Abstract geometric lines in the top left corner, consisting of several overlapping, irregular polygons and lines in a light green color.

自我關顧：從倦怠到發旺的 生涯使命

關光濂弟兄 / 2023. 1. 9 / 信義神學院 / 台灣

(一) 9:00 - 12:00

有倦怠，有倦怠就需要自我關顧，本座談曾從生涯成長的角度，與聽眾探討倦怠與使命，以及從公私領域、人情、職務、身體、財政和靈命健康等範疇，去規劃如何自我關顧。

講員 關光濂 博士

美國心理學會院士。

多年從事大學教學研究、諮商、督導、和社區心理健康諮詢；也參與教會主日學、輔導關懷、小組查經及講道事工。

教牧關懷者的 自我關顧



對象 | 牧長同工及弟兄姊妹

實體講座 | 中華信義神學院 稱義樓禮堂

費用 | 自由奉獻

地址 | 新竹市大學路51巷11號

大綱

2

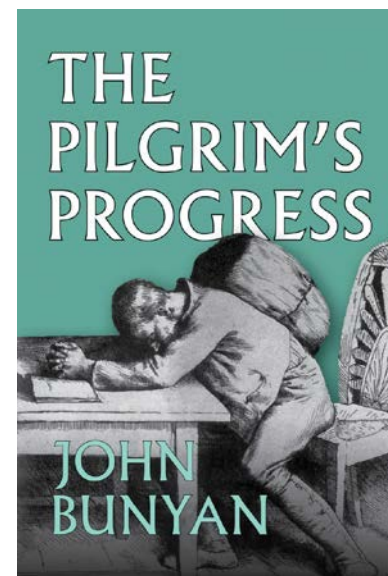
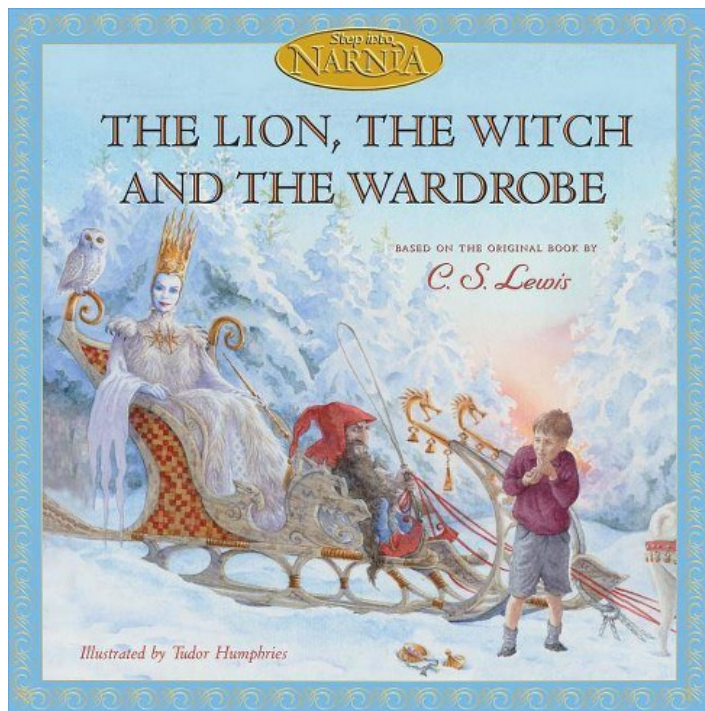
- 倦怠的必然
- 倦怠的定義
- 自我關顧的需要
- 自我關顧的規劃

PRESENTATION TITLE

基督徒文學： 天路歷程

- 爭鬥
- 掙扎
- 信心
- 忠心
- 堅定
- 得勝

PRESENTATION TITLE



聖召與患難： 新約牧養書信的警報與鼓勵

《帖撒羅尼迦前書3:1-4》我們既然不能再忍下去，就決定留在雅典，派我們的弟兄，就是在基督的福音上和神同工的提摩太去，為了要在你們的信仰上堅定你們，勸慰你們，免得有人在各樣的患難中動搖了。你們自己知道，我們受患難原是命定的。

《腓立比書1:27—29》... 為了福音的信仰齊心努力，甚麼事都不怕有反對你們的人，這就證明他們要滅亡，你們要得救，這都是出於神。因為神為了基督的緣故賜恩給你們，使你們不單是信基督，也是要為他受苦，你們面對的爭戰，和你們在我身上所見過，現在又聽到的是一樣的

your pain has a
purpose.

Philippians 1:29

《提摩太後書3:11-12》我所忍受是何等的逼迫，但從這一切苦難中，主都把我救出來了。不但如此，凡立志在基督耶穌裡敬虔度日的，也都要受逼迫



THE PASTORS AREN'T ALRIGHT: 38% PASTORS CONSIDER LEAVING MINISTRY

AS THE PANDEMIC HAS GONE
ON, BURNOUT CONTINUES TO
TAKE ITS TOLL ON CHURCH
LEADERS

KATE SHELLNUTT, NOVEMBER 16,
2021. CHRISTIANITY TODAY

<https://www.christianitytoday.com/news/2021/november/pastor-burnout-pandemic-barna-consider-leaving-ministry.html>

"IS IT WHAT I REALLY
SIGNED UP FOR?"

這還是我的召命嗎？

"IS IT WHAT I AM
CALLED INTO?"

Pressure from 壓力:

Social media scrutiny 社交媒體監視

Pandemic 疫情

Politics 政治

Hyperdigital context 超電子化世代

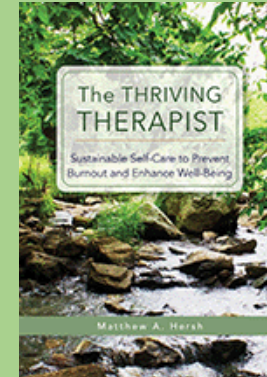
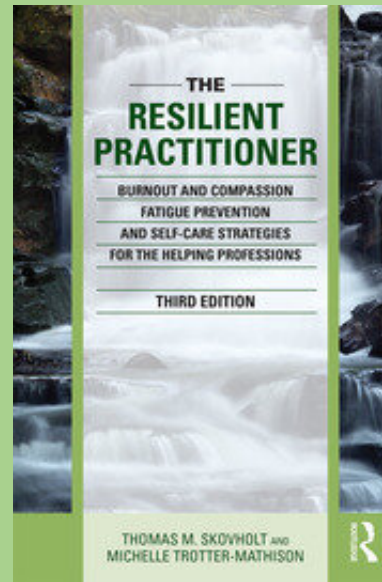
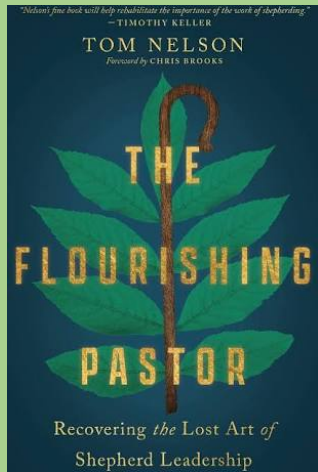


“I didn't sign up for this” 這不是我入伍的召命 !!!

Barna 2021 調查: 美國38%牧師2020年考慮離職

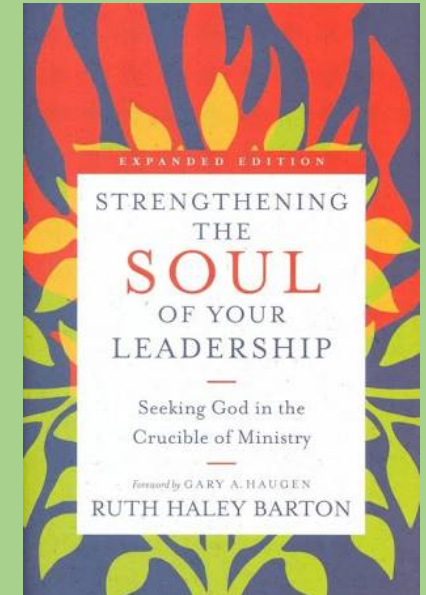
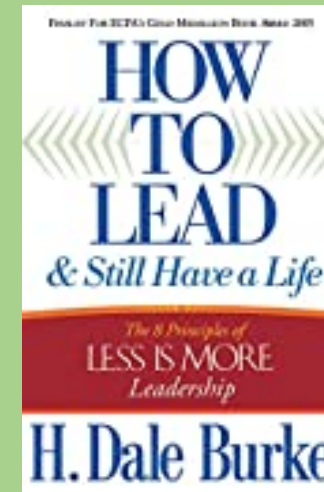
2020 U.S. Great resignation 廣泛離職, 退休, 缺才現象: 教育, 餐飲, 輔導, 建築, UBER ...

Burnout & self care 從倦怠到自我關顧; sustenance beyond marketability 從職源之足到職任持續



倦怠 → 自我關顧 →

- Resilient practitioner 堅毅
- Strengthening soul 強化
- Thriving therapist 勃發
- Flourishing pastor 發旺
- Still have a life 自在





禱告： 如火挑旺起來

提摩太後書1:1-11





獨特

職業現象; 職業相關引起的壓抑
job phenomenon & related stress

狀態

身體與精神耗盡與疲憊的狀態 state of
Physical and mental depletion & exhaustion

效能

減縮的工作成效率與成就感 reduced
work efficacy & satisfaction

自我

自我身份的喪失 loss of personal
identity

倦怠: 定義

徵狀 ————— 徵狀, 不是症狀 NOT a medical condition

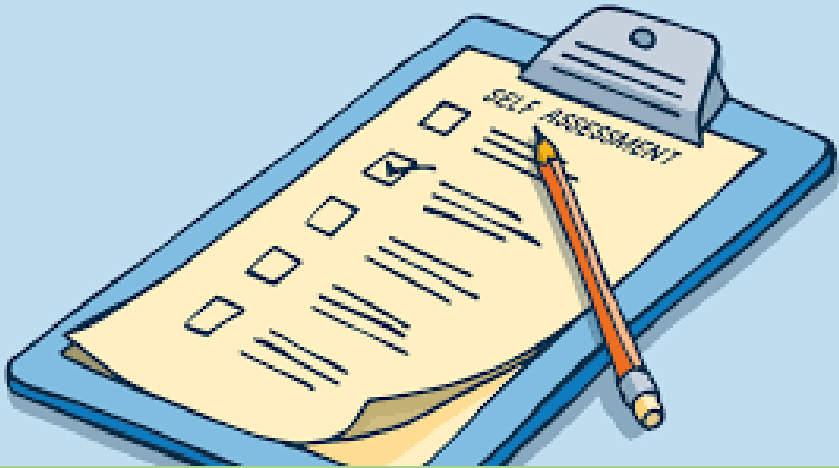
症狀 ————— 徵狀可為其他生理心理病患的症狀 maybe
part of another physical or mental illness

工作 ————— 圍繞工作範疇的壓抑 Stress in context of
job

研究 ————— WHO / ICD-11 職業與心理健康
mental well-being in workplace

倦怠: 定義

- 無奈疾憤, 諸多批判的工作態度
- 拖拉難始的工作步伐
- 對同僚, 顧客, 個案愈感暴躁或不耐煩
- 缺乏一貫持續成效的動力
- 難以集中專注
- 工作成就已不再帶來自我滿足感
- 職業意義漸感幻滅
- 睡眠失調
- 被無緣由的頭痛, 腸胃, 或其他的健康問題困擾



倦怠: 跡象



- 無能力掌控工作的決定, 如時間表, 職務, 工作量; 缺乏所需的工作資源 Lack of control
- 模糊的職務要求, 不明朗的權威度, 上司或員工的要求 ... Unclear job expectations
- 失調/失常的職場氣候與人事關係, 同僚的欺凌, 明爭暗鬥, 上司的微觀管理 Dysfunctional workplace dynamics

Extremes of Activity • 兩極活潑度的職務: 過於沈悶或過於繁亂的職務, 需要消耗額外的能量去集中精力

Work-Life Balance • 公私生活失衡, 被工作埋沒與親友輕鬆相聚時間

Lack of Social Support • 缺乏社交互動與支援, 上班時孤軍作戰, 下班時孤身一人

倦怠: 誘因

SELF CARE IS NOT ...

自我關顧 ...

