

## URC - a clear picture

- Is there a problem?
- Who is most at risk
- What can be learnt?
- Personal ownership of the problem
- Personal responsibility for the solution

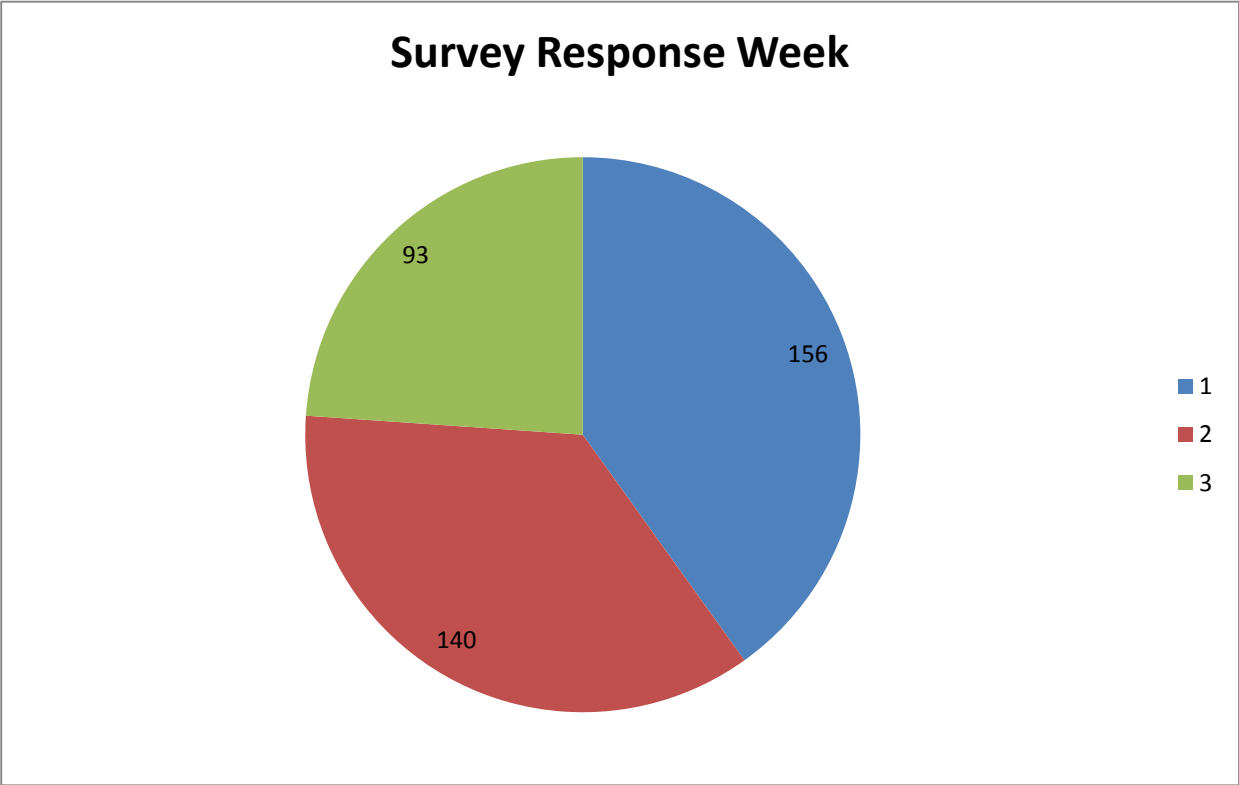
## URC - a framework

- What is statistically significant
- What is intuitively correct
- What is puzzling
- What drives what
- What intervention is possible
- What are the priorities

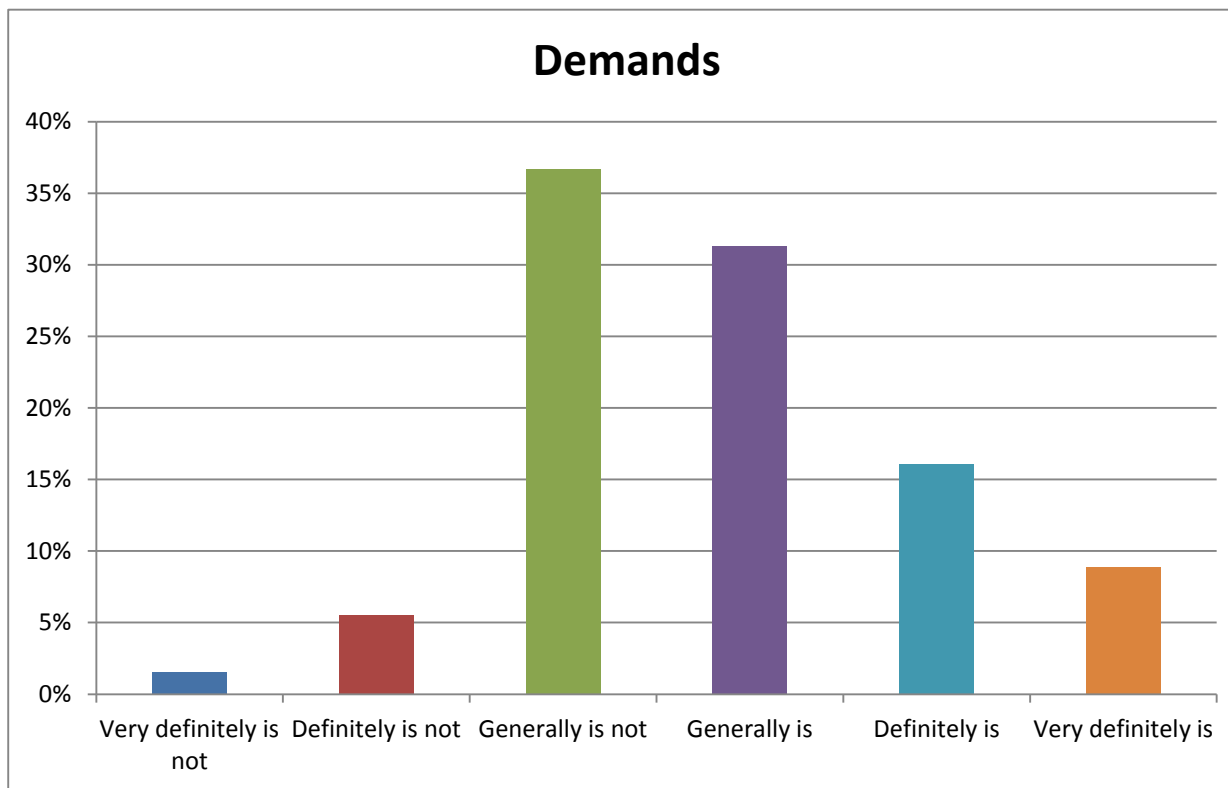
## Domains

- Demands 5 volume and speed of work, meetings, correspondence
- Culture 4 lack of encouragement , trust , respect, poor communication
- Relationships 4 with 'line management', parishioners, colleagues, family
- Ministry 11 personal and church finance, home life,  
> discouragement, thoughts of leaving, staleness
- Control 4 workload, resources, scheduling
- Role 3 uncertainty, extra things, compensating for others
- Change 3 the way change is managed, its amount and rate
- Support 5 lack of it, asking for help, working beyond training

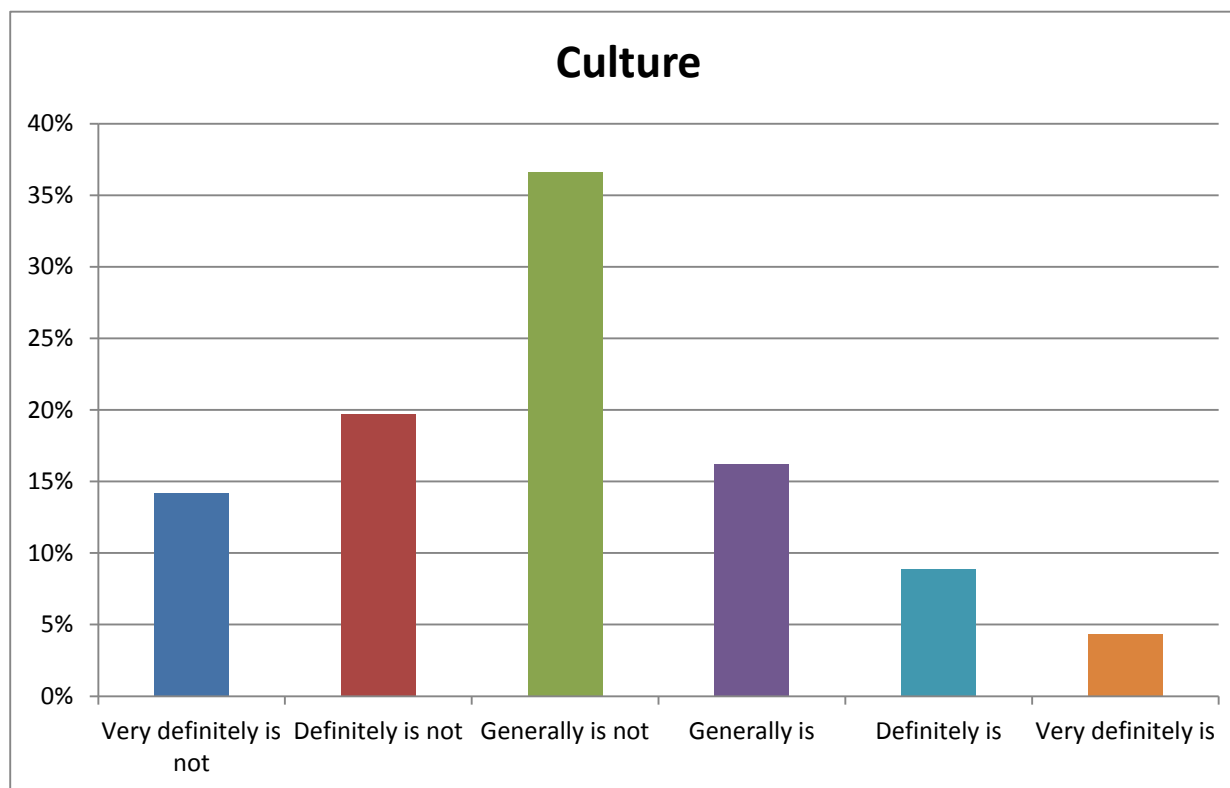
# Survey Response Week (389) 62%



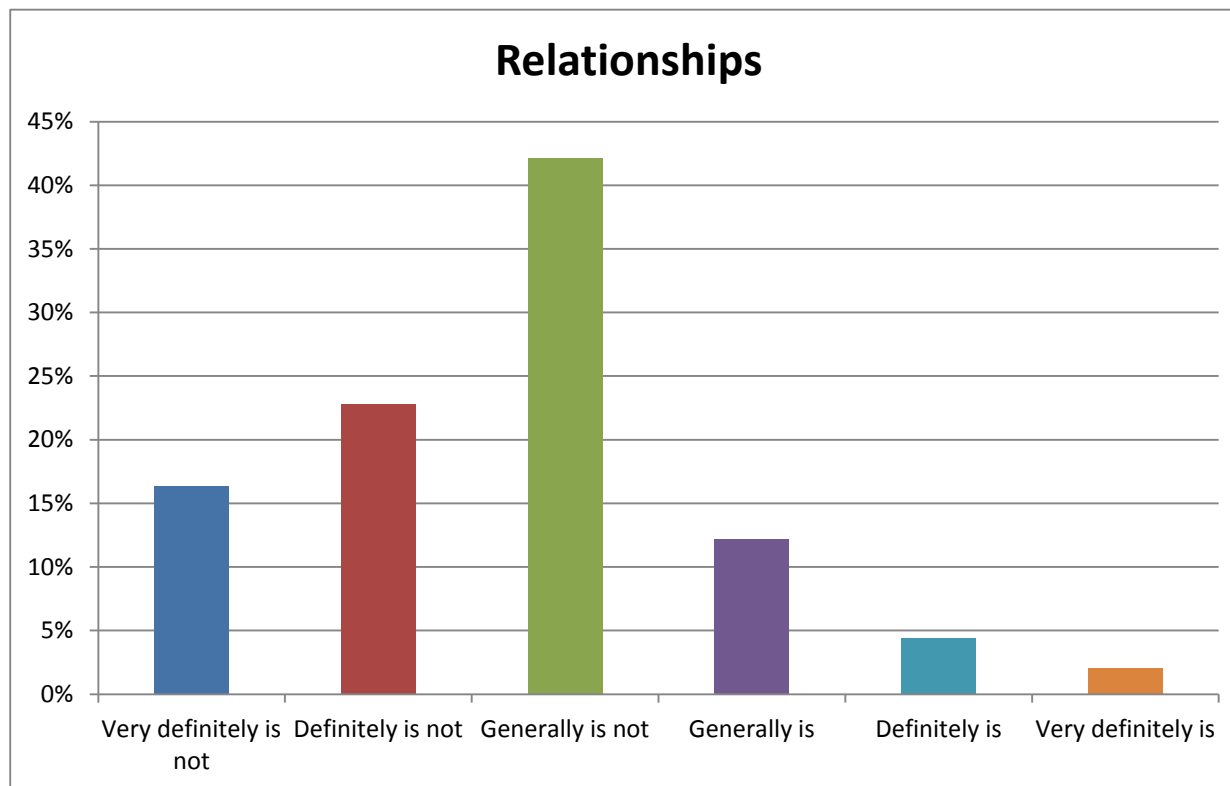
# Demands



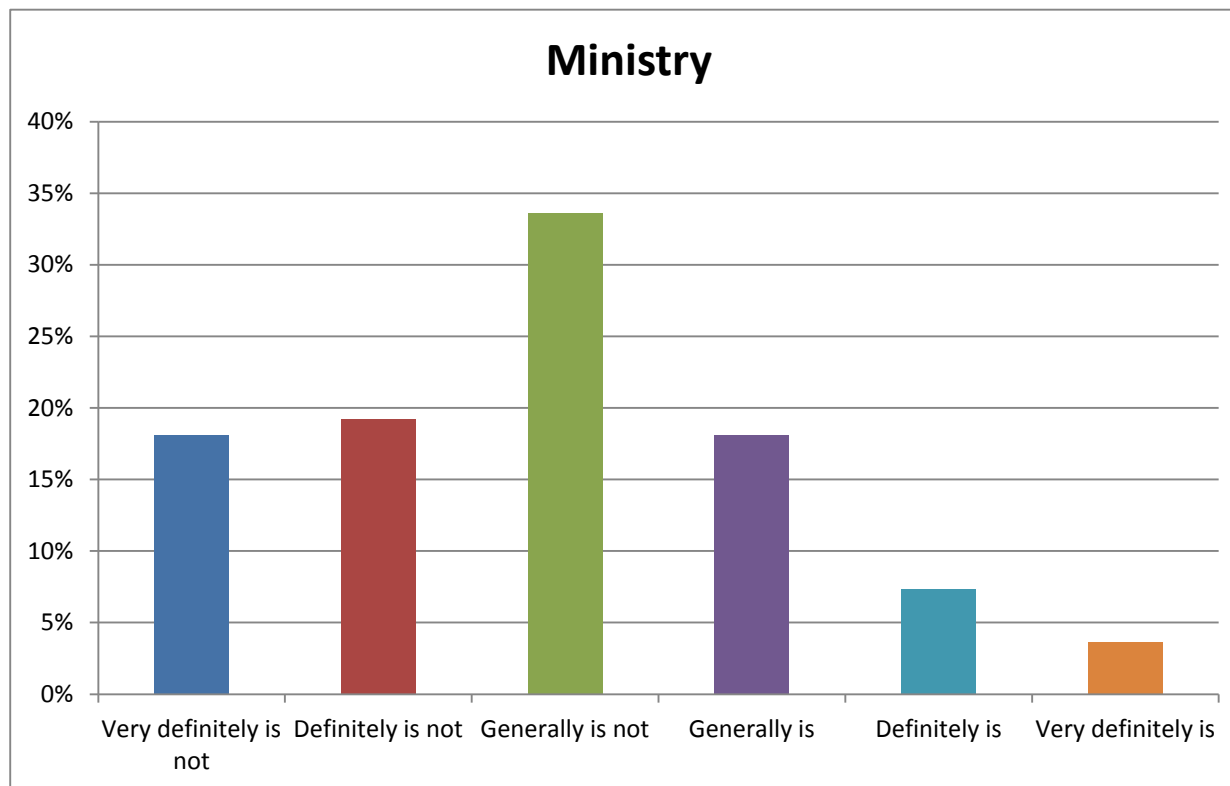
# Culture



# Relationships

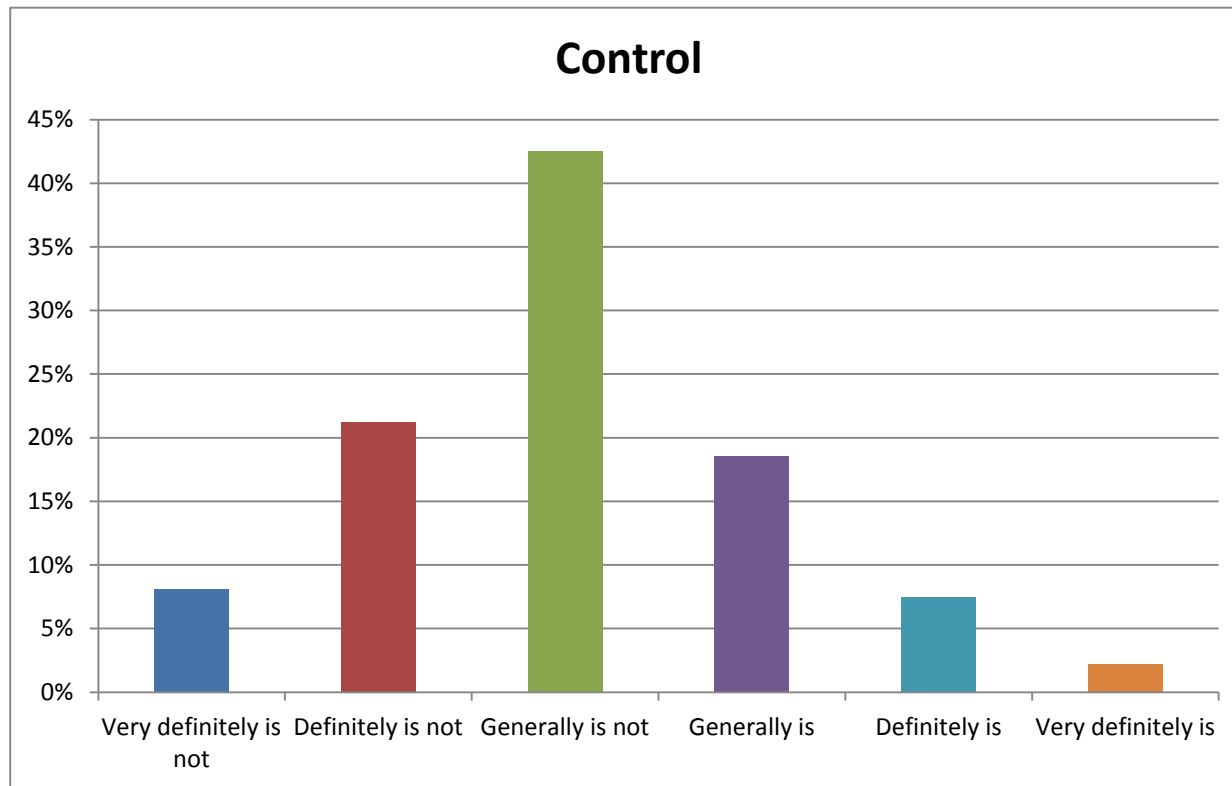


# Ministry

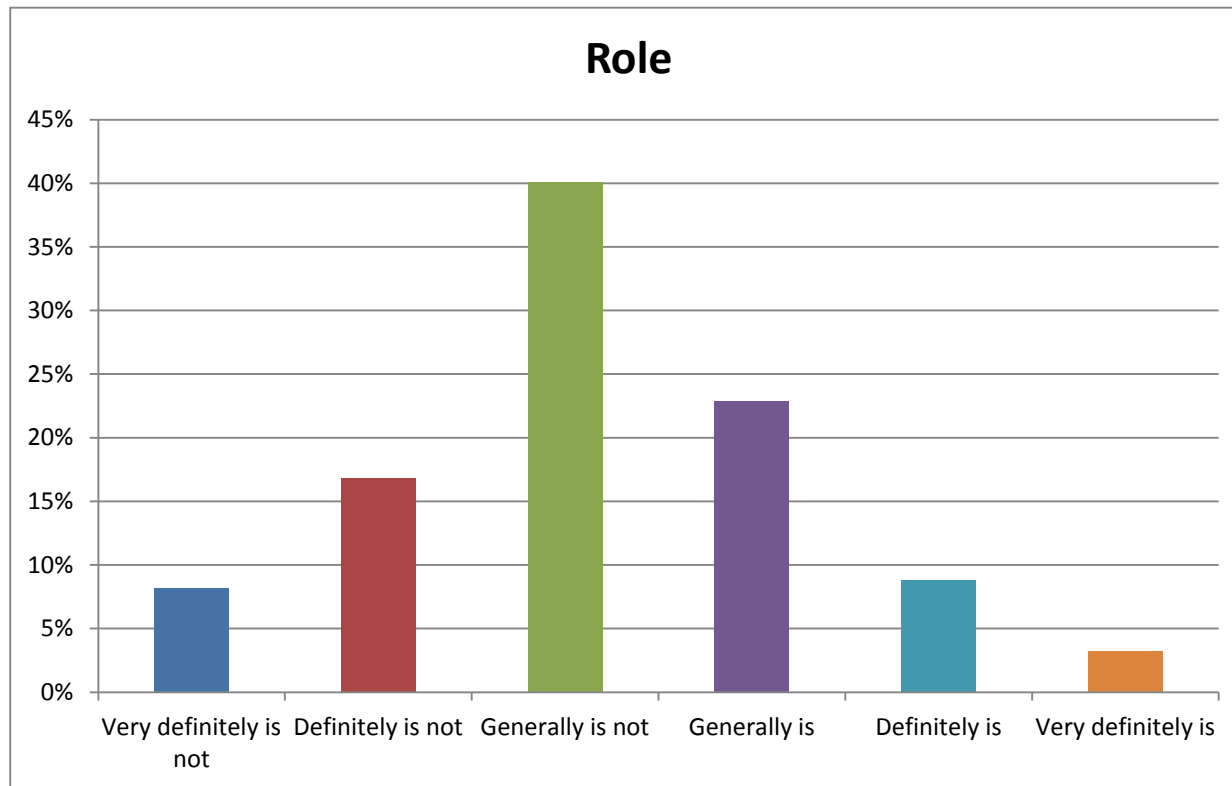




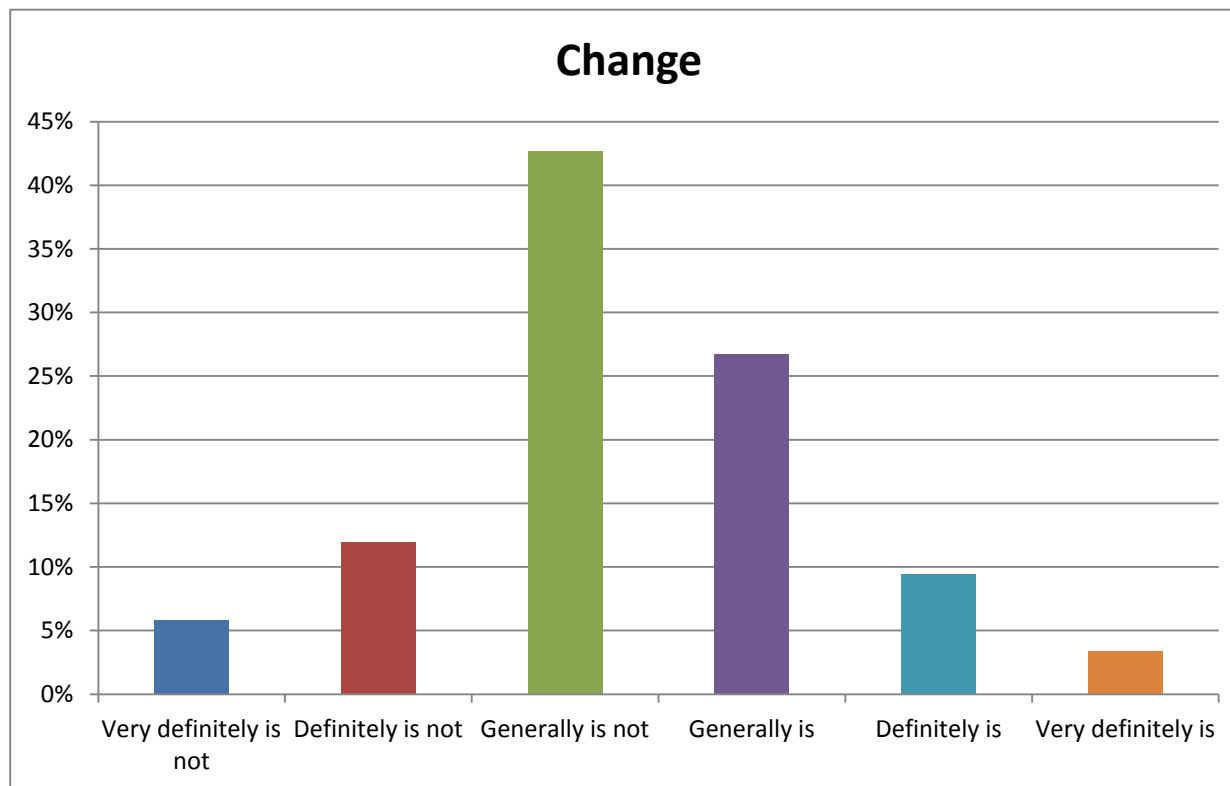
# Control



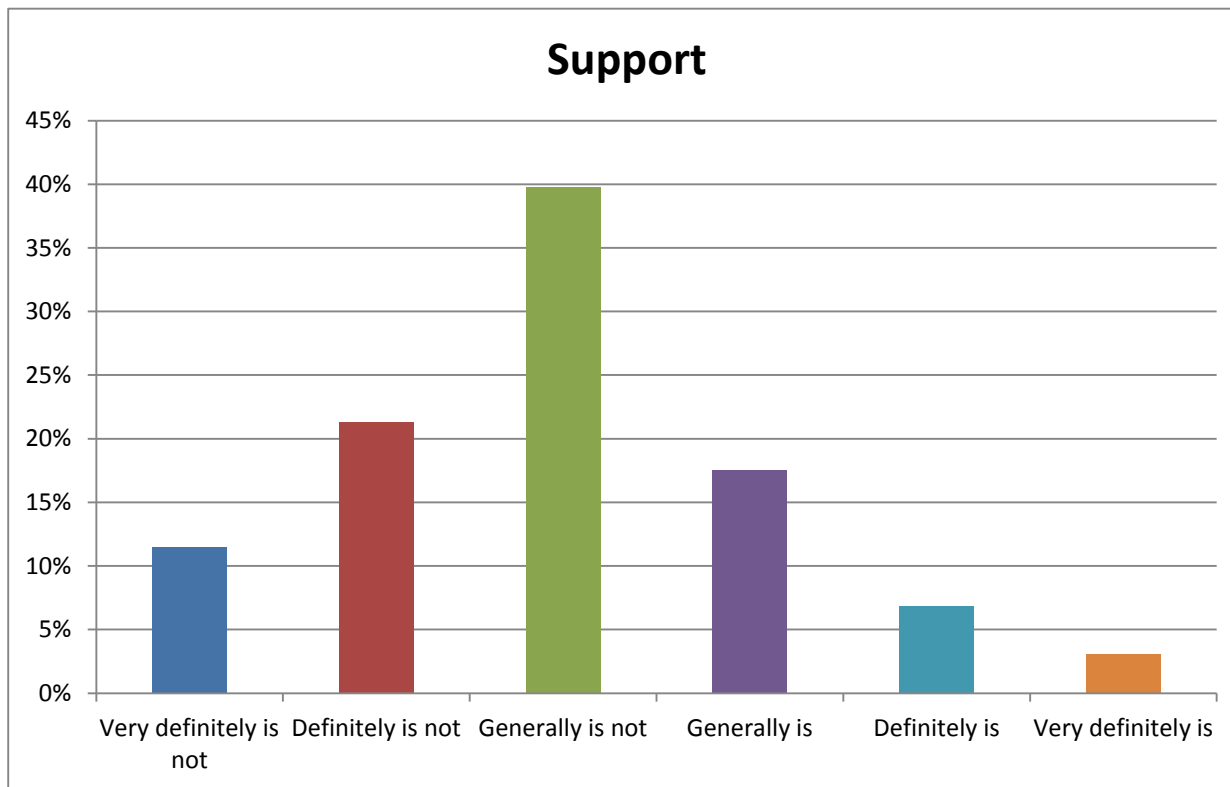
# Role



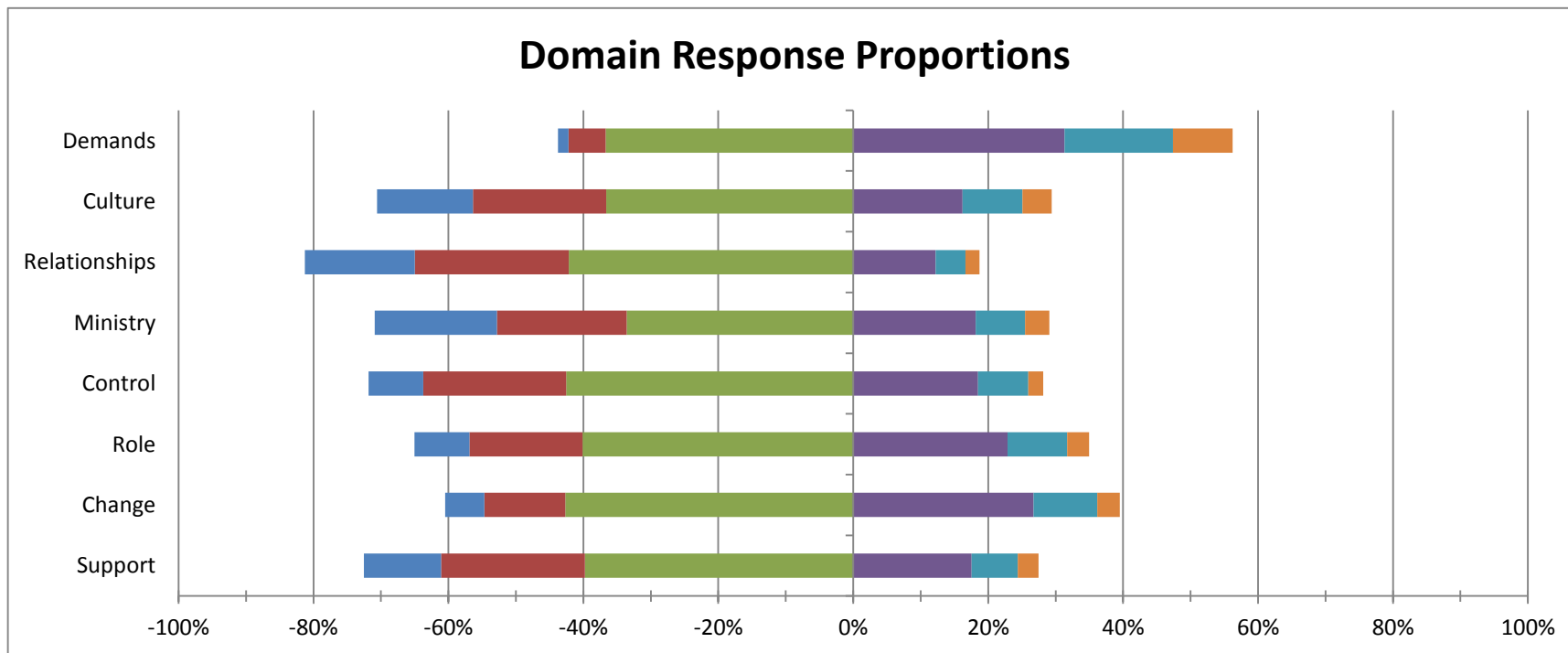
# Change



# Support



# Domain Response Proportions

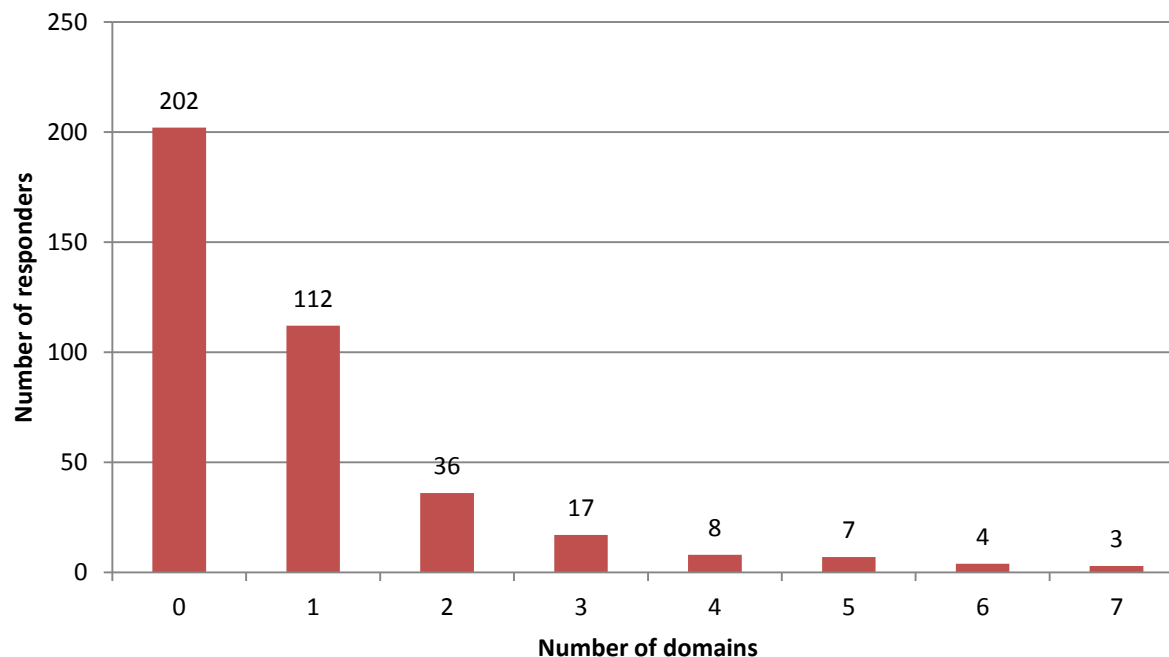


Key (score):

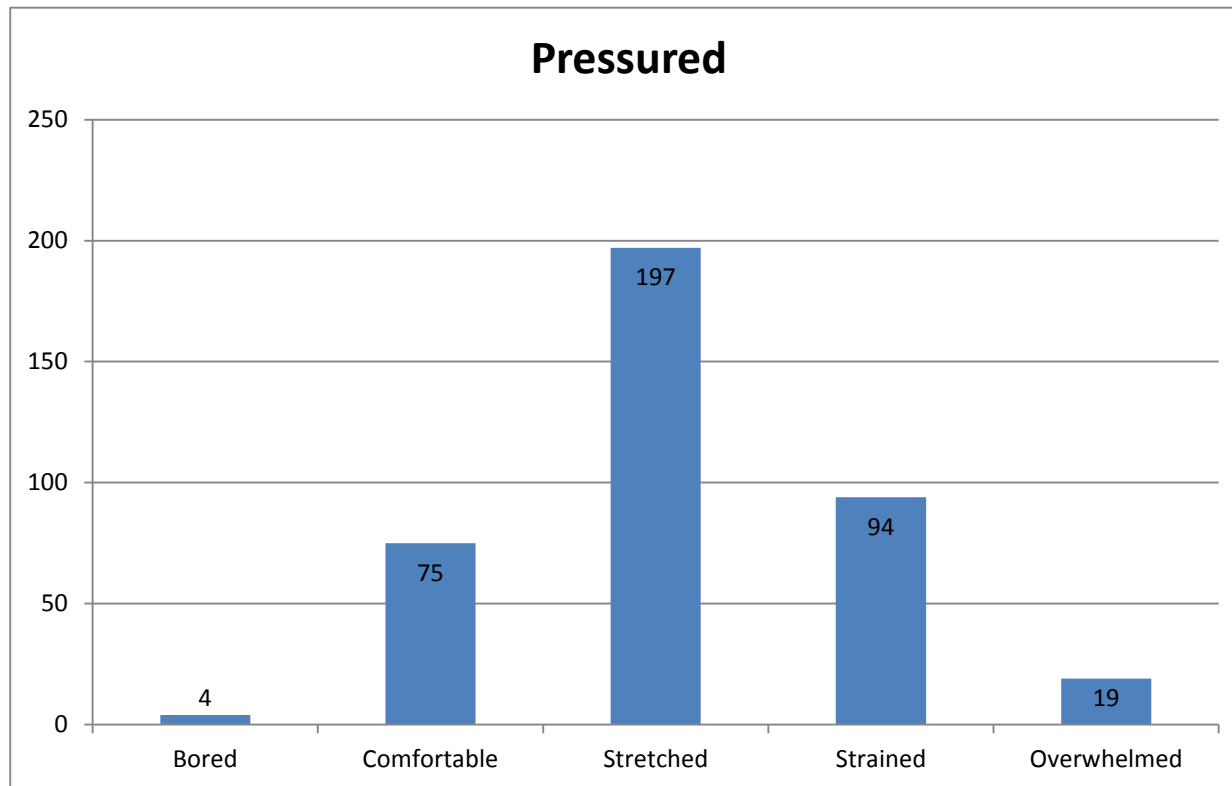
- Very definitely is not (1)
- Definitely is not (2)
- Generally is not (3)
- Generally is (4)
- Definitely is (5)
- Very definitely is (6)

# Domain stress pattern

### Responders stressed in multiple domains

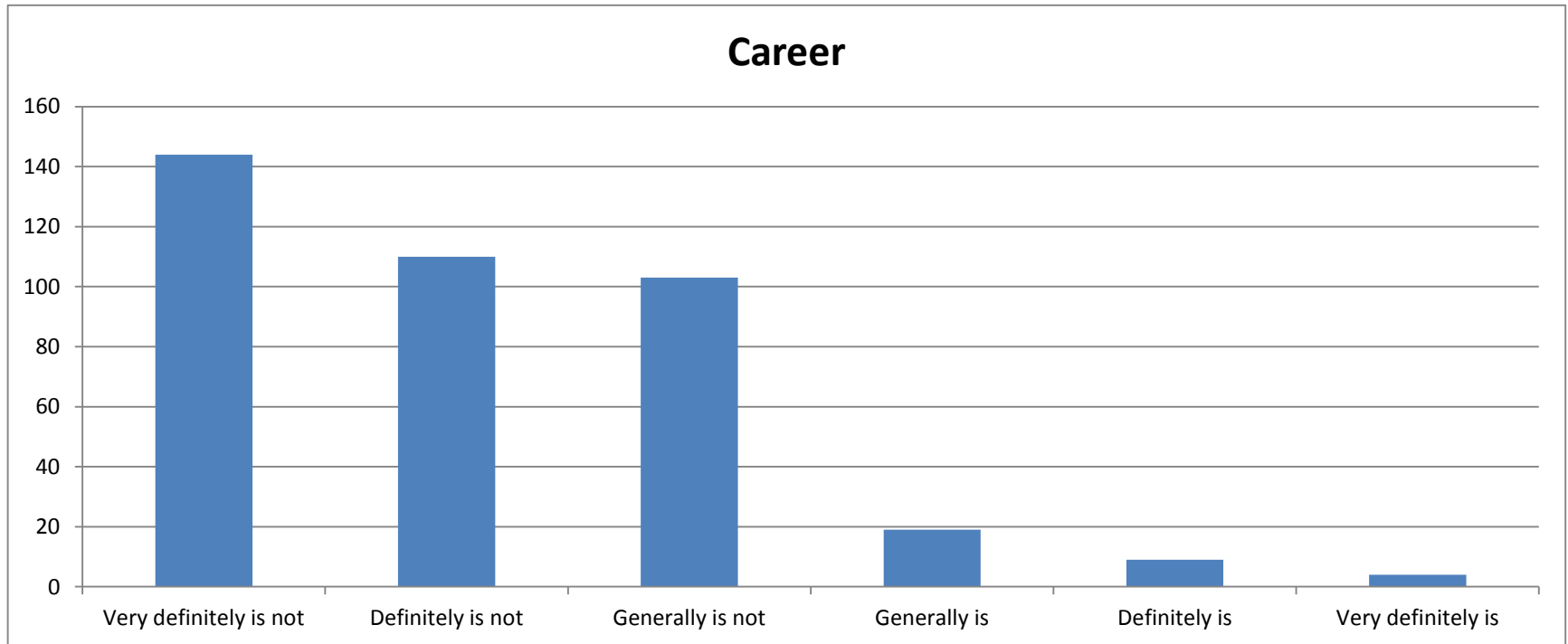


# Pressured



# Ministry Domain: Q1

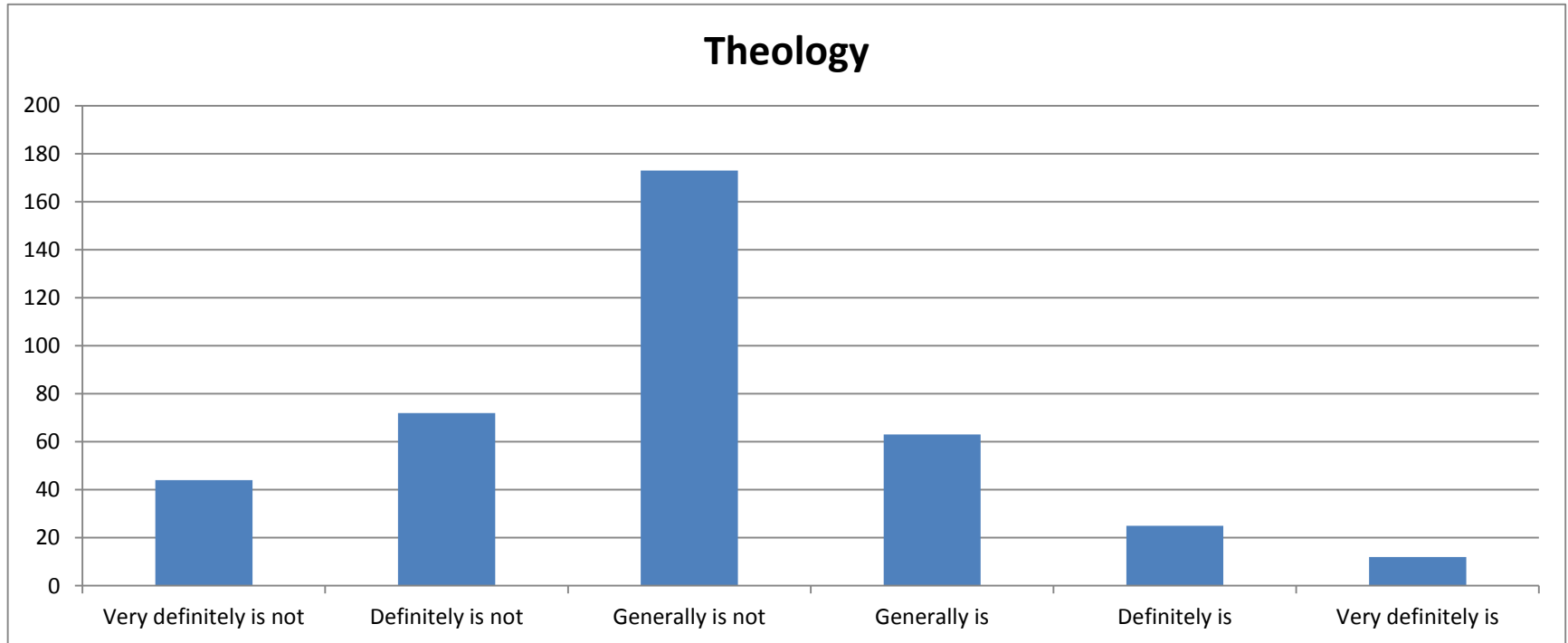
## Career





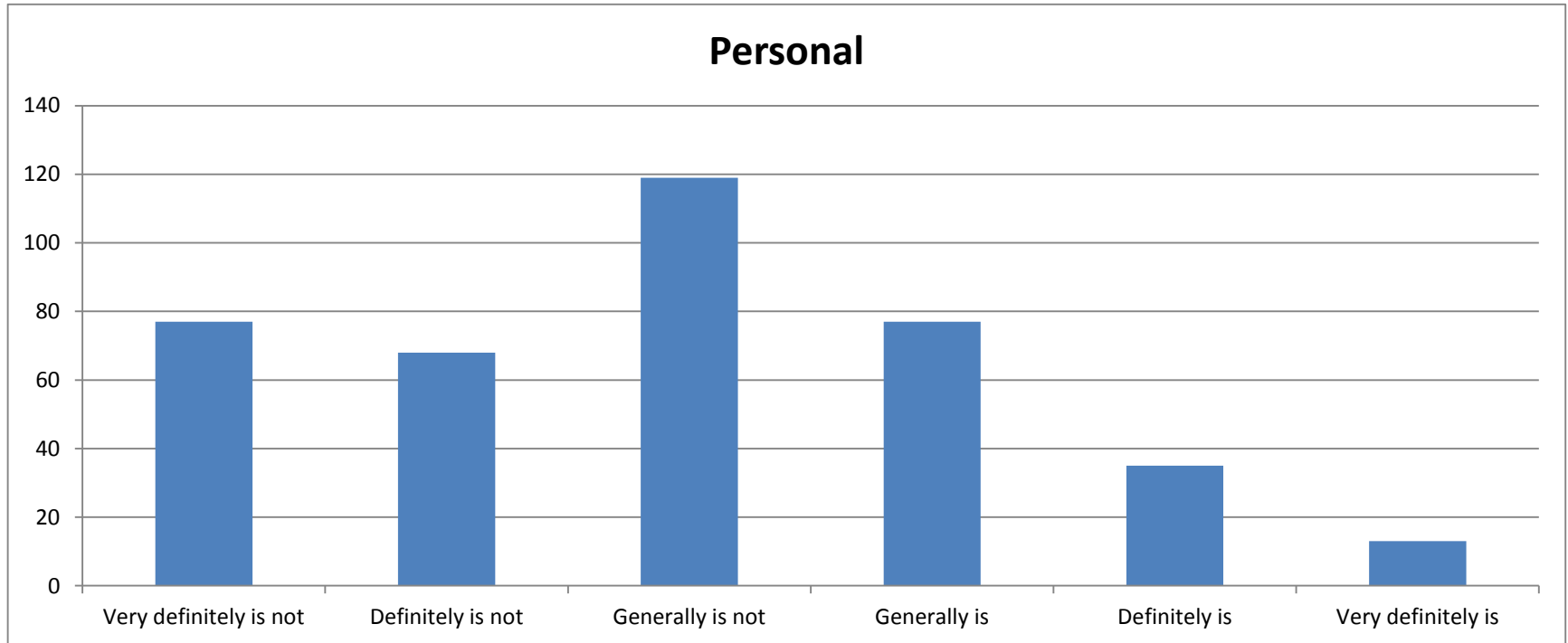
# Ministry Domain: Q2

## Theology



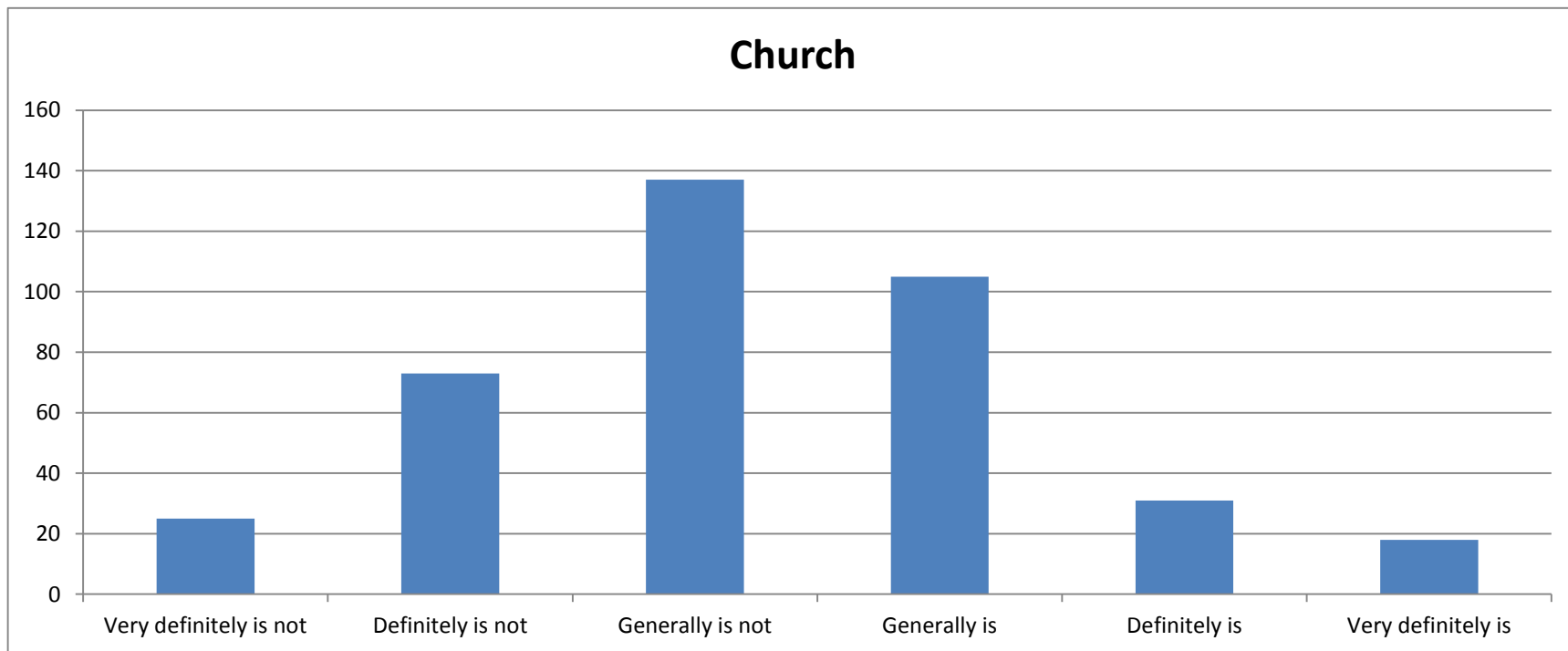
# Ministry Domain: Q3

## Personal



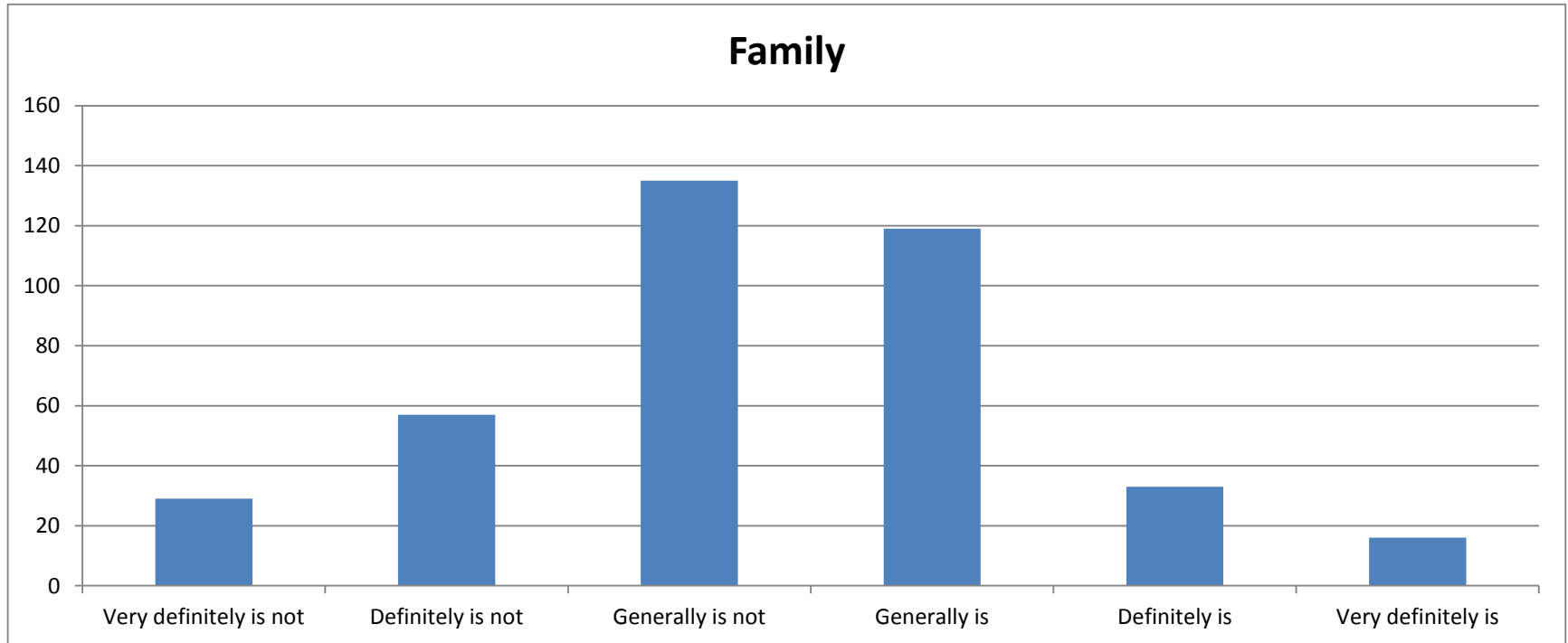
# Ministry Domain: Q4

## Church



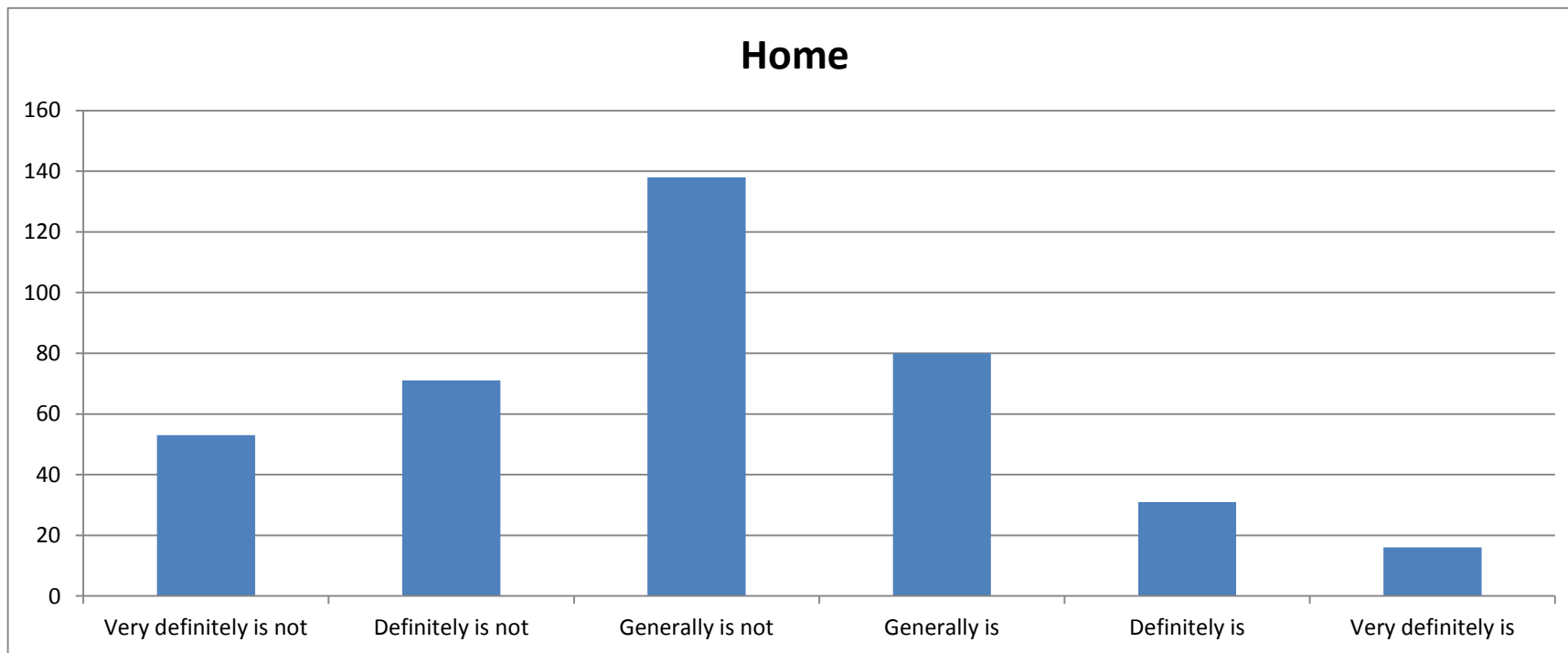
# Ministry Domain: Q5

## Family



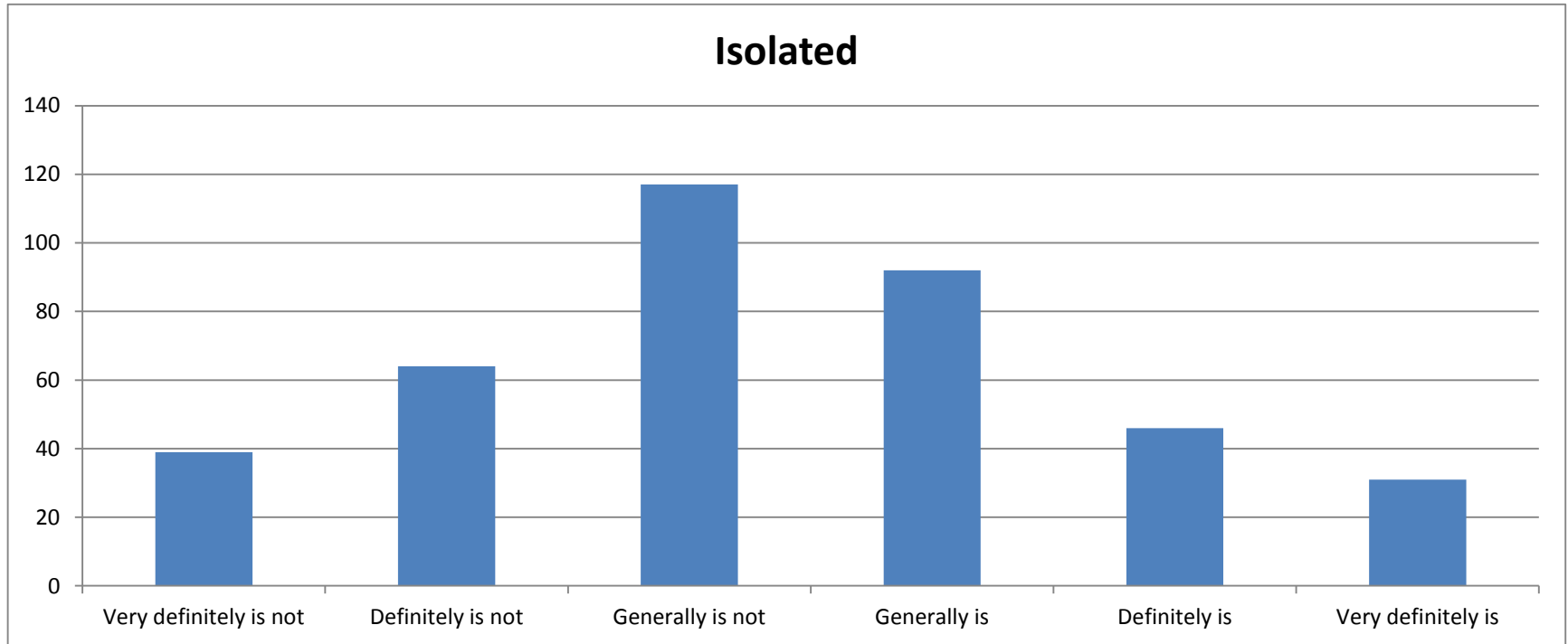
# Ministry Domain: Q6

## Home



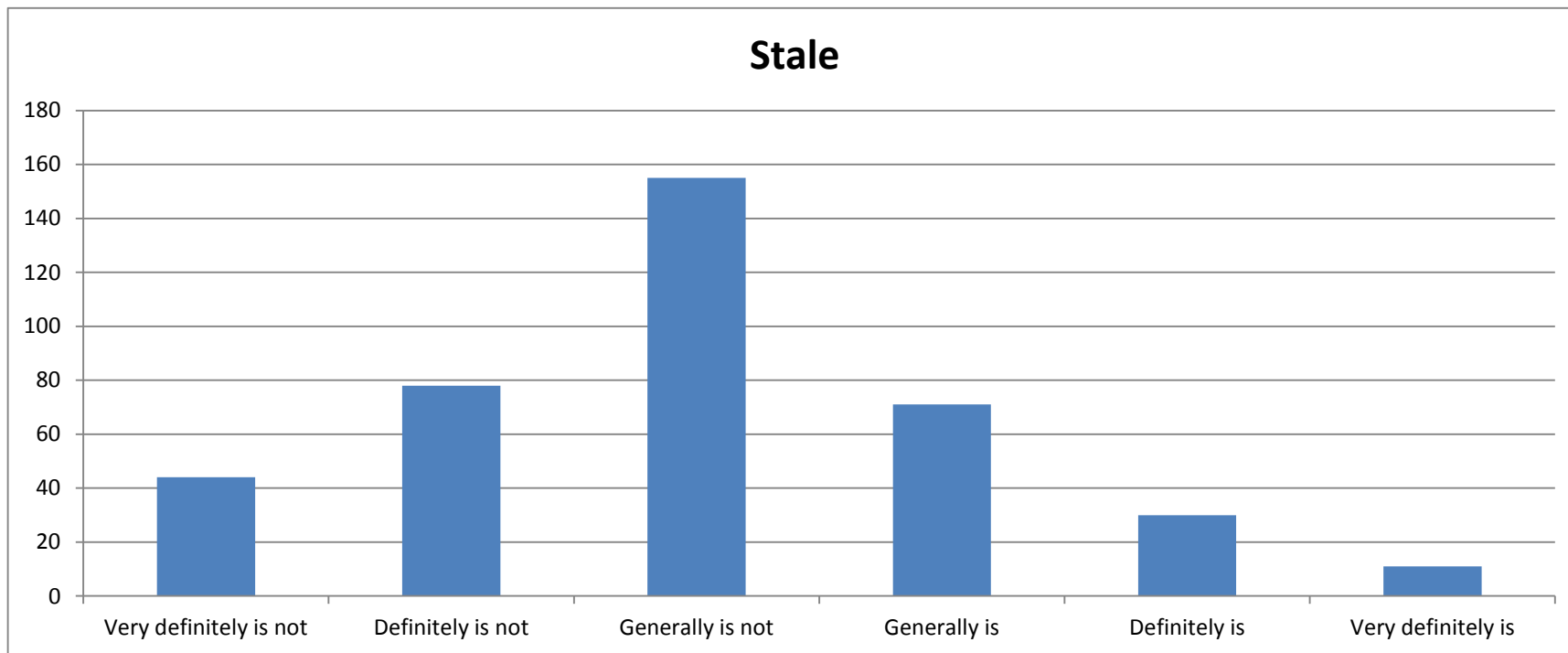
# Ministry Domain: Q7

## Isolated



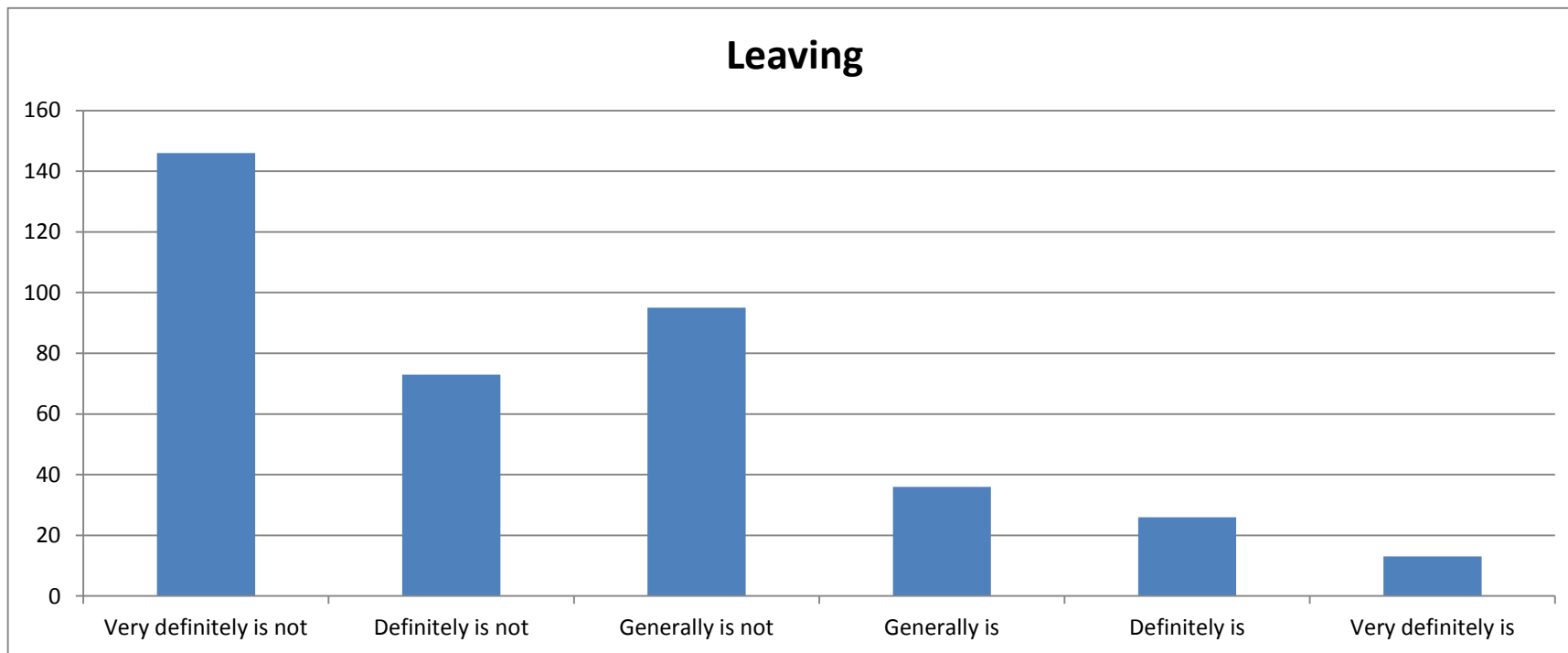
# Ministry Domain: Q8

## Stale



# Ministry Domain: Q9

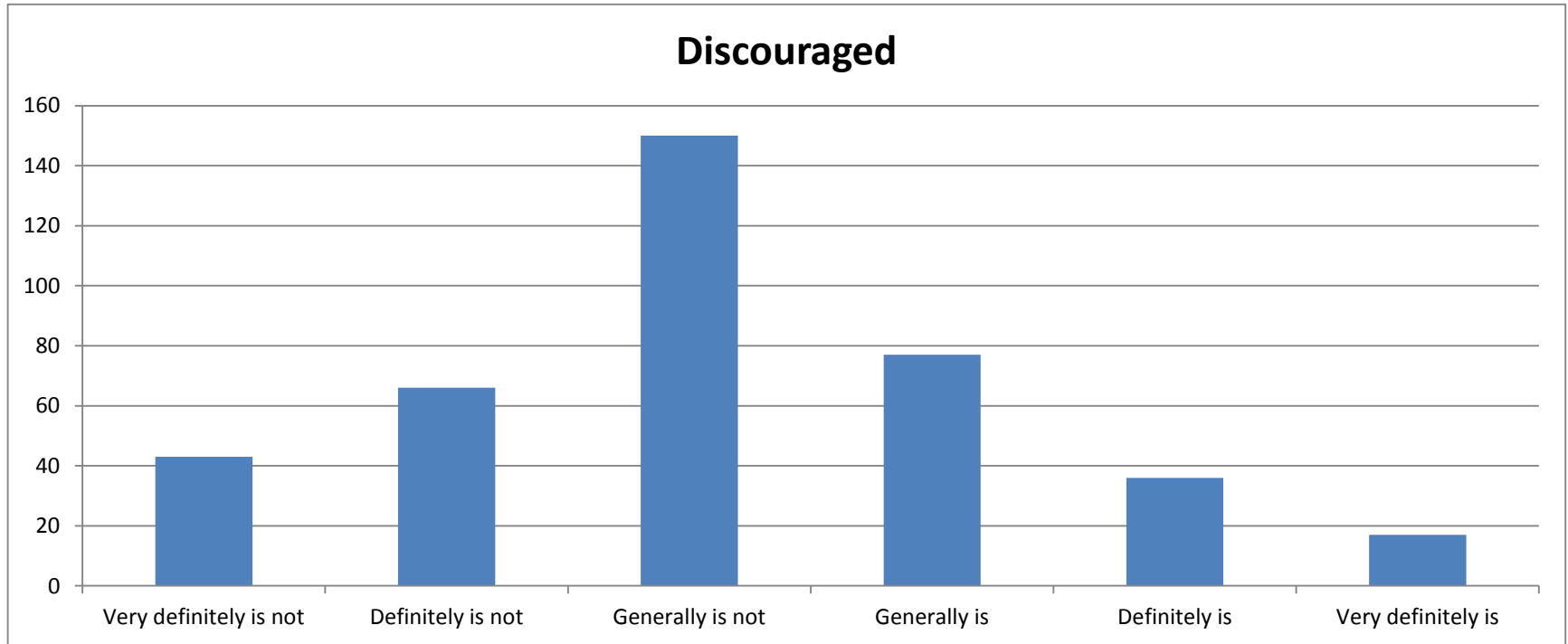
## Leaving



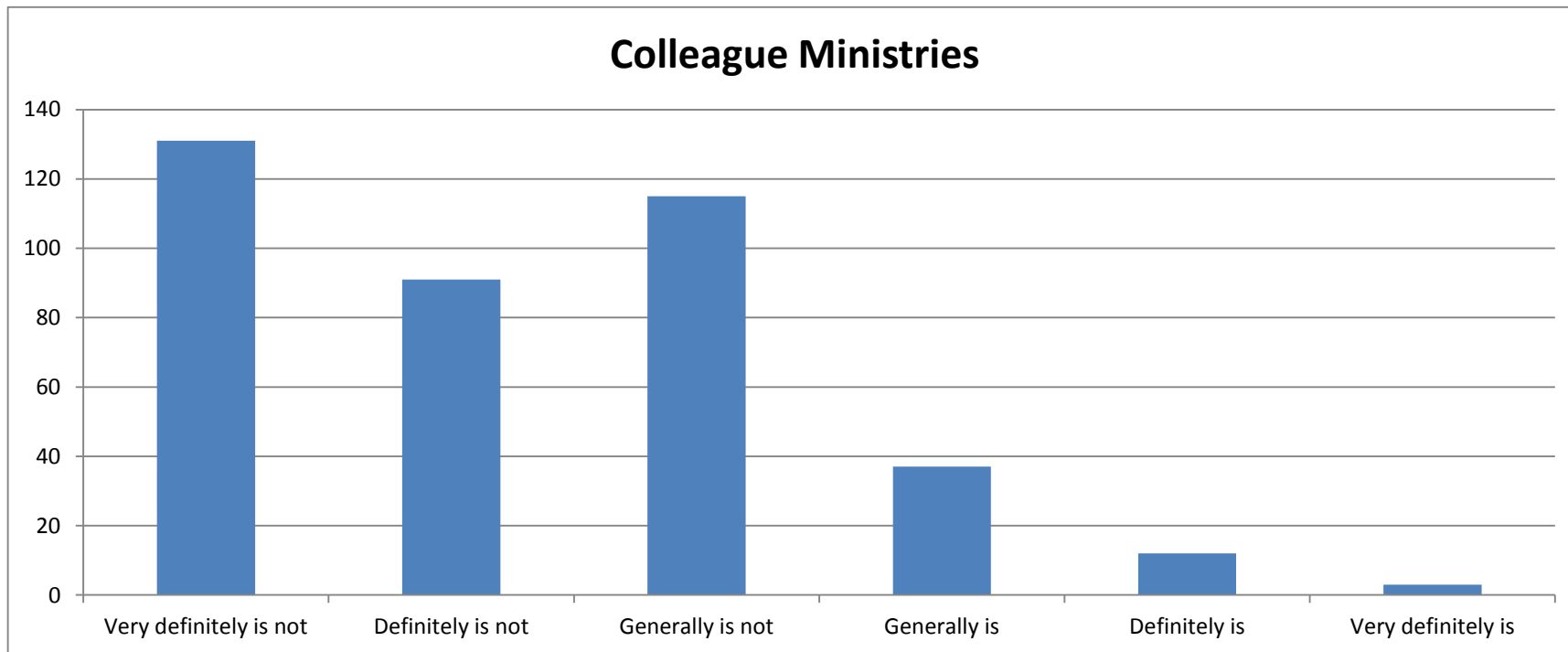


# Ministry Domain: Q10

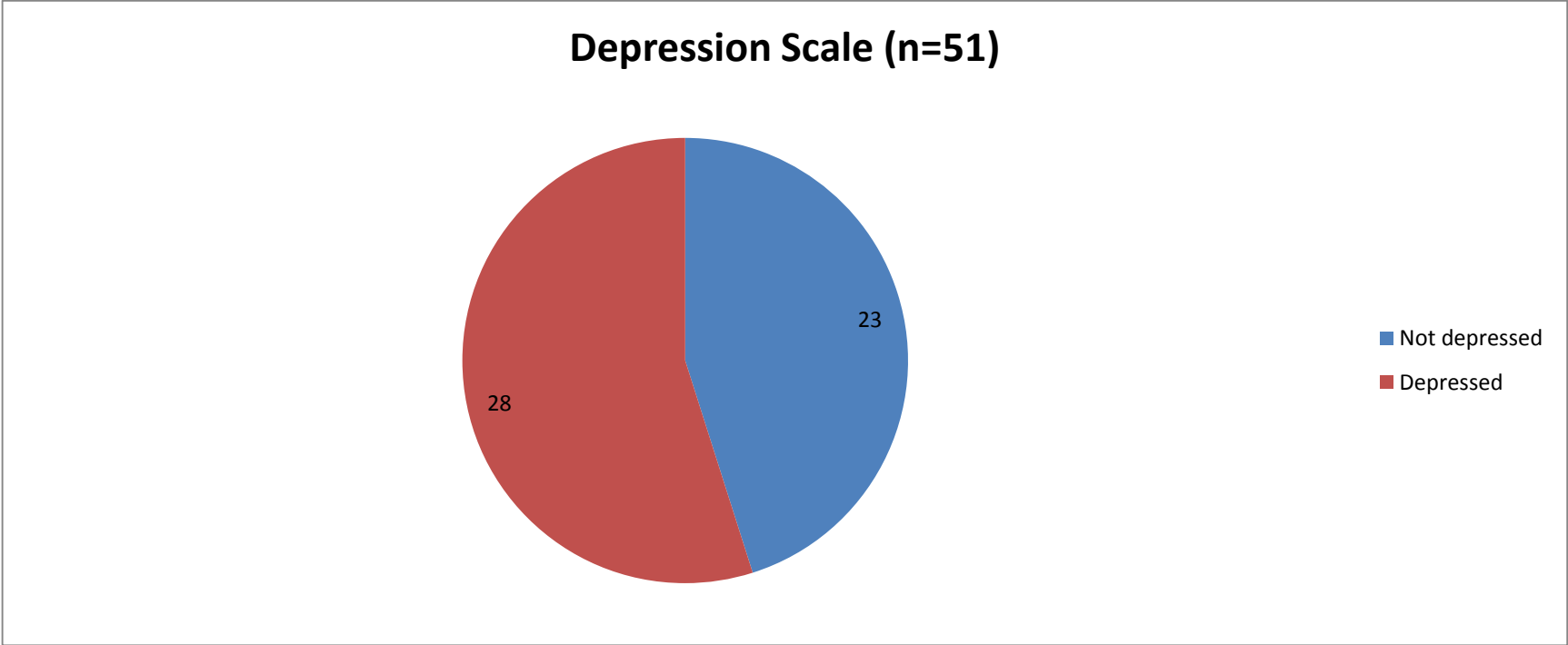
## Discouraged



# Ministry Domain: Q11

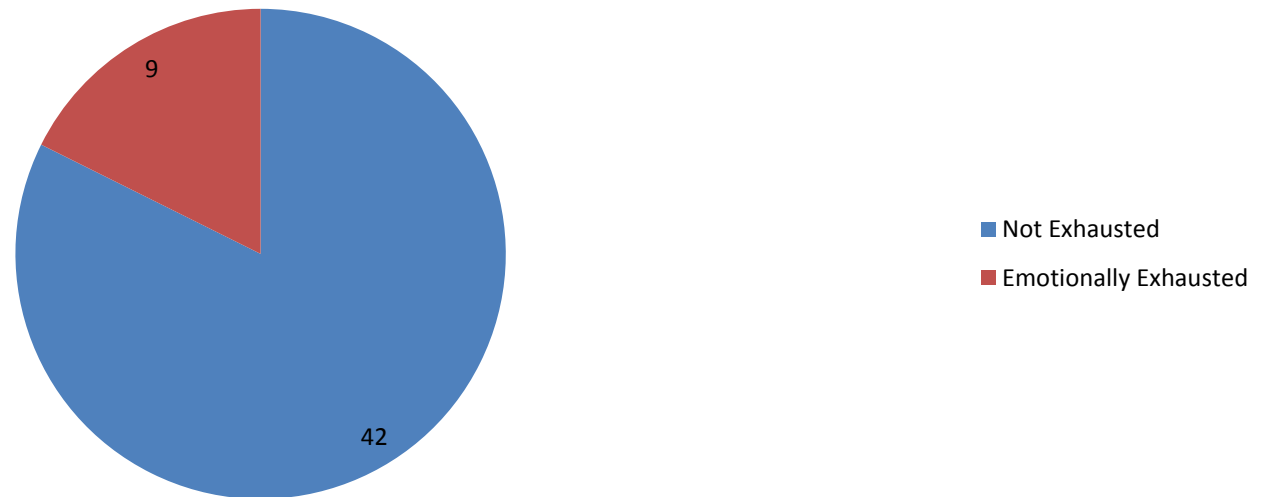


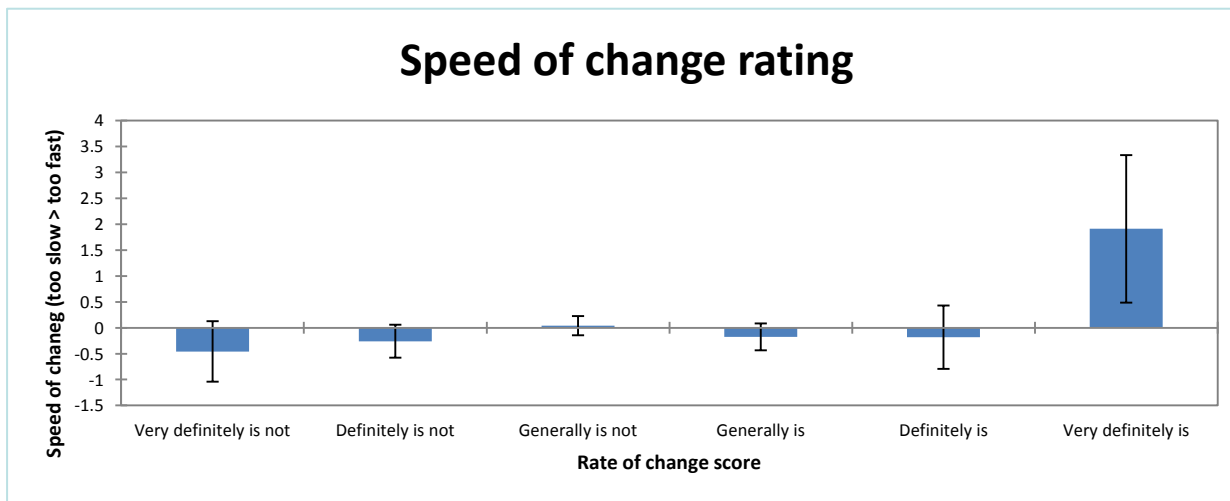
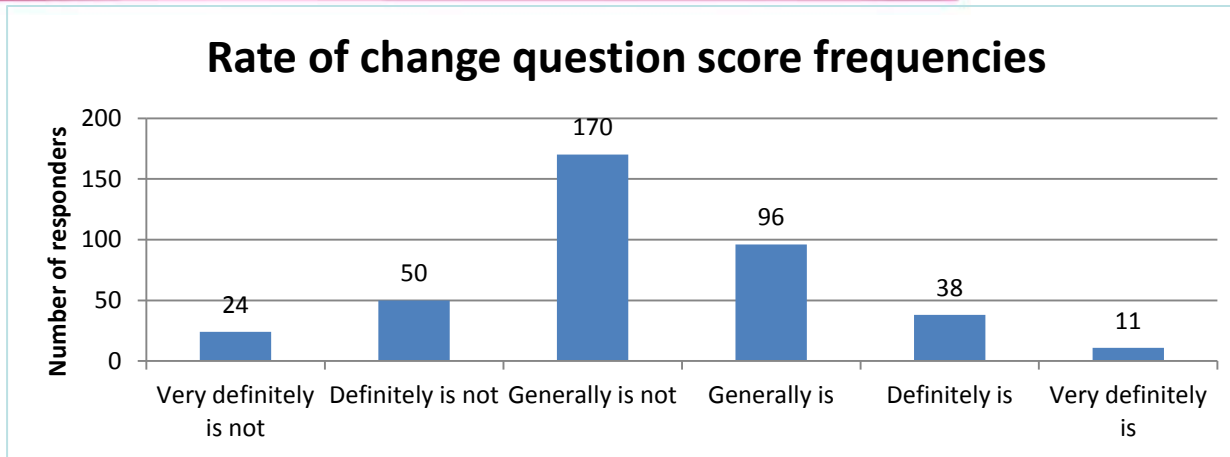
# Depression Scale



# Burnout Scale

**Burnout Scale (n=51)**





# Demographic analysis

	Demands	Culture	Relationships	Ministry	Control	Role	Change	Support
Age	A		B	C		D		
Gender								
Role/Office	E							
SSM/Stipendiary	F	G	H	I	J			
Years in ministry								
Current post		K	L					

# Demographic analysis (cont'd)

	Demands	Culture	Relationships	Ministry	Control	Role	Change	Support
Full/part time	M	N			O			
Hours per week	P				Q			
Day off 5 weeks					R			
Parishes								
Population	S							
Context	T							

# Demographic analysis (cont'd)

	Demands	Culture	Relationships	Ministry	Control	Role	Change	Support
Status								
Spouse works								
Accommodation	U			V				
Calling								
Theology				W				



## Comments

	10 dioceses	average	URC
• Respondents	1607	161	389(62%)
• Categorised	1137	114	219 (56%)
• Positive	50	5	3
• Negative	45	5	2
• Difficult circumstances	89	9	10
• Management ‘criticism’	56	6	12
• Suggested improvements	32	3	7
• Happy in ministry	92	9	12

## Highlights

- The demands are the key feature of pressure
- The most pressured are the 40-49 year olds
- Those in rural ministry are relatively less pressured
- Those in their own accommodation are less pressured than those in church accommodation

## Focus of action

- Church finances are a significant pressure
- The full timers are the most pressured
- Those working long hours and without time off need constructive help on boundaries
- Those in urban and mixed contexts need priority
- Accommodation needs regular review

## Positive features

- Not more stressed than secular workers
- Relationship and support are very good
- Gender and working spouse are not special issues
- Individuals have been given a positive strategy