



Living Ministry Wave 4, 2023

**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 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



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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"/> My ordained ministry is outside the Church of England                               |
| <input type="checkbox"/> Other (please specify)          |  |

4. Which diocese are you a part of? This is used to understand which dioceses are represented. **All your answers are confidential.**



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## MINISTRY OUTSIDE THE CHURCH OF ENGLAND

5. Thank you for engaging with the Living Ministry research. The scope of this survey is clergy ministering within the Church of England so there is no need for you complete the rest of the questionnaire. If there is anything you would like to tell us about your reasons for moving to a role outside the Church of England, please use the box below. On the next page we will ask for your name and date of birth so we can link your response to previous waves of the research.

# LIVING **ministry**



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## LEAVING MINISTRY

6. 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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\* 7. Thinking about your ministry, are you currently:

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

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

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

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



## CHANGES OF POST

\* 12. Thinking about your primary role, have you changed post since the end of March 2021?

- No, I'm in the same role in the same location
- Yes, I'm doing the same role in a different location
- Yes, I'm in the same ministry location, e.g. benefice/hospital, but in a different role
- Yes, I've changed both role and location
- Other change (please specify)



# LIVING **ministry**



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## CURRENT CHURCH DETAILS

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

Yes

No



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14. 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

15. 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 your ministry. All your answers are confidential.**

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

- Excellent
- Good
- Fair
- Poor

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

- Yes
- No
- Prefer not to say

18. 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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19. 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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20. 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"/>



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21. 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 ordained 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"/>

22. 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.**

23. 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











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32. 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"/>

33. 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

**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. Overall, has the cost-of-living crisis so far negatively affected your financial wellbeing? Please consider the situation before receiving financial assistance, if any.

- Yes, substantially
- Yes, quite a lot
- Yes, slightly
- No, not at all

37. Have you received additional financial help related to the cost-of-living crisis (excluding universal government energy bill payments)? Please tick all that apply.

- No, I haven't needed additional assistance
- No, additional assistance would be/ have been helpful but I haven't received any
- Yes, from the government
- Yes, from a bishop's or diocesan discretionary fund
- Yes, from Clergy Support Fund
- Yes, from family
- Yes, from another source (please state);

38. Has this additional support made a difference?

- It has made a big difference
- It has made some difference
- It has made very little difference
- Not applicable - I did not receive additional support

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

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
My current financial situation causes me anxiety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

40. 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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41. 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"/>

42. 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"/>

43. 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

**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.**

44. 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 feel at home in the culture of my ministry context	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to be fully myself in my main ministry role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the context of my ministry, I am able to act in line with my values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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 2022 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"/>



45. 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 is a safe place for me to be myself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can contribute to shaping the culture of my diocese	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust the senior clergy in my diocese	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe my bishop has my best interests at heart	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust my diocese to look after my wellbeing	<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"/>
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"/>

46. 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 theological tradition is similar to that 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"/>

47. 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"/>
Performance and 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

48. 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"/>

49. 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"/>

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



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**YOUR EXPERIENCE OF LEADING CHANGE**

**In Wave 4, we are particularly exploring the relationship between leading change and wellbeing. In this section we'd like to ask about your experience of and approaches to leading change.**

**The Church of England, like many churches, has been changing for many years. For example, the COVID-19 pandemic brought about rapid change and has accelerated the need to address long-standing issues. As church life continues, churches may be changing as they face new challenges, or resisting change and trying to sustain familiar ways of being church.**

**This section asks about how you approach and are experiencing change in the Church at the moment. You may have a particular local change in mind that is preoccupying you at the moment, or you may be thinking about the general prospect of change in the Church at large. Please answer in terms that are suitable for your context.**

51. Please indicate how far you agree with each of the following statements:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I'm good at seeing where changes need to be made	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can see good reasons why we need to make changes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It's often hard to know what change is really needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think the need for change is often overstated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a greater need for change than ever before	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making changes is what I'm called to do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm energized in ministry by leading change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'd love to be more involved in bringing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

about change

Change is something I just have to put up with

I relish the challenge of doing something new

I usually know how to make necessary changes

I often don't have access to expertise required to make a change

I know how best to manage change in my context

I wish I had more training in how to facilitate change

I know where to get help when I need to make a change

I feel confident about making changes

I find it difficult to make changes even when I see where they need to be made

I struggle to persuade people to change their ways

I'm better at maintaining routine patterns of ministry

I have the resources I need to make changes

Changes I have been involved in have made a difference

I make changes but often they don't last

I often encounter resistance to changes I make

Changes I initiate are usually followed through

Changes in the church don't tend to lead to anything

52. Please indicate how far you agree with each of the following statements:



understanding of  
the people I  
minister among

☺ ☺ ☺ ☺ ☺ ☺

I communicate what  
is going on for me  
(including difficult  
feelings) in calm  
and objective  
language

