



HOW WE SUPPORT CHAPLAINS

Other
user
guides.



Welcoming a new
chaplain & their
family



Preparing for a
new chaplain



How we run our
chaplancies



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“Church structures positively support clergy in a number of ways and Dioceses, cathedrals and the National Church work together to create the conditions for clergy and lay ministers to thrive and flourish.”



The Church of England is committed to supporting clergy health and well-being. The Church states “Church structures positively support clergy in a number of ways and Dioceses, cathedrals and the National Church work together to create the conditions for clergy and lay ministers to thrive and flourish.”

The Diocese in Europe wholeheartedly share this commitment and in 2018 undertook a confidential survey with clergy to explore their views. This 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 is actively reviewing how this can be achieved – and of course this will be greatly assisted by the appointment of full-time Archdeacons.



Lay Support of Chaplains

A need for simple ‘User Guides’ for lay people on how best to support 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 includes the vital importance of a well-thought, clear, honest parish profile, 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 are being produced by lay people across the diocese in association with the

Bishop’s Staff Meeting. You can access the currently available guides as outlined below:

- [Preparing for a new Chaplain.](#)
- [Welcoming a new Chaplain and their family.](#)
- [Understanding how we run our Chaplaincies.](#)

Further guides are currently in preparation covering further practical matters (including the role of a Chaplain, full vs part stipends, accommodation, transport and expenses) together with an explanation of the Diocesan appointments process.

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 that is unique in its character within the Church of England, and in cherishing the diversity of backgrounds and traditions among Christians who support over 300 Chaplaincies across it.

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