

## HEALTHY LEADERSHIP

### VIDEO SUMMARY

- Best-selling author, speaker, podcaster, and church planter Carey Nieuwhof emphasises the importance of healthy leadership in churches and reflects on the physical and emotional challenges of leadership.
- Carey cites a significant decline in pastors' mental and emotional health, quality of life, and the number of true friendships since 2015, particularly for younger pastors (under 45).

### 3 FACTORS MAKING MINISTRY DIFFICULT AND STRATEGIES TO ADDRESS THEM

1. **Impossible Job Descriptions:** Pastors are expected to fulfill contradictory roles (visionary yet non-controlling etc.) and this creates immense pressure and unrealistic expectations. To address this, focus on operating in your areas of giftedness. Focus on personal strengths, delegate other responsibilities and encourage the use of lay people's spiritual gifts within the church.
2. **Changing Church Dynamics:** Churches are becoming smaller or larger, with few stable, mid-sized congregations. Small churches struggle with resources and large churches face overwhelming administrative burdens. It's important to determine if the church is on a mission or acting as a hospice. Address growth barriers such as the pastoral care barrier at the 200-attendance mark.
3. **The Perfect Storm of Christian Leadership:** Work, faith, and community roles merge, leading to isolation, confusion and difficulty maintaining personal relationships or managing multiple, overlapping roles. Manage this by pursuing authentic friendships outside of church-related roles, grieving losses properly to prevent long-term emotional and spiritual damage, and scheduling rest and reflection to maintain a balanced life.

### REFLECT

- Which aspects of your role as a leader do you find most overwhelming? How can you better align your responsibilities with your strengths and delegate others?
- What specific growth barrier is your church facing, and how can you address it?
- How do you currently manage the overlap between your work, faith, and community roles?
- What steps can you take to build and maintain authentic friendships?
- Have you adequately grieved your losses? How can you create space to process grief healthily?
- How can you adjust your daily schedule to ensure you are doing what you are best at when you are at your best?
- What practices can you implement to ensure your long-term wellbeing and avoid burnout?