



Managing Ministry Pressure Better Survey

A summary

This is a brief summary of the Managing Ministry Pressure Better Survey which was conducted in June 2014. The survey is only one source of information in the diocese about clergy wellbeing. It is by no means definitive, but it has been an effective tool in the identification of where the greatest pressures are felt, and an aid to setting priorities in resourcing clergy wellbeing.

Whilst some things can be addressed in a short timeframe, many of the issues raised are indicative of the need for longer term changes of ethos and attitude.

A fuller report is available hereon the website of Ely Diocese.

- The survey was completed by 136 clergy in the diocese, that is 58% of those invited to participate (the survey did not include Deans and Chaplains of the University of Cambridge).
- The survey questions were grouped in eight domains: Demands, Culture, Relationships, Ministry, Control, Role, Change, and Support.
- The results revealed that the domain in which the clergy of Ely Diocese are experiencing the greatest pressure is that of Demands, ie in the speed and volume of work, correspondence and meetings.
- Results for the domains of Culture, Relationships, Ministry and Support showed most respondents as being 'generally not pressured' in that domain and many reported as being 'very definitely not pressured' or 'definitely not pressured'.
- The results have been presented twice to the diocese. First to members of the Bishop's Senior Staff and then to a Focus Group. The Focus Group has met twice to discuss the results.

Actions taken by the diocese in response to the results

- Telephone conference facilities have been set up at the Diocesan Office to reduce time spent travelling to meetings. For access and usage details, click here: www.ely.anglican.org/information/document_downloads.html
- Training for dealing with correspondence/time management and the sharing of good practice is being planned as part of a wider Leadership Development Series. Contact ministry@ely.anglican.org for details.
- Time management training will take into consideration the gender specific correlation that relates to the pressure women feel from doing what they perceive to be work which is not part of their 'job' and compensating for others. The Adviser for Women's Ministry (the Revd Dr Jessica Martin) will use it to inform her work with individuals and groups.
- The new Ministerial Development Review process will enable clergy to develop a role description if they do not already have one, and to review their role description if they do. This will help with being clear about expectations and clarifying priorities. This work had already begun, but has been modified in light of the information received through the survey. www.ely.anglican.org/ministry/adult_learning/review_ministry.html
- The development of supervision, coaching and mentoring in the diocese will be further encouraged.
- Funding for support with issues of conflict by Bishop's Adviser for Conflict Resilience (the Revd Ruth Adams) has been increased.
- Recognition and development of skills in those ordained 10-19 years will be more intentional. This will affirm and energize clergy in ways that are life enhancing both for the clergy themselves and for the diocese.
- Facilitated discussions with PCC's will be developed to give clergy the option of enabling congregations to understand better the pressures on clergy and to play their part in encouraging clergy wellbeing.
- The Mindfulness Stress Reduction Course will run from April to June. A second course may be offered depending on demand.
- We recognise that all support and care available for clergy wellbeing needs to be communicated clearly and consistently. Work is underway in reviewing communication methods and this will be helped by the development of a new diocesan website and database.

For more information about the survey results, please contact the Revd Canon Sue Wyatt on sue.e.wyatt@btinternet.com