

Flourishing IN MINISTRY

GUIDANCE AND SUPPORT FOR THE WELLBEING
OF LAY AND ORDAINED MINISTERS



DIOCESE OF
ST ALBANS
Living God's Love

The parishes, schools and chaplaincies of the Diocese of St Albans are ***Living God's Love*** so that God's Kingdom might grow in our world.

Our vision is to see
flourishing, Christ-centred communities,
inspiring people of all ages and backgrounds
to discover God,
grow in their relationship with him, and
respond to his transforming love through
serving others.

In ***Living God's Love***, we are Going Deeper
into God, Transforming Communities and
Making New Disciples, with:



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FOREWORD

by the Bishop of St Albans

It is a great joy and privilege to be called by God to serve in ministry as we seek to live God's love. At times this calling can be costly. There are challenges around time and boundaries, of having to respond sensitively to pastoral needs and difficult situations, and the unrealistic expectations placed on us by ourselves and others. My colleagues and I are most grateful for all you give, all you do and all you are.

At the same time, God calls us to maintain healthy rhythms of prayer, work and rest. We need to find the right balance between labour and Sabbath rest. We are called to creativity, to nourishing human relationships, and to the flourishing of body, mind and spirit. As Jesus said, he came into this world to bring abundant life.

These patterns of living are vital for our wellbeing and wholeness as individuals and as ministers of the Gospel. When these things are disturbed or distorted, we and our loved ones can suffer.

As the Bishop's Staff, we recognise that we have a role in supporting and encouraging all who minister in the diocese. We

also seek to model good practice ourselves. I value hugely the support I receive from a spiritual director, a work coach and other trusted friends and colleagues. I am also clear about ensuring that the Bishop's Staff take sufficient time off.

I am, therefore, delighted that the Church of England's General Synod has adopted the Covenant for Clergy Care and Wellbeing. In this diocese, we are blessed with a range of ways in which clergy and laity can be assisted in their flourishing: Support In Your Ministry (SIM), the Clergy Counselling Service, Spiritual Direction, and more.

I am pleased that we can now add this booklet on Flourishing in Ministry to these resources. Within it, you will find valuable advice, guidance, support and – at times – challenge. I am most grateful to those from our diocese who have put it together. I pray that God will use it to enable you to flourish and know that promised abundant life.

+ Alan St Albans

August 2020

INTRODUCTION

Awareness of the need to focus on personal resilience and wellbeing is at an all-time high, but a casual enquirer searching online for ‘wellbeing’ is offered a bewildering array of support, advice and guidance.

This booklet is intended as a practical resource for all those exercising authorised lay and ordained ministry in the Diocese of St Albans, employees of the diocese and local churches, and their families. It sits alongside and supplements the existing provision for the support and wellbeing of ministers in the diocese, including Spiritual Direction, Clergy Counselling, Support In Your Ministry (SIM) and the Dispute Advisory Service.

stalbans.anglican.org/ministry/spiritual-direction

stalbans.anglican.org/ministry/clergy-counselling-service

stalbans.anglican.org/ministry/support-in-your-ministry

stalbans.anglican.org/ministry/dispute-advisory-service

In February 2020, the General Synod adopted the Covenant for Clergy Care and Wellbeing, formally affirming and proclaiming the Covenant as an

Act of Synod. The Covenant recognises that:

“The care and wellbeing of the clergy is crucial to the health of the Church at worship, in mission, and in pastoral care. Healthy, fulfilled, maturing, joyful clergy who feel valued and supported are an enormous gift to the Church of God. A sense of being cared for and loved will give energy and vigour when they face ministerial or pastoral challenges.” (GS2133)

While the focus of the Covenant was particularly on clergy, the quotation above may be applied equally to all those in ministry, whatever their role. We hope therefore that this booklet will help to support every minister so that they may thrive and flourish in their lives and ministry.

FLOURISHING IN MINISTRY

Christian ministry, in all its forms, is life-giving and offers a unique opportunity for joyful service. But it can also be onerous and wide-ranging in its demands. It combines the challenges of a very public role with the burdens 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.

For many, work and home space are often shared. For some, ministry is offered alongside other roles and commitments. In retirement, too, there are those who continue to exercise a ministerial role with great generosity.

In ***Living God's Love***, we long to see all those who engage with this calling flourishing spiritually, physically and mentally in their relationships and in their ministry.

Good practice

All ministers 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.

For instance, 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.”

[churchofengland.org/more/policy-and-thinking/guidelines-professional-conduct-clergy/guidelines-professional-conduct](https://www.churchofengland.org/more/policy-and-thinking/guidelines-professional-conduct-clergy/guidelines-professional-conduct)

Of course, this is often easier said than done. It is also clear that caring for ourselves as ministers is an ongoing process.

We are all unique. There is no one-size-fits-all model of a healthy and thriving ministry. It is therefore important to develop a pattern of prayer, work and rest which works for you – a rhythm that is resilient and can adapt to changing pressures and circumstances.

We encourage you to care for your wellbeing by:

- ☐ developing a healthy and sustainable rhythm of prayer, work, and rest;
- ☐ knowing where boundaries to your role need to be created and maintained;
- ☐ recognising the needs of your families and friends;
- ☐ reflecting on what will sustain you in your life and various roles, seeking out and making space to use appropriate resources;
- ☐ ensuring that God is honoured in the way you inhabit your role; and
- ☐ remaining alert to the continuing invitation of God to explore your calling.

Senior Staff are committed to modelling healthy rhythms of work and leisure, and they themselves make use of the sources of support contained in this booklet. They also want to support and uphold all ministers in their own self-care through diocesan structures and resources by:

- encouraging a shared understanding of the nature of, and boundaries to, the minister's role and the demands it places on them and their families;
- developing and supporting realistic expectations about workload and challenging assumptions of limitless availability – wherever it is encountered; and
- providing training, support, development opportunities and other resources for ministers in accessible and timely ways.

Take a moment to reflect and pray using the checklist on page 8. What are the areas you are doing well in, and where could you pay more attention? Who supports you already, and who could you turn to? For example:

Spiritual Director	Cell group contact
Confessor	Pastoral supervisor
Counsellor	Prayer partner
SIM Assistant	Work consultant
Close friend/family	Coach
A trusted peer	Mentor

The 2002 report Affirmation and Accountability, published by the Society of Mary and Martha suggested an upper limit of 50 hours and a lower limit of 38 hours a week for full-time ministers.

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, and perhaps what you spend your time on? Others have found this useful so, if you have never done this, it may be helpful – perhaps try it for a fortnight initially.

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.

(For example, each minister under Common Tenure has a personal Statement of Particulars, also known as an SoP, and assistant clergy have a Statement of Arrangements or Working Agreement. Youth workers and administrators may have an employment contract.)

Regardless of role, all ministers should have a written agreement appropriate to their circumstances which sets out such provision clearly.

What provisions are in place for you, and how are you making the most use of them?

Look back over the last week. Could you repeat that every week for the rest of your working life? If the answer is no, and it wasn't particularly exceptional, it may be time to reassess and make some changes. Good practice is...

- ☐ taking at least one full day (and ideally the previous evening) of rest from ministry on a regular day each week;

- ☐ working the necessary hours to accomplish the week's work, while enjoying quieter weeks when demands decline;
- ☐ going on an annual retreat; and
- ☐ taking your full annual leave entitlement, including up to 6 Sundays per year, and holidays or time off particularly after busy periods.

Look at the points above and reflect on the past year. Which items didn't make it onto your own list? How could this year be different? What help or support might you need?

In a chaplaincy or workplace ministry?

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. This should recognise the good practice points above and lead to a rhythm of prayer, work and rest which is appropriate and sustainable.

Are changes needed?

All aspects of wellbeing are interlinked but looking at them separately can help 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 planning, and sources of further help and support.

Like the whole of this booklet, what follows applies to all in ministry – clergy and laity; fulltime and part time; remunerated and self-supporting. Inevitably, some sections or sources of support are more relevant to certain types of ministry than others, but the principle that everyone called to ministry should be able to thrive and flourish is common to all.

PHYSICAL AND MENTAL WELLBEING

We know that physical, mental, spiritual and emotional health are closely linked. Having the 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 a garden;
- ☐ spending time with family and friends;
- ☐ eating well and taking proper meal breaks every day;
- ☐ watching your food and alcohol intake;
- ☐ practising 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; and

- ☐ spending time regularly reflecting with a trusted person (e.g. a SIM Assistant) to develop personal insight and wisdom.

What would you add to the list?

When we're overwhelmed

Sometimes life can be overwhelming. It is certainly nothing to be ashamed of. Your bishop or manager is able to grant a special period of leave during challenging times.

If you ever find yourself feeling overwhelmed, for whatever reason, please do contact your archdeacon or bishop, or manager if more appropriate, so that they can provide help and support.

FINANCIAL AND MATERIAL WELLBEING

Individual financial and material circumstances vary hugely, but it's an area which has a significant impact on wellbeing. Some are paid while others offer ministry for no remuneration. Many live in tied accommodation. Some do, but others do not, have a house for their retirement.

Other relevant factors include:

- whether or not you have a working partner;
- 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 other workplace pensions; and
- whether you have savings or other income.

Some ministers have noted how important it is to:

- ☐ claim full working expenses;
- ☐ claim diocesan training grants;
- ☐ have adequate and well-maintained accommodation; and
- ☐ know how and when to access financial advice and get help with tax returns.

QUESTIONS TO THINK ABOUT

Take a moment to answer these questions honestly then make a diary note to return to this page in a month or two to see what has improved. Please note:

Pages 17-18 of this booklet offer some help with making a plan.

Pages 20-27 list useful sources of support and help.

How do you feel about your ministry? Is this as you want it to be?

Are relationships with those you minister to and with your colleagues in ministry appropriate, constructive and supportive?

What is your pattern for spending time with family and those you are close to?

Especially if you live alone, how often do you set aside enough time to visit family and friends?

How well do you communicate with those you love about the things that really matter?

When and how often are you able to completely shut off from work? What are the things that nurture and sustain you at these times?

How well do you sleep, and is it enough?

When did you last turn off your mobile phone for at least 24 hours?

Do you have a long-term physical or mental health concern that affects your quality of life? What adjustments could be made to help you?

Do you eat regular and healthy meals (and take time to do it) and take regular exercise? If not, what would help you to start?

Is your housing adequate for your (and your family's) needs?

Are your expenses for ministry fully reimbursed?

Is your accommodation a source of stress? Are there any simple adjustments you could make? If you live in church housing, which parts of your home remain private and are never used for ministry? Do you need to establish some boundaries?

How is your training and retreat provision funded?

How confident do you feel in managing your household budget?

If you live in church housing, have you started to make provision for your retirement?

Have you thought about how you might manage financially in the event of critical illness or unexpected life events?

Is your income adequate for you not to feel anxious and to maintain an acceptable quality of life?

Having thought about these questions, who in your support network (page 9) could help you to achieve any changes that are needed?

THRIVING IN PERSONAL RELATIONSHIPS

Each of us needs to develop a pattern for maintaining life-enhancing, supportive relationships that works for us. Some are single and may have a particular need to keep in touch with friends who may live at a distance. Others may have partners who themselves have a busy working life. Some have children at different stages of life, who need different degrees of attention and support, or elderly relatives who need care. Regardless of personal situation, any of us may at one time or another struggle in our relationships.

It is good practice to take two consecutive days off at least once a month (using part of your annual holiday entitlement if necessary) so that you can go away overnight, or just stay at home and have a slightly longer time off duty.

