

Mediation can help when conflict seems to be getting beyond what can be between two parties. An impartial third party can assist those disputing with each other work out an agreement.

The mediator's role is to meet with the parties individually initially, to listen to them and look at the situation and help them to meet together with the mediator and work out an agreement.



Mediation is a voluntary process which seeks to help:

- ◆ Communication
- ◆ Help exchange of perceptions, ideas and feelings.
- ◆ Resolve conflict
- ◆ Make realistic workable agreements
- ◆ Treat people fairly
- ◆ Achieve "win/win" solutions

Diocesan Anti-bullying policy:

www.dioceseofyork.org.uk/bullying-harassment

The Anti-harassment advisers are
York Archdeaconry: The Revd Canon Tim Robinson. tim.robinson123@btinternet.com
Cleveland Archdeaconry: The Revd David Sudron. david.sudron@dunelm.org.uk 01642 700321
East Riding Archdeaconry: The Revd Prof Peter Draper. drpeterdraper@me.com, 07956 531002.

Look at the policy before contacting the advisers

Counselling and Mediation are good responses to times of difficulty.

Spiritual Direction is a vital support to those in ministry or anyone exploring faith in good times and bad. A regular meeting with a spiritual director provides an opportunity to reflect on where you are with God, prayer, and your life journey. (see *Spiritual Direction leaflet on the Diocesan web site for more details*). For help finding a spiritual director:

Cleveland: Julia Robertson 07354 409605

julia.robertson@yorkdiocese.org

York: Revd Andrew De Smet 0758 3279459

andrewdesmet@btinternet.com

East Riding: Revd Maggie Jeavons 07398

166824 maggiiannejeavons@gmail.com

Supervision offers an opportunity to talk through and get new perspectives on pastoral or other areas of work. Exploring things with someone else can help us take a step back from situations and see them in new ways. Supervision sessions can be one offs or a regular arrangement

Work Consultancy like supervision is ministry or work focused, focusing more on direction, priorities, working more effectively ,

Coaching covers some of the same ground and life priorities and work life balance.



Diocese of York 2023

**SUPPORT FOR CLERGY,
THEIR IMMEDIATE
FAMILIES, READERS,
OTHERS IN MINISTRY &
DIOCESAN EMPLOYEES:**

Archbishop's Adviser and Co-ordinator of Pastoral Care

The Revd. Andrew De Smet

Andrew is a BACP accredited counsellor/ psychotherapist he can offer or arrange for:

Stipendiary Clergy, their immediate families, Self-Supporting Clergy, Diocesan Employees:

Counselling

Space to talk through confidentially, pastoral, professional or personal matters

Mediation

Supervision for pastoral work

Spiritual Direction

Work Consultancy

This is a confidential service

Readers:

Counselling for ministry related issues and space to talk though one offs

Spiritual Direction

Ministry Consultancy

Mediation

Supervision for pastoral work

This is a confidential service

Church Wardens: One off sessions to talk through confidentially, pastoral, professional or personal matters. Information on availability of counselling, mediation and other pastoral care.

Andrew's contact details:

07583279459

andrewdesmet@btinternet.com

Andrew can see people in York and in Flamborough and regularly visits Cleveland Archdeaconry

If Andrew is away or you would rather speak to someone else and alternative contact is:

Elizabeth_harland@hotmail.co.uk

07855074594

Counselling and Psychotherapy offer a safe, non-judgemental and confidential space with a qualified person to explore thoughts feelings and experiences to find a way forward. They can also offer strategies and resources for coping.

Counselling is of value when experiencing:

- ◆ High levels of stress over an extended period possibly with, with a loss of concentration and problems with sleeping patterns



- ◆ High levels of long term anxiety
- ◆ Unresolved work issues are causing personal distress
- ◆ Distress or conflict in family or other relationships
- ◆ Pressure of role expectations and assumptions
- ◆ Isolation
- ◆ Bullying
- ◆ Addictive behaviour
- ◆ Historical Sexual Abuse
- ◆ Sexual dysfunction
- ◆ Past abuse affecting present experience
- ◆ Debt
- ◆ Loss of faith or spiritual or vocational crisis (Spiritual direction is also very helpful here)



Andrew De Smet and a team of counsellors/ psychotherapists round the Diocese and beyond offer confidential counselling. For clergy their immediate families and Diocesan employees 8 sessions of counselling are free in some cases this can be extended. Some free or low cost counselling can often be arranged for Readers.

Confidential one off conversations it can be helpful to talk through a personal issue or pastoral situation in confidence with someone outside to get another perspective or explore possibilities.

Archbishop's Visitors offer practical support to clergy spouses, when clergy marriages break down. Referral is initially through your Bishop or Archdeacon.

Elaine Stanley 01904 423853; Jane Thorpe; Jane Wilson 07776383048

jane.wilson36@icloud.com, Ian Guy iantguy@me.com

Debt & Financial Hardship The York Diocesan Ministers' Relief Fund seeks to relieve need, hardship and distress for clergy persons or licenced lay workers who serve or reside (or have served or resided) in York Diocese, and their dependant relatives or those who have acted as housekeepers. The Ministers Relief Fund gives grants, and occasionally small loans, to relieve financial need, hardship or distress. It doesn't matter why this has come about, whether it's through illness, accident, or if problems have building up over a longer period. To apply for a grant, you can download the form at

www.dioceseofyork.org.uk/mrf, and send it to your Archdeacon or Kathryn Rose (Clerk to the Trustees). You can contact Kathryn at the Diocesan Office on 01904 699500 or via kathryn.rose@yorkdiocese.org. Any application or call will be treated with complete confidence. Archdeacons can provide advice. Referral for confidential debt counselling is also available.