



Living Ministry Wave 5, 2025

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 around 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, continue to survey
- ☐ No, exit survey



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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. Living Ministry surveys those ordained deacon in 2006, 2011, and 2015, as well as those who started training for ordination in 2016. Please indicate which of these you are:

- ☐ Ordained in 2006
- ☐ Ordained in 2011
- ☐ Ordained in 2015
- ☐ Started training in 2016



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Year of ordination

3. In which year were you ordained deacon?



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* 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"/> 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) | |

5. 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

6. 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.



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LEAVING MINISTRY

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

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



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* 9. 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) | |

* 10. 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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11. Is your primary role:

- ☐ Full time
- ☐ Part time

12. Thinking about your primary role, are you:

- | | |
|---|---|
| <input type="radio"/> In receipt of a stipend | <input type="radio"/> Retired, active in ministry |
| <input type="radio"/> In a self-supporting role | <input type="radio"/> Holding Permission to Officiate |
| <input type="radio"/> In a house-for-duty role | <input type="radio"/> Employed |
| <input type="radio"/> Other (please specify) | |



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CHANGES OF POST

* 13. Thinking about your primary role, have you changed post since the end of March 2023?

- ☐ No, I'm in the same role in the same location
- ☐ Yes, I'm doing a similar 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)



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CURRENT CHURCH DETAILS

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

☐ Yes

☐ No



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15. 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

16. 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.

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

- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor

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

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

19. 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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20. 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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21. 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"/>

[illegible]

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

[illegible]

24. 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 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 full of energy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am easily able to understand what the people I minister among feel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my ministry I look after people's problems very effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my ministry, I handle emotional problems very calmly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Through my ministry, I feel that I have a positive influence on people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel refreshed when I have been working closely with people in my ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. 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.

26. 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"/>
Spiritual Director	<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

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

[illegible]

	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 checked="" type="radio"/>	<input type="radio"/>

29. 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.

[illegible]

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

[illegible]

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

[illegible]



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35. 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"/>

36. 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.

37. Is your living accommodation tied to your post?

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

38. 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

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

- ☐ No
- ☐ Yes (please specify)

41. Thinking about your primary role,

Always

Usually

Sometimes

Rarely

Never

Not applicable

Are you able to
claim expenses to
which you are
entitled?



Do you claim
expenses to which
you are entitled?



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42. 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"/>

43. 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"/>

44. 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.

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
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 2024 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"/>

46. 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"/>

47. Please say how encouraged or discouraged you feel by the following:

[illegible]



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48. 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"/>



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49. 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

50. 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"/>

51. 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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CAUSES OF STRESS

52. Please tell us up to three things that most cause you stress in relation to your ordained ministry

1	<input type="text"/>
2	<input type="text"/>
3	<input type="text"/>

53. Please tell us up to three things that most give you hope in relation to your ordained ministry

1	<input type="text"/>
2	<input type="text"/>
3	<input type="text"/>

54. What one thing could your diocese or national church do that would improve your wellbeing?

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



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REFLECTIONS

This is the final wave of Living Ministry. In this final survey, we would like to ask for your reflections, firstly looking back to 2017 when the first Living Ministry survey was released, and secondly looking forward five years to 2030.

You may like to take a moment to recall your position eight years ago. You may have been in training, recently ordained, in your first incumbency or in another role. How has your wellbeing changed over this period?

56. Compared with 2017, would you say your physical health at the moment is on the whole:

- ☐ Better
- ☐ About the same
- ☐ Worse

57. Compared with 2017, would you say your mental wellbeing is:

- ☐ Better
- ☐ About the same
- ☐ Worse

58. Compared with 2017, do you feel:

- ☐ Less isolated in your ministry
- ☐ No different regarding how isolated you feel in your ministry
- ☐ More isolated in your ministry

59. How well would you say you are managing financially these days compared to 2017?

- ☐ Better
- ☐ About the same
- ☐ Worse

60. Compared with 2017, would you say your spiritual wellbeing is:

- ☐ Better
- ☐ About the same
- ☐ Worse

61. Compared to 2017, do you feel you are fulfilling your sense of vocation:

- ☐ More
- ☐ About the same
- ☐ Less

62. Compared to 2017, do you feel you have opportunity to participate as you would like to in the life of the diocese:

- ☐ More
- ☐ About the same
- ☐ Less



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LOOKING FORWARD

Now we'd like to ask you to look forward five years to 2030.

You may like to take a moment to reflect on your hopes for your ministry, consider your life-stage or that of any family members. As far as you know at the present, what are you most likely to be doing?

63. In five years' time, what are you likely to be doing?
(please tick all that apply)

- ☐ In the **same** role in the **same** location
- ☐ Doing a **similar** role in a **different** location
- ☐ In the **same** ministry location, e.g. benefice/hospital, but in a **different** role
- ☐ In a **different** ordained role in a **different** location
- ☐ In a role with **more** responsibility
- ☐ In a role with **less** responsibility
- ☐ **No longer active in ordained ministry**, for reasons other than retirement
- ☐ Retired, but **active** in ministry
- ☐ Retired, **no longer active** in ministry
- ☐ In active ministry, **but outside the Church of England**
- ☐ Other change or unsure (please explain)

64. Do you have any other reflections on changes to your wellbeing since 2017 or the future direction of your ministry?



Living Ministry Wave 5, 2025

BACKGROUND INFORMATION

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

* 65. 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

DD/MM/YYYY



* 66. 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 | |



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

☐ Yes

☐ No



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

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

70. 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)

71. Choose one option that best describes you:

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

72. Do you identify as transgender?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say



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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.

73. 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

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

- | | |
|---|--|
| <input type="radio"/> State-run or state-funded school - non-selective | <input type="radio"/> Attended school outside the UK |
| <input type="radio"/> State-run or state-funded school - selective on academic, faith or other grounds | <input type="radio"/> Other |
| <input type="radio"/> Independent or fee-paying school | <input type="radio"/> I don't know |
| <input type="radio"/> 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 | <input type="radio"/> Prefer not to say |

75. 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

76. 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



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77. 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)

78. 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.

79. 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.)

80. 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"/>

* 81. 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.**)



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NEXT STEPS

Thank you very much for completing this questionnaire. The report will be available [here](#) when it is published in late 2025 or early 2026.

This is the final Living Ministry survey, so we will not contact you again unless you have been taking part in our qualitative interviews and focus groups, in which case we will be in touch later this year to invite you to participate in the last round of these. We are immensely grateful for your contribution to the research, which continues to have a positive impact on support for clergy wellbeing at national and diocesan levels.

If you would like more information about the project, please have a look at our webpages, <https://www.churchofengland.org/living-ministry>, where reports and resources are posted as they emerge.

If you have any further thoughts or comments regarding this survey, issues raised by it, or things related to clergy wellbeing that we may have missed, please use the box below to let us know.

82. Comments: