

A wide landscape view of a mountain range under a cloudy sky. The foreground is a green valley with scattered trees and a dirt road. The middle ground shows rolling hills and a dense forest. The background features rugged, rocky mountains. A white text box is overlaid in the center of the image.

# SOULCARE

*Bringing leaders to life*

# Back Stage Drives Everything

Church United Soul Care Day

August 25, 2023

S I L E N C E

&

D E E P B R E A T H S

# My personal sense of vocation

## Intersection of Leadership + Spiritual Formation

### First time full time... 27 year old start up!

- soulcare.com (since 1998)
- This conversation has evolved significantly over past decades — we are in a new moment
- Church Planting, Willow Creek, Willow Creek Association, Gloom

**Team of 40+ amazing people...** spiritual directors, coaches, digital creatives, writers, online community builders, content developers, strategists, researchers

### Our Question:

**How do we give the greatest lift to elevating Soul Health globally?**



“I’d Rather Burn Out than Rust Out...”

**Current Work Cultures  
are predictably yielding**

BURNOUT

FLAMEOUT

DROPOUT

**Next-gen will not die on this hill.**

*This is good.*

# Ezekiel 37

A global army saying, “Our hope is gone; we are cut off...”





December 30, 2021

12:18 PM

Edit



**December 30,  
2021**

**... a new  
perspective on  
burnout.**







# The Gazette

SUNDAY

SERVING COLORADO SPRINGS & THE PIKES PEAK REGION SINCE 1872

SUNDAY, JANUARY 2, 2022 \$3.00

COLORADO WILDFIRES • GET THE LATEST NEWS AT GAZETTE.COM

## Three feared dead, 1,000 buildings lost, officials say



A neighborhood resident who requested to remain anonymous stands in front of a neighbor's burned home on the 800 block of West Mulberry Street on Friday in Louisville after the devastating Marshall fire.

THOMAS HERRICK, THE GAZETTE

Debris, snow have hampered search for missing people; cadaver dogs being sent

BY BETH KLAMANN  
beth.klamann@gazette.com

Three people are missing and feared dead in the wake of the Marshall fire, the Boulder County sheriff said Saturday, and search

people are in Superior, and the third is in the Marshall area, Sheriff Joe Pelle said. He said the search is likely a recovery one, meaning authorities are looking for remains. The

More inside

What it's like to evacuate a hospital. As the fire bore down, so did bety Clars. A12

A Marshall fire timeline shows the race to safety. A12-13

Mitigation plans for fire area are 11 years out of date

BY EVAN WYLDON  
evan.wyldon@gazette.com

The wildfire mitigation plan for the area where the Marshall fire ripped across a suburban landscape on Thursday hadn't been updated since 2010, pre-

vacuation routes. area, the design subdivisions is too locations and place proactive mitigation should have taken all of which were 1 out of date. The area where

COMMENTARY



WOODY PAIGE  
woody.paige@gazette.com

### Dan Reeves 'a good football life, a great life'

Farm boy Danny Reeves was the Star of America's Team Football life Dan Reeves was America's player, assistant coach and head coach. He has been selected to the Sports Hall of Fame of Georgia, South Carolina, Texas and Colorado. He is in the Americas High School Hall of Fame, the Gamcocks Athletic Hall of Fame and the Broncos' Ring of Fame.

Dan is the Man Cannon has slighted wrongly, but he is a true Pro Football Hall of Famer who played and coached in nine Super Bowls.

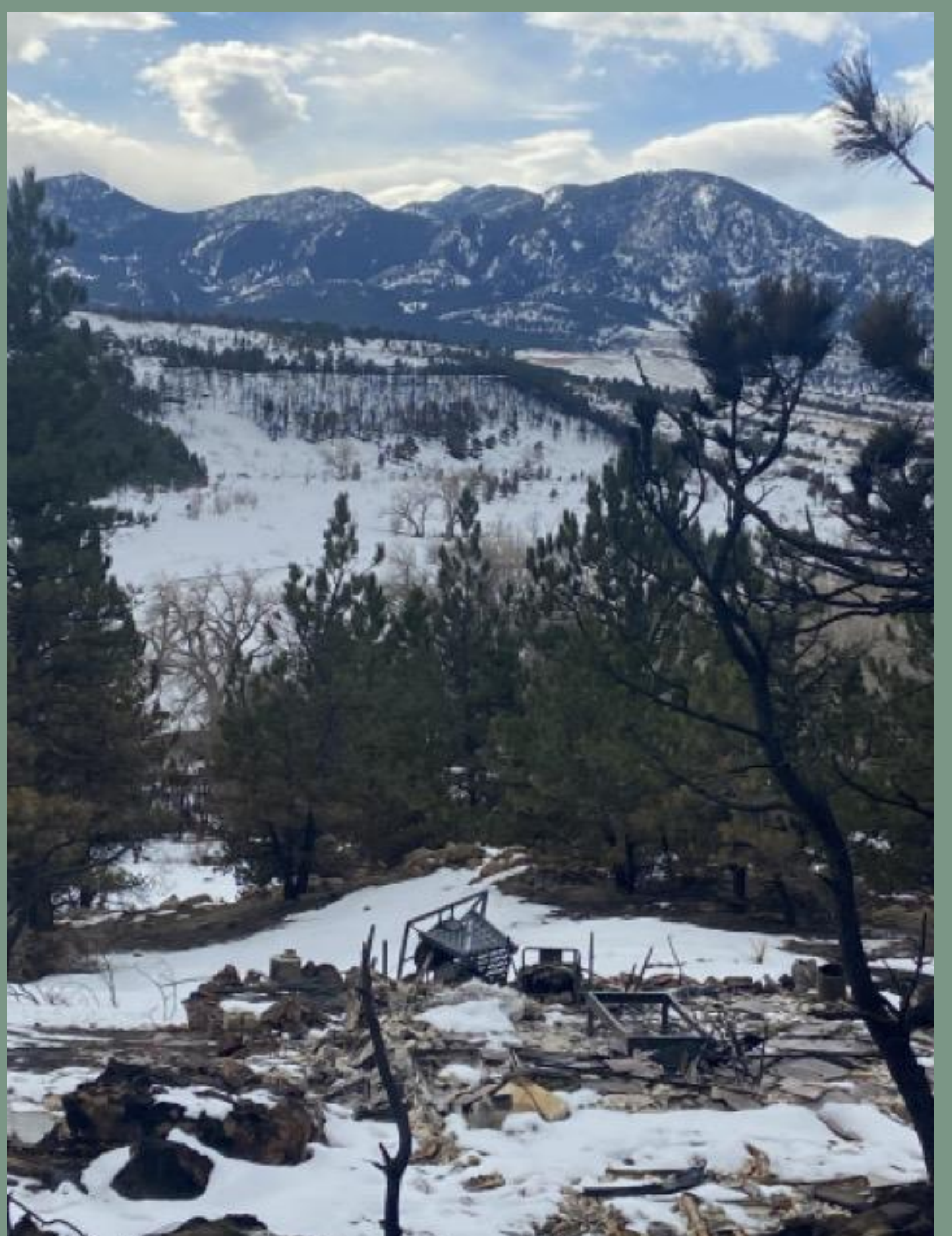
Daniel Edward Reeves, a running back who passed for a touchdown in the legendary Ice Bowl, passed on early New Year's Day, 15 days before his 78th birthday. Happy Trails to Dan, who once was featured on the Sports Illustrated cover, alongside, as "The Unwanted Jewboy."

Both George Reeves and Dan Reeves played Superman.

2022 begins as formerly as 2021 had been for former Broncos. Our Dan Cowtown Football Team lost Hall of Famer running back Floyd Little on Jan. 1, then running



Before & After





# So, what is burnout?

Severe depletion – even exhaustion – of our personal reserves.

It is literally burned, like fuel, and now gone.

Trees. Cars. Neighborhoods... and yes, people.

People's energy. Team's energy.

Maybe that's you today.

# *Unique Challenges in Ministry Leadership?*

Pace of Life is Relentless

Isolation of Senior Leadership

Financial Pressures

Impossible demands

Spiritual Opposition

Unhealed Past Wounds... Trauma

No imagination for priority of Soul Care

# *Unique Challenges in Ministry Leadership?*

Pace of Life is Relentless

Isolation of Senior Leadership

Financial Pressures

Impossible

**BACKSTAGE**

Wounds... Trauma

Imagination for priority of Soul Care



*Why are we even talking about this?*

*Aren't we all saved... so all that matters is what we do?*

Greek & Hebrew understanding of soul

Psuche – Matthew 16:26

Nephesh – Genesis 2

What are the symptoms of the soul?



# *Symptoms of soul health and soul neglect*



Your soul drives everything  
that matters to you.



**BACKSTAGE REALITIES**

**ARE IGNORED**

**TO OUR PERIL.**

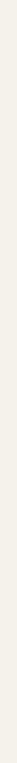
# So, How Do I Know if I'm OK?

Self-assessment tools for spiritual health

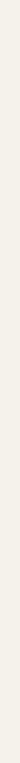


# Measuring Spiritual Stuff

Self-assessment tools for spiritual health



“Only thing crazier  
than trying to measure  
spiritual vitality or growth ...





“Only thing crazier  
than trying to measure  
spiritual vitality or growth ...

**... is not to.**

John Ortberg

## Why Assess Spiritual Health?

### **Personal:**

- Increase self-awareness
- Enable informed next step recommendations
- See progress
- Evaluate efficacy of interventions

### **Organizational:**

- Understand risk
- Create resource strategies for people/teams/org
- See progress
- Evaluate efficacy of interventions

# Soul Health Assessment



# *Soul Health Assessment Design*

6 Demographic Questions

43 “What Marks Your Life” soul symptoms

- Does not contribute to score
- Check all that apply

24 Questions yielding an “index” score 1 - 100

- Five Dimensions of Flourishing
- Sense of God with you/for you (= soul health)
- Level of ownership for wellbeing of your soul
- Experience of work  
(especially risk for Burnout/Flameout/Dropout)

Provides Individual result in one of three ranges:

