# Resilient Ministry Leadership

*Training Proposal*

## A Christian Formation Pathway for Churches, Ministries, and Nonprofit Organizations

Based on the Resilience Formation Model

Prepared by
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Dear Pastor, Ministry Leader, or Organizational Leader,

I am grateful for the opportunity to introduce Resilient Ministry Leadership, a Christian formation curriculum developed from my Doctor of Ministry research and the Resilience Formation Model.

Many faithful leaders continue to serve while quietly carrying more than people can see. Ministry responsibility can include spiritual care, teaching, counseling, administration, conflict, organizational demands, family responsibilities, and the personal pressure to remain available. Leaders may look strong outwardly while becoming tired, isolated, reactive, or unclear about their calling inwardly.

This training was developed to give leaders a trusted process for formation while they are still carrying responsibility. It helps them return to God, grow in self-awareness and emotional honesty, name burdens before they become destructive, receive relational support, practice wise limits, remember why they serve, and learn through real ministry life.

Resilient Ministry Leadership is not designed to add another burden. It is designed to create space for biblical and theological reflection, honest conversation, guided self-examination, practical tools, and action steps that leaders can carry back into their ministry settings.

The curriculum can be offered in several formats, including a full 10-session cohort, a five-week cohort, a weekend retreat, a one-day workshop, or customized training. Each format keeps the same purpose: practical Christian formation for real leaders serving under real pressure.

I would be honored to discuss how this training may serve your church, ministry, nonprofit organization, chaplaincy group, or leadership team. Please review this proposal, and I would welcome a conversation about the next step.

Blessings,

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## EXECUTIVE SUMMARY

Resilient Ministry Leadership is a Christian formation curriculum designed to strengthen pastors, ministry leaders, chaplains, volunteers, and Christian servants who carry leadership responsibility in demanding ministry and organizational settings.

The curriculum is based on the Resilience Formation Model developed through Dr. Suk Kim's Doctor of Ministry research on resilient ministry leadership. It moves beyond a narrow understanding of resilience as simply pushing harder, enduring more, or appearing strong. In this curriculum, resilience is understood as a process of Christian formation in which leaders remain rooted in God, become honest about pressure, receive support, practice wise limits, remember calling, and grow through hardship and ministry context.

**Formation, not information only**

The goal is not simply to help leaders know more. The goal is to help them lead from a healthier place - spiritually grounded, self-aware, connected to others, wise about limits, and clear about purpose.

The training can be adapted to the needs of the host organization. Participants receive biblical and theological teaching, guided reflection, discussion, practical tools, and application steps they can use in real leadership situations. The broader aim is not only stronger individual leaders, but healthier ministry cultures in which mission and people are both cared for.

## WHY THIS TRAINING MATTERS

Christian leaders often carry burdens that are not visible to others. Many love God deeply and want to serve faithfully, yet ministry pressure can quietly shape the way they think, relate, decide, and serve. The problem is not that leaders lack commitment. Often, they lack a trusted process for formation while they are still carrying responsibility.

1. Emotional fatigue: Serving many needs while rarely naming their own burden can slowly deplete a leader.
2. Reactive decisions: Urgency, conflict, expectations, and pressure can begin to shape judgment.
3. Isolation: Leaders can be surrounded by people and still carry important burdens alone.
4. Loss of calling clarity: Good work can become heavy when purpose, identity, and calling become buried under demand.

When leaders lack spiritual grounding, emotional honesty, trusted support, healthy limits, and renewed calling, they may continue functioning outwardly while becoming depleted inwardly. This can contribute to discouragement, reactivity, family strain, isolation, burnout, moral vulnerability, or loss of joy.

Churches and organizations benefit when leaders are not only skilled and productive, but also spiritually grounded, emotionally honest, relationally supported, and able to serve sustainably. Resilient leadership protects both mission and people.

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# TRAINING PURPOSE AND RESILIENCE FORMATION MODEL

**Purpose Statement:** To help Christian leaders develop resilient ministry leadership through biblical reflection, theological formation, self-awareness, emotional honesty, trusted support, healthy boundaries, renewed calling, and formation through hardship and ministry context.

The Resilience Formation Model provides a balanced map for understanding how resilient leaders are formed. The curriculum does not reduce resilience to personality, toughness, or a set of techniques. Its five interrelated pillars address the whole leader:

1. Spiritual Grounding: Returning to God as the foundation and source of faithful leadership.

2. Self-Awareness & Emotional Honesty: Recognizing internal patterns, emotions, motives, strengths, and pressure responses.

3. Relational Support: Receiving counsel, encouragement, accountability, and trusted community rather than leading in isolation.

4. Boundaries & Sustainability: Serving faithfully within wise limits rather than confusing calling with constant availability.

5. Calling, Purpose & Meaning: Remembering why we serve and reconnecting responsibility with God-given purpose.

**The context in which formation takes place**

Formation through hardship and ministry context is the foundation surrounding these pillars. Leaders learn through disappointment, pressure, correction, conflict, transitions, and real ministry experiences. Ministry culture and organizational practices can either support or hinder this formation.

# HOW THE CURRICULUM WORKS

Participants do not simply listen to information about resilience. They are invited to reflect, identify what is happening in their own leadership, discuss real ministry experiences within a respectful setting, practice tools, and apply what they are learning to current responsibilities.

Each session uses a consistent learning rhythm:

- Brief biblical and theological teaching that gives the session a clear foundation.
- Guided reflection that helps participants notice what is happening beneath their leadership behavior.
- Group discussion that encourages trusted learning without pressuring anyone to overshare.
- Practical tools, case examples, and action steps that connect formation to real ministry life.
- Personal application that helps leaders carry the learning into decisions, relationships, boundaries, calling, and culture.

**Course movement**

Grounding -> Honesty -> Support -> Wisdom -> Integration -> Healthier Ministry Community

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## CURRICULUM OVERVIEW

| Session | Title | Focus |
|---|---|---|
| 1 | Resilient Leadership Begins with God | Spiritual grounding as the foundation of resilient ministry leadership. |
| 2 | Spiritual Rhythms That Sustain the Leader | Practicing spiritual grounding through sustainable rhythms. |
| 3 | Knowing Yourself Before God | Self-awareness, emotional honesty, and MBTI as a reflective aid. |
| 4 | Naming the Burden Before God | Recognizing and naming ministry pressure honestly before God. |
| 5 | Resilience Does Not Grow in Isolation | Relational support and trusted community. |
| 6 | Faithful Service Requires Wisdom and Limits | Boundaries, limits, over-functioning, and sustainable ministry. |
| 7 | Remembering Why We Serve | Calling, purpose, and meaning under pressure. |
| 8 | God Forms Leaders Through Real Ministry Life | Formation through hardship and ministry context. |
| 9 | Bringing the Whole Model Together | Integrating the Resilience Formation Model into a personal plan. |
| 10 | Shaping Resilient Ministry Communities | Creating healthier ministry environments and leadership cultures. |

## EXPECTED INDIVIDUAL AND ORGANIZATIONAL OUTCOMES

The curriculum is designed to help leaders translate reflection into practice. Outcomes are framed as formation goals rather than clinical promises.

For Individual Leaders:

- Stronger spiritual grounding and rhythms of returning to God.
- Greater self-awareness and emotional honesty under pressure.
- Better recognition of stress patterns, warning signs, and recovery practices.
- More intentional use of trusted relational support.
- Healthier boundaries, limits, and sustainable ministry rhythms.
- Renewed calling, purpose, and meaning.
- A practical personal resilience formation plan.

For Churches and Organizations:

- A shared language for discussing leadership pressure and formation.
- Healthier leadership conversations around facts, emotions, counsel, values, and limits.
- Stronger patterns of honesty, support, and shared responsibility.
- Greater awareness of cultural practices that increase unhealthy pressure.
- Practical steps toward healthier ministry environments.
- Leaders who can help shape resilient ministry communities over time.

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## TARGET AUDIENCE

1. Pastors and associate pastors
2. Ministry staff and church leadership teams
3. Chaplains and pastoral care providers
4. Elders, deacons, and lay leaders
5. Bible study and small-group leaders
6. Christian nonprofit leaders and staff
7. Volunteers and community helpers who carry ministry responsibility
8. Seminary students or emerging Christian leaders

## PRIMARY LEARNING OBJECTIVES

By participating in the training, leaders will have opportunities to:

1. Identify spiritual grounding practices appropriate to their ministry context.
2. Recognize personal pressure responses and signs of over-functioning.
3. Name burdens honestly and develop a plan for seeking trusted support.
4. Examine boundaries and choose practical steps toward sustainable service.
5. Articulate calling and purpose in the midst of competing responsibilities.
6. Apply the Resilience Formation Model to a current leadership situation.
7. Develop an initial personal resilience formation plan.
8. Identify one organizational practice that could support healthier ministry culture.

## TRAINING FORMAT OPTIONS

The curriculum can be delivered in a format that fits the organization's leadership rhythm, available time, and desired depth of formation. Shorter formats introduce or emphasize selected content rather than deliver all 10 sessions in full.

| Format | Typical Schedule | Best Use |
|---|---|---|
| Full 10-Session Cohort | 10 x 90 minutes | Full curriculum with sustained reflection, discussion, and application. |
| Five-Week Cohort | 2 sessions per gathering | Full curriculum across five gatherings, with appropriate breaks. |
| Weekend Retreat | Friday evening + Saturday | Concentrated renewal and selected or adapted curriculum content. |

