

Survey of Clergy Ordained as Priest in the Diocese of Melbourne 2004-2013 and in Certain Earlier Periods

Thank you for your willingness to participate in this research project, concerned with vocations in the Diocese of Melbourne, and especially with vocations to be a vicar of a parish in this diocese. Some respondents will not have this particular vocation. If this is true of you, please be assured that your responses are equally important within this project, and that the focus on the supply of clergy to become vicars is not intended to diminish the significance of any other vocation.

You are not requested to provide your name and are assured that results will only be made public in clustered form, meaning that individual responses will not be distinguishable in the final report. Not even we will know who made which responses. To protect your confidentiality, while at the same time enabling us to track who has not sent a response, the Revd Bill Peacock has agreed to assist. He will receive your response in the coded larger envelope, remove that envelope, and then pass to us the sealed inner envelope containing your completed survey form. By this means Bill will be able to work out who has not made a response, so we can follow up. We are keen to achieve a high response level, because this will yield much more reliable data.

There are places on the form where you may elect to enter commentary. We may choose to quote some individual comments within our report, because such comments can offer valuable insight, but these will necessarily be anonymous. You will notice that the form is intended for use by clergy early and later in the course of ministry, and in various settings. We hope that this has not made the questions too complex.

If you would like to receive a copy of the report, this will be available electronically in early 2015. To receive a copy, please email colre@bigpond.com or dpowys@live.com, using the heading 'Request for 2014 Research Report', and placing your email address in the body of your message.

Please complete the questionnaire as soon as possible, seal it in the unstamped envelope addressed 'Colin Reilly and David Powys, Survey of Clergy Ordained as Priests in Selected Years in the Diocese of Melbourne' and then return it in the larger stamped envelope addressed to Bill Peacock by 21 November. If your form has not arrived by late November a reminder will be sent, given the importance of receiving a high response rate.

Colin Reilly and David Powys

A - ABOUT YOU

A1a What is your age now?

Up to 29	30-34	35-39	40-44	45-49	50-54	55-59
60-64	65-69	70-74	75-79	80-84	85 and over	

A1b What was your age when you were ordained priest?

Up to 29	30-34	35-39	40-44	45-49	50-54	55-59
60-64	65-69					

A2 Gender: _____

A3 In which period were you ordained priest?

1970-72	1980-82	1990-92	2000-02	2004-06	2007-09	2010-13
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A4 What is the total number of years you have spent in licensed appointments or as a locum since being ordained priest? _____

A5 What is the total number of years you have spent in licensed appointments or as a locum **in the Diocese of Melbourne** since being ordained priest? _____

A6 What is your current main ministry licence?

none	vicar (incl. locum)	parish other	non-parish setting	PTO
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A7 Where do you live now?

church provided accommodation adjacent to other church property	church provided accommodation away from other church property
own home	other accommodation

A8 When were you selected for ordination as priest?

prior to starting theological education	in my first 2 years of theological education
later in my theological education	after I had been ordained deacon

B - SENSE OF CALL

- B1 For how long had you had your calling to ordination prior to selection for ordination as a priest?
for less than 12 months for 1 – 3 years for more than 3 years
- B2 Was your own call a call to minister in a particular setting or particular settings?
yes – if so, please go to next question (B3) no – if so please skip the next question and go to B4
- B3 To which of the following ministry setting(s) did you feel called, or possibly called?
Skip this question if you responded 'no' to previous question. If choosing more than one option, please number the chosen boxes from 1 to n to indicate your highest (1) to lowest (n) priorities (only number those ministry settings to which you felt you might be called).
- parish ministry as vicar
 - parish ministry as associate priest
 - chaplain in a school/university
 - chaplain in another context
 - theological lecturer
 - missionary service
 - church planting
 - ecumenical/parachurch context
 - independent/freelance
 - other _____
- B4 How confident were you at the time of ordination that you were 'truly called' (words of ordinal)
50 - 70% sure 70 – 90% sure 90+% sure

C - BACKGROUND AND PRIOR EXPERIENCE

- C1 In which of the following areas of ministry had you had substantial experience prior to ordination?
- **select as many as apply**
- music ministry
 - liturgical and worship ministry
 - children's / youth ministry
 - community service
 - mentoring / discipling
 - small group leadership / adult education
 - church administration
 - preaching
 - justice advocacy
 - evangelism
 - pastoral care
 - men's / women's / families' ministry
- C2 For how long were you a member of Anglican churches prior to ordination?
under 12 months 1-5 years 5+ years

- C3 For how long had you been a Christian prior to ordination?
under 12 months 1-5 years 5+ years
- C4 Where did you complete your schooling?
in a government school in an Anglican school in another type of school
- C5 What was your highest qualification prior to training for ordination?
year 12 certificate diploma bachelor degree masters degree doctorate other
- C6 Where did you live for the greatest number of years prior to ordination?
interstate – rural interstate - urban
overseas – rural overseas – urban
rural Victoria (incl regional cities but not Geelong)
Melbourne within 15km of the former GPO*
Geelong within 5km of the Geelong PO^
Melbourne or Geelong further out than indicated above
* suburbs wholly within 15km of the Melbourne GPO include Altona, Albion, Sunshine North, Keilor East, Airport West, Glenroy, Fawkner, Reservoir, Macleod, Heidelberg, Doncaster, Mont Albert, Surrey Hills, Ashwood, Murrumbeena, East Bentleigh and Hampton. The next suburbs out straddle the arc.
^ suburbs wholly within 5km of the Geelong PO include North Geelong, Hamlyn Heights, Highton, Belmont, Whittington and Newcomb
- C7 Leaving aside student placements, where was the church/faith community to which you belonged just prior to ordination?
interstate – rural interstate - urban
overseas – rural overseas – urban
rural Victoria (incl regional cities but not Geelong)
Melbourne within 15km of the former GPO*
Geelong within 5km of the Geelong PO^
Melbourne or Geelong further out than indicated above
- C8 If this church/faith community to which you belonged prior to ordination was in the Diocese of Melbourne, please indicate in which current region of the Diocese it was located.
Northern/Western Southern
Eastern not applicable
- C9 What was the language mostly spoken in your childhood home? _____
- C10 How would you describe the socio-economic circumstances of your family of origin?
highly disadvantaged
somewhat disadvantaged
average
somewhat advantaged
highly advantaged
- C11 How would you describe your family of origin prior to your ordination?
practising Christian (Anglican) practising Christian (non-Anglican)
nominal Christian (Anglican) nominal Christian (non-Anglican)
agnostic atheist
other, please specify _____

D - SENSE OF ECCLESIAL IDENTITY

D1 Just prior to ordination to what degree would you have described yourself as? **(please mark each row)**

	<i>not at all</i>	<i>slightly</i>	<i>somewhat</i>	<i>considerably</i>	<i>very much</i>
catholic					
evangelical					
liberal					
orthodox					
contemporary					
traditional					
charismatic					
reformed					

D2 And how would you describe yourself now? **(please mark each row)**

	<i>not at all</i>	<i>slightly</i>	<i>somewhat</i>	<i>considerably</i>	<i>very much</i>
catholic					
evangelical					
liberal					
orthodox					
contemporary					
traditional					
charismatic					
reformed					

E - CHALLENGES OF MINISTRY

E1 At your time of ordination what was your openness to change residence to take up a ministry appointment?

very low low intermediate high very high

E2 What is your openness to change residence to take up a ministry appointment now, should the right opening arise?

very low low intermediate high very high not applicable

E3 At your time of ordination how many hours per week on average did you anticipate being engaged in the work of ministry?

0 - 19 hours 19 - 38 hours 38 - 57 hours 57+ hours

E4 How many hours per week on average are you engaged in the work of ministry now?

