Table 1 – Interview excerpt, showing responses to the category “Incentive by other people”.

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| **Explanations** | **Qualifiers** |
| So the first invitation, which was from the pastor [name], But then the other board members said, “No, be assured that we are together with you”. | I felt like, “No, really, I'm just returning gradually, I feel extremely unable to be leading yet another board of the synodal council”.Then I felt confidence in this meaning that will support me, help me face the difficulties I’ll have. |

Source: Elaborated by the authors.