# How Clergy Thrive: Questions for Reflection for Clergy

## Spiritual & vocational wellbeing (pp.8-17 in *How Clergy Thrive*)

1. Who is or can be a conversation partner in your ongoing vocational discernment?
2. How can you make the most of your Ministerial Development Review?
3. How does the balance of your ministry look? Have you got gifts/skills/callings that are not being fulfilled?
4. Are you feeling burdened by tasks you are not equipped to do? How? Who knows about this?
5. Can you encourage yourself by reminding yourself of your original call? Note down the key elements.
6. Who can you talk to on an ongoing basis about your spiritual development? Have you got a spiritual director?
7. Do you have healthy prayer rhythms in place? How can you build these up? Could you incorporate prayer more into your regular routines?
8. Where do you find spiritual nourishment? Can you draw on reading, sermon podcasts, conferences, creative arts, or worship or other spiritual activities outside your primary ministry context?
9. Do you take an annual (or more frequent) retreat? How can you ensure this happens?
10. What spaces do you have to talk and pray openly with other people?

# How Clergy Thrive: Questions for Reflection for Clergy

## Physical & mental wellbeing (pp.18-27 in *How Clergy Thrive*)

1. Do you have healthy rhythms of work, rest, prayer and exercise? How could you build these up?
2. How well do you eat? What could you do to improve your diet?
3. What provision does your diocese make for counselling services?
4. Which charitable trusts, such as St Luke’s, Sheldon or the Clergy Support Trust, could you apply to for assistance with physical or mental healthcare?
5. How can you invest in building up your own resilience through reading and personal development courses?
6. From whom do you experience demands? Can you have honest conversations with these people about expectations? If not, who could help facilitate such conversations?
7. Can you ration or delegate meetings? How?
8. Do you have a mentor or coach? How could you go about looking for one?
9. How can you ensure you have time and space away from work? Can you give yourself permission to rest? Whose permission do you need?
10. How flexible is your work? How can you maximise this?
11. Which of the following might be helpful?
    * Ringfencing days off, annual leave, time with family and friends, and other ‘down time.’
    * Switching off your phone during rest times.
    * Using different phone numbers for work and personal life.
    * Getting away from the parish during rest times.
    * Moving meetings and the parish office out of your home.
    * Recording hours worked to relieve feelings of guilt.
    * Writing down work-related thoughts and concerns to ‘park’ them during rest times.
12. Who would you talk to if you were experiencing ill-health physically or mentally? Have you got support structures in place? If not, who can you talk to about this?
13. What provision is there in your diocese to support your physical and mental health?

# How Clergy Thrive: Questions for Reflection for Clergy

## Relationship wellbeing (pp.28-37 in *How Clergy Thrive*)

1. How can you proactively build peer and diocesan relationships?
2. How can you ringfence time with people who care about you?
3. How does your ministry affect your family, and how does your family affect your ministry?
4. How much time do you spend with people unrelated to your work?
5. Where can you give yourself permission to spend time with friends and family, not thinking about work?
6. If you are struggling to maintain friendships, can you identify a small number to invest in intentionally?
7. Where do you place your relational boundaries with those amongst whom you minister? Do they understand the demands of your role and your personal limits?
8. How could you use team facilitation or personality profiling to build relationships in your PCC or leadership team?
9. What other tools or strategies could you draw on to help your team work better together?
10. When might it be helpful for your wellbeing to remove your clerical collar?
11. Where are your safe spaces? Who can you talk to openly and honestly?
12. How could you use private social media groups for support?
13. What networks of people in similar situations are there that you could join?
14. If you have a curate or a training incumbent, are you able to have honest conversations about expectations about role, workload, ministry style, working conditions etc.?

# How Clergy Thrive: Questions for Reflection for Clergy

## Financial & material wellbeing (pp.38-47 in *How Clergy Thrive*)

1. How easy is it to make ends meet each month?
2. What would you do in a financial crisis?
3. How often are you able to save?
4. Do you budget? How could this help?
5. Do you know what provision you have for retirement? Can you do anything more to plan for this?
6. Who can you talk to about housing issues, financial matters and retirement plans?
7. Have you explored other potential sources of financial support (e.g. diocesan, trusts, government)?
8. Do you always claim expenses? If you are in parish ministry, how easy do you find it to draw boundaries between your own finances and those of your church?

# How Clergy Thrive: Questions for Reflection for Clergy

## Participation wellbeing (pp.48-53 in *How Clergy Thrive*)

1. How could you proactively build relationships with peers, senior clergy and diocesan officers?
2. If you are feeling under pressure regarding attendance and finance, you are not alone. Who could you talk to about this?
3. How are people included or excluded in your deanery or diocese?
4. Are there things you could change to be more inclusive, e.g. rotating the times and locations of meetings?

# How Clergy Thrive: Questions for Reflection for Clergy

## The big picture (p.58 in *How Clergy Thrive*)

1. As you have read *How Clergy Thrive*, what has struck you most about clergy wellbeing? What troubles you?
2. How has the Covid-19 pandemic changed your personal and ministerial practices and affected your wellbeing?
3. Where do you think you are doing and feeling well at the moment, and what are you finding challenging?
4. Which things could be impacted by a small, doable change, which is it hard to know how to tackle, and which would require significant cultural or structural change?
5. What changes can you make and what must be left to others?
6. What practical steps will you take to follow this up?
7. With whom can you talk about it?