

Ministry statistics 2012 to 2015

Methodological introduction

This brief report provides summary statistics of the number of clergy serving in the Church of England, and how that has changed over the period 2012 to 2015, including trends in total numbers in stipendiary and self-supporting ministry, age profiles, gender splits and ethnicity. Detailed diocesan tables can be found in a separate excel file. Research and Statistics plan further reports using these data exploring in more depth different aspects of ministry.

As has always been the case with ministry statistics, the following figures provide a snap shot of a very complex and dynamic network of ministry on the ground. Many clergy have multiple roles, and roles are adapted and created continuously to respond to changing needs. Local arrangements enable dioceses and churches to serve parishes and in some cases may not be reflected in these national statistics. These figures therefore present one perspective at a point in time, based on the roles on record as at the 31st of December in each year.

Data on clergy were last published in 2012 and have previously been published based on data from the Church Commissioners' clergy payroll and Crockford's Clerical Directory¹. In 2012 a new clergy payroll system was implemented and it is now possible to extract some information from this system to be used alongside Crockford's. The change in data source has led to some changes in definitions and reporting. This report includes data from 2012 using the new data source to provide a new benchmark and enable understanding of the differences these changes make to the figures. For detailed comment on definitional changes please refer to the methodology section on page 12. Please refer to page 14 for definitions and abbreviations.

¹ <https://www.crockford.org.uk/>

Total ordained ministry

Total ministry over the last 4 years has remained very stable, with a total of 20,000 ordained people serving the church in various roles (Table 1). A more detailed look within these total figures, however, shows a changing picture. The number of stipendiary clergy has seen a fall over the 4 years, with the steady increase in female clergy not balancing the steady decline in male clergy. The number of self supporting clergy (SSM) has remained stable over the period, however the numbers of Ordained Local Ministers (OLM) have declined whilst numbers of Non Stipendiary Ministers (NSM) have increased slightly. In addition to the 1,170 individuals recorded in Crockford's with chaplaincy posts, a further 500 clergy have chaplaincy roles in addition to other roles. 6,480 clergy have Permission or a License to Officiate (PTO/LTO), and large numbers of these clergy will have retired from parochial roles but still serve in their dioceses.

Table 1. Total ordained ministry 2012 - 2015

| Total ministry | 2012 | | | 2013 | | | 2014 | | | 2015 | | |
|--------------------------|--------------|---------------|---------------------|--------------|---------------|---------------------|--------------|---------------|---------------------|--------------|---------------|--------------------------|
| | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Stipendiary ² | 2,010 | 6,290 | 8,300 | 2,030 | 6,090 | 8,120 | 2,060 | 5,910 | 7,970 | 2,150 | 5,840 | 8,000 |
| NSM | 1,400 | 1,430 | 2,820 | 1,400 | 1,420 | 2,820 | 1,410 | 1,410 | 2,830 | 1,420 | 1,420 | 2,840 |
| OLM | 300 | 220 | 530 | 290 | 200 | 490 | 280 | 200 | 480 | 280 | 190 | 460 |
| <i>SSM total</i> | <i>1,700</i> | <i>1,650</i> | <i>3,350</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> |
| PTO/LTO | 1,030 | 5,350 | 6,390 | 1,120 | 5,350 | 6,470 | 1,190 | 5,270 | 6,450 | 1,270 | 5,210 | 6,480 |
| Chaplains | 300 | 890 | 1,190 | 310 | 880 | 1,190 | 320 | 860 | 1,180 | 320 | 850 | 1,170 |
| Other ³ | 170 | 1,260 | 1,420 | 170 | 1,290 | 1,460 | 180 | 1,310 | 1,490 | 200 | 1,300 | 1,500⁴ |
| Total ministry | 5,210 | 15,440 | 20,650 | 5,320 | 15,230 | 20,550 | 5,450 | 14,950 | 20,410 | 5,640 | 14,820 | 20,440 |

² Includes Archbishops, clergy in the Channel Islands, and Bishops' Chaplains, but may be excluding others paid locally

³ Includes principals, tutors, and other non parochial appointments.

⁴ There are an additional 256 clergy with emeritus or honorary posts

Lay ministry

In addition to the ordained ministries in Table 1, there are also 6,170 Readers and Licensed Lay Ministers (Table 2) and 160 lay Church Army Evangelists, alongside around 270 lay people living and serving in 36 different religious communities. In addition there are a growing number of lay people who live a vocation united by a common Rule of Life. These include around 40 young people living “A Year in God’s time” in the St Anselm community at Lambeth Palace.

Table 2. Readers and Licensed Lay Ministers

| | 2015 | | |
|---------------------------------|--------------|--------------|--------------|
| | F | M | Total |
| Licensed at 31 Dec | 2,850 | 3,320 | 6,170 |
| | 46% | 54% | 100% |
| PTO & active emeriti | 1,600 | 1,230 | 2,830 |
| | 56% | 44% | 100% |
| Total in active ministry | 4,450 | 4,550 | 9,000 |
| | 49% | 51% | 100% |
| Training | | | |
| | 280 | 450 | 730 |
| | 39% | 61% | 100% |
| Admissions | | | |
| | 100 | 190 | 290 |
| | 34% | 66% | 100% |

Note: 2014 data was used for five dioceses

Stipendiary ministry

In November 2014 General Synod enacted the measure enabling women to be ordained as Bishops in the Church of England.⁵ On 31st December 2015 there were 7 female bishops. This continues a trend over the 4 years of increasing numbers of women in senior roles within the church.

A number of clergy work part time, Table 3 gives the full time equivalence (FTE) of stipendiary clergy, but the 7,661 full time equivalence includes 531 part time clergy alongside 7,394 full time clergy.

