

GENERAL SYNOD

RENEWAL AND REFORM: RESOURCING MINISTERIAL EDUCATION

The Synod is invited to note the report on the progress of the Resourcing Ministerial Education proposals since the February 2015 General Synod and on the programme of work required to develop and implement the proposals. The Synod is further invited to consider the motion welcoming the proposals and requesting a further report on progress by July 2018.

Theological Preface

The guiding vision of Resourcing Ministerial Education is of a growing Church with a flourishing ministry. From the time of the Acts of the Apostles, the Church has needed to reflect on the provision of ministry as the Spirit guides and forms the Christian community. In Acts 1, we read of the appointment of Matthias. In Acts 6, a growing Church needs new forms of ministry and the seven are set aside to support the work of the apostles, to offer ministry to the Hellenistic communities and for the work of carrying the gospel to new places. In Acts 14, at the end of the first missionary journey, Paul and Barnabas returned to the places where the church has been planted and “appointed presbyters for them in every church” (14.23). In Acts 20, in Paul’s speech to the Ephesian presbyters, we are offered a window on the care taken in the early church in the formation of those who will exercise ministry (diakonia) and oversight (episcopate) of their own lives and of the Church of Jesus Christ. So in our own generation as we prayerfully consider the call to make disciples and proclaim the gospel afresh, the Church of England needs to reflect deeply on the provision, formation and support of lay and ordained ministry in dioceses and parishes. The Body of Christ needs ligaments and sinews to continue to grow up in every way into Christ, the source of our life and hope (Ephesians 4.15-16; Colossians 2.21).

1. Renewal and Reform is about renewing the Church of England for the 21st century. Key to this in the first instance is helping bishops and their leadership teams articulate and implement **strategies for a hopeful future**.
2. The early work of Renewal and Reform has centred on **helping create the conditions for dioceses to flourish**. This has included simplifying legal constraints and removing some of the barriers to change, creating additional financial resources to support activities intended to foster growth and developing major training programmes for current and future leaders within the church.
3. The second season of work will develop **a richer understanding of some of the more profound areas of change and transformation**. These will include thinking on how the whole people of God are helped to discern and develop their vocation, how to facilitate lay leadership within and from the church, how to reflect theologically on future patterns of ministry needed in and for different contexts and how to grow disciples in every place who are committed to conforming their own lives to the pattern of Christ and to sharing their faith with others.
4. The RME proposals respond to **the aspirations of the dioceses** expressed through the 2014 Resourcing the Future exercise to ascertain their future requirements for ministry

and leadership. This exercise showed principally that dioceses wished to halt decline and to grow. The key requirements stated by the dioceses were:

- increase in the supply of ministers to close the gap between the projected number and the aspiration of the dioceses to both sustain and innovate (see annex A)
 - a new emphasis on mission, collaboration and adaptability to changing needs
 - more ministers suited for new forms of church and non-traditional settings
 - development of lay ministries alongside ordained
5. The extensive RME consultation process has confirmed these requirements and clarified them. Dioceses **are not simply seeking replacement but a wider range of kinds of ministry**, both lay and ordained. They also seek different qualities in those who will be serving now and into the 2030s. Dioceses differ in that some require a substantially higher number of ordained stipendiary candidates: others require more self-supporting or local ministers.
 6. There is no consensus between the dioceses about the precise future forms of or ways to develop lay ministry, leadership and service but there is a general assumption of the need to bring these forward. The **change of culture which we seek and the development of a shared understanding** about the place and contribution of lay people require more focused work. The Lay Leadership workstream which is part of Renewal and Reform will address how to release the gifts of lay leaders both within and beyond the church. The new stream of Strategic Development Funding available to dioceses through the Resourcing the Future proposals will make very significant funds available for the development of lay ministry in each Diocese and for further investment in Continuing Ministerial Development of lay and ordained.
 7. As a subset of that area, the Ministry Council has commissioned work to map the current pattern of lay ministries i.e. lay people who serve in church-related “ecclesial” roles. A report with **proposals for a new approach to lay ministries** will be made in September 2016, in time to shape a new framework for deployment and training.
 8. The vision for RME proposals presented to the February 2015 Synod is stated in GS 1979: **a flourishing ministry in a growing church**. The vision has five principles:
 - every minister equipped to offer collaborative leadership in mission and to be adaptable in a rapidly changing context
 - a cohort of candidates for ministry who are younger, more diverse and with a wider range of gifts to serve God’s mission
 - an increase of at least 50% in ordinations on 2013 figures sustained annually from 2020
 - the rapid development of lay ministries
 - a continued commitment to an ordained and lay ministry which serves the whole church both geographically and in terms of church tradition
 9. The first phase of RME work has centred on establishing a new set of funding arrangements to enable a step change in the numbers of ministerial candidates, their

quality and demography. Clearly funding arrangements alone will not achieve this change; however they are a necessary first step to giving dioceses greater ability to plan for and shape locally appropriate patterns of ministry and deploy ministers accordingly. Fundamentally, **these proposals empower the dioceses to plan** for the future by giving them the authority to use to best effect the money the Church invests in training for ministry.

10. The **scope and ambition of the agenda for Growing Vocations** to ministry is significant: an increase by 50% in the number of ministerial candidates would yield a total of 6000 ministers over the decade.
11. This initiative offers a **once in a generation opportunity** for the formation of a cohort of ministers who will be serving and leading in the 2020s and 2030s and beyond to develop their training and continuing formation through an improved partnership between dioceses, theological education institutions (TEIs) and national bodies. Given the significance of this for the ministerial, spiritual and financial life of dioceses, the principle in the new funding arrangements of giving dioceses more direct control of the resources for ministerial education seems all the more vital.
12. The stream of work concerned specifically with the RME funding arrangements has been developed since **the twelve proposals in GS 1979** were presented to Synod in February 2015. Following detailed consultation with dioceses and TEIs, the **proposals have been substantially revised**. Annex B shows the changes in detail. The overall conclusion is sustained that all forms of IME are fit for purpose and that the Church of England continues to need a mixed economy of training provision accessible from each region of the country.
13. The national mechanism by which initial ministerial training is currently funded by the dioceses is known as **Vote 1**. The sponsoring dioceses do not pay the actual costs of tuition and maintenance related to their students but rather an apportioned amount of the aggregate based upon a redistribution formula reflecting income and historic wealth.
14. A number of **significant changes to tuition pathways and financing** have occurred since the introduction of the Vote 1 mechanism. These structural educational changes have come against a backdrop of a declining number of candidates since 2007, particularly stipendiaries, coming forward for ordination training, an increasing unit cost and a rising demand on diocesan financial resources to meet Vote 1 costs. **The current arrangements are not fit for purpose**. They cannot support a significant growth in candidate numbers, are not transparent enough for the dioceses to manage the financial implications of their training choices or flexible enough to cater for changes to pathway structures.
15. The **key features of the new funding arrangements** are
 - retention of Vote 1 and diocesan contributions through apportionment to raise the money: then dioceses decide how best to spend the money

- a block grant to a diocese for funding the training of its cohort of candidates
 - the block grant calculated on the basis of a standard grant per candidate
 - the standard grant is age-related to reflect typical choices for each age band
 - if a diocese sponsors more candidates, it will get more money to pay for their training
 - if the Church as a whole calls more candidates, the cost will be spread across the whole Church
 - dioceses (with the candidate) decide on the individual pathway to be taken
 - current age-based Bishops Regulations replaced with guidelines and advice
 - grant may be used before or during any stage of initial ministerial education
 - dioceses in direct relationship with TEIs over both education and finance
 - tariffs for pathways are centrally agreed to avoid price competition
 - pooling between dioceses of family maintenance retained but in a revised form
 - continued review and oversight of how dioceses are investing the pooled funding released through Vote 1
16. Further information about the detail of the arrangements, including the current proposals for age bands, is included in Annex C. These **proposals meet a series of objectives** which were considered by Ministry Council and agreed by Archbishops' Council. Annex D shows the manner in which the proposals meet the objectives.
17. The arrangements will **support and contribute to the achievement of the overall vision** and the five principles (See paragraph 8). Firstly, they offer a basis for allocation of sufficient resources to support the 50% increase which the current Vote 1 system cannot provide.
18. Secondly, they give **dioceses greater control and flexibility** in the use of what are in fact their own resources for ministerial education, since Vote 1 is at present and will remain a shared ministry training fund to which dioceses contribute according to their financial capacity and from which they draw according to the number of their candidates. Dioceses will be able to make free and improved decisions about training pathways which are apt for individual candidates and in line with their strategic aims for ministry and mission. It will also **enhance the partnership** between dioceses and TEIs by bringing them into direct relationship over current and future ministerial education and its quality.
19. This offers both a high degree of **local autonomy and a national framework** for the ministerial resources of the Church of England which encourages partnership between dioceses, TEIs and national bodies.
20. **Dioceses and TEIs have been consulted extensively** about RME over the past year. Annex E outlines the process which has been followed. The first phase of consultation with dioceses and TEIs after the February 2015 Synod led to considerable changes to the original twelve proposals. The second phase in October and November was on the basis of proposals which responded to the previous consultation and had fuller financial information about current funding and the proposed standard grant model. Further

refinements were made to the proposals after the second phase and the funding arrangements presented now to Synod reflect these.

21. There is broad support for the **principles of the RME funding arrangements** among both dioceses and TEIs. The final round of written consultation showed that 10% of dioceses were not content to proceed on principle. Some other dioceses and TEIs have varying degrees of concern either about the impact on their situation or about implementation. The issues they have raised will be addressed in a further round of discussions during April to September 2016 about how make the new arrangements work most effectively across the range of partners and the varied interests which they hold. The issues which concern dioceses and TEIs and will be dealt with in these detailed discussions are noted in Annex F.
22. The **Archbishops' Council** discussed the RME proposals in detail on three occasions since September 2015 with a full briefing on the current funding arrangements and future options (see Annex E). The **House of Bishops** considered the proposals at its December meeting. In both cases it was agreed that the proposals should go forward. The Archbishops' Council is commending the proposals for the Synod to welcome.
23. **Financial modelling of the impact of changes** on dioceses and TEIs has been carried out over the year. The results were used to assess and where necessary mitigate the effect of changes in the case of groups of dioceses or TEIs, in accordance with the principle adopted by the RME Task Group that the funding arrangements should neither favour nor disadvantage any particular group or form of training. Some illustrations of impact are attached as Annex G.
24. Particular attention has been given to how to fund the rapidly expanding **mixed mode/context-based pathways**. This is in order to address some long-standing problems about the basis of their funding which currently prevents better choices about the location of contexts. It does not create advantage for mixed mode pathways. It is axiomatic that the RME funding arrangements are aimed at the **flourishing of all three forms of training**, residential, full-time context-based and part-time course. The detail of this new basis is included in Annex C.
25. The RME Task Group report presented to the February 2015 Synod estimated that an additional £10m per annum at 2014 levels would be required by 2020 to fund the measures which it proposed. The **current aspiration** to increase the number of ministerial candidates by 50% in 2020 is estimated to cost **an additional £13.5m** in that year and subsequent years.
26. The **current Vote 1 arrangements** cannot on their own meet this increased training cost as they offer **insufficient accountability**. They also discourage dioceses from thinking of these funds as investment in their future ministry and from considering ministerial education and formation strategically as part of their whole budget. As the projected decline in stipendiary incumbents steepens, the commensurate reduction in stipend costs will yield funds in many dioceses which could be invested in the renewal

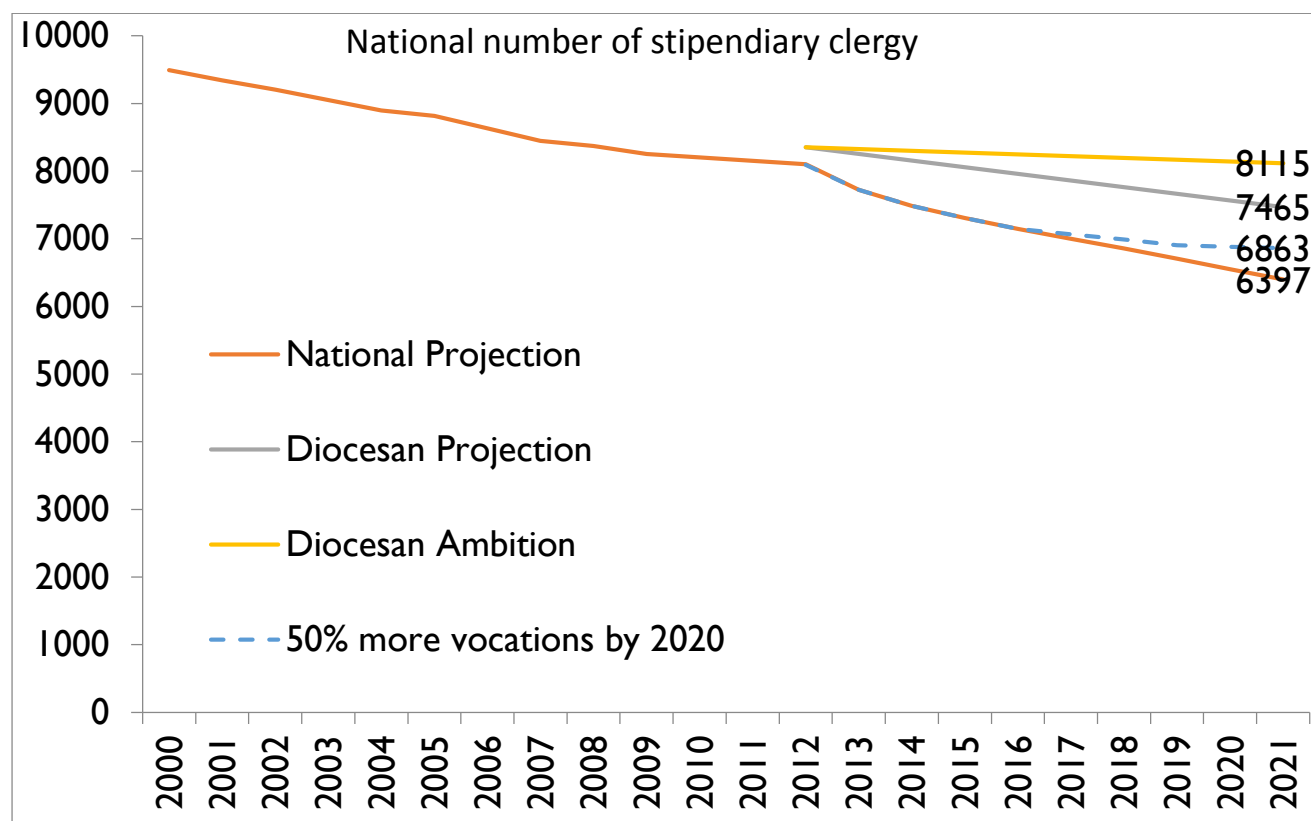
of ministry through new candidates. The estimate of the reduction against current (2014) annual stipend costs across the dioceses in 2020 is in excess of £25m.

27. Further work is needed on how to **support dioceses which lack the available resources** where they increase candidate numbers beyond 50% or to a level where lack of funds, including the cost of additional curacies, is hampering their efforts to increase. In the short and medium term **grants from the Strategic Development Fund** are available to support dioceses in initiatives for growth and increase. As progress towards growth is made in 2016/2017 and extra candidates begin to emerge, a case for seeking funds from other sources such as the Church Commissioners can be built on the basis of **evidence of growth and the need for resources** to accelerate it or to make it happen where otherwise it would not for lack of funds.
28. The **Ordained Vocations Working Group** led by the Bishop of Guildford is, among other work on increasing diocesan capacity and national communication to support diocesan vocational work, developing a series of projects to stimulate vocations in targeted areas such as among BAME and younger candidates. These will capitalise on the flexibility offered by the RME funding arrangements and it is proposed to develop them in partnership with dioceses and TEIs. Further information about the Working Group is attached as Annex H.
29. The RME Task group proposals presented to Synod in February 2015 referred to the **stages in vocational and ministerial development** and the links between them so that quality is built up through the whole process of formation and for each individual minister across the whole period of their ministry. Annex I outlines the process and the points of intervention where value is created and sustained, and quality is enhanced. This includes the task of reviewing the selection process, which is recognised as a key feature in enhancing quality and deployability. It also includes greater commitment and investment in the second (post licensing/ordination) phase of initial ministerial education (IME 2) and continuing ministerial development (CMD) for which robust national guidelines and good practice are agreed and published.
30. The new funding arrangements have a key role in **enhancing the quality of ministry**. Initial ministerial education remains the highest cost intervention in the development and formation of a minister. Decisions about a candidate's pathway made intelligently and in the light of the needs of the individual and of the church contribute to the increase of quality and value. Ensuring that the pathways and the programme of formation for ministers are responsive to the needs of the church as a whole will add to the quality of ministerial education and its outcomes.
31. The new relationship established between dioceses and the TEIs who provide the pathways will **encourage dialogue between them and feedback** on the outcomes of the education provided and how these meet current needs, for example in collaboration or capacity to encourage growth. This will be supported by information made available by Ministry Division from its quality assurance work with TEIs and in cooperation with Durham University, in connection with the Common Awards.

32. In addition **the longitudinal research** already begun by the Division into the outcomes arising from ministerial education will assist dioceses and TEIs in assessing over a ten year period how far they succeed in meeting educational and formational aims for both individual ministers and cohorts. It will show how these contribute to the objectives related to the vision of a growing church with a flourishing ministry and provide important management information for dioceses and TEIs to assist decision making. Details of the research programme are attached as Annex J.
33. The RME funding arrangements represent a **significant change for dioceses and TEIs**. It will require some capacity building among those who will take on new responsibilities for administration of finance and educational decisions. The extent of this will be assessed by Ministry Division in the course of the discussions about implementation with dioceses and TEIs between April and September. It is proposed to **pilot the new arrangements**, alongside the current approach, with a group of dioceses and TEIs from September 2016 ahead of the proposed national implementation date in September 2017.
34. The changes and their impact will be closely monitored by the Archbishops' Council, with advice from the Ministry Council. At the **report back to Synod by July 2018** this will provide **assurance for the Synod** against a number of measures, including
- Comparison of training decisions made under the previous funding arrangements with those made under the new arrangements
 - Feedback from dioceses and TEIs which indicates how many are on track in using the new arrangements to develop their strategy for ministry and mission
 - The key indicator of what increase in numbers of candidates is being seen in dioceses
35. The Synod is invited to consider the motion
- ‘That this Synod:
- reaffirm the five objectives set out in GS 1979 for achieving the vision of a growing church with a flourishing ministry;
 - note that work on Resourcing Ministerial Education and on enhancing quality in all stages of ministerial development, set out in GS 2020 , contributes to these objectives;
 - welcome the proposed new funding arrangements for initial ministerial education, agreed by the Archbishops' Council following wide consultation, set out in GS 2020; and
- request the Archbishops' Council to report back to the Synod by July 2018 on the progress being made to secure both a step change in the number of ordinands and continuing improvement in their quality and deployability.’

National Number of Stipendiary Clergy Projections

The number of stipendiary clergy in the Church of England has fallen by around 1.2% each year for the last 50 years to its current level of around 8100. Over the last 30 years, the average number of leavers from the system has exceeded the number of ordinations by around 30%. This trend is expected to continue as the Church faces a particular retirement bulge in the near future with 44% of current stipendiary clergy being 55 or older.



During 2014 dioceses were asked for their aspirations and projections for the number of stipendiary clergy they would have in future. The sum of their responses was matched with national projections based on the number of retirements and ordinations expected in coming years. The result showed that there was a gap of over 1700 between the number of clergy projected by the model, and the number that dioceses aspired to (see graph above).

In response, a target was set to increase the number of vocations to stipendiary ministry by 50% on today's figures by 2020.

Changes to and development of original 12 RME Proposals in GS 1979 February 2015

Proposal number in RME Task Group Report	Subject	Current status	Notes
Overall proposal	Increase by 50% the number of ordinations, increase diversity and the number of younger candidates	Revised proposals assume these targets	Vocations Working Group now established
Proposal 1	Review of selection criteria and process, review of reporting	Being progressed by Ministry Council: not in the current proposals for consultation	
Proposal 2	Replacement of Bishops' Regulations with personal learning plans and guidelines	Revised proposals assume replacement of Bishops Regulations	Further work needed on learning plans and guidelines
Proposal 3	Priority national funds for categories of candidate	Revised proposals assume core funding for higher cost pathways & higher degrees	
Proposal 4	September ordinations	Proposal abandoned	
Proposal 5	Investment in candidates after ordination	Revised proposals assume that standard grant may be used pre-IME and in IME 4 to 7 as well as in IME 1 to 3	Further work needed to determine how much resource required and how to implement
Proposal 6	Standard level of grant for tuition	Revised proposals include this	
Proposal 7	Discontinue pooling of maintenance grants	Proposal to discontinue abandoned	Further consideration needed over whether family provision is discretionary
Proposal 8	Local selection and funding for over 50 candidates	Proposal abandoned	Proposal has influenced the proposed standard grant model
Proposal 9	Transfer of sponsorship	Initially included in new financing model but now abandoned.	Further work needed on potential partnerships between dioceses
Proposal 10	Increase investment in IME 2 and CMD	Pending	See Proposal 5
Proposal 11	Benchmark training post to three years (not four)	Proposal abandoned	
Proposal 12	Additional national funding for education for lay ministry	Proposal in development through Lay Ministry Working Group agenda	New Lay Leadership workstream in Reform and Renewal

Funding Proposals for Initial Ministerial Education

The financial proposals that will be implemented from September 2017 are a standard grant based on age related bands that will be paid to the dioceses as a block grant across the full cohort of sponsored candidates, and can be spent on all forms of validated pathways. We have received legal advice that such a structure does not raise any legal concerns for either the Archbishops' Council or the dioceses in its implementation. There will be a system of checks and scrutiny to ensure that the block grant is spent only on training costs and basic maintenance of ordinands.

The age related grants will reflect the cost of the most common pathway choice of each age cohort. These are (The financial figures are based on the average costs 2012-2014, when implemented the actual grant will reflect the current cost of the relevant most common pathway):

- a) £41.9k for those 29 and under at the start of training. (This may be amended to those under 31 following discussions with the AC Finance Committee). This is sufficient to cover the costs of a three year residential course (taken by 65% of this age range and sufficient to cover the costs of 99% of this age cohort).
- b) £28k for those between 30 and 39 at the start of training. This is sufficient to cover two years at residential college (taken by 64% of this age range and sufficient to cover 93% of this age cohort).
- c) £18.4k for those between 40 and 55 at the start of training. This is sufficient to cover 3 years on a regional course (taken by 47% of this age range and sufficient to cover 66% of this cohort).
- d) £12.3k for those 55 and over at the start of training. This is sufficient to cover 2 years on a regional course (taken by 45% of this age range and sufficient to cover 63% of this cohort).

As a result of the continued trend in the expansion of mixed mode/context based courses the whole time spent in context will be recognised as “training” rather than employment in order to avoid employment/tax administrative cost difficulties. It is further proposed that the current scheme of providing funds of up to £7k per candidate to support less well-resourced parishes providing context for students should continue and that the costs of doing so will be pooled across the dioceses the same way as other elements of Vote 1.

The pooling of family maintenance payments by the Dioceses will be continued. However a review of the current family maintenance guidelines will be undertaken.

Objectives for Funding model and attributes of age related standard grant

The Archbishops' Council agreed that any funding changes would need to meet the following objectives:

- Increase the number of ordinands
- Increase the number of younger ordinands
- Provide greater transparency between training decision and financial outcome
- Operate with simplicity and certainty
- Ensure fairness to dioceses, candidates and TEIs
- Maintain mutual support across the dioceses
- Avoid transitional turbulence during early years of implementation
- Support the mixed economy of TEIs

The attributes of the standard grant model with age related bands are that it

- Provides greater transparency between diocese decision and financial outcome by linking pathway choice to cost
- Maintains mutual support across dioceses by continuing to fund ministerial education by pooling the overall cost according to current and historic wealth
- Incentivises sponsorship of younger ordinands by providing more funds for younger students and providing a greater premium for the costs of their training
- Provides certainty for dioceses and TEIs by linking grants to the costs of typical pathways
- Mitigates against the risk that dioceses will follow cheaper pathways only by introducing a range of age related grants rather than a mere average across all candidates
- Safeguards the cost of provision of the most typical pathway at each age band
- Implements changes to mixed mode context based training that treats it similarly to other pathways
- Aims to provide equity amongst students in provision of maintenance support regardless of pathway choice
- Recognises the need to review financial arrangements in those areas where there may be transitional impact e.g. rural dioceses

Summary timetable of Consultation programme and Governance body progress

Date	Consultation form and Audience	Governance Body	Impact on proposals
February 2015		General Synod	Initial 12 Proposals in GS1979 approved
March 2015	Written responses to GS 1979 from most dioceses and TEIs		
April to July 2015	Face to face meetings with 30 Diocesan senior teams		Proposals reshaped ; 4 abandoned, 4 being progressed and 4 finance related evolving into standard grant approach
12 May 2015		Ministry Council (Joint meeting with TEI principals)	Reviewed proposals and research outcomes
1 September 2015	TEIs Principals Meeting		
2 September 2015		Ministry Council	Considered financial proposals including introduction of age related standard grant and “transfer fee” at deployment
24 September 2015		Archbishops’ Council	Agreed revised proposals for wider consultation
6 October 2015	Inter Diocesan Finance Forum		
October and November 2015	14 Regional Consultations with senior diocesan and TEI staff involving 40 Dioceses and 22 TEIs; 38 bishops, 32 Diocesan secretaries, 21 TEI Principals		Introduction of 4 th age band with grant linked to typical pathway choice of each age cohort
15 October 2015	Biennial DDO Consultation		
10 November 2015		Ministry Council	Approved in principle age related standard grant model for consideration and adoption by Archbishops Council and House of Bishops subject to satisfactory conclusion of consultations
1 December 2015		Archbishops’ Council	Approved in principle age related standard grant model for consideration by House of Bishops
15 December 2015		House of Bishops	Approved in principle age related standard grant model
December 2015	Written survey of detailed responses to proposals received from 40 dioceses and 21 TEIs		Removal of “transfer fee” at deployment. Suggestion of increase of lower age band to 32 from 30
19 January 2016		Archbishops’ Council	Affirms provisional acceptance of proposals and gives final approval

Broad programme of implementation discussions and consultations (April to September 2016)

Following the scrutiny by Synod, a series of meetings will be held bringing together both dioceses and TEIs to discuss and design the detailed infrastructure in which the new financing proposals will operate. These will address the following

- The administrative and financial framework for, and potential resource implications of making ministerial education payments direct by dioceses
- The educational infrastructure in terms of applicability of the standard grant and introduction of checks and balances to monitor the way it is spent
- A review of the potential impact and any necessary financial arrangements to mitigate any transition issues in specific cases e.g. rural dioceses
- A review of the guidelines for maintenance payments
- The approach to formalising mixed mode/ context based training alongside the other pathways
- Further modelling in conjunction with the Vocations Working Group of the likely growth in numbers of those in training and potential approaches to funding it
- Shadow running of the proposed system with 4 or 5 dioceses and TEIs alongside current arrangements will begin from Sept 2016

The next steps in 2016 towards the wider agenda of growth and renewal of ministry are to

- review with dioceses their vocations and discernment work and encourage greater speed, focus and proactive approach (from March to September)
- provide post-RME training/capacity building for dioceses/TEIs (July to Dec)
- identify and work with dioceses (and partner TEIs) developing innovative forms of ministry and training, including lay ministries (from March)
- review selection system (criteria and procedures) to support growth and improvement (by October)
- complete review of lay ministries (by September) and consult with dioceses about how to develop and resource lay ministries (October to March 2016)
- continue the longitudinal research on value added by IME/TEI (begun July 2015 and ongoing) and establish regular reporting from July 2016

GS2020 Annex G

Illustrative Impact of 4 band age related standard grant by diocese

Comparison based on average costs of current system 2012-2014 and same pathway choices applied to age related standard grants. Actual impact will depend on cohort size, age profile, tariffs and pathway choice

(E.g. Under the proposed system Birmingham would need to pay £4072 less than it did on average per annum over 2012-14 to send the same candidates on the same pathway. This is 2% less than its average per annum Vote 1 contribution in the same period. The "saving" would need to be spent on ministerial education
 Guildford would need to spend £3181 more pa to maintain the same pathway choices for the same number of candidates

Diocese	Total under new system	Total under current system (Vote 1)	Difference (positive numbers mean pay more)	Percentage Difference
Bath & Wells	£524,428	£470,664	£53,764	11%
Birmingham	£239,854	£243,926	-£4,072	-2%
Blackburn	£380,620	£402,677	-£22,057	-5%
Bristol	£300,776	£271,805	£28,971	11%
Canterbury	£277,672	£284,277	-£6,606	-2%
Carlisle	£301,322	£255,296	£46,026	18%
Chelmsford	£634,065	£668,101	-£34,036	-5%
Chester	£551,417	£594,105	-£42,688	-7%
Chichester	£844,630	£774,494	£70,136	9%
Coventry	£291,620	£270,826	£20,794	8%
Derby	£240,357	£246,122	-£5,766	-2%
Durham	£256,680	£264,266	-£7,586	-3%
Ely	£199,272	£318,609	-£119,337	-37%
Exeter	£442,143	£408,586	£33,557	8%
Gloucester	£350,530	£352,584	-£2,054	-1%
Guildford	£592,373	£589,192	£3,181	1%
Hereford	£218,463	£211,819	£6,644	3%
Leicester	£256,537	£224,336	£32,201	14%
Lichfield	£584,147	£544,839	£39,308	7%
Lincoln	£425,226	£408,280	£16,946	4%
Liverpool	£377,035	£366,131	£10,904	3%
London	£1,430,047	£1,559,213	-£129,166	-8%
Manchester	£453,864	£422,475	£31,390	7%
Newcastle	£203,579	£204,935	-£1,355	-1%
Norwich	£352,194	£315,159	£37,034	12%
Oxford	£1,183,211	£1,091,657	£91,554	8%
Peterborough	£341,888	£350,729	-£8,842	-3%
Portsmouth	£228,633	£214,216	£14,417	7%
Rochester	£457,126	£489,751	-£32,625	-7%
St Albans	£557,940	£663,653	-£105,713	-16%
St Eds and Ips	£347,473	£314,132	£33,341	11%
Salisbury	£605,779	£555,224	£50,556	9%
Sheffield	£172,607	£229,846	-£57,239	-25%
Sodor & Man	£41,716	£39,414	£2,302	6%
Southwark	£913,081	£849,285	£63,796	8%
Southwell	£191,706	£263,931	-£72,225	-27%
Truro	£174,962	£191,141	-£16,179	-8%
Winchester	£487,813	£513,737	-£25,924	-5%
Worcester	£249,803	£266,736	-£16,934	-6%
York	£336,082	£437,024	-£100,942	-23%
West Yorkshire	£566,484	£638,629	-£72,145	-11%