- Not selfish 不是自私
- Not indulgent 不是放任
- Not self pitying 不是自憐
- Not greedy 不是貪婪
- Not weak 不是脆弱



自我關顧 SELF CARE IS ...

- Self-care is attending to a wholeness that we already assume is possible within ourselves. It's noticing what's absent in order to feel whole and feel content and then act to fill that void to flourish – *Chris Berlin, M.Div (In Hersh, 2021, Exhibit 1.1)*
- 關心原來應有且存在內在的完整
- 察覺這完整感和知足感所缺失的
- 然後採取行動藉著彌補支離空虛再次昌盛

A large, light green, semi-transparent circular graphic with a thick border, partially visible on the left side of the slide.

SELF CARE IS ... 自我關顧 ...

Self-care is the dynamic process of remaining and returning to being whole within ourselves. Using deep self-awareness, we can experientially know what wholeness feels like so that when separation within the self occurs, we are better able to compassionately acknowledge this and then return ourselves to being whole once again. ~ *Thomas*

Richardson (In Hersh, 2021, Exhibit 1.1)

- 持守與恢復個人完整的活力/動力過程
- 透過深度的自我省察, 去認識脫離自我完整時的體驗, 繼以體恤的心腸去承認, 然後回復重建個人的完整

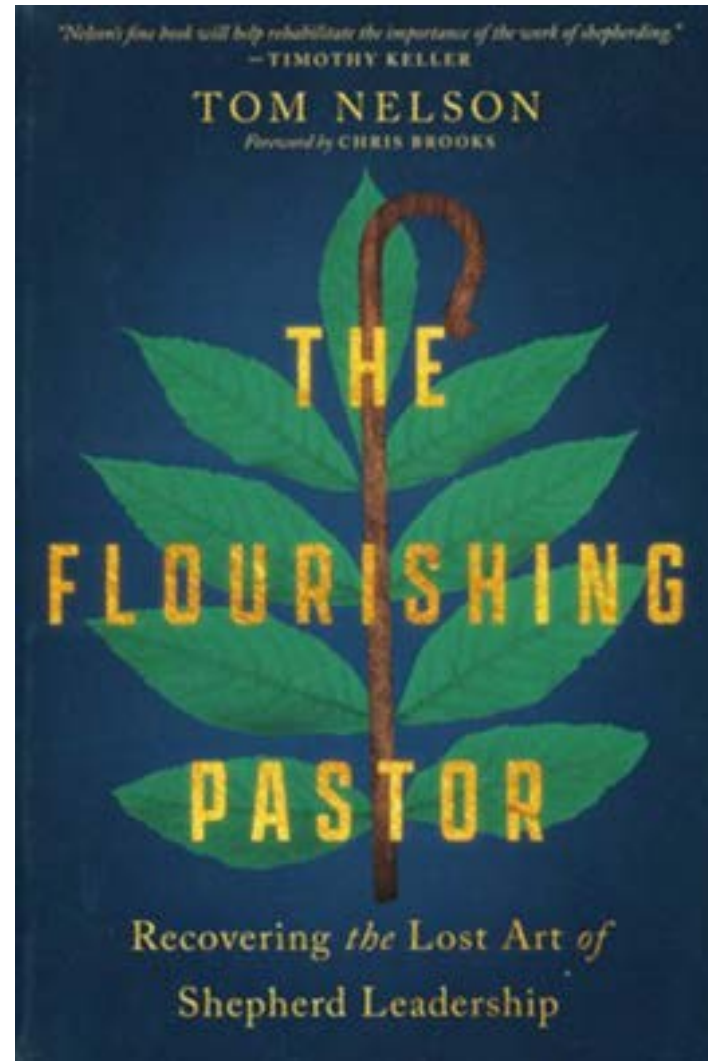
SELF CARE & WHOLENESS

- Wholeness vs. Fragmented 支離破碎
- What makes up personal wholeness? 甚麼構成個人的完整?
- What is absent from wholeness that we need to attend to? 有甚麼另人不完整的缺失是我們需要關注 (自我關顧)的?

PURSUIING
WHOLENESS 追求
完整與自我關顧:
CHAPTER SIX
(NELSON, 2021)

INTEGRATED
HEALTH CONCEPT
綜合健康觀念

SOUL 靈魂
EMOTION 思緒
RELATION 人情
VOCATION 職業
FINANCE 理財
BODY 身體



Introduction	5
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PURSUING
WHOLENESS &
SELF CARE
追求完整: MY MEN

箴言4:23
馬太福音15:3-9
詩篇23
約翰福音10:10





自我關顧

1: 身體健康

個人和全人的紀律實踐

- 睡眠: 一晚幾個小時?
- 飲食: 營養
- 保健: 醫療, 體檢, 保險
- 運動: 何事, 何時, 何人?
- 教會: 專才提供援助?
- 差會: 醫療和醫保資助?

自我關顧

2: 理財健康

- 聊天: 湯麵, 咖啡, K-mart
- 供養: 個體需要, 群體責任
- 策略: 理財, 存款, 投資
- 帳篷 **Bivocational?** 神學了解, 教會共識, 利與弊
- 教會財源健康
 - 影響牧者財政?
 - 會眾理財教導班
 - 捐獻教導

自我關顧 2: 理財健康

GENEROSITY PRAYER 樂施禱告

[HTTPS://REALITYSF.COM/GIVING/](https://realitysf.com/giving/) (提摩太前書6:6-9;
17-19)

Godliness with contentment is great gain. We bring nothing into this world, and we take nothing out of it. We who call Jesus Lord devote ourselves to resisting greed, which plunges the human heart into ruin, and pierces it with many griefs. We are determined to practice generosity with free hearts, fixing our hope on God and not the uncertainty of wealth. We desire to be rich in good deeds and willing to share all that we have, laying up for ourselves treasure that will not decay but will shine in the age to come.

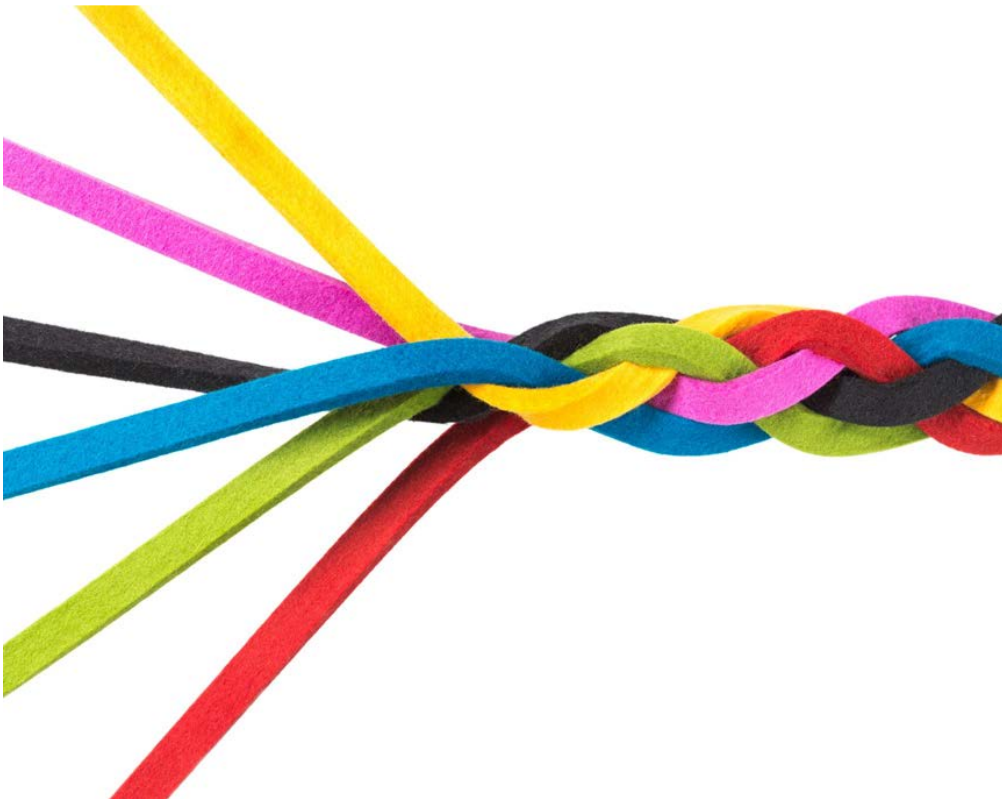
自我關顧3: 職場與非職場領域界線

聊天: 退休重返教會

Unreciprocated relations 缺乏/
沒有回報/往來的家庭關係:

- Enmeshed 糾纏不清
- Disentangled 分解
- Differentiated 人我分明

家人的人我界線



自我關顧3: 職場與非職場領域界線

上班與下班的生活:

- 耶穌有沒有私人生活?
- 個人的私人(下班後的) 生活:
 - 地點
 - 時間: 上下班, 安息天, 教會共識
 - 親密圈: 家人, 朋友
 - 休憩: 睡覺, 消遣, 志趣
- "... 有時 a season for ..." (箴言3:1-8)

INDEED.COM PASTOR'S JOB DESCRIPTION



Job Descriptions

Using Indeed ▾

Recruiting & Hiring ▾

Workforce Management ▾

Managing your Business ▾



Pastor Job Description: Top Duties and Qualifications

Build a Job Description

Are you a Job Seeker? [Find Jobs](#)

Last updated: December 10, 2022

A Pastor, or Minister, is responsible for being a spiritual leader of the Christian faith. Their duties include preaching sermons to their congregation, organizing charitable activities and church events and meeting with members of their congregation to help them strengthen their faith or overcome significant life changes.

Pastor Duties and Responsibilities

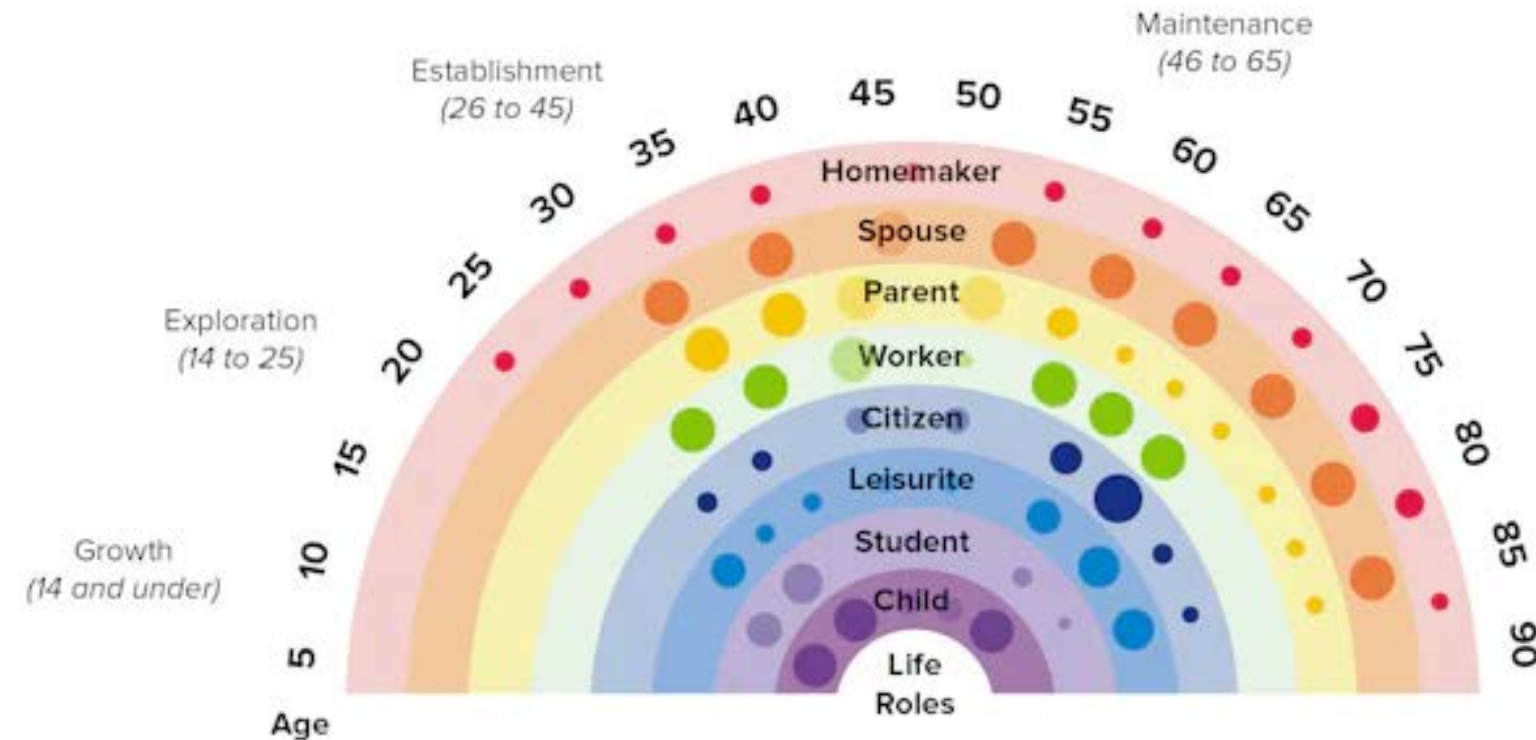
Pastors have many responsibilities in their spiritual calling. Some Pastor duties and responsibilities are:

