



How do we support our Chaplains?

The Church of England is committed to supporting clergy health and well-being. To this end 'The Covenant for Clergy Care and Wellbeing' was made an act of Synod at the 2020 Group of Sessions of the General Synod. The vision is that the work of supporting clergy in their ministry will become an integral part of the life of the Church and part of the DNA of every aspect of our mission and ministry. The detail can be found here: [Clergy Covenant detail](#).

The Diocese in Europe wholeheartedly shares this commitment and, as requested by General Synod, the December 2020 meeting of the Diocesan Synod formally 'proclaimed' the Covenant. The Covenant is a practical way of carrying forward our response to the extensive confidential survey on clergy wellbeing organised by the chairs of the diocesan houses of clergy and laity undertaken in 2018. That survey showed two clear needs:

Pastoral Care

A greater level of pastoral care from Bishops and Archdeacons prior to and during ministry within a Chaplaincy. The Bishop's Staff Meeting keeps this under constant review. The appointment of more full-time stipendiary Archdeacons is making a big impact.

Lay Support of Chaplains

A set of simple 'User Guides' have been developed by lay people across the diocese to assist fellow lay people in supporting their Chaplains. These are aimed at sharing good practice from around the Diocese to support Chaplains before, during and after their arrival, so that they and their families settle in well and feel

properly supported. This starts with the creation of a well thought out, clear, honest parish profile at the start of any appointments process, which does not hide problems and aims set clear expectations for the future. We have used the Diocesan names for various posts and activities (for example 'Chaplain' rather than 'Vicar' and 'Chaplaincy' rather than 'Parish'). If you have any concerns as to whether the Guides apply in a particular case, please ask your Archdeacon for advice. The user guides have been produced by lay people across the diocese in association with the Bishop's Staff Meeting. You can access all the guides as outlined below:

- Preparing for a new Chaplain.
- Welcoming a new Chaplain and their family.
- Understanding how we run our Chaplaincies.
- Chaplaincy Accommodation and Transport
- Some General Support principles
- Paying expenses and taking leave
- Remuneration of Chaplains - managing expectations
- What can you expect of your Chaplain?

Running a Chaplaincy well depends on an effective and sustained partnership between Chaplain and lay members. The aim of these User Guides is to sign-post, advise and inform, in ways that will enrich and deepen our shared joy in having a thriving Diocese. The Diocese in Europe is unique in its character within the Church of England. We cherish the diversity of backgrounds and traditions among Christians who support over 130 Chaplaincies and 300 congregations across 40 countries.

The Diocesan Lay Leadership Group (Comprising the Lay Chairs or equivalent of Diocesan/Archdeaconry/Deanery Synods)