

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. This has of course been an exceptional year but please just respond according to your current situation, not how you think you would respond in 'normal' times.

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 on your ministry as a whole, unless otherwise indicated.
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 30-45 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.

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

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.**

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

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

* 6. 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) | |

* 7. 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):

8. Is your primary role:

- Full time
- Part time

9. 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

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

Yes

No

11. 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

12. 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) | |

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 your ministry. All your answers are confidential.

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

- Excellent
- Good
- Fair
- Poor

14. Compared with before the pandemic would you say your physical health at the moment is on the whole:

- Better
- About the same
- Worse

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

- Yes
- No
- Prefer not to say

16. 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

17. 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"/>

18. 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've been feeling useful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've been feeling relaxed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've been feeling interested in other people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've had energy to spare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've been dealing with problems well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've been thinking clearly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've been feeling good about myself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've been feeling close to other people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've been feeling confident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've been able to make up my own mind about things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've been feeling loved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've been feeling interested in new things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I've been feeling cheerful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. 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"/>

20. Compared with before the pandemic, would you say your mental wellbeing is:

- Better
- About the same
- Worse

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**.

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 12 months?

	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

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"/>
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"/>

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 (if employed rather than stipended 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"/>

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. Compared with before the pandemic, I feel:

- Less isolated in my ministry
- No different regarding how isolated I feel in my ministry
- More isolated in my ministry

33. 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.

34. Is your living accommodation tied to your post?

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

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. How well would you say you are managing financially these days compared to before the pandemic?

- Better
- About the same
- Worse

37. 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

38. 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"/>

39. 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"/>

40. 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.

41. 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 2020 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"/>

42. 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"/>

43. 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"/>

44. Compared with before the pandemic, I feel I am fulfilling my sense of vocation:

- More
- About the same
- Less

45. We would like to know which sources of development you have found helpful. Have you participated in any of the following, in any context, 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 participating
Formal 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"/>
One-to-one pastoral supervision	<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 or reasons for not participating

46. 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"/>

47. 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

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

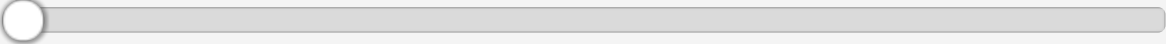
The next questions ask how you interact with others in your ministry.

This is a scale where one end means you make all decisions yourself and the other means you have very little scope to make decisions. First, where would you place yourself on the scale for the following aspects of your ministry? Second, where would you like to place yourself to enable you to flourish in ministry? (Please click on or touch the slider to record a response.)

Organising my days

49. Organising my days: where I am now

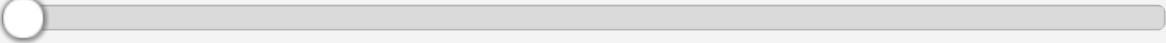
I have complete control of my diary	I decide with others how my time is used	I have very little control over my diary
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A horizontal slider bar with a circular knob on the left side, positioned at the far left end.

50. Organising my days: where I would like to be

I have complete control of my diary	I decide with others how my time is used	I have very little control over my diary
-------------------------------------	--	--

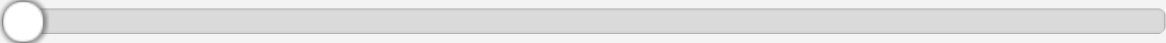


A horizontal slider bar with a circular knob on the left side, positioned at the far left end.

The way I go about ministry

51. The way I go about ministry: where I am now

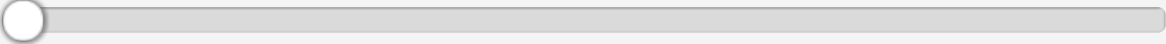
I alone choose the way I go about ministry	I decide with others how I go about ministry	I have little choice about the way I go about ministry
--	--	--



A horizontal slider bar with a circular knob on the left side, positioned at the far left end.

52. The way I go about ministry: where I would like to be

I alone choose the way I go about ministry	I decide with others how I go about ministry	I have little choice about the way I go about ministry
--	--	--



A horizontal slider bar with a circular knob on the left side, positioned at the far left end.

Choosing a post or role

53. Choosing a post or role: where I am now

Choosing my next post is likely

My next post is likely to be my own choice to be a decision made with others I am likely to have little choice over my next post

54. Choosing a post or role: where I would like to be

Choosing my next post is likely

My next post is likely to be my own choice to be a decision made with others I am likely to have little choice over my next post

Changing the things that stop me flourishing in ministry

55. Changing the things that stop me flourishing in ministry: where I am now

I can change the things that stop me flourishing in ministry myself If I work with others, I can change the things that stop me flourishing in ministry I cannot change the things that stop me flourishing in ministry

56. Changing the things that stop me flourishing in ministry: where I would like to be

I can change the things that stop me flourishing in ministry myself If I work with others, I can change the things that stop me flourishing in ministry I cannot change the things that stop me flourishing in ministry

The style/tradition of my ministry

57. The style/tradition of my ministry: where I am now

I choose the style/tradition of my ministry I decide with others the style/tradition of my ministry I have little say in the style/tradition of my ministry

58. The style/tradition of my ministry: where I would like to be

I choose the style/tradition of my ministry

I decide with others the style/tradition of my ministry

I have little say in the style/tradition of my ministry

The vision and strategy of my church or workplace

59. The vision and strategy of my church or workplace: where I am now

I make most of the decisions about vision and strategy

Vision and strategy is decided in collaboration with others

I have little say over vision and strategy

60. The vision and strategy of my church or workplace: where I would like to be

I make most of the decisions about vision and strategy

Vision and strategy is decided in collaboration with others

I have little say over vision and strategy

Living Ministry Wave 3: new participants

61. This question considers the input you receive from others into the decisions you make in ministry. For each of these people or groups, please indicate how appropriate their amount and level of input is to help you flourish in ministry, or select 'not applicable'.

	Helpfulness of input	Amount of input	Not applicable
Congregation	<input type="text"/>	<input type="text"/>	<input type="text"/>
Parishioners	<input type="text"/>	<input type="text"/>	<input type="text"/>
Churchwardens	<input type="text"/>	<input type="text"/>	<input type="text"/>
PCC	<input type="text"/>	<input type="text"/>	<input type="text"/>
Bishop	<input type="text"/>	<input type="text"/>	<input type="text"/>
Archdeacon	<input type="text"/>	<input type="text"/>	<input type="text"/>
Training incumbent	<input type="text"/>	<input type="text"/>	<input type="text"/>
Line manager	<input type="text"/>	<input type="text"/>	<input type="text"/>
Colleagues (lay or ordained)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Senior Diocesan staff	<input type="text"/>	<input type="text"/>	<input type="text"/>
Rural/Area Dean	<input type="text"/>	<input type="text"/>	<input type="text"/>
Other	<input type="text"/>	<input type="text"/>	<input type="text"/>

Other (please specify)

62. This question considers the ways or places you might reflect on your ministry (for example Ministerial Development Review), and the ways in which they might be beneficial (for example 'Measuring your performance'). For each item, please tick the way(s) it is beneficial.

	Measuring your performance	Ensuring you enact your role well	Allowing you to talk openly about your ministry	Providing feedback and support	Does none of these	Not applicable
Ministerial Development Review	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PCC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Standing Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Spiritual Direction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pastoral supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Peer networks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal spiritual practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Deanery chapter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Facilitated small groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Peer led small groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other please specify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

YOUR MINISTRY CONTEXT

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 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).**

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.

63. Your ministry context

	This describes the context of my ministry	My ministry has had a positive impact on this in my current context
People grow in their faith	<input type="text"/>	<input type="text"/>
People engage with Scripture in ways that connect with life	<input type="text"/>	<input type="text"/>
People live out their faith in their daily life	<input type="text"/>	<input type="text"/>
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"/>
People are cared for pastorally	<input type="text"/>	<input type="text"/>
Lay and ordained work as a team	<input type="text"/>	<input type="text"/>
We are deeply rooted in the local community (or the specific community we are seeking to serve)	<input type="text"/>	<input type="text"/>
People have an active concern for those who do not know Christ	<input type="text"/>	<input type="text"/>
People share their faith	<input type="text"/>	<input type="text"/>
We actively seek to make a positive difference to society	<input type="text"/>	<input type="text"/>
We are willing to make changes	<input type="text"/>	<input type="text"/>
We respond creatively to challenges	<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.

64. 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 of Birth

Date

* 65. 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 |

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

Yes

No

67. Apart from you, how many people normally live in your household?

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

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

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

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

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

71. Do you identify as transgender?

- Yes
- No
- Prefer not to say

72. 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)

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

Mother (or guardian)

Father (or guardian)

74. 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.

75. 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.)

76. 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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conservative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Catholic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evangelical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Charismatic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 77. What is your full name? (This will be used only to enable us to draw on information from Crockford's Clerical Directory, and once the information from the other sources has been linked, your name and contact details will be detached from the data before analysis begins. **All your answers are confidential.**)

78. 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 will be detached from the data before analysis begins.)

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/living-ministry>, 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.

79. Comments: