forward what she believed to be the preferred course of action. Others tried to caution her, but she paid them no heed.



## 26) Indebted to whom?

Follow the money to find the true intent. In the article, [Joe Biden Is a Fraud, Plain and Simple – Truthdig](#), the writer asserts, “Biden has a media image that exudes down-to-earth caring and advocacy for regular folks. But his actual record is a very different story.” This dynamic plays out across the board as the article [How Money Corrupts American Politics](#) explains, “In sum, the net effects of money in politics include distraction from the public business, exacerbation of polarization and gridlock, and distortion of policy making in wasteful, inefficient, and anti-democratic directions.”

For the person of faith, Paul exhorts, “For you were **bought** with a price; therefore, glorify God in your body.” (1Corinthians 6:20) The explanation of the Second Article of the Apostles’ Creed in [Luther’s Small Catechism by Dr. Martin Luther](#) states, “I believe that Jesus Christ, true God, begotten of the Father from eternity, and also true man, born of the Virgin Mary, is my Lord, who has redeemed me, a lost and condemned person, **purchased** and won me from all sins, from death, and from the power of the devil; not with gold or silver, but with His holy, precious blood and with His innocent suffering and death, that I may be His own and live under Him in His kingdom and serve Him in everlasting righteousness, innocence, and blessedness, just as He is risen from the dead, lives and reigns to all eternity.”

## 27) Heroic

To listen to her describe her pastoral ministry, one would think she was continually pushing that big rock up the hill.

### Resources

[Sisyphus - Wikipedia](#)

[Albert Camus](#), the [French absurdist](#), wrote an essay entitled [The Myth of Sisyphus](#), in which he elevates Sisyphus to the status of absurd hero.



*Sisyphus* (1548–49) by [Titian](#), [Prado Museum](#), [Madrid](#), [Spain](#)

<https://en.wikipedia.org/wiki/Sisyphus>

[Images for Sisyphus](#)

[https://en.wikipedia.org/wiki/The\\_Myth\\_of\\_Sisyphus](https://en.wikipedia.org/wiki/The_Myth_of_Sisyphus)

[Images for Myth of Sisyphus](#)

[The Myth of Sisyphus by Albert Camus - NYU](#)

The gods had condemned Sisyphus to ceaselessly rolling a rock to the top of a mountain, whence the stone would fall back of its own weight.

<https://www.nyu.edu/classes/keefe/hell/camus.html>

[Images for Myth of Sisyphus by Albert Camus](#)

## 28) Displaying weariness as a defense mechanism

When asked a question, he often breathed a long sigh as if to deflect possible criticism.

[Are You Guilty Of Attention Seeking Behavior? | Betterhelp](#)

**Sympathy seeking** is an extremely common form of looking for attention. Unfortunately, it's also a form of negative attention because rather than receiving praise for your good qualities, you're receiving sympathy, or even pity, for your misfortunes. This is not to say that sympathy is a bad thing. But it is unhealthy to attempt to gain sympathy from others purposefully.

<https://www.betterhelp.com/advice/behavior/are-you-guilty-of-attention-seeking-behavior/>

[Images for Are You Guilty Of Attention Seeking Behavior?](#)

## 29) When being well-intentioned doesn't work

A member related to me that, when her adult daughter came to attend a service of worship, she sat in the back pew with an autistic son. One time, she got up to take him out only to hear the pastor implore her from the pulpit to stay. She meant well, but the mother became so embarrassed she never came back.

### Resources

[10 Common Things Well-Intentioned Allies Do That Are Actually Counterproductive](#)

Below are ten counterproductive behaviors that people who want to do “good” commit and must actively work to correct.

<https://medium.com/reclaiming-anger/10-common-things-well-intentioned-allies-do-that-are-actually-counterproductive-af3dda187822>

[Images for 10 Common Things Well-Intentioned Allies Do That Are Actually Counterproductive](#)

### 23 Well-Intentioned Acts That Don't Make Things Better - Cracked.com

Look, we get it; everybody, for whatever reason, tries to do some good for our planet. Whether out of self-righteousness or truly noble intentions, the end result is the same: You're really dicking the rest of us over.

How, exactly? Glad you asked!

<http://www.cracked.com/pictofacts-649-23-ways-youre-saving-world-that-dont-work/>

[Images for 23 Well-Intentioned Acts That Don't Make Things Better - Cracked.com](#)

<https://www.cracked.com/pictofacts-1256-19-good-intentions-with-unintentionally-terrible-results/>

[http://www.cracked.com/article\\_18551\\_6-well-intentioned-ways-youre-ruining-your-dog.html](http://www.cracked.com/article_18551_6-well-intentioned-ways-youre-ruining-your-dog.html)

## 30) Tempering expectations

One previous pastor wrote in the bio on the website that the practice of the pastor was to call upon people right before surgery and to sit with the family through the surgery and then to return to visit 2 days later. While the previous pastor of the past 10 years was much beloved for this kind of attentiveness, I did not continue the practice to that extent. Many times, I heard about people being hospitalized after they got back home.

### Resources

#### Fifteen Reasons Why Your Pastor Should Not Visit Much – ThomRainer.com

While I am not advocating that pastors *never* visit people, I am concerned that such **expectations** are well beyond those with serious and emergency needs.

<http://thomrainer.com/2016/08/fifteen-reasons-pastor-not-visit-much/>

[Images for Fifteen Reasons Why Your Pastor Should Not Visit Much – ThomRainer.com](#)

<https://thomrainer.com/2016/09/pastors-shouldnt-ones-visiting-members-rainer-leadership-263/>

#### How Pastoral Care Stunts the Growth of Most Churches – Carey Nieuwhof

The pastoral care model most seminaries teach and most congregations embrace creates false and unsustainable **expectations**.

<http://careynieuwhof.com/2015/11/how-pastoral-care-stunts-the-growth-of-most-churches/>

[Images for How Pastoral Care Stunts the Growth of Most Churches – Carey Nieuwhof](#)

<https://edamove.com/how-to-provide-pastoral-care-without-burning-yourself-out/>

<http://careynieuwhof.com/2013/09/8-reasons-most-churches-never-break-the-200-attendance-mark/> #1

<https://www.sermoncentral.com/pastors-preaching-articles/careynieuwhof-7-things-that-get-harder-as-your-church-grows-2940>

<https://careynieuwhof.com/episode58/> Beth Marshall On How Pastoral Care Grows And Kills Churches And Leaders

<https://careynieuwhof.com/why-you-need-to-play-favorites-in-leadership-and-even-in-ministry/>

<https://careynieuwhof.com/6-disruptive-church-trends-that-will-rule-2017/>

<https://www.facebook.com/cniewwhof/posts/513296355525464>

[Images for carey nieuwhof \(author\)](#)

#### The Pastor's Survival Manual: 10 Perils in Parish Ministry and How to Handle Them by Kenneth Alan Moe

The various tableaux of unrealistic **expectations** that parishioners create about their pastors tend to fade in benign fashion if the pastors are otherwise competent, effective, and well behaved.

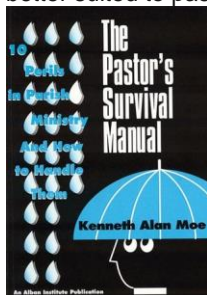
<https://books.google.com/books?isbn=1566996678>

Page 45

[Cheyanna](#) rated it liked it

Shelves: [work-related-books](#)

This short book is well organized and provides solid information from a pastor who has learned a lot over the course of his time serving in parish ministry, though at twenty years from publication the book is outdated. If this book were updated drawing from the basic principles and outline of the book, while providing updated information about parish ministry today it would be better suited to pastors currently serving.



<https://www.goodreads.com/en/book/show/3049410-the-pastor-s-survival-manual>

<https://www.amazon.com/Pastors-Survival-Manual-Perils-Ministry/dp/1566991579>

<https://rowman.com/ISBN/9781566991575/The-Pastor-s-Survival-Manual-10-Perils-in-Parish-Ministry-and-How-to-Handle-Them>

<https://www.amazon.ca/Ministry-Clergy-Christianity-Books/b?ie=UTF8&node=953714>  
<https://www.barnesandnoble.com/w/the-pastors-survival-manual-kenneth-alan-moe/1113177052>  
[https://www.goodreads.com/author/show/1307839.Kenneth\\_Alان\\_Moe](https://www.goodreads.com/author/show/1307839.Kenneth_Alان_Moe)  
[Images for Kenneth Alan Moe, author](#)  
[Images for The Pastor's Survival Manual: 10 Perils in Parish Ministry and How to Handle Them by Kenneth Alan Moe](#)

Another outgoing pastor told me she delivered communion to the homebound on a weekly basis. When I asked her, "Why?", she replied, "Because I'm weird that way." I did not continue that pattern.

### 31) Following a long-term pastor

Following a long-term pastor poses its own challenges for interim ministry. I seek to honor the tradition and the long-term pastor, while at the same time encouraging the congregation to be open to the movement of the Spirit for discovering new ways to carry out its life and mission. *Beating the Odds: Successfully Following a Long-Term Pastor* offers sage advice, while at the same time indirectly demonstrates the need for an intentional interim. In fact, one of the best arguments for intentional interim ministry early on came from pointing to those short-term pastorates, which were termed unintentional interims following a long-term pastor.

#### Resources

##### **Beating the Odds: Successfully Following a Long-Term Pastor**

From a new position of humility, I began to ask questions. Would I have stayed longer if I had understood the unique dynamics of following a long-term pastor? Could I have built stronger relationships with members in order to create a base of support? I came to recognize that I had seriously underestimated the impact of following a strong pastor who had led the church for twelve years. My personality, age, leadership style, and ministry priorities differed significantly from his, but I had never considered how they would affect my ability to minister in that congregation. Unfortunately, insight came when it was too late to apply it to my own situation.

<https://alban.org/archive/beating-the-odds-successfully-following-a-long-term-pastor/>  
[Images for Beating the Odds: Successfully Following a Long-Term Pastor](#)

##### **BENEFITS OF AN INTENTIONAL INTERIM | CT Pastors**

A minister trained for interim ministry can be especially helpful for a church coming off a **long-term pastorate**, or for a church that loses their minister every three or four years. Churches with power struggles or personality problems can also benefit from an intentional interim.

<https://www.christianitytoday.com/pastors/1993/winter/93l4123.html>  
[Images for church coming off a long-term pastorate](#)

##### **Finishing Strong/Ending Well: Leaving Congregational Ministry at the Top of Your Game by Roy M. Oswald**

I recommend that the church utilize an interim pastor, especially if the retiring pastor has had a **long-term pastorate**. (See the article, "*Transitioning out of Retirement to Help Transitioning Churches.*" One weakness with interim pastors, though, is most do not have a contract with the congregation. Often, the congregation has not thought through the tough issues that need to happen in the interim period. When these issues are thought through, and the interim pastor has taken care of them, the new pastor can spend the first 9 months being a lover and historian. He can get to know and empower people, build a base of support, and find out the crucial changes that need to take place.

[http://enrichmentjournal.ag.org/200702/200702\\_066\\_finishstrong.cfm](http://enrichmentjournal.ag.org/200702/200702_066_finishstrong.cfm)  
[Images for Leaving Congregational Ministry at the Top of Your Game by Roy M. Oswald](#)  
<https://static1.squarespace.com/static/54c7d7ede4b03a45e09cd270/t/5aa00b43652dea8c73c46299/1520438089615/HowToMinisterEffectivelyInFamilyPastoralProgramandCorporate-SizedChurches.pdf>  
<https://www.amazon.com/Roy-M.-Oswald/e/B001K8KQ1O>  
[https://www.goodreads.com/author/list/152452.Roy\\_M\\_Oswald](https://www.goodreads.com/author/list/152452.Roy_M_Oswald)  
[Images for Roy M. Oswald, author](#)

##### **Frequently Asked Questions for Congregations – Interim Ministry Association ELCA**

When should we consider an Intentional Interim Pastor?

Within the ELCA, there are many "Intentional Interim Pastors" – pastors who have received specialized training in interim ministry. These Intentional Interim Pastors are normally full-time pastors who specialize in doing interim ministry. They might be called "professional interim pastors." When available, they are often used by synods or congregations in particularly difficult circumstances, such as the loss of a pastor due to misconduct, death, or the transition after a **long-term pastorate**. A few synods attempt to use Intentional Interim Pastors in most transitional situations. Congregations that are interested in this possibility should contact their synod to see if this is a possible option.

<http://www.elca.org/Growing-In-Faith/Ministry/Interim-Ministry-Association/Frequently-Asked-Questions/FAQs-for-Congregations.aspx>  
[Images for transition after a long-term pastorate](#)

##### **How to Follow a Long-Tenured Pastor — Pastor Well**

Following a pastor who has run well and gone the distance is only a problem for those who lack the character or the stamina to do the same. Taking the baton of leadership from someone who has served the church for twenty years or more is certainly not without daunting challenges and discouraging obstacles, but the advantages of

stability—even when “stability” has morphed into apparent intransigence—are usually preferable to following a rapid succession of pastors who did not stay long enough to lead the people in any meaningful sense of the word.  
<http://www.pastorwell.com/blog/2017/1/26/how-to-follow-a-long-tenured-pastor>  
[Images for Follow a Long-Tenured Pastor](#)

#### Intentional Interim Ministry

New perspectives. When a **long-term pastor** leaves a congregation, the norms and expectations set up by the long tenure may be difficult for the pastor that follows. Intentional Interim Ministry allows a congregation to experience different approaches to ministry and opens eyes to different kinds of pastoral leadership.

<http://interimministry/cms.org/>  
[Images for long-term pastor leaves a congregation](#)

#### Intentional Interim Pastoral Ministry - Mennonite Church USA

II. When is an interim pastor most essential?

Some form of interim ministry can be helpful in almost every pastoral transition; however, there are some situations in which a longer-term intentional interim is almost essential.

A. In congregations that have experienced the ending of a **long-term pastorate**, an interim pastor can assist the congregation in dealing with its grief over the loss of a pastor. The interim pastor can help the congregation look at its history and how it deals with change. Then the congregation can begin to plan for new leadership by having a new vision and a new identity that is owned by the congregation.

<http://resources.mennoniteusa.org/wp-content/uploads/2012/01/IntentionalInterimPastoralMinistry.pdf>  
[Images for ending of a long-term pastorate](#)

#### Interim Ministry - Rocky Mountain Synod, ELCA

Interim ministry is especially meaningful following an **extended pastorate** or the resolution of recent or long-term conflicts. This ministry is usually done by a person who has received special interim ministry training.

<http://rmselca.org/congregations/interim/>  
[Images for following an extended pastorate](#)

#### [PDF]Interim Ministry Manual - South Dakota Synod

Intentional Interim—an intentional interim follows pastoral retirement or resignation that was preceded by a long and difficult period of congregational conflict or as a result of a disciplinary action. **An intentional interim is also appropriate following an unusually long and successful ministry by the former pastor.** Experience has shown that these and similar situations need to be addressed in an intentional way in order that the congregation can move forward with confidence.

<http://www.sdsynod.org/wp-content/uploads/2011/01/Interim-Ministry-Manual-SD-Synod2.pdf>  
[Images for intentional interim following a long and successful ministry by former pastor](#)

#### Interim Pastors/Intentional Interim Ministry

**Transitions after a long-term ministry** of a pastor or after a stormy journey between pastor and church body are significant in a church's life. The intentional interim process guides a congregation to explore its history, decision making, denominational relationships, and core identity before the congregation authorizes the search for a new pastor.

<http://www.vbmb.org/Services/Staff-Transitions/Interim-Ministry.cfm>  
[Images for Transitions after a long-term ministry](#)

#### [DOC]Pastor Search Committee Workbook

There are several conditions that often indicate the need for an Intentional Interim Ministry:

**The pastor had been there over ten years;**

There are undercurrents in the church that have not been settled;

The pastor left because of a moral failure;

The pastor was forced to resign;

There is significant conflict in the church.

[www.nechesriverbaptist.org/.../nechesriverbaptistassociation.doc](http://www.nechesriverbaptist.org/.../nechesriverbaptistassociation.doc)  
[www.sanjacintobaptist.com/wp-content/uploads/2012/.../pastorsearchcommitteeworkbook.doc](http://www.sanjacintobaptist.com/wp-content/uploads/2012/.../pastorsearchcommitteeworkbook.doc)  
[Images for pastor there over ten years](#)

#### The Challenges of Following a Long-Term Pastor – ThomRainer.com

Discussions about challenges that are related to following a long-term pastor. We see this often in other walks of life such as sports and coaching changes. So, we shouldn't be too surprised that it is an issue in the church as well.

<http://thomrainer.com/2016/06/challenges-following-long-term-pastor-rainer-leadership-235>  
[Images for thom rainer on following a long-term pastor](#)  
<http://thomrainer.com/2017/10/five-difficult-pastors-follow/> #1  
<https://www.vanderbloemen.com/blog/replacing-tenured-pastor>  
<http://thomrainer.com/2015/10/seven-thoughts-about-retiring-pastors-who-stay-at-their-churches/>  
[http://thomrainer.com/2011/11/the\\_lifecycle\\_of\\_pastors/](http://thomrainer.com/2011/11/the_lifecycle_of_pastors/)

[Images for thom rainer \(author\)](#)

### Transitional Intentional Interim Ministry in The United Methodist Church

Possible scenarios for an intentional interim

There are many potential circumstances in which the deployment of an Intentional Interim Ministry Specialist would be especially helpful. The most obvious ones involve sudden and unexpected trauma, often mid-appointment year, such as the death or disability of a pastor or the removal of a pastor following misconduct.

Other situations which call for specialized leadership include:

#### Departure or retirement of long-term pastor (10-15 years)

Observable and/or long-term congregational dysfunction and troublesome congregational conflict

Short-term pastoral leaves of absence for medical, family needs or military duty

Any pastoral transition may open the door for the specialized ministry of a TIIMS.

<http://www.gbhern.org/clergy/district-superintendents/interim-ministry/transitional-intentional-interim-ministry-United>

[Images for Departure or retirement of long-term pastor \(10-15 years\)](#)

### Wisdom from Lyle E. Schaller: The Elder Statesman of Church Leadership by Lyle E. Schaller, Warren Bird

6. How Do I Follow a **Long-Term Pastor**?

Page 46

<http://www.amazon.com/Wisdom-Lyle-Schaller-Statesman-Leadership/dp/1426749104>

<https://books.google.com/books?isbn=1426749104>

[http://leadnet.org/resources/advance/lyle\\_schallers\\_wisdom\\_for\\_today](http://leadnet.org/resources/advance/lyle_schallers_wisdom_for_today)

<http://www.lifeandleadership.com/book-summaries/schaller-and-bird-wisdom-from-lyle-e-schaller.html>

[Images for Wisdom from Lyle E. Schaller: How Do I Follow a Long-Term Pastor?](#)

### 32) Did not end well

In conversation with an interim ministry colleague, this colleague characterized the situation into which he stepped by diplomatically stating, "It did not end well."

#### Resources

#### 5 Reasons Some Leaders Finish Poorly | The Exchange | A Blog by Ed Stetzer

Why do some leaders end so well-- Calvin Miller, Jack Hayford, Bob Russell, Roy Fish, and so many more - while others go out not in a blaze of *glory*, but in a blaze of *gory*? They finish poorly and leave a mess in their wake. In some cases, they even undo some of the tremendous progress God used them to create in the years prior.

<http://www.christianitytoday.com/edstetzer/2013/january/5-reasons-some-leaders-finish-poorly.html>

[Images for Pastors Finish Poorly](#)

#### Nine Steps to Pastors Finishing Well by Dick Hardy - Enrichment Journal

Saul started strong, had a great career, and then poor choices derailed his leadership. He **did not finish well**. He bombed and ended up committing suicide.

[http://enrichmentjournal.ag.org/201401/201401\\_001\\_013\\_9%20Steps.cfm](http://enrichmentjournal.ag.org/201401/201401_001_013_9%20Steps.cfm)

[Images for Pastors Finishing Well](#)

### 33) On being reflective

As I look back on my years of pastoral ministry since 1980, I think of those presenting situations where things went well and where things did not go well. Particularly distressing are those times when I allowed myself to lose perspective and did not remain measured in my response. I have learned the importance of being healthy in a wholistic way and of being fully energized. I have learned the importance of being reflective personally and prayerfully. Being in conversation with others to gain perspective is important as well. These measures are even more important now because the presenting situations are becoming increasingly more challenging.

#### Resources

#### Best 25+ Reflective practice ideas on Pinterest

<https://www.pinterest.com/explore/reflective-practice/>

[Images for Reflective practice pinterest](#)

<https://www.pinterest.com/juppl/the-reflective-practitioner/>

<https://www.pinterest.com/teachermeredith/reflective-practice/>

<https://www.pinterest.com/annadelconte/reflective-learning/>

<https://www.pinterest.com/nlulan04/self-reflection-and-critical-reflection/>

<https://www.pinterest.com/nicolettownsend5/reflective-practice/>

<https://www.pinterest.com/sarahmarziliano/reflective-practice/>

<https://www.pinterest.com/PlaytheDay/reflective-practice/>

<https://www.pinterest.com/clairesewelllib/reflective-practice/>

<https://www.pinterest.com/marie0058/reflective-practice/>

<https://www.pinterest.com/ajoor1/reflective-practice/>

<https://www.pinterest.com/lilifresca/reflective-practice-reggio-inspired/>

<https://www.pinterest.com/wrfdc/educators-reflective-practice/>

<https://www.pinterest.com/ccheesman0025/reflective-practice/>



<https://www.pinterest.com/rachelleberry01/reflective-practice/>  
<https://www.pinterest.com/alpha12bravo/reflective-practice/>  
<https://www.pinterest.com/acocorikis/idta-reflective-practice-group-ideas/>  
<https://www.pinterest.com/npmaven/reflective-practice-journaling-beyond/>  
[Images for reflective-practice-journaling-beyond](#)

### Reflective Practice | SkillsYouNeed

Reflective practice is, in its simplest form, thinking about or reflecting on what you do. It is closely linked to the concept of learning from experience, in that you think about what you did, and what happened, and decide from that what you would do differently next time.

<https://www.skillsyouneed.com/ps/reflective-practice.html>  
[Images for Reflective Practice | SkillsYouNeed](#)  
[www.participatorymethods.org/method/reflective-practice](http://www.participatorymethods.org/method/reflective-practice)  
<https://spielverlagerung.com/2018/03/07/what-is-reflective-practice/>  
<https://brightknowledge.org/medicine-healthcare/what-is-reflective-practice>  
[www.teachhub.com/5-quick-steps-reflective-practice](http://www.teachhub.com/5-quick-steps-reflective-practice)  
<https://edukatescotland.wordpress.com/2013/02/27/the-importance-of-being-reflective/>  
[Images for being reflective](#)  
<https://www.amazon.com/Reflective-Practitioner-Professionals-Think-Action/dp/046506874X>  
[https://en.wikipedia.org/wiki/Reflective\\_practice](https://en.wikipedia.org/wiki/Reflective_practice)  
<https://www.tandfonline.com/toc/crep20/current> Reflective Practice: Vol 19, No 2 - Taylor & Francis Online

### Reflective Quotes - BrainyQuote

<https://www.brainyquote.com/quotes/keywords/reflective.html>  
[Images for Reflective Quotes](#)  
<https://www.goodreads.com/quotes/tag/reflective>  
<https://www.goodreads.com/quotes/tag/reflection>  
[www.wiseoldsayings.com/reflective-quotes/](http://www.wiseoldsayings.com/reflective-quotes/)  
<https://www.pinterest.com/FFTKcatering/inspirational-reflective-quotes/>  
<https://www.tumblr.com/tagged/reflective-quotes>  
<https://www.speakingtree.in/blog/reflective-quotes>  
[www.azquotes.com/quotes/topics/reflective-thinking.html](http://www.azquotes.com/quotes/topics/reflective-thinking.html)

### What Does the Bible Say About Reflection? - OpenBible.info

<https://www.openbible.info/topics/reflection>  
[Images for Bible and Reflection](#)  
<https://www.openbible.info/topics/self-reflection>  
<https://www.kingjamesbibleonline.org/Bible-Verses-About-Reflecting/>  
<https://www.geneva.edu/blog/uncategorized/reflection-for-spiritual-growth-1-19-17>  
<https://bible.org/article/31-bible-reflection-tips>  
<https://seattlechristiancounseling.com/articles/spiritual-development-and-the-need-for-self-reflection>

When I look back on my Luther Seminary class of 1979 and realize how many did not make it into the parish, how many dropped out along the way, and how many are now retired,

### Statistics for Pastors

1 out of every 10 pastors will actually retire as a pastor.

[www.pastoralcareinc.com/statistics/](http://www.pastoralcareinc.com/statistics/)  
[Images for 1 out of every 10 pastors will actually retire as a pastor.](#)

I can only say that it is by the grace of God that I am still being called to this work. I pray the Serenity Prayer and move on.

### Serenity Prayer - Wikipedia

The Serenity Prayer is the common name for a [prayer](#) written by the American theologian [Reinhold Niebuhr](#)<sup>[1][2]</sup> (1892–1971). The best-known form is:

God, grant me the serenity to accept the things I cannot change,  
Courage to change the things I can,  
And wisdom to know the difference.

Niebuhr, who first wrote the prayer for a sermon at Heath Evangelical Union Church in Heath, Massachusetts,<sup>[3]</sup> used it widely in sermons as early as 1934<sup>[1]</sup> and first published it in 1951 in a magazine column.<sup>[1][4]</sup> The prayer spread both through Niebuhr's sermons and church groups in the 1930s and 1940s and was later adopted and popularized by Alcoholics Anonymous and other [twelve-step programs](#).

[https://en.wikipedia.org/wiki/Serenity\\_Prayer](https://en.wikipedia.org/wiki/Serenity_Prayer)  
[Images for serenity prayer](#)