

## GENEROSITY AND SACRIFICE

### The report of the Clergy Stipends Review Group

The report of the Clergy Stipends Review Group, *Generosity and Sacrifice*, was circulated to members in September. At the November Group of Sessions, the Synod will be invited to (1) take note of the report; (2) refer the report to dioceses for consultation on its recommendations; and (3) ask that the Deployment, Remuneration and Conditions of Service Committee be requested to follow up the recommendations of the report, taking account of the responses from dioceses and other interested parties and to make a further report to the General Synod. If the Synod agrees to the consultation, dioceses will be invited to respond to the questions set out below by 30 June 2002.

1. Do you support the new definition of the stipend below and the principles that underlie it?

**The stipend is part of the remuneration package which is paid for the exercise of office. It reflects the level of responsibility held. This package acknowledges the dual demands in Scripture of generosity and sacrifice on both those who receive the stipend and those who raise the necessary funds.**

- ◆ The principle of differentials for responsibility is allowed for but, where paid, they should be modest.
- ◆ Subsistence levels of pay are not allowed for.
- ◆ Pay should be related to posts, not households or personal circumstances.
- ◆ Circumstantial maintenance payments (e.g. child allowances) are not allowed for.
- ◆ Clergy remuneration should represent a primary call on the budgets of the church, national, diocesan and parochial.
- ◆ The reasonable expectation of the clergy that comparisons are made with professional secular groups, does not in itself imply that comparable remuneration should be paid.

2. Do you agree that £20,000 is a reasonable aspiration for the stipend for clergy of incumbent status?
3. Do you agree that 80% of a head teacher's salary (less a deduction to take account of the benefits of provided housing) represents a reasonable basis for determining the right level of the clergy stipend for incumbents?
4. Do you support the proposed structure of (i) a ceiling above which no more than 20% of clergy in a diocese should be paid and (ii) a maximum level above which no clergy in a diocese (other than bishops, archdeacons and deans/provosts) should be paid?
5. Assuming that the stipend for clergy of incumbent status is set at 1.1 of the National Minimum Stipend, where do you think (in multiples of the National Minimum Stipend) that the ceilings in 4 (i) and 4 (ii) should be set?
6. Should a new stipend system be adjusted for regional variations in the cost of living, or should dioceses make their own adjustments within the suggested range?
7. Do you agree that steps should be taken as soon as possible to try to develop a scheme to assist clergy to enter the housing market?
8. Do you consider that the order of priorities set out in the hierarchy of aspirations below is correct?
  - (i) to bring the basic level of stipend for assistant staff (curates and lay workers) up to the current National Minimum Stipend for Incumbents – **cost: an additional £200,000**
  - (ii) to increase the National Stipend Benchmark from its current level of 1.05 of NMS (£16,910) to 1.1 of NMS (£17,640) – **cost: an additional £5m.** (note: this increase does not produce any increase in the level of pension contributions, since there is no increase in the National Minimum Stipend on which the pension is based)
  - (iii) to pay all incumbents a stipend of at least £20,000 – **cost: an additional £23.3m, plus a further increase of £5.8m in the amount of diocesan pension contributions**

(iv) to introduce a new stipend system, as outlined in questions 4, 5 and 6.

9. When do you consider that your diocese might be able to implement

aspiration (i) \_\_\_\_\_

aspiration (ii) \_\_\_\_\_

aspiration (iii) \_\_\_\_\_

10. Would you agree that dioceses should not proceed with implementing any of the aspirations until the completion of the consultation process and a recommendation has been made by the Archbishops' Council as Central Stipends Authority?

The Revd Dr Richard Turnbull  
Chairman, Clergy Stipends Review Group  
October 2001