

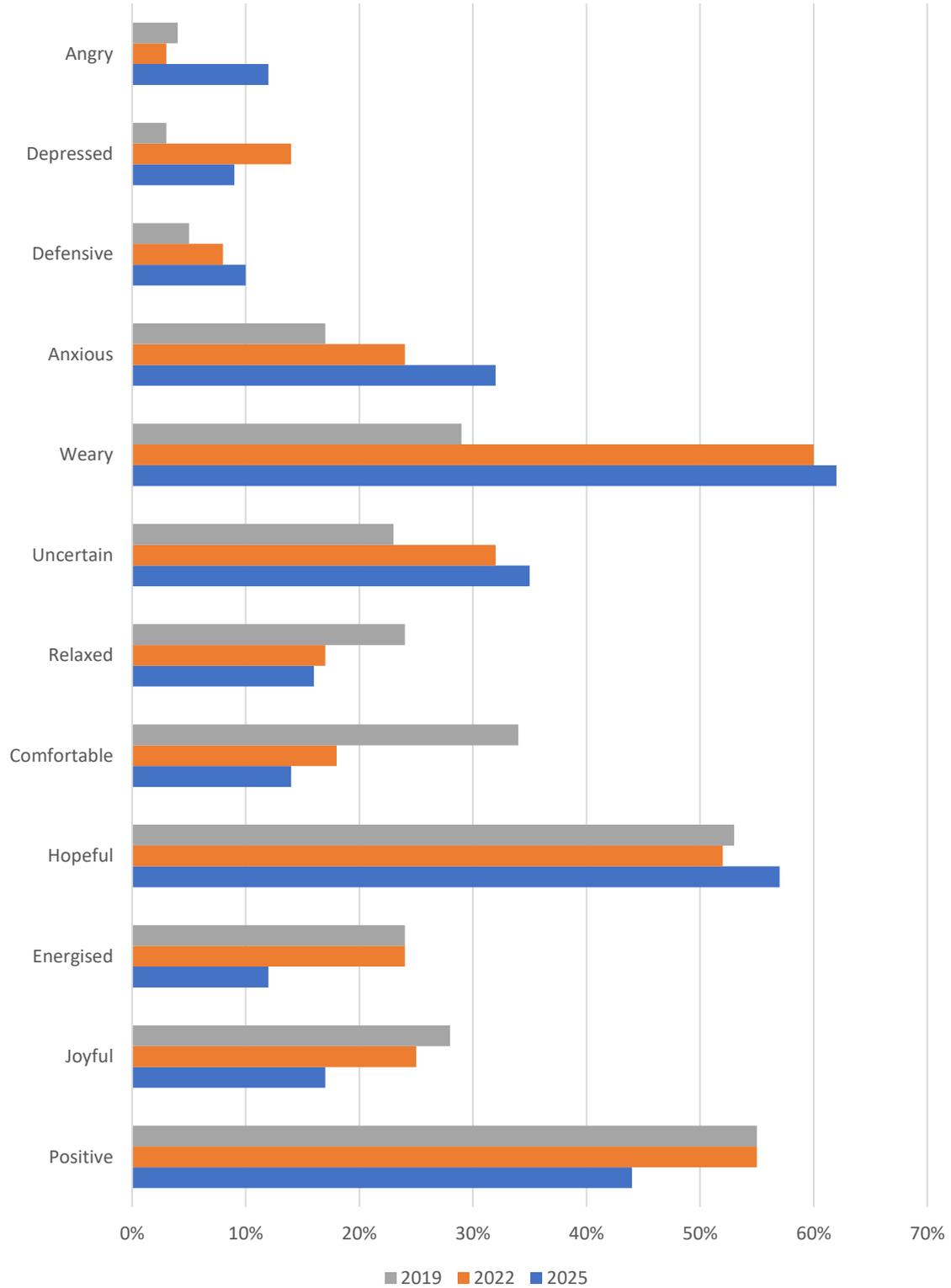
Clergy Wellbeing Survey 2025 – response

Total respondents: 115

1. How do you feel about your wellbeing?

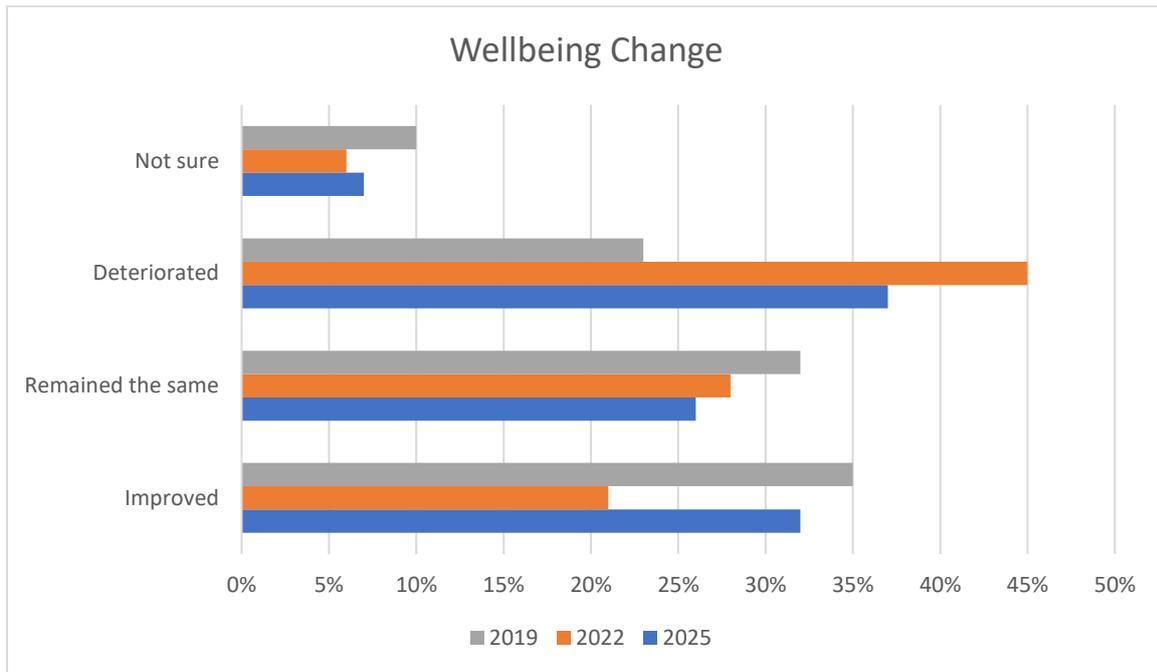
		2025 %	2022 %	2019 %
Positive	50	44	55	55
Joyful	20	17	25	28
Energised	14	12	24	24
Hopeful	66	57	52	53
Comfortable	16	14	18	34
Relaxed	18	16	17	24
Uncertain	40	35	32	23
Weary	71	62	60	29
Anxious	37	32	24	17
Defensive	11	10	8	5
Depressed	10	9	14	3
Angry	14	12	3	4
<i>Additional words appearing more than once</i>				
Overwhelmed	5	4		
Frustrated	4	4		
Tired	3	3		
Confused	2	2		
Judged	2	2		
Unsupported	2	2		

How do you feel?



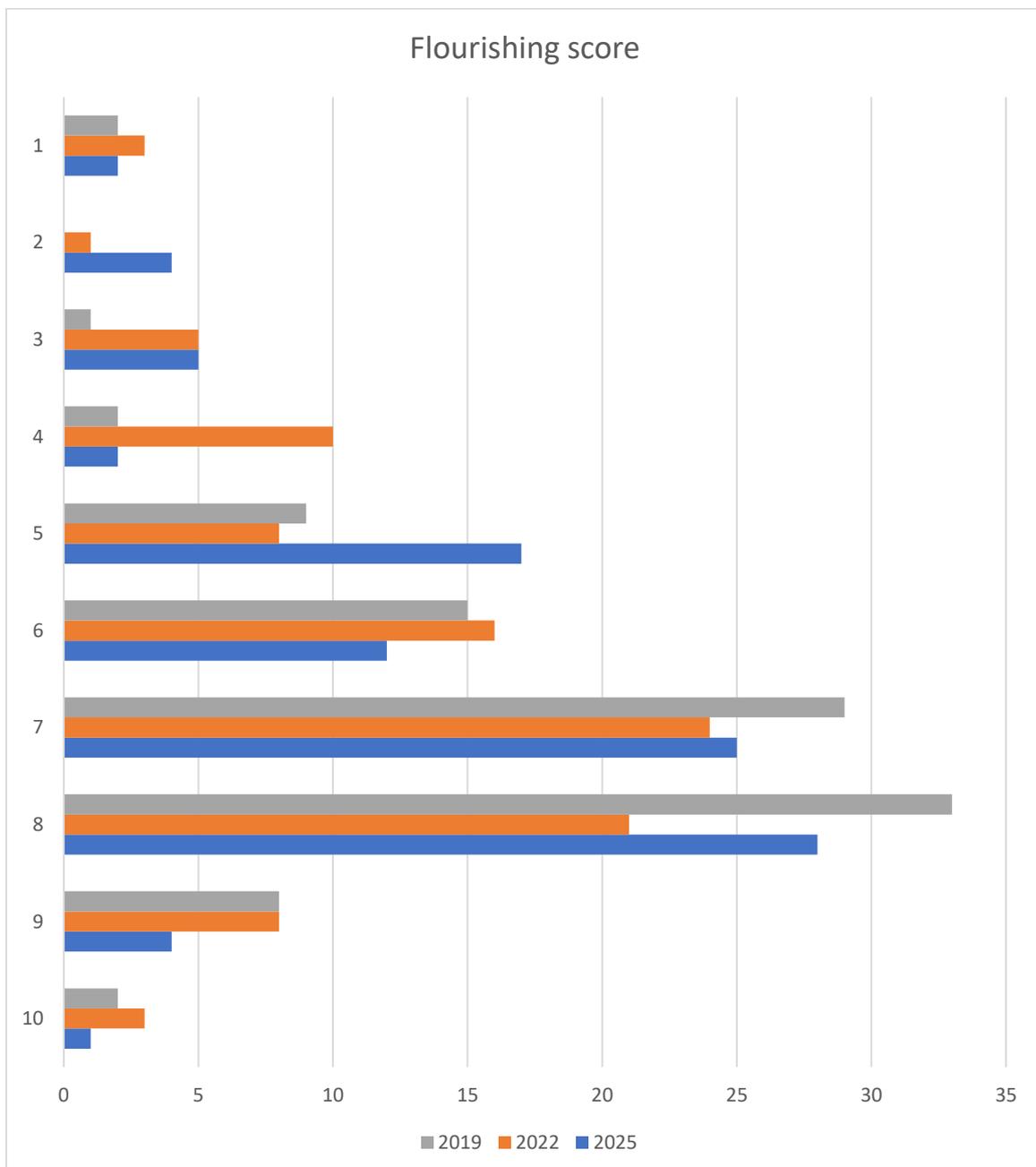
2. Wellbeing change over 3 years

		2025 %	2022 %	2019 %
Improved	37	32	21	35
Remained the same	30	26	28	32
Deteriorated	43	37	45	23
Not sure	8	7	6	10



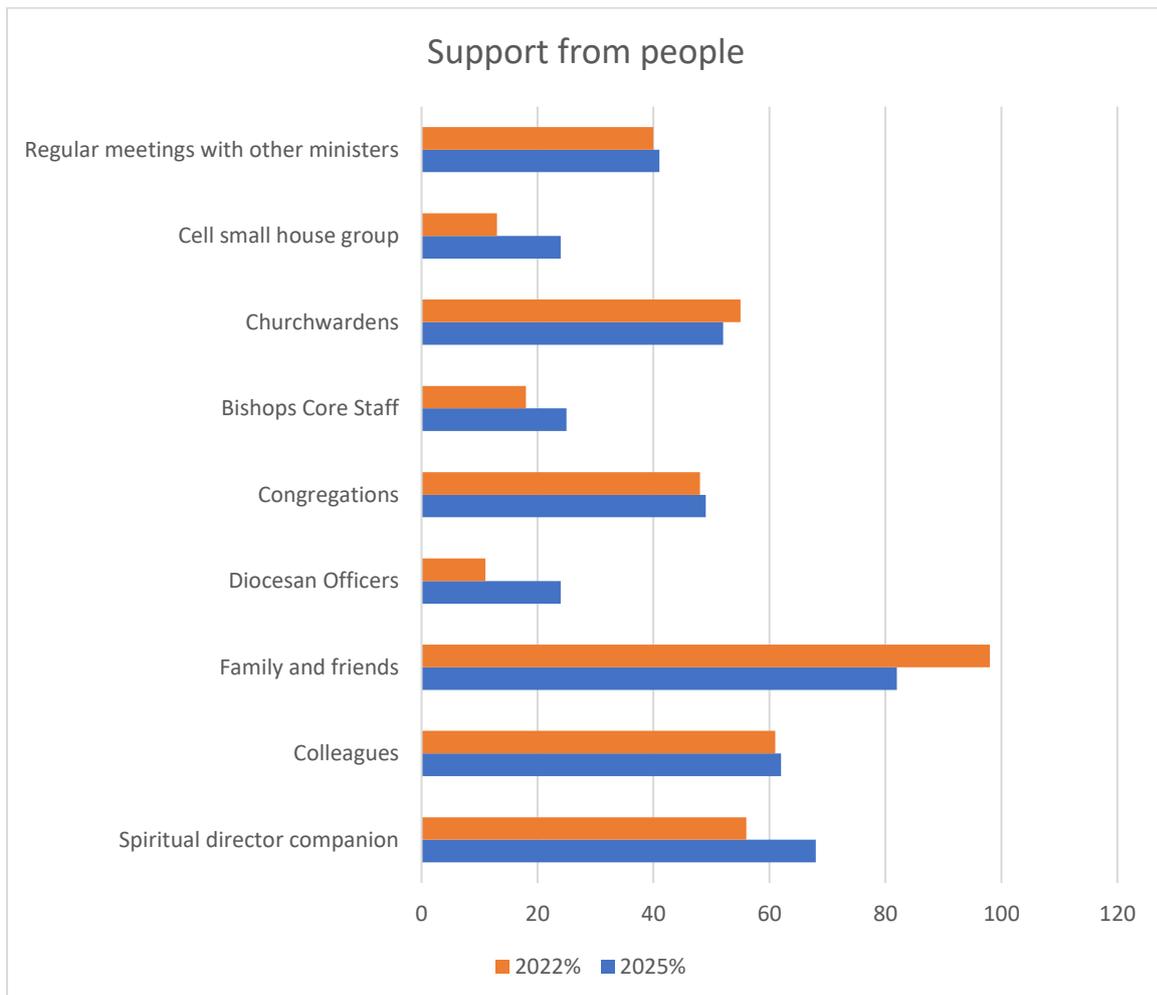
3. Extent to which you are flourishing in your ministry (scale of 1 to 10)

		2025 %	2022 %	2019 %
10	1	1	3	2
9	4	4	8	8
8	32	28	21	33
7	29	25	24	29
6	14	12	16	15
5	20	17	8	9
4	2	2	10	2
3	6	5	5	1
2	5	4	1	0
1	2	2	3	2



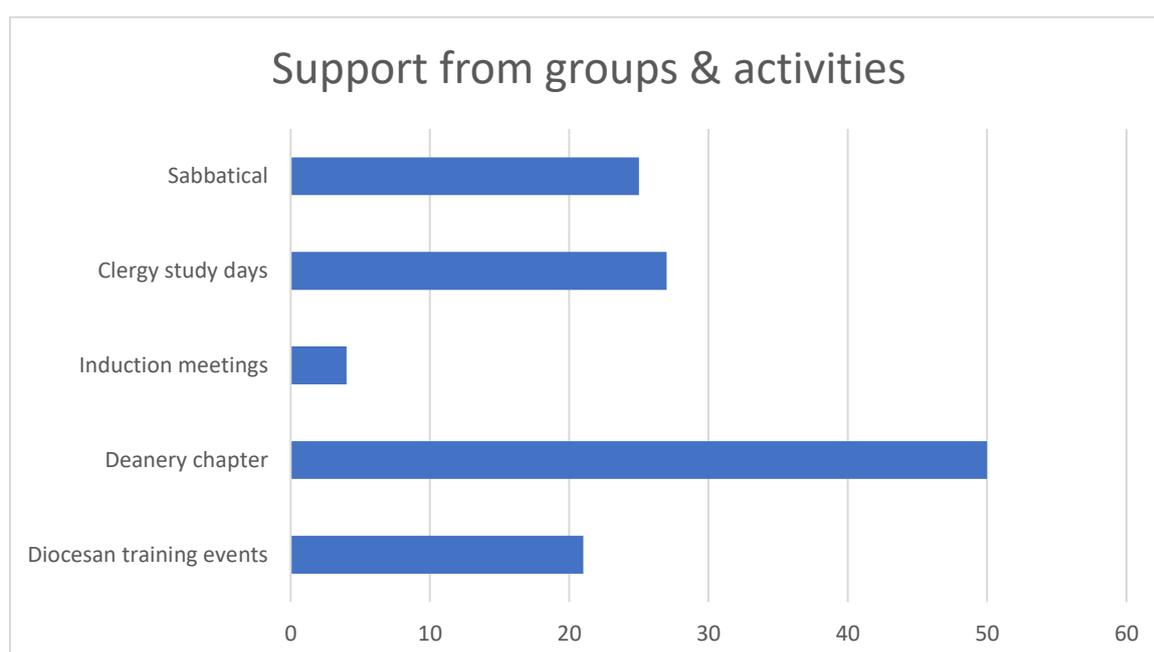
4. Support from people

		2025 %	2022 %
Spiritual director companion	78	68	56
Colleagues	71	62	61
Family and friends	94	82	98
Diocesan Officers	27	24	11
Congregations	56	49	48
Bishops Core Staff	29	25	18
Churchwardens	60	52	55
Cell small house group	27	24	13
Regular meetings with other ministers	47	41	40
<i>Other notable support appearing more than once</i>			
Spouse	3		
Mentor	3		
Therapist / Counsellor	6		
Team	2		



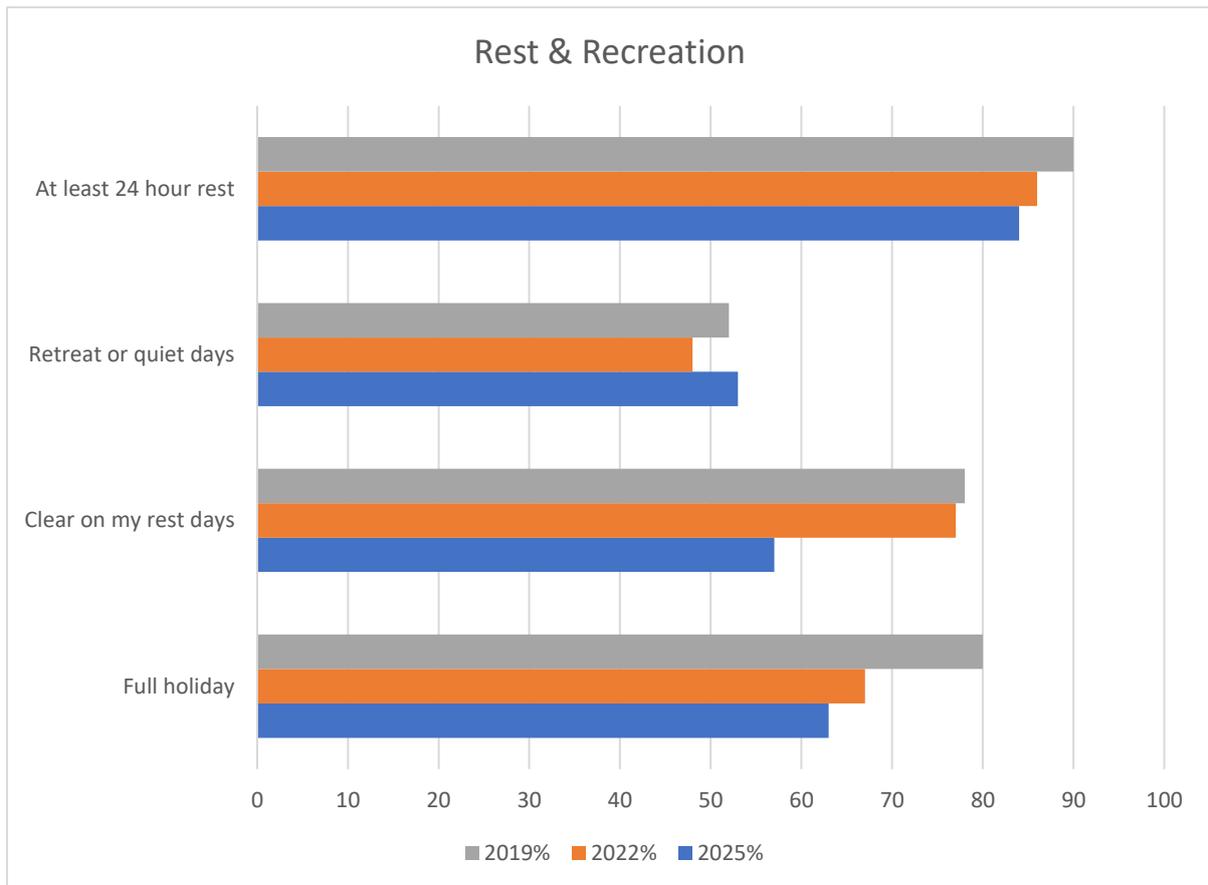
5. Support from groups and activities

Diocesan training events	21
Deanery chapter	50
Induction meetings	4
Clergy study days	27
Sabbatical	25
<i>Other notable support</i>	
Rural clergy prayer group	
One other chaplain	
Webinars	
Retreat / Quiet days	9
Local huddle	
Friends	
Holidays	2
Family	
Conferences	2
Cursillo	
Daily office with colleagues	
Eucharist / Worship	2
Supervision	
Mission Hub	4
Counselling	
New Wine	
Churchwardens group	
Mucknell Abbey Community	
Prayer Triplet	
FPPR with Rob Harrison	
Further study	
External Study Days	
Negative responses	6



6. Rest and recreation

		2025 %	2022 %	2019 %
Full holiday	72	63	67	80
Clear on my rest days	65	57	77	78
Retreat or quiet days	61	53	48	52
24 hour rest	75	65		
36 hour rest	21	18		
At least 24 hour rest	96	84	86	90



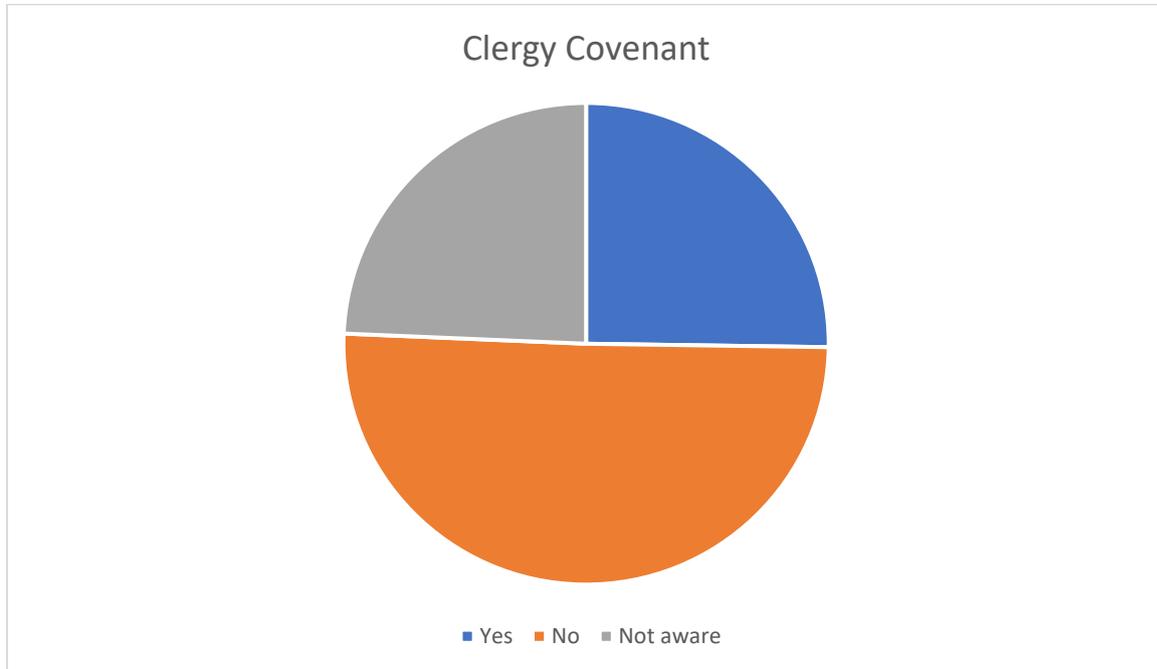
7. What helps you flourish in your ministry? (three words or phrases)

Prayer	26	
Exercise	18	(run, swim, cycle, golf, pilates, yoga)
[Dog] Walking	15	
Family	14	
Balance	12	(boundaries, diary management, rhythms)
Reading	12	
Creativity	10	(including art)
Hobbies	10	(including gardening)
Friends	9	
Space/Rest	9	(personal space, rest, relax)
Sabbath	9	(day off, time out, sabbath)
Reflection	9	(including meditation)
Time away	7	(mini breaks, travel, holiday, caravan)
Study	6	
Retreat	5	
God/Jesus	4	
Discussion	4	
Keep going	3	
Teaching	2	
Worship	2	
Support	1	(including supervision)
Outreach	2	(including small growing church)

Gin, Let Go, Cafes, Saying 'No', Flexibility, Medication, Laughter, TV, Co-Leadership, Accountability, Conferences, Fasting, Staying away from the Institution

8. Have you Discussed Clergy Covenant for Wellbeing?

Yes	28
No	56
Not aware	27



9. What is helpful from the diocese (three words or phrases)

Nothing/Little	15	
People who listen	10	(Including "Tim, Matt J, Jacqueline")
Grants	9	(Including retreat, CMD)
Advice/Support	8	
Training	6	(Including training, FPPR, 'inspiration')
Approachable	6	(Including 'responsive')
Counselling(or)	6	
Colleagues	5	
MDR	4	
Safeguarding Team	2	
Organised/Clarity	2	
Rob Harrison	2	
Encouraging	2	
Sabbatical	2	
Housing	2	
Archdeacons	2	
Financial support	2	

Stipend, DDO & team, IMD2 Lead & team, Triplet, Visit from Bishop, Gatherings, HR Advisor, Visit/call, Chapter, Line management, Spiritual companion, Administration, Bishop, Quiet days, Previous bishop, Teaching opportunities, Missional discussion, Being known, Handwritten cards from Bishop, Prayer, Vision.

10. What is unhelpful from the diocese (three words or phrases)

- 12 Regular conversation with senior staff / Regular check-in / Check ins / pastoral check-in / follow-up after sharing / Meeting bishop individually / Ask us how we are / More Active Engagement / Being Present! / Pastoral contact / Interest in my ministry / church visits
- 8 Better housing support / sort out housing issue / Improved housing / Better housing / Improved housing service / The house to be better maintained / Repairs to vicarage / Efficient Parsonages Team
- 6 Listen / Really listening, empathy / listening caring / Listening and hearing / Listening / Listen
- 6 Any support for chaplains! / meetings for chaplains / having appropriate support for non parish / Support for chaplains / Chaplains support group / diocesan chaplaincy group
- 4 Fill vacancies / more boots on the ground / Support rural ministry with clergy / More help in multi-parish
- 4 Five day working week / 2 days off a week / 2 days off a week / 48 consecutive hours rest a week
- 4 Pastoral supervision / Pastoral support / pastoral supervision / Pastoral Supervision teamwork
- 4 Affirmation / Interest / encouragement / Value me, not judge
- 4 Admin support / More admin support please! / Admin support / admin help
- 3 Sabbatical at 7 not 10 years / 7 YEAR SABBATICALS / sabbatical resource information
- 3 Communication / answer email promptly / Clearer comms.
- 3 Help with buildings / Faculty and grant help / building help
- 2 Supporting Families of Clergy / clergy families
- 2 Courage / courage
- 2 Not sure / Not sure what to suggest
- 2 Prayer / prayer

Justice

Transparency

Reconciliation

Metanoia

Graciousness

Increase in stipend

Being made full time would help

People over finance

Finance

Consultation

Collaboration

Less concentration of power

Gathering creatives - art, music, theatre

Organised chances to meet with others

Better Chapter Meetings

Consistent Senior Leadership

Regional Archdeacons

Bishop of Warwick

Support

Practical support

Expert advice

Encouragement for marginalised traditions

Reduce workload, less pressure to do

Pioneering network

Better training

Work Consultant

Induction to the Diocese

Exit interview

Bereavement support

More understanding of parish life

Promised appointment

Governance advice

Less misogyny

Non-stipendiary Clergies taken for granted.

Efficient Safeguarding Team

Consistent port of call

Fewer initiatives

More theological

In clerical

More of the same

Having some