0-50: Healing

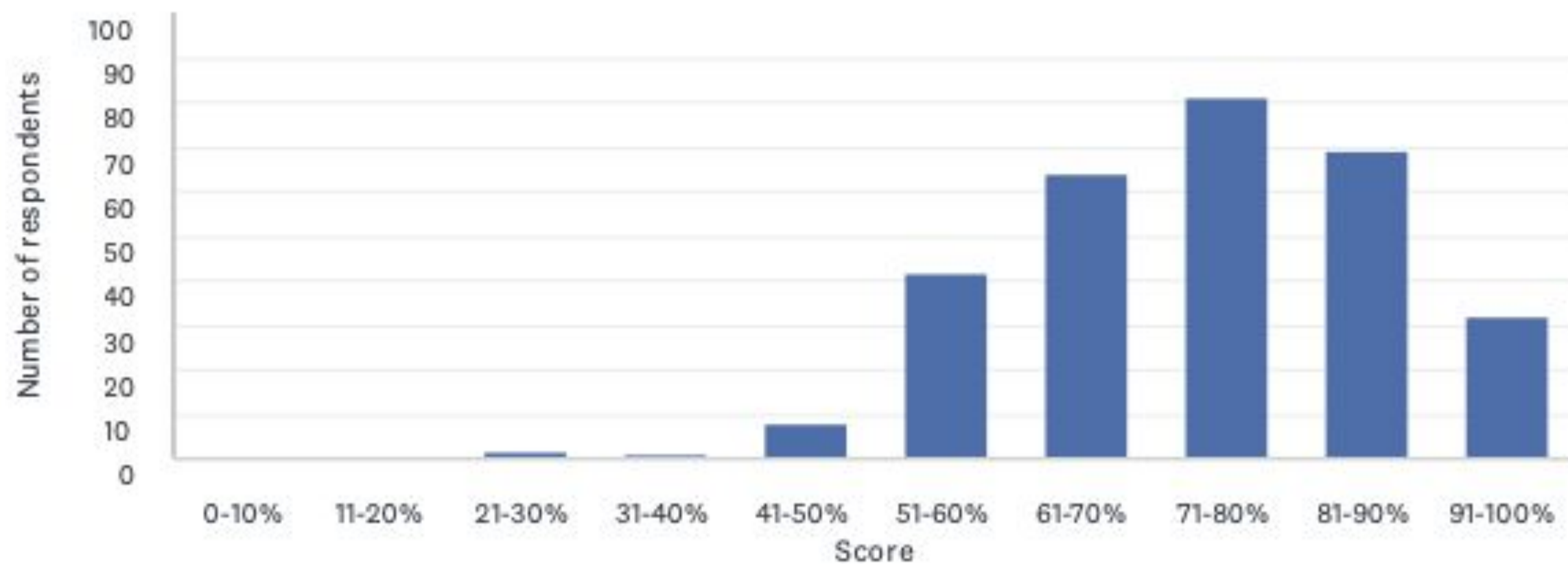
51-80: Strengthening

81-100: Flourishing

Organizational results

## Quiz Summary

AVERAGE SCORE  
74% • 74/100 PTS



### STATISTICS

Lowest Score  
29%

Median  
75%

Highest Score  
100%

Mean: 74%

Standard Deviation: 14%

# Analysis specifics – Spiritual Dimension of Flourishing

- n = 314 at the time of this data analysis
  - After only one week, 314 assessment responses
- Similar distribution of gender, age, work demographics, and soul care journey time
- n = 107 in the *Doing Well* segment
- n = 64 in the *Struggling* segment
- Struggling segment:
  - Self-reported as “I am struggling spiritually”
  - As compared to those who do not identify as struggling spiritually, they report:
    - Less sense of a deep relationship with God
    - Less sense that God is for them
    - Much stronger sense that God is absent from their life

6. What Marks Your Life? (Choose as many as you like)

Gratitude

Anger

Grieving

Forgiveness

Judgment

Happy

Contentment

Loneliness

Helpless

Humility

Resentment

Hopeless

Peace

Abandoned

Isolated

Courage

Ashamed

Joy

Hope

Awe

Overwhelmed

Life-Giving Relationships

Betrayal

Purposeful

Stillness

Bitterness

Rested

Love

Burned-out

Sad

Anxiety

Calm

Satisfied

Physical Ailments (i.e.  
Insomnia)

Cheerful

Stressed

Confused

Surviving

Apathy

Delight

Thriving

Fatigue

Frustrated

Tired

Fear

# *What Marks Your Life?* Descriptors

<b>Descriptor</b>	<b>Spiritually Well</b>	<b>Spiritually Struggling</b>
Peace	54%	16%
Love	52%	23%
Purposeful	58%	20%
Satisfied	31%	5%
Ashamed	5%	23%
Burned Out	6%	39%
Confused	7%	34%
Frustrated	24%	44%
Anxiety	31%	58%
Fear	13%	39%
Surviving	10%	43%
Fatigue	24%	48%
Grieving	36%	38%
Tired	35%	52%

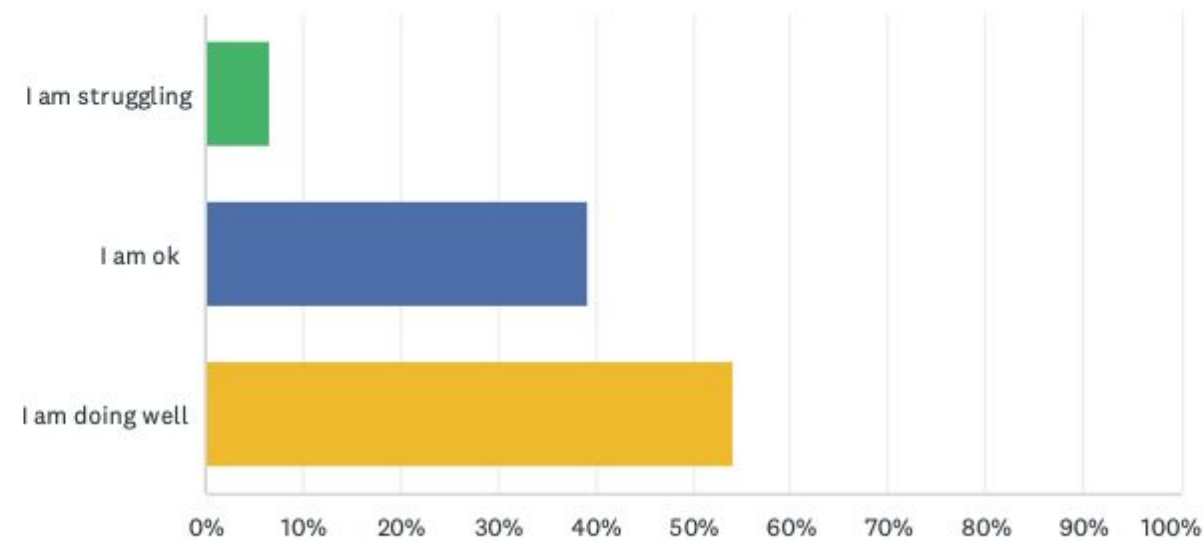


# RELATIONAL

## Spiritually Well

Q8 How are you doing relationally? [By this we mean how meaningful and fulfilling are your relationships in your life?]

Answered: 107 Skipped: 0



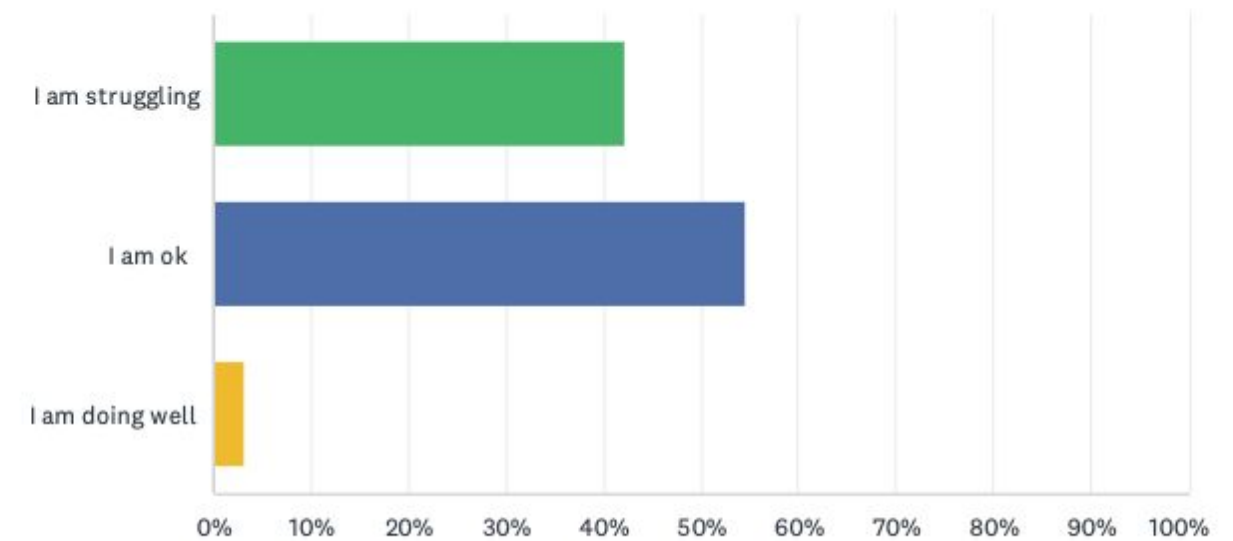
### QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
54%	1.5/2.0 (74%)	0.62	3/23

## Spiritually Struggling

Q8 How are you doing relationally? [By this we mean how meaningful and fulfilling are your relationships in your life?]

Answered: 64 Skipped: 0



### QUIZ STATISTICS

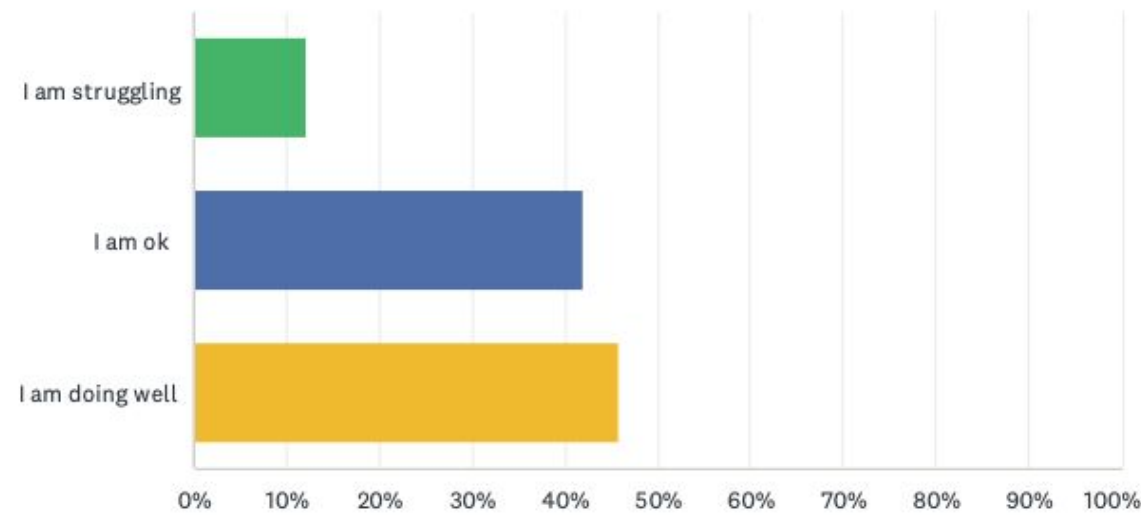
Percent Correct	Average Score	Standard Deviation	Difficulty
3%	0.6/2.0 (30%)	0.55	4/23

# PHYSICAL/MENTAL

## Spiritually Well

Q9 How are you doing physically/mentally?[By this we mean, how's your body feeling? How's your physical health? Your sleep, activity, mobility, etc.How's your mental health?]

