



## Living Ministry Wave 1: Ordained Ministers

Welcome to the Living Ministry project. Thank you for taking the time to let us know about yourself and your ministry. We hope this information 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. Questions marked with an asterisk \* require an answer for you to move on to the next page.
5. The survey should take you about 25 minutes to complete. 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.



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### MINISTRY DETAILS

**This section collects some information about your ordination training and current ministry. All your answers are confidential.**

1. Please indicate the kind of ministry for which you were originally recommended (please tick all that apply).

- |   |   |
|---|---|
| <input type="checkbox"/> Incumbency             | <input type="checkbox"/> Ministry in Secular Employment |
| <input type="checkbox"/> Assistant Ministry     | <input type="checkbox"/> Potential Theological Educator |
| <input type="checkbox"/> Pioneer Ministry       | <input type="checkbox"/> Ordained Local Minister        |
| <input type="checkbox"/> Other (please specify) |   |

\* 2. Was Phase 1 of your initial ministerial education (i.e. the training you received prior to ordination):

- Full-time residential
- Part-time non-residential
- Full-time mixed mode
- Part-time mixed mode
- Other (please specify)

\* 3. In which year were you ordained as a deacon?



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**Please answer the following questions. If you are currently on temporary leave, please answer in relation to your normal ministerial role(s).**

\* 4. 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"/> Holding Permission to Officiate |
| <input type="checkbox"/> In a self-supporting role   | <input type="checkbox"/> Employed                        |
| <input type="checkbox"/> In a house-for-duty role  | <input type="checkbox"/> Freehold                        |
| <input type="checkbox"/> Retired, active in ministry   | <input type="checkbox"/> Under Common Tenure             |
| <input type="checkbox"/> Retired, non-active in ministry   | <input type="checkbox"/> In a fixed-term role            |
| <input type="checkbox"/> Other (please specify)<br><br><div style="border: 1px solid black; height: 40px; width: 100%;"></div> |  |

\* 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"/> Minister in Secular Employment               |
| <input type="checkbox"/> Priest-in-Charge                               | <input type="checkbox"/> Ordained Pioneer Minister                    |
| <input type="checkbox"/> Team Rector                                    | <input type="checkbox"/> Theological Educator                         |
| <input type="checkbox"/> Team Vicar                                     | <input type="checkbox"/> Diocesan Role                                |
| <input type="checkbox"/> Chaplain                                       | <input type="checkbox"/> Employed by the National Church Institutions |
| <input type="checkbox"/> Ordained Local Minister                        | <input type="checkbox"/> Curate                                       |
| <input type="checkbox"/> Assistant or Associate Minister                |   |
| <input type="checkbox"/> Other (please specify)<br><input type="text"/> |   |

\* 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

12. In what kind of ministry do you work? (Please tick all that apply, thinking about all the roles you hold within or on behalf of the Church of England.)

- Member of a team ministry
- Assist another ordained minister(s)
- Assisted by another ordained minister(s)
- Training Incumbent
- Work completely on my own
- Work with a team of lay people / with a lay ministry
- Work with a team of lay and ordained people
- Work with a minister(s) of a different faith(s)
- Other (please specify)

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\* 13. Does all or part of your role involve ministering in a church?

- Yes
- No



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\* 14. Please give the name(s) of the benefice(s) in which you minister (if you don't know the name of your benefice, please give the name of your parish). This will be used to enable us to draw on church records (Statistics for Mission) held by the Research & Statistics Unit.

\* 15. Please give the name of the church in which you minister (if you minister in several places, please give the one in which you spend most of your time). This will be used to enable us to draw on church records (Statistics for Mission) held by the Research & Statistics Unit.

16. 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

17. 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).

Single-church benefice

Church plant

Single-parish multi-church benefice

Fresh Expression

Multi-parish benefice

Local Ecumenical Partnership

Extra-parochial place

Other (please specify)

18. How would you describe the theological outlook of your current church? Please indicate for each aspect, where 0 means 'not at all' and 6 means 'very much'. If you minister in more than one place, please think about the one in which you spend most of your time.

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### YOUR PHYSICAL AND MENTAL WELLBEING

**The following section collects information relating to 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.**

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

- Excellent
- Good
- Fair
- Poor

\* 20. Do you have any long-standing illness, disability or infirmity (anything that has troubled you or is likely to affect you over a period of time)?

- Yes
- No
- Prefer not to say

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21. How much does this/these condition(s) limit the kind of work or the amount of work that you can do? Please indicate by moving the marker along the scale between 0 and 100.

It does not affect my work  
at all (0)

It affects my work a great  
deal (100)

22. Please tell us about any adjustments you need in relation to this/these condition(s) in order to carry out your ministry, and to what extent these are in place.



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23. During the past four weeks, how often did you (for whatever reason, even if not related to your ministry):

24. 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"/>

25. Thinking of ministry as any formal role(s) you hold within or on behalf of the Church of England, over the past twelve months how often have you been able to do the following?

26. Please rate the following statements in relation to your ministry (meaning any formal role(s) you hold within or on behalf of the Church of England).



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

28. 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"/>				

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



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### YOUR RELATIONSHIPS

**The following section asks about your current and recent experience of a range of different relationships. All your answers are confidential.**

30. 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	<input type="text"/>			



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

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

### 32. Next, your friends:

33. 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.

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

35. Your diocese (the episcopal staff team and diocesan officers):

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

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

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



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39. 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"/>

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



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### YOUR FINANCIAL AND MATERIAL SITUATION

This section asks about how you are doing with regards to finances and housing. All your answers are confidential.

41. Is your living accommodation tied to your post?

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

42. 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"/>

43. 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

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

- Yes
- No

45. Do you have any other **household** income?

- Yes
- No

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

- Yes
- No

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

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I am able to save money regularly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have adequate provision in place for my retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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



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### YOUR EXPERIENCES OF MINISTRY

**Now 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.**

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
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"/>
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"/>
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"/>
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"/>

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
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 non-diocesan church networks (i.e. not organised through diocesan structures)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel excluded from non-diocesan church networks	<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 will be able to stay in my present role as long as I wish	<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"/>



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50. 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? For each one, please indicate how beneficial it has been or what your main reason was for not participating.

	Level of benefit	Main reason for not attending
Mentoring or coaching	<input type="text"/>	<input type="text"/>
Ministerial development review	<input type="text"/>	<input type="text"/>
Spiritual direction	<input type="text"/>	<input type="text"/>
Diocesan day courses	<input type="text"/>	<input type="text"/>
Facilitated small groups	<input type="text"/>	<input type="text"/>
Peer-led small groups	<input type="text"/>	<input type="text"/>
Retreats	<input type="text"/>	<input type="text"/>
Role-specific development	<input type="text"/>	<input type="text"/>
Leadership development programme	<input type="text"/>	<input type="text"/>
Academic study	<input type="text"/>	<input type="text"/>
Network conferences	<input type="text"/>	<input type="text"/>
IME Phase 2 training	<input type="text"/>	<input type="text"/>
Other (please specify below)	<input type="text"/>	<input type="text"/>
Other source of development	<input type="text"/>	

51. 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"/>

52. 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"/>



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53. 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 others	<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.

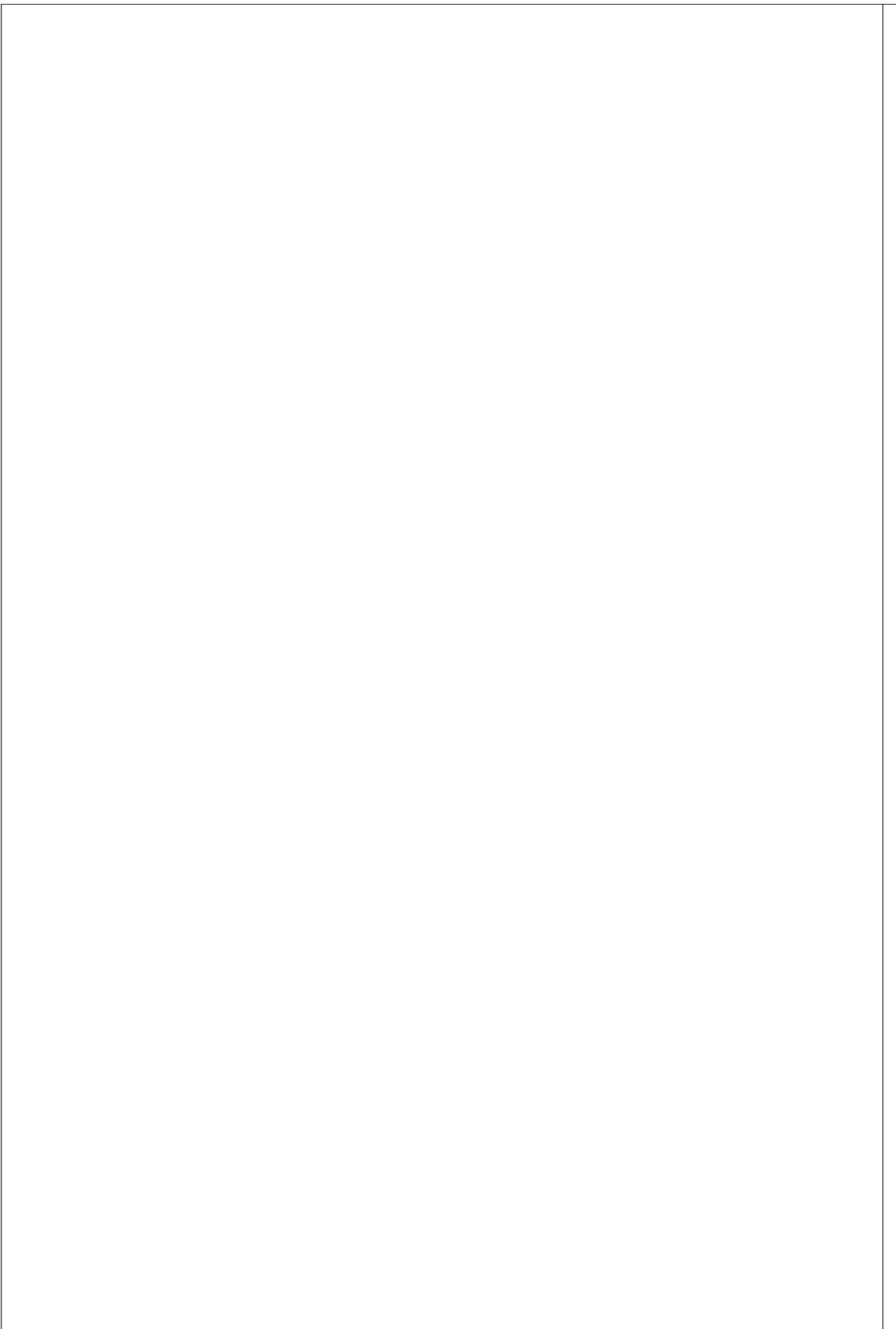


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54. Thinking about your vocation and calling, please rate the following statements according to your current experience.

	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"/>
I feel that I enact my calling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Within my present ministerial context, I can express myself in ways that are consistent with my inner thoughts and feelings	<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"/>

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





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### BACKGROUND INFORMATION

The following section collects some socio-demographic information. All your answers are confidential.

\* 56. What is your date of birth?

Date DD MM YYYY  
[ ] / [ ] / [ ]

57. Are you currently:

- |  |  |
|--|--|
| <input type="radio"/> Single (never married) | <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                |

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

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

\* 60. Choose one option that best describes your ethnic group or background:

- |   |  |  |
|---|--|--|
| <input type="radio"/> White - English / Welsh / Scottish / Northern Irish / British | <input type="radio"/> Black - any other background | <input type="radio"/> Arab   |
| <input type="radio"/> White - Irish   | <input type="radio"/> Asian - Indian               | <input type="radio"/> Mixed - White & Black Caribbean                      |
| <input type="radio"/> White - Gypsy or Irish Traveller                              | <input type="radio"/> Asian - Pakistani            | <input type="radio"/> Mixed - White & Black African                        |
| <input type="radio"/> White - any other background                                  | <input type="radio"/> Asian - Bangladeshi          | <input type="radio"/> Mixed - White & Asian                                |
| <input type="radio"/> Black - Caribbean   | <input type="radio"/> Asian - Chinese              | <input type="radio"/> Mixed - any other mixed / multiple ethnic background |
| <input type="radio"/> Black - African   | <input type="radio"/> Asian - any other background |  |
| <input type="radio"/> Any other ethnic group (please specify)                       |  |  |

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

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



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

Mother (or guardian)

Father (or guardian)

63. 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

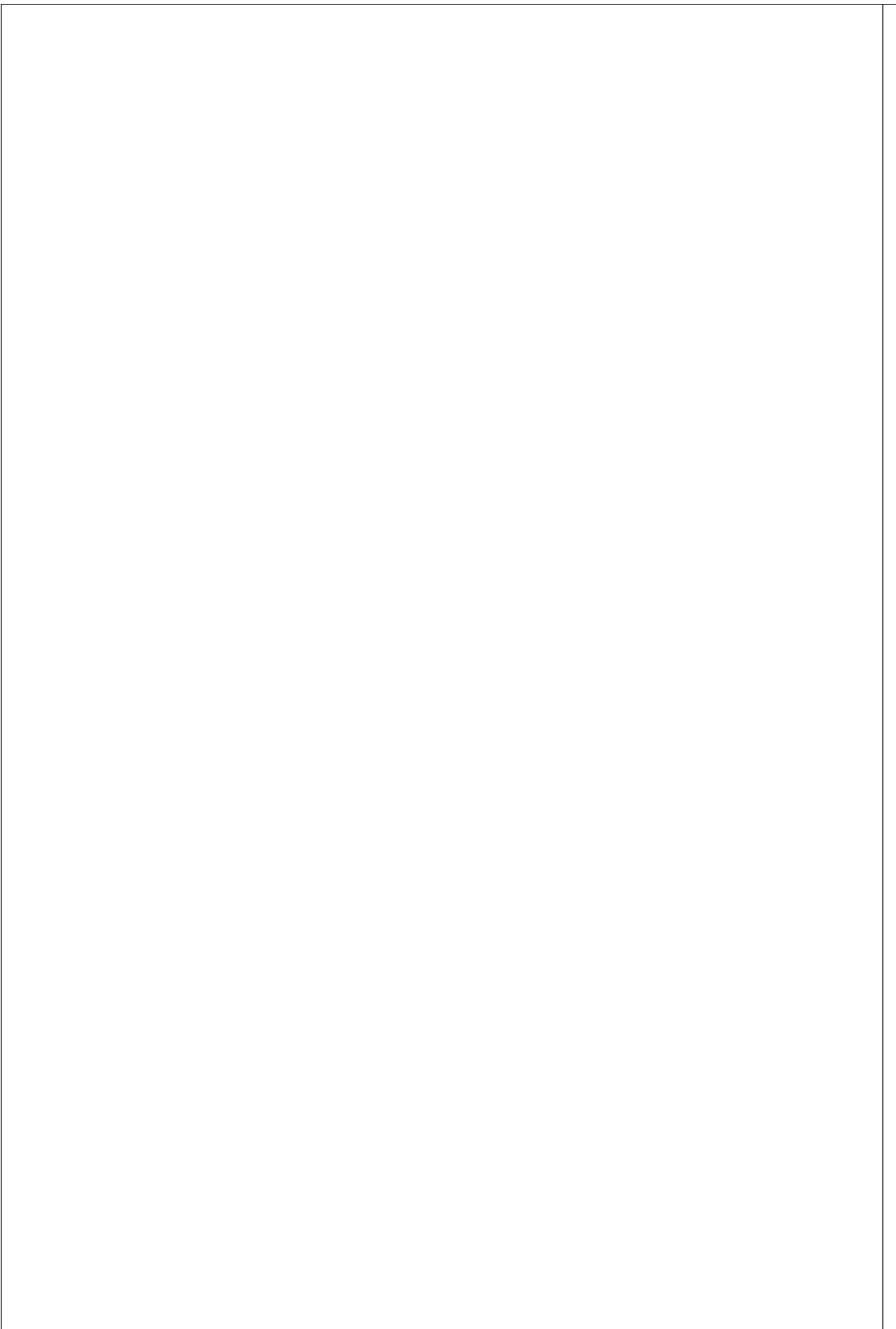
If you have ticked 'Yes', please tell us what your other job is.

64. What was your occupation before you were ordained? (If you had more than one job before you were ordained, please give the one you regard as your main occupation.)

65. How would you describe your theological outlook? Please indicate for each aspect, where 0 means 'not at all' and 6 means 'very much'.

	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"/>						

\* 66. 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 passed to Living Ministry researchers.  
**All your answers are confidential.**)





## Living Ministry Wave 1: Ordained Ministers

### 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 prefer us to use a different email address please tell us in the box below.**

**If you would like more information about the project please have a look at our website, [www.ministrydevelopment.org.uk/living-ministry-research](http://www.ministrydevelopment.org.uk/living-ministry-research), 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](mailto:liz.graveling@churchofengland.org).**

67. Comments: