

Clergy Wellbeing Survey Insights results

0:01

Hello everybody.

0:03

My name is Claire Lees.

0:04

I'm the Director of People and Ministry Development for the Diocese of Derby.

0:09

And I want to share with you today the results of the Clergy well-being survey.

0:14

Just as a quick reminder why we did the survey, we wanted to listen to you in a structured and Safeway.

0:22

We wanted to understand the current well-being temperature.

0:25

Moving beyond anecdote to evidence, the survey provides us with a baseline picture of well-being across the diocese in our clergy at one single point in time.

0:37

And without this baseline, it's really hard to accurately judge what's working well or where the pressures or the risks are emerging.

0:45

It also is hard to understand which groups or themes need attention.

0:51

We wanted to focus attention and prioritise resources in the right way and to track progress over time.

0:59

Understanding the survey results help to inform policies, practises and leadership behaviour.

1:06

Hopefully as well, the insights from the report will help to build trust and demonstrate transparency and show our commitment to taking action on what is heard and not just ask questions.

1:22

Bishop Libby asked me to manage the survey on her behalf, so I want to reassure you of our commitment to doing something about the results.

1:31

That commitment remains.

1:34

Firstly, let's take a look at the headlines.

1:39

The survey took place between the 17th of February and the 24th of March this year.

1:44

It was really encouraging to see a 70% participation rate.

1:49

We'd hope for more and we'll love to see more next year, but we're grateful that 70% gives us a strong confidence that the majority of people's opinions and voices have been heard.

2:01

There were a lot - 53 questions.

2:03

Thank you for giving your time to completing it.

2:06

In understanding the results, I just want to quickly share with you what the scores look like.

2:11

You might remember that a lot of the scaled questions were on a score of zero to 10.

2:18

The scores that we're looking at are average benchmarking results that our partner Hive recommend.

2:26

What they say is that a score lower than three falls within the negative range, a score between 3 and 4.9 falls within the slightly negative, a score between 5 and 6.9 falls within the moderate range, and a score of seven or more is a positive score.

2:48

Let's take a quick look at a summary of the highs and lows.

2:52

So the strengths were that as clergy you take your 24 hour break and also use your annual leave.

2:58

Relationships with lay colleagues is particularly strong.

3:03

Areas for improvement are a real difficulty in maintaining boundaries, difficulty in taking the 48 hour break every month.

3:12

Administrative support came across as a burden and a sense of belonging and connection needs to be improved.

3:23

The survey gave us a Clergy well-being Index overview and the score for that was 6.5.

3:30

As explained in an earlier slide, that's a moderate score.

3:35

You can see that financial and mental well-being was slightly lower than spiritual well-being.

3:44

We categorise the questions broadly into the themes from the Living in Ministry research and we can see the theme results here.

3:53

Financial and material and physical and mental health came out with a score of 6.7, which is a high moderate range.

4:04

Slightly underneath that was spiritual and vocational well-being, and then lower than that was relationships and participation.

4:13

All of those you return a moderate score.

4:18

The survey offered the opportunity to give some free text answers to two questions.

4:23

The first one was what one thing contributes most to your sense of well-being.

4:29

Some identified their relationship with God and sense of spiritual calling as central to their well-being.

4:36

Several people referred to prayer, worship, and participation in sacramental life as sustaining factors.

4:44

Others described finding well-being through a clear sense of vocation, feeling called to their ministry, and recognising God's faithfulness in their work.

4:54

Some noted that their sense of purpose came from believing that they were where God intended them to be, using their gifts for ministry, and seeing their work as glorifying God.

5:05

The spiritual dimension appeared across responses as a foundational element.

5:11

A number of people highlighted the role of family in supporting their well-being.

5:16

References to spouses were particularly common, with some clergy describing partners as providing love, support and encouragement.

5:25

Several mentioned the value of spending time with family members and noted that family support helped sustain them in their ministry.

5:33

Some indicated that their home life and close personal relationships provided an essential counterbalance to work demands.

5:42

The theme reflected how personal relationships outside of work contributed to the respondents' overall sense of well-being and resilience.

5:53

Respondents described how being appreciated and respected contributed to their well-being.

5:58

Several mentioned being valued by congregations, parishes and colleagues.

6:03

Some respondents noted the importance of supportive working environments both locally and at wider organisational levels.

6:12

Others refer to being heard, known and appreciated for their contributions.

6:17

The theme encompassed both formal recognition and informal expressions of support.

6:24

Some indicated that when their ministry was acknowledged and their efforts recognised by those they

work with and for, their support of their sense of well-being, affirmed their work, and several people identified rest, time off and maintaining boundaries as contributing to their well-being.

6:42

References to protect a time away from work, solitude and space for personal renewal appeared across responses.

6:51

Some respondents mentioned specific activities such as walking, being in nature and engaging in physical exercise.

6:58

Others describe the importance of being able to switch off from work demands and have undistracted personal time.

7:06

The theme reflected how respondents valued opportunities to step back from ministry responsibilities, recharge and maintain healthy practises that support their physical and mental well-being.

7:20

The second free text question was what single thing could add to your overall sense of well-being?

7:29

Respondents frequently referenced the need for additional time for rest and better management of workload.

7:36

Several mentioned wanting two days off per week or 48 hours off, with some noting the challenge of taking even one full day off given current demands.

7:47

Time for exercise and personal activities was mentioned as contributing to well-being.

7:53

Some respondents described workloads across multiple parishes as unsustainable over extended periods.

8:00

The balance between ministry responsibilities and personal time appeared as a recurring consideration, with some noting difficulties in maintaining boundaries around time off.

8:12

Administrative support was identified as something that would add to well-being.

8:17

Multiple respondents noted that having an administrator or parish office support would reduce stress and free up time for ministry activities.

8:26

The burden of routine administrative tasks, governance matters, and building related responsibilities was referenced as draining time and resources.

8:36

Several people suggested that Deanery level or cross parish admin support arrangements would be valuable, with some noting the diocesan handling of things like perhaps employment matters would be helpful.

8:50

Some referenced experiences with diocesan communication and support.

8:55

Several mentioned not receiving responses to emails or experiencing delays in communication from the offices, which was described as frustrating.

9:04

Some express the desire to feel valued and supported by senior staff and leadership, and the availability of practical support when difficult situations arise was mentioned.

9:16

People noted variation in responses across different diocesan departments, with some noting that certain officers respond efficiently while others don't.

9:26

There were few references, but some small references to concerns about theological direction and institutional trust, particularly relating to the living in love and faith process.

9:37

Those who mentioned it described this as divisive or demoralising and it is recognised as a national as well as local picture.

9:47

So we see that four survey themes have developed: Workload and boundaries, Admin support and resources, Diocesan communication and Connection, and Theological Direction and Institutional trust.

10:03

The survey gives us the opportunity to dig a little bit deeper and understand some further insights.

10:08

None of these answers are wrong, they're just a valid picture of how things are.

10:13

So 67% of our clergy workforce is over the age of 50, 34% are over 60/79.

10:20

Of our clergy work full time, 21 are single, widowed or divorced and 17 live alone.

10:30

32 clergy selected that they have neurodivergent conditions and about 1/4 of people have a health concern, whether that be physical, mental or emotional, that adversely impacts their ministry.

10:45

24% of clergy feel their well-being has worsened in the past year, 31% feel that it has improved and 45% feel that it has remained the same.

10:57

53% don't feel that they have enough church offices or resources that they need.

11:05

We saw that there is a little variation between sole clergy members and those who are part of the team.

11:12

Inner city, mixed and urban context have a slightly higher well-being index than those from market or rural contexts.

11:20

Those who have been in their role for less than three years or have been ordained for less than three years have a slightly higher well-being index than those with longer service.

11:32

Part time clergy score higher than full time clergy on mental and financial being on the Well-being Index, and those who receive a stipend score slightly lower.

11:46

So what are the next steps?

11:48

What happens now?

11:50

We know that collecting feedback does not equal change.

11:55

As shared with you by Bishop Malcolm recently, our commitment is to taking action.

12:03

The feedback loop is a helpful way to understand how to take the next step.

12:07

So step one, we now have our results.

12:11

Step 2 is to form some form of working party.

12:14

We already have our clergy well-being advisory group.

12:17

They've looked at the results and recommended some actions.

12:21

Those actions look at the priorities and what needs to be considered as top priority.

12:28

We're now in Step 4.

12:29

We're action planning, we're looking at what we need to do, what we can influence, recognising we can't change everything but there are some things we can and should do.

12:39

That's where we are today.

12:41

So that's the end of this presentation.

12:43

I wanted to give you the update and we will be providing you with further information and information on the action plan as soon as possible.

12:52

Thank you for listening.