Answered: 107 Skipped: 0



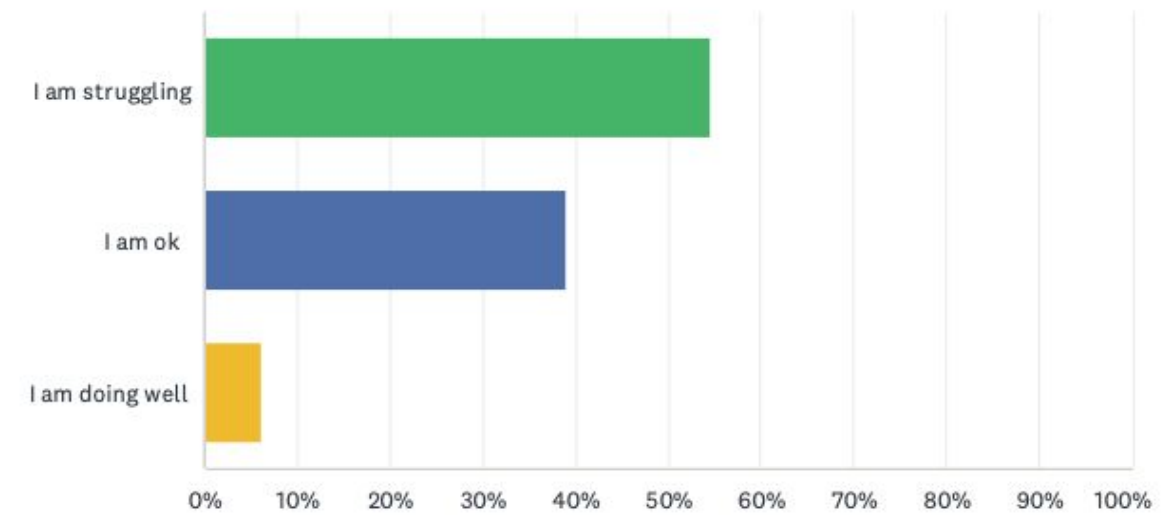
### QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
46%	1.3/2.0 (67%)	0.69	1/23

## Spiritually Struggling

Q9 How are you doing physically/mentally?[By this we mean, how's your body feeling? How's your physical health? Your sleep, activity, mobility, etc.How's your mental health?]

Answered: 64 Skipped: 0



### QUIZ STATISTICS

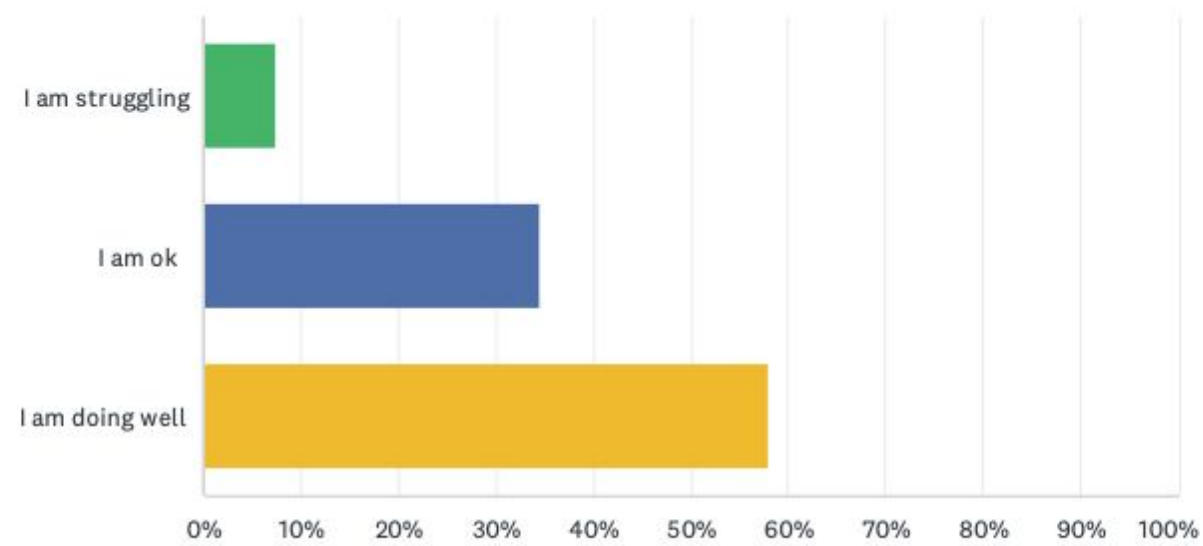
Percent Correct	Average Score	Standard Deviation	Difficulty
6%	0.5/2.0 (26%)	0.62	2/23

# VOCATIONAL

## Spiritually Well

Q10 How are you doing vocationally?[By this we mean, how are you feeling about your work?]

Answered: 107 Skipped: 0



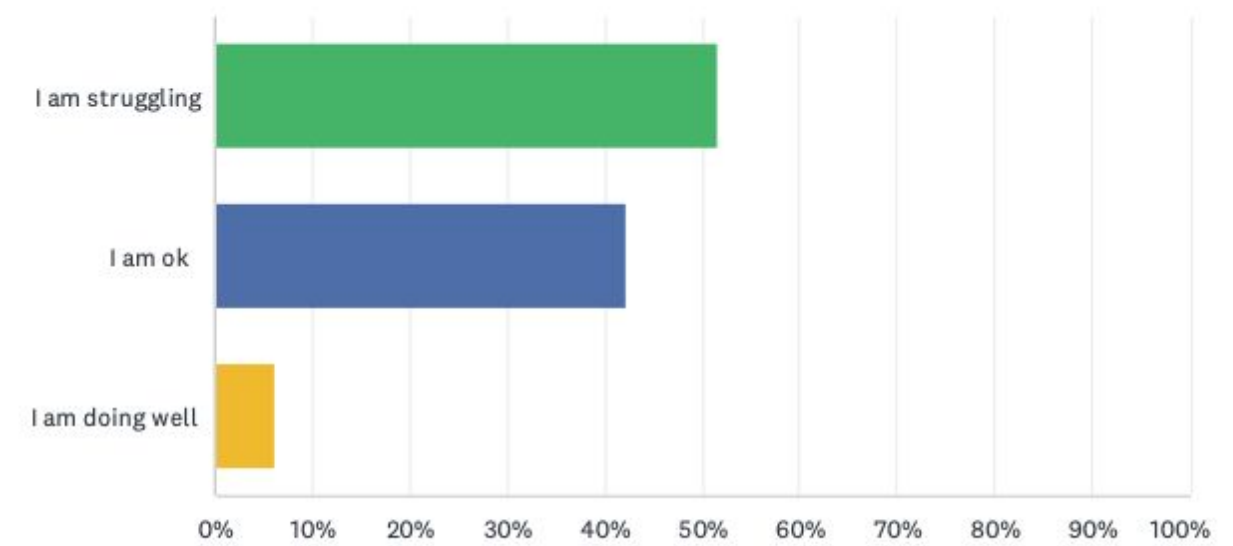
### QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
58%	1.5/2.0 (75%)	0.64	4/23

## Spiritually Struggling

Q10 How are you doing vocationally?[By this we mean, how are you feeling about your work?]

Answered: 64 Skipped: 0



### QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
6%	0.5/2.0 (27%)	0.62	3/23

# FINANCIAL

## Spiritually Well

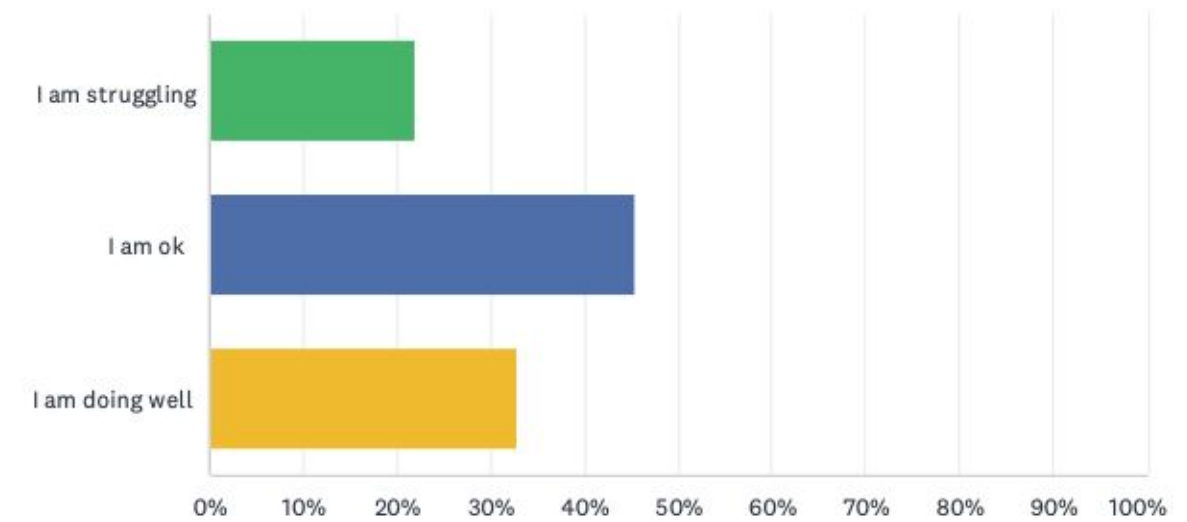
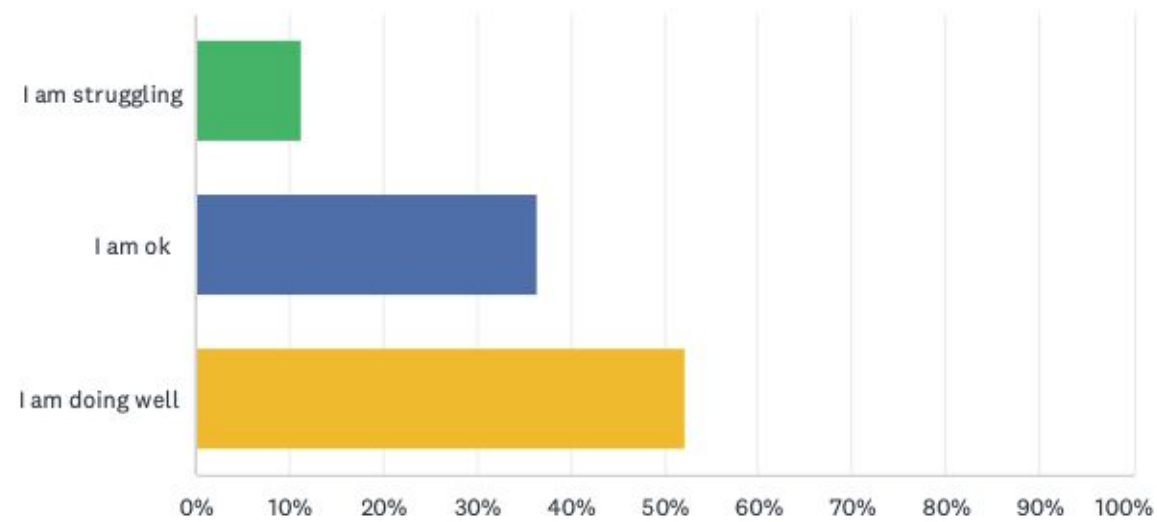
## Spiritually Struggling

Q11 How are you doing financially?[By this we mean, how satisfied are you with the organization of your finances and your ability to pay bills, save, spend, etc.?)

Q11 How are you doing financially?[By this we mean, how satisfied are you with the organization of your finances and your ability to pay bills, save, spend, etc.?)

Answered: 107 Skipped: 0

Answered: 64 Skipped: 0



### QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
52%	1.4/2.0 (71%)	0.69	2/23

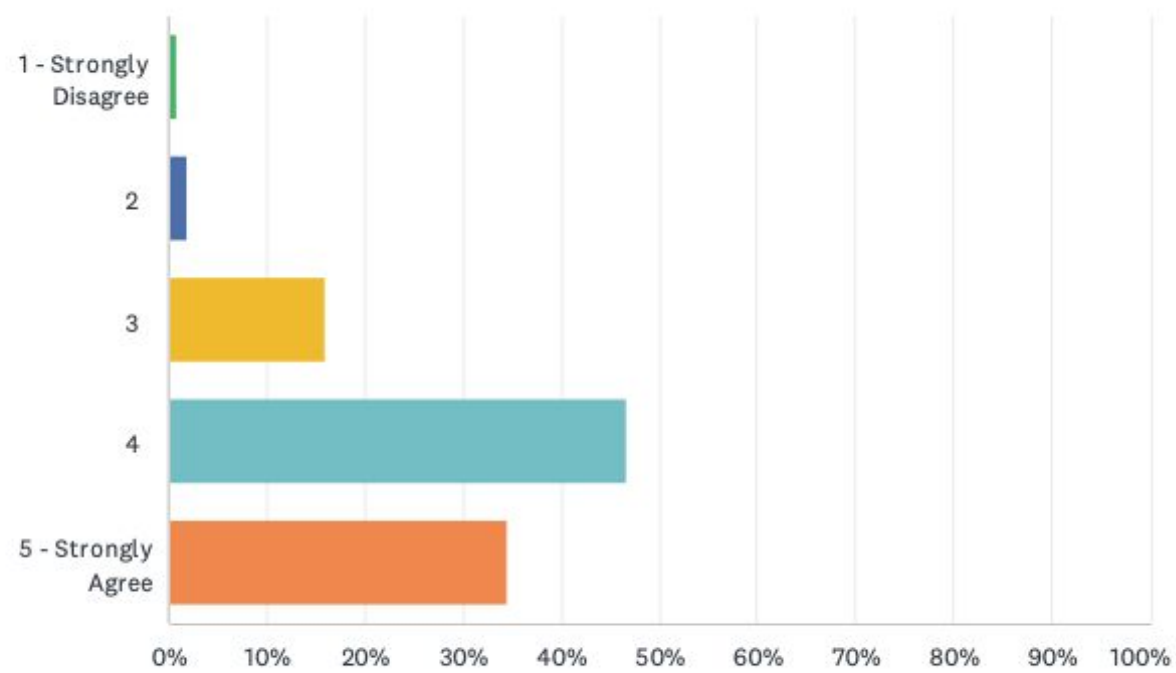
### QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
33%	1.1/2.0 (55%)	0.74	9/23

# Spiritually Well

Q20 I am utilizing my gifting/strengths well.

Answered: 107 Skipped: 0



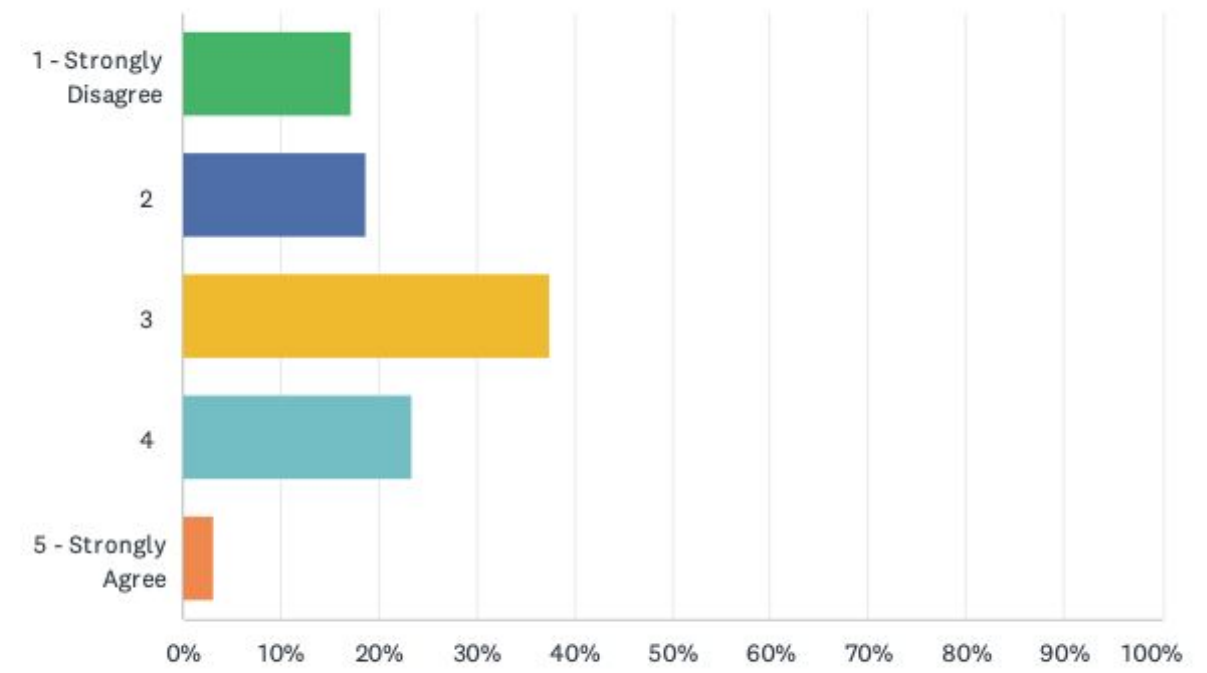
## QUIZ STATISTICS

Percent Correct 35%	Average Score 4.1/5.0 (82%)	Standard Deviation 0.81	Difficulty 10/23
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# Spiritually Struggling

Q20 I am utilizing my gifting/strengths well.

Answered: 64 Skipped: 0



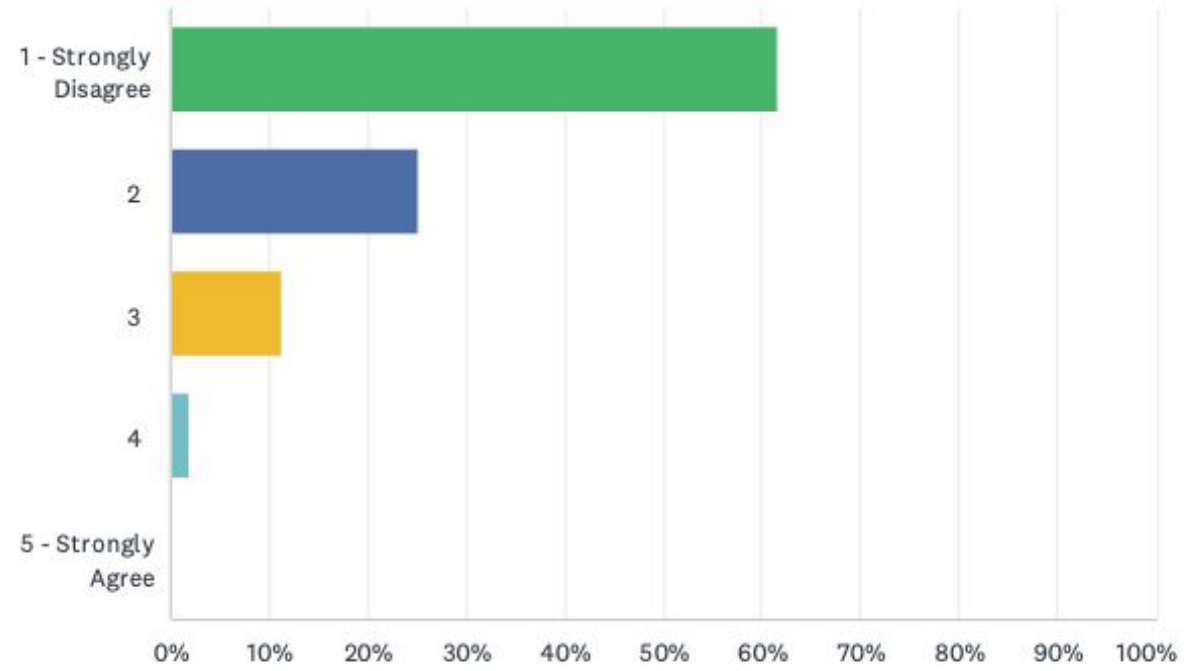
## QUIZ STATISTICS

Percent Correct 3%	Average Score 2.8/5.0 (55%)	Standard Deviation 1.09	Difficulty 8/23
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# Spiritually Well

Q22 I want to give up but nobody else can do the work.

Answered: 107 Skipped: 0



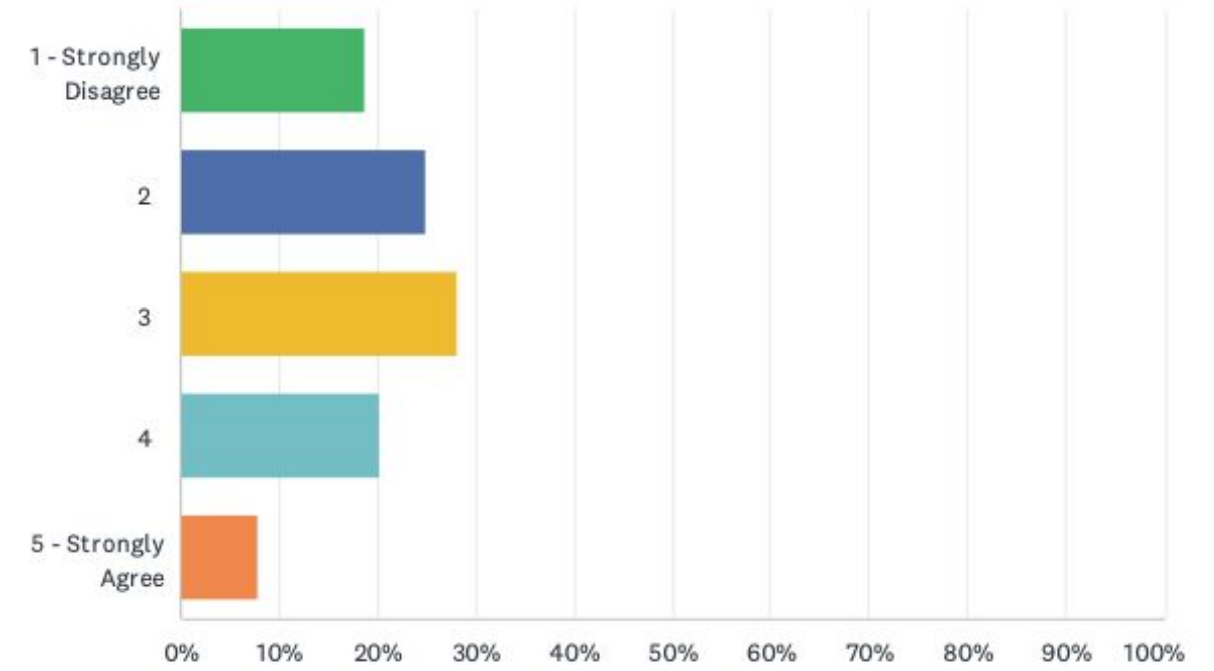
## QUIZ STATISTICS

Percent Correct 62%	Average Score 4.5/5.0 (89%)	Standard Deviation 0.77	Difficulty 16/23
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# Spiritually Struggling

Q22 I want to give up but nobody else can do the work.

Answered: 64 Skipped: 0



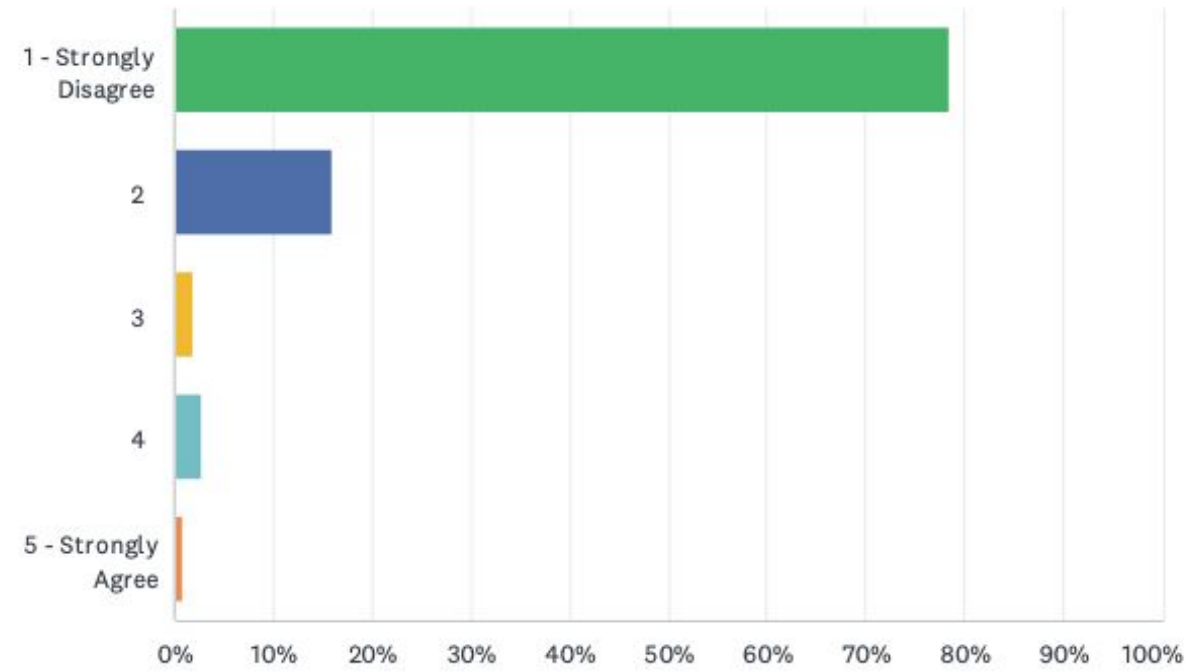
## QUIZ STATISTICS

Percent Correct 19%	Average Score 3.3/5.0 (65%)	Standard Deviation 1.21	Difficulty 18/23
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# Spiritually Well

## Q23 My work (contribution) does not matter

Answered: 107 Skipped: 0



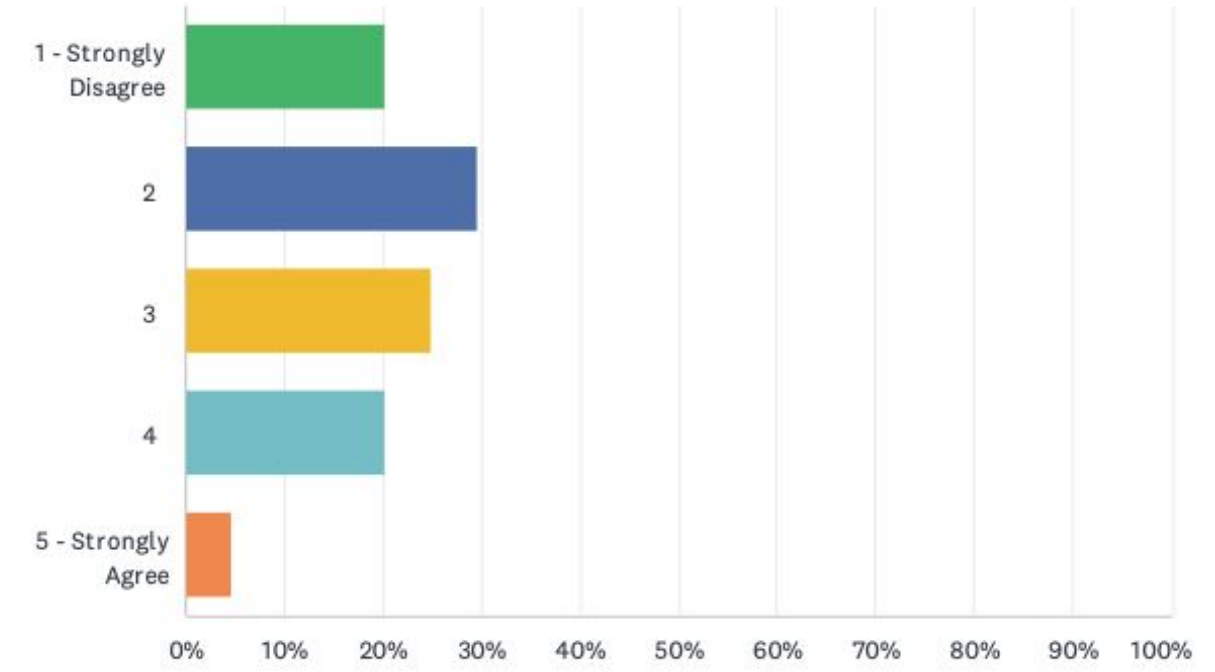
### QUIZ STATISTICS

Percent Correct 79%	Average Score 4.7/5.0 (94%)	Standard Deviation 0.73	Difficulty 19/23
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# Spiritually Struggling

## Q23 My work (contribution) does not matter

Answered: 64 Skipped: 0



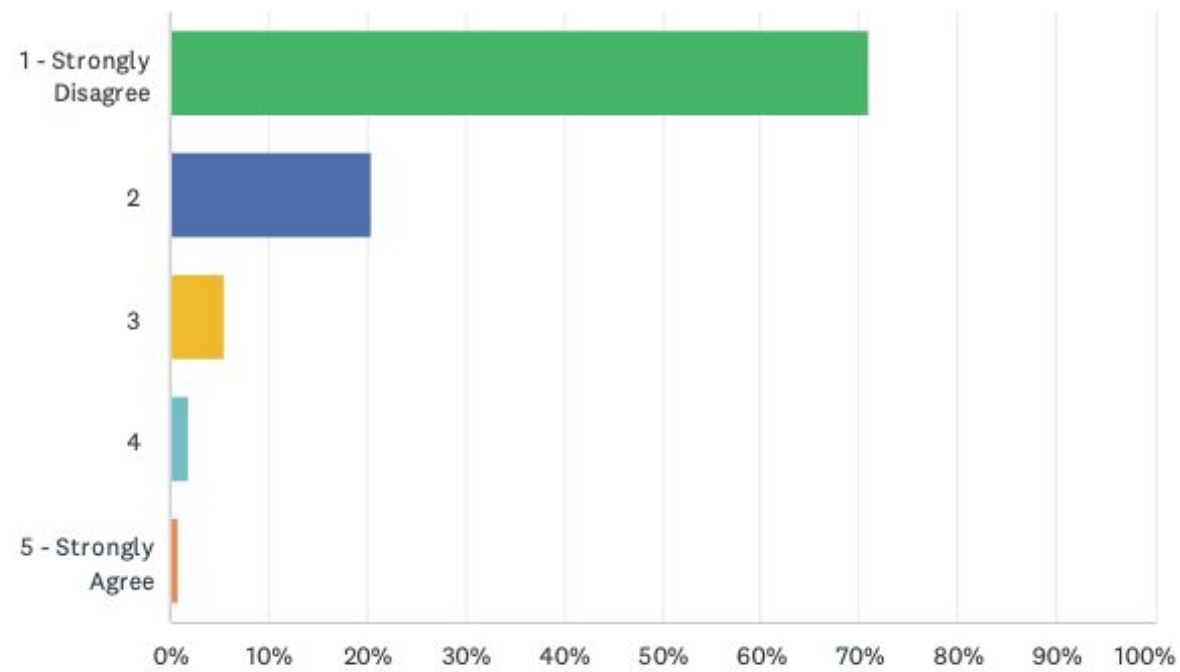
### QUIZ STATISTICS

Percent Correct 20%	Average Score 3.4/5.0 (68%)	Standard Deviation 1.16	Difficulty 19/23
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# Spiritually Well

Q24 I want to drop-out (quit).

Answered: 107 Skipped: 0



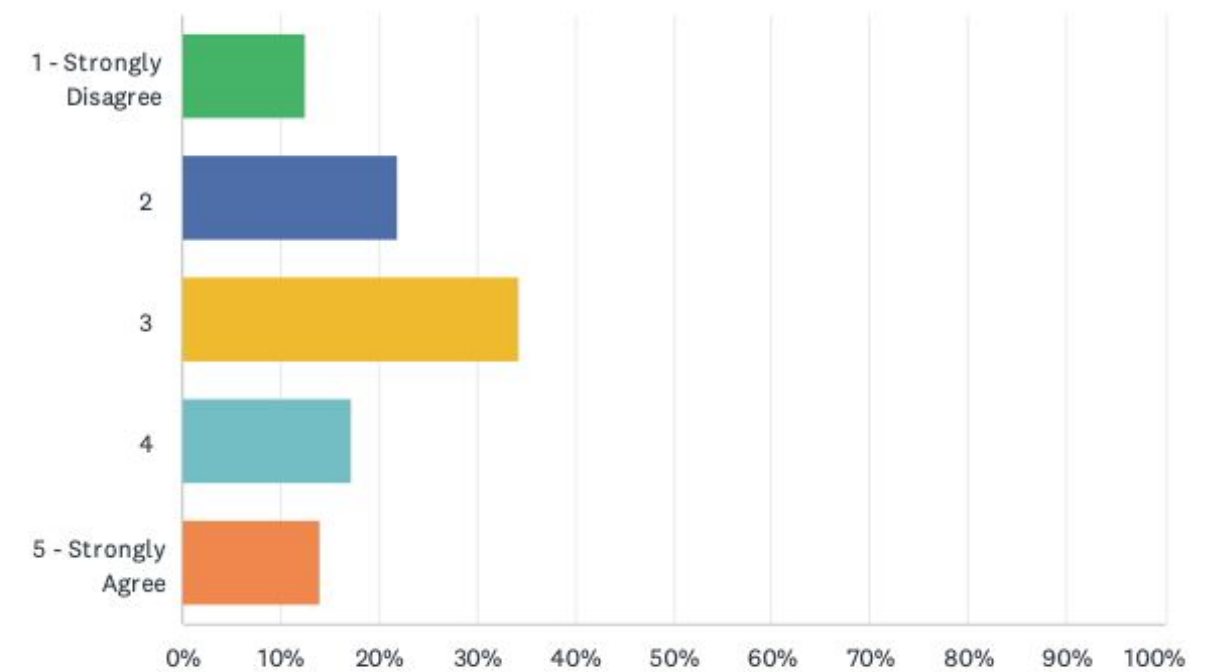
## QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
71%	4.6/5.0 (92%)	0.76	17/23

# Spiritually Struggling

Q24 I want to drop-out (quit).

Answered: 64 Skipped: 0



## QUIZ STATISTICS

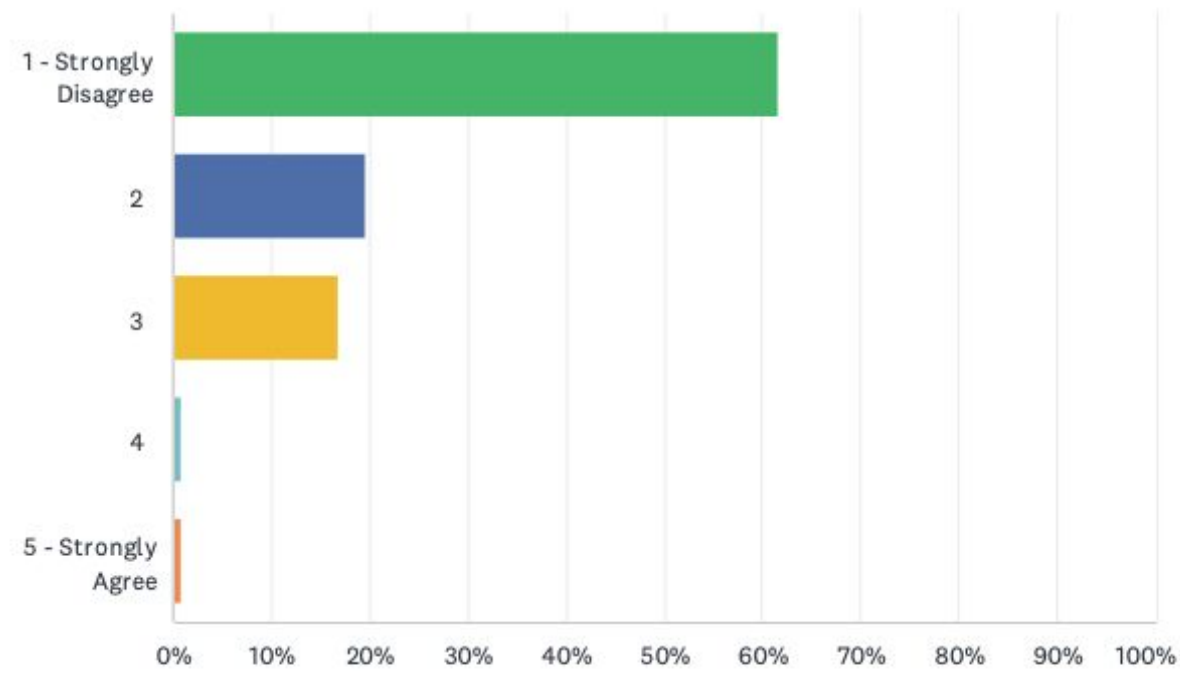
Percent Correct	Average Score	Standard Deviation	Difficulty
13%	3.0/5.0 (60%)	1.21	15/23



# Spiritually Well

Q25 I'm faking it to make it. I feel like an imposter.

Answered: 107 Skipped: 0



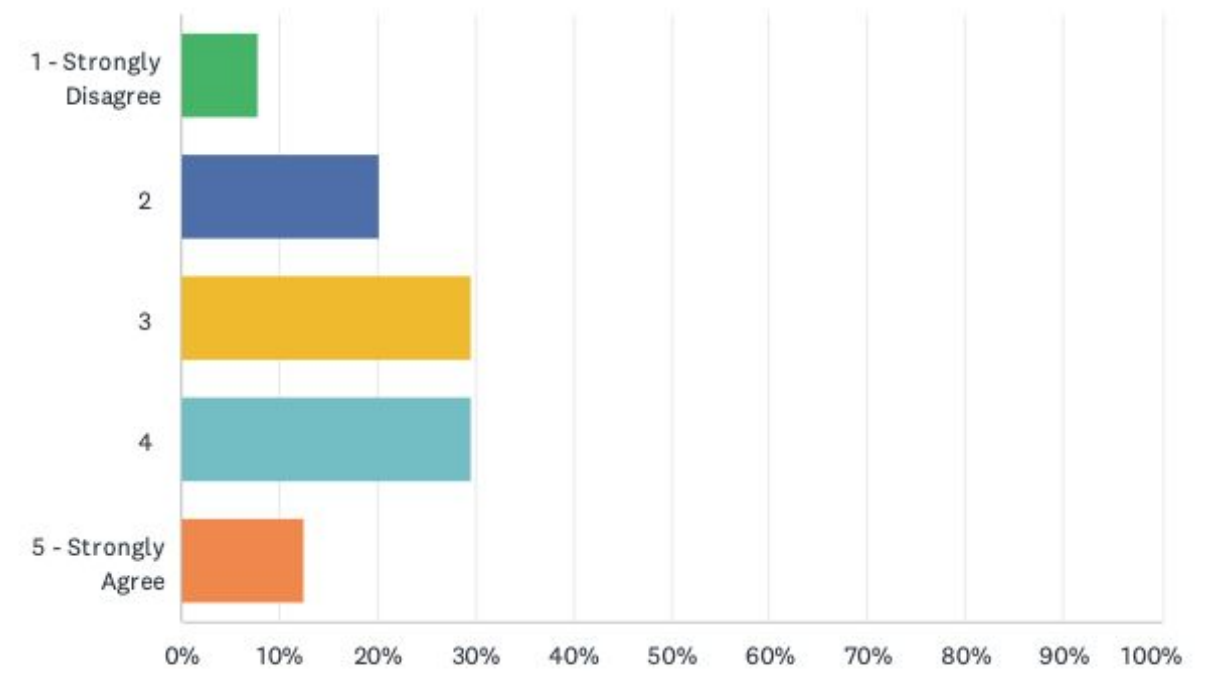
## QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
62%	4.4/5.0 (88%)	0.87	14/23

# Spiritually Struggling

Q25 I'm faking it to make it. I feel like an imposter.

Answered: 64 Skipped: 0



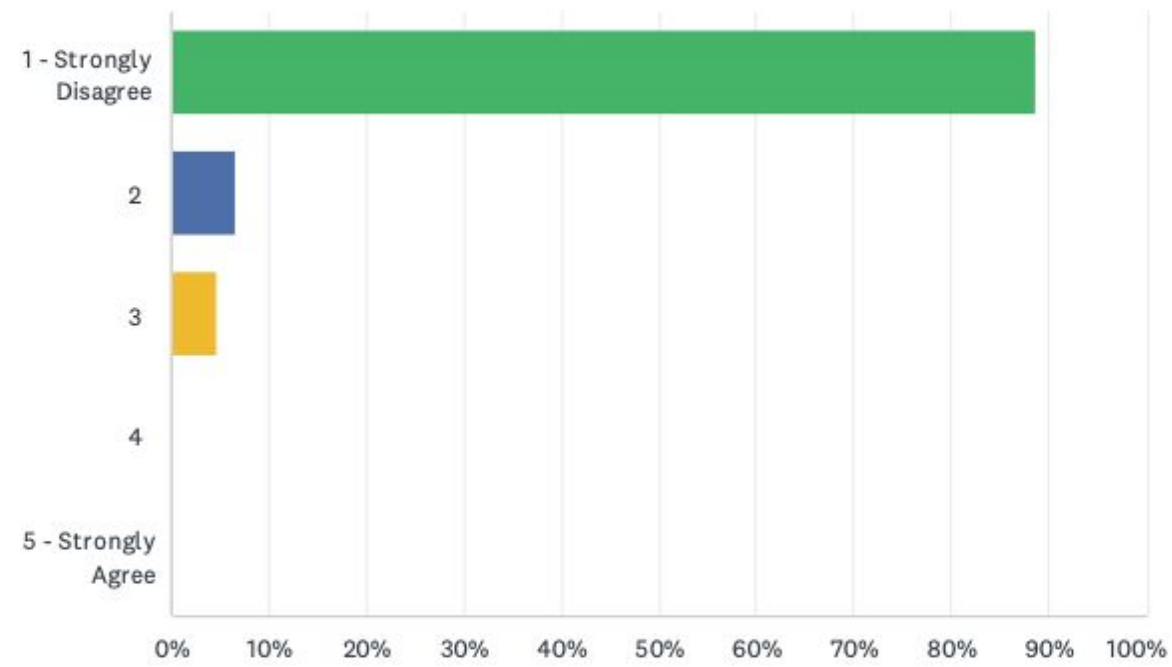
## QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
8%	2.8/5.0 (56%)	1.14	10/23

# Spiritually Well

Q26 I'm on the edge of doing something that will disqualify me from my work

Answered: 107 Skipped: 0



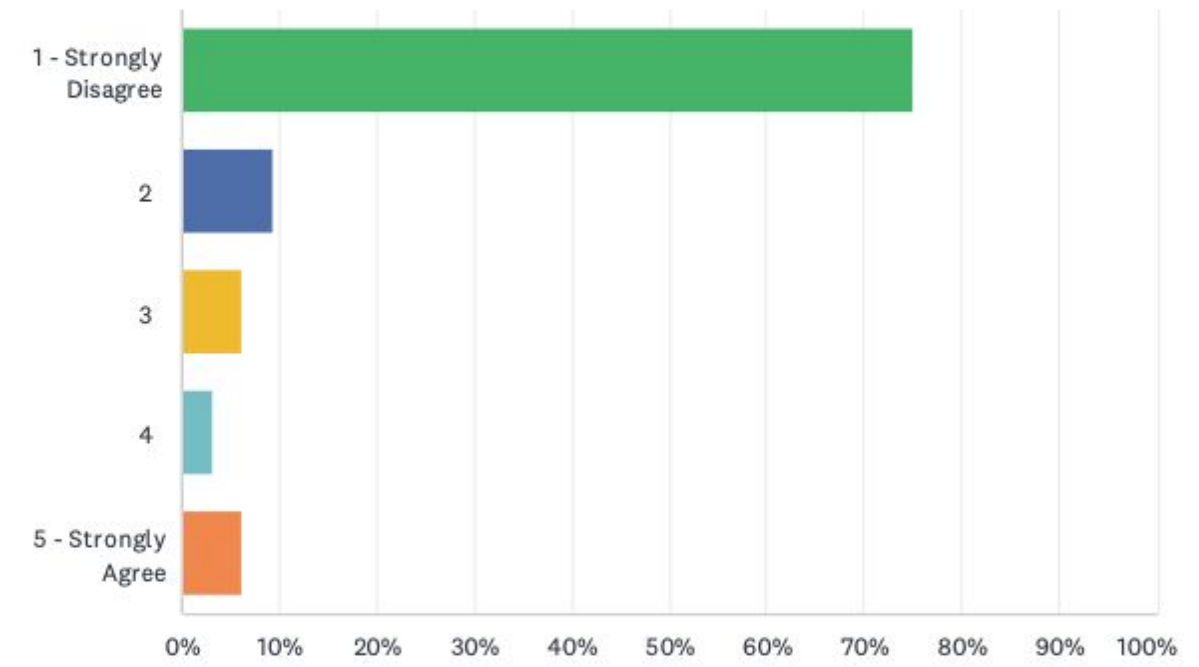
## QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
89%	4.8/5.0 (97%)	0.48	21/23

# Spiritually Struggling

Q26 I'm on the edge of doing something that will disqualify me from my work

Answered: 64 Skipped: 0



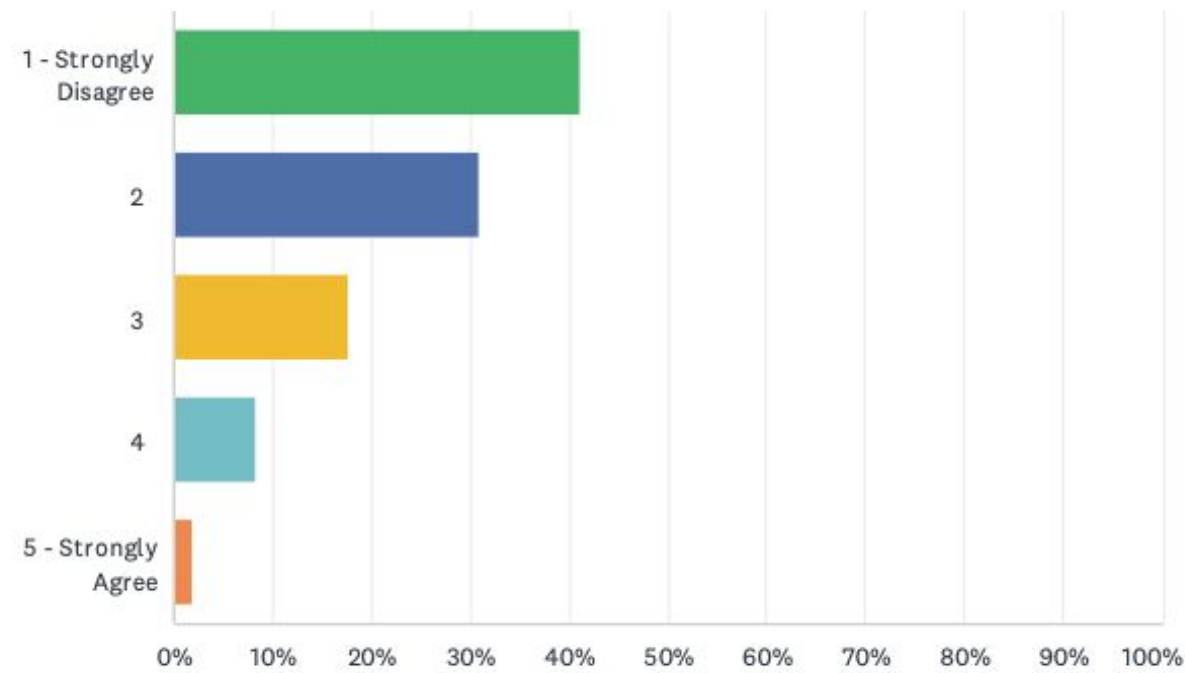
## QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
75%	4.4/5.0 (89%)	1.15	23/23

# Spiritually Well

Q27 I feel misunderstood.[By this we mean, it feels like people don't get you despite your effort to be clear about who you are and your intentions.]

Answered: 107 Skipped: 0



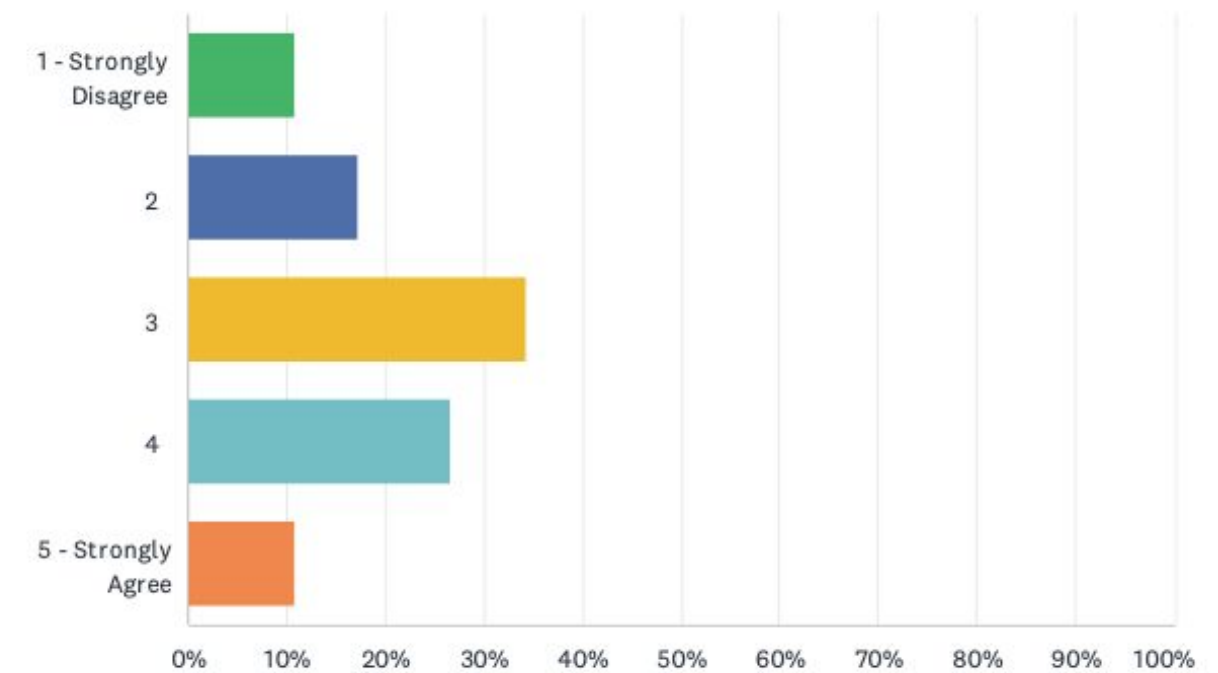
## QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
41%	4.0/5.0 (80%)	1.05	8/23

# Spiritually Struggling

Q27 I feel misunderstood.[By this we mean, it feels like people don't get you despite your effort to be clear about who you are and your intentions.]

Answered: 64 Skipped: 0



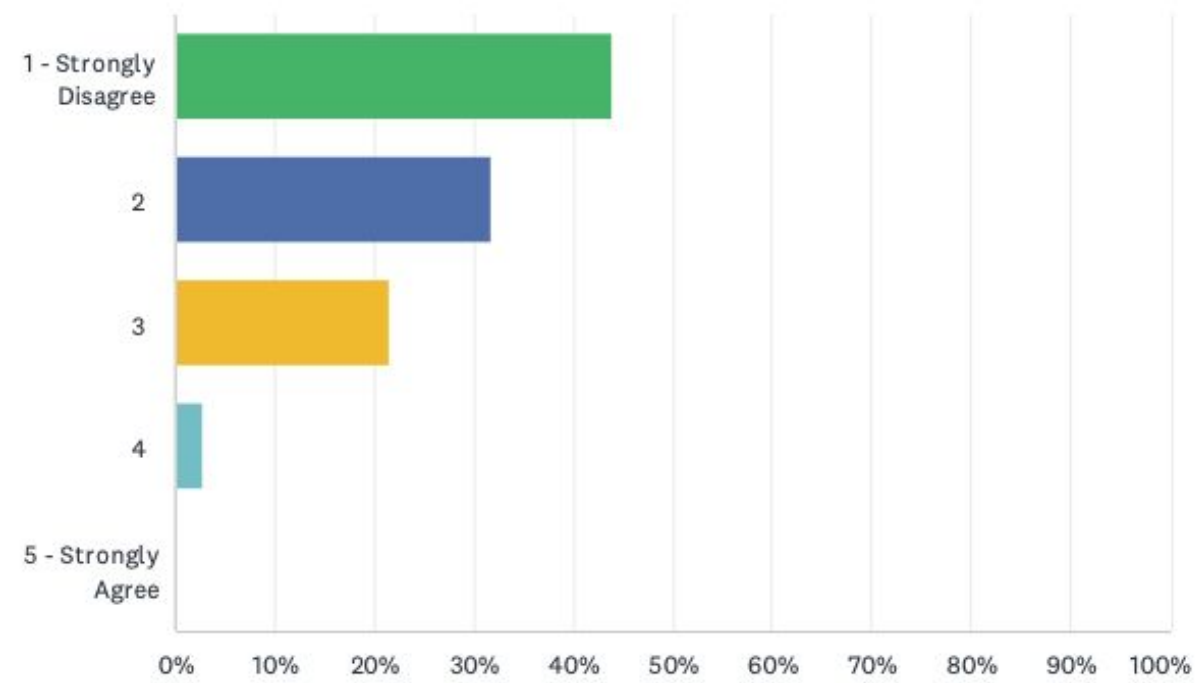
## QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
11%	2.9/5.0 (58%)	1.15	13/23