Table 3. Sum FTE of Stipendiary Clergy 2012 - 2015

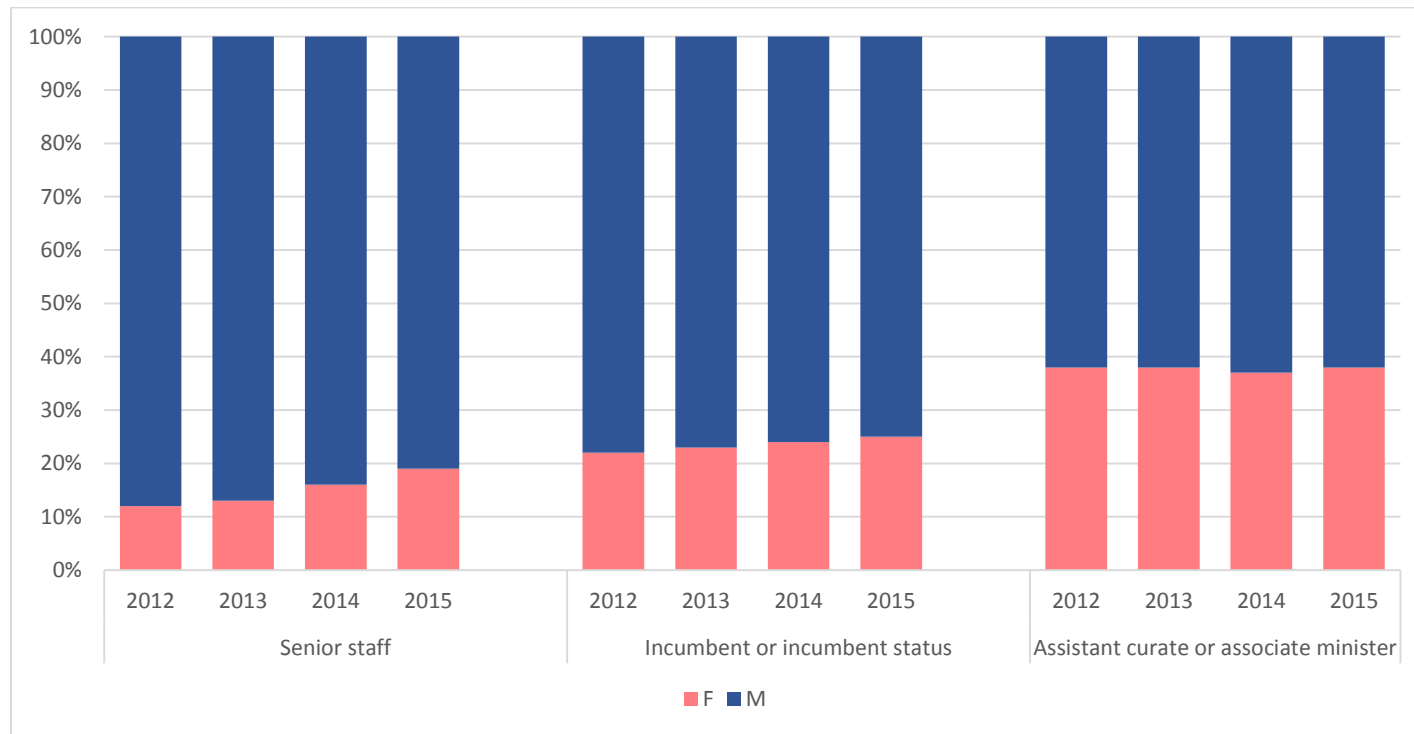
| Sum of FTE | 2012 | | | 2013 | | | 2014 | | | 2015 | | |
|--------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| DIOCESAN BISHOP | - | 42 | 42 | - | 35 | 35 | - | 36 | 36 | 2 | 36 | 38 |
| SUFFRAGAN BISHOP | - | 63 | 63 | - | 59 | 59 | - | 62 | 62 | 5 | 63 | 68 |
| ARCHDEACON | 16 | 92 | 108 | 21 | 92 | 113 | 24 | 89 | 113 | 26 | 90 | 116 |
| CATHEDRAL DEAN | 4 | 35 | 39 | 6 | 35 | 41 | 6 | 35 | 41 | 6 | 35 | 41 |
| CATHEDRAL OTHER | 20 | 89 | 109 | 18 | 89 | 107 | 29 | 84 | 113 | 31 | 79 | 110 |
| INCUMBENT | 655 | 3,411 | 4,066 | 693 | 3,322 | 4,015 | 744 | 3,248 | 3,992 | 809 | 3,182 | 3,991 |
| INCUMBENT STATUS | 605 | 1,307 | 1,912 | 614 | 1,260 | 1,874 | 604 | 1,225 | 1,830 | 581 | 1,200 | 1,781 |
| ASSISTANT CURATE | 519 | 885 | 1,404 | 497 | 852 | 1,349 | 465 | 820 | 1,285 | 479 | 806 | 1,285 |
| ASSISTANT MINISTER | 1 | 5 | 6 | 9 | 16 | 25 | 23 | 44 | 67 | 34 | 80 | 114 |
| NON PAROCHIAL | 65 | 192 | 257 | 49 | 150 | 200 | 39 | 105 | 143 | 29 | 89 | 118 |
| Total | 1,885 | 6,121 | 8,006 | 1,906 | 5,910 | 7,816 | 1,933 | 5,748 | 7,681 | 2,002 | 5,659 | 7,661 |

⁵ <https://www.churchofengland.org/media-centre/news/2014/11/legislation-on-women-bishops-becomes-law-at-general-synod.aspx>

Gender

The proportion of stipendiary clergy who are women has increased from 24% in 2012 to 27% in 2015. The shift in gender balance is more noticeable in senior staff (12% in 2012 to 19% in 2015). 51% of self supporting clergy (NSMs and OLMs) are female and this has stayed broadly stable over the last 4 years.

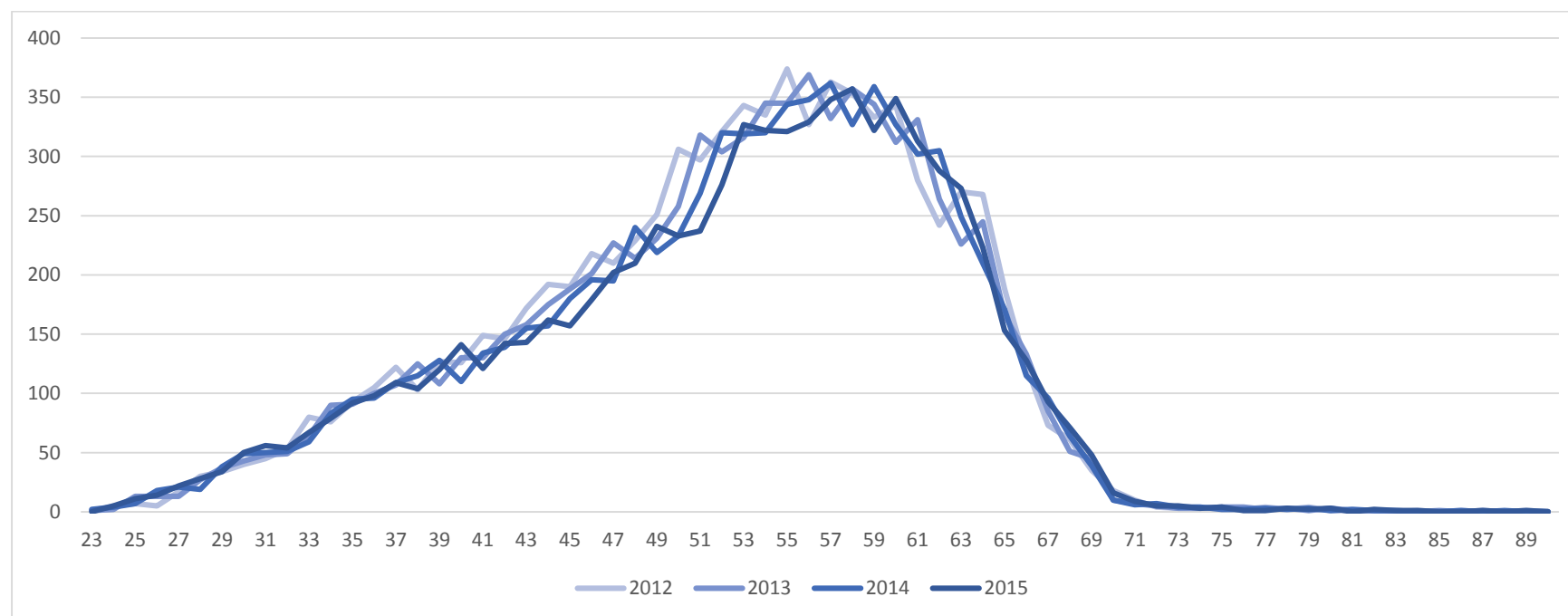
Figure 1. Gender profile of stipendiary clergy 2012 - 2015



Age

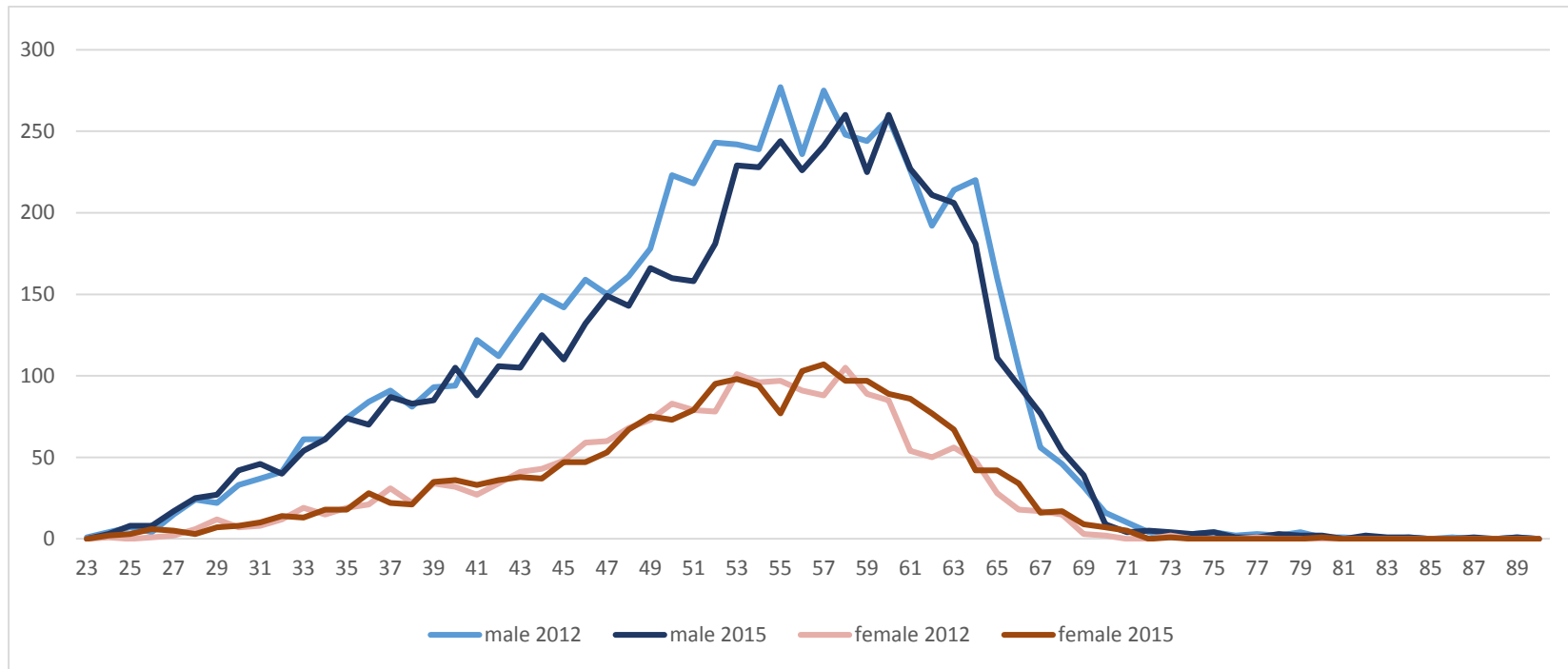
The age profile in Figure 2 illustrates the same ageing pattern that is seen in the general population⁶, though is likely more protected from more recent immigration effecting general population demographic trends. Looking at the profiles for male and female clergy separately illustrates a similar pattern (Figure 3). Nationally, 13% of parochial clergy are under 40, but this varies across dioceses ranging from 4% to 22%. Those aged 60 and over make up a quarter of stipendiary parochial clergy, but again this varies across dioceses from 9% to 41%. 276 clergy retired during 2015. Those who retired during 2015 were on average aged 64 at the start of the year.

Figure 2. Age profile of stipendiary clergy 2012 - 2015



⁶ <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/annualmidyearpopulationestimates/2015-06-25>

Figure 3. Age profile of male and female stipendiary clergy, 2012 and 2015



Ethnicity

Data on ethnicity are available for around 80% of stipendiary clergy. Analysis based on the data available shows an increase in clergy from Black and Minority Ethnic (BME) communities from 3% of all stipendiary clergy in 2012 to 3.4% in 2015. In 2015 5% of assistant curates, 3% of clergy of incumbent or incumbent status and 2.2% of senior staff were from BME communities. This compares to 5.2%, 2.6% and 1.2% respectively in 2012. It has not been possible as yet to extract data for the ethnicity of self supporting clergy.

Table 4. Ethnicity of stipendiary clergy 2012 and 2015

| | Senior staff | | Incumbent or incumbent status | | Assistant curate or associate minister | | Total | |
|----------------------------|---------------|---------------|-------------------------------|---------------|--|---------------|---------------|---------------|
| | 2012 | 2015 | 2012 | 2015 | 2012 | 2015 | 2012 | 2015 |
| White British | 96.0% | 93.8% | 94.0% | 93.6% | 90.6% | 90.6% | 93.5% | 93.0% |
| White Irish | 0.0% | 0.0% | 0.0% | 0.0% | 0.7% | 0.3% | 0.1% | 0.1% |
| Any Other White Background | 2.8% | 4.0% | 3.3% | 3.3% | 3.5% | 4.1% | 3.3% | 3.5% |
| White and Asian | 0.3% | 0.6% | 0.2% | 0.2% | 0.6% | 0.6% | 0.3% | 0.3% |
| White and Black African | 0.0% | 0.3% | 0.1% | 0.1% | 0.1% | 0.3% | 0.1% | 0.1% |
| White and Black Caribbean | 0.0% | 0.0% | 0.1% | 0.1% | 0.2% | 0.5% | 0.1% | 0.2% |
| Any Other Mixed Background | 0.0% | 0.0% | 0.4% | 0.5% | 0.5% | 0.2% | 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% | 0.2% | 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% | 0.6% | 0.6% | 0.7% | 0.9% | 1.0% | 0.7% | 0.7% |
| 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% | 0.1% | 0.5% | 0.2% | 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 | 7.2% | 10.0% | 18.8% | 22.9% | 32.2% | 18.5% | 20.6% | 21.3% |

Ordinations

There has been a steady increase in stipendiary ordinations over the 4 years, particularly female ordinations. Self Supporting clergy ordinations have not seen the same steady pattern. Females represent a larger proportion of self supporting ordinations, however stipendiary ordinations have seen an increase in the proportion of females over the 4 years. In 2015 female stipendiary clergy were on average 42 years at ordination and male clergy 37. For self supporting clergy female clergy ordained in 2015 were on average 55 years and male clergy 53.

