


# Flourishing in Ordained Ministry



**Diocese of Canterbury**  
CHANGED LIVES ➔ CHANGING LIVES





“Beloved, I pray that all may go well  
with you and that you may be in  
good health, just as it is well with  
your soul.”

3 John 2

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## Foreword



Wellbeing is firstly relational. How we are with God, with others, and with our own selves affects us physically, mentally, emotionally and spiritually. If people are in good relationships with those close to them they can almost manage anything. The first word Jesus hears at the beginning of his ministry, at his baptism, is 'You are my Son, the Beloved, with you I am well pleased' (Mark 1:11). Jesus knew he was beloved and from that assurance his powerful ministry flowed.

This booklet offers a practical resource for all those exercising ordained ministry in the Diocese of Canterbury, and their households. I draw your attention to the '[Canterbury Diet](#)' that is described in these pages that explains the support and resources we provide for our ministers, especially that of spiritual accompaniment (attending to God) and pastoral supervision (attending to the work). Other resources within and outside our diocese are described and signposted.

Bless you in the ministry of Christ in which we all share.

+Rose Dover

+Rose Hudson-Wilkin

## Introduction

This booklet is for all clergy, and it is born out of a desire that you may flourish and grow, together with your households. We assume that the vocation to ordained ministry is a high calling, offering huge potential for labour that is rewarding and fulfilling. Yet we also know that clergy and their households face significant challenges, that can undermine wellbeing. Christian ministry, in all its forms, is demanding.

Ordained ministry combines the challenges of a very public role with the burden of carrying matters of extreme sensitivity and confidentiality. The associated pressures are often also felt by a minister's partner, children and wider family, and friendship networks. A large part of the work is unseen by others, and it can be hard to regulate working hours and to know whether you are 'at work' or not.

You are the first to understand what is most needed to persevere in your calling. The material in this booklet is the result of a series of consultative conversations, as we have listened to clergy, trying to understand what is most needed to enable you to persevere in the ministry to which the Lord has called you. Our aim has been to provide a resource that will empower you to be in control of your own mental health and spiritual wellbeing. Increasing research and attention has been paid to clergy wellbeing in recent years, as evidenced by the adoption at General Synod in 2020 of the Covenant for Clergy Wellbeing, endorsed by our own Diocesan Synod the following year; and by the introduction of a Pastoral Supervision scheme, in line with that Covenant, in 2019.

What follows supports the necessary culture change, and it is to support that change that this booklet has been produced. If there is anything you expected to find here and it's missing, please let us know, or if you have tested something on offer here and have feedback, positive or negative, we would

like to know. We welcome feedback at any time. If you sense that you need help over and above what this booklet provides, please tell someone you trust as soon as possible, perhaps your Spiritual Accompanier/ Director, a friend or colleague, or Janet Bates, the diocesan Consultant in Pastoral Care and Counselling ([jbates@diocant.org](mailto:jbates@diocant.org)) who heads up the Diocesan Counselling Service.

Your archdeacons and the bishop are also always available for conversations about your wellbeing. We hope that you find this booklet helpful and that it may enhance your wellbeing. However, the Diocesan Wellbeing Group recognises that change will not come about through this booklet alone. That will require a shared learning culture. To that end, we wish to inspire a full and ongoing conversation across our diocese about the care and wellbeing of the clergy, that will lead to action across the board. In addition, Bishop Rose and the Diocesan Wellbeing Group accept that there is a level of responsibility held within the whole diocese in regard to the overall wellbeing of clergy.



# { The wellbeing of the clergy household }



## Family friendly policies for clergy

The wellbeing of clergy households involves ensuring support is there through all the stages of life, including, for example, support in caring for elderly relatives, or in welcoming the arrival of a child into the family or as children navigate the transition to secondary school or university. The Covenant on Clergy Wellbeing invites us to ‘commit together to promote the welfare of our clergy and their households’. Clergy make sacrifices, but so too, very often, do their households. It is therefore vital for clergy to reflect on roles, responsibilities, boundaries, pressures, priorities, hopes and dreams both on their own and with family members.

