Episcopal Parish Network
Where the Church Gathers

Summary and Transcript
Holy Limits in a Burned-Out World: A Conversation for Clergy
Originally presented May 13, 2026

Summary

This webinar focused on “holy limits” for clergy, framing boundaries and self-care as spiritually essential rather than selfish. Speakers discussed recognizing stress signals, shifting from “fixing” to accompaniment, and using practical tools to reduce rumination and restore balance.

Key takeaways:

- **Reframing Boundaries:** "Holy limits" (boundaries and self-care) should be viewed as spiritually essential for clergy, not as selfish acts.
- **The Reality of Spiritual Warfare:** Acknowledging the reality of "The Evil One" and understanding that burning out clergy is a form of spiritual darkness bringing leaders down.
- **Shifting from Fixing to Accompanying:** Clergy need to shift their mindset from trying to "fix" everything for their congregation to simply accompanying them.
- **Practical Self-Management:** Implementing tangible tools for self-care, which include:
    - **Understanding of Self:** Setting Morning/Evening routines, Sabbath time, exercise, sleep, and nurturing relationships.
    - **Listening to God:** Practicing silence, disciplined prayer, acts of service, and utilizing retreats or discipleship groups.
- **Reducing Rumination:** Utilizing these practical tools to reduce stress signals and rumination in order to sustain long-term leadership.

Transcript

Elizabeth Boe (EPN) Welcome, everyone. My name is Elizabeth Boe, and I am EPN's director of program and strategy. We are so glad that you're here with us today to listen to what promises to be, I think, both a very helpful and healing and practical conversation around healthy limits and practical tools for clergy for sustaining long-term leadership. EPN 2026 is officially behind us, but as you know, all of our keynote recordings are now available on our website, episcopalparishes.org. We encourage you to watch those or rewatch them as the case may be.

Please also pay attention to emails coming to your inbox over the next few weeks about some of our summer webinars that are coming up. Just a few things before I turn everything over to our speakers. This session is being recorded, and you will receive an email with a link to the recording and any additional materials from Kate and Paige once the recording is posted to our website. We try to get this out within 24 to 48 hours. Also, the Q&A function is disabled for all our webinars, but we would love for you to ask questions in the chat.

So please feel free to add those whenever you would like as they pop in. And Kate and Paige will try to get to as many of those as they can before the end of today's webinar. And a transcript of the chat, in addition to a transcript of the whole webinar, will be sent along the recording. So again, thank you all for being here with us today, and I am very happy to introduce the Very Reverend Kate Moorehead Carroll, who is the dean of St. John's Cathedral in Jacksonville, Florida. And as you may know, if you've been to one of our conferences recently, they have been the host of our conference bookshop, which we're very happy about.

But I'll turn it over to Kate so she can introduce Paige and get into the program for today. Kate.

Kate Moorehead Carroll Thank you so much, and we're so grateful to be with you all today. I have with me Dr. Paige Hakimian, who is a PhD from Harvard and Regent University. Her focus is on IO psych, industrial—is it operational? Is that correct? Psychology?

Paige Hakimian Organizational. Industrial organizational.

Kate Moorehead Carroll Applied coaching. So she is helping people live the lives they want to live. Right, Paige? That's her focus. Paige and I have built a center for well-being at St. John's Cathedral.

So if you're interested in that, you can offline email either of us about that. And what we're going to do for this precious hour that we have with you is I'm going to begin by creating a theological framework for what we're talking about and make sure that you understand the cosmic nature of self-care and how important it is in the life of faith, especially for clergy. And then we're going to go in with Paige into the more practical details of stress mitigation, what that really is, and how to find your place of joy and your balance in life. So we're grateful that you're here with us today, and I'm going to begin with my little presentation here, Laura. So this webinar is called Holy Limits because I want you to begin to think of boundaries and limits as being of God.

I think many of us think of boundaries or saying no as being a failure or a disappointment, and it feels that way when you can't be everything to all people. Most clergy are called into the profession and have many skills for caring for others, but that same skill set can also lead to overextension and rescuing and even codependency. Thanks, Laura. So first of all, and most importantly, when we talk about Christian life, we talk about a struggle between the light and the darkness, between God and Jesus, and in the scripture, we do have this devil figure that comes in. And if you notice, Jesus, at the beginning of his ministry, right after his baptism, he goes out into the desert and battles this adversary, this devil.

And it's important to understand that there is a force that is trying to pull you down in this world that we live in and that this is part of our spiritual framework. And unless we understand this framework, we will never take self-care as seriously as we need to take it. Because, literally, if you are doing the work of light and if you are doing the work of spreading the gospel in this world, there is a force of darkness that wants to bring you down. And unless you understand that this is really truly a battle, I don't think you will approach it with the commitment and the force and the focus that it demands. So as St. Paul calls this the unlawful one, I think associating darkness with chaos, with letting your life run out of control.

