

Living Ministry Wave 2: Ordained ministers (new participants)

Welcome to the Living Ministry project. Thank you for taking the time to let us know about yourself and your ministry. Your participation in this research will help the Church of England to improve its support for and development of ordained ministers.

ADVICE ON COMPLETING THE SURVEY

1. Within this questionnaire the term 'ministry' is often referred to. Please think of ministry in the sense of any formal role(s) that you hold within or on behalf of the Church of England. This may include roles for which you hold a licence, have permission to officiate, or in which you are employed by the Church or another organisation.
2. If you have more than one ministerial role, please reflect where possible (unless otherwise indicated) on your ministry as a whole.
3. Do not spend too much time on each question - your first answer is usually the best.
4. Even though it may be hard to decide, try not to miss any questions out and please stick with it to the end. Questions marked with an asterisk * require an answer for you to move on to the next page.
5. The survey should take you about 30-60 minutes to complete. In order for us to do the depth of analysis that will make a difference, it is fairly detailed and covers a range of aspects of life and ministry. We are deeply grateful for the time and effort you spend completing the survey and hope you will find it helpful to your own development as a minister.

If you need to take a break or lose your internet connection, you will be able to return to the place you left it by re-clicking the link in the email you received, as long as cookies are enabled on your computer. Each page of the questionnaire is saved when you click the 'Next' button, and you can edit your answers up until you click the 'Done' button at the end to complete the survey.

* 1. Our privacy notice ([click here](#)) explains why and how we handle your information, what we collect from elsewhere and your rights with regard to your personal data. Do you confirm that you have read and understood the privacy notice and consent to your personal data being used in this way?

Yes

No

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MINISTRY DETAILS

This section collects some information about your current ministry. If you are currently on temporary leave, please answer in relation to your normal ministerial role(s). All your answers are confidential.

* 2. In which year were you ordained as deacon?

* 3. Thinking about all the roles in which you are engaged within or on behalf of the Church of England, are you currently: (Please tick all that apply)

- | | |
|--|--|
| <input type="checkbox"/> In receipt of a stipend | <input type="checkbox"/> Employed |
| <input type="checkbox"/> In a self-supporting role | <input type="checkbox"/> In a fixed-term role |
| <input type="checkbox"/> In a house-for-duty role | <input type="checkbox"/> Holding Permission to Officiate |
| <input type="checkbox"/> Retired, active in ministry | <input type="checkbox"/> I have left ordained ministry for a reason other than retirement or temporary leave |
| <input type="checkbox"/> Retired, non-active in ministry | |
| <input type="checkbox"/> Other (please specify) | |

LEAVING MINISTRY

4. We would like to understand more about why people leave ordained ministry and would be grateful if you would use the box below to share your reasons. **Your answer is confidential.**

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* 5. Thinking about your ministry, are you currently:

- Full time
- Part time
- In more than one role, equating to at least full time

* 6. Are you currently on temporary leave from work of more than one week (excluding annual leave)?

- Yes
- No
- Prefer not to say

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7. Which kind of leave are you on?

- Parental leave
- Sick leave
- Sabbatical
- Other (please specify)

* 8. Which of the following roles do you perform? (Please tick all that apply)

- | | |
|--|---|
| <input type="checkbox"/> Incumbent | <input type="checkbox"/> Ordained Pioneer Minister |
| <input type="checkbox"/> Priest-in-Charge | <input type="checkbox"/> Theological Educator |
| <input type="checkbox"/> Team Rector | <input type="checkbox"/> Diocesan Role |
| <input type="checkbox"/> Team Vicar | <input type="checkbox"/> Employed by the National Church Institutions |
| <input type="checkbox"/> Chaplain | <input type="checkbox"/> Cathedral Role |
| <input type="checkbox"/> Ordained Local Minister | <input type="checkbox"/> Curate (IME 2) |
| <input type="checkbox"/> Assistant or Associate Minister | <input type="checkbox"/> Hold Permission to Officiate |
| <input type="checkbox"/> Minister in Secular Employment | |
| <input type="checkbox"/> Other (please specify) | |

* 9. If you have selected more than one role, please indicate which you consider to be your primary role (or select 'not applicable' if you have only one role):

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10. Is your primary role:

- Full time
- Part time

11. Thinking about your primary role, are you:

- In receipt of a stipend
- In a self-supporting role
- In a house-for-duty role
- Other (please specify)
- Retired, active in ministry
- Holding Permission to Officiate
- Employed

CURRENT CHURCH DETAILS

* 12. Does all or part of your role involve ministering in a church?

Yes

No

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13. Do you minister in more than one church? (Please only include churches in which you actually spend time.)

- Yes, more than one church
- No, one church only

14. Choose one option that best describes the kind of church in which you currently minister (if you minister in more than one place, please think about the one in which you spend most of your time).

- | | |
|---|--|
| <input type="radio"/> Single-church benefice | <input type="radio"/> Fresh Expression |
| <input type="radio"/> Single-parish multi-church benefice | <input type="radio"/> Local Ecumenical Partnership |
| <input type="radio"/> Multi-parish benefice | <input type="radio"/> Chaplaincy |
| <input type="radio"/> Extra-parochial place | <input type="radio"/> Cathedral |
| <input type="radio"/> Church plant | <input type="radio"/> Peculiar |
| <input type="radio"/> Other (please specify) | |

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YOUR PHYSICAL AND MENTAL WELLBEING

Thank you for telling us about your role(s) as an ordained minister. The next sections ask about your wellbeing: physical & mental, relational, financial & material and relating to your ministry. We start by considering your physical and mental wellbeing. Unless instructed otherwise, please answer in relation to your life as a whole rather than just in relation to your ministry. All your answers are confidential.

15. Over the last twelve months, would you say your health has on the whole been:

- Excellent
- Good
- Fair
- Poor

16. Do you consider yourself to be long-term sick or disabled?

- Yes
- No
- Prefer not to say

17. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? Please include problems related to old age.

- Yes, limited a lot
- Yes, limited a little
- No

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18. Please state to what extent you agree with the statements below regarding your experiences of your ministry (meaning any formal role(s) you hold within or on behalf of the Church of England).

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
It is physically demanding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is intellectually demanding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is emotionally demanding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is spiritually demanding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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19. Below are some statements about feelings and thoughts. For each statement, please choose the option that best describes your experience over the last two weeks.

	None of the time	Rarely	Some of the time	Often	All of the time
I've been feeling optimistic about the future	<input type="radio"/>				
I've been feeling useful	<input type="radio"/>				
I've been feeling relaxed	<input type="radio"/>				
I've been feeling interested in other people	<input type="radio"/>				
I've had energy to spare	<input type="radio"/>				
I've been dealing with problems well	<input type="radio"/>				
I've been thinking clearly	<input type="radio"/>				
I've been feeling good about myself	<input type="radio"/>				
I've been feeling close to other people	<input type="radio"/>				
I've been feeling confident	<input type="radio"/>				
I've been able to make up my own mind about things	<input type="radio"/>				
I've been feeling loved	<input type="radio"/>				
I've been feeling interested in new things	<input type="radio"/>				
I've been feeling cheerful	<input type="radio"/>				

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20. How often do you feel each of the following?

	Never	Seldom (a few times a year or less)	Now and then (once a month or less)	Regularly (a few times a month)	Often (once a week)	Very often (a few times a week)	Always (every day)
I feel used up at the end of the day	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel burned out from my role as a licensed minister	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel emotionally drained from ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I contribute to a discernible and meaningful outcome(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I treat some people as impersonal objects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I worry ministry is hardening me emotionally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I care very little about what happens to some people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Please use the box below to tell us anything else that you wish to add or explain about any aspect of your **physical or mental wellbeing**.

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YOUR RELATIONSHIPS

Thank you. The next section asks about your current and recent experience of a range of different relationships. All your answers are confidential.

22. Which sources of support have you found beneficial to your flourishing in ministry over the last two years?

	Not beneficial	Moderately beneficial	Highly beneficial	Not applicable
Family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Congregation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior diocesan staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training incumbent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-diocesan networks/organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Theological education institution or initial ministerial education organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other source of support

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Please indicate how far you agree or disagree with the following statements.

23. First, please think about your family (whichever meaning of 'family' is important to you):

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
Overall, I am satisfied with the quality of my relationship with my family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I have sufficient time to spend with my family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. Next, your friends:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
Overall, I am satisfied with the quality of my relationships with my friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Your colleagues in your ministerial context (any formal role(s) you hold within or on behalf of the Church of England). This may include other clergy, lay people, and/or people of other or no religion.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
Overall, I am satisfied with the quality of my relationships with the people I work alongside	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I receive sufficient support from people I minister with	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. The people among whom you minister (for example your congregation if you are in parish ministry):

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
Overall, I am satisfied with the quality of my relationships with the people among whom I minister	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel love towards the people among whom I minister	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In general, I feel supported by the people among whom I minister	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel at home in this congregation / place of ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to leave this congregation / place of ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. Your diocese (thinking about the episcopal staff team and diocesan officers):

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
Overall, I am satisfied with the quality of my relationship with my diocese	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My diocese really cares about my health and wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My diocese cares about my opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Your employer (e.g. NHS Trust, University, National Church Institutions):

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
Overall, I am satisfied with the quality of my relationship with my employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My employer really cares about my health and wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My employer cares about my opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. Your Training Incumbent (if you are a Curate):

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
Overall, I am satisfied with the quality of my relationship with my Training Incumbent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The tasks assigned to me by my Training Incumbent help me to grow as a minister	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of hours my Training Incumbent expects me to work feels appropriate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. Your Curate (if you are a Training Incumbent):

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
Overall, I am satisfied with the quality of my relationship with my Curate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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31. Thinking about your relationships in general, would you say:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I have people in whom I can confide about important aspects of ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel isolated in my ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have people in whom I can confide about personal matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel isolated in my personal life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. Please use the box below for anything else you would like to add or explain about your **relationships**.

YOUR FINANCIAL AND MATERIAL SITUATION

Thank you, you have already completed half the survey. This section asks how you are doing with regards to finances and housing. All your answers are confidential.

33. Is your living accommodation tied to your post?

- Yes
- No
- It's complicated (please explain)

34. How far do you agree or disagree with the following statements?

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
My current living accommodation is adequate for my needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current living accommodation is a source of stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

35. How well would you say you are managing financially these days? Would you say you are:

- Living comfortably
- Doing all right
- Just about getting by
- Finding it quite difficult
- Finding it very difficult

36. Do you have any other **personal** income (apart from anything you receive for your ministry)?

- Yes
- No

37. Do you have any other **household** income (including from a spouse or partner)?

- Yes
- No

38. Thinking about all the roles in which you are engaged within or on behalf of the Church of England, do you always claim expenses to which you are entitled?

- Always
- Usually
- Sometimes
- Rarely
- Never
- Not applicable

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39. Which of the following benefits do you currently receive? (Please tick all that apply)

- Universal Credit
- Housing or Council Tax Reduction
- Tax Credits
- Income Support
- National Insurance Credits
- Sickness or Disability Benefits (including Personal Independence Payments)
- Child Benefit
- Pension Benefits (including state pension or pension credit)
- Carer's Allowance
- None

Other (please specify)

40. Over the past twelve months have you received any grants or other financial awards of £100 or more?

- Yes
- No

41. Do you currently owe money in any of the following ways? (Please tick all that apply)

- Car loan/car hire purchase
- Personal loan
- A loan secured on your home (excluding mortgages other than second mortgages)
- DSS/Social fund loan
- Student Loan Company loan
- Payment to creditors through debt management plan
- Overdraft
- Credit card, not paying balance of in full each month
- Store card, not paying balance of in full each month
- Catalogue/mail order purchase agreements
- Loan from money lender, debt collector or pawnbroker
- Loan from department store/other store
- Loan from family/friends
- None of these
- Don't know
- Prefer not to say

Other (please specify)

42. Thinking about the categories above, approximately how much money do you currently owe (excluding Student Loan Company loans)?

- None
- Less than £2,000
- £2,000 - £4,999
- £5,000 - £9,999
- Over £10,000
- Prefer not to say

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43. Please tell us how far you agree with the following statement:

My current levels of debt cause me anxiety.

Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

44. Please rate the following statements according to your current situation.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	No idea
I am able to save money regularly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have, or am on track to having, adequate provision in place for my retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45. Please rate the following statement according to your current situation.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	No idea	Not applicable (already retired)
I expect to need assistance from the Church with housing for my retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

46. Thinking about any role(s) in which you are engaged within or on behalf of the Church of England and for which you receive remuneration, do you make regular additional voluntary contributions towards your pension?

- Yes
- No
- Not applicable - retired or in a self-supporting role

47. Is there anything else you would like to add or explain about your **financial and/or material situation**?

YOUR EXPERIENCES OF MINISTRY

Thank you for your answers. In the last section about your wellbeing we would like you to think about your current ministerial experience, across the range of formal roles you perform within or on behalf of the Church of England. All your answers are confidential.

48. Please tell us how far you agree or disagree with the following statements.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I am free to make my own decisions about how to organise my days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am free to decide how I go about ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relative to colleagues in similar roles, I feel I have plenty of opportunities to participate in the life of my diocese	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the types of role available to me in the church so far	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand how my ministry contributes to the goals and objectives of the diocese	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Considering work both within and outside the church together, I normally take at least one full day off every week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In 2018 I took my full allowance of annual leave (from formal roles within or on behalf of the Church of England)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the tools and resources I need to do my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. Please tell us how far you agree or disagree with the following statements.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
My diocese offers adequate pastoral support for people like me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At a time of vulnerability I would access diocesan support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I regularly attend clergy meetings in my diocese	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I regularly attend meetings of church networks not organised through diocesan structures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my bishop values my ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel secure in my current post	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have adequate time to pray	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I spend adequate time in prayer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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50. Thinking about your vocation and calling, please rate the following statements according to your current experience.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
My sense of call is as strong as it was when I was first ordained	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a clear understanding of my vocation at this time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I am fulfilling my sense of vocation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My own values and theological tradition are similar to those of my present ministerial context	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied that my current role utilises my training and capabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my current role, I have a clear understanding of my responsibilities and what is expected of me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Over the last twelve months, I feel that I have grown as a minister	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

51. We would like to know about your experiences of difficult behaviour from other people. Please state to what extent you agree or disagree with the statements below.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Not applicable
I experience hostile and/or offensive treatment from clergy colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I experience hostile and/or offensive treatment from members of my congregation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I experience hostile and/or offensive treatment from senior diocesan staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I experience hostile and/or offensive treatment from members of my local community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I experience hostile and/or offensive treatment from any other people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please make use of this box for further comments if you wish.

Living Ministry Wave 2: Ordained ministers (new participants)

52. We would like to know which sources of development you have found helpful. Have you participated in any of the following over the past twelve months? If so, please indicate how beneficial each has been (if not, choose 'not participated').

	Participated and highly beneficial	Participated and moderately beneficial	Participated and not beneficial	Not participated
Formal mentoring or coaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ministerial development review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spiritual direction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diocesan day courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilitated small groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peer-led small groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
One-to-one pastoral supervision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retreats	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Role-specific development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership development programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Academic study	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Network conferences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IME Phase 2 training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other source of development

53. Overall, I have adequate time to spend on personal and ministerial development.

Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

54. Overall, I can access adequate funds to participate in relevant personal and ministerial development.

Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

55. Is there anything else you would like to add or explain about your **current or recent ministerial experience**?

YOUR MINISTRY

Thank you, that completes the questions on wellbeing. In this penultimate section, we would like to learn about some of the outcomes of your ordained ministry so we can understand more about what can help you flourish.

The following four sets of statements ask you to try to assess the ministry in which you are involved. For each statement we would like you to use the drop-down box to indicate:

- **How well the statement describes the context of your ministry (this might be your church, chaplaincy, theological institution or so on)**
- **How far your own ministry has had a positive impact on this in your current context (this might be through personal involvement or by enabling or encouraging other people)**
- **How far IME Phase 1 and Phase 2 have prepared you in this area (if you are currently in IME 2, please just tell us about IME 1)**

If you have more than one ministerial role, please think about your primary role. If the statement is not relevant to your ministry, please choose 'not applicable.'

Flourishing ministries take lots of different shapes, sizes and time-scales, and there are many reasons why particular ministries may be assessed differently on the statements below. We are only interested in patterns across anonymised, aggregated data, not in individual responses. The information you give here will not be used to judge you personally in any way and all data will be anonymised before analysis.

Living Ministry Wave 2: Ordained ministers (new participants)

56. Relationships with God

	This describes the context of my ministry	My ministry has had a positive impact on this in my current context	IME 1/2 have equipped me to have a positive impact on this
People experience God's love	<input type="text"/>	<input type="text"/>	<input type="text"/>
People grow in their faith	<input type="text"/>	<input type="text"/>	<input type="text"/>
People engage with Scripture in ways that connect with life	<input type="text"/>	<input type="text"/>	<input type="text"/>
People live out their faith in their daily life	<input type="text"/>	<input type="text"/>	<input type="text"/>
Energy comes from a desire to serve God and one another	<input type="text"/>	<input type="text"/>	<input type="text"/>
Children and young people are nurtured in their faith	<input type="text"/>	<input type="text"/>	<input type="text"/>
The way we conduct public worship honours God	<input type="text"/>	<input type="text"/>	<input type="text"/>
Occasional offices make sense of life and communicate faith	<input type="text"/>	<input type="text"/>	<input type="text"/>

57. Relationships with each other (internal relationships)

	This describes the context of my ministry	My ministry has had a positive impact on this in my current context	IME 1/2 have equipped me to have a positive impact on this
Different kinds of people (e.g. ages, social and ethnic backgrounds, and mental and physical abilities) are seen as a strength	<input type="text"/>	<input type="text"/>	<input type="text"/>
Relationships are nurtured	<input type="text"/>	<input type="text"/>	<input type="text"/>
People are cared for pastorally	<input type="text"/>	<input type="text"/>	<input type="text"/>
Newcomers are included	<input type="text"/>	<input type="text"/>	<input type="text"/>
Lay and ordained work as a team	<input type="text"/>	<input type="text"/>	<input type="text"/>
Children and young people are helped to contribute	<input type="text"/>	<input type="text"/>	<input type="text"/>
The different gifts, experiences and faith journeys of all are valued and given expression	<input type="text"/>	<input type="text"/>	<input type="text"/>

Living Ministry



Living Ministry Wave 2: Ordained ministers (new participants)

58. Relationships with others (outward relationships)

This describes the context of my ministry

My ministry has had a positive impact on this in my current context

IME 1/2 have equipped me to have a positive impact on this

We are deeply rooted in the local community (or the specific community we are seeking to serve)

People have an active concern for those who do not know Christ

We want to grow in number

People share their faith

Enquirers are encouraged to explore and experience faith in Christ

People express God's love to those around them

We actively seek to make a positive difference to society

We work in partnership with others (e.g. other denominations, faiths, secular groups and networks)

59. Ways of working

	This describes the context of my ministry	My ministry has had a positive impact on this in my current context	IME 1/2 have equipped me to have a positive impact on this
We seek to explore what God wants us to be and do	<input type="text"/>	<input type="text"/>	<input type="text"/>
We are willing to make changes	<input type="text"/>	<input type="text"/>	<input type="text"/>
We enjoy what we do	<input type="text"/>	<input type="text"/>	<input type="text"/>
We recognise value in existing ways of working	<input type="text"/>	<input type="text"/>	<input type="text"/>
We consciously set goals	<input type="text"/>	<input type="text"/>	<input type="text"/>
We respond creatively to challenges	<input type="text"/>	<input type="text"/>	<input type="text"/>
We value and celebrate people's calling to serve God in their daily lives	<input type="text"/>	<input type="text"/>	<input type="text"/>
Administration is efficient	<input type="text"/>	<input type="text"/>	<input type="text"/>

BACKGROUND INFORMATION

Thank you. This is the last (and shortest) section, collecting some socio-demographic information. All your answers are confidential.

60. What is your date of birth? (Please type directly into the box, DD/MM/YYYY, or click on the year in the calendar to navigate to the right date)

Date

* 61. Are you currently:

- | | |
|--|--|
| <input type="radio"/> Single (never married or in a civil partnership) | <input type="radio"/> In a civil partnership |
| <input type="radio"/> In a relationship | <input type="radio"/> Divorced/separated |
| <input type="radio"/> Married | <input type="radio"/> Widowed |

Living Ministry Wave 2: Ordained ministers (new participants)

62. Is your spouse/partner ordained or in training for ordination?

Yes

No

Living Ministry Wave 2: Ordained ministers (new participants)

63. Apart from yourself, how many people normally live in your household?

64. Of these, how many are children aged 16 or younger?

65. Choose the option that best describes your ethnic group or background

- White - English / Welsh / Scottish / Northern Irish / British
- White - Irish
- White - Gypsy or Irish Traveller
- White - any other background
- Black - Caribbean
- Black - African
- Black - any other background
- Asian - Indian
- Asian - Pakistani
- Asian - Bangladeshi
- Asian - Chinese
- Asian - any other background
- Arab
- Mixed - White & Black Caribbean
- Mixed - White & Black African
- Mixed - White & Asian
- Mixed - any other mixed / multiple ethnic background
- Other ethnic group (please specify)

66. Choose one option that best describes how you think of yourself:

- Heterosexual
- Gay or lesbian
- Bisexual
- Other
- Prefer not to say

67. Do you identify as transgender?

- Yes
- No
- Prefer not to say

Living Ministry Wave 2: Ordained ministers (new participants)

68. Before training for ordination, what was your highest level qualification?

- Doctorate (PhD, DPhil etc.)
- Master's Degree, Postgraduate Certificate/Diploma (PGCE, PGDip etc.), NVQ Level 7 or equivalent
- Undergraduate Degree (BA, BSc etc.), Graduate Certificate/Diploma, NVQ Level 6 or equivalent
- Diploma of Higher Education (DipHE), Higher National Diploma (HND), Foundation Degree, NVQ Level 5 or equivalent
- Certificate of Higher Education (CertHE), Higher National Certificate (HNC), Higher Apprenticeship, NVQ Level 4 or equivalent
- A Level, AS Level, Advanced Apprenticeship, International Baccalaureate, NVQ Level 3 or equivalent
- GCSE grade A*-C, Intermediate Apprenticeship, O Level grade A-C, NVQ Level 2 or equivalent
- GCSE grade D-G, NVQ Level 1 or equivalent
- Pre-GCSE qualification
- No qualification
- Don't know
- Prefer not to say
- Other (please specify)

69. What were your parents' occupations when you were 16?

Mother (or guardian)

Father (or guardian)

70. Do you currently have another job alongside your ministry? (Please think of ministry as the full range of formal roles in which you are engaged within or on behalf of the Church of England.)

- Yes, full time.
- Yes, part time.
- No

If you have ticked 'Yes', please tell us what your other job is.

71. What was your occupation before you entered training for ordination? (If you had more than one occupation before you started training, please give the one you regard as your main occupation.)

72. How would you describe your theological outlook? Please indicate for each aspect, where 0 means 'not at all' and 6 means 'very much'. We know you may find it difficult to place yourself in these categories, and would be grateful if you could give even a rough indication.

	0	1	2	3	4	5	6
Liberal	<input type="radio"/>						
Conservative	<input type="radio"/>						
Catholic	<input type="radio"/>						
Evangelical	<input type="radio"/>						
Charismatic	<input type="radio"/>						

* 73. What is your full name? (This will be used only to enable us to draw on information from Crockford's Clerical Directory, and will be removed before your answers are based along to Living Ministry researchers. **All your answers are confidential.**)

74. If you prefer us to use a different email address, please enter it in the box below. (this will be used to send you a report of the survey and to invite you to the next stage of the project. It will be removed before your answers are passed to Living Ministry researchers for analysis.)

NEXT STEPS

Thank you very much for completing this questionnaire. We will send you a copy of the report of this phase of the research when it is completed.

If you would like more information about the project please have a look at our webpages, <https://www.churchofengland.org/ministry-development>, where updates and findings will be posted as they emerge.

We will be in touch again to invite you to the next stage of the project. In the meantime, if you have any further thoughts or comments regarding issues raised by this survey please let us know either by using the box below or by emailing Dr Liz Graveling at liz.graveling@churchofengland.org.

75. Comments: