

# Mental Health Resources for Clergy and Churches

Last Updated: May 12, 2024

Title and Description	Link
<p><b>MABB Cares</b> Provides counseling and coaching to clergy</p>	<p><a href="https://www.mabb.org/what-we-offer/mabb-cares">https://www.mabb.org/what-we-offer/mabb-cares</a></p>
<p><b>Emergency Mental Health Training</b> This is a long list of trainings that will be offered in the Greater Cleveland area throughout 2024</p>	<p><a href="#">courses-Cleveland--OH--USA.xlsx</a></p>
<p><b>EmotionallyHealthy.org</b> Provides resources and trainings for you, your team and your congregation for being emotionally healthy</p>	<p><a href="https://www.emotionallyhealthy.org/">https://www.emotionallyhealthy.org/</a></p>
<p><b>Church and Mental Health</b> Has a long list of resources for churches and faith leaders that is updated regularly</p>	<p><a href="https://churchandmentalhealth.com/resources/">https://churchandmentalhealth.com/resources/</a></p>
<p><b>National Alliance on Mental Health (NAMI)</b> Provides a list of resources for churches and faith-based organizations for learning and addressing mental health issues</p>	<p><a href="https://www.nami.org/get-involved/nami-faithnet/resources/">https://www.nami.org/get-involved/nami-faithnet/resources/</a></p>
<p><b>Gravity Commons</b> Provides a diverse list of resources for pastors and clergy that are struggling with mental health issues</p>	<p><a href="https://gravitycommons.com/pastor-mental-health-resources/">https://gravitycommons.com/pastor-mental-health-resources/</a></p>
<p><b>One Hope</b> This is a link to a mental health guide for pastors and churches to help teens that are experiencing a mental health crisis</p>	<p><a href="https://onehope.net/crisismode-guide/?utm_source=google&amp;utm_medium=searchads&amp;utm_campaign=campaign05&amp;gad_source=1&amp;gclid=CjwKCAjw1K-zBhBIEiwAWeCOF3yMUbgNyaiukOHvvuZI64p3M72xXSaPZCzUjgSXOk30233fEBpPhoCh2oQAvD_BwE">https://onehope.net/crisismode-guide/?utm_source=google&amp;utm_medium=searchads&amp;utm_campaign=campaign05&amp;gad_source=1&amp;gclid=CjwKCAjw1K-zBhBIEiwAWeCOF3yMUbgNyaiukOHvvuZI64p3M72xXSaPZCzUjgSXOk30233fEBpPhoCh2oQAvD_BwE</a></p>
<p><b>Interfaith Network for Mental Illness (INMI)</b> Provides a long list of resources to help clergy and faith leaders recognize when a congregant needs help from a mental health professional.</p>	<p><a href="https://inmi.us/for-clergy/">https://inmi.us/for-clergy/</a></p>
<p><b>CuraJoy</b> Provides resources to help leaders overcome the stigma of mental health in Black communities</p>	<p><a href="https://www.curajoy.org/black-wellness/?gad_source=1&amp;gclid=CjwKCAjw1K-zBhBIEiwAWeCOF_zxdhWAjmbe4KmLQSA2LO0sHL3AfSUrcejTUZDSbMea_6zq0VU4xoCObEQAvD_BwE">https://www.curajoy.org/black-wellness/?gad_source=1&amp;gclid=CjwKCAjw1K-zBhBIEiwAWeCOF_zxdhWAjmbe4KmLQSA2LO0sHL3AfSUrcejTUZDSbMea_6zq0VU4xoCObEQAvD_BwE</a></p>

## 30 CLERGY QUESTIONS

### MENTAL HEALTH AND EMOTIONAL WELLNESS

#### Congregational

1. How do you recognize signs of mental distress or illness in your congregation?
2. How do you support families who have a loved one struggling with mental illness?
3. How do you maintain boundaries while providing emotional support to members of your congregation that are struggling with mental health issues?
4. What training or education have you received on mental health awareness and support?
5. What resources do you have available to provide mental health support within your congregation?
6. How do you incorporate mental health awareness into your sermons or religious teachings?
7. What role does prayer or meditation play in mental health recovery or coping mechanisms?
8. How do you balance spiritual guidance with referrals to mental health professionals?
9. Are there stigmas or misconceptions about mental health within your congregation, and how do you address them?
10. Are there specific cultural or religious beliefs that impact how mental health issues are perceived within your community, and how do you navigate those beliefs while providing support?
11. How do you address issues of confidentiality and privacy when individuals seek support for mental health concerns?
12. What resources are available for members of your congregation who may not have access to mental health services due to financial constraints?
13. How do you promote a supportive and inclusive environment for individuals of all backgrounds and experiences within your congregation, especially regarding mental health concerns?
14. What partnerships or collaborations do you have with mental health professionals or organizations in your community?

#### Personal

15. How do you take care of your own mental health while supporting others in times of crisis?

## 30 CLERGY QUESTIONS

### MENTAL HEALTH AND EMOTIONAL WELLNESS

16. Have you ever felt overwhelmed or burned out by the demands of your role within your congregation?
17. How do you cope with the emotional toll of supporting others through their struggles and crises?
18. Do you feel pressure to maintain a facade of strength or resilience, and how does that impact your mental well-being?
19. Have you experienced moments of doubt or questioning in your faith, and how has that affected your mental health?
20. Are you able to set boundaries between your personal life and your role within the congregation, or do you often find yourself sacrificing your own needs for the sake of others?
21. How do you handle feelings of loneliness or isolation, especially if you don't have a support system outside of your religious community?
22. Do you feel comfortable seeking support or therapy for your own mental health struggles, or do you perceive it as a sign of weakness?
23. Have you ever experienced moral or ethical dilemmas in your role, and how have they impacted your mental well-being?
24. How do you navigate conflicts or disagreements within your congregation or community, and how do they affect your mental health?
25. Do you ever experienced spiritual or existential crises, and how have they affected your mental health?
26. Do you feel pressure to maintain a certain image or reputation within the congregation or wider religious community, and how does that impact your authenticity and mental health?
27. How do you address feelings of guilt or inadequacy when you're unable to meet the needs or expectations of your congregation?
28. Are you able to prioritize self-care and personal time amidst the demands of your role, or do you often neglect your own well-being?
29. How do you deal with the stress of constantly being in a position of leadership and responsibility within your congregation or wider religious community?
30. Have you ever felt unsupported or misunderstood by your peers or superiors within the religious hierarchy, and how has that impacted your mental health?

## **Theory on Effectiveness in Leadership**

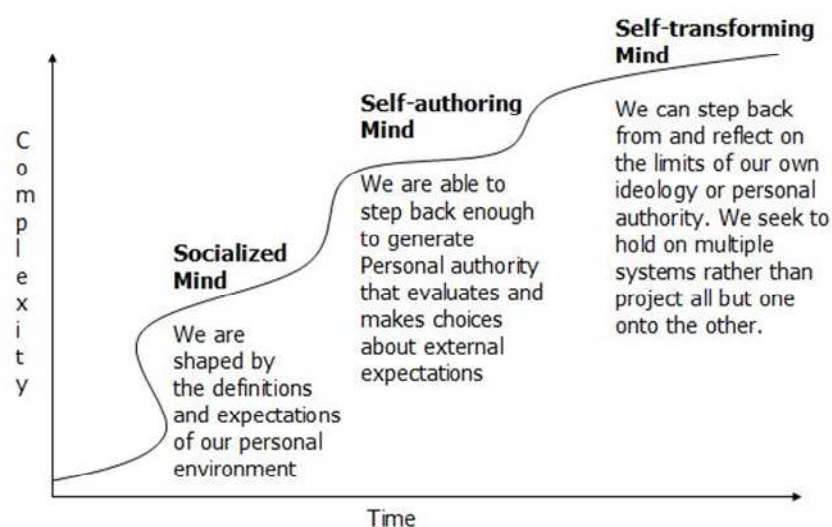
Leveraging the work of Ronald Heifetz,<sup>1</sup> leadership is defined as the task of inspiring and mobilizing others to actively engage in the learning required to competently address the challenges that an organization faces.

Albert Bandura defines self efficacy as one's belief in their own capabilities to organize and execute the courses of action required to produce a given attainment. <sup>2</sup>

Leadership Efficacy becomes our ability to foster a generative capacity within our congregations and committees so that the church can cope effectively with the demands, challenges, stressors, and opportunities it encounters.

According to Edwin Friedman, efficacy is realized when the leader has learned to face him or herself so that they are less likely to become lost in the anxious, emotional processes of others.<sup>3</sup> This is what Friedman calls the self-differentiated leader.

We become self-differentiated in our leadership as we expand our mental capacity making us better able to objectify and be less subjected to our personal thoughts and feelings. This allows us to meet the complexity of the world's demands with greater adaptability.



**Figure 1 - Reaching Mental Maturity** - Robert Kegan, Lisa Laskow Lahey, *Immunity to Change: How to Overcome it and Unlock the Potential in Yourself and Your Organization* (Boston, MA: Harvard Business Press, 2009), 30.

We realize greater effectiveness in leadership as we increase our mental capacity. And we increase our mental capacity as we make time for reflection. "All human beings need to become competent in taking action and simultaneously reflecting on this action to learn from it."<sup>4</sup> But we need to make space for that time of reflection.

Heifetz would call that space sanctuary: the place where individuals can restore their sense of purpose; put issues in perspective and regain courage and heart. This is not simply a

<sup>1</sup> Ronald Heifetz, *Leadership without Easy Answers* (Cambridge, MA: The Belknap Press of Harvard University Press, 1994); *The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World* (Boston, MA: Harvard Business Review Press, 2009).

<sup>2</sup> Albert Bandura, *Self-Efficacy: The Exercise of Control* (New York, NY: W. H. Freeman, 1997), 3.

<sup>3</sup> Edwin H. Friedman, *A Failure of Nerve: Leadership in the Age of the Quick Fix* (New York, NY: Seabury Books, 2007), 14.

<sup>4</sup> Chris Argyris, Donald A. Schon, *Theory in Practice: Increasing Professional Effectiveness* (San Francisco, CA: Jossey-Bass, 1974), 4.

“nice to do” activity. Seeking sanctuary, in which we are separated and apart from the demands of our leadership, is critical for growth. Plants need a period of dormancy and quiescence to grow. Human beings need down time and rest to be restored. As Exodus 31 reminds us, as God rested he was refreshed, meaning he effectively received a new soul. Thus:

- If our goal as leaders is to be effective, and
- If efficacy is increased by engaging in time apart for reflection and renewal,
- Then it follows that leaders should take time apart as a means to foster effectiveness in their leadership.

### **7R's of Sanctuary**

Is a spiritual practice and process that fosters effectiveness in leadership:

**The Practice of Retreat** – Retreat means to intentionally step from one's leadership context. It is necessary for an individual to seek an isolated physical or mental space whereby they can create separation from the work and the challenges that confront them.

**The Practice of Release** - Release provides the opportunity to slow down and to engage in a period of dormancy in order to “be” rather than “do.”

**The Practice of Review** – Review provides the opportunity for leaders to consider their current context in a mindful way and without condemnation. Leaders should consider where they are, allowing the thoughts to flow by like watching clouds go by. Consider what is going well? What could be improved? Are you where you hoped to be?

**The Practice of Reconnecting** - Leaders must reconnect to the ideals that are core to who they are and where they are going. Mindfully remember and then rekindle the flame of dreams lost. Consider your goals and your plans to reach them.

**The Practice of Reflection** - It is necessary to look forward at the current context and situation that was mindfully remembered during review. We must then look backward to examine the original goals and ideals that came to mind during reconnection. And then we must hold those ideas in parallel to recognize the gaps and disconnects.

**The Practice of Recalibrating** - Given the learning that is gained from reflection, this step selects the specific actions and approaches that emerge. It is an opportunity to mentally “try on for size” the emerging plans and strategies to sense whether there is energy and excitement that arises from them. Each plan can be projected and considered for feasibility. Then this step encourages the opportunity to “rest” in the decision to ready and realign as needed.

**The Practice of Return** - The leader prepares to return to his or her leadership context. This step allows the leader to appreciate the renewed sense of purpose that emerges in sanctuary. It is the opportunity to rest in certainty and rejoice having realized a greater sense of calm and grounding. It is the opportunity to get excited about returning with a strategy and plan in mind or at least be at peace having had the opportunity to engage.

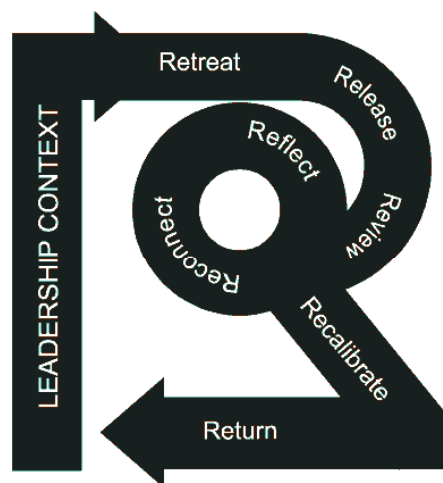


Figure 2 - 7R's of Sanctuary –Debora Jackson, © 2012

## *Praise for Meant For Good*

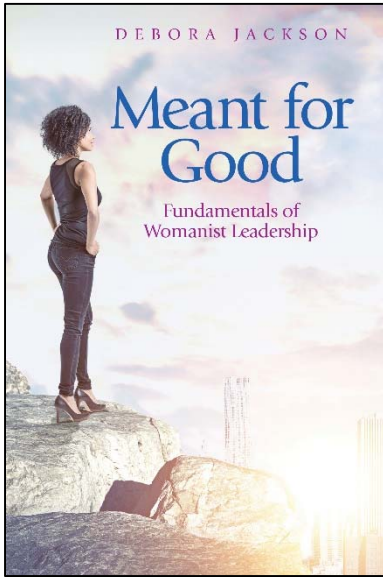
text will be new and profound to those who have never had to center the casual brilliance of black women while on their own journeys to becoming better leaders.” —EbonyJanice Moore, Hip Hop Womanist, Founder of Black Girl Mixtape

"Women of faith in all walks of life need this book. We need to read, reflect, and sit with the narratives that Debora Jackson shares from her own life, from our communal experiences, from our black female role models, and from the biblical lessons of women as victims and survivors. Jackson focuses on the ways that women lead to provide a model for future generations—a worthy contribution that is indeed good." —Valerie Miles-Tribble, PhD, DMin, Associate Professor, Ministerial Leadership & Practical Theology, Graduate Theological Union / American Baptist Seminary of the West

“Debora Jackson takes us to the kitchen table with history, story, and experience to see and understand how and why womanist leadership is not only important, but essential. In this text Jackson uses her own experiences and those of her foremothers to help us understand the double bind that African American women have had to overcome and why these women are ‘uniquely positioned’ to lead. She offers a model of womanist leadership that ‘values the marginalized voices that are typically silenced because it understands the inherent complexities of intersectionality,’ which can transform churches and classrooms alike.” —Lakisha R. Lockhart, PhD, Assistant Professor of Practical Theology, Samuel Dewitt Proctor School of Theology, Virginia Union University

“Dr. Jackson centers African-American women’s ways of being and knowing in this tour de force text. She brilliantly translates the distinctive leadership styles of African American women: highlighting our unique tradition of mother wit, communal and collaborative engagement, storytelling, and innovation. Jackson’s *Meant for Good* is a must-read for anyone seeking to translate the components of womanist theology into cutting-edge, dynamic leadership principles. I recommend *Meant for Good* as an indispensable resource for all senior level managers and leaders.” —Gabby Cudjoe Wilkes, MDiv, MA, Founding Lead Pastor, The Double Love Experience Church

## *Praise for Meant For Good*



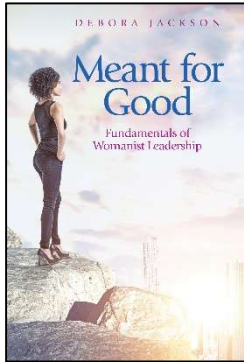
“Debora Jackson’s powerful work, *Meant for Good*, strategically and with candid brilliance reminds us that ‘African American women have survived nearly four hundred years of oppression in this country by crafting a culture of resistance, perseverance in the struggle, and the ability to change adaptively while remaining undergirded by faith.’ This is an excellent resource for those who are serious about understanding the reality of the struggle that persists for African American women in America.” —Christine A. Smith, Senior Pastor, Restoration Ministries of Greater Cleveland, Inc., [www.rmgrcle.org](http://www.rmgrcle.org) / [www.shepastorchris.org](http://www.shepastorchris.org)

"Imbued with memorable stories, ... Debora Jackson’s *Meant for Good* offers many incentives for receiving God’s gifts of endless possibilities. Initiating a leadership blueprint that welcomes her-stories to compliment his-stories, ... Jackson uses biblical stories, African history, and African American experiences to address racial tactics used to impede egalitarianism. In confronting race, class, and gender oppression, she identifies key Africana womanist descriptors (e.g., self-naming, self-defining, family-centered, strong, wholeness and spiritual), strategically offering a diverse evolution.... Demonstrating an appreciation for the fact that there is room for ‘All God’s Children’ with their experiences, ... this authentic, minister-scholar leader has refined a theoretical paradigm, advocating community led by God....” —Clenora Hudson-Weems, PhD, author, [Africana Womanism: Reclaiming Ourselves, 5th Edition](#)

“It is ALWAYS time for black women to write about black women’s experiences as the authority. This book is a necessary contribution to the growing canon of insight and wisdom speaking directly to black women’s leadership. Debora Jackson is decolonizing authority in *Meant for Good: Fundamentals of Womanist Leadership*, and this book will long be a tool for black women and other folk wise enough to tap into its insights. So much of what Jackson has shared in this



## Book emphasizes perspectives of African-American women on leadership theories



Valley Forge PA—January 6, 2020—Author, speaker, advisor and thought-leader Debora Jackson highlights leadership fundamentals gleaned from the biblical story of Joseph’s exile and rise to power in Egypt and from the stories of black women’s experiences that may be redeemed for the good of ourselves and our organizations.

African-American women survived nearly 400 years of oppression by crafting a creative culture of resistance, personal perseverance in the struggle and the ability to adapt while remaining undergirded by faith.

Of particular interest to womanist theory scholars, pastors, faith-based leaders and other leaders seeking new strategies for organizational transformation, this book emphasizes the voices and perspectives of African-American women on theories of leadership. It provides an accessible introduction to womanist leadership; demonstrates the faith, strength and perseverance of African-American women throughout history; and highlights leadership fundamentals relevant for ministry, nonprofit, corporate and volunteer work.

Debora Jackson, M.Div., D.Min., is the former director of Lifelong Learning at Yale Divinity School and former executive director of the Ministers Council, American Baptist Churches USA. She also served as senior pastor of First Baptist Church, Needham, Mass. Having previously held numerous corporate leadership positions, she worked as a Chief Operating Officer, Chief Information Officer and an independent consultant. She is author of the award winning title *Spiritual Practices for Effective Leadership: 7Rs of Sanctuary for Pastors* (Judson Press, 2015).

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