

WELLBEING HANDBOOK

**Spiritual
Life**

**Theological
Development**

**Physical and
Mental Health**

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 Mental 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 mental 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 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. Remembering that God rested from the work of creation, God's workers too need times of sabbath rest.

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 best develop my ministerial life?'

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 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 (For Those in Posts of First Responsibility).

All in their first post after curacy 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 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.

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 of Care and Wellbeing, the Wellbeing for Clergy and Families (WCF) service provides a variety of resources.

Reflective Practice.

These confidential groups give you the opportunity to reflect on your work as a member of the clergy, celebrate successful practice, discuss challenging situations or individuals, as well as developing personal resilience and wellbeing. Groups meet monthly with a trained facilitator who is independent of the diocese. www.chichester.anglican.org/rpg/

Online or In Person Workshops.

Ongoing workshops from a psychological/theological perspective on such topics as managing anxiety, mental health awareness, avoiding burnout, and women's health. www.chichester.anglican.org/wellbeing-for-clergy-and-families/

Traumatic Event Debriefings.

If a member of clergy has been impacted by a traumatic event, we offer the opportunity to 'off-load' with a trained debriefer. This is considered most effective when accessed as soon as possible after the event. Email: wellbeingforclergy@chichester.anglican.org, indicating it is urgent. This could be followed-up with counselling, if required.

Short Term Counselling.

We offer confidential short term individual, couple and family therapy for clergy, their partners and children. You can self-refer using the referral form: www.chichester.anglican.org/wellbeing-for-clergy-and-families/ or Email: wellbeingforclergy@chichester.anglican.org

Safeguarding Support.

Clergy often find that safeguarding issues can be very stressful. Share your concerns with those appointed to help: www.safeguarding.chichester.anglican.org



Physical and Psychological Health

Support Around Bullying.

Abusive behaviour, harassment and bullying will not be tolerated in the Diocese. All complaints will be taken seriously, thoroughly investigated and appropriate action taken.

To discuss in confidence, either contact your archdeacon or email: wellbeingforclergy@anglican.chichester.org

Suicide Prevention.

Ending your own life is not the answer; reaching out for help is. There are people ready to listen 24/7. Call the Samaritans 116 123, or in an emergency, 999. Download the www.stayalive.app to your phone for on-going help.

Managing Mental Health.

Mental health is vital to sustainable ministry. Resources: www.chichester.anglican.org/mental-health-and-wellbeing/ or email: wellbeingforclergy@chichester.anglican.org

Work Life Balance.

Listen to your body, it will give you feedback about whether you're well-balanced. Like riding a bike, balance involves responsibility. Contact: earl.collins@chichester.anglican.org

Healthy Lifestyle.

Hydration, nourishing food, good sleep and Nature-connection are God-given keys to living well. Consider which of these you might be neglecting?

Maintaining Co-Existing Vocations.

The call to ordained ministry sits alongside other important vocations, such as partner and parent. How do your family feel about your ministry? The WCF service supports them too: www.chichester.anglican.org/wellbeing-for-clergy-and-families

Clergy Partner Support.

www.chichester.anglican.org/connect supports, informs & connects spouses, partners & families, at all stages of ministry.

Housing Issues.

Stipendiary homes are supported by a DoC property team, who aim to ensure your safety and wellbeing.

Email: property@chichester.anglican.org, Ph: 01273 425 683.



Questions to ponder on:

How can I ensure a sustainable rhythm of prayer, work and rest?

How do I keep developing my prayer and spiritual life to stay fresh and invigorated?

Am I well connected with others in a supportive and meaningful way?

Am I able to cultivate interests outside my role?

How can I better sustain my physical and mental health?

How do I live-out my beliefs about sabbath-rest?

Am I allowing myself time for fun and recreation?

Extract from John Pritchard (Emeritus Bishop of Oxford)

The Life and Work of a Priest (SPCK 2007), p. xi
(equally relevant to deacons and bishops):

'The Goal of ministry will always be the same - that men and women in every place may have life in all its fullness and abundance. That fullness and abundance is meant equally for the priests of God's Church'.

Laura Steven oversees the provision of wellbeing resources and counselling for clergy and their families (partners and children), throughout Chichester Diocese.
Email: wellbeingforclergy@chichester.anglican.org