Here are some things other ministers do to help them develop and maintain their relationships:

- ☐ take time (including occasional weekends) away from home and work to visit family/friends living in different parts of the country;
- ☐ if you have a partner, schedule a regular date night or day out;
- ☐ always take a regular day off;
- ☐ spend quality time with someone you care about; and
- ☐ be present to those you spend time with – let the phone go to voicemail;
- ☐ look out for destructive behaviours that can form in times of stress.

THRIVING IN MINISTRY

Our 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. We all need to know that we are loved by God, that we are OK, and it is important that our sense of wellbeing does not depend on the approval or affirmation of others.

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 ministers do to care for their ministerial health and development:

- take regular and sufficient time for study and Continuing Ministerial Development (CMD);
- set clear boundaries;
- say 'No' more often;
- talk to supportive colleagues;
- meet regularly with a trusted person or mentor who will be honest with you;

- be clear about time off;
- have access to and negotiate a reasonable level of competent and regular administrative assistance (paid or voluntary);
- learn new things;
- make opportunities for your ministry to be creative; and
- take a quiet day once a month and spend it somewhere away from home and work.

Making a Plan

Write down what you would like to get done in the short, medium and long term, making sure that the urgent doesn't always displace the important.

The next page lists some prompts which may help. Stephen Covey's book *The Seven Habits of Highly Effective People* covers this issue in a helpful way. Other useful books, including *Getting Things Done* by David Allen and *Do It Tomorrow* by Mark Forster, can be found in the Bibliography (page 19).

Do you have a spiritual director and are your meetings fruitful and helpful? If not, what could you do to improve the situation?

Do you have a supportive, trusted and appropriate network of people to confide in? Do you know about what SIM (Support In Your Ministry) offers?

Do you attend Deanery Chapter regularly? Is it supportive and helpful? If not, what could you do to help it become more supportive?

Is your pattern of prayer sustaining you? If not, what do you need to change?

How much time do you allocate each week for reading, study and self-development?

Do you have effective administrative support (paid or voluntary)?

How effective is your time management?

Are you clear about when you are on-duty and off-duty?

If you work in a team, do you meet regularly for prayer and mutual support?

When and where was your last retreat? How long was it?

AND FINALLY...

Ministry is about people, in all their wonderful variety. There will always be times in ministry when relationships are strained, when behaviours are difficult or challenging, when PCC members are arguing with each other or with their ministers, when there is conflict in teams for any number of reasons. In ministry we also, from time to time, have difficult personal issues to deal with. Caring for ourselves when these things happen is very important. Skilled, knowledgeable outside support can also be vital.

Pages 20-27 of this booklet contain useful sources of support, but they can't possibly cover every eventuality. 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, including a Q&A section which you can contribute to, are available at **stalbans.anglican.org/ministry/ministry-flourishing**.

BIBLIOGRAPHY

- General Synod Covenant for Clergy Care and Wellbeing - **churchofengland.org/sites/default/files/2019-06/GS%202133%20A%20Covenant%20for%20Clergy%20Care%20and%20Wellbeing.pdf**
- Six Ways Ministers Thrive During A Pandemic - **churchofengland.org/sites/default/files/2020-05/THRIVE%20-%20ministry%20branding.pdf**
- The Seven Habits of Highly Effective People - Stephen Covey
- Getting Things Done - David Allen
- Do It Tomorrow - Mark Forster
- What Clergy Do: Especially when It Looks Like Nothing - Emma Percy
- Tend My Flock, Sustaining Good Practice in Pastoral Care - Kate Litchfield
- Public People, Private Lives. Tackling stress In Clergy Families - Jean and Chris Burton
- At Cross Purposes, Handling Conflict in The Church - Martin Eggleton and David Trafford

SOURCES OF SUPPORT

The following tables list various contacts and other sources of support which we hope will prove helpful.