0 - 19 hours 19 - 38 hours 38 - 57 hours 57+ hours not applicable

E5 Ideally, how many hours per week on average would you be willing to be engaged in the work of ministry now?

0 - 19 hours 19 - 38 hours 38 - 57 hours 57+ hours not applicable

E6 If you have not had an appointment as a vicar, or have not spent as much time in such appointments as you would have liked, is this because you have not been offered the opportunity?

Yes No not applicable

comment (if any) _____

F - HOPES, FEARS AND EXPECTATIONS

F1 Just prior to ordination as a priest, how hard were you expecting to work as a priest compared with your peers in other work settings?

much less less the same harder much harder hadn't thought about it

F2 Prior to ordination, how did you expect that you would gauge your effectiveness in ordained ministry?

– **select as many as apply**

by feedback from significant others
by feedback in supervision/mentoring/coaching
by expressions of appreciation received in ministry
by the Lord's affirmation through prayer
by numerical factors (eg attendances, giving, confirmations etc)
by growth and responsiveness in those ministered with
by people coming to faith
by offers of ecclesiastical 'advancement'
other _____

F3 How do you gauge your effectiveness in ordained ministry now?

– **select as many as apply**

by feedback from significant others
by feedback in supervision/mentoring/coaching
by expressions of appreciation received in ministry
by the Lord's affirmation through prayer
by numerical factors (eg attendances, giving, confirmations etc)
by growth and responsiveness in those ministered with
by people coming to faith
by offers of ecclesiastical 'advancement'
other _____

F4 For you, which of the following were or are significant negative considerations about being a vicar, whether or not you have been a vicar? – **select as many as apply**

having to move from 'my house'
having to move away from family and friends
impact on spouse's work situation
impact on children's schooling
difficulties in discharging other family responsibilities (eg care of family members)
diocesan administrative expectations of vicars
the stipend and allowances due to a vicar
concerns about the adequacy or suitability of provided housing
loss of weekends
loss of privacy
concerns about parish expectations of self and family
having to leave 'the familiar'
concerns about struggling to maintain parish viability
fear of losing own missional focus
fear of losing creativity
other _____

- F5 For you, which of the following were or are significant positive considerations about being a vicar, whether or not you have been a vicar? – **select as many as apply**
- being released and resourced to be a pastor to God’s people
 - having the opportunity to lead a local church to growth in numbers, health, and mission
 - having the opportunity to preach the Word of God week by week
 - having the opportunity to celebrate the sacraments regularly
 - experiencing the high level of autonomy enjoyed by vicars
 - having the opportunity to enter deeply into local community life
 - being able to ‘play to my strengths’ in ministry
 - being in charge of many significant parts of parish church life
 - being free to participate in wider church and community affairs
 - the prospect of taking on other responsibilities
 - having the freedom to study and pray when working
 - job security
 - being my own ‘boss’
 - being involved in ministry across all ages
 - other _____
- F6 If you withdrew from all active ministry before retirement, please indicate the reasons (**choose as many as suit**)
- I no longer had the necessary energy or health
 - I wanted to follow other pursuits
 - I no longer had the necessary sense of vocation
 - I felt called to a different sort of work
 - I was not fulfilled in ministry
 - I had not been given the opportunity to continue in licensed ministry
 - I was encouraged to do so by my family
 - The remuneration was insufficient
 - Licensed ministry was proving too difficult for me
 - I had a sense that my skills and training were insufficient for continued ministry
 - I did not feel sufficiently supported in my ministry
 - other _____
 - not applicable
- F7 If your main license is in another diocese, or if you concluded your active ministry in another diocese, please indicate what prompted you to leave the Diocese of Melbourne (**choose as many as suit**)
- a specific call to a position outside the Diocese of Melbourne
 - a desire to make a new start
 - family factors
 - the prospect of increased remuneration
 - the prospect of increased opportunities or responsibilities
 - climate
 - lifestyle considerations
 - lack of opportunity within the Diocese of Melbourne
 - a sense that my skills and abilities were not sufficiently recognised within the Diocese of Melbourne
 - lack of support within the Diocese of Melbourne
 - other _____
 - not applicable