Table 5. Ordinations of stipendiary clergy 2012-2015

| Stipendiary clergy | 2012 | | | 2013 | | | 2014 | | | 2015 | | |
|--------------------|--------|------|------------|--------|------|------------|--------|------|------------|--------|------|------------|
| | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Under 25 | | 2 | 2 | | 2 | 2 | 2 | 3 | 5 | 2 | 1 | 3 |
| 25-29 | 7 | 29 | 36 | 7 | 35 | 42 | 10 | 24 | 34 | 9 | 36 | 45 |
| 30-34 | 11 | 41 | 52 | 8 | 46 | 54 | 12 | 55 | 67 | 23 | 50 | 73 |
| 35-39 | 8 | 25 | 33 | 9 | 40 | 49 | 19 | 30 | 49 | 14 | 31 | 45 |
| 40-44 | 16 | 27 | 43 | 16 | 25 | 41 | 20 | 20 | 40 | 22 | 25 | 47 |
| 45-49 | 27 | 18 | 45 | 20 | 19 | 39 | 21 | 16 | 37 | 22 | 18 | 40 |
| 50-54 | 24 | 14 | 38 | 27 | 17 | 44 | 25 | 14 | 39 | 25 | 21 | 46 |
| 55-59 | 4 | 5 | 9 | 12 | 2 | 14 | 8 | 6 | 14 | 10 | 2 | 12 |
| 60-64 | 2 | | 2 | | 1 | 1 | | 1 | 1 | | 1 | 1 |
| 65-69 | | | | | | | | | | | 1 | 1 |
| unknown | 1 | | 1 | 1 | 1 | 2 | | | | 1 | 1 | 2 |
| Total | 100 | 161 | 261 | 100 | 188 | 288 | 117 | 169 | 286 | 128 | 187 | 315 |
| Gender proportions | 38% | 62% | | 35% | 66% | | 41% | 59% | | 41% | 59% | |

Table 6. Ordinations of self supporting⁷ clergy 2012-2015

| Self supporting clergy | 2012 | | | 2013 | | | 2014 | | | | 2015 | | | |
|------------------------|------------|------------|------------|------------|-----------|------------|------------|-----------|----------|------------|------------|-----------|----------|------------|
| | F | M | Total | F | M | Total | F | M | unknown | Total | F | M | unknown | Total |
| Under 25 | | | | | | | | 1 | | 1 | | | | |
| 25-29 | | 1 | 1 | | 3 | 3 | | 2 | | 2 | | 1 | | 1 |
| 30-34 | | 3 | 3 | | 6 | 6 | | 6 | | 6 | 1 | 1 | 1 | 3 |
| 35-39 | 1 | 2 | 3 | | 6 | 6 | 4 | 1 | | 5 | 1 | 4 | | 5 |
| 40-44 | 11 | 11 | 22 | 3 | 7 | 10 | 5 | 3 | | 8 | 4 | | | 4 |
| 45-49 | 14 | 16 | 30 | 11 | 8 | 19 | 4 | 7 | | 11 | 13 | 11 | | 24 |
| 50-54 | 25 | 16 | 41 | 18 | 8 | 26 | 25 | 6 | | 31 | 18 | 11 | | 29 |
| 55-59 | 31 | 24 | 55 | 35 | 10 | 45 | 24 | 13 | | 37 | 30 | 14 | 1 | 45 |
| 60-64 | 25 | 16 | 41 | 31 | 16 | 47 | 22 | 13 | | 35 | 20 | 13 | 1 | 34 |
| 65-69 | 11 | 10 | 21 | 17 | 13 | 30 | 14 | 5 | 1 | 20 | 6 | 3 | | 9 |
| 70+ | 1 | 1 | 2 | 1 | 1 | 2 | 1 | | | 1 | 1 | 2 | | 3 |
| unknown | 6 | 8 | 14 | | 2 | 2 | 30 | 27 | | 57 | 10 | 11 | 5 | 26 |
| Total | 125 | 108 | 233 | 116 | 80 | 196 | 129 | 84 | 1 | 214 | 104 | 71 | 8 | 183 |
| Gender proportions | 54% | 46% | | 59% | 41% | | 61% | 39% | | | 59% | 41% | | |

⁷ Self supporting ordinations may include clergy paid a local stipend or through another funding body. Some clergy transfer to stipendiary roles after ordination.

Multiple roles

Of 7,710 stipendiary clergy, 29% (2,220) had more than one post. It was possible to analyse the additional roles for 2,200 of these clergy. Note that this only includes those roles that Crockford's have been notified of and is likely to be an undercount. 10% of stipendiary clergy have at least one additional parochial role. Though it must be noted that around half of benefices have more than one church, and around 2,000 incumbent/incumbent status clergy work in benefices with more than one church and are the only stipendiary clergyperson, so are likely to be responsible for multiple churches within their benefice. Some clergy have multiple additional roles, including curacies or priest in charge roles in multiple benefices.

Table 7. Additional roles of stipendiary clergy

| In addition to their main role: | Count of clergy | Per cent of all stipendiary clergy |
|---------------------------------|-----------------|------------------------------------|
| Parochial roles | 779 | 10% |
| Area or rural deans | 578 | 7% |
| Chaplains | 202 | 3% |
| LTO or PTO | 51 | 1% |
| Senior staff (e.g. cathedral) | 42 | 1% |
| Other including diocesan roles | 1089 | 14% |
| All roles | 2220 | 29% |

Methodological changes

Data source

The data for ministry statistics come from a variety of places, and as such they capture a particular perspective of an incredibly complex network of ministry on the ground. However, of particular significance to this publication is the change in source for the data. Data on clergy have previously been published based on data from the Church Commissioners' clergy payroll and Crockford's. In 2012 a new clergy payroll system was implemented and it is now possible to extract some information from this system. The change in data source has led to some changes in definitions and reporting. This report includes data from 2012 using the new reporting methods to provide a new benchmark and enable understanding of the differences these changes make to the figures. Figures for stipendiary posts are very similar to those previously published (differing by under half a percent in total), but larger differences can be seen for self supporting clergy (with 200 more clergy categorised as NSMs/OLMs in this publication than using previous methods).

A snap shot

The picture of ministry is constantly changing, but for the purposes of these statistics a snap shot in time has been taken each year on the 31st of December. The snap shot reflects the best data at the time, however, updates to data items can result in changes to figures. The 2012 figures published in this report reflect a number of revisions made to the data as they were migrated into the new system.

Stipendiary clergy

The majority of statistics on stipendiary clergy come from the Church Commissioners' clergy pay roll. The majority of clergy in receipt of a stipend receive it from the central clergy pay roll. However, there are a number of other funding arrangements that can make it a complex exercise capturing the full extent of stipendiary ministry. Sodor and Man, The Diocese in Europe and Jersey and Guernsey 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. In previous publications the definition of "stipendiary clergy" has been tighter focussing on those clergy who would have counted towards clergy share. 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. In some cases individuals who are in receipt of a local stipend may appear in this count. The data here see some definitional changes compared to previous publications. There is no longer a category of "active retired". Instead individuals have been grouped by their roles, so there are a number of individuals included in "NSM" who may previously have been considered "active retired". The vast majority (80%) of the "active retired" category are now include in the LTO/PTO group.

Other clergy

The definition of "other clergy" has been widened to include a broad range of roles that ordained CofE clergy work in, from lecturers, advisers to Bishops and Diocesan Officers, to those who work for other Christian denominations and overseas. 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 for us 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, preferencing 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. This differs from previous publications. 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 or License to Officiate

NSM Non stipendiary Minister

OLM Ordained Local Minister

SSM Self Supporting Ministers/clergy

FTE Full Time Equivalence

BME Black and Minority Ethnic