You are working against chaos here, and you are getting sucked into chaos actively throughout different mediums in our world, and it's part of our fallen nature. But I think it's important, particularly for clergy, to get that theological framework straight because we're not just talking about whether you feel like doing something or not feel like doing

something, and it's not fundamentally selfish. This is about you giving your life to Christ, but you can't give your life to Christ if you're caught up in chaos. So I want you to hear that this is very, very important. Okay, Laura.

So many of you have taken some yoga. I know I have. In fact, Paige and I met in a yoga class. That's a great story that we'll have to get into some other time. But when you are balancing and standing on one foot, I think we have a myth that balance is stable.

That once you achieve balance, you won't have to work anymore. But that is not true. Balance in this world is a constant state of adjustment. So if you stand on one foot, you'll see that your leg that you're standing on is constantly moving this way, this way, this way, this way. So in order to take care of yourself, you're always going to be making adjustments, and you need to be at peace about that.

You will find yourself in a healthy place, and then something will throw you off again. And then you'll have to move and adjust, and then something will throw you off again. So this process of self-care is a very active, continuous process of adjustment. It is not a plateau that you hit, and then you can relax and not worry about it anymore. And our natures are constantly changing.

Our bodies are changing. What we need to do to care for ourselves is changing, so you always are going to be happy to listen to yourself and to be adjusting your expectations for what you can achieve and listening deeply to how you're feeling and whether you're able to be listening to the Holy Spirit. Thanks, Laura. So I want us for a moment to think about the story of Jesus when he comes to the Pool of Bethesda in the Gospel of John. So in this story, Jesus, who's on the left in the blue, we see him coming in and oh, I'm sorry.

He's got the rose color on, I think, holding up his hand to heaven. But we see Jesus coming in, there's all these people around. If you remember the story, there's this crippled man who's by the pool, and he spent his whole life being crippled. And when the water is rustled up by the wind, the handicapped people will rush in because there was a myth about the healing of the water. So this man is just trying to get into the water, and when Jesus says, do you want to be well?

The man says, I can't get into the water. I want to get into the water. So his scope is very narrow. But this is a place surrounded by people in need. There are people everywhere, people who are blind, people who are maimed, people who are handicapped.

And what is happening is Jesus is able to focus on God's will and to do the one thing that he's called to do. Jesus does not heal everybody at the Pool of Bethesda. Jesus focuses on the one man who he is called to help, and he speaks directly to that man. And in speaking to that man, he asks him, do you want to be made well, and the man doesn't even know what that means. So for many of us, we need to understand what it means to be well, we need to broaden our concept of what it means to be well.

But we also have to remember that as followers of Jesus, you are going to encounter so much need and so much suffering. And so our parish here is in the heart of the city, we've got homeless people dying on the streets, we've got immigrants and refugees that need our help. We've got so much going on here. But God is not telling you that you have to fix everything. Jesus didn't fix everything.

God is actually calling you to something much more specific. So let's talk for a moment about what that means about discernment. Discernment is the process of figuring out what exactly God is asking of you and what is God not asking of you. And discernment takes place in two parts. We have to understand ourselves.

Where do we find our most energetic, most beautiful time? Is it in the morning, in the evening? When do we feel that peace that passes all understanding? Are we taking time off? Are we having a Sabbath time?

For me, I have to take 24 hours off where I'm quiet. I don't drive. I just have to do that. And if I don't do it, I see myself getting frayed at the edges. I see myself losing my temper more.

I see myself getting into self-pity and all the lovely things. What do you need to do to exercise? That's going to change throughout the course span of your life. But what do you need to do regularly to keep your body healthy, not in pain, and take care of yourself? What are your key relationships that keep you sustained?

Those relationships are very important and must be nurtured. If you're in a marriage or a partnership, if it's with children or parents or best friends, finding that small group of people that you can meet with. I have a small group we meet and pray once a week. Those kind of relationships where you can bring them your struggles are very, very important in the life of discernment, and then, of course, sleep. Once you understand how to care for yourself, then you can begin once your body and mind are cared for, you can begin to listen to God.

We can't hear God if we're really hungry. We can't hear God if we're in pain. We can't hear God if we're in emotional turmoil. So we have to care for these things as best we can in order to listen to God. You've heard on the airplane, they tell you to put your mask on first and then the mask of your child.

So clergy have to care for ourselves or we will not be able to care for others. Again, Jesus walked into the desert to care for himself and learn his temptation because he needed to do that before he could care for anyone else. It is not selfish. It is just mandatory if you're going to be doing the work of the gospel. And then, of course, once you've made yourself stable enough, how do you listen to God?

Is it through silence? Do you have a prayer life that you have committed to? Can you keep yourself accountable to that? Do you have people who are keeping you accountable to that? A group, a spiritual director?

Are you performing acts of service that nurture you, not just what is asked of you in your job? Again, that small group, that discipleship group. And then for me, at least once a year, a silent retreat to me is absolutely life-giving and essential. But each of you will have your own equation, your own recipe for how to best discern how to listen to God. But you know when you've lost that connection, that life-giving connection, and that happens when the self is not being cared for appropriately.