If you are in ordained ministry with a partner and possibly children at home, have you asked them what it’s like for them at this stage of your ministry? We encourage you to work together to acknowledge each other’s needs and wellbeing. You might find it helpful to initiate some relaxed and honest reflection. Just asking and listening can be extremely helpful, and potentially eye-opening. If such conversations surface things that can’t be handled in the vicarage support is available to clergy families through the Diocesan Counselling Service (contact Janet Bates at [jbates@diocant.org](mailto:jbates@diocant.org))

## Singleness in ordained ministry

Some people in ordained ministry are single and live alone. The varied and rich opportunities open to you will require you to show initiative and be mindful of the need for boundaries on personal time and space as much as any colleague, taking care particularly to ensure your day off is guarded, as well as time for holidays and retreat. We encourage you to consider how others can support your wellbeing in your ministry.

## Self-supporting ministry (SSM)

For some, ordained ministry is offered alongside other workplace roles. We recognise that making time for all the different parts of life can involve care, sensitivity, the ability to juggle many responsibilities and therefore, great challenge. Self-supporting ministers bring a valuable contribution to ministry and their commitment is not to be underestimated. The contact person for SSMs is the Revd Kevin Jacobs who is the Bishop’s Adviser for Self-Supporting Ministry ([frkevin.0614@gmail.com](mailto:frkevin.0614@gmail.com))

## Ministry in chaplaincy

Chaplains and those who exercise their vocation in contexts such as healthcare settings, universities, schools, prisons and other institutions, have a different set of pressures, sometimes undertaking on-call hours and shifts. Combining ordained ministry in a role outside the church can bring fulfilment and joy. The challenges facing chaplains, and all those called to exercise their ministry in other settings, are not fully explored here, but many of the resources listed will be relevant for all. Ministers working in chaplaincies or workplace contexts, especially where they are combined with authorised parish ministry, should ensure they have working agreements with both their employer and incumbent that define sustainable arrangements and expectations in each role.



# { The Canterbury Diet }





Our diocese has developed a comprehensive development programme to assist clergy in their ministerial development, personal formation, and flourishing in role. This is known as *The Canterbury Diet*. The word 'diet' is used in its original sense from the Latin *diaita* meaning 'a way of life.' A tabular form follows on the next page.

*The Canterbury Diet* is established on two key pillars for ministerial wellbeing and effectiveness:

- » Spiritual Accompaniment
- » Pastoral Supervision

Spiritual accompaniment helps one attend to God. In conjunction with Rochester Diocese, Canterbury train and resource Spiritual Accompaniers or Directors.

The Diocese has a network of experienced Spiritual Accompaniers and Archdeaconry Advisors who can help secure a Spiritual Accompanier. Contact the Revd Dr Susanne Carlsson ([susannecarlssons@hotmail.co.uk](mailto:susannecarlssons@hotmail.co.uk)) in the first instance.

The Director of Mission and Ministry, Canon Dr Neville Emslie, and his team have trained, and continue to train, Pastoral Supervisors, all of whom are experienced ordained and lay ministers. Incumbents and Priests-in-Charge licensed since 2018 have been offered a Pastoral Supervisor - they meet approximately seven times per year. The Pastoral Supervisors are themselves in Group Supervision in small groups supervised by professional supervisors. As more Pastoral Supervisors come on stream all licensed clergy will be provided with a Pastoral Supervisor. Pastoral supervision is based on reflective practice and helps one attend to the work.

The Bishop of Dover wishes her licensed clergy to be in regular pastoral supervision to support you in your ministerial role, and in spiritual accompaniment to support you in your relationship with God.

Professional ministry courses are offered every year, parts of which may be delivered on-line. The Working with Conflict course, led by the Revds Peter Ingrams, Steve Coneys and Carol Smith, has been operating for three years and over 100 people have participated. The Working with Change course has been newly developed and is being delivered from 2023. The Practical Skills Day is designed for curates and those new to incumbency.

Wellbeing Courses are delivered in conjunction with the Diocesan Counselling Service, the Living Well, and occasional specialists (contact details for these further on in this document). They include themes such as Healthy Minds and Resilience; Understanding Self and Others; Enrichment with Those Close to Us; Grief and Loss.

Continuing Ministerial Development courses, seminars and symposia are offered through the year on assorted ministerial and theological topics. A CMD fund enables some support in line with development areas identified in the MDR: contact Marianne Hambrook for application details ([mhambrook@diocant.org](mailto:mhambrook@diocant.org))

## The Canterbury Diet for Incumbents and Priests-in-Charge

After licensing the Incumbent meets with the Director of M&M who introduces the priest to <i>The Canterbury Diet</i> and offers a <b>Pastoral Supervisor</b> with whom she/he meets about seven times per year	<b>Golden threads:</b> » How are prayer and spiritual practices being developed? » How am I learning and reflecting on ministry practice? » How are we attending to good relationships and collaborative ministry?
Ministers acquire a <b>Spiritual Accompanier</b> and meet regularly	
In the first two years the Incumbent or Priest in Charge attends the <b>Ministry Training Programme</b> Monday to Friday residential courses held in Bruges or Ashburnham Week One : <b>The Minister as Learner</b> (soon after licensing) Week Two: <b>The Minister as Leader</b> (about 6 months later) Week Three : <b>The Minister as Missioner</b> (a further 6 months later)	
Participation in the annual <b>Ministerial Development Review</b> Meet with Consultant Reviewer (CR), complete a Personal Development Plan; meet with Archdeacon within 6 months and update the PDP; then with the bishop within 6-9 months. Review of Pastoral Supervision and Spiritual Accompaniment is part of the process.	
As able, participate in professional ministry courses: <b>Working with Conflict</b> <b>Working with Change</b> each a two by one-day course, offered regularly at advertised times through the year <b>Practical Skills Day</b>	
Participation in <b>Wellbeing Courses</b> 60–75 minute evening meetings, three offered per year	
Participate in relevant <b>Continuing Ministry Development Events</b> at advertised days and times	



*The Canterbury Diet* is infused throughout with three Golden Threads, and these are attended to in all that is offered for ministerial wellbeing and flourishing:

- a. How are prayer and spiritual practices being developed?
- b. How am I learning and reflecting on ministry practice?
- c. How are we attending to good relationships and collaborative ministry?

### **Pastoral Supervision – the task**

Pastoral Supervision is a regular and disciplined reflection space for ordained ministers (supervisee) to consider their ministry fully with the support of a trained supervisor.

The primary focus of supervision is to support ministers to grow and develop in their ministerial work. It is a joint endeavour between supervisee and supervisor to attend to themselves (person) their ministerial duties (role) and develop understanding of wider related and impacting issues (system). By so doing the quality of ministerial practice can be enhanced and transformed. In supervision ministers are continuously supported to develop themselves, their clerical practice, to increase their capacity to understand and transform broader issues within their sphere of influence, and consider how these broader issues may be impacting on day to day issues they face.

Pastoral supervision is not personal therapy or spiritual accompaniment/direction. If this is understood, then the boundaries and efficacy of these different interventions will be taken up most effectively.

After licensing, an Incumbent new to post meets with Canon Dr Neville Emslie ([nemslie@diocant.org](mailto:nemslie@diocant.org)) who introduces the priest to *The Canterbury Diet* and offers them a Pastoral Supervisor and helps them acquire a Spiritual Accompanier.

### **Diocesan Counselling Service**

Counselling can be valuable if you are feeling that your professional or personal life has become out of balance in some way. The Diocesan Counselling Service is available to clergy and ordinands in Canterbury Diocese; clergy family members (partners and dependent children); lay Readers in the Diocese; and lay staff employed by the diocese.

Janet Bates ([jbates@diocant.org](mailto:jbates@diocant.org)) leads a team of trained counsellors, experienced in working with people in Christian ministry. They have insight into the particular pressures faced by clergy and their families and can offer help in a wide range of difficulties. The service offered is independent of and completely removed from diocesan structures – confidentiality is of paramount importance.

The kinds of things brought to counselling include: the demands of parish life; difficulties in managing change; conflicts in working or personal relationships; bereavement; stress or burn out; low self-esteem or self-confidence; unresolved issues in your life; anxiety or depression; sexual or relationship difficulties; a recent crisis. All the counsellors abide by the BACP Ethical Framework for Good Practice and are receiving regular independent supervision for their client work. The team of counsellors are located across our diocese. [You may find this information sheet helpful.](#)

### **Good practice**

All clergy are encouraged to take seriously the admonition in Acts 20.28 – to keep watch over themselves as well as the flock they oversee, and to take a responsible approach towards their own health and wellbeing.

[The Guidelines for the Professional Conduct of the Clergy](#) are clear: ‘All should guard themselves and their family against becoming victims of harmful levels of stress.’ Of course, this is often easier said than done. It is also clear that caring for ourselves as

ministers is an ongoing process. All ordained ministers are encouraged to care for their wellbeing by: developing a healthy and sustainable rhythm of prayer, work and rest; acknowledging the needs and legitimate claims of their families and friends; reflecting on what will sustain them in their life and various roles, seeking out and making space to use appropriate resources; ensuring that God is honoured in the way they live; and remaining alert to the continuing invitation of God to explore their vocation.

The Episcopal Staff Team is committed to modelling healthy rhythms of work and leisure. They also want to support and encourage all ministers in their self-care through diocesan structures and resources by:

- » challenging the culture of expectation of limitless availability and overwork – wherever it is encountered
- » providing training, support, development opportunities and other resources for ministers in accessible and timely ways.
- » these principles should also apply to all lay ministry colleagues

Parishes and deaneries are encouraged to support their ministers by:

- » supporting, upholding and praying for them
- » understanding the dimensions of the role and the demands it places on lay and ordained ministers and their families
- » understanding ministry as a vocation, and developing and supporting realistic expectations about workload and availability.
- » fostering and encouraging environments in which ministry can flourish for both lay and ordained people

Please reflect on the above, to consider and

record your needs and what you want to enable you to flourish at this point in your life. What are the areas you need to pay more attention to? Who supports you already, and who could you turn to?

- » Spiritual Accompanier
- » Counsellor
- » Pastoral Supervisor
- » Spouse
- » Close friend
- » A trusted peer
- » Cell group contact
- » Prayer partner
- » Confessor
- » Work consultant
- » Leadership Coach
- » Mentor
- » Other ministry colleagues - lay or ordained

Of course, there is often no such thing as a normal week, but it is a good idea to keep an eye on how your hours average out over a week or a month. Have you ever kept a note of the hours you work? Others have found this helpful, so if this is something you have never done, we recommend that you try – maybe for a fortnight to begin with.

### **Times of rest**

Depending on the formalities of a minister's appointment, provision for regular rest and annual leave may feature in a variety of documents. Regardless of how a ministry is exercised or documented, such provision should be clearly stated and appropriate to the particular circumstances. As far as possible, you should have a clearly agreed personal Statement of Particulars (SoP), also known as a Working Agreement, that specifies arrangements for rest periods and annual leave. Good practice is:

- » taking at least one full day (and ideally



the previous evening) of rest from ministry on a regular day each week

- » an expectation to work an average of no more than 50 hours each week
- » taking an annual retreat
- » taking the full annual leave entitlement, including 4-6 Sundays
- » taking a double rest day in a calendar month when no annual leave is taken.

Look at the best practice points above and reflect on the past year. Which items didn't make it on to your own list? How will you ensure this year is different?

### **Are changes needed?**

All aspects of wellbeing are interlinked but looking at them separately can help us to focus on what might need change or adjustment. On each of the pages that follow you will find practical ideas and suggestions, along with some questions to aid personal reflection and sources of further help and support.

### **Thriving in personal relationships**

Each of us needs to develop a pattern for maintaining life-enhancing, supportive relationships that works for us. Regardless of personal situation, any of us may at one time or another struggle in our relationships. We probably all know the feeling that we don't see enough of our friends or feel properly present to those with whom we live or share life.

Here are some things to consider, to nurture healthy relationships:

- » take time (including occasional weekends) away from the benefice to visit family/friends living in different parts of the country
- » always take a regular rest day
- » schedule Sundays off duty if in Self Supporting Ministry
- » be present to those you spend time

with – let the phone go to voicemail

- » if you have a partner, schedule a weekly date night or day out
- » spend quality time with someone you care about
- » look out for destructive behaviours that can form when we're stressed

### **Thriving in ministerial relationships**

Church is about people, in all their wonderful variety. And there will always be times in ordained ministry when relationships are strained, when behaviours are difficult or challenging, when it seems that PCC members are at war with each other or with their clergy, when there is conflict in teams for any number of reasons. In ordained ministry we also, from time to time, have very difficult issues to deal with. Caring for ourselves when these things happen is very important. Skilled, knowledgeable outside support can be vital. To prevent bullying in churches, positive action is sometimes required. Information is available in a helpful [Grove Booklet](#) and The Diocesan Dignity at Work policy is relevant if further action is needed. If you are in a situation where you feel you are being harassed or bullied, please contact:

- » Diocesan Safeguarding Adviser, Fiona Coombs ([fcoombs@diocant.org](mailto:fcoombs@diocant.org))
- » Diocesan Safeguarding Adviser, Paul Brightwell ([pbrightwell@diocant.org](mailto:pbrightwell@diocant.org))
- » People Services Manager, Michael Keeler-Walker ([mkeeler-walker@diocant.org](mailto:mkeeler-walker@diocant.org))

The key thing is to talk with someone you trust and not bottle it up. We hope you have found this booklet useful. Further resources can be found on the diocesan website at [www.canterburydiocese.org](http://www.canterburydiocese.org)

### **Ministerial flourishing**

Health in ministry is sustained by a healthy prayer life. This is foundational to everything else we do. Being daily, hourly, 'in Christ'

is what connects us with our calling, gives us a sense of purpose, and keeps us going when things are tough. Burnout often comes not from doing too much but from doing too much that is not meaningful to us. In reality, most of us have to spend some of our time doing things which we find draining or frustrating, but if we spend most of our time in this way, we become exhausted. Making sure that we do enough of what we find life-giving is important in sustaining healthy ministry. Each of us needs to develop a pattern for ministry that works for us. Here are some things other clergy do to care for their ministerial health and development:

- » Take regular and sufficient time for study and Continuing Ministerial Development (CMD)
- » Have access to a reasonable level of competent and regular administrative assistance (paid or voluntary) in the benefice
- » Set clear boundaries
- » Say 'no' more often
- » Learn new things
- » Talk to supportive colleagues
- » Be clear about time off
- » Make opportunities for your ministry to be creative
- » Meet regularly with a trusted person or mentor who will be honest with you
- » Take a quiet day once a month and spend it somewhere out of the parish.

### **Making a plan**

Write down what you would like to get done in the short, medium and long term, and make sure that the urgent doesn't always displace the important. Stephen Covey's book, "The 7 Habits of Highly Effective People" covers this issue in a helpful way. Other useful books include "Getting Things Done" by David Allen and "Do It Tomorrow" by Mark Forster.

### **Physical and mental wellbeing**

We know that physical, mental, spiritual and emotional health are closely linked. Our ability to be resilient in any kind of work context will depend on eating well, exercising regularly, and getting enough sleep. It is surprising how hard this can be to do. Here are some things which other ministers have found helpful:

- » Spending time in a place you can relax, such as the garden
- » Healthy and balanced diet and alcohol intake
- » Taking proper meal breaks every day
- » Practising mindfulness or contemplative prayer
- » Taking regular non-work time
- » Turning your phone off
- » Getting enough regular sleep
- » Going for a walk and getting fresh air every day
- » Spending time each week on hobbies
- » Monitoring how much of your day you spend in front of the computer, your posture while doing computer work, and taking regular screen breaks
- » Talking to a trusted person
- » Seeing the GP for persistent physical or mental issues or for regular monitoring of long-term conditions.

What would you add to the list?

### **Financial and material wellbeing**

Individual financial and material circumstances vary hugely, but it's an area which has a significant impact on clergy wellbeing. Some receive a stipend while others offer ministry for no remuneration. Some do, and some do not, have a house to retire to. Other factors which come into play include:

- » whether or not you have a partner with



their own income

- » the ages and needs of dependent children
- » the ages and needs of elderly parents or other family members
- » whether you will rely on a clergy pension in retirement, or can also rely on workplace pensions
- » whether you have savings, or any additional income.

Other ministers have noted how important it is to:

- » claim full working expenses from the benefice
- » claim diocesan training grants
- » ask for help if you feel a problem with accommodation is affecting your health
- » know there is help available if you feel your family cannot afford a holiday
- » know how and when to access financial advice and get help with tax returns
- » plan and make provision for retirement in good time.

### **And finally...**

Healthy people are healthy ministers and so again, “Beloved, I pray that all may go well with you and that you may be in good health, just as it is well with your soul.” 3 John 2

*Acknowledgement: Flourishing in Ministry was inspired by a similar document published in 2018 by Oxford Diocese and subsequently adapted by the dioceses of Worcester, and St Albans, and Sheffield. The support of those responsible for its production is gratefully acknowledged.*





## Appendices



## APPENDIX ONE – Physical and mental wellbeing

What support?	Who is it for?	Contact
Individual medical consultations	All ordained clergy	St Luke's Healthcare for Clergy: <a href="http://stlukeshealthcare.org.uk">stlukeshealthcare.org.uk</a> To self-refer: 020 7898 1700 <a href="mailto:enquiries@stlukesforclergy.org.uk">enquiries@stlukesforclergy.org.uk</a>
Health check-up	Anyone aged 40-74	<a href="http://healthcheck.nhs.uk">healthcheck.nhs.uk</a>
Pastoral support	All clergy and their families	Your Bishop, Archdeacon, Area Dean, Deanery Lay Chair, Deanery Chapter or your line manager (mainly for ministers employed in a parish or the diocesan office)
Retreat centre specialising in wellbeing in ministry	All clergy and their families	Sheldon Retreat Centre <a href="http://sheldon.uk.com">sheldon.uk.com</a> 01647252752 <a href="mailto:smm@sheldon.uk.com">smm@sheldon.uk.com</a>
Confidential online forum for clergy	All clergy	The Sheldon Hub: <a href="http://sheldonthub.org">sheldonthub.org</a>
Other retreat centres	All clergy and their families	The Retreat Association: <a href="http://retreats.org.uk/findaretreat">retreats.org.uk/findaretreat</a>
Mindfulness and Mental health first aid training	All clergy	Check the <a href="#">diocesan website</a> for upcoming learning resources and events
Counselling	All clergy and their partners	Diocesan Counselling Service, contact Janet Bates <a href="mailto:jbates@diocant.org">jbates@diocant.org</a>



## APPENDIX TWO – Financial and material wellbeing

What support?	Who is it for?	Contact
CMD grants	All clergy	Marianne Hambrook, PA to Director of Ministry and Mission ( <a href="mailto:mhambrook@diocant.org">mhambrook@diocant.org</a> )
CST (Clergy Support Trust)	All clergy	<a href="http://clergysupport.org.uk/wellbeing-grants">clergysupport.org.uk/wellbeing-grants</a>
Housing maintenance Housing (concerns about security, suitability etc.)	Stipendiary and House for Duty clergy	Your Archdeacon
Pensions advice and forecasts Retirement housing advice	All stipendiary clergy	The Church of England Pensions Board: <a href="http://churchofengland.org/about/leadership-and-governance/church-england-pensions-board">churchofengland.org/about/leadership-and-governance/church-england-pensions-board</a>
Debt management and money advice	Everyone	Christians Against Poverty: <a href="http://capuk.org">capuk.org</a>  Money Advisory Service: <a href="http://Moneyadviceservice.org.uk">Moneyadviceservice.org.uk</a>
Advice on rights and responsibilities	Everyone	Citizens Advice: <a href="http://citizensadvice.org.uk">citizensadvice.org.uk</a>

### Ecclesiastical Ministry Bursary Awards (MBAs)

For more information including eligibility criteria and to download an application form please visit [ecclesiastical.com/mba](http://ecclesiastical.com/mba)

The Ministry Bursary Awards have been running for more than 30 years and are open

to all members of the clergy from Anglican Christian faiths. The awards will provide financial support for sabbatical breaks and projects planned. (Applications are to be made a year or more in advance).

### APPENDIX THREE – Thriving in personal relationships

What support?	Who is it for?	Contact
Marriage enrichment	All clergy and their spouses  Clergy spouses	Marriage Encounter: <a href="http://wwme.org.uk">wwme.org.uk</a>  Grove Booklet by Matthew Caminer: <a href="http://grovebooks.co.uk/product/p-158-living-as-a-clergy-spouse-how-to-align-the-daily-reality-with-your-personal-identity-2019">grovebooks.co.uk/product/p-158-living-as-a-clergy-spouse-how-to-align-the-daily-reality-with-your-personal-identity-2019</a>  This gets you thinking about the interlinked spectrum of your own identity, activity and vocation and encourages plenty of reflecting and talking openly.
Marriage preparation	All clergy and their partners	Engaged Encounter: <a href="http://engagedencounter.org.uk">engagedencounter.org.uk</a>
Relationship counselling	Everyone	<a href="http://relate.org.uk">relate.org.uk</a> (see also CMINSP for couples counselling)
Support for when marriage breaks down	Clergy spouses	Broken Rites: <a href="http://www.brokenrites.org">www.brokenrites.org</a> Christine Murchison ( <a href="mailto:Christinem.br@hotmail.com">Christinem.br@hotmail.com</a> ) 07935 235962
Inclusion and sexuality	Everyone	LGBT+ Advisor to the Bishop of Dover, Mark Wilson ( <a href="mailto:mwilson@diocant.org">mwilson@diocant.org</a> )  OneBodyOneFaith: <a href="http://onebodyonefaith.org.uk">onebodyonefaith.org.uk</a>  Living Out: <a href="http://livingout.org">livingout.org</a>  Inclusive Church: <a href="http://inclusive-church.org.uk">inclusive-church.org.uk</a>  Ozanne Foundation: <a href="http://ozanne.foundation">ozanne.foundation</a>
Compassionate or special leave for personal crises (e.g. moving a dependent relative into care)	All clergy	The bishop or your archdeacon, line manager (ministers as employees)

## APPENDIX FOUR – Flourishing in role

Canon Dr Neville Emslie ([nemslie@diocant.org](mailto:nemslie@diocant.org)) oversees the Mission and Ministry Framework and his team are well equipped to support your personal and ministerial development and flourishing. These people are available specifically in the areas of:

- » Healing and Wholeness - Revd Lorraine Apps-Huggins ([lorraine@the-living-well.org.uk](mailto:lorraine@the-living-well.org.uk))
- » Lay ministry support and development – Nigel Collins, Lay Ministries Adviser and Warden of Readers ([ncollins@diocant.org](mailto:ncollins@diocant.org))
- » Mission and growth – Revd Steve Coneys, Mission and Growth Adviser ([sconey@diocant.org](mailto:sconey@diocant.org))
- » Vocations – Revd Jon Marlow, DDO and Vocations Adviser ([jmarlow@diocant.org](mailto:jmarlow@diocant.org))
- » Continuing Ministerial Development – through the PA to the Director of Mission and Ministry, Marianne Hambrook ([mhambrook@diocant.org](mailto:mhambrook@diocant.org))
- » Curates in training – Revd Jon Marlow, Director of IME2 ([jmarlow@diocant.org](mailto:jmarlow@diocant.org))
- » Sabbatical and extended study leave – Canon Dr Neville Emslie ([nemslie@diocant.org](mailto:nemslie@diocant.org))
- » Spiritual Accompaniment/Direction – Revd Dr Susanne Carlsson ([susannecarlssons@hotmail.co.uk](mailto:susannecarlssons@hotmail.co.uk))
- » Prayer and developing prayer communities – Lyndall Bywater ([lbywater@diocant.org](mailto:lbywater@diocant.org))
- » Women's Ministry – Revd Estella Last (Bishop's Adviser for Women's Ministry) ([estellalast@gmail.com](mailto:estellalast@gmail.com))
- » Self Supporting Ministry – Revd Kevin Jacobs (Bishop's Adviser for Self Supporting Ministry) ([frkevin.0614@gmail.com](mailto:frkevin.0614@gmail.com))
- » Black, Asian and Minority Ethnic Affairs – Revd Beatrice Musindi (Bishop's

Adviser for BAME affairs) ([beatrice.musindi@hotmail.co.uk](mailto:beatrice.musindi@hotmail.co.uk))

- » Deliverance and the Paranormal - Revd Canon Dr Steve Lillicrap, Bishop's Adviser on the Deliverance Ministry ([steve.lillicrap@btopenworld.com](mailto:steve.lillicrap@btopenworld.com))
- » LGBT+ - Mark Wilson ([mwilson@diocant.org](mailto:mwilson@diocant.org))
- » Gypsy, Traveller and Roma Communities (GTR) - Revd Martin Burrell ([mburrell51@googlemail.com](mailto:mburrell51@googlemail.com))
- » Environment - Revd Canon Joyce Addison ([jaddison@diocant.org](mailto:jaddison@diocant.org))
- » Rural Affairs - Revd Paula Jardine-Rose

### The Living Well

The Living Well is our diocesan centre for healing and wholeness. It is based at Nonington, near Canterbury and all are welcome. There is a service of healing every Thursday at 10:30am and the team offer a programme of events, both at the Living Well and around our diocese. You can also arrange individual quiet days - with or without spiritual input from the team headed by the Lead Chaplain, Revd Lorraine Apps-Huggins:

[the-living-well.org.uk](http://the-living-well.org.uk) and [contact@the-living-well.org.uk](mailto:contact@the-living-well.org.uk)



## APPENDIX FIVE – Archidiaconal support

Your archdeacon is available to support you in your ministry setting and will see you annually as part of the Ministerial Development Review after your meeting with a Consultant Reviewer:

- » Ashford Archdeaconry – The Venerable Darren Miller ([darren.miller@archdeacashford.org](mailto:darren.miller@archdeacashford.org))
- » Canterbury Archdeaconry – The Venerable Will Adam ([Archdeacon-Canterbury@diocant.org](mailto:Archdeacon-Canterbury@diocant.org))
- » Maidstone Archdeaconry – The Venerable Andrew Sewell ([andrew.sewell@archdeacmaid.org](mailto:andrew.sewell@archdeacmaid.org))

## APPENDIX SIX – When things don’t go well

What support?	Who is it for?	Contact
Safeguarding of children and vulnerable adults	Everyone	<a href="http://www.canterburydiocese.org/safeguarding-vulnerable-adults">www.canterburydiocese.org/safeguarding-vulnerable-adults</a>  Diocesan Safeguarding Officers: Fiona Coombs ( <a href="mailto:fcoombs@diocant.org">fcoombs@diocant.org</a> ) Paul Brightwell ( <a href="mailto:pbrightwell@diocant.org">pbrightwell@diocant.org</a> )
Diocesan Registry  A legal question relating to your ministry	All clergy	Go through your Archdeacon (please contact the Diocesan Registrar via Archdeacon if you need personal legal support)
Legal support	All clergy	Diocesan Registry
Trade Union  Unite – faith section	All clergy and lay employees	<a href="http://unitetheunion.org/what-we-do/unite-in-your-sector/community-youth-workers-and-not-for-profit/faithorganisations">unitetheunion.org/what-we-do/unite-in-your-sector/community-youth-workers-and-not-for-profit/faithorganisations</a>
Media and communications	All clergy	Head of Media and Engagement ( <a href="mailto:communications@diocant.org">communications@diocant.org</a> )  Diocese Media and Engagement Team
Conflict resolution, mediated conversations, facilitated meetings		Refer <i>The Canterbury Diet</i> (mentioned previously)  Dispute Advice from your archdeacon
Bullying and harassment	All clergy	Your Archdeacon Clergy Counselling Service
Stalking	All clergy	Your Archdeacon The Suzy Lamplugh Trust: <a href="http://www.suzylamplugh.org">www.suzylamplugh.org</a>
In a crisis	Everyone	Samaritans 116123 free to call. Day and night 365 days a year.
Concerns about spiritual abuse	All clergy	Your Archdeacon Diocesan Safeguarding Adviser (above)
Pastoral support	All clergy and their families	The Bishop, Archdeacon, Area Dean, Deanery Lay Chair or Deanery Chapter or your line manager (ministers employed in the diocesan office)

Relationship counselling	Everyone	Relate: <a href="http://www.relate.org.uk">www.relate.org.uk</a>
Clergy marriage and relationship breakdown	Partners of clergy following relationship breakdown or divorce	Clergy Counselling Service, Janet Bates ( <a href="mailto:jbates@diocant.org">jbates@diocant.org</a> )  Broken Rites: <a href="http://www.brokenrites.org">www.brokenrites.org</a>
Concerns about addictive behaviour	All clergy and their families	Clergy Counselling Service  Mind: <a href="http://www.mind.org.uk">www.mind.org.uk</a> (search for 'addiction')
Concerns about alcohol abuse	All clergy	Alcoholics Anonymous: <a href="http://www.alcoholicsanonymous.org.uk">www.alcoholicsanonymous.org.uk</a>
Concerns about gambling	All clergy	Gamblers Anonymous: <a href="http://www.gamblersanonymous.org.uk">www.gamblersanonymous.org.uk</a>