Vote 1 currently represents between 1.8% and 3.4% of diocesan budgets. Average is 2.3%

Ordained Vocations Working Group

Terms of reference

Aim

The Ordained Vocations Working Group aims to increase by 50% the number of candidates coming into training for ordained stipendiary and self-supporting ministry by 2020 in the context of a growth in all vocations, and to attract a cohort that is missional, adaptable and collaborative and reflects our continued commitment to recruiting more diverse and younger ordinands.

Functions

The Ordained Vocations Working Group is a committee within the structures of the Church of England and is accountable to the Ministry Council for its oversight of the following functions:

- i. Strategy: to be a creative forum for strategic planning for an increase in candidates, drawing on, and commissioning where necessary, information from consultation and research.
- ii. Monitoring: To develop methods of monitoring the effectiveness of the strategy and any activities resulting from it.
- iii. Consultation: To give advice and support to dioceses on the strategy for increasing candidates for ordained ministry.
- iv. Promotion: To promote the need for numerical increase in vocation to ordained ministry in dioceses and in the NCIs, and to be a persuasive voice for the changes needed for this to happen, including the release of financial resources.
- v. Coordination: To be a gathering place for work on vocation to ordained ministry throughout the NCIs, with good communication to the ME Vocations Strategy Group, Young Vocations Group, and colleagues in the Ministry.

The role, composition and operation of the Group shall be reviewed from time to time by the Ministry Council.

Membership

The working group shall comprise the Chair; members will be nominated by the Diocesan Bishops and appointed by the Ministry Council.

Committee membership shall be for a 3 year term initially, and renewable on the authority of the Ministry Council.

The committee's work shall be supported by the Head of Discipleship and Vocation.

Operating and reporting procedures

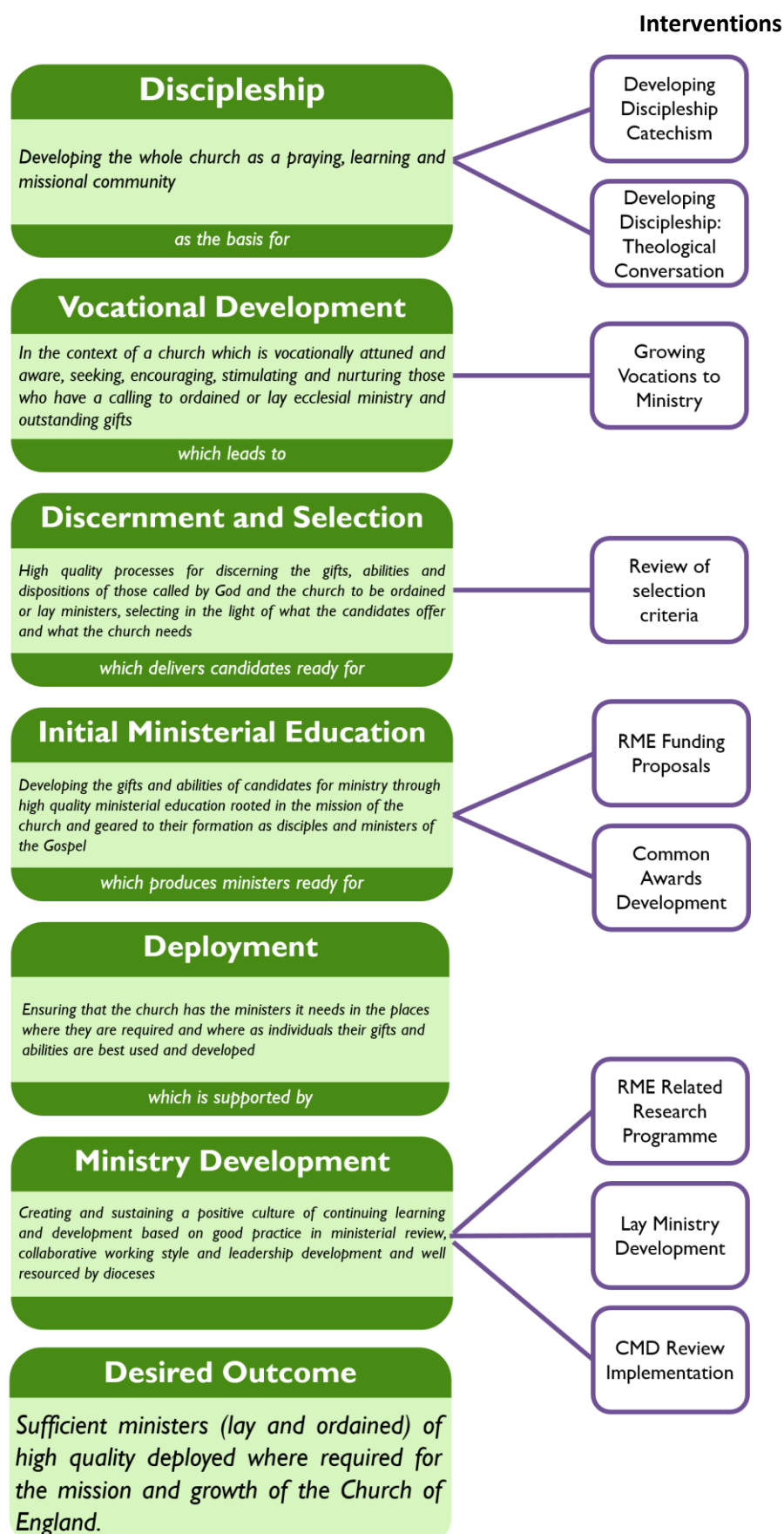
The committee shall meet three times per year in person or, by agreement of the Chair, by use of such alternative IC technology as will advance its programme of work. Meetings may be cancelled for lack of urgent or substantial business by decision of the Chair and with at least 7 days' notice given to committee members.

The committee will send an annual report to the Ministry Council.

Terms of reference agreed by the Ministry Council [date]

Creating and sustaining value in ministerial education, development and deployment

As a basis for the 50% increase in ordinands and lay ministers sustained over a decade



RME Related Research Programme

1. The purpose of the programme is to provide research insight to the Council, and its key stakeholders and dioceses in particular, in order to **better inform decisions** about candidates, pathways, continuing development and deployment, and, to help substantiate future policy proposals. It is also a key element of the RME agenda and vital in substantiating the undertakings made in the RME consultations to ensure provision of good management information to support changes in funding arrangements.
2. The programme will **produce regular updates to the Ministry Council** and briefing papers for Bishops, Diocesan Officers, TEIs and Common Awards staff forum, attending to key questions around:
 - a. Experiences of discernment and selection processes.
 - b. Ministry outcomes for ministers trained and deployed in different ways.
 - c. Experiences of training (IME 1, IME 2, CMD).
 - d. Different outcomes and experiences according to variables such as gender, age, disability, ethnicity, education, professional background and family status.
 - e. Perspectives of different stakeholders, such as congregations, dioceses, families, educators, training incumbents and ministers.

The outputs from the programme will particularly resource our work in helping dioceses build their strategic capacity through the provision of quality information, analysis and insight.

3. The research has already started and **substantial progress** has been made as a fruit of the RME research investment.
4. In the **short term**, in order to address research **priorities flagged by the existing RME research and feedback**, work is in progress, on a number of self-contained projects along with the optimisation of existing sources of data, for example:
 - a. Collaboration on lay leadership and lay ministerial leadership research
 - b. Multiple-case studies of context-based training and curacies, involving ordinands, curates, training incumbents, congregations, educators and diocesan officers as appropriate, to explore experiences of training from different perspectives and to act as pilot studies of and precursors to future long term qualitative studies.
 - c. Qualitative studies sampling from the Clergy Experiences of Ministry Survey, for the purposes of triangulation, further investigation of EMS findings, and informing case studies (as above).

The data collection will be starting in October and will run through until March/April in order for analysis and writing up to be completed before the end of June 2016.

5. In the **longer term**, in order to enable us to **better evaluate current rather than past practice**, and to build an evidence base that can be drawn on in future years, longitudinal research is necessary. This has not been possible until now. The implementation of a new database, *ResourceLink*, has only now enabled us to produce data robust enough for longitudinal analysis. Longitudinal research involves the following elements:

- a. Quantitative analysis of centrally held records at regular intervals, for all ministers.
 - b. Panel surveys using a brief annual questionnaire and a detailed questionnaire administered every three years, including the use of diary studies. This can be particularly helpful in eliciting data (quantitative and qualitative) not available through central records.
 - c. Qualitative studies addressing specific research questions, based on the same panel sample and including other perspectives (for example case studies such as outlined above).
6. This long term planned approach will **enhance the quality and consistency** of our reporting. It will also more easily enable internal and external collaboration, stakeholder engagement and the building institutional learning, i.e. it is clearly aligned with the Council's strategic priorities. NB it does not preclude short term discrete projects (or their external funding) rather it provides a context in which to evaluate the rigour and value of particular proposals.
7. **Funding.** The work set out for completion in the next 12 months is fully funded as a part of the RME research programme which is currently resourced through a grant from the Spending Plans Task Group. Engagement with stakeholders over the last 18 months has highlighted the importance of continuing investment in this area in order to more adequately address the strategic questions that RME research findings and developing policy have and will continue to raise. The nature of this work is core to the priorities of the Council and the Division's work, i.e. the provision of quality information, analysis and insight to dioceses. This will be required for the foreseeable future. The 2017 budget will therefore be written to take account of this work as part of the Division's business rather than as a short term project. .