○ ○ ○ ○ ○ ○

I approach  
whatever arises in  
any situation with  
curiosity more than  
judgement

○ ○ ○ ○ ○ ○

I like to be the  
personal driver  
behind change

○ ○ ○ ○ ○ ○

I am able to put my  
finger on what is  
really going on AND  
communicate it

○ ○ ○ ○ ○ ○

I go blindly into  
situations  
unprepared, or  
without conscious  
intention or  
attention

○ ○ ○ ○ ○ ○

I put effort behind  
sustaining my  
attention to the  
present moment  
and not getting  
distracted

○ ○ ○ ○ ○ ○

I notice, and tune  
into, the emotions  
and feelings of  
groups and the  
wider system  
around them

○ ○ ○ ○ ○ ○

I incorporate  
multiple, different  
perspectives with  
an open mind in  
order to build up a  
broader picture of  
the reality of the  
situation

○ ○ ○ ○ ○ ○

I can fail to regulate  
my emotions in the  
moment and "lose  
it" in certain  
situations

○ ○ ○ ○ ○ ○

I work effectively to  
create a shared  
sense of purpose  
and meaning for  
change

○ ○ ○ ○ ○ ○

I am not afraid to  
break my patterns  
and routines and  
consciously try out  
new ways of doing

○ ○ ○ ○ ○ ○



things

I pay attention to what is happening in the present moment with a positive, appreciative and generous attitude

I tune into and interpret my own experience as a sign of what is going on around me

I seem to have a self-indulgent, self centred or non listening style that informs how I approach situations

I never avoid initiating difficult conversations



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## BACKGROUND INFORMATION

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

\* 53. 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

 

\* 54. Are you currently:

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



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

Yes

No

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

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

58. 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 - Roma
- White - any other background
- Other ethnic group (please specify)

59. Choose one option that best describes you:

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

60. Do you identify as transgender?

- Yes
- No
- Prefer not to say

**The following four questions are used widely by government and industry and will allow us to understand the social mobility of clergy in relation to the wider UK population.**

61. What was the occupation of your main household earner when you were aged about 14? (Please select one option).

- Modern professional & traditional professional occupations** e.g. clergy, teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer.
- Senior, middle or junior managers or administrators** e.g. finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.
- Clerical and intermediate occupations** e.g. secretary, personal assistant, call centre agent, clerical worker, nursery nurse.
- Technical and craft occupations** e.g. motor mechanic, plumber, printer, electrician, gardener, train driver.
- Routine, semi-routine manual and service occupations** e.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.
- Long-term unemployed** (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
- Small business owners who employed less than 25 people** e.g. corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.
- Other e.g. retired
- I don't know
- Prefer not to say

62. Which type of school did you attend for the most time between the ages of 11 and 16? (Please select one option).

- State-run or state-funded school - non-selective
- State-run or state-funded school - selective on academic, faith or other grounds
- Independent or fee-paying school
- Independent or fee-paying school - where I received a means tested bursary covering 90% or more of the total cost of attending throughout my time there
- Attended school outside the UK
- Other
- I don't know
- Prefer not to say

63. If you finished school after 1980, were you eligible for free school meals at any point during your school years? (Please select one option).

- Yes
- No
- Not applicable (finished school before 1980 or went to school overseas)
- I don't know
- Prefer not to say

64. Did either of your parents attend university by the time you were 18?

- No, neither of my parents attended university
- Yes, one or both of my parents attended university
- I don't know
- Prefer not to say

65. 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)

66. 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.

67. 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.)



68. 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"/>

\* 69. What is your full name? (This will be used only to enable us to draw on information from Crockford's Clerical Directory, and to link to your responses in previous waves, 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.**)

70. 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.)



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## 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, if appropriate. 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).**

71. Comments: