

Ministry Statistics

2016

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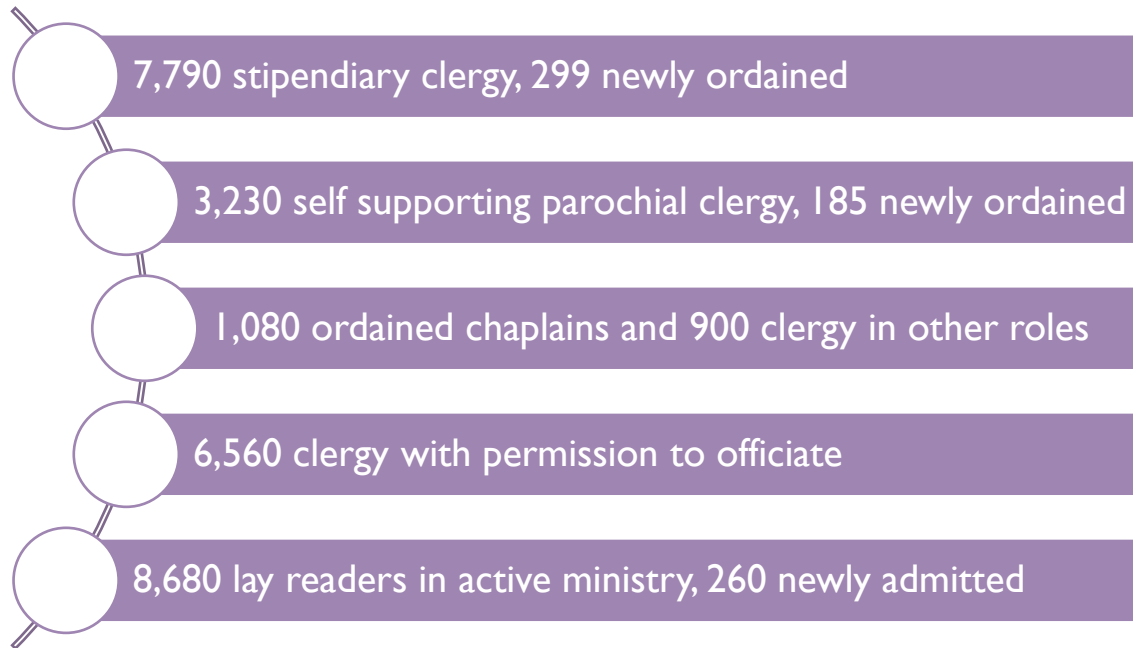
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The opinions expressed in this report are those of the author and do not necessarily reflect the official policy of the General Synod or The National Church Institutions of the Church of England.

Summary

Across churches in England there are tens of thousands of people, ordained and lay, serving and caring for the 1 million people in Church of England congregations and many more millions of people living in local communities. This report takes a snap shot in time and explores various aspects of that pool of ministers.

2016 at a glance:



Currently we are able to provide statistics on active ordained clergy and lay readers (also known as licensed lay ministers in some dioceses) and those living in religious communities. There are likely to be many thousand more people working in a variety of commissioned lay ministries about whom we do not have reliable statistics. In the coming years we hope to develop ways of capturing that wider lay ministry.

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Introduction

Across churches in England there are tens of thousands of people, ordained and lay, serving and caring for the 1 million people in Church of England congregations and many more millions of people living in local communities. This report takes a snap shot in time and explores various aspects of that pool of ministers. Currently we are able to provide statistics on active ordained clergy and lay readers (also known as licensed lay ministers in some dioceses) and those living in religious communities. There are likely to be many thousand more people working in a variety of commissioned lay ministries about whom we do not have reliable statistics. In the coming years we hope to develop ways of capturing that wider lay ministry.

Data for ordained clergy come from 3 sources: the Church Commissioners' clergy payroll system, Crockford's clergy directory and the Diocesan Contact Management System for data on the Diocese in Europe. For more information about these sources see the methodological section at the end of the report (page 23). This report looks at national figures; excel tables containing figures for individual dioceses are available on the Research and Statistics web page (<https://www.churchofengland.org/about-us/facts-stats/research-statistics.aspx>).

Total ordained ministry

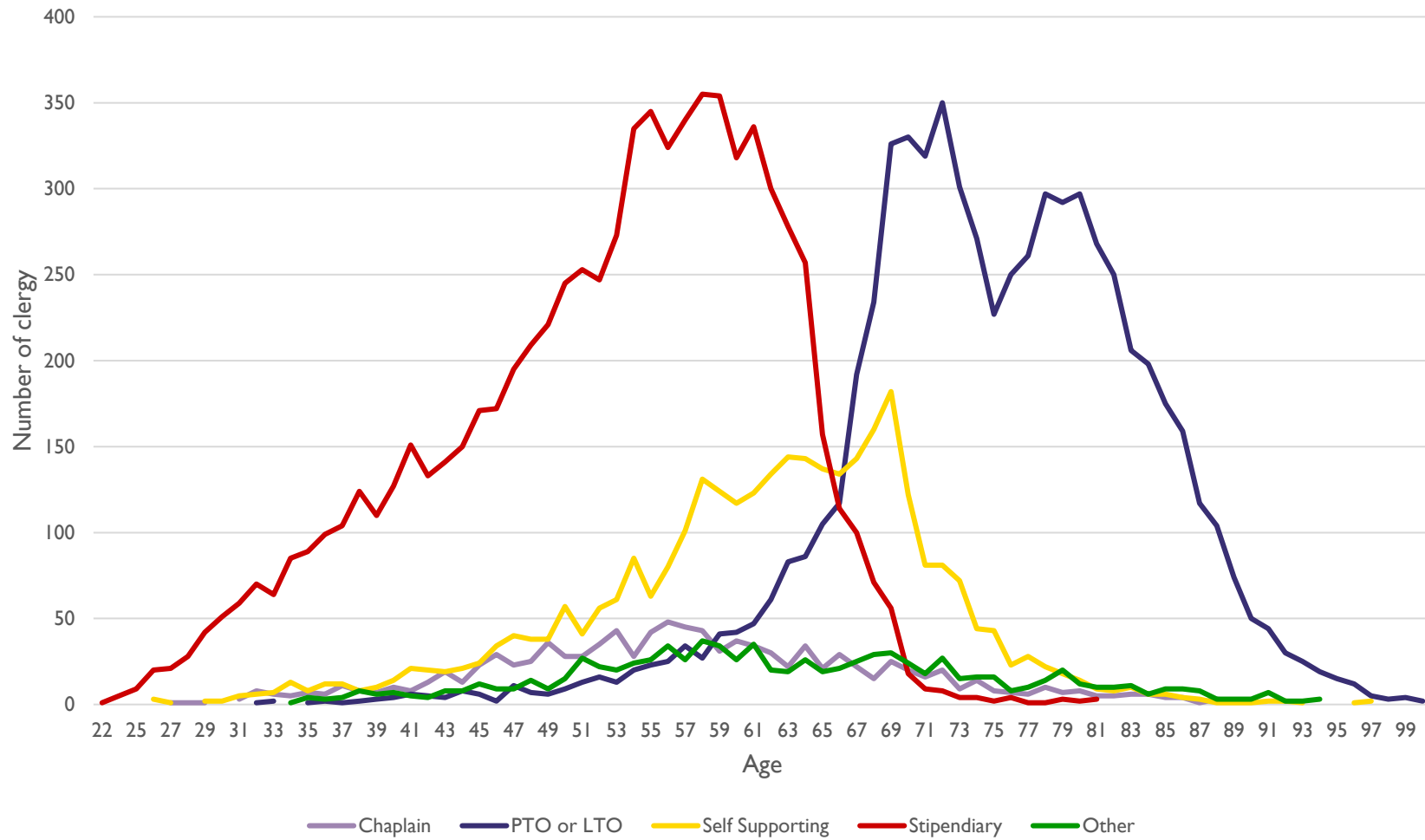
Stipendiary clergy account for around 40% of all active clergy. 29% of active ordained clergy are female. Gender ratios are fairly similar, with male clergy accounting for around 70-80% of clergy for all forms of ministry except self supporting parochial ministry where women are much more represented.

Table 1 Total ordained ministry (2016)

	Female		Male		Total
Stipendiary	2,160	28%	5,630	72%	7,790
Non Stipendiary Ministers (NSMs)	1,380	50%	1,390	50%	2,770
Ordained Local Ministers (OLMs)	270	60%	180	40%	450
<i>Self Supporting Ministers (SSMs) total</i>	<i>1,650</i>	<i>51%</i>	<i>1,570</i>	<i>49%</i>	3,230
Permission or License to Officiate (PTO/LTO)	1,400	21%	5,160	79%	6,560
Chaplains	300	28%	780	72%	1,080
Other	180	20%	720	80%	900
Total Ministry	5,690	29%	13,860	71%	19,550

The average age of stipendiary clergy (52.0 years) is younger than self supporting parochial clergy (61.7 years). It is clear that the majority of clergy with permission to officiate, with an average age of 75 years, could be considered to be “active retired” clergy.

Figure 1 Age profile of active clergy



The majority of stipendiary clergy are licensed to urban benefices (63%), though urban benefices account for 52% of all benefices. 35% of churches are in urban benefices, meaning around two thirds of stipendiary clergy look after one third of the churches. Nearly two thirds of Average Weekly attendance is in urban churches. For self supporting clergy this drops to 57% of clergy being licensed to urban benefices. Female clergy were more likely to be in rural ministry with 43% of female stipendiary clergy in rural ministry compared to 34% of male stipendiary clergy; and 45% of female self supporting clergy in rural ministry compared to 41% of male self supporting clergy. Clergy in rural benefices are on average older than their urban counterparts, and female clergy are on average older than male clergy. Incumbents are on average responsible for 8,000 people living in their benefice (5,000 in rural benefices and 10,000 in urban benefices) though the highest population per incumbent was 34,000 in an urban benefice and 26,000 in a rural benefice. Incumbents were on average responsible for 3 churches in rural benefices and 1 church in urban benefices, though this ranged from 6 churches in urban benefices to 15 churches in rural benefices.

Table 2 Clergy by gender and rural/urban posts (2016)^{1 2}

		Percentage in rural/urban posts		Average age of clergy in post (years)		
		*Rural	*Urban	*Rural	*Urban	All
Stipendiary	Female	43%	57%	54.2	51.0	52.4
	Male	34%	66%	54.1	50.8	51.9
	Total	37%	63%	54.2	50.8	52.0
Self supporting	Female	45%	55%	62.9	61.2	*62.0
	Male	41%	59%	63.9	59.5	*61.3
	Total	43%	57%	63.3	60.4	61.7

¹ An * indicates where differences were statistically significant. There is a statistically significant difference between men and women in terms of the proportion in rural ministry with 43% of female stipendiary clergy in rural ministry compared to 34% of male stipendiary clergy, $p < 0.01$; and 45% of female self supporting clergy in rural ministry compared to 41% of male self supporting clergy, $p = 0.03$. Clergy in rural posts are on average older than clergy in urban posts ($p < 0.01$), true for both stipendiary and SSM separately. Female clergy are on average older than their male counterparts, statistically significantly for self supporting clergy ($p = 0.032$), and approaching significance for stipendiary clergy ($p = 0.05$).

² The Rural Urban Classification is an Official Statistic used to distinguish rural and urban areas. The Classification defines areas as rural if they are outside settlements with more than 10,000 resident population. <https://www.gov.uk/government/collections/rural-urban-classification>

Trend data

Total numbers of active clergy have seen a drop over the 4 years, largely attributable to fewer male stipendiary clergy each year. Other ministries are more stable, and the number of clergy with permission to officiate has again risen in 2016.

Table 3 Active ordained ministers (2013 to 2016)

Total ministry	2013			2014			2015			2016		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Stipendiary	2,030	6,090	8,120	2,060	5,910	7,970	2,150	5,840	7,990	2,160	5,630	7,790
Non Stipendiary Ministers (NSMs)	1,400	1,420	2,820	1,410	1,420	2,830	1,420	1,420	2,840	1,380	1,390	2,770
Ordained Local Ministers (OLMs)	290	200	490	280	200	480	280	190	460	270	180	450
<i>Self Supporting Ministers (SSM) total</i>	<i>1,690</i>	<i>1,620</i>	<i>3,310</i>	<i>1,700</i>	<i>1,610</i>	<i>3,310</i>	<i>1,700</i>	<i>1,600</i>	<i>3,300</i>	1,650	1,570	3,230
Permission or License to Officiate (PTO/LTO)	1,120	5,350	6,470	1,190	5,270	6,450	1,270	5,210	6,480	1,400	5,160	6,560
Chaplains	310	880	1,190	320	860	1,180	320	850	1,170	300	780	1,080
Other ³	160	780	940	170	790	960	190	790	980	180	720	900
Total ministry	5,310	14,720	20,020	5,440	14,450	19,890	5,630	14,290	19,920	5,690	13,860	19,550

³ Figures for 2013-2015 have been revised from those previously published to exclude those working overseas or in other denominations

Ordinations

The average age at ordination (deacon) in 2016 for stipendiary clergy was 39 (36 for male and 42 for female clergy) compared to 55 (54 for male and 56 for female clergy) for self supporting clergy.

Table 4 Number of ordinations⁴ of stipendiary clergy by age and gender (2013 to 2016)

Stipendiary clergy	2013			2014			2015			2016		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Under 25		2	2	2	3	5	2	1	3		6	6
25-29	7	35	42	10	24	34	9	36	45	13	30	43
30-34	8	46	54	12	55	67	23	50	73	17	55	72
35-39	9	40	49	19	30	49	14	31	45	15	35	50
40-44	16	25	41	20	20	40	22	25	47	19	20	39
45-49	20	19	39	21	16	37	22	18	40	25	18	43
50-54	27	17	44	25	14	39	25	21	46	18	9	27
55-59	12	2	14	8	6	14	10	2	12	10	7	17
60-64		1	1		1	1		1	1	1	1	2
65-69								1	1			
unknown	1	1	2				1	1	2			
Total	100	188	288	117	169	286	128	187	315	118	181	299
Gender proportions	35%	65%		41%	59%		41%	59%		39%	61%	
Average age	45	37	40	42	38	40	42	37	39	42	36	39

⁴ Refers to the ordination of deacons

Table 5 Number of ordinations⁵ of self supporting clergy by age and gender (2013 to 2016)

Self supporting clergy	2013			2014			2015			2016		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Under 25					1	1						
25-29		3	3		2	2		1	1		1	1
30-34		6	6		6	6	1	2	3	1	2	3
35-39		6	6	4	1	5	1	6	7	1	2	3
40-44	3	7	10	5	3	8	4	1	5	3	7	10
45-49	11	8	19	4	7	11	14	11	25	12	12	24
50-54	18	8	26	25	6	31	18	11	29	28	10	38
55-59	35	10	45	24	13	37	31	14	45	28	14	42
60-64	31	16	47	22	13	35	20	14	34	21	8	29
65-69	17	13	30	14	6	20	6	3	9	12	9	21
70+	1	1	2	1		1	1	2	3		2	2
unknown		2	2	30	27	57	13	15	28	6	6	12
Total	116	80	196	129	85	214	109	80	189	112	73	185
Gender proportions	59%	41%		60%	40%		58%	42%		61%	39%	
Average age	58	52	56	56	52	55	55	53	55	56	54	55

⁵ Refers to the ordination of deacons

Of the 438 clergy being ordained into beneficed roles where rural/urban data were available, 68% of stipendiary and 62% of self supporting roles were in urban benefices. Women entering stipendiary ministry were more likely to be ordained into roles in rural benefices than men in stipendiary ministry ($p < 0.01$), though the difference was not statistically significant for self supporting clergy.

Table 6 Ordinations by gender and rural/urban posts (2016)

		Percentage ordained into rural/urban posts		Base
		Rural	Urban	
Stipendiary	Female	43%	57%	106
	Male	24%	76%	165
	Total	32%	68%	271
Self supporting	Female	41%	59%	102
	Male	34%	66%	65
	Total	38%	62%	167

Stipendiary clergy

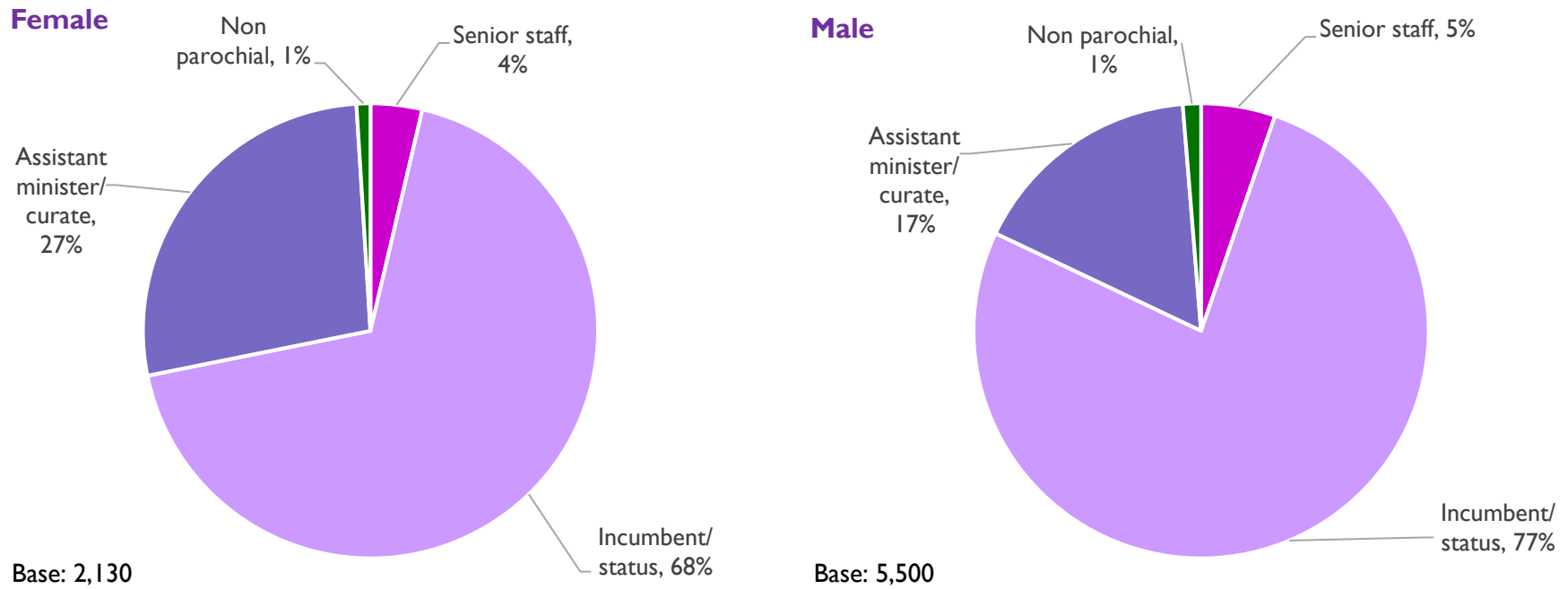
Roles

Table 7 and the pie charts in Figure 2 report stipendiary clergy by role and gender looking at the 2016 figures in two different ways. The table shows the percentage of clergy in each role who are female and male. The pie charts look at the distribution of clergy across different roles considering female and male clergy separately. Whilst the majority of senior staff are male, similar proportions of female and male clergy are represented (4% of female clergy and 5% of male clergy are in senior roles). The ratio of assistant curates or associate ministers to incumbents and incumbent status clergy is noticeably different for female and male clergy (27% of female clergy are assistant curates or associate ministers, compared to 17% of male clergy). A greater proportion of female clergy are part time.

Table 7 Stipendiary clergy roles by gender and full or part time (2016)

		Female				Male				Total
		Full time	Part time	Total	%	Full time	Part time	Total	%	
Senior staff	Archbishop			-	0%	2		2	100%	2
	Diocesan Bishop	2		2	5%	36		36	95%	38
	Suffragan Bishop	8		8	11%	63		63	89%	71
	Cathedral Dean	8		8	19%	34		34	81%	42
	Cathedral Other	31	2	33	29%	79	1	80	71%	113
	Archdeacon	27	2	29	25%	88		88	75%	117
Parochial	Incumbent	788	63	851	21%	3,120	65	3,185	79%	4,036
	Incumbent status	511	99	610	35%	1,020	118	1,138	65%	1,748
	Assistant minister or curate	485	97	582	39%	848	74	922	61%	1,504
Non parochial		28	4	32	27%	75	10	85	73%	117
Total		1,888	267	2,155	28%	5,365	268	5,633	72%	7,788

Figure 2 Stipendiary clergy roles by gender (2016)⁶



⁶ Includes only those stipendiary clergy on the Church Commissioners' payroll

Ethnicity

3.5% of stipendiary clergy reported themselves as being from a Black, Asian or Minority Ethnic background (note this includes all Black, Asian, Chinese, mixed and other backgrounds). Data are missing for 21.3% of stipendiary clergy. Table 8 provides percentages by ethnic group for those where we have data.

Table 8 Stipendiary clergy ethnicity by role (2012 and 2016)

	Senior staff		Incumbent or incumbent status		Assistant curate or associate minister		Total	
	2012	2016	2012	2016	2012	2016	2012	2016
White British	96.0%	94.5%	94.0%	93.5%	90.6%	89.8%	93.5%	92.8%
White Irish	0.0%	0.0%	0.0%	0.1%	0.7%	0.3%	0.1%	0.1%
Any Other White Background	2.8%	3.7%	3.3%	3.2%	3.5%	4.7%	3.3%	3.5%
Mixed: White and Asian	0.3%	0.6%	0.2%	0.2%	0.6%	0.7%	0.3%	0.3%
Mixed: White and Black African	0.0%	0.3%	0.1%	0.1%	0.1%	0.2%	0.1%	0.1%
Mixed: White and Black Caribbean	0.0%	0.0%	0.1%	0.1%	0.2%	0.4%	0.1%	0.2%
Any Other Mixed Background	0.0%	0.0%	0.4%	0.5%	0.5%	0.3%	0.5%	0.5%
Indian	0.0%	0.3%	0.4%	0.3%	0.4%	0.3%	0.3%	0.3%
Pakistani	0.0%	0.0%	0.1%	0.2%	0.3%	0.1%	0.2%	0.2%
Bangladeshi	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
Any Other Asian Background	0.3%	0.3%	0.2%	0.1%	0.1%	0.4%	0.2%	0.2%
Black African	0.6%	0.3%	0.6%	0.7%	0.9%	1.3%	0.7%	0.8%
Black Caribbean	0.0%	0.0%	0.3%	0.5%	1.0%	0.7%	0.4%	0.5%
Any Other Black Background	0.0%	0.0%	0.1%	0.2%	0.5%	0.0%	0.1%	0.1%
Chinese	0.0%	0.0%	0.1%	0.1%	0.4%	0.2%	0.1%	0.1%
Any Other Group	0.0%	0.0%	0.1%	0.1%	0.1%	0.6%	0.1%	0.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Missing data	7.2%	11.4%	18.8%	24.3%	32.2%	12.7%	20.6%	21.3%

Job changes

In 2016, 89% (6,368) of clergy who were also on the Church Commissioners' payroll in 2015 were in the same post as in 2015. 11% (749) of clergy changed role. Of those changing role, 48% were incumbents moving to another incumbency in a different benefice; 32% were assistant curates moving to incumbency roles; 11% were assistant curates or associate ministers moving to other curacies or associate posts. The remainder (9%) were moves to or from senior or non-parochial roles. Incumbents moving to different incumbencies had been in post for an average of five years when they moved.

Multiple posts

Over a quarter of the stipendiary clergy working across the Church of England as at 31st December 2016 had more than one role, with some having up to five additional roles.

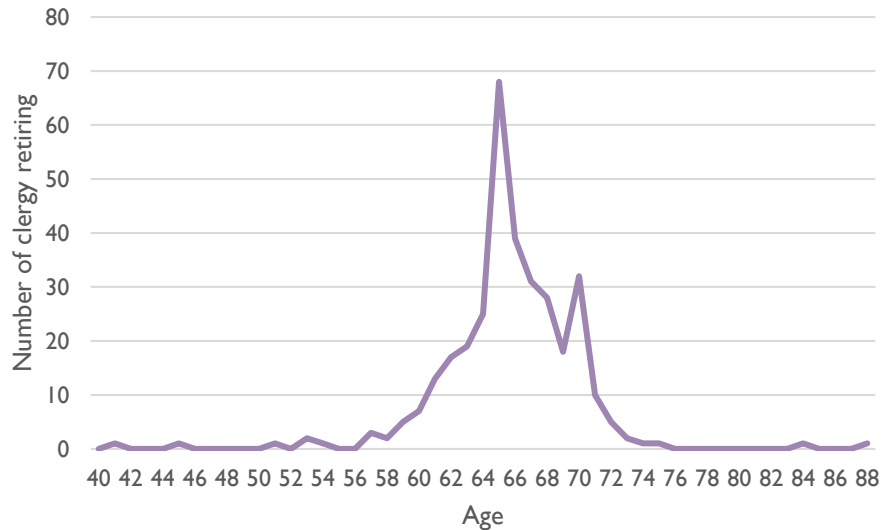
Table 9 Additional roles of stipendiary clergy (2016) (note, totals do not match breakdown, since some clergy have more than one additional role)

In addition to their main role:	Count of clergy	Per cent of all stipendiary clergy
Parochial roles	717	9%
Area or rural deans	569	7%
Chaplains	198	3%
LTO or PTO	51	1%
Senior staff (e.g. cathedral role)	33	0.4%
Other including diocesan and honorary /emeritus roles	1,055	14%
All roles	2,084	27%

Age and retirements

Unsurprisingly, there is a clear spike of stipendiary clergy retiring in the year after they turn 65, with the average age of clergy retirement in 2016 being 65.7 years.

Figure 3 Stipendiary clergy retirees by age, 2016



When stipendiary clergy retire they leave the Church Commissioners' payroll. Their entry in Crockford's the following year indicates whether they went on to do any unpaid roles. The majority (77%) of clergy retiring in 2016 did not have any other role by the 31st December 2016 (Table 10). However it is possible that retirees take a number of months to move into new roles, and looking at those who retired during 2015 (Table 11) it is clear that a larger proportion (54%) were in a new role by the end of 2016 (compared to the 23% of 2016 retirees who were in a new role by the end of the year). This is consistent with advice to retiring clergy that they pause before taking on ministerial roles in their retirement.

Table 10 2016 Stipendiary clergy retirees by age and new roles by the end of 2016

Age band	Retired	Retired but also LTO or PTO	Retired but also Other or unpaid parochial role	Retired but other role	Total
40-44	1			1	2
50-54	3			1	4
55-59	15	1		1	17
60-64	113	19	7	3	142
65-69	114	25	5	4	148
70+	12	8	1		21
Total	258	53	13	10	334
%	77%	16%	4%	3%	100%

Table 11 2015 Stipendiary clergy retirees and their new roles by the end of 2016

Role in 2016	Clergy retiring during 2015	%
Retired	127	46%
Retired but also LTO or PTO	117	42%
Retired but also Other or unpaid parochial role	15	5%
Retired but other role	17	6%
Total	276	100%

Self supporting clergy

Considering the 3,200 beneficed self supporting clergy who were non stipendiary ministers (NSMs) or ordained local ministers (OLMs), 2,660 (83%) were licensed to benefices that also had a licensed stipendiary clergy person in post, however 545 (17%) were working in benefices without a licensed stipendiary person in post as at 31st December 2016. These benefices may be in vacancy or the NSM might be incumbent/incumbent status. Whilst in some cases it is recorded in Crockford's whether NSM clergy have an incumbent/incumbent status role, this may not be exhaustive, so this is not presented as a way of further categorising NSMs.

A third of NSMs were listed in Crockford's clerical directory with multiple roles. The majority (75%) of additional roles were NSM/OLM posts. The rest were Permission To Officiate (PTO) licenses, Diocesan Appointments, posts as Honorary Canons in Cathedrals and emeritus roles, and Rural or Area Deans.

Diocesan figures

Diocesan figures are available via an excel table that can be downloaded from the Research and Statistics pages of the Church of England website (<https://www.churchofengland.org/about-us/facts-stats/research-statistics.aspx>). Figures include diocesan full time equivalence (FTE), headcounts of stipendiary clergy, headcounts of self supporting clergy, along with national age profiles of all roles.

Chaplains

Chaplaincy continues to be a sizeable proportion of ministry. Table 12 provides a count of all those clergy whose main role is chaplaincy, though there are likely over 100 stipendiary clergy and 200 self supporting clergy who have chaplaincy roles in addition to their parochial roles, and of course many more lay chaplains.

Table 12 Number of Chaplains 2016⁷

	Female	Male	Total
Army Chaplain	3	105	108
Royal Navy Chaplain	1	32	33
Royal Air Force Chaplain	3	41	44
Hospital/Hospice Chaplain or assistant Chaplain	153	197	350
Prison Chaplain or assistant Chaplain	36	74	110
School Chaplain or assistant Chaplain	37	138	175
University/Polytechnic Chaplain or assistant Chaplain	42	85	127
Industrial Chaplain	6	14	20
Other Chaplain or assistant Chaplain	31	115	146
	312	801	1,113

Note that 38 of the Chaplains in the table above feature in the non-parochial stipendiary clergy headcounts. It is unknown whether the remaining 1,075 are self supporting or paid a salary from a source other than the Church Commissioners' clergy payroll.

⁷ Data source: Crockford's

Movements between stipendiary and self supporting and other ministries

Each year a number of clergy begin or cease stipendiary ministry. This could either be through ordination or retirement, or through moving between different forms of ministry. The table below reveals a net loss of clergy from stipendiary ministry. However, it is important to note that of the 593 clergy leaving stipendiary ministry during 2016, 240 are reported in Crockford's as being in other active ministry roles on 31st December 2016.

Table 13 Movements between stipendiary and self supporting or other ministries (between 1st January 2016 - 31st December 2016)⁸

	Joined stipendiary ministry from...	Left stipendiary ministry to...	Net gain/loss
Ordination	299		299
Death		10	-10
Chaplaincy	26	39	-13
LTO or PTO	25	27	-2
Other or unpaid parochial role	87	48	39
Other ministerial role	43	50	-7
Retirement (no role)	3	258	-255
Active retirement		76	-76
Unknown	26	85	-59
	509	593	-84

⁸ Includes only those stipendiary clergy on the Church Commissioners' payroll

Lay Readers/Licensed lay ministers

In total there were 8,680 readers and licensed lay ministers in active ministry at the end of 2016. This is down from 9,000 in 2015, and 10,200 a decade ago. Those in training remained steady, whilst there was a slight drop in admissions from 290 in 2015 to 260 in 2016. This is a large drop from 2006, however, when those in training numbered just over 1,000 and admissions were 430.

Table 14 Readers and Licensed Lay Ministers (2016)⁹

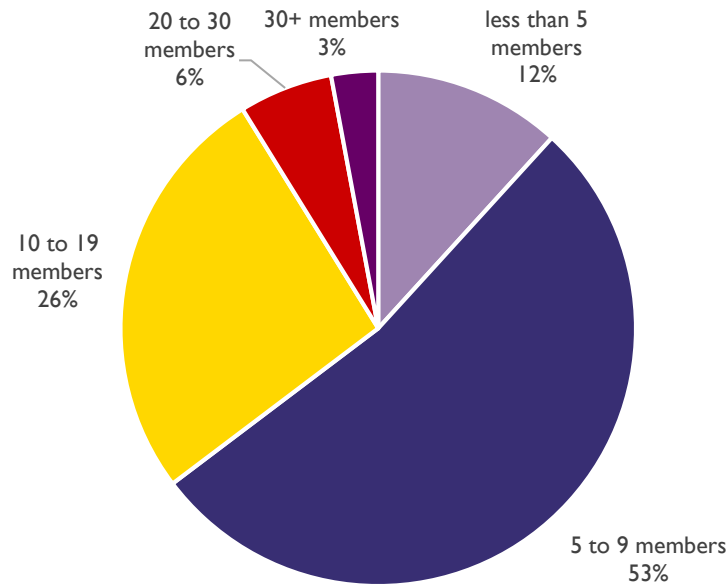
	2016		
	Female	Male	Total
Licensed at 31st December 2016	3,120	2,640	5,760
	54%	46%	100%
PTO & active emeriti	1,310	1,600	2,910
	45%	55%	100%
Total in active ministry	4,430	4,240	8,680
	51%	49%	100%
Training	420	260	730
	61%	39%	100%
Admissions (included in licensed figures above)	160	100	260
	62%	38%	100%

⁹ 2015 data were used for five dioceses

Religious Communities

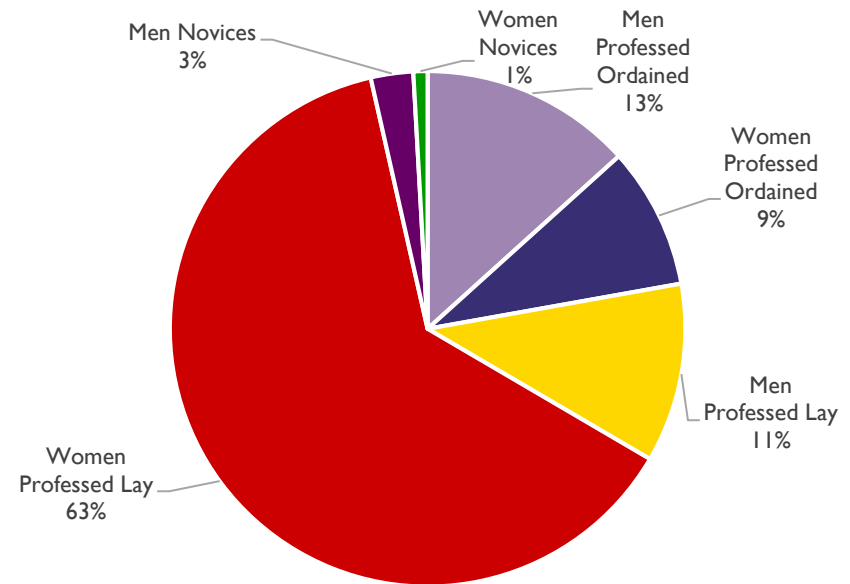
In 2016 there were 340 people in religious communities in 65 'houses' in 29 dioceses. This is down from 550 a decade ago. The majority of communities have fewer than 10 members (Figure 4) and members are nearly two thirds (63%) lay women (Figure 5). In addition to the members, there are 3,700 people associated with these religious communities who live outside the Religious houses but share the rule of life (Oblates, Tertiaries, Associates or Outer Brothers/Sisters).