- Preparing sermons by researching and writing about how to present Bible lessons to the congregation to meet their spiritual needs
- Officiating at special occasions in the lives of the congregation, such as confirmations, weddings, baptisms and funerals
- Helping the church ministry by attending to administrative duties

PRESENTATION TITLE

自我關顧4: 個人身份角色的領域界線

26



Super's stages of development,
life roles, & career maturity

職業以外的身份, 角色, 責任

- 職業
- 配偶/伴侶
- 兒女
- 父母
- 學生 ...
- 生涯發展與退休規劃

身份重要性與競爭 (大小圈的取捨與調整)

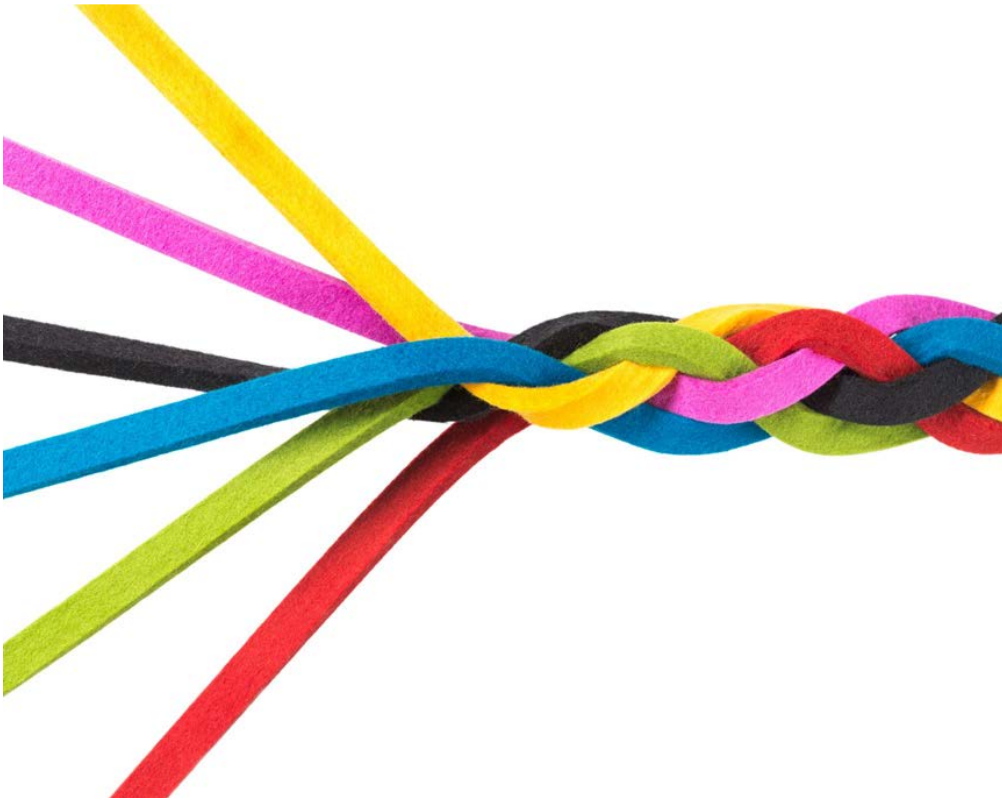
自我關顧5: 職場關係:人事與應對

人情/人事的界線:

聊天: 東家西家

教會裏外: 傳揚, 護衛真理的
戰場

- 逃命 (耶穌: 太10:23; 約10:39; 保羅: 徒9:24-25)
- 遠離 Avoid these people:
2 提摩太後書3:1-9



自我關顧5: 職場關係:人事與應對

提多書中各種各樣的人和牧養應對

1:9 correct 勸勉

1:11 must be silenced 堵住他們的口

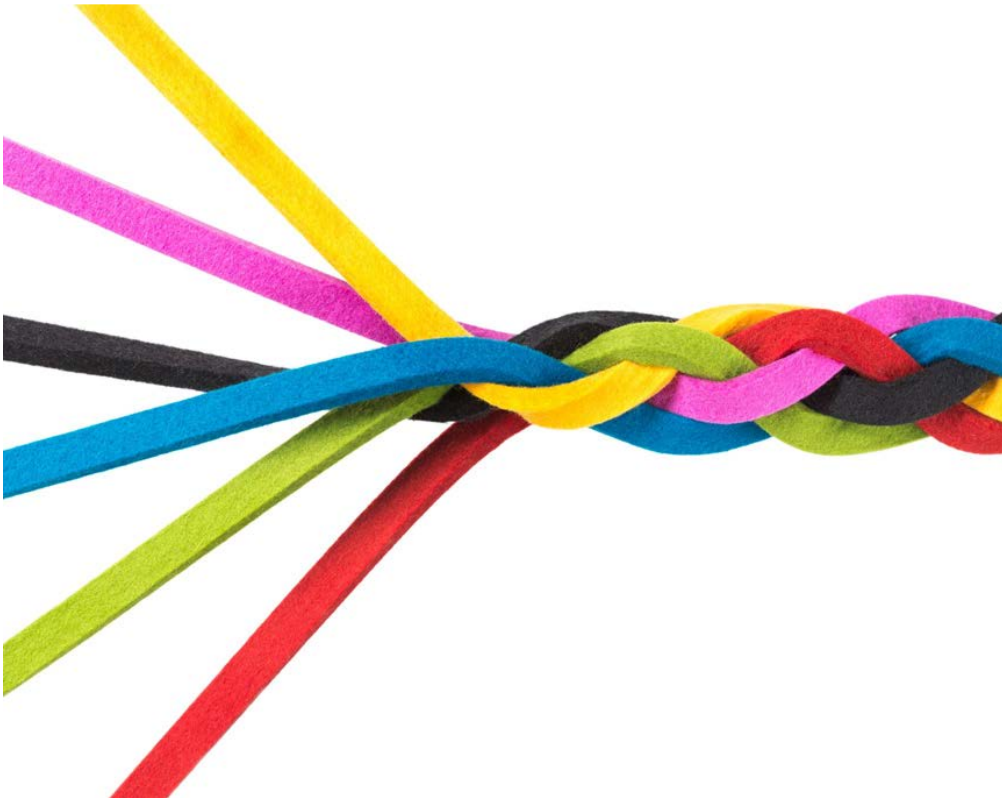
2:15a: exhortation and rebuke with full authority 用權威勸勉, 責備