# Spiritually Well

## Q28 I feel burnt out.

Answered: 107 Skipped: 0



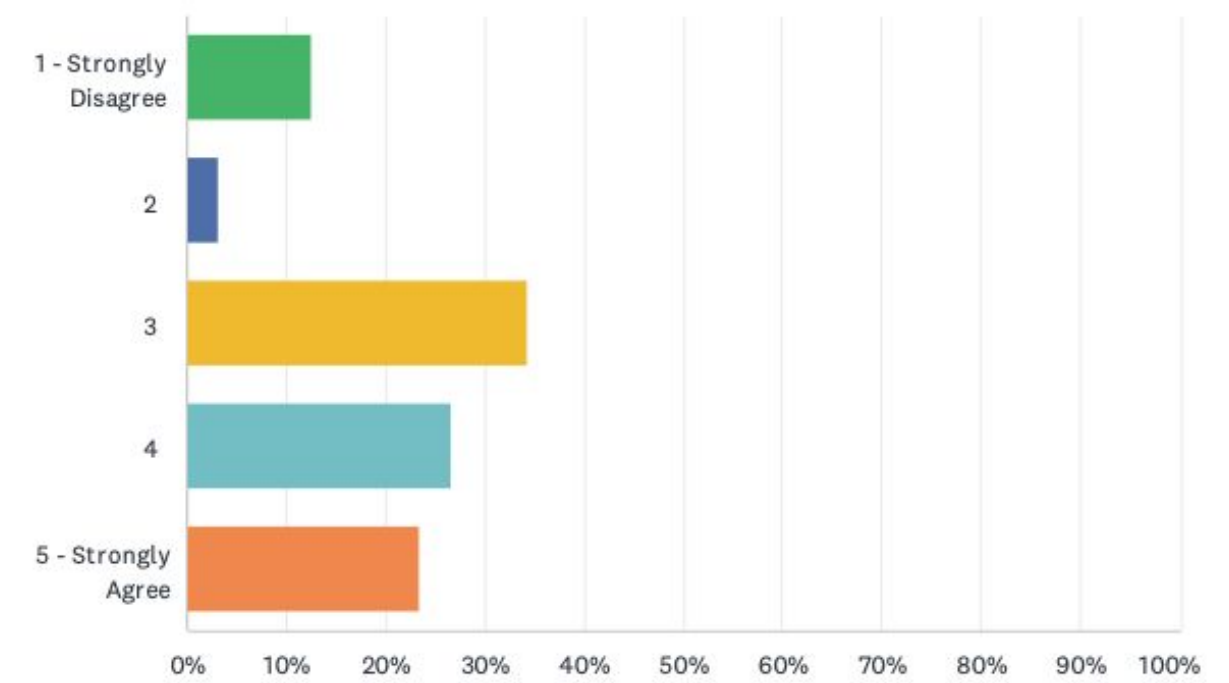
### QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
44%	4.2/5.0 (83%)	0.86	11/23

# Spiritually Struggling

## Q28 I feel burnt out.

Answered: 64 Skipped: 0



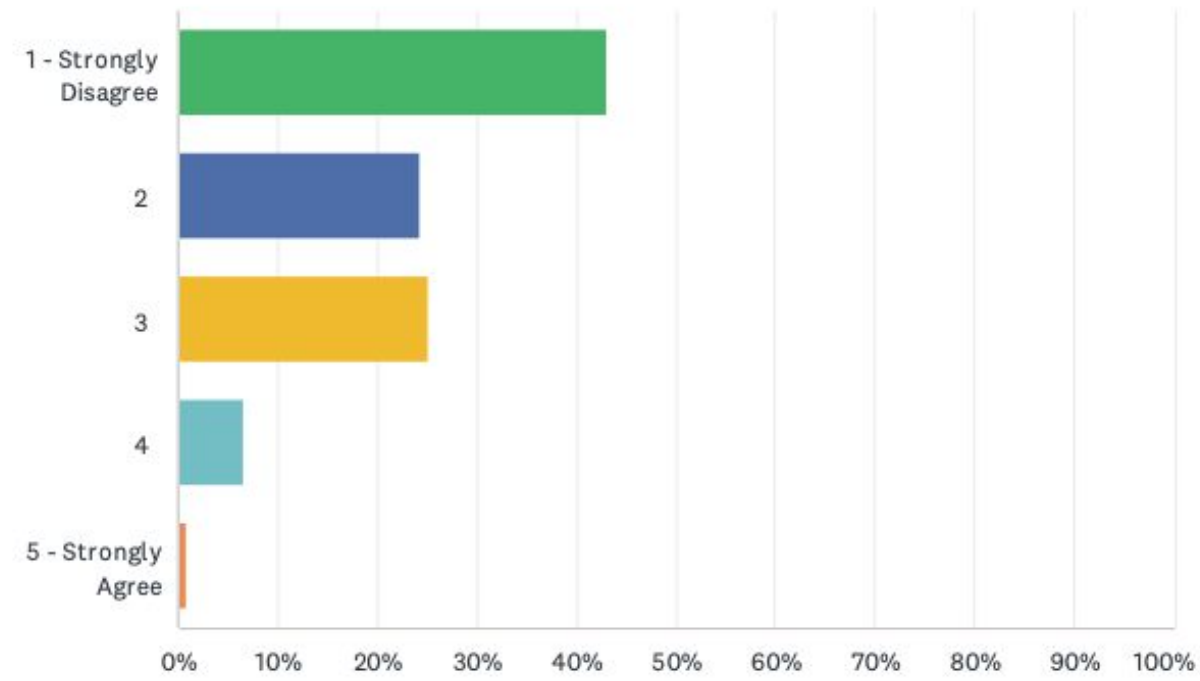
### QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
13%	2.5/5.0 (51%)	1.25	5/23

# Spiritually Well

## Q29 I feel isolated.

Answered: 107 Skipped: 0



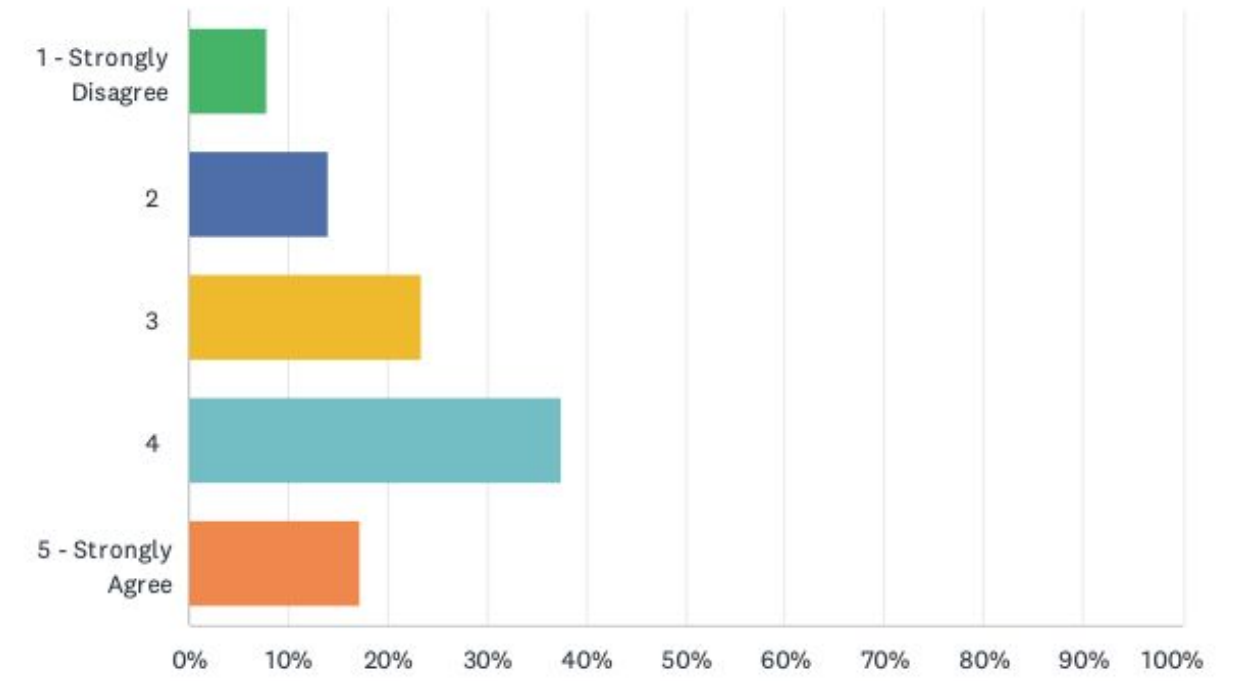
### QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
43%	4.0/5.0 (80%)	1.02	9/23

# Spiritually Struggling

## Q29 I feel isolated.

Answered: 64 Skipped: 0



### QUIZ STATISTICS

Percent Correct	Average Score	Standard Deviation	Difficulty
8%	2.6/5.0 (52%)	1.17	6/23

# What is possible?

## Characteristics of those who lead from the soul...

- They are peace-filled in crises as well as in calm times. And during crises, they do not revert to authoritarian or avoidance behaviors.
- They know intimately what it means to be part of or create community
- They do not depend on themselves for the vision of the organization
- They can give power away without feeling a loss of self
- They are connected intimately to God or Higher Power
- They do not project their pain or addiction on others.
- They do not burn out or succumb to stress
- They practice integrity, reflection, and collaboration
- They have a strong sense of humor and creativity
- They are courageous
- **Above all, they are life-giving.**

From *Real Power*, Janet Hagberg

# *What's the "One Thing?"*

## **PAGE** | *Reflection*

- Do some honest soul-searching & prayer.

## **PERSON** | *Connection*

- Find a "Safe 3rd Space" to process the stuff of life and leadership.
  - JOIN A CHURCH UNITED COHORT

## **PLAN** | *Intention*

- Create a system and structure for holistic flourishing.

# PAGE: *Reflection*

## **Make Space to Journal**

- Slow your mind down to the pace of writing
- Consider your interior world
- Ask yourself and God the bigger questions
- Get “above” the doing
- Explore past hurts and create space for healing

### **Free Resources:**

Write For Your Soul eBook:  
[soulcare.com/wfys](https://soulcare.com/wfys)

21 Day Jumpstart into Journaling:  
[soulcare.com/jumpstart](https://soulcare.com/jumpstart)



# PERSON: *Connection*

## **Create a Safe 3rd Space to process life & leadership**

- Bring outside energy into a closed system
- Anticipate how God shows up in a trusted relationship
- Receive and learn “unanxious presence”
- Grow in Discernment... what is God inviting you into, right now?
- **JOIN A CHURCH UNITED COHORT TODAY**

# PLAN: *Intention*

## **Create a “Rule of Life” (for the Unruly Life of a Leader):**

- A “Trellis” to support optimal life
- Understand current state and desired future state
- Set (no more than) 3 goals to set for next 90 days
- Do a Soul Health Check-in (<https://soulcare.com/check-in>)
- Make space for REST (including Silence, Sabbath and Sabbatical)

*THANK YOU!*

