



CLERGY WELLBEING

in the Diocese of Blackburn



THE CHURCH OF ENGLAND IN LANCASHIRE



Clergy Wellbeing

Blackburn Diocese

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CANON NEIL KELLEY

Assistant Archdeacon Clergy Wellbeing



Jesus calls us to a ministry that is challenging and demanding. But he does not want us to exhaust ourselves. In his own life he made space for his ministry of Kingdom proclamation. But also made space for prayer, for friendship and for rest.

This handbook has been created to support the wellbeing of our clergy so that you too can set sustainable and life-giving patterns in the vocation that is yours. Ministry is both a privilege and a profound responsibility, often carrying emotional, spiritual, and practical pressures that can quietly accumulate over time. Attending to personal wellbeing is not a luxury, nor is it selfish. Rather it is an essential part of faithful and sustainable service.

Within these pages, you will find guidance, encouragement, and support to help nurture resilience, maintain balance, and foster a healthy rhythm of life and ministry. It is offered as a companion for reflection and renewal - honouring the truth that caring for oneself is deeply connected to caring well for others.

Neil Kelley



Clergy Wellbeing

Pastoral Support

For first level pastoral support, do approach your Area Dean, but bear in mind that Archdeacons and Bishops are always keen to hear from you, this includes our Assistant Archdeacon for Clergy Wellbeing, Canon Neil Kelley. In addition our Dean of Women's Ministry, Canon Lucie Lunn, offers support and care to female clergy in the Diocese.

Working from a place of rest

Our Bishops are keen to clarify that all full-time stipendiary clergy are encouraged to take to an uninterrupted rest period of 24 hours in each period of seven days and one additional rest period of 24 hours in each month, and in the remaining weeks of the month to take a rest day and a light day. Where there are genuine difficulties in taking rest days, please either feel free to speak with me or your Archdeacon to see if there are ways we can help.

Prayer and reflection

Whalley Abbey

- We have a beautiful diocesan retreat house in the grounds of a ruined Cistercian abbey, where clergy are welcome to have personal reading days for a small charge. The resident Chaplain is Revd. Hilary Murphy
residentchaplain@whalleyabbey.org

Spiritual Accompaniment

- If you are looking for a spiritual director/Spiritual Accompanier, you may wish to make your own arrangements. However, you may wish to know of the Diocesan Spiritual Accompaniers Network. If you would like to explore receiving this ministry from someone in the network (lay or ordained) please email:
spiritualdirection@blackburn.anglican.org

Personal retreats

- The cost of an annual personal retreat (which should not be taken from your holiday allowance) should be covered by your PCC but please speak to your Archdeacon if your PCC is unable to meet the cost or you need some help with this.

Clergy Wellbeing

Ministerial Development

- Clergy are invited to participate in an 8 year annual programme to keep ministry fresh and vital. This includes periods of sabbatical and regular retreats.
- Ongoing theological training and teaching is offered through our partnership with Emmanuel Theological College. Clergy receive free access to a theological library of 22,000 books and regular seminars. For information about how to access this, please contact Mike Print (CME officer)
mike.print@blackburn.anglican.org
- We offer an annual conversation in which every licensed priest spends 90 minutes with a Bishop or Archdeacon discussing ministry and wellbeing.
- Annual Diocesan Study Days and an occasional Diocesan Conference seek to provide opportunities both to keep ministry fresh and to build relationships with colleagues.
- We offer first incumbents a mentor and participation in our Start of Ministry Programme.

In addition to the resources above there is also the **Alongside Scheme**. The Alongside Scheme supports church leaders, at any stage in ministry, in the whole of their lives. A trained Alongside Companion undertakes to meet regularly with them on a mutually agreed pattern, in person and/or online. [Alongside Scheme - Resourcing Renewal](#).

Clergy Wellbeing

Care for divorced and separated clergy

- Bishop Philip has appointed Janet Sanderson
janet.sanderson@blackburn.anglican.org
and Canon Michael Manley
BishopsVisitor1@bishopofblackburn.org.uk
as the Bishop's Visitors for Blackburn Diocese.
- The role of the Bishop's Visitor is to support clergy spouse/partners in the event of a clergy marriage facing difficulties or coming to an end for any reason. The role is to support, help identify needs and provide signposting to ensure those needs are met.
- Full details of the Church of England Policy and Guidance for the care of the spouses and partners of divorced and separated clergy can be found [here](#). Other helpful information is available at the [Broken Rites](#) website.
- Please contact Janet, Michael, Neil Kelley or one of the Archdeacons if you require any support.

Safeguarding

Our Diocesan Safeguarding Team is headed up by Cath Smith, the Diocesan Safeguarding Officer.

Details of the Safeguarding Team can be found [here](#).

The DSO can be contacted on:
07711 485170 or

catherine.smith@blackburn.anglican.org

Safe Spaces

Safe Spaces is a free, national support service independently run by Victim Support. It provides a confidential, personal and safe space for anyone who has been abused through their relationship with either The Church of England or The Catholic Church of England and Wales. In common with other CofE Dioceses we are promoting this service and you can access the Safe Spaces website [here](#).

Clergy Wellbeing

Financial Support

The Clergy Support Trust offers a wide range of wellbeing support. To check if you are eligible please click [here](#).

- Emergency Grant (unexpected expenses, up to £500)
- Health Grant (physical, mental and neuro-diverse needs)
- Wellbeing grant (promoting your health and happiness)
- Wellbeing support (for households with specific needs)
- Debt support (unsecured debt support)
- Financial support (larger needs, means tested)

The Association for Promoting Retreats - offers a bursary scheme. Applications can be made through one of the member retreat houses, for up to 50% of the costs of an individual guest's retreat (up to a maximum of £150).

The **Rustat Trust** makes annual grants to assist children of clergy (ordained according to the rites of the Church of England) while they are at school. It can help with music or sports lessons, equipment, uniform and including the provision of school meals and transport costs where these are not met fully by the Local Education Authority.

[Clergy family grants](#) | [Jesus College in the University of Cambridge](#).

Clergy Wellbeing

Administration, Governance and HR

The Diocesan HR Team works in close partnership with office holders and parishes, offering guidance and support across a range of areas including development, employee relations, management, and recruitment.

The HR Manager, Andrew Cooke, oversees all HR matters relating to both the Boards of Finance and Education. In addition, the HR Manager serves as the designated Officer for Common Tenure and provides primary HR advice and support to clergy. An invaluable resource from the Church of England is [here](#).

The diocesan website also contains important information for clergy who are office holders, including guidance on Common Tenure and the rights and responsibilities associated with it. This can be accessed [here](#).

To get in touch with the HR Team, please email the HR enquiries inbox at: HREnquiries@blackburn.anglican.org

Neurodiversity

On the diocesan website you can find details of support offered to Clergy and ordinands. Whether you are looking for support, seeking a greater personal understanding or aiming to create inclusive and accessible spaces for neurodivergent individuals, these resources offer tools, advice and links to help foster an understanding, accepting and empowering environment for all.

Clergy Wellbeing

Emotional Support

The Diocese of Blackburn is committed to investing in emotional and psychological wellbeing. Seeking to support you in your personal life and your ministry, emotional wellbeing is the ability to manage stress, emotions and life challenges while maintaining a sense of purpose and positive relationships. It is a component of overall health that encourages and allows you to function well, recover from setbacks, build resilience and raise self-awareness. With this in mind we seek to offer access and support offering counselling and wellbeing interventions, trauma-informed and person-centred. While your bishops and archdeacons are happy to discuss your needs, you are welcome to contact our Diocesan Wellbeing Consultant, Ali O'Brien, directly and confidentially. Ali is available to offer one to one counselling sessions as well as one off appointments and wellbeing check-ins. Ali can be contacted directly on ali.obrien@blackburn.anglican.org We also offer free counselling to clergy and their families through the [Inter Diocesan Counselling Service](#). For further details of both avenues of support, please contact Canon Neil Kelley.

Holidays

The cost of living crisis is affecting us all. There are some options to explore if you feel that you would struggle to give yourself (and your family) a proper holiday.

The Clergy Support Trust

Depending on your household composition, the CST can provide grants towards the cost of an annual holiday up to a maximum of £2,000. [Wellbeing.grants](#) | [Clergy Support Trust](#)

The English Clergy Association

This charity also makes grants for holidays. [Welcome to the English Clergy Association : Grants and Charity.](#)

Clergy Cottage Pentewan - (clergycottagetrust.org)

The Clergy Cottage Trust is a voluntary group that provides a low cost retreat holiday in the lovely trust cottage in the village of Pentewan, Cornwall.

Clergy Wellbeing

Email Addresses

Bishop's Visitors

janet.sanderson@blackburn.anglican.org

BishopsVisitor1@bishopofblackburn.org.uk

Diocesan HR Team

HREnquiries@blackburn.anglican.org

Diocesan Safeguarding Officer

catherine.smith@blackburn.anglican.org

Diocesan Wellbeing Consultant

ali.obrien@blackburn.anglican.org

Ministerial Development

Director of Ministry

anne.beverley@blackburn.anglican.org

CME Officer

mike.print@blackburn.anglican.org

Spiritual Accompaniment

spiritualdirection@blackburn.anglican.org

Whalley Abbey Resident Chaplain

residentchaplain@whalleyabbey.org

Clergy Wellbeing

Web Addresses

Alongside Scheme (Ministerial Development)

[Alongside Scheme — Resourcing Renewal](#)

Association for Promoting Retreats

<https://promotingretreats.org/bursary/>

Blackburn Diocese Safeguarding Team

<https://www.blackburn.anglican.org/safeguarding>

Broken Rites

<https://www.brokenrites.org/>

Clergy Support Trust

<https://www.clergysupport.org.uk/>

Cottage Clergy Trust

<http://www.clergycottagetrust.org/>

English Clergy Association

<https://www.clergyassoc.co.uk/content/HolidayGrants.htm>

Inter Diocesan Counselling Service

<https://interdiocesancounsellingservice.org.uk/>

Office Holder Documents

<https://www.blackburn.anglican.org/office-holder-documents>

Rustat Trust

<https://www.jesus.cam.ac.uk/chapel-and-choir/about-chapel/clergy-family-grants>

Safe Spaces

<https://safespacesenglandandwales.org.uk/>

Safety/Safeguarding

<https://www.churchofengland.org/resources/safety>



Blackburn Diocese Clergy Wellbeing

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