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**Hearts
on Fire**

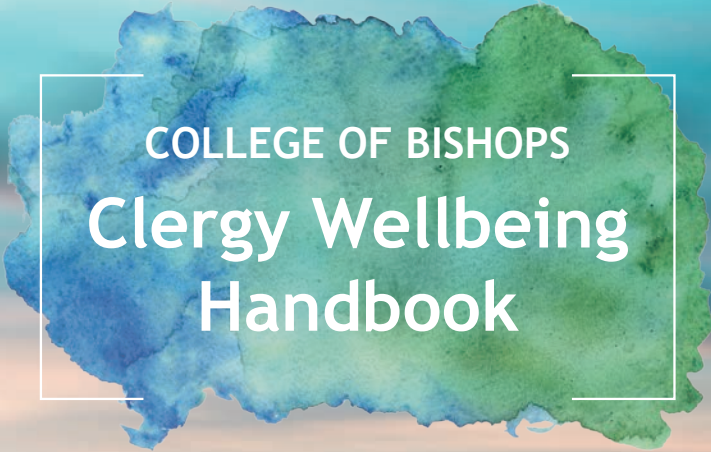
The Diocese of Southwark

Loving God
Walking with Jesus
Led by the Spirit

Luke 24:13-35



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Southwark**



COLLEGE OF BISHOPS Clergy Wellbeing Handbook

Walking | Welcoming | Growing



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Pastoral Care of the Clergy

I am clear what I want of the clergy. I want them to be people who can by their own happiness and contentment challenge my ideas about status, about success, about money, and so teach me how to live more independently of such drugs. I want them to be people who can dare, as I do not dare, and as few of my contemporaries dare, to refuse to work flat out (since work is an even more subtle drug than status), to refuse to compete with me in strenuousness. I want them to be people who are secure enough in the value of what they are doing to have time to read, to sit and think, and who can face the emptiness and possible depression which often attack people when they do not keep the surface of their mind occupied. I want them to be people who have faced this kind of loneliness and discovered how fruitful it was, as I want them to be people who have faced the problems of prayer. I want them to be people who can sit still without feeling guilty, and from whom I can learn some kind of tranquillity in a society which has almost lost the art.¹

Bishop Christopher cited this passage from Monica Furlong in his sermon on Maundy Thursday 2017 in which he stressed the importance of the clergy both feeling cared for, and taking care of themselves, as a sign of their trust in God's providence for all people.

Ministry is costly and there are many aspects of ministry in today's world which can make it stressful; among them role confusion, workload, loss of status and the challenge of a rapidly changing context for ministry. For ministry to reflect the qualities described by Monica Furlong, it will be profoundly counter-cultural. Caring for ourselves should not be another thing we need to worry about, but the basis of our obedience to God's call on us to love our neighbours as ourselves.

The ordinal reminds us that "You cannot bear the weight of this calling in your own strength, but only by the grace and power of God. Pray therefore that your heart may daily be enlarged and your understanding of the Scriptures


enlightened. Pray earnestly for the gift of the Holy Spirit." The Professional Guidelines for the Clergy remind us that clergy should make sure that time and resources are available for their own personal and spiritual life and take responsibility for their ongoing training and development.

In a diocese such as Southwark, where clergy are diverse in church tradition, personality and preference, gender, family circumstances, geography and culture, there can never be only one form of support or encouragement. Clergy will choose for themselves the resources which will enable them to be refreshed and renewed. However, it is vital that they are aware of the provision and support which is available, which is why this resource leaflet exists.

It covers areas such as professional development and spiritual resource, together with other kinds of support and intervention which are available to the clergy at any time.

¹ Extract from *The Parson's Role Today*, a paper given at the Wakefield Diocesan Clergy Conference, April 1966. Monica Furlong





We have come to respect
and trust each other. It is
encouraging to have a group
with the freedom to talk.

Pastoral Supervision group member

Co-ordination and Care in the Diocese

The primary responsibility for the pastoral care of the clergy lies with the Bishop of Southwark as our chief pastor and shepherd. As members of the Body of Christ we have a mutual responsibility to look out for, and care for, our brothers and sisters in ministry.

In order to keep the care of the clergy, and by extension, the people of God, always in mind, the bishop has asked a small group of people to act as the Operations Group on this issue. The group which includes serving clergy, experienced lay people, and diocesan officers meets three times a year. It is currently chaired by the Archdeacon of Croydon, who would be very pleased to receive feedback and proposals for future work.

Training and Development

From time to time the Department of Discipleship and Ministry provides training which is focused on clergy wellbeing, such as sessions on resilience or managing conflict. In addition, sessions looking at wellbeing and resilience can be provided for deanery chapters and Area Deans who are interested in this provision should contact The Director of Discipleship and Ministry to make enquiries.

Particular attention is given to self-care in the training provided to curates at the end of curacy and to new incumbents in the Southwark Leadership Programme. Wellbeing is also featured in the occasional mid-ministry course (Celebrating Wisdom) and pre-retirement courses. Clergy are always welcome to enquire about any of these courses.

Clergy may choose to join a pastoral supervision group to benefit from the support not only of peers but also of a professional facilitator. These groups are administered from the Department of Discipleship and Ministry, and are supported by St Luke's Charity.

Cell groups, teams and deanery chapter

Clergy benefit from having a small group of friends or colleagues in the diocese in which they can know and be known at a deeper level. Deanery chapters are encouraged to spend time in conversation which goes beyond the superficial, and where possible to build up relationships of trust in a context where individuals can seek support and encouragement.

Area Deans should expect to be accountable to their Area Bishop for the pastoral care of clergy in the deanery and act as a pipeline for information to the Area Team, especially when someone is in particular need.

Where a deanery is large, clergy may choose to subdivide for this purpose and perhaps to meet more regularly for prayer and mutual support. The North Lambeth Deanery have done this and found it very beneficial.

Small grants are available to develop such groups, perhaps by the provision of resources for an initial quiet day or retreat together.

Similarly, grants are available for facilitation, should a group feel that such input would be of value in forming stronger bonds of trust.

Establishing Life Sustaining Rhythms

Developing good habits, including commitment to prayer, study and habits of self care, is an important responsibility for clergy who, as office holders and not employees, do not have strong structures of accountability in place. All clergy have a responsibility to model self-care: those in the senior team to their parish colleagues, and parish clergy to their congregations.

Fullness of Life: Maintaining a Healthy Balance

The best balance for each person is unique as we each live different lives and have different priorities. There is no perfect way that suits everyone and what works for you today may not be appropriate on another day or in another phase of life when circumstances have changed. Achieving balance means you need to develop attitudes, skills and behaviours that support this in your personal life.

What is important is to have meaningful daily achievement and enjoyment in four key areas of life: work, family, friends, self.

For parish clergy this can be particularly difficult as so much of life revolves around the church and congregation where there are many overlaps of these four areas. In addition the fact that the home is very often the work environment as well can make it difficult to set boundaries between work and the rest of life and cause frustrations within the family.

The steps below will help you think through how you can achieve and sustain a healthy balance:

1. Reflect - on each of the four areas and ask yourself when you last achieved and enjoyed something at work, with family, with your friends and for yourself. Think of activities in each area that give you both achievement and enjoyment.

2. Change - put into action one of the activities you have thought of and plan to continue this so as to create your own best balance. Making sure that every day you are choosing to focus on things that not only give a sense of satisfaction but that also reflect the joy of living will help steer you to a healthy lifestyle that nurtures you and protects you from stress.

3. Remember - what is motivating you and what holds meaning for you. Knowing your underpinning values and why you are doing something helps to keep you focused on your priorities and what is important for you.

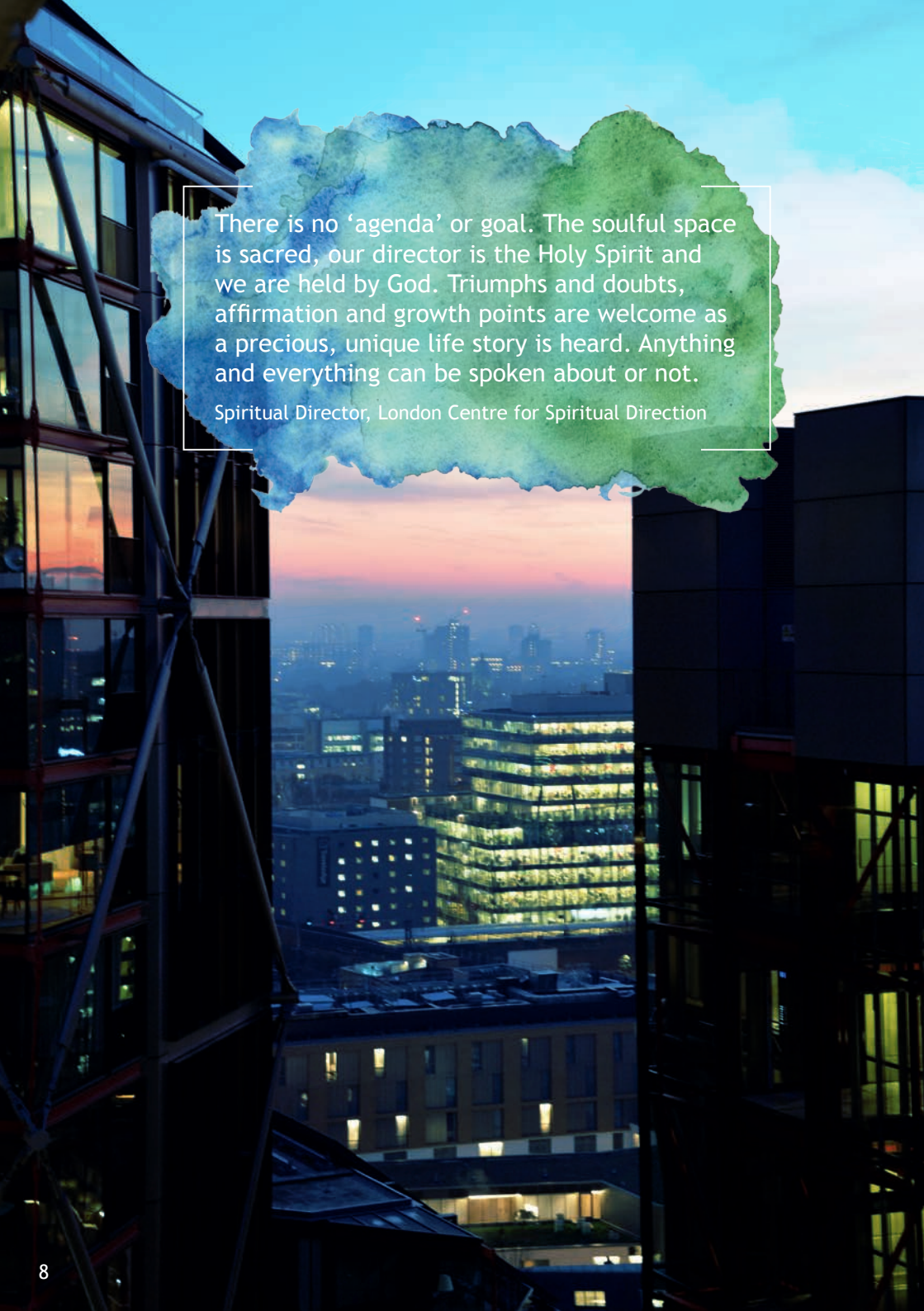
4. Support - pastoral supervision, regular continuing professional development, retreats and spiritual accompaniment are all ways to reflect on your experience and have personal input where someone else is available for you. Creating and using a strong support network of people who will listen rather than fix things is an important aspect of sustaining yourself.

5. Protect your personal time by taking regular short breaks, being unavailable to others at least one day every week, and 48 hours once a month. The ability to switch off and relax is a vital skill for maintaining a healthy balance.



We pray together, share
resources and insights, laugh
and cry together and have
become real friends.

Group member



There is no 'agenda' or goal. The soulful space is sacred, our director is the Holy Spirit and we are held by God. Triumphs and doubts, affirmation and growth points are welcome as a precious, unique life story is heard. Anything and everything can be spoken about or not.

Spiritual Director, London Centre for Spiritual Direction

Structures of Spiritual Support

A number of clergy have pastoral supervisors, work consultants, mentors and coaches in place. Support is available from the Department of Discipleship and Ministry in identifying support of this kind and MDR grants can be used in partial payment where the provision is from a professional source.

All clergy should have a spiritual director or other person to whom they are accountable and from whom they can receive wisdom. Clergy seeking a Spiritual Director are advised to approach the London Centre for Spiritual Direction, who hold a register of their Community of Practice. <http://www.lcsd.org.uk/spiritual-direction/>

Clergy are encouraged to take Quiet Days, regular Retreats and Sabbatical leave as a valuable opportunity for rest and refreshment, or to re-calibrate the body and establish good habits.

It can be helpful to spend some of this time in a setting where pastoral support and care is available. The following organisations offer such support.

The Society of Mary and Martha
Sheldon, Sheldon Lane
Doddiscombsleigh
Exeter EX6 7YT
Phone: 01647 252752
www.sheldon.uk.com

Burrswood Centre
Groombridge,
Tunbridge Wells TN3 9PY
Phone: 01892 863637
www.burrswood.org.uk

Crowhurst Christian Healing Centre
The Old Rectory, Crowhurst,
Battle, East Sussex TN33 9AD
Phone: 01424 830033
crowhurstrectory@btconnect.com

Boiler Cottage, self-catering accommodation at Wychcroft

Available only to clergy in the Diocese for retreats or cell groups

For more information contact
Richard Ellis,
Richard.ellis@southwark.anglican.org

Counselling and Professional Support

Growth in self-awareness and self-understanding is a life long task. At times it may be hindered by external challenges or personal issues. Clergy are encouraged to seek professional support at an early stage and not to wait until a crisis looms. In either case, confidential professional pastoral care is available for the clergy and their families through the Churches Ministerial Counselling Service and Westminster Pastoral Foundation. Other support tailored to individual circumstances will also be considered, after discussion with your Archdeacon and financial support agreed with the Diocesan secretary.

The Diocese has made contractual arrangements with these two well-established organisations offering qualified and accredited counselling, both of whom have experience in working with clergy, understand the nature of our work and respect religious conviction.

The Diocese will be invoiced by the organisation for up to twelve counselling sessions (ten for couples). The respective organisation will observe total confidentiality about the identity of those using the service.

Clergy and their family should make direct contact with the organisation of their choice, listed over the page.

The Churches Ministerial Counselling Service

Counselling is available for individuals, couples and teenage children, through a network of counsellors across London. In the first instance please contact:

Menna Bonsels, London & South East Area Co-ordinator on **07867 229296**

or CMCS **01235 517705**

www.cmcs.org.uk

WPF Therapy LTD

Fast-access counselling for individuals at their centre:

23 Magdalen Street, London SE1 2EN.

Contact Ede Palmer, Office Manager on: **020 7378 200** or email:

Ede.palmer@wpf.org.uk

Bullying


Clergy who believe that they are experiencing bullying either from a clergy colleague or lay officers within their church should contact their Archdeacon as a matter of urgency. More information about bullying can be found in the report to the Archbishop's Council, Dignity at Work (2008), <https://www.churchofengland.org/sites/default/files/2017-10/dignity%20at%20work%20booklet.pdf>.

Should it be necessary, your Archdeacon will be able to guide you through the formal grievance procedure in place for Clergy as part of common tenure, and to ensure that you receive appropriate support.

Safeguarding

Where a safeguarding matter relates to a member of clergy, either as a victim or survivor of abuse, or as someone against whom a concern has been reported, then support will be offered to that person. This may be a support person (for victims or survivors) or a link person (for those against whom a concern has been reported). Further details of this support are available within the national Church of England Practice Guidance at: <https://www.churchofengland.org/sites/default/files/2017-11/responding-to-assessing-and-managing-concerns-or-allegations-against-church-officers.pdf>

The Diocesan Safeguarding Team is based at Trinity House on **020 7939 9423**.



My visit was affirming,
reassuring, life giving.

Participant, 12,000 mile service,
Society of Mary and Martha