

Dear colleagues

The Clergy Wellbeing Forum and I are really grateful for the way in which so many engaged with the Wellbeing questionnaire that was sent out in 2022. The feedback has enabled us to get a much clearer understanding of wellbeing issues in the Diocese.

The findings echo similar research that has been conducted nationally, for example, many clergy find their roles both immensely rewarding as well as stressful; many clergy struggle with taking their full allocation of holiday and time off. The fact that many national trends are replicated in this Diocese is not a reason for inaction and the Wellbeing Forum intend to send another questionnaire out in the Spring to help us understand whether and how things have changed.

Since the 2022 Questionnaire a number of things have been happening on the wellbeing front which have been prompted by your responses – these include,

- The Rural Deans worked with Senior Staff and Sharon Crooks (facilitator and trainer) in exploring the issues around how to maintain healthy boundaries in a clergy lifestyle
- During this year, Bishop Graham is meeting with small groups of licensed clergy in order to hear and understand the issues, concerns and joys of ministry
- Clergy interest and hobby groups have been created
- The Property Team's budget for 2024 has been significantly increased in order to address the need to catch up on work on Parsonages; this includes quinquennials which were delayed due to the pandemic
- The creation of a pilot project in the Dereham and Mitford Deanery in which funeral fees are administered by the Diocesan finance team – with the aim of reducing the admin burden on the local church. The pilot will run for one year and if successful, it will be rolled out to all Deaneries.
- Mental Health First Aid training seminars in partnership with YANA
- Increased availability of the Bishop of Norwich's discretionary fund grants in cases of clergy and family need and hardship
- Building resilience as a foundation of wellbeing webinar with Nicolas Wilcocks

I hope that the next Questionnaire will help us continue to go further and deeper in supporting clergy wellbeing – do contact me or any of the Forum if you have any questions or would like to feedback any points or ideas.

With best wishes

The Clergy Wellbeing Forum in the Diocese of Norwich:

The Venerable Keith James, Revd. Tracy Jessop, Revd. Patrick Richmond, Ms. Jane Keeton,
Mrs. Ruth Thorp, Revd. Canon Julie Boyd, Revd. Carol Pritchard, Revd. Michael Hayden