Figure 4 Size of religious communities 2016



Base: 65

Figure 5 Proportion of male and female people in religious communities



Base: 340

There are likely many more people living in or being associated with newer mission communities, for example the Church Army has around 250 members and Contemplative Fire have 115¹⁰.

¹⁰ Anglican Religious Life 2016-17, Canterbury Press, 2015

Extended Episcopal Ministry

Bishops' Offices were asked to provide statistics on the number of parishes who have passed a Resolution for arrangements to be made in accordance with the House of Bishops' Declaration on the Ministry of Bishops and Priests. If those arrangements involved extended episcopal ministry they were asked to give details of the total number of parishes ministered to and by which bishop (note that this will not include all parishes with arrangements). For 5 dioceses data were obtained from alternative sources¹¹.

Table 15 Extended Episcopal Ministry (1st January 2017)

Total number of parishes at the end of 2016	12,032
Number of parishes in which arrangements have been made in accordance with the House of Bishops' Declaration on the Ministry of Bishops and Priests	447
% of all parishes	3.7%
Bishop of Ebbsfleet	87
Bishop of Maidstone	44
Bishop of Richborough	74
Bishop of Beverley	96
Bishop of Fulham	61
Bishop of Wakefield	10
Bishop of Burnley	20
Total parishes with arrangements involving EEM	393

¹¹ Data taken from two websites <http://www.forwardinfaith.com/Parishes.php> and <http://www.bishopofmaidstone.org/wp-content/uploads/2015/09/Christmas-2016-Newsletter.pdf>. This may therefore not be exhaustive, but provides a proxy to enable total figures to be calculated.

Methodology

Data sources

The data for ministry statistics come from 3 separate data sources and all represent a snap shot in time as at the 31st of December 2016. Note that the figures reflect the number of people in active ministry and therefore do not include any vacant posts or any individuals not in post on that date.

1. The Church Commissioners' clergy payroll system, Resourcelink, is used to gather data on those clergy in receipt of a stipend from the Church Commissioners.
2. Crockford's Clerical Directory is used to gather data on self supporting clergy, and those not paid through the Church Commissioners' stipend system, for example stipendiary clergy in Sodor and Man and the Channel Islands, chaplains and any clergy paid locally.
3. The Diocese in Europe uses the Diocesan Contact Management System, and this has is used to gather data on clergy working across Europe. This is the first time this system has been used as part of Ministry Statistics, and enables much better and more complete data analysis of this pool of clergy.

Stipendiary clergy

The majority of statistics on stipendiary clergy come from the Church Commissioners' clergy payroll. The majority of clergy in receipt of a stipend receive it from the central clergy payroll. However, there are a number of other funding arrangements that can make capturing the full extent of stipendiary ministry a complex exercise. The Diocese of Sodor and Man, The Diocese in Europe and the Channel Islands all have separate arrangements for the payment of stipends. In addition, a number of clergy receive stipends through diocesan or local arrangements. Therefore some clergy in receipt of a stipend may not be included in the stipendiary counts where we have no access to data about funding arrangements. Additionally, where we have sourced data from elsewhere about clergy paid from other funds, some statistics (for example ethnicity counts and FTE) are not available. The statistics in this publication simply reflect those in receipt of a stipend (but not clergy employed and paid a salary, for example in a diocesan office or national church institution).

Self supporting clergy and LTO/PTO

Our best data on clergy acting in self supporting ministries come from Crockford's Clerical Directory. Crockford's aim to have the most complete and up to date set of data on licensed clergy, however in some cases they may not have been notified of changes. Individuals who are in receipt of a local stipend may appear in this count.

Other clergy

The definition of “other clergy” includes a broad range of roles in which ordained Church of England clergy work, from lecturers, advisers to Bishops and Diocesan Officers. Some of these roles will be salaried positions, some may receive a stipend from a local/other source of funding, and some will be unpaid roles.

Main posts

Clergy often have multiple roles, but for statistical purposes it is useful to assign a “main role” to each individual. Due to the local and dynamic nature of clergy roles it is impossible to do this consistently and definitively. For example in some cases a clergy person may be an incumbent and a rural dean. Dependent on the local context, either role could be considered their “main role”. For stipendiary clergy we have taken the main role for stipend payment purposes as the individual’s main post. For self supporting clergy we have assigned a “main role” based on the deployability of the role, giving preference to parochial roles. For example for an individual who is both a self supporting curate and a chaplain, we have taken the curacy as the main role. Where we have given headcounts this is based on counting each individual according to their main post. The figures are therefore not only a snap shot in time, but also a snap shot of a certain perspective, capturing some individuals in just one of their many roles.

Definitions and Abbreviations

Senior staff Includes bishops, archdeacons and cathedral clergy

Parochial roles Includes all roles predominantly working within a parish (incumbents, clergy of incumbent status, associate ministers, assistant curates)

PTO/LTO Permission/License to Officiate

NSM Non stipendiary Minister

OLM Ordained Local Minister

SSM Self Supporting Ministers/clergy

FTE Full Time Equivalence

BAME Black, Asian, and Minority Ethnic