



Resourcing pastors to  
build lives that thrive

# UPdate

## UPcoming EVENTS

### Pastors Day 2014

January 30th 9am – 6:00pm

### Small Group for Pastors

meets every other Wednesday  
at noon

### Bullying/Mobbing Roundtable Discussions Characteristics of a 'Watchman'

Nov 13/13 8 – 9:30am Harbour  
Fellowship.

### Drive for Thrive Golf Tournament

Spring 2014

Visit [www.thriveministries.ca](http://www.thriveministries.ca)  
for more information.

It has been exciting for me to see many of Thrives ministry areas taking shape during the past six months. Here are some of the highlights:

We have seen the launch of the first Thrive peer group - a small but highly engaged group of men who meet every two weeks to discuss the book, 'Leading on Empty' by Wayne Corderio. John Garner, the group's facilitator says, "Honesty and vulnerability have marked our conversations, as well as laughter. I believe that a real experience of supportiveness is happening." New groups will be starting in the New Year. Those interested in joining a group can email John at [john Garner@hotmail.com](mailto:john Garner@hotmail.com).

Our Bullying and Mobbing in the Church seminar series has been well received by those who attended.

We have had the privilege of doing some one on one coaching with individuals and couples who are challenged in their current ministry situations.

Individuals have been supported by our dedicated prayer team, some of whom have even taken the time to send specific emailed prayers to those needing support and encouragement. One pastor's wife said "The last time you sent a request to (the prayer team) I really did have a marked sense of calm as a result and I know God is using your prayers to sustain us."

I have been both humbled and encouraged by the heartfelt gratitude that has been expressed by the pastors and spouses we are serving. My hope is that we will be able to provide resources and support to increasing numbers of leadership couples in the coming year assisting them to thrive in all areas of life and ministry.

I am also looking forward with great anticipation to Pastors Day January 30, 2014. Hope to see you there!

By Cathy Gates – Director Thrive Ministries

love  
love  
LOVE  
GOD  
OTHERS  
me?

Self love is the elixir of an immortal heart

## Confused about where you fit into the mix?

"45 percent of pastors say that they've experienced depression or burnout to the extent that they desired a leave of absence from ministry." (Focus on the Family)

**An encouraging and interactive full day event that will explore the topic of Shepherding the Shepherd.**

We will:

- Unmask the myths that keep us from effective self-care
- Explore how to honour the vessel God has given us for ministry
- Discover the resources that will help you thrive

DATE: Thursday January 30, 2014

TIME: 9am – 6:00pm including lunch + dinner

WHERE: Bethany Community Church  
St. Catharines

[info@thriveministries.ca](mailto:info@thriveministries.ca) [thriveministries.ca](http://thriveministries.ca)



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# BULLYING and MOBBING... in Church Communities

By Cathy Gates – Director Thrive Ministries

In May and June I had the opportunity to sit down with some of Niagara's church leaders and church staff to talk about mobbing in church communities. Over a series of three breakfast discussions we explored the causes, consequences, recovery from and prevention of mobbing. "Mobbing?" you might ask. It sounds like an extreme term. But the reality is that when you look at what happens when pastors are forced out of churches or church splits occur you see all the signs of what current research calls mobbing.

When mobbing occurs, the targeted individual(s) are subjected to a series of abusive and humiliating behaviours designed to either force them out or render them as suspect and unworthy even if they remain in the church. The distinguishing feature of mobbing is the involvement of the organization in this process.

## Here are some of the interesting facts discussed during the seminars.

The Perpetrators can be leaders and/or followers. They are masters of impression management and deliberately create a negative or misleading image of the target victim. They are often narcissistic, egocentric and can be convincing yes men or women to their target but secretly despise them. In other words they are not your average 'difficult to get along with' person.

The Targets are usually conscientious high achievers and are often among the most competent in the organization. They may have a tendency to be people pleasers and have poor conflict management and confrontational skills. Victims are often forced to live out their lives with the taint of shame and revulsion from disproved and or unproven allegations without remedy for making them whole.

The Bystanders are those who witness the events and know the truth but don't come forward (aka the silent majority)

The Organization is the people within the church who have the power to stop the mobbing but instead participate or turn a blind eye. Hostile communication patterns exist (gossip is the most common form). There is pervading sense of permission to act abusively (because it is modeled or permitted by not addressing it) Churches are most susceptible to mobbing during times of expansion, transition and decline.

## Recovery and Prevention

One thing is certain – recovery from a mobbing situation takes time. And no one fully recovers without help from those who understand what they have been through. Prevention requires adjustments to the environment of the church community to make it less vulnerable to mobbing. One of the aspects of prevention that we will explore in a breakfast seminar November 13, 2013 is the biblical concept of 'watchman'. These individuals have the ability to spot trouble coming and the skills to effectively deal with divisive behaviour.

## Here is what one attendee had to say...

*'We have become experts in 'clean up' after conflicts and church splits happen. What we are talking about here is how to recognize the signs and deal with it effectively so that the crisis is prevented.'*

## Looking for Physical Activity Champions

Are you passionate about running, hiking, biking, swimming, playing racquetball or tennis or working out? We are looking for pastors, spouses and church or non-profit leaders to champion a physical activity group for their peers. We plan to form exercise 'affinity' groups in the New Year and would love to talk with you if you are interested in leading one.

Contact us at [info@thriveministries.ca](mailto:info@thriveministries.ca)

## Your Gift & Prayer = Thriving Pastors and Churches in Niagara

### Your donations help:

- Provide burnout prevention coaching & education
- Resource small groups for pastors
- Equip church leaders to deal with bullying
- Support Pastors Day 2014

Donate by credit card or cheque through:

Great Commission Foundation

Thrive Ministries Project

TEL: 1-855-488-7020 (credit card donations)

#3 Fourteenth St., Grimsby, ON L3M 2W1



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## STATISTICS:

1 in 4 pastors have been fired  
or forced out of ministry at  
some point in their careers.

It is generally reported that  
those responsible for this  
happening are a 'small faction'  
within the church.

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