F8 If you are now (or at the time of your retirement from active ministry were) **not** ministering primarily as a vicar or rector, please indicate the reasons (**choose as many as suit**)

- I am/was an assistant curate in a parish
- I had a clear calling to ministry in a non-parish setting
- desire to work in a ministry team as a co-leader rather than vicar or rector
- desire to work in a non-parish ministry setting
- desire to live in 'my own house'
- desire to live near family and friends
- spouse's work
- children's schooling
- other family responsibilities (eg care of family members)
- administrative burden on vicars/rectors
- remuneration factors
- desire to have more free time, including at weekends
- desire for privacy
- desire to protect self and family from parishioner expectations
- desire to avoid issues of responsibility for parish financial viability
- desire to maintain own missional focus
- desire to maintain personal creativity
- aversion to 'parish politics'
- fear of being bullied
- fear that being a vicar/rector would be injurious to my mental health
- other _____
- not applicable

G SUPPORT

How adequately have you felt (did you feel) supported over the time of your ministry as a priest by:

- | | | | | | | |
|----|--|-----------|------|------------|-----------------------|-------------------|
| G1 | bishops and diocesan officers | very well | well | adequately | somewhat inadequately | very inadequately |
| G2 | ordained colleagues | very well | well | adequately | somewhat inadequately | very inadequately |
| G3 | those amongst whom I have been appointed to minister | very well | well | adequately | somewhat inadequately | very inadequately |
| G3 | those whom I have sought out for support (e.g. mentor, supervisor, spiritual director) | very well | well | adequately | somewhat inadequately | very inadequately |

H - GENERAL WELLBEING

The following question asks how satisfied you feel **now**, on a scale from 0 to 10. Zero means you feel 'not at all satisfied' and 10 means you feel 'completely satisfied'.

H1 Overall, how satisfied are you with life as a whole these days? [0–10] ____

The following question asks how worthwhile you feel the things you do in your life are, on a scale from 0 to 10. Zero means you feel the things you do in your life are 'not at all worthwhile', and 10 means 'completely worthwhile'.

H2 Overall, to what extent do you feel the things you do in your life are worthwhile? [0-10] ____

The following questions ask about how you felt **yesterday** on a scale from 0 to 10. Zero means you did not experience the feeling 'at all' yesterday while 10 means you experienced the feeling 'all of the time' yesterday. From this list of ways you might have felt yesterday:

H3 How about happy? [0-10] ____

H4 How about worried? [0-10] ____

H5 How about depressed? [0-10] ____

If you are no longer, but once were, a vicar in the Diocese of Melbourne, can you recall how you might have answered these questions **at the conclusion of your ministry as a vicar/rector**, wherever that was? – if not applicable, skip to next question (I1).

H6 Overall, how satisfied were you with life as a whole at the conclusion of your ministry as a vicar/rector? [0-10] ____

H7 Overall, to what extent did you feel the things you were then doing in your life were worthwhile? [0-10] ____

The following questions ask about how you felt at the conclusion of your ministry as a vicar/rector on a scale from 0 to 10.

Zero means you did not experience the feeling 'at all' at that time while 10 means you experienced the feeling 'all of the time'. From this list of ways you might have felt then:

H8 How about happy? [0-10] ____

H9 How about worried? [0-10] ____

H10 How about depressed? [0-10] ____

I - RETROSPECTION

I1 In retrospect, at this stage in your ministry and with the benefit of hindsight, how likely do you think you would make a decision to enter ordained ministry if you were in a position to start all over again?

definitely not unlikely possibly probably definitely

GENERAL COMMENTS

Do you have any general comments or insights that you would like to pass on to us about vocation and ordained ministry in the Diocese of Melbourne? Or do you have other concerns about the future of the Church that might impact on your vocation? [Feel free to attach a further sheet if you need it]