PHYSICAL AND MENTAL WELLBEING

What support?	Who is it for?	Contact
Health check-up	Anyone aged 40-74	NHS healthcheck.nhs.uk
Individual medical consultations	All ordained clergy	St Luke's Healthcare for Clergy stlukeshealthcare.org.uk
Pastoral support	All ministers and their families	Your bishop, archdeacon, rural or area dean, deanery lay chair, deanery chapter or Your manager (mainly for ministers employed in a parish or the diocese office)
Retreat centre specialising in wellbeing in ministry	All ministers and their families	Sheldon Retreat Centre sheldon.uk.com
Confidential online forum for clergy	All ordained clergy	The Sheldon Hub sheldonthub.org
Other retreat centres	Everyone	Lee Abbey Leeabbeydevon.org.uk Launde Abbey laundeabbey.org.uk The Royal Foundation of St Katharine rfsk.org.uk The Retreat Association retreats.org.uk
Counselling	All ministers and their partners	Clergy Counselling Service stalbands.anglican.org/ministry/clergy-counselling-service

FINANCIAL AND MATERIAL WELLBEING

What support?	Who is it for?	Contact
CMD grants	All clergy	stalbans.anglican.org/ministry/grants
Trust fund grants	All ministers	stalbans.anglican.org/faith/funding
Housing maintenance	Stipendiary and House for Duty ministers	Diocese Estates Department stalbans.anglican.org/diocese/the-estates-department
Housing (concerns about security, suitability etc)	Stipendiary and House for Duty ministers	Your archdeacon
Pensions advice and forecasts Retirement housing advice	All stipendiary clergy	The Church of England Pensions Board churchofengland.org/about/leadership-and-governance/church-england-pensions-board
Financial support	All stipendiary clergy and their families	Clergy Support Trust clergysupport.org.uk/sonsandfriends
Debt management and money advice	Everyone	Christians Against Poverty capuk.org Community Money Advice communitymoneyadvice.com Money Advisory Service moneyadviceservice.org.uk
Advice on rights and responsibilities	Everyone	Citizens Advice citizensadvice.org.uk

THRIVING IN PERSONAL RELATIONSHIPS

What support?	Who is it for?	Contact
Marriage enrichment	All ministers and their spouses	Marriage Encounter www.marriageencounter.org.uk The Marriage Course themarriagecourse.org
Marriage preparation	All ministers and their fiancées	Engaged Encounter engagedencounter.org.uk The Pre-Marriage Course themarriagecourse.org/try/ the-pre-marriage-course
Relationship counselling	Everyone	Relate relate.org.uk
Inclusion and sexuality	All ministers	OneBodyOneFaith onebodyonefaith.org.uk Living Out livingout.org Inclusive Church inclusive-church.org.uk Ozanne Foundation ozanne.foundation
Partners' Network	Partners of ministers	Connect stalbands.anglican.org/ministry/ connect-a-group-for-clergy- reader-families-others
Compassionate or special leave for personal crises (e.g. moving a dependent relative into care)	All ministers	Your bishop or Your manager (mainly for ministers employed in a parish or the diocese office)

MINISTERIAL FLOURISHING

What support?	Who is it for?	Contact
Women's Ministry	All ministers	Dean of Women's Ministry stalbands.anglican.org/ ministry/womens-ministry
Ethnic Minorities	All ministers	Bishops' Officer for Ethnic Minorities Ministry stalbands.anglican.org/faith/ ethnic-minorities-concerns
Sexuality	All ministers and their families	One Body One Faith onebodyonefaith.org.uk Living Out livingout.org/ Inclusive Church inclusive-church.org.uk
Clarity of expectation in working agreements	All ministers	Your archdeacon or Your manager (mainly for ministers employed in a parish or the diocese office)
Continuing Ministerial Development (CMD) programme	All clergy and readers	Continuing Ministerial Development stalbands.anglican.org/ ministry/continuing-ministerial-development
Extended Study Leave	All stipendiary ministers	stalbands.anglican.org/ ministry/sabbaticals
Administration and organisation	All ministers	John Truscott john-truscott.co.uk

MINISTERIAL FLOURISHING (CONTINUED)

What support?	Who is it for?	Contact
Reaching New People and Fresh Expressions	All ministers	stalbans.anglican.org/ministry/rnp
Support In Your Ministry	All ministers	SIM stalbans.anglican.org/ministry/support-in-your-ministry
Spiritual Direction	All ministers	stalbans.anglican.org/ministry/spiritual-direction
Coaching	All ministers	Coaching for Developing your Ministry stalbans.anglican.org/ministry/coaching-developing-ministry

FLOURISHING IN EVERY CONTEXT

Ministry	Contact
Clergy	Clergy Handbook stalbands.anglican.org/diocese/clergy-handbook
Self-Supporting Ministers (SSMs)	Self-Supporting Ministry Officers stalbands.anglican.org/ministry/who-s-who-in-ministry-development
Chaplains	Archdeacon of Bedford 01727 818167 or archbed@stalbands.anglican.org
Curates-in-Training	Officer for Initial Ministerial Education Phase 2 01727 818149 or ime2@stalbands.anglican.org
Readers	Readers' Association stalbands.anglican.org/ministry/reader-resources
Lay Leaders of Worship (LLWs)	Information and contact details for LLW programme: stalbands.anglican.org/ministry/lay-leaders-worship
Youth & children's work	Information and contact details for Youth and children's work: stalbands.anglican.org/yac
Churchwardens	Information for churchwardens: stalbands.anglican.org/diocese/churchwardens
Administrators	Information for secretaries and administrators: stalbands.anglican.org/diocese/secretaries-and-administrators

WHEN THINGS DON'T GO WELL

What support?	Who is it for?	Contact
Safeguarding of children and vulnerable adults	All ministers	Diocesan Safeguarding Adviser 01727 818107 stalbands.anglican.org/diocese/safeguarding National Domestic Abuse Helpline nationaldahelpline.org.uk
Media and communications support	All ministers	Diocese Communications Team stalbands.anglican.org/news/who-s-who-in-communications
Legal support	All ministers	Diocesan Registry stalbandsregistry@wslaw.co.uk
Conflict resolution, mediated conversations, facilitated meetings	All ministers	Dispute Advisory Service stalbands.anglican.org/ministry/dispute-advisory-service
Support if a complaint is made about you	All ministers	Your bishop, archdeacon or Your manager (mainly for ministers employed in a parish or the diocese office)
Clergy legal protection insurance	All clergy	ecclesiastical.com/church/clergy-legal-protection
Bullying and harassment	All ministers	Your bishop, archdeacon, manager or Clergy Counselling Service stalbands.anglican.org/ministry/clergy-counselling-service Dispute Advisory Service stalbands.anglican.org/ministry/dispute-advisory-service

What support?	Who is it for?	Contact
Concerns about spiritual abuse	All ministers	Your archdeacon or Diocesan Safeguarding Adviser Tel: 01727 818107 stalbands.anglican.org/diocese/safeguarding
Pastoral support	All ministers and their families	Your bishop, archdeacon, rural/area dean, deanery lay chair or deanery chapter, or Your manager (mainly for those employed in a parish or the diocese office)
Relationship counselling	All ministers	Clergy Counselling Service stalbands.anglican.org/ministry/clergy-counselling-service Relate relate.org.uk
Clergy marriage and relationship breakdown	Partners of clergy following relationship breakdown or divorce	Clergy Counselling Service stalbands.anglican.org/ministry/clergy-counselling-service Broken Rites brokenrites.org
Concerns about addictive behaviour	All ministers and their families	Clergy Counselling Service stalbands.anglican.org/ministry/clergy-counselling-service Mind www.mind.org.uk (search for 'addiction')
Concerns about alcohol abuse	Everyone	Alcoholics Anonymous alcoholics-anonymous.org.uk
Concerns about gambling	Everyone	Gamblers Anonymous gamblersanonymous.org.uk

The following extract, written in 1966 about clergy, nevertheless has important messages for all in ministry in the 21st century.

"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."

by Monica Furlong

An extract from *The Parson's Role Today*,
a paper given at the Wakefield Diocesan Clergy Conference
April 1966.

Acknowledgement

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stalbans.anglican.org/ministry/ministry-flourishing