

WELLBEING HANDBOOK



Why Wellbeing?

Ordained ministry in today's hectic and stressful world is a wonderful but demanding vocation. The Ordinal wisely reminds us that such a weight can only be borne through the word of God, prayer, and the gift of the Holy Spirit. The bishop represents Christ, *'the shepherd and bishop of souls'* (1 Peter 2.25) and has particular responsibility for clergy wellbeing. I take that very seriously indeed and share it with others, including the senior staff and Department for Apostolic Life. Through our CMD and MDR provisions we aim to support and encourage clergy in every way.

In a demanding ministry, it can be hard to manage time for being with the Lord in prayer, for coping with pressure, and for rest and recreation with family and friends: yet that is more than ever needed if stress is to be reduced and burnout avoided. Integrating the theological, spiritual, and personal dimensions of life makes for a healthy and sustainable pattern of ministry.

Our handbook outlines what this Diocese offers at a time when the Church of England is seeking to support clergy through the development of a Wellbeing Covenant. It has a threefold shape:

Spiritual Life
Theological Development
Physical and Psychological Health

Echoing the Trinity is not accidental, since it is the God and Father of our Lord Jesus Christ who calls us into his service by the Holy Spirit. Relationships of love, compassion and empathy - mirroring the Trinity in the world - are at the heart of Church and ministry. Those qualities, embodied in the life of Jesus and granted us through his Spirit, must shape our understanding of clergy wellbeing. Believing in the Triune God of love invites us to practice compassion and offer mutual support. *'Bear one another's burdens and so fulfill the law of Christ'* (Galatians 6:2) is as essential for ministry as it for all life in the Church.

The resources outlined in this handbook for clergy aim to help you flourish in your physical and psychological health, and spiritual development. I warmly commend it to you and pray for our mutual flourishing.

'May the favour of the Lord our God rest on us; establish the work of our hands for us - yes, establish the work of our hands' (Psalm 90: 17).

+Martin Cicester

Spiritual Life

'Your fruitfulness comes from me' (Hosea 14.8). Relationship with God is the source of fruitful ministry for apart from him we can do nothing' (John 15.5). When prayer goes well, all goes well.

'How can I best maintain my spiritual wellbeing?'

A regular pattern of Sunday worship and daily prayer.

Anglicans recognize morning and evening as the two key prayer points in the day, dedicating one's work to God and praising the undying light at the end of the day. Daily prayer gives God space in the life and work of a priest.. Holy Communion keeps us focused on Christ the living bread. (churchofengland.org for various prayer apps).

A moderate 'rule of life' with regular contemplative practice.

A healthy balance of prayer, work, recreation and time with loved ones needs some simple frameworks to protect health of body, soul and spirit. (www.winchester.anglican.org/rule-of-life/ and www.livefromrest.com).

Spiritual accompaniment.

All of us need objective benchmarks in our lives. A spiritual guide helps us follow Christ's way and mirrors back to us who we really are in the sight of God. It is an indispensable gift from the Spirit. (www.lcsd.org.uk; www.soultime.com).

Quiet days.

"Be still and know that I am God" (Psalm 46.10). In addition to a weekly day off, stipendiary clergy should have a quiet day once a quarter. This will vary according to temperament, but the spiritually recuperative value of nature and solitude are well-established. (www.davidruncorn.com/articles-sermons-musings/beginners-guide-to-quiet-day.html).

An annual retreat.

Retreat is not defeat but a creative strategy. To go forward in mission, like Jesus we need to go back to basics periodically. Annual "time out" refocuses our vision. A retreat is a graced time to remember our first love for Christ and hear again the call to proclaim the Gospel. Grants are available: from the Elfinward Trust: apply via your archdeacon.



Theological Development

Ordained ministry is a call to relationship with God the Holy Trinity, but clergy need to be trained and sustained for the challenges they face. Ministerial development needs ongoing engagement with theology. Fed by Scripture, tradition and reflection, it fuels prayer and furthers the work of the ministry. Theology fosters Christian wisdom.

'How can I develop my ministerial life to enhance my wellbeing?'

Ministerial Development Review (MDR).

MDR is undertaken every two years, reflecting on and discerning God's ongoing call.

Clergy Ministerial Development (CMD) training.

CMD is offered to all licensed clergy to support their ongoing theological and ministerial formation and to equip them with knowledge and skills relevant to their context, and especially to meet specific training needs identified through their MDR. The CMD brochure (updated regularly) includes a range of training opportunities <https://www.chichester.anglican.org/training-brochure/>, though clergy can identify other appropriate training events. To promote growth and professional development, every licensed cleric is expected to undertake a minimum of 2 CMD events per year.

Further theological study.

Clergy are encouraged to consider undertaking further study and can apply for CMD funding towards the costs. earl.collins@chichester.anglican.org

Extended Ministerial Development Leave (EMDL).

Clergy can apply for a three-month period of EMDL - or study leave - once they have completed ten years of ordained ministry. earl.collins@chichester.anglican.org



Theological Development

CMD1 (First Incumbent's Programme)

All first incumbents will be invited to participate in the programme, which includes provision of mentoring and 3 sessions per year over 2-3 years giving specific input and support appropriate for this stage of ministry.

The Galilee Ministerial Development Programme.

This is a 15 month programme for experienced clergy, focusing on ministerial calling and fostering further growth and development. It is by personal invitation from the bishop. Professional Development Groups (PDGs) are peer led, meeting regularly during the programme to engage with the input from the Galilee training programme.

Mentoring.

All clergy in new posts will be allocated a mentor by their archdeacon to offer support and guidance. It will be a time-bound relationship.

Clergy induction days.

As a new incumbent you will be invited to a half-day induction day organized by Chichester Palace. These are held every 6 months.

Colleague support.

Deanery Chapters meet at different times and days of the month in different parts of the Diocese. Contact your Rural Dean for further information. Many clergy continue to participate in the cell group formed during initial training. Colleague support can also come through groups of clergy drawn from a particular theological tradition, e.g. SSC, SGP or SCP.



Physical and Psychological Health

Each person is a psychosomatic unity - good physical and psychological health is essential for wellbeing, and effective ministry. In line with the Church of England Covenant for Care and Wellbeing for Clergy, The Wellbeing for Clergy and Families (WCF) service provides a variety of resources <https://www.chichester.anglican.org/wellbeing-for-clergy-and-families/> 'How can I care best for my physical and psychological health?'

Reflective Practice groups.

These confidential groups give you the opportunity to reflect on your work as a member of clergy; celebrate successful practice; discuss managing challenging church/home situations or individuals; as well as developing personal resilience and wellbeing. Groups meet monthly in a range of non-church locations for 18 months with a trained facilitator who works independently from the diocese. Email: wellbeingforclergy@chichester.anglican.org

Psychoeducational group.

Half day or a series of workshops such as Managing Stress and Resilience, Anxiety and Depression; see WCF page, DoC website.

Informal debriefings (in the event of trauma, etc., if required)

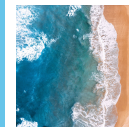
Whilst clinical evidence indicates structured de-briefing following a trauma can be harmful, we recognise that clergy members can find themselves in the position where they are not able to share events with their normal network, due to confidentiality. We offer clergy the opportunity to share and 'offload' when something traumatic has happened in their parish. Email: wellbeingforclergy@chichester.anglican.org

Short term counselling sessions.

We offer confidential short term individual, couple and family therapy (6-12 sessions) for clergy, their partners and children. You can self refer using the referral form <https://www.chichester.anglican.org/wellbeing-for-clergy-and-families/> or email : wellbeingforclergy@chichester.anglican.org

Effective safeguarding.

Clergy often find that safeguarding issues can be understandably very stressful. Don't wait to share your concerns with those appointed to help: www.safeguarding.chichester.anglican.org



Physical and Psychological Health

Support around bullying.

Sadly bullying exists and it is debilitating. Do share your experiences rather than 'suffering in silence'. The DoC provides training www.chichester.anglican.org/training-brochure/ or see Bridge Builders: www.bbministries.org.uk/

Stress management.

Give your brain a break, apps e.g. Headspace, Calm. Managing suicidal thoughts e.g. Stay alive app, Samaritans 116 123.

Managing mental health.

The School of Life.com; Re-think.org; Getselfhelp.com; Cognitive Behavioural Therapy (CBT) apps e.g. What's Up, Youper, or call Sussex Mental Health helpline 0300 5000 101.

Work life balance.

To help maintain a healthy sense of wellbeing, we all need to have an equal balance of what we do and how we spend our time. E.g. 1/3 Achieve 1/3 Connect 1/3 Enjoy.

Exercise and diet.

Research shows a balanced diet, managing alcohol consumption and incorporating regular exercise help contribute to physical and psychological wellbeing. Use an app to log your exercise and/or food consumption? Move once every hour?

Maintaining Co-existing vocations.

The call to ordained ministry may sit alongside other vocations, e.g., as a spouse, parent or child. It is important the call to ordained ministry does not end up dominating your life. To help safeguard your children's wellbeing for example, spend time exploring your children experience

Clergy partner's support.

CONNECT supports, informs & connects spouses, partners & their families, at all ages & stages of ministry via Facebook 'Chichester Clergy Spouses'.

Housing issues.

Stipendiary clergy homes are supported by a DoC property department, who aim to ensure your safety and wellbeing. Email: property@chichester.anglican.org, Ph: 01273 425 683.



Questions to ponder on:

What do I need to do ensure a sustainable rhythm of prayer, work and rest?

How do I keep developing my spirituality and calling so that I can remain fresh and invigorated?

How do I reflect on my ministry? Are there people who I can share with?

How do I connect with others both in and outside of the church and how am I using my support network?

What are my hobbies outside of my role, and how else do I have fun?

How am I continuing learning and developing?

How am I looking after my partner, my family and my home? Are there any boundaries that I need to put in place?

Extract from *The Parson's Role Today*, a paper given at the Wakefield Diocesan Clergy Conference, Monica Furlong, April 1966.

'I want them (clergy) to be people who have faced this kind of loneliness and discovered how fruitful it was, as I want them to be people who have faced the problems of prayer. I want them to be people who can sit still without feeling guilty, and from whom I can learn some kind of tranquillity in a society which has almost lost the art'.

wellbeingforclergy@chichester.anglican.org

<https://www.chichester.anglican.org/wellbeing-for-clergy-and-families-contact/>



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