

# Talking Points for LGBTQIA+ Rostered Leaders

Preparing to Talk with Synod Staff About Your Needs in a Challenging Political Climate

*This one-page guide is designed to support LGBTQIA+ rostered leaders as they prepare for conversations with synod staff. It offers prompts to help you name what you are experiencing, what support would be meaningful, and how the synod can walk alongside you and your family during a season of heightened political, social, and emotional stress.*

## Purpose of the Conversation

- To seek **pastoral and institutional support**, not to justify your identity or call
- To name how the current climate is impacting you **personally and vocationally**
- To advocate for your **wellbeing, safety, and sustainability** in ministry
- To remind yourself: *Your needs matter, and you are not asking for too much*

## Grounding Yourself Before the Conversation

Before you meet, you may find it helpful to reflect on:

- What feels most heavy for me right now?
- Where am I feeling resilient or grounded?
- What do I need in order to continue serving faithfully and sustainably?

You are not required to share everything. You get to choose what feels safe and appropriate.

## Naming How You Are Doing

You might begin by sharing:

- How the current political or social climate is affecting you emotionally or spiritually
- Ways recent events or rhetoric have impacted your sense of safety or belonging
- How this season is showing up in your energy, focus, or capacity

Possible language: “This season has been especially heavy for me, and I wanted to be honest about how it’s impacting my wellbeing and ministry.”

## Impact on Ministry & Call

You may wish to name:

- How external pressures are affecting your ministry context
- Additional emotional labor you are carrying as an LGBTQIA+ leader
- Areas where you feel supported—and where you feel stretched thin

Prompts:

- What parts of my ministry feel life-giving right now?
- Where am I feeling exposed, vulnerable, or at risk of burnout?

## Naming Your Needs

You might ask for:

- Pastoral care, accompaniment, or more frequent check-ins
- Flexibility around workload, scheduling, or expectations
- Access to mental health, spiritual care, or peer support resources
- Advocacy or clear communication from the synod
- Support for family-related concerns (safety, schooling, healthcare, relocation, etc.)

Helpful framing: “What would be most supportive for me right now is...”

## Boundaries, Safety & Sustainability

You may choose to share:

- Any safety concerns in your ministry or community context
- Boundaries you need support in holding
- What helps you rest, recover, and remain grounded

It is appropriate to ask:

- “What resources does the synod have to support leaders in seasons like this?”
- “How can we partner to ensure my ministry is sustainable?”

## Closing the Conversation

- Clarify any next steps or follow-up
- Ask who your point of contact will be
- Name what confidentiality you expect
- Decide whether prayer would be meaningful for you

Possible closing: “Thank you for listening and for taking this seriously. It means a great deal to know I’m not navigating this alone.”

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***Reminder for You:*** Seeking support is an act of faithfulness, not failure.  
*You are beloved, called, and worthy of care.*

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