Emotionally Healthy Leadership Conference

April 22-23, 2015
2015 Emotionally Healthy Leadership Conference

SCHEDULE
Wednesday April 22, 2015

9:00 – 9:40    WORSHIP and WELCOME

9:40 – 10:40  Session 1: The Emotionally Unhealthy Leader

10:40 – 11:00  BREAK

11:00 – 1:00  Session 2: Face Your Shadow

1:00 – 2:00    LUNCH (meal provided)

2:00 – 2:10    MIDDAY PRAYER

2:10 – 3:30  Session 3: Lead Out of Your Marriage or Singleness

3:30 – 3:45    BREAK

3:45 – 5:30  Session 4: Slow Down for Loving Union
2015 Emotionally Healthy Leadership Conference

SCHEDULE
Thursday April 23, 2015

9:00 – 9:20  WORSHIP

9:20 – 9:25  MORNING PRAYER

9:25 – 10:25  Session 5: Practice Sabbath Delight

10:25 – 10:40  BREAK

10:40 – 11:00  Session 5: Practice Sabbath Delight – Cont.

11:00 – 12:40  Session 6: Workshops
  • Emotionally Healthy Ministry to the Poor and Marginalized
  • Emotionally Healthy Preaching
  • Emotionally Healthy Power and Wise Boundaries
  • Emotionally Healthy Skills for Your Church
  • Emotionally Healthy Culture and Team Building (with Q and A)

12:45 – 2:00  LUNCH (on your own)

2:00 – 2:10  MIDDAY PRAYER

2:10 – 2:20  OFFERING

2:20 – 3:20  Session 7: Transform Your Church through EHS
  The EHS Course, EH Skills, and EH Leader

3:20 – 3:40  BREAK

3:40 – 5:30  Session 7: Transform Your Church through EHS
  The EHS Course, EH Skills, and EH Leader – Cont.
Session 1: The Emotionally Healthy Leader

I. Our Story

A. A Journey of Four Conversions

B. Four Characteristics of an Emotionally Unhealthy Leader

1. Low Self-Awareness

2. Prioritizing Ministry over Marriage or Singleness

3. Doing More Activity for God than Their Relationship with God Can Sustain

4. Lack of a Work/Sabbath Rhythm
Session 1: The Emotionally Healthy Leader – Cont.

II. The Slow Process of “Getting” EHS

III. John the Baptist: A Clear Leader

IV. Nicodemus: An Unclear Leader
V. The Pathway to Transform Your Church to Transform the World
Session 2: Face Your Shadow

I. The Problem of Our Shadow

As men and women who lead in the name of Jesus, we bear greater responsibility for attending to our inner lives.

Here is how Parker Palmer describes the choice before us:

A leader is a person who has an unusual degree of power to project onto other people his or her shadow, or his or her light. A leader is a person who has an unusual degree of power to create the conditions under which other people must live . . . conditions that can either be as illuminating as heaven or as shadowy as hell. A leader must take special responsibility for what’s going on inside his or her own self, inside his or her consciousness, lest the act of leadership create more harm than good.

II. What is the Shadow?

Your shadow is the accumulation of untamed, less-than-pure motives and thoughts that, while largely unconscious, strongly influence and shape your behaviors. It is the damaged, but mostly hidden, version of who you are.

III. Genogram Your Family: Becoming Aware of Your Shadow

A. A Theological Framework


2. Becoming a Christian Is to Be Birthed into a New Family.


B. Jesus May Be In Your Heart, but Grandpa is in Your Bones
Genogram Worksheet
Pete and Geri Scazzero © January 2012

We look at our families, not to find fault, but to get a realistic picture of what was healthy and unhealthy so we can grow, heal, and mature into our authentic selves in Christ. We are not focusing on our positive legacies in this exercise due to the limits of time, as well as our tendency to avoid examining the negative aspects of our families.

Fill in 1–3 through the eyes of your childhood (8 to 12 years old).

1. Next to each family member (parents, grandparents, siblings, and children) write down 2–3 adjectives describing them.

2. On the lines between your parents describe their marriage(s). Describe your grandparent’s marriages, and then your own marriage (in 2–3 words).

3. Use the symbols below to depict the relationship between family members. Use the “Emotional Relationships Legend” below and draw line symbols to connect family members.

Cutoff/Estranged: Family members avoid communication or contact.

Conflict: Issues don’t get resolved.

Enmeshed: Pressure is created for family members to think, feel, and act alike. We lose our distinctiveness and abandon ourselves. For example, you agree to attend a family event because you don’t want to deal with someone else’s disapproval.

Abuse: Severe crossing of personal boundaries, injuring the dignity and humanity of another—whether it be sexual, emotional, or physical.

Distant/Poor: Low or minimal emotional connection between family members.
Genogram Worksheet
Pete and Geri Scazzero © January 2012

4. On the right side of your paper, note generational themes. *(For example, *addictions*, *affairs*, *losses*, *abuse*, *divorces*, *depression*, *mental illness*, *abortions*, *children born out of wedlock*, etc.)*

5. Beneath that note “earthquake events” in your family history. *(For example, *premature deaths*, *abuse*, *suicide*, *war*, *cancer*, *business collapse*, *affairs*, *immigration from another country*, etc.)*

Take a step back and consider your genogram:

1. What might be one or two insights you are becoming aware of in terms of how your family (or others) impacted who you are today?

2. What are one or two specific ways this may be impacting your leadership in the church?
IV. Applications for Leadership

A. Equip Your People to Live in the New Family of Jesus

Examples of Unbiblical Family Commandments

1. MONEY
   - Money is the best source of security.
   - The more money you have, the more important you are.
   - Make lots of money to prove you “made” it.

2. CONFLICT
   - Avoid conflict at all costs.
   - Don’t get people mad at you.
   - Loud, angry, constant fighting is normal.

3. SEX
   - Sex is not to be spoken about openly.
   - Men can be promiscuous; women must be chaste.

4. GRIEF AND LOSS
   - Sadness is a sign of weakness.
   - You are not allowed to be depressed.
   - Get over losses quickly and move on.

5. EXPRESSING ANGER
   - Anger is dangerous and bad.
   - Explode in anger to make a point.
   - Sarcasm is an acceptable way to release anger.

6. FAMILY
   - You owe your parents for all they’ve done for you.
   - Don’t speak of your family’s “dirty laundry” in public.
   - Duty to family and culture comes before everything.

7. RELATIONSHIPS
   - Don’t trust people. They will let you down.
   - Don’t ever let anyone hurt you.
   - Don’t show vulnerability.

8. ATTITUDES TOWARD OTHER CULTURES
   - Only be close friends with people who are like you.
   - Do not marry a person of another race or culture.
   - Certain cultures/races are not as good as ours.

9. SUCCESS
   - Is getting into the “best schools.”
   - Is making lots of money.
   - Is getting married and having children.

10. FEELINGS AND EMOTIONS
    - You are not allowed to have certain feelings.
    - Your feelings are not important.
    - Reacting with your feelings without thinking is okay.

B. Minimize the Impact of Your Shadow in Your Leadership

1. Planning and Decision Making
2. Culture and Team Building
3. Power and Wise Boundaries
4. Endings and New Beginnings
Session 2: Face Your Shadow—Cont.

C. Grow in Differentiation for Yourself, the Church, and the World

1. Working Definition: Remaining connected to people, yet not allowing my reactions or behaviors to be determined by them.

2. The Differentiation Scale

0 ............... 25 ............ 50 ............ 75 ............... 100

25–50
- Most of self is a “false self” and reflected from others
- When anxiety is low, they function relatively well
- Quick to imitate others and change themselves to gain acceptance from others
- Often advocate one set of principles/beliefs, yet live another
- Self-esteem soars with compliments and is crushed by criticism
- Often make poor decisions due to their inability to think clearly under stress

50–75
- Can follow life goals that are determined from within
- Can state beliefs calmly without putting others down
- Can allow children to progress through developmental phases into adult autonomy
- Able to cope with crises without falling apart
- Stay in relational connection with others without insisting they see the world the same

D. Follow Joseph’s Example to Break the Power of Your Past for a Great Future

“But Joseph said to them, “Don’t be afraid. Am I in the place of God? You intended to harm me, but God intended it for good to accomplish what is now being done, the saving of many lives. So then, don’t be afraid. I will provide for you and your children.” And he reassured them and spoke kindly to them.”

Genesis 50:19-21
Session 3: Lead Out of Your Marriage or Singleness

I. The Role of Marriage and Singleness in Standard Practice

II. Leading Out of Your Marriage

“For this reason a man will leave his father and mother and be united to his wife, and the two will become one flesh. This is a profound mystery—but I am talking about Christ and the church.” (Eph. 5:31-32)

A. Marriage as Your First Ambition

B. Marriage as Your First Passion

C. Marriage as a Sign and Wonder
III. Leading Out of Your Singleness

A. Be Intentional About the Kind of Single God has Called You to Be

1. Vocational Celibates
   “Not everyone can accept this word, but only those to whom it has been given. For some are eunuchs because they were born that way; others were made that way by men; and others have renounced marriage because of the kingdom of heaven. The one who can accept this should accept this.” (Matthew 19:11-12, emphasis added)

2. Dedicated Celibates
   Choose to practice celibacy as long as they remain unmarried as part of their commitment to Christ.

B. A Healthy Singleness is Your First Ambition

1. Devote Yourself to Excellent Self-Care

2. Invest in Community, Cultivating at Least One or Two Companions for the Journey

3. Practice Hospitality Regularly

C. Singleness as a Sign and Wonder
Session 3: Lead Out of Your Marriage or Singleness – Cont.

IV. Explore the Iceberg: An Emotionally Healthy Skill

A. Exercise
B. Three Applications

1. Feelings must be mentionable and manageable.

2. You must learn to “see” yourself in order to “see” another.

3. Emotions play a role in discernment of God’s will and are a pathway for personal transformation.
I. The Danger of Leading without Jesus

“Not everyone who says to me, ‘Lord, Lord,’ will enter the kingdom of heaven, but only the one who does the will of my Father who is in heaven. Many will say to me on that day, ‘Lord, Lord, did we not prophesy in your name and in your name drive out demons and in your name perform many miracles?’ Then I will tell them plainly, ‘I never knew you. Away from me, you evildoers!’” Matthew 7:21-23

II. What is Loving Union?

To allow Jesus and his will to have full access to your life in a posture of attentiveness, openness, and surrender.

III. Obstacles to Loving Union

A. Compartmentalization

B. Chaotic Rhythm

IV. The “Rule of Life” as a Structure to Facilitate Loving Union

“Your personal rule of life is a holistic description of the Spirit-empowered rhythms and relationships that create, redeem, sustain and transform the life God invites you to humbly fulfill for the glory of Christ our Lord.” - Stephen Macchia

A. History of the “Rule of Life”

B. Integration of All Life Under the Lordship of Christ
V. Sample Rule of Life

VI. Crafting a Personal Rule of Life

Step 1
Write down everything you currently do (or hope to do) that nurtures your spirit and fills you with delight (e.g. people, places, activities).
Normally, when we think of spiritual activities, we limit ourselves to things such as prayer, going to church, worship, and Bible reading. Don't censor yourself. Your list may include gardening, walking the dog, being in nature, talking with close friends, cooking, painting, jumping out of airplanes, or any number of other possibilities. List them all!

Step 2
Write down the activities you need to avoid, limit, or eliminate that pull you away from remaining anchored in Christ.
This refers to avoiding certain things that impact your spirit negatively - such as violent movies, excessive social media involvement, being harried, and going beyond your limits. The list that you create, whether you know it or not, is your unconscious way of life.

Step 3
What are the challenging “have to’s” in this season of your life that are impact your rhythms?
(e.g. caring for aging parents, a special needs child, a demanding season at work, parenting small children, an illness, etc.)

Step 4
Fill in the Rule of Life worksheet.
Step 5
Which aspects of your Rule is God calling you to focus on in this season of life?
(Starting with 2-4 aspects is a good start).

Step 6
Take a step back and examine your Personal Rule of Life.

- What do you think will be your biggest challenge?
- What is the one thing you must do now?
- What might be one “stretch goal” you may want to consider? (sharing your faith, eating healthier, reading more, practicing generosity, etc.)
- What are the implications of this on your calendar?
- What do you have to say no to?
- How might you have to adjust financial priorities because of the Rule?
- Is there someone I can invite to encourage me in keeping the Rule?

Remember:
1. Listen to your heart’s desires when discerning your Rule. God often speaks to us through them.
2. Make sure your Rule includes some joy, play, and fun.
3. Take baby steps. Don’t make your rule impossible to follow.
4. You’re going to have trouble keeping a Rule sometimes. Recognize that you’re human and try again. Unexpected things come into our lives that we can’t help. We take on projects that are bigger than we expected. It takes experimentation to discern what form your Rule should take.
5. Figure out how much structure you need – a lot or a little.

Debra Farrington in her book, Living Faith Day by Day writes: “Over the years I’ve also struggled with the amount of structure to build into a rule. People I respect deeply have detailed rules with set times for prayer, established types of prayer, and so on. They tell me that if they don’t get up at 6:30 each morning and take a half hour of prayer time that they will never get to it during the day. But that doesn’t work for me. It makes my spiritual life into something to add to my to-do list, and it becomes a chore and not a blessing. Over the years I have found that my rule for prayer needs to be more open-ended. I am committed to praying daily, but how and when I do that varies from day-to-day.”

Again, remember the goal as you enter this journey of utilizing this powerful tool called “A Rule of Life” – to receive the love of God and to offer His love to those around you.
Session 4: Slow Down for Loving Union – Cont.

- Prayer
- Rest
- Love of God
- Relationships
- Work
VII. Final Applications

A. Examples from NLF on Planning and Decision Making, Culture and Team Building

B. The Top Five Practices for Slowing Down for Loving Union
   1. Silence
   2. Scripture Meditation
   3. The Daily Office
   4. The Prayer of Examen
   5. Sabbath-Keeping

C. Q and A
Session 5: Practice Sabbath Delight

I. The Sabbath – a 24 hour time frame without anxiety or “have-to’s”

“The Sabbath was made for people, not people for the Sabbath”. (Mk 2:27)

*I am the Lord your God who brought you out of Egypt, out of the land of slavery.*

* You shall have no other gods before me.
* You shall not make for yourself an idol.
* You shall not misuse the name of the Lord your God.
* Observe the Sabbath day by keeping it holy, as the Lord your God has commanded you. Six days you shall labor and do all your work, but the seventh day is a Sabbath to the Lord your God. On it you shall not do any work, neither you, nor your son or daughter, nor your male or female servant, nor your ox, your donkey or any of your animals, nor any foreigner residing in your towns, so that your male and female servants may rest, as you do. Remember that you were slaves in Egypt and that the Lord your God brought you out of there with a mighty hand and an outstretched arm. Therefore the Lord your God has commanded you to observe the Sabbath day.
* Honor your father and your mother.
* You shall not murder.
* You shall not commit adultery.
* You shall not steal.
* You shall not give false witness.
* You shall not covet. (Deuteronomy 5:6-21)

A. Sabbath as a Beautiful Diamond

1. Sabbath as a Core Spiritual Formation Discipline

2. Sabbath as Resistance to Principalities and Powers

3. Sabbath as Play

4. Sabbath as a Place of Revelation
B. Four Core Elements to a Biblical Sabbath

1. Stop

2. Rest

3. Delight

4. Contemplate

II. Small Group Questions

- What questions do you have regarding Sabbath-keeping?
- What 24-hour period might serve you at this phase of your journey (For example, all day on Mondays or Fridays, 6 p.m. Friday night to 6 p.m. Saturday night every week)?
- What do you need to stop that relates to your work—paid and unpaid?
- What activities create rest and delight for you?
- What is your greatest fear when you think of Sabbath-keeping?
- If you already keep the Sabbath, what adjustments could you make in order to deepen or broaden your experience?

III. Final Sabbath Applications for You and Your Church

A. Reframing Vacations and Getaways

B. Sabbaticals: The Long View

C. Introducing Sabbath to the Whole Church

D. For FAQ’s and Other Resources:
   - For free sermons on Sabbath by Pete, go to: http://www.emotionallyhealthy.org/product-category/free-sermons/
Session 6: Workshops

Workshop Options:

- Emotionally Healthy Ministry to the Poor and Marginalized
- Emotionally Healthy Preaching
- Emotionally Healthy Power and Wise Boundaries
- Emotionally Healthy Skills for Your Church
- Emotionally Healthy Culture and Team Building (with Q and A)
Session 7: Transform Your Church through EHS
The EHS Course, EH Skills, and EH Leader

I. Transformation of Your Church through EHS

II. The Emotionally Healthy Spirituality (EHS) Course

- The Problem of Emotionally Unhealthy Spirituality (Saul - 1 Sam. 15)
- Know Yourself that You May Know God (David - 1 Samuel 17)
- Go Back to Go Forward (Joseph - Gen. 50)
- Journey Through the Wall (Abraham - Gen. 22)
- Enlarge Your Soul through Grief and Loss (Jesus - Matt. 26)
- Discover the Rhythms of the Daily Office and Sabbath (Daniel -Daniel 6 and Ex. 20)
- Grow into an Emotionally Mature Adult (Good Samaritan -Luke 10)
- Go the Next Step to Develop a “Rule of Life” (Early Church - Acts 2:42ff)
III. Guidelines for the EHS Small Group Facilitators/Hosts

PREPARE YOURSELF
Your most important preparation is your interior world. Pray for yourself! The first great challenge for facilitating a group is to arrive emotionally and spiritually in a good place – not harried, not frenetic, not anxious, and not exhausted. We like the expression: “we lead from within.” You will want to look at your life and schedule. It may involve something as simple as leaving work early the day the EHS Course meets or getting a good night sleep the evening before.

Read the corresponding chapters in the Emotionally Healthy Spirituality book that go with each study, watch the DVD, do the corresponding Daily Offices, and spend time in the workbook questions so you can be prepared to give examples from your own life. You meeting God is the most important preparation.

EXTEND AND RECEIVE WELCOME
Creating a hospitable environment is particularly important so people feel safe to share. Greet people by name. Seeing yourself as the host of your group goes a long way. Be a “yes” face.

SHARING IS ENCOURAGED NOT DEMANDED
Different cultures do sharing differently and we respect that. When we share we are speaking to teach ourselves. It confirms our truth inside of us. Since some of us talk more easily than others keeping our sharing brief keeps the sharing balanced.

NO FIXING, SAVING, NO SETTING OTHER PEOPLE STRAIGHT
This is one of the hardest guidelines to follow. But it is vital to growing people up to be spiritually mature adults in Christ. Respect their journey and trust the process of the Holy Spirit inside of them to lead them to all truth in His time. Serious problems can be addressed outside the group and your best help is to be a reference for outside resources that can serve them (e.g., a pastor, a counselor).

OBSERVE CONFIDENTIALITY
In order to create a safe environment for open and honest sharing, be sure to strongly emphasize that people share only their personal experience outside the group. Honor others by keeping what they share within the group. Sometimes we have to be peoples’ boundaries when sharing. If inappropriate sharing begins to happen, put a pause on it to protect dignity of all.
Guidelines for the EHS Small Group Facilitators/Hosts – cont.

SPEAK ONLY FOR YOURSELF
Use “I” statements as much as possible. We are only experts on ourselves. A very important principle of EHS is that each person takes responsibility for their own life.

TURN TO WONDER
If you feel judgmental or defensive when someone else is sharing, ask yourself, “I wonder what brought her/him to this belief?” “I wonder what he/she is feeling right now?” “I wonder what my reaction teaches me about myself.”

TRUST AND LEARN FROM SILENCE
Silence is a gift in our noisy world. Treat silence as a member of the group. It is okay to have silence between responses as the group shares. This slows the group down and gives people time to reflect. God is speaking in the silence.

PUNCTUALITY, ATTENDANCE AND TIMING
We will begin on time and end on time. The themes are deep and, in many ways, inexhaustible. So discussions can easily go much longer than is suggested in the EHS Course workbook. This Course is an introduction to EHS and not meant to be exhaustive. It is common for people to go through the course 2-3 times.

Gently Enforce the Guidelines
The group trusts you to do that as the Coordinator/Host.

Examples include:

- “How would you say that in the “I”?“
- “Remember to keep your sharing brief...take just one more minute”
- “There seems to be a lot of feeling around this for you. This needs its own space so lets’ talk about it afterwards.”
- “Remember our guideline about not giving advice ...”
IV. Practical Tools to Run the EHS Course in Your Church

We have created a webpage with a wealth of information and resources to equip you as you begin to implement The EHS Course in your church.

You can access and download the listed resources via the EHS Coordinator Resources webpage link below:
http://www.emotionallyhealthy.org/ehs-coordinator-resources/

- How to Run EHS Course booklet
- The EHS Course Marketing Materials:
  - 8-week course Brochure
  - 8-week course Invitation
  - Poster
- Videos:
  - Intro to EHS Course
  - Training for Small Group Facilitators/Hosts
  - Intro to EHS Day by Day
  - Message for EHS Course Coordinators
  - Pete’s Church History Lesson
- The EHS Course Video Session Outlines and Transcripts
- FAQ’s
  - 10 Top FAQs on Practicing Silence
  - FAQs on Sabbath
V. Emotionally Healthy Skills 2.0 Course

- Community Temperature Reading
- Clarify Expectations
- Stop Mind Reading
- Genogram Your Family
- Explore the Iceberg
- Incarnational Listening
- Climb the Ladder of Integrity
- Clean Fighting

VI. The Emotionally Healthy Leader (Zondervan, 2015)
Download free discussion guide and/or podcasts - www.emotionallyhealthy.org

1. The Problem of Emotionally Unhealthy Spirituality
   
   Inner Life
   2. Face Your Shadow
   3. Lead Out of Your Marriage/Singleness
   4. Slow Down for Loving Union
   5. Practice Sabbath Delight

   Outer Life
   6. Planning and Decision Making
   7. Culture and Team Building
   8. Power and Wise Boundaries
   9. Endings and New Beginnings
VII. Next Steps

In light of how God has been coming to you throughout this conference, complete the following sentences:

I am beginning to realize . . .

My next step(s) as a leader is . . .

VIII. Stay Connected

www.emotionallyhealthy.org
Podcasts/Weekly Updates from Pete/etc.

@petescazzero
@richvillodas

www.facebook.com/gscazzero