

# A VOICE IN THE DIRT: AFRICAN PASTORS ON BEING WELL

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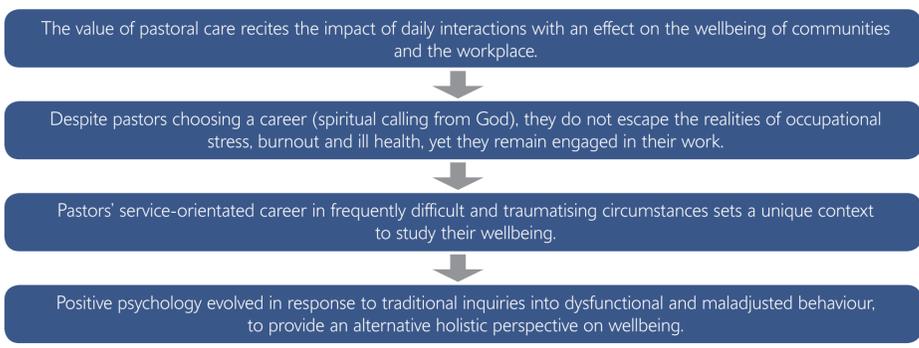
UNISA Department of Human Resource Management Presented at: 14th European Congress of Psychology  
Milan, Italy, 7 – 10 July 2015



## Wellbeing and the Pastor

- Office of the pastor is under pressure (Nel, 2005)
- Due to global and/or national changes and demands, pastors do not escape the realities of occupational stress, burnout and ill health (Buys & Rothmann, 2010)
- Pastors are well-known for their personal wellbeing (Berry, Francis, Rolph & Rolph (2012)
- Schoeman (2012) found that Pastors are:
  - Happy with their family lives
  - Struggling with time and role differentiation, and
  - Experiencing difficulty with managing work/life balance
- Buys & Rothman (2010) argued that if pastors have more job resources, they might experience more engagement and affective commitment & improved social functioning
- The uniqueness of the ministry is that pastors have a spiritual call from God (Hernandez, Foley & Beitin, 2010)

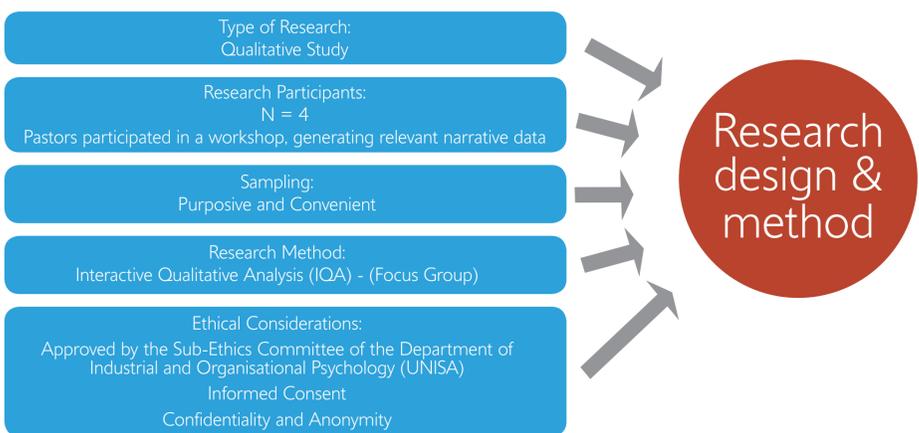
## Research Motivation



## Research Aim

- Studying pastoral wellbeing from a positive psychology framework is significant because the underlying assumption is to explore with the aim of enhancing positive psychological resources and flourishing
- This study aims to voice the pastor's unique experiences of serving from a Christian-based religious structure in an African setting, illuminating the effect on their wellbeing

## Research Design & Method



## Data Gathering and Analysis: IQA

(Stories were deconstructed from a social constructionist stance to creatively reconstruct and reconcile knowledge about the wellbeing of the pastor)

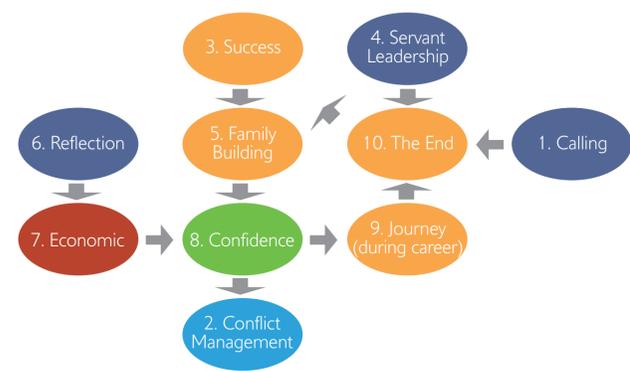
- Research question posed to participants
- Silent brainstorming by participants
- Participants wrote experiences on a note card (sub-affinities) and posted on white board
- Clarify the meaning of each sub-affinity and reorganised into common themes (affinities)
- Affinities were named and described to provide a final definition
- Relationships were identified by the participants between the various affinities
- Interrelationship diagram (IRD) and the Composite System of Influence diagram (SID) was developed by the researchers

## Summary of the Focus Group

Participant	Age Years Per Category	Education (Degree)	Ministry Experience Years Per Category	Years in Current Congregation Years Per Category
PASTOR FOCUS GROUP (FG) (n=4)				
Pseudonyms used				
Rev Petrus	61 - 65	Undergraduate	21 - 25	6 - 10
Rev Johannes	56 - 60	Honours	11 - 20	6 - 10
Rev Moses	61 - 65	Honours	11 - 20	6 - 10
Rev Mathew	51 - 55	Honours	11 - 20	11 - 20

## Results

### Uncluttered SID (used the sorted IRD)



### Tentative SID assignment of affinities for SID (based on sorted IRD)

Affinity	OUT	IN	Δ	
1 Calling	1	0	1	Primary driver
6 Reflection	4	0	4	Primary driver
4 Servant Leadership	5	0	5	Primary driver
7 Economic	4	1	3	Secondary driver
8 Confidence	3	3	0	Circular/Pivot
5 Family Building	1	2	-1	Secondary outcome
9 Journey (during career)	1	2	-1	Secondary outcome
2 Conflict Management	0	3	-3	Primary outcome
3 Success	1	4	-3	Secondary outcome
10 The End	1	6	-5	Secondary outcome

## Discussion

- Primary Driver**  
Servant Leadership; Calling; Reflection
- Supported by Secondary Driver**  
Economic
- Primary Outcome**  
Conflict Management
- Supported by Secondary Outcome**  
Family Building; Journey (during career); Success; The End

## Examples of If/then statement

- Being a servant leader helps to encourage success by being in service of others who are broken and in need.
- Success can influence family building with reference to Rev Moses "...do not really relax at church as our home. We do not have time for our children and our partners. We do not relax. Church is not home for ministers. People don't respect our privacy, come at any time".
- If I reflect on my journey then I'll be able to use the experiences thereof to know where to serve, when to serve and how to serve in order to be successful.
- If the poor economic situation remains as is, it can influence my wellbeing due to a lack of finance on a personal level and on a professional level.
- If I can build servant leadership in all (congregants, my own family and myself) then I will be able to build a strong church that is regarded for everybody who is in need (including myself). We build a home and a family and bring forth 'koinonia'.
- If I build on being a servant leader in praxis then it gives me the necessary confidence to work sufficiently in order to have a high self-esteem. Rev Johannes: "Proclaiming the Word is not the only goal, but to do things in a practical way, visiting the sick."

## Conclusion

A rich description emanated from pastors' subjective wellbeing experiences, of which the grand narrative was described through servant leadership (described as an enabler of invigorated and meaningful feelings of engagement).