2:15b: don't let anyone look down on you 不要讓任何人輕看你

3:1 remind 提醒

3:9 avoid 避免

3:10 reject 一次, 二次警戒後棄絕 (製造分裂的)

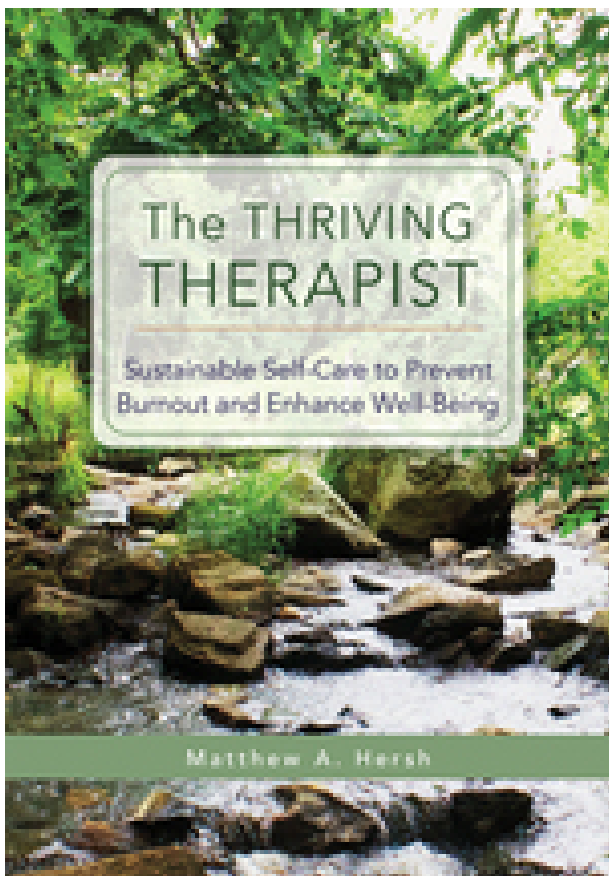




自我關顧5: 職場關係:人事與應對

帖撒羅尼迦前書2:3-4 我們的勸勉不是出於迷惑，不是出於汙穢，也不是用詭詐；相反，我們怎樣被神考驗(approved)而受了福音的委託，我們就照樣傳講；不是要討人的喜悅，而是要討神的喜悅——神是考驗(examines, CSB, ESV, NET, NLT)我們內心的。

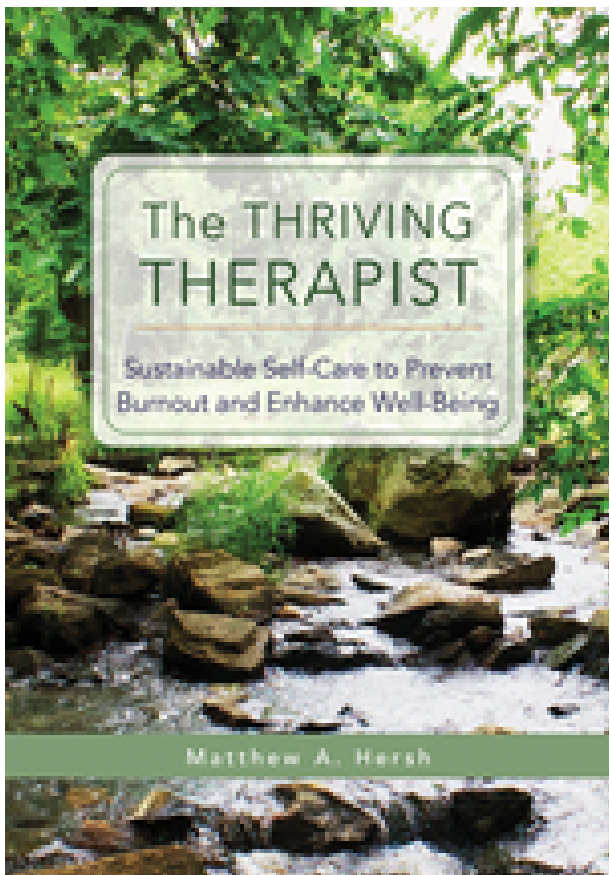
- Before God; 神考驗我們內心
- Feel bad but don't feel too bad
- 如何遠離？
- 集體 (教牧/長執)的決定
- 委任/代理長執或同工
- 可以保護牧者的團隊同工
- 會眾真理的裝備