It's kind of like a plant where roots run deep into the Lord, but if we're uprooting ourselves, we will lose that connection and that life force will be drained from us, and then we won't be able to do the work of Christ. So that's just a little bit of orientation here. Remember how very important this stuff is. And now I'm going to move into talking with this amazing and beautiful woman that I have here who is devoting her life to helping people, and she is quite remarkable. Paige, why don't you tell us a little bit about what's happening in our culture around stress?

First of all, what is stress?

Paige Hakimian Gosh. That's such a great question. And first of all, Kate, thank you so much for that wonderful introduction to what we're really centering around here today. So many things were bubbling up when you were talking, and I'm excited to get into the conversation. You know, stress, as we know in all the most recent research, is really the underlying cause of so much malady and so much suffering in our life.

And I think we are very much in an era of time like no other. I feel like we've heard the word unprecedented so much since COVID, but isolation, lack of sense of belonging, anxiety. These are at epidemic proportions, if you will, in our culture. And stress mitigation is really one of the foundational components when you think about—you were kind of touching on this—all the components of well-being. You know, there is environmental, financial, social, occupational, intellectual, spiritual, and the physical side of being healthy.

And when I think about stress, a picture that comes to my mind is we tend to think very binary. We tend to think all or nothing. Like, I can't have any stress or I'm completely overloaded. And the reality is a little bit of stress is good, and the name for that is eustress. So maybe before, you know, I always sit kind of off to the left in church, and I'm right underneath the podium where y'all are speaking, and I can always see you or Father Mark kind of take a moment and close your eyes. I'm imagining you're saying a prayer, but I'm thinking that you're maybe just sitting with some of the butterflies, maybe a little bit of the thoughts before you speak that the words come well, and that's eustress, e-u-s-t-r-e-s-s.

That's the good stuff. Right? It makes sense when e-u?

Kate Moorehead Carroll Uh-huh.

Paige Hakimian Eustress, e-u-s-t-r-e-s-s. And that's the good stuff. Right? That's the stuff that makes us a little sharper.

Kate Moorehead Carroll Yes. Yes.

Paige Hakimian And makes us more aware.

Kate Moorehead Carroll The challenge of life, of living, to make you feel. Yes.

Paige Hakimian Yes. Absolutely. But what happens is that when that becomes it moves too far on that spectrum that we were talking about in that part of your brain, the amygdala, right, that dumps cortisol and triggers adrenaline release, causes our heart to be rapid and for the blood to kind of go into our feet and our hands, that's when we talk about fight, flight, or freeze. Right? We have that desire we've got to do something.

When that part of our brain stays on, when the amygdala stays activated, that's when it can become dangerous. And it can become it's no longer eustress but distress. Right? D-i-s-t-r-e-s-s. So we're kind of working on a continuum here.

We don't want to be completely stress-free. Right? That's not great. You know, we've heard this all our life, everything in moderation. Right?

But we also don't want to stay over in distress, which was where we're feeling that heightened sense of I've got to do something. I've got to flee flight fight fright. It's interrupting our sleep, our sleep health, and our sleep hygiene.

Kate Moorehead Carroll So yeah. Yeah. Paige, give us some of those signals. So how do we know what are some of the signs that we can say, I've taken on too much? What are those signs?

Paige Hakimian I mean, I'd love to open it up to the chat too who you know, I can't see who's in here, but if you'd like to type in, like, what's happening in your body? You talked about self-awareness so beautifully. Like, that's really the beginning of being able to mitigate stress is really being able to know what's going on in our body. For some people, that's sweaty palms. Maybe it's a really rapid heartbeat.

Maybe it's a headache, or maybe that knee just hurts every time you know that you're tilting too far. Right? You're talking about balance, and I love that picture so much of being in tree, and always having to adjust. Right? That's really reading your body and knowing that this is interrupting the quality of my relationships.

This is interrupting the quality of my focus. This is interrupting the quality of my sleep. I'm having a hard time thinking about anything else other than that's ruminating thoughts.

Kate Moorehead Carroll Yeah. So obsessive thinking is a great thing. Yeah.

Paige Hakimian Yeah. And so those are all signals that we can kind of take a pause and realize that we've probably moved too far on the continuum, that we're too far into distress, and really start thinking about some of the tools that we might have to help mitigate that stress. You know, I facilitate you know what happens? I'm sorry. Go ahead.

Kate Moorehead Carroll Go ahead.

Paige Hakimian No. Just one of the beautiful things that I think about a lot is we tend to think back to that picture of, we can only hold one thing. We can hold a lot of things at one time. And one of the things that really comes up in our cancer support group at the Center for Well-being is that we can be healthy while we have cancer. Right?

So the things that we can control, the things that we can contribute to our holistic well-being, like stress mitigation, is a big part of being healthy while I have cancer.

Kate Moorehead Carroll Right. Right. So just because you're under stress doesn't mean that you have to be distressed. Absolutely. I think that for clergy in particular, when someone has an urgent need, I'll give an example.

We have a guy graduating from high school, and he wants me to do a Eucharist for him and his family on my day off. Oh, that's so wonderful. How do I say no to that? I can't say no to that. I'm mean.

I'm selfish. And you feel like if you say no to that one thing, you're failing. You're not doing your job. But in reality, if you start breaking down that Sabbath time and making exceptions, what happens in the long run is although you may please that one individual, everything starts to begin to erode. So it's so difficult to learn how to say, and not necessarily even to say no, but to say, you know, I can't do it on Friday, but I could do it on this day.

You know, learning how to say your no in the right way. I think we find it very stressful to not be there for people. But in fact, it's a healthier model for our parishioners to say, you know, I can't do that time because that's my Sabbath day.

Paige Hakimian Yeah. No. And I love your picture, you know, that you talk about with being on the airline. Right, that before you put the oxygen mask on your child or the elderly person next to you, before you help the other person, you have to put the oxygen mask on yourself. And if you're thinking about scale, like how many people do you want to help, then you can really, I think, be more firm, but also gentle on yourself in that firmness when you do set up that architecture that will keep you healthy because then you're able to help many more people in your own sense of well-being.

Kate Moorehead Carroll Yeah. Jesus disappointed a lot of people when he didn't heal them, but he knew that his life was going to have ripple effects through thousands of years, and he understood what he was being asked to do and what he was not being

asked to do. Where for us caretakers, where does that need to fix everything come from? Why do we have that interesting temptation? It's almost a kind of hubris, isn't it?

A kind of pride. It's all up to me. Everybody's depending on me. If I don't do this, the world's going to fall apart. Where does that come from?

Paige Hakimian That's such a great question, Kate. And I think at the it's really our heart, you know, that we do want to help. And I think it's the fundamental thing that we learn when we're going through our psychology degree is that the goal is not to fix. It's the writing reflex. Right?

We're not here to right people. And so it's really interesting when you think about and we could hold a whole webinar, if you will, on really seeing someone and having a communication style that a fancy way of saying it is MI or motivational interviewing, which is really the best gift that you can give another human being is for them to be truly seen. It's not to fix them, right, or to right them. And so really being able to create a space where you can park your assumptions and your biases and your goals because you think you know what the right answer is through wherever you think you stand in the world determines how you see it. Right?

You have to park that. And you enter relationships with curiosity and empathy, but asking open-ended questions and allowing almost a Socratic approach, if you will, to let the other person truly be seen. Because as you know, the wisdom is in each of us. What works for you will not work for me, will not work for another person because we're not that person. Right?

Kate Moorehead Carroll And it does come from a place of anxiety, a fear too.

Paige Hakimian Absolutely.

Kate Moorehead Carroll To help somebody.

Paige Hakimian Absolutely. But the secret sauce, if you will, is in each of us. The greatest gift that you there's, oh goodness, I believe it's Arthur Brooks who says, you know, the greatest act of humanity is truly seeing another person.

And when you're able to really be a container for that person to hear themselves speak and give them the opportunity through Socratic questioning, if you will, for them to really identify their strengths that have worked for them in the past, for them, not for you, and

help them create a path that is unique to their walk, then you're also delivering this incredible sense of autonomy, which is absolutely essential in anyone's healing process. Right? Is that sense of autonomy and self-efficacy, which is the belief that I can do this on my own. And that's really I love the idea of not being a fixer, but being someone willing to be in the trenches with someone and being an accompanier that's my favorite word. I'm an accompanist.

Kate Moorehead Carroll Yeah. That's good. That's good.

Paige Hakimian I will be in the trenches with you.

Kate Moorehead Carroll Yeah. Yeah. How do we as leaders in parishes, how do we let people be disappointed with us? How do we respond when people are disappointed that we didn't show up at the right time or that we didn't say the right thing or send the right? How would you advise that we care for ourselves and also care for others when they are disappointed with our holding limits?

Paige Hakimian You know, Kate, you bring up such a you know, being an IO psych person, we talk about leadership qualities a lot and the culture. Right? The culture becomes the worst thing that an organization or a parish or a relationship tolerates. Right? And so when we think about the culture that we want to create in a relationship as a leader, we tend to go old school and think, oh, well, a leader is they know everything, and they show up at the right time, and they say all the right things.

They have to know all the right answers to be a good leader when in fact that is not a healthy environment. Right? It doesn't create psychological safety. It doesn't create trust. It doesn't create innovation and novelty.

And so when a leader makes a mistake, the most brave thing that they can say and to really create a culture of fallibility, which is, I messed up. I made a mistake. I goofed, and I take full accountability for it. What you're doing is you're inviting everyone in that group or in that culture, in your culture, the relationship that you're nurturing to say, and it's okay if you mess up too. I'm still going to be here.

And that's really the grace. Right? And think how much pressure that takes off of you as a leader. And you're increasing connection and cohesion and innovation and novelty. I mean, do you want to be a leader where someone's not comfortable enough to say, you know, Kate, I think you have a blind spot here.

Like, I think this may be something that we're missing, or do you want to just go through powerfully so, but very flat? Right? Like, think of all the things that you're missing. So I think a culture of fallibility is the bravest thing that you can do as a leader, and it's making I mean, your retention's going to you know, all the good organizational words that we look for, retention, performance, innovation, novelty, all of those things increase. But, boy, does it take a lot of pressure off of you to say, I goofed, and I take full responsibility.

Kate Moorehead Carroll It's always been very beautiful to me that in the resurrected form, when Jesus shows up, he shows them his wounds. He goes, look. He doesn't say, look at my muscles or how strong I am or how great. He says, look at my wounds.

Paige Hakimian It's right there. I mean, it is right there. Yes. And what do we do? We're like, oh my gosh. I'm wounded too.

Yeah. And let me tell you about my struggle. We connect and have reverence for those who have been wounded and walked the walk. You know, we throw around the term PTSD a lot. Right?

And to really meet the criteria for true post-traumatic, you have to have either seen someone die or come close to death yourself. However, you can have the symptoms that are associated with PTSD and not be at the clinical diagnosis. Right? But what we tend not to talk about too much, but that most people get to a place to over time is what's called post-traumatic growth. Right?

Kate Moorehead Carroll Oh, tremendous.

Paige Hakimian Post-traumatic growth. And that's without getting into a fifteen-minute discussion about it. It's really being able to find the purpose in the pain. Right?

And it doesn't have to be you know, you've created some great marathon or some organization or whatever. It can simply be that you're helping someone else. You know, I see that in the support groups all the time, people showing up that are in pain, but also want to help the person next to them. That's a very important part of that post-traumatic growth.

Kate Moorehead Carroll Like when Jesus says lift up your cross and follow me. So taking your suffering and using it to help someone else. Yeah. Post-traumatic growth. I love that.

Yeah. I love that. And maybe when we're saying no to someone who wants a piece of us that we can't offer because we're having holy limits, maybe saying, you know, I would love to do that, but I really have to take care of myself where I kind of fall apart sort of in an invisible way instead of just saying, no. I'm not going to do that.

Paige Hakimian Transparent.

Kate Moorehead Carroll Right. If I don't do that Sabbath time, I kind of fall apart. So let me try to see if I can do it on a day when I'm actually working. How about that? You know, those kind of interactions are

Paige Hakimian And think what you're modeling for that person.

Kate Moorehead Carroll Yeah. Yeah.

Paige Hakimian You're modeling that it's okay for you to look, if I hit on a day that is sacred to you, I want you to tell me that, and I'm going to respect that. Right? And really setting up those touchstone principles in your life that I think it's such a beautiful thing to model.

Kate Moorehead Carroll Well, Paige, I have heard that you did some exercises. You kind of offer some tools to caregivers, and I was wondering if you could kind of use me and demonstrate some of these tools that you give for caregivers to care for themselves. Take us through that.

Paige Hakimian Yeah. Okay. So we are going to wing this since we are on Zoom, and I know we have a lot of folks here, and I can't see them. So I am going to, of course, open up the chat, but I'm going to use you as the one and only person in the room. And we're going to do some visualizations.

If we were live in a conference room, we would have visuals on the wall, but we're going to just walk through it. I think it'll work. We're going to try it. Right? A culture of fallibility.

We're going to try it. It may fall flat, but we're going to give it a whirl here. So yeah. I love this. This is one of my all-time favorite exercises.

Incredibly effective, and I think really touches on some of the things that you talked about around self-awareness and balance. Kate, but before we get started, if you feel comfortable, I'd love just to ground us because I feel like we've been chatting a whole

bunch and covering a lot of ground. So if you feel comfortable, just uncross your legs and have both your feet on the ground. And if you're out there in Zoom world, please follow along with our prompts, and I think this is going to work out just fine. And maybe put your hands on your knees.

And if you feel comfortable, close your eyes. And let's just take a few breaths together to just kind of ground us back in through the nose and out through your mouth. Maybe one more. And let's just put our hand over our heart and feel the beating of your heart through your palm. And thank yourself for showing up here today and taking time out of your busy day, maybe having to say no to something else to be here, and just to give yourself permission to open up your mind and your imagination as we move through this exercise together. And while we're here, let's thank our hearts for all the years of service without us asking, showing up faithfully.

And now open your eyes. And, Kate, we are going to do an exercise today around stress mitigation, but we're going to do it through the lens of identity. And I'd love for you to imagine your house, but not the house you live in, the house that you are. And when we think about identity, I'd like you to think about the several rooms in your house, but I'd like for you to think about the big one, the main room, the main room of your identity. And we're going to use some creativity here, and I'd like to invite the group in Zoom land too to just really open up your mind to this.

If we were in the conference room, I'd have probably 75 pictures of different hats all over the walls. Might be a yellow hard hat, might be a cowboy hat, might be a Jedi helmet, might be a magician's hat or a jester hat or a sombrero. Any hat that you can think of. I just want you to think about that for a minute.

Just any hat that comes to your mind. Maybe a golf cap or a football helmet. Gosh. There's so many hats, more than you can ever imagine. And if I were to ask you, and I want you to take a minute here.

There's no rush. I'd like for you to think about and use creative license here what hat you would choose if you were thinking about your identity, that main room, the biggest room in your house where you spend the majority of your time and talent and focus, your passion, what hat would it be? And maybe it would be a hard hat because you're building something. Right? Like, really use creative license here.

But let's just take a few seconds and think about that main room as your identity. What hat and you can jot in the chat too if anyone out there would like to jot down what hat comes to mind. I'd love to see that. And, Kate, when you have a hat in mind, if you could share that with us.

Kate Moorehead Carroll This is very funny because I just found out that I'm going to be a grandma, and I found out because my son and his girlfriend were hoping they'd get married, but they gave me a pink hat that said grandma on it.

Paige Hakimian I love that.

Kate Moorehead Carroll So it was a baseball cap. So I think my main room, like many, is mother. Mother.

Paige Hakimian Yeah.

Kate Moorehead Carroll My kids, if they're going through something, that's where I'll be. I mean, everything else kind of secondary to that. Although I have this beautiful, big loving just love my work and my vocation, I think that the heartbeat of myself is being a mother and a grandmother.

Paige Hakimian Yeah. Yeah. So the relational parts of being a caregiver, but especially so to your children and to your family.

Yeah. That's beautiful. Trying to see if any I don't see anybody that's written in the chat. Anybody out there have a hat that they'd like to share? Any hats come to mind?

Kate Moorehead Carroll Okay.

Paige Hakimian We're going to stay. We're going to stay right here.

Kate Moorehead Carroll Got it.

Paige Hakimian I'm not missing, am I? There we a gardener's hat. Okay. I love that. I love that.

Okay. Gardener's hat. Wonderful. So, I want to ask this person a question, but I've got to stay here because I know we can't go back and forth with our participants. But thank you for being brave and being the first person to answer in the chat.

Thank you so much. So Gardner's hat, amazing. So, Kate, let's go back to your hat. So you're thinking the relational side of your family, right, the caregiving there, caretaking there. And that's beautiful.

Now I want you to imagine that that room floods. You can't access that room. Okay? Maybe it needs some remodel. Maybe it just needs some repair work in it.

But for whatever reason, there is a pipe burst, and you can't go in that room of your house right now. Okay? Which other room would you go into? What other room have you been furnishing, preparing?

What other room could you access if you weren't able to go into that main room? And I'd like to do it through the hat again. Okay? And if you maybe have a room that doesn't have anything in it, what might be that thing that maybe you have shelved that has always kind of tapped you on the shoulder, encouraging you to grow or to experiment or to try? Or maybe I love this prompt.

What is that thing going back in time, maybe even before middle school, that just lit you up before the world could tell you you're not good at that thing or you can't do that because you're a girl or whatever the thing is, right, before culture kind of starts shaping us in a way which you know, what we can do and we can't do because we're good at it or whatever. You know, like, I said, oh, you know Kate. She's the girl in third grade who's so good at how much time are you doing that thing now?

So I want you to think about, as you walk through this mental hall of hats that we have, what hat might you choose now? So there's a couple different prompts there. What's one that you've been working on, one room that you've been decorating and getting together. But also, what's the room that you've always thought about doing but you haven't done.

Kate Moorehead Carroll So I have a room that is definitely the writer, the creator, loving ideas to preach on or books to write or articles to write. Just the books. It would be a place surrounded by books and prayer and writing all in a monastic type setting. I love that cell of learning and prayer that's just very, very important to me.

I also have definitely a room of the performer. I mean, the little girl was directing plays and organizing everybody. All my cousins, I'd make a play and boss everybody around until my dad said I was a bossy cow. And, you know, so I stopped. I thought I would lose

all my friends because I but there is a part of me that loves gathering people, letting them do what they're great at, just sort of organizing people.

And then there's a part of me that has been tapped recently that wants to go out in a kayak into the marsh, and I haven't gotten that far. I've gotten in the kayak, but I haven't found the marsh yet. But I think there's a whole part of me that longs to sort of go outside and explore and just look at everything and appreciate it. And maybe that comes with age. Just noticing how precious one day is or a morning off and looking at the water and the birds. And

Paige Hakimian Yeah.

Kate Moorehead Carroll Yeah. Yeah.

Paige Hakimian I'm going to stay with that one because you just seem to have a lot of energy around that, and you're like really like you have a curiosity around it. And so I'm going to choose that one. I wouldn't normally choose anything for you, but I'm going to just seeing like your energy around that like when you said, oh my god. This new tap and it you know, kind of I love the idea of maybe redecorating a room. Like, maybe there was a room that whatever you were doing no longer serves you.

You talked about age. Right? So as you kind of take out the old and put in this new, maybe you're taking out something that was really like, if you were a runner or whatever the thing is that you could do when you were young, maybe now it's going to be around the kayaking. Right? Like, remodeling a room.

Okay? So we would have on a kayaker hat. Right? We would have on the helmet for the kayaking if you wear that.

I guess it depends on what class of I guess you're not going down heavy rapids if you're yeah. Yeah. But I'm going to challenge you here a little bit. And I really love the idea. One of my favorite books is Atomic Habits by James Clear.

And it's really that idea around it's not the size of the thing that you do. Right? You don't have to make this big change. It can be very small, so ridiculously small, like you're planning for your worst day. Like, what can I do on my worst day?

Not when everything goes right and the kids are on time and the cats don't make a mess and everything's great. What happens when everything goes terrible that day? What is

the one small thing you can still commit to to move you closer to getting in that kayak. Okay?

What's one small thing that you can plan for to do every day even if it's a bad day, even if the weather's terrible, this, that, and the what is one small move that you can do and commit to every day to move you closer to this kayak room?

Kate Moorehead Carroll I could walk out toward the water.

Paige Hakimian Yeah. I mean, on

Kate Moorehead Carroll Right near the water so I could walk to just look at it every day.

Paige Hakimian That. Yeah. Beautiful. I love that.

Kate Moorehead Carroll I mean, actually, outside, though, not looking out the window. Yes. Walking right to it. Yes. Near it.

Yeah.

Paige Hakimian Yeah. I love that. That's beautiful. It's you know, I love the picture, Kate, of when we think about consistency over time.

Kate Moorehead Carroll Mhmm.

Paige Hakimian When you talk about going out and looking at the water. Right? I want to give you another picture. I want you of the power of doing some small step every single day consistent over time. I want you to imagine that you're sitting on the tarmac at Reagan Airport in DC.

Okay? And you're going to fly to Los Angeles, California, which is south right, the southern part of California. And while you're on the tarmac, the pilot turns the nose of the plane five degrees. Tiny amount, you feel like you wouldn't even feel it while you're on the plane. Right?

But if she does that, Kate, over time, that long distance change, you're going to land in San Francisco.

Kate Moorehead Carroll Right. In California. That's right.

Paige Hakimian So that's the power of the compound interest, Warren Buffett.

Kate Moorehead Carroll Yes. Yes.

Paige Hakimian That little tiny change, but because it's done consistently over time, it compounds. And then all of a sudden, you're also looking at or you're listening to podcasts about it, or you order a magazine subscription that's about or you decide to take a car ride to Ginnie Springs, or whatever happens. That's the power of that tiny he calls it 1% better every day, but it is this tiny but consistent commitment to sustain positive behavior change. And so when we think about that house I think you can probably see that a lot of times the thing that we put our lion's share of our passion and our commitment and our thoughts into can also be, at times, the thing that can tear our heart out or drive our stress up the most.

Kate Moorehead Carroll Yeah. Yeah.

Paige Hakimian Right? Yes. And so when I'm thinking about caregivers and certainly in the profession of all of you signed in here today that are constantly giving and serving and really trying to fill the needs of a community, that can also as beautiful and purpose-driven as that is, that can also be the area of your greatest source of stress and loss and rumination and all the things. So earlier when you were talking, you were talking about self-awareness and the ability to be agile, right, while you're trying to find that balance. What really came up for me was that ability to go, okay.

I'm at this end of distress. Okay? It's time for me to imagine I can't access this room. I need to go to a room.

Kate Moorehead Carroll Leave that room for a while and let it be. Yes.

Paige Hakimian Go into the room that will fill you up, give you rest, restore you. It's only a great room because it's your room.

My room's not going to be the room that you described. Right? And this is the thing about trying to fix or right someone. It's just asking the questions. Right?

Creating the space so they can find their best answer, their best room, if you will. But that idea of being able to really move into that other room, which is when you can if you find yourself in that state where there is a lot of stress in that main room, you can walk to the water. You can walk to the water. And just give yourself this kind of rest and restoration.

And do we have do we have a few minutes here?

Kate Moorehead Carroll We do. We have a few minutes, and we have some good questions in the chat. But I wanted to say, Paige, what you're talking about is really of letting the Holy Spirit breathe too. I think when we're under a lot of stress, we tend to go deeper into that stress and try to fix everything.

Paige Hakimian Yes.

Kate Moorehead Carroll But what you're saying is leave the room, go to the place where you feel the Holy Spirit or where you feel peace, and let it breathe.

Paige Hakimian Yes. Yeah.

Kate Moorehead Carroll Which is very.

Paige Hakimian Yes. And as a practical tool too, Kate, when we're in a situation where let's say in your case right now, the house that you described, and you're not in a place where you can physically get to the water. Okay? Another really helpful tool I was just talking to one of the women in our cancer support group this morning who is at the front end of cancer, and there's all this information coming in. And she's just chronically ruminating over what's next, what do I do, what does this mean?

And I said, you know, a really good exercise for that is, one, you can't just say I'm not going to think about it. Right? Because that causes anxiety in a different way, right, being very Pollyannish about it. But what you can do is when you're triggered and those ruminations start coming and you can feel your heart rate coming up and all the things, you want to open up your phone if you have a Keep notes version or if you keep a notebook with you, and you want to write down whatever the thing is that has come up. So let's say in this particular woman's case, she's worried about recurrence.