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| Format | Typical Schedule | Best Use |
|---|---|---|
| One-Day Workshop | Selected overview | Overview of the model, guided exercises, and application. |
| Half-Day Introduction | Half-day; overview | Introducing the model and identifying next steps. |
| Customized Training | Designed with host | Targeted training for leadership culture, boundaries, team health, or chaplaincy resilience. |

## RECOMMENDED FULL-COHORT SCHEDULE

1. Session length: 90 minutes per session
2. Group size: Ideally 8-24 participants for meaningful discussion
3. Frequency: Weekly or biweekly
4. Recommended setting: Quiet room with tables, Bibles, handouts, pens, and space for reflection
5. Optional extension: 120-minute format for deeper discussion and guided practice

## WHAT THE HOST ORGANIZATION RECEIVES

1. Facilitated training led by Dr. Suk Kim or an approved facilitator.
2. Participant handouts for authorized training use.
3. Biblical and theological teaching connected to practical leadership formation.
4. Guided reflection exercises and group discussion.
5. Optional pre/post reflection tool for non-diagnostic self-reflection.
6. Customized consultation on delivery format and implementation needs.
7. Follow-up recommendations for continued leader formation.
8. Optional MBTI assessment, profile, and guided reflection, available for an additional charge. Scope, participant consent, and pricing are confirmed separately before administration.

## HOST RESPONSIBILITIES

1. Provide a suitable room arrangement that supports teaching, reflection, and small-group discussion.
2. Provide a projector or screen, audio support if needed, and agreed basic supplies.
3. Identify participants and communicate expectations before training.
4. Protect confidentiality and support a respectful learning environment.
5. Coordinate the schedule, registration, printing, and logistical support.
6. Confirm training fee, travel, lodging, optional MBTI assessment charges, and other arrangements as applicable.
7. If the optional pre/post reflection tool is used, coordinate voluntary participant access, clear consent, and appropriate privacy safeguards. Individual responses will not be shared with the host without participants' informed permission.

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## IMPORTANT TRAINING BOUNDARIES

Christian leadership formation—not clinical treatment: This curriculum is a Christian leadership formation and ministry training resource. It is not a clinical assessment, counseling manual, medical intervention, or substitute for professional mental health care.

1. Participants should never be pressured to share personal information beyond their readiness.
2. When a participant reports severe distress, danger, hopelessness, or inability to function, the facilitator should encourage appropriate pastoral, medical, or mental health support.
3. MBTI, if selected as an optional paid service, is presented only as a reflective aid—not a diagnostic, predictive, determinative, or labeling instrument.
4. Confidentiality, dignity, respect, and careful handling of voluntary reflection responses are essential to the learning environment.

## FACILITATOR BACKGROUND

Dr. Suk Kim is a retired U.S. Army Chaplain (Colonel), Christian leader, ministry trainer, and Founder and CEO of Better Path Consulting. He served 31 years on active duty, including 27 years in Army chaplaincy in diverse, high-pressure, and multi-faith environments. His work included pastoral ministry, spiritual care, leadership development, team building, and supporting individuals and organizations through difficult circumstances.

His Doctor of Ministry research focused on resilient ministry leadership and the formation of Christian leaders under pressure. Drawing on his research and ministry experience, he developed the Resilience Formation Model that provides the foundation for this curriculum. He is also an MBTI Master Practitioner; MBTI assessment and reflection are available as a separate optional, fee-based service.

## PROPOSED NEXT STEPS

A healthy organization needs more than talented leaders. It needs formed leaders who can remain faithful, honest, connected, and sustainable. Churches and Christian organizations invest time and resources in their programs and missions. Investing in the spiritual, emotional, and relational well-being of those who lead is also an investment in the people who carry that mission forward.

1. Review this proposal with the appropriate organizational leaders.
2. Schedule a 30-minute discovery conversation with Dr. Kim to discuss needs, audience, desired outcomes, format, and timeline.
3. Select the preferred training format or identify a pilot group.
4. Confirm dates, location, group size, participant materials, and logistical needs.
5. Finalize the training agreement and authorized use of curriculum materials
6. Begin training and collect participant feedback for continued improvement.

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## SUMMARY FOR DECISION MAKERS

| | |
|---|---|
| Training Title | Resilient Ministry Leadership: A Christian Formation Curriculum for Christian Leaders |
| Purpose | Help leaders grow in spiritual grounding, self-awareness, trusted support, wise limits, renewed calling, and formation through hardship. |
| Best For | Pastors, chaplains, ministry teams, church leaders, volunteers, and Christian nonprofits. |
| Format Options | 10-session cohort, weekend retreat, one-day workshop, half-day introduction, or customized training. |
| Optional Service | MBTI assessment and profile with guided reflection; additional fee applies. |
| Core Benefit | Faithful, sustainable service without confusing resilience with silent over-functioning or constant availability. |
| Decision Invitation | Schedule a consultation to identify a suitable training format and discuss implementation. |

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