自我關顧6:創傷體驗的 容量與應對

Four occupational hazards for therapists 輔導員職業危害四面

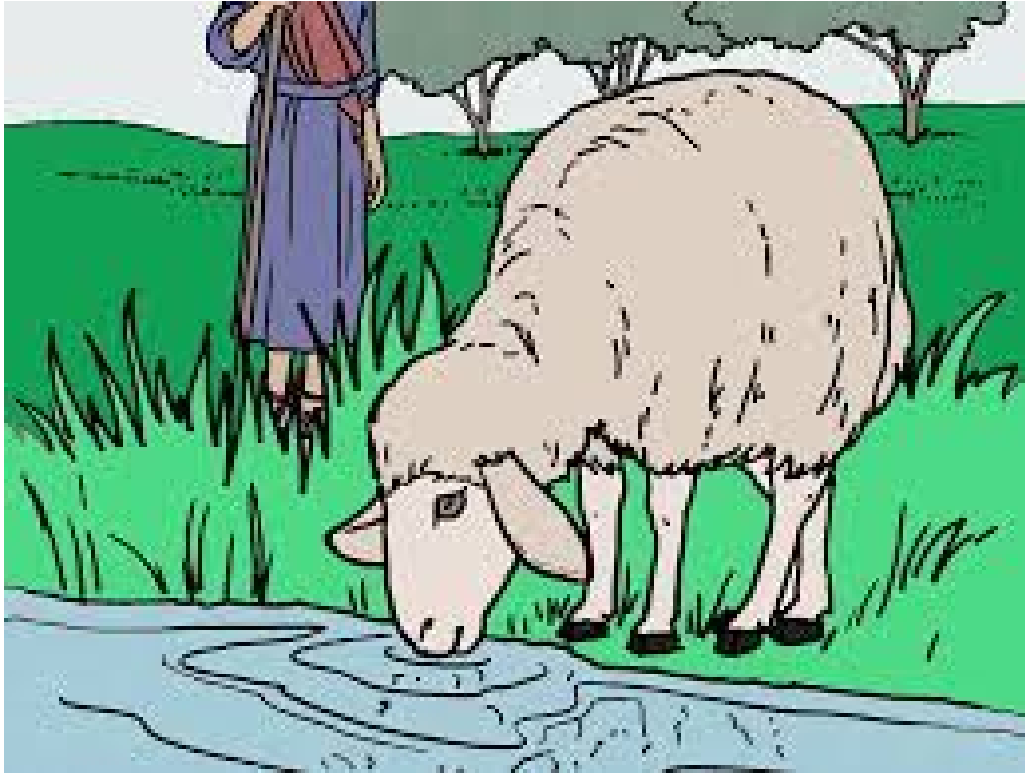
1. Burnout
2. Compassion Fatigue – become more cynical, distressed, fatigue, agitated from repeated empathic flooding and dissolution of interpersonal boundaries in the presence of client's deep sufferings 惻隱心的勞倦
3. Secondary traumatic stress – experience own trauma atology from exposure to client's traumatic materials 勾起自己過去的創傷
4. Vicarious traumatization – take on mental model of the world that reflects client's suffering, trauma, or hopelessness 替代創傷



自我關顧6:創傷體驗的 容量與應對

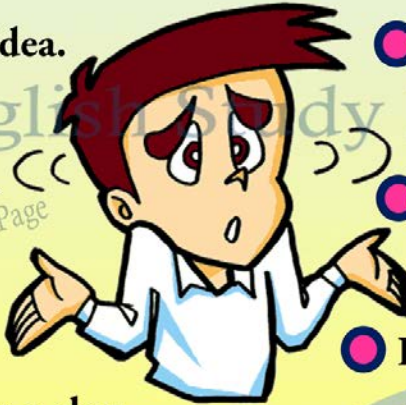
- 知己知彼, 量力而為
- 傳道, 輔導的角色釐定與調整 (個人呼召與恩賜)
- 尋找個人諮商, 輔導的思緒支援
- 外判資源:
 - 教會內的輔導牧師/小組?
 - 教會外的諮商機構?
 - 建立個案與外判資源的關係

自我關顧7: 羊和被牧養的身份



- 我來了, 是要叫牧者得生命, 並且得的更豐盛
- 凡勞苦擔重擔的牧者, 可以到我這裡來, 我就使牧者得生命
- 耶和華是牧者的牧人
 - 那裡是可躺臥的青草地?
 - 那裡是可安歇的溪水旁?
 - 有誰/有何幫助靈魂甦醒?
 - 有誰/有何可作安慰的杖何竿?

WAYS TO SAY I DON'T KNOW



English Study Page

- I have no idea.
- I am unsure.
- Search me.
- Don't ask me.
- Beats me.
- I am not sure.
- I don't have a clue.
- That's a good question. I'll check it.
- I don't know anything about ...
- I don't have any information about that.

www.englishstudypage.com

Like facebook.com/englishstudypage

- 領受 To receive
 - I lack 不足夠
- 跟隨 To follow
 - I surrender control 不作主
- 好奇 To be curious
 - I don't know 不知道

自我關顧7: 羊和被牧養的身份



- 被餵養 (牧者的資源)
 - 聖經學者 podcast; 崇拜作聽眾
 - 靈性指導 (Eugene Peterson 非問題解決, 防範商業化)
 - ...
- 被裝備 (會友的資源)
 - 時事 (e.g., 雜誌 *The Atlantic*, *The Economist*)
 - 科研 (e.g., 職場的日新月異)
 - ...

靈魂的錨

羅馬書5:4

…不但如此,就是在患難中也是歡歡喜喜的. 因為知道患難生忍耐, 忍耐生老練, 老練生盼望, 盼望不至於羞恥, 因為所賜給我們的聖靈將神的愛澆灌在我們心裡。

路加福音21:29

你們常存忍耐, 就必保全靈魂。

希伯來書6:19

我們有這指望, 如同靈魂的錨, 又堅固又牢靠, 且通入幔內

雅各書1:12

忍受試探的人是有福的! 因為他經過試驗以後, 必得生命的冠冕, 這是主應許給那些愛他之人的

119 急救經文

A PART, A MEMBER, INDIVIDUAL MEMBERS



你們就是基督的身體，而且是**各個部分中的一個**。在教會中，神所安排的：首先是使徒，第二是做先知傳道的，第三是教師，然後是有大能的；隨後是使人痊癒的恩賜、幫助的恩賜、管理的恩賜、各種殊言的恩賜。難道都是使徒嗎？都是做先知傳道的嗎？都是教師嗎？都是有大能的嗎？都有使人痊癒的恩賜嗎？都說殊言嗎？都翻譯殊言嗎？～ 哥林多前書12:27-30

自我關顧



幫助的恩賜: BENEVOLENCE MINISTRY



BENEVOLE...

Mission

^ Team

Roles & Responsibilities

Email Setup

Videos & Books

v Referral

v Process

v Payments

Resources



Team

Board



Robert Moore

Board Member

1st Term | 10.1.2021

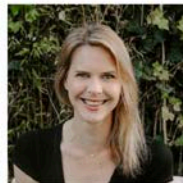


Kwong-Liem Karl
Kwan

Board Member

1st Term | 3.1.2020

(Ally since 9.2019)



Kate McCullough

Board Member

1st Term | 2.1.2018



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Allies



Jason Wei

Ally

2.1.2020



Jennifer Xavier

Ally

3.16.2020



Andrea Wong

Ally

3.16.2020



Lisa Sapgnola

Ally

6.16.2022



Matthew Mueller

Ally

10.1.2022



Franklin Chan

Ally

10.1.2022



Greg
Vanderbosch

Ally

10.1.2022



Jessica Tjong

Ally

10.1.2022



Jennifer Lee

Ally

10.1.2022



Sergio Gomes

Ally

10.1.2022

HOW WE APPROACH CARE

1.

RELIEF

> 1 months

Make a heart connection through **Relief Support** for safety, food, clothing, shelter (including rent, emergencies, trauma relief and immediate medical needs). Mercy, Compassion and Generosity support is available. Starting to formulate a future that is brighter. Leaning toward Action Plan and Immanuel Prayer to help care recipient find Jesus in life/current circumstance.

2.

MATUR(ING)

2 - 9 months

Action Plan in partnership between Ally and care recipient. Support for proactively engaging in times of Intimacy with Jesus, income production, biblical discipleship, pastoral care, spiritual maturity, emotional health, mental health and relational support.

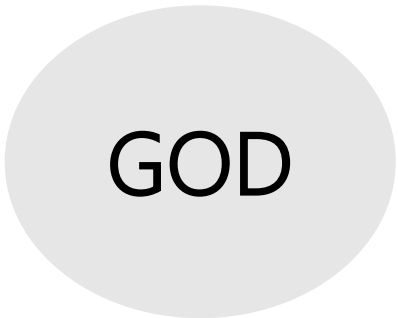
3.

THRIVING

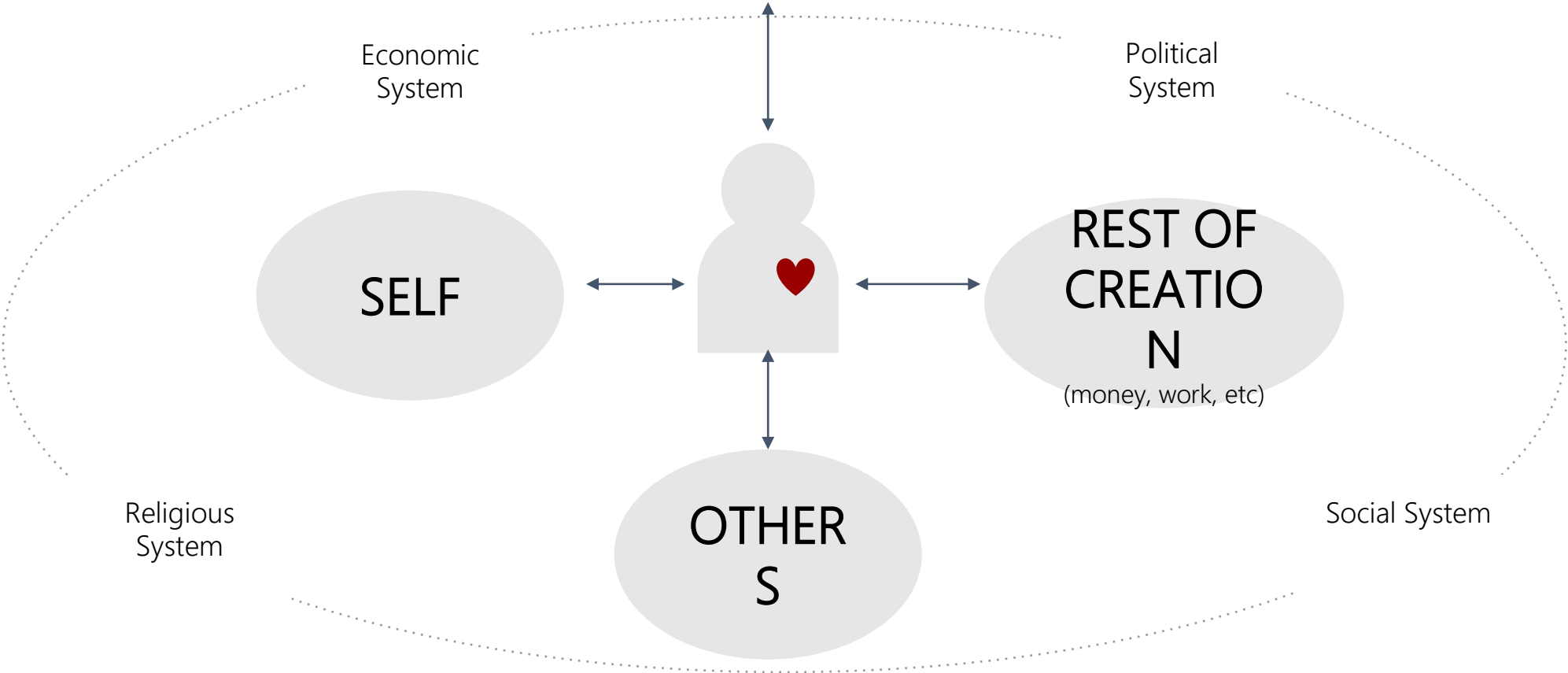
6 - 24 months

Working towards **Transition off Care**. Ally comes alongside care receiver to support personal ownership in intimacy with Jesus, clearly discern God's will, encourage active community involvement and share insights into sustaining healthy and thriving personal relationships.

HOW WE APPROACH CARE



All relationships flow out of relationship with God.





自我關顧：

先戴好自己的維生氧
氣罩，才能協助別人求
活

我教會只有25個人！