She just had a mastectomy, so she's worrying about the cancer coming back. So she writes down recurrence. What she then does is she says, okay. I'm going to put this here for now. Okay?

But from four to 4:30 every single day, this is my worry time. This is my carved-out time every single day that I'm going to spend intentional time to do the run you know, what if this, what if that? If I decide this treatment, what might be based on the information that she has on the time, that's going to be the time period every day. That does a couple things. From a regulation of your nervous system, it's reassuring yourself that you are going to attend to it.

You're not pushing it off. You've created a contained time for that. The other really important part of that is that the emotions that came up that triggered this ruminating thought, when you write it down and then you come back to it in the afternoon, those emotions are most likely no longer with it.

Kate Moorehead Carroll Yes. Yes. Yes.

Paige Hakimian So now you're able to also problem-solve in a much more regulated state. It's very important that you set the alarm for that fifteen no more than thirty minutes. Fifteen or thirty minutes. And if you have more thoughts around it, you start your list again for the next day.

Kate Moorehead Carroll I see. And but only give yourself that time to worry.

Paige Hakimian Only that time. That's your worry time. But that's a pragmatic day-to-day. You're in the middle of six meetings and all the things are happening. You may not be able to leave and access a room, right, physically or mentally because you've still got to perform.

And so being able to it is such it sounds like a very simple exercise, but there's really good science behind it for helping with rumination and anxiety.

Kate Moorehead Carroll You know what I do? I worry in the middle of the night. I'll wake up at two and be like, oh, I should have done this or I could have done that. And I found it's also helpful to write down, call this person, do that, think about that.

And then in the morning, I can look at it and see what I don't even need to do. But I

Paige Hakimian You're really doing the same thing. Yeah.

Kate Moorehead Carroll Yeah. Yeah. Yeah. I like that very much. I like that.

So, Paige, we have a couple of questions here. One is from John Henry. If we're baptized for ministry, isn't it our responsibility to read the word of God and see what God has to say and leave the priest alone on his or her day off? I agree. I like that one.

That's a good

Paige Hakimian This next one is yeah.

Elizabeth Boe Well, did you have a comment about that?

Paige Hakimian Yeah. What I was going to say was this, and I don't know how this will land. But, you know, I love this thing where it talks about unsolicited advice is the spam of life. Right? We just if we're told something, we just chuck it.

But I think if we can model something, I feel like that is just so much more salient and teaches such a greater lesson, right, where you're able to just like you had said so beautifully, well-being is really a priority in my life. And for me to best serve you, I have to be the best self that I can be, and I want that for you too. This is a hard day. This is a sacred time for me that I really carve out for my well-being.

Kate Moorehead Carroll Yeah. That's a wonderful response. Yeah. And then this Gary Landryo says, as the engineer of a train, you are responsible for the safety of everyone on board that train. We are all on this journey together.

So the engineer has a joyful responsibility for all who've put their trust in you. That's very true. We do have a joyful responsibility, but it can feel heavy at times. Sure.

So I like what you're saying about holding it, but also understanding it's God's to hold and perhaps being willing to leave it and go to another room sometimes. Yeah. Especially for clergy, you know, taking off that collar, going off and doing something completely unrelated to the priesthood is very important.

Paige Hakimian And, Kate, you brought up something beautifully. I know we just have a minute left, but it's that ability and this is so important. If the room that you are going to, you want to be able to go to a room where you're able to find flow. And flow is that beautiful space between your ability and challenge where you lose track of time.

Right? You know, when you're drawing a beautiful picture, you're reading a great book or what that flow is the restorative time that we're looking for. That is the condition of just this perfect joy almost. He talks about joy. In that room, we really want to be able to go to a place where we find flow.

Kate Moorehead Carroll That's beautiful. Thank you, Paige. Thank you so much, and thank you for this time. Why don't we say a prayer together to close? How does that sound?

Paige Hakimian I love that.

Kate Moorehead Carroll The Lord be with you.

Paige Hakimian And also with you.

Kate Moorehead Carroll Let us pray. We thank you, almighty God, for the gift of this one holy and precious life that you have given us, and we know that you want us to be well, that you are so well, and that you want us to be joyful, especially in this Eastertide, and that you are so joyful, and that you want us to rest. And we know that you rested on the seventh day. And you want us, Lord, to find fulfillment for you are always fulfilled. But there are forces that were pulling at us to drain us of energy, forces that might pull us into chaos, into overworking and busyness, and they're hard to resist.

And we ask you, Lord, for the strength and the conviction to care for ourselves and to understand that in caring for ourselves, we are not being selfish, but rather living holy lives, understanding that our life is a sacred gift and one which we must protect and nurture. And we're thankful for Paige and her wisdom and for every priest, deacon, or baptized minister of God who cares for others. May they be blessed. In Jesus' name. Amen.

Amen.

Paige Hakimian Thanks, Kate.

Kate Moorehead Carroll Thanks, guys. This was great to see everybody.