

LivingMinistry



Wave 1a Panel Survey  
Cohort Update 2018

September 2018



# Living Ministry

## The Living Ministry Research Project

### Background

The work of the Church of England's Ministry Council, 'Renewing Discipleship and Ministry', included in 2015 the aim of increasing the number, range and quality of ordinands, along with effective resource allocation in ministerial education. Fundamental to this was recognition that '[t]he Church of England needs to reflect deeply on the provision, formation and support of lay and ordained ministry in dioceses and parishes.'<sup>1</sup> This was in the context of recent changes to initial ministerial education (IME), including the introduction of the context-based mode of training in addition to the residential and non-residential modes, and diocesan requirements for, among other things:

- A new emphasis on mission, collaboration and adaptability to changing needs, and
- More ministers suited for new forms of church and non-traditional settings.

### Aim

The aim of Living Ministry is to build on previous research to explore how different modes of training influence ordained ministers' future ministries. It intends to provide ongoing, consistent information to inform diocesan officers, TEI staff, Ministry Division and other stakeholders regarding decisions about: candidates for ordained ministry, training pathways, continuing development and deployment, and policy relating to the work of the Ministry Council (which directs the work of the Ministry Division).

The overarching question addressed by the research is: 'What enables ordained ministers to flourish in ministry?'. 'Flourishing in ministry' is understood to consist of the two interrelated aspects of:

- Wellbeing (flourishing of the person) and
- Ministerial outcomes (flourishing of ministry).

### Objectives

- To gain a better understanding of the factors that enable ordained ministers to flourish in ministry;
- To understand how these factors relate to ministerial education and continuing development;
- To understand how these factors vary according to person, background, training pathway, type of ministry, context etc.;
- To understand how ministerial flourishing changes and develops over time and at different stages of ministry.

### Methods

- A longitudinal panel study comprising a large-scale quantitative survey and smaller-scale qualitative research between 2016 and 2026;
- Focused qualitative studies reporting on specific topics or perspectives.

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<sup>1</sup> <https://www.churchofengland.org/renewal-reform/renewing-discipleship-ministry/resourcing-ministerial-education.aspx>

# LivingMinistry



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## Introduction

Living Ministry is a longitudinal, mixed-methods research project aiming to understand what helps clergy to flourish in ministry. This report presents the findings of Wave 1a of the panel survey, which took place in early 2018. The survey was an interim between Wave 1 (2017) and Wave 2 (2019) to track participants' journeys through ordained ministry and to log any changes that may have occurred in the last year.

## Socio-demographic profile: who took part in the survey?

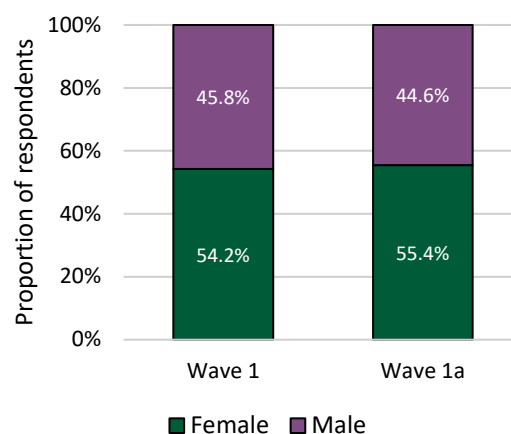
There were 583 responses to the Wave 1a (February 2018) survey, 581 of which were matched with responses to the Wave 1 survey (February 2017). Based on all those that were sent the survey to complete, Wave 1a had a response rate of 77% compared to Wave 1 which had approximately 50%.

The gender breakdown of respondents to both surveys is similar, as shown in Figure 1, with a slightly higher proportion of females responding to Wave 1a than Wave 1.

The ethnic origin of respondents is also similar between surveys, with 92% of respondents identifying as White British in Wave 1, compared with 91% in Wave 1a.

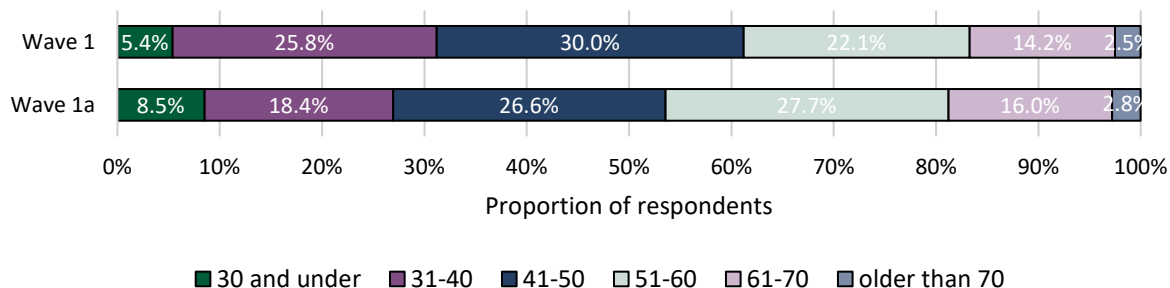
Fewer respondents aged 31-50 completed the Wave 1a survey than the Wave 1 survey. To account for respondents moving age bands between the surveys, Figure 2 below shows ages at Wave 1 (i.e. February 2017) for respondents from both surveys.

Figure 1: Gender breakdown of respondents, Wave 1 vs. Wave 1a



Base: all respondents: Wave 1a – 581

Figure 2: Age of Clergy (at February 2017), Wave 1 vs. Wave 1a respondents



Base: all respondents with a valid date of birth: Wave 1a: 575

A slightly lower proportion of respondents to Wave 1a identified as heterosexual (88%) than in Wave 1 (90%). 3% of respondents identified as gay or lesbian in Wave 1a (compared to 4% in Wave 1), 2% bisexual (same in both surveys) and <1% 'other' (same in both surveys). A higher proportion of those who responded to Wave 1a (7%) chose not to answer the question, compared with 4% in Wave 1.

## Ordained Clergy

This section focuses on three cohorts of ordained clergy – those ordained in 2006, 2011 and 2015. Of these, there were 412 responses to the Wave 1a survey (a response rate of 78%), which are further broken down in this section.

When asked whether any part of their role (including place, working hours and remuneration status) had changed since the Wave 1 survey, 17% of all ordained respondents said there had been a change, shown in Figure 3.

**The rest of this section focuses only on those 17% who reported changes, except where stated.**

### Leaving ministry

Of all ordained respondents to the Wave 1a survey, only one (ordained in 2006) reported having left ministry altogether.

When questioned as to the reasons why, the following response was given:

*'I would need to write a book...I grieve its loss sometimes but celebrate the freedom I now have every day. Theological differences and poor handling by church authorities probably sums it up.'*

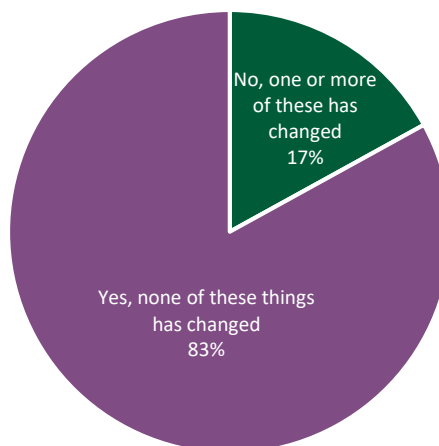
### Primary role changes

In this analysis, 'primary role' refers to either the only formal role a minister within or on behalf of the Church of England or, where they occupy more than one such position, the one they have indicated as their primary role.

Of the 67 respondents who provided valid answers, 40% had experienced a change to their primary role (either a different primary role or had left ministry altogether), shown in Figure 4. This equates to 6.5% of all ordained respondents to the Wave 1a survey.

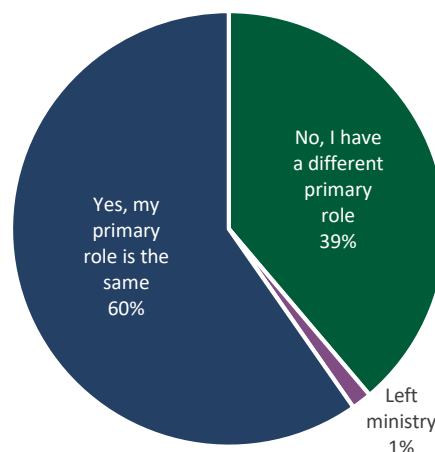
More detail about the changes in primary role are given in the relevant sections below.

**Figure 3: Are you in the same role(s) as you were when you answered the last Living Ministry survey in February 2017?**



Base: all ordained respondents: 412

**Figure 4: Do you have the same primary role as in February 2017?**



Base: all ordained respondents who reported a change and provided a valid answer: 67

## Remuneration status

Of the 68 ordained respondents who provided a valid answer when questioned about remuneration status, 18 reported a change since the Wave 1 survey. This equates to 4.4% of all ordained respondents, or 26.5% of those that reported any change to their ministry since February 2017 (i.e. the 17% shown in Figure 3).

The most common change in remuneration status was moving from 'in receipt of a stipend' to 'employed' (5 respondents), followed by 'in a self-supporting role (incl. house for duty)' to 'employed' (4 respondents); of these, 2 had additionally 'held permission to officiate' at Wave 1 but not at Wave 1a.

Narrowing this down to changes in primary role, 14 ordained respondents reported changes to their remuneration (3.4% of all ordained respondents, 20.6% of those who reported any change to their ministry). Most of the changes were only reported by 1 respondent each, but 4 reported moving from 'in receipt of a stipend' to 'employed'.

All changes are shown in Appendix I, Tables 1 and 2.

## Working hours

Of the 69 ordained respondents who provided a valid answer, 14 reported a change to their working hours between Wave 1 and Wave 1a. This equates to 3.4% of all ordained respondents and 20.3% of those who reported any change in role (as shown in Figure 3).

The most common changes were moving from 'full time' to 'in more than one role equating to at least full time' (3 respondents), 'part time' to 'full time' (3 respondents) or 'part time' to 'in more than one role equating to at least full time' (3 respondents).

Regarding primary role, just 8 ordained respondents reported changes to their working hours (1.9% of all ordained respondents, 11.6% of those who reported any change to their ministry). Half of these (4 respondents) moved from 'part time' to 'full time', 3 from 'full time' to 'part time' and 1 left ministry altogether.

All changes in working hours are shown in Appendix I, Tables 3 and 4.

## Ministry role

Of the 68 ordained respondents who provided a valid answer when questioned about changes to their ministry role, 30 respondents reported a change since February 2017. This equates to 7.3% of all ordained respondents and just less than half (44%) of those who reported any change to their ministry (as in Figure 3). The most common change was moving from 'curate' to 'incumbent status' (3 respondents). Several reported taking on or stopping additional roles (see Table 5).

56 ordained respondents provided a valid answer when questioned about changes to their primary role, of which 19 reported a change (4.6% of all ordained respondents, 33.9% of those that reported any change in their role). The most common primary role changes were from 'curate' to 'incumbent status' (3 respondents) and from 'incumbent status' to 'diocesan role/NCI' (3 respondents).

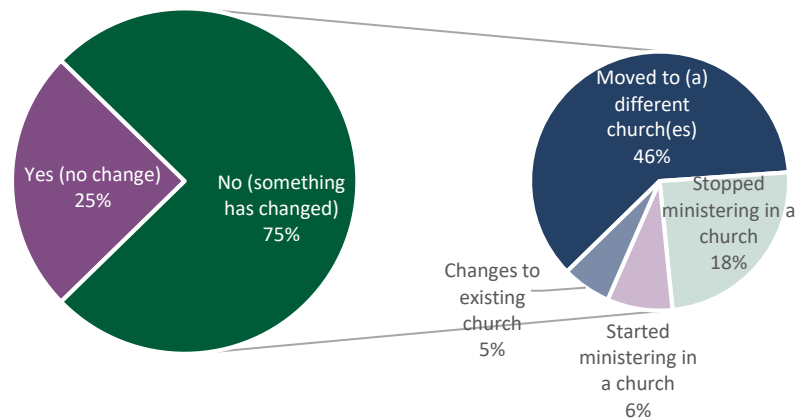
All changes are shown in Appendix I, Tables 5 and 6.

## Parish ministry

65 ordained respondents provided a valid answer when asked whether they ministered in a church in Wave I and Wave Ia of the survey, around a quarter (16) of whom reported a change, equating to 3.9% of all Wave Ia ordained respondents. Of these, 4 respondents had started and 12 had stopped ministering in a church since February 2017.

When asked whether they ministered in the same church(es) as in February 2017, 49 ordained respondents reported a change. This equates to three quarters (75.4%) of those who reported any change to their ministry (as shown in Figure 3) and 11.9% of all ordained respondents. The most common change, reported by 31 respondents, was moving to a different church – this is almost half (47.7%) of those who reported any change to their ministry (as in Figure 3) and 7.5% of all respondents.

**Figure 5: Do you minister in the same church(es) as in February 2017?**



*Base: all ordained respondents who reported a change and provided a valid answer: 65*

When asked about the number of churches that ordained respondents ministered in, 60 provided valid answers. Of these, 30 respondents reported a change in the number of churches they ministered in, representing half of all those who reported any change to their ministry and 7.5% of all ordained respondents. The most common changes were from ministering in multiple churches to ministering in just one (10 respondents) or none (7 respondents) with a further 7 respondents changing from ministering in just one church in February 2017 to multiple churches in 2018.

In terms of the type of churches that ordained respondents ministered in, 61 provided valid answers. Of these, 27 respondents reported a change, which equates to 44.3% of those who reported any change to their ministry (see Figure 3) and 6.6% of all ordained respondents. The most common change was moving from a single-church benefice in 2017 to no church in 2018 (6 respondents) and from a multi-parish benefice in 2017 to a single-church benefice in 2018 (4 respondents).

All changes regarding parish ministry are shown in Appendix I, Tables 7 to 10.

## Personal circumstances

When asked about their marital status, just 5 ordained respondents reported a change between 2017 and 2018 – this equates to 1.3% of those who provided a valid answer (386 ordained respondents). The most common difference was getting married (2), followed by becoming widowed, divorced or entering a relationship (1 each).

Regarding children, 23 ordained respondents reported a change in the number living at home between Wave I (February 2017) and Wave Ia (February 2018) – this equates to 6.3% of those that provided a valid answer (363 ordained respondents). Similar numbers of ordained respondents saw an increase





- The range of additional roles taken on by clergy is varied (including in diocesan, deanery, cathedral, theological education and chaplaincy contexts); however, clergy sometimes relinquish extra roles because of workload and stress.
- Self-supporting ministers as well as stipendiary ministers may be more active at diocesan level than at parish level.
- Some respondents reported extended time off for health reasons.

## Workload

- Personal decisions and circumstances of others can have enormous implications on workload, e.g. ministry team members or colleagues leaving, training incumbent sabbaticals, health of one's incumbent (and their family).
- Vacancies in incumbent roles mean increased hours and responsibility for curates, assistant/associate ministers and team vicars.
- Actual working hours are often more than (sometimes double) formal hours. It may be impossible to complete everything expected, especially when increased by building work, funding bids etc.
- The availability of self-supporting ministers may be affected by changes in their non-church employment.
- Increased age impacts work capacity, sometimes leading to reduced hours. Family age may also have implications, e.g. needs of children, retirement of spouse.

## Relationships

- The relationship between curate and training incumbent may break down irrevocably, leading to a change of curacy.
- One respondent reported bullying by parishioners leading to pastoral leave.
- One respondent reported kindness of parishioners in providing family support.

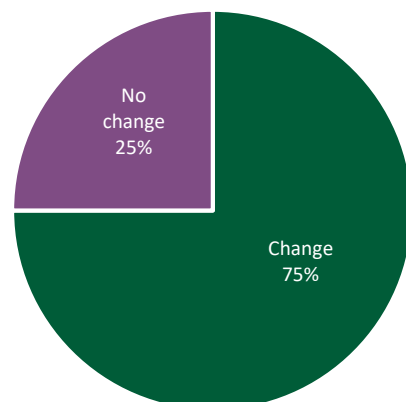
## Ordinands

This section focuses on those training for ordination. 169 ordinands responded to the Wave 1a survey (a response rate of 73%); their responses are broken down further in this section.

When asked whether their current circumstances had changed since the Wave 1 survey in February 2017, just 6 ordinands (4%) said there had been a change. Of these, 4 had completed their training for ordination, 1 had moved to a different theological education institution to continue their training, and 1 had suspended their training temporarily.

Respondents were asked about the kind of ministry they expected to be engaged in following their curacy. Three quarters (75%) provided different answers in Wave 1a from Wave 1, suggesting at least some of their original plans have changed during the course of their training. This is shown in Figure 7, and the rest of this section focuses on these changes.

**Figure 7: Proportion of respondents with changes in expectations between Wave 1 and Wave 1a**



*Base: all respondents who were ordinands with valid responses: 168*

## Suspended training

Of all ordinands, none had left training altogether but one non-residential ordinand had suspended training temporarily.

## Completed training

Of the 4 ordinands who had completed their training at the time of the Wave 1a survey in February 2018, all described their role as 'curate (Initial Ministerial Education Phase 2)'. All these respondents ministered in a church, with 1 in a multi-parish benefice (the remaining 3 were in single-church benefices).

3 of the respondents were in part-time, self-supporting roles, while 1 was in a full-time role, in receipt of a stipend. Additionally, 1 of the part-time, self-supporting respondents was also employed in a fixed-term role.

## Expected remuneration status

When asked about their first post after curacy, 38 ordinands reported a change in their expected remuneration status between the Wave 1 and Wave 1a surveys, which equates to 23.5% of all ordinands who provided a valid answer to the question (162 respondents).

The most common change (reported by 6 ordinands) was originally expecting to be either 'in receipt of a stipend' or 'employed' (when asked in 2017) to just 'in receipt of a stipend' (when asked in 2018). 5 expected to be 'in receipt of a stipend' when asked in 2017, but when asked in 2018 expected to be either 'in receipt of a stipend' or 'employed (e.g. as a chaplain)'. A further 4 were in 2017 expecting to be either 'in a self-supporting role (without a clergy house)' or 'in a house-for-duty role', but in 2018 expected to be just 'in a self-supporting role (without a clergy house)'. There were therefore no changes in expectation between remunerated (stipendiary or employed) and self-supporting (including house-for-duty) ministry.

All changes are shown in Appendix 2, Table 13.

## Expected working hours

When asked whether, in their first post after curacy, they were expecting to be full time, part time or in more than one role equating to full time, 8 ordinands reported a change in their expected working hours between Wave 1 and Wave 1a. This equates to almost 5% of all those that provided a valid answer (162 respondents who were ordinands).

The most common changes were expecting to be 'full time' (when asked in 2017) to 'in more than one role equating to at least full time' (when asked in 2018); from 'full time' to 'part time'; and from 'in more than one role equating to at least full time' to 'full time', each indicated 2 respondents.

All changes to expected working hours are shown in Appendix 2, Table 14.

## Expected ministry role

When asked in 2018 about their expected first post after curacy, 64 ordinands provided a different answer from their 2017 response, equating to 39.3% of all ordinands who provided a valid answer (163 respondents).

The most common changes all involve ordinands expecting to be in parish ministry (in both 2017 and 2018), but either adding or dropping additional roles between the Wave I and Wave 1a surveys. For example, in 2017 expecting a parish ministry or chaplaincy role to then just a parish ministry role in 2018 (9 respondents). Additionally, expanding their expectations from just a parish ministry role in 2017 to also include a 'specialist' role in 2018 (which includes those who answered 'ministry in secular employment', 'pioneer ministry' and 'theological education') (8 respondents).

All changes are shown in Appendix I, Table 15.

## Expected parish ministry

When asked about the kind of church (if any) they thought they would minister in after their curacy, 75 ordinands (almost half – 46.6%) changed their answer between the Wave I and Wave 1a surveys. However, it should be noted that 'single-parish multi-church benefice' was provided as an option in Wave 1a but not in Wave I, which accounts for a large proportion of the changes.

Thus, the most common change was originally expecting (when asked in 2017) to minister in a multi-parish benefice to then expecting (when asked in 2018) to minister in a single-parish multi-church benefice (19 respondents).

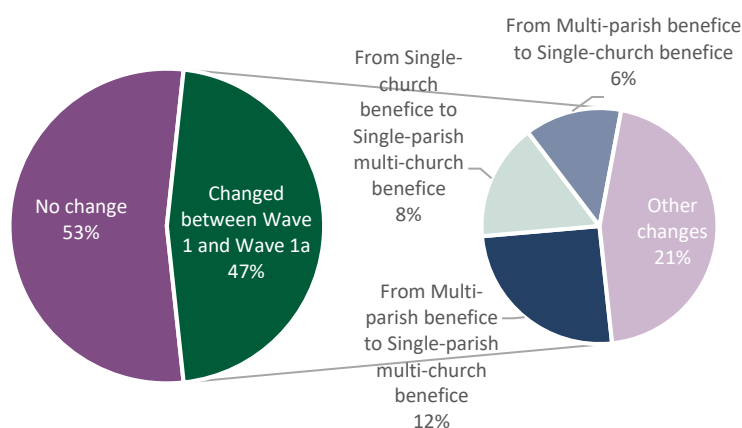
Additionally, 12 changed their answers from originally expecting to minister in a single-church benefice (2017) to a single-parish multi-church benefice (2018) and 10 respondents from a multi-parish benefice (2017) to single-church benefice (2018).

All responses can be found in Appendix 2, Table 16.

## Personal circumstances

When asked about their marital status, 10 ordinands reported a change between 2017 and 2018 – this equates to 6% of those who provided a valid answer (169 respondents). The most common difference was getting married or entering into a civil partnership (5), followed by becoming divorced/separated (3) or entering a relationship (2).

**Figure 8: Thinking about your first post after curacy, choose one option that best describes the kind of church in which you envisage ministering.**



Base: all respondents who were ordinands, reported a change and provided a valid answer: 161

Regarding children, 8 respondents reported a change in the number living at home between Wave 1 (February 2017) and Wave 1a (February 2018) – this equates to 5.1% of those who provided a valid answer (169 respondents). Equal numbers saw an increase and a decrease in the number of children living at home (4 respondents each), with the majority of these (3) citing a change (increase or decrease) of just 1 child.

All changes are shown in Appendix 2, Tables 17 and 18.

## Additional comments

Ordinands were given the option to provide further comments alongside their responses. Several used this space to express difficulty in answering questions about expectations post-curacy. Others gave specific further information about their ministry, while one voiced concerns that ‘insufficient recognition and provision is given to chaplaincy as a vocation in its own right.’

## Conclusion

Overall, just over one third (34%) of respondents had changed ministerial circumstances or expectations for their future (in the case of ordinands) since the Wave 1 survey in 2017. In total, just two respondents left the cohort: one had suspended their ministerial training, and one had left ministry altogether.

The most changes were found among ordinands, where three quarters provided different answers when asked about their future ministry than they provided in 2017, compared with just 17% of ordained clergy who reported any change in their actual ministry. This suggests that, throughout the course of training, the expectations of ordinands are much more prone to change and develop than once they become ordained. Several noted that they did not have fixed expectations at this time.

In terms of personal circumstances, 31% of all respondents (made up of 25% ordained clergy and 6% ordinands) reported a change between the surveys in either marital status or number of children living with them.

# Appendix I: Wave 1a Ordained Clergy

## Remuneration status

Table I: Thinking about all the roles in which you are engaged within or on behalf of the Church of England, are you currently...?

\*Total ordained respondents: 412

	Count of responses	% of base	% of all respondents *
Changed	18	26.5%	4.4%
From 'in receipt of a stipend' to 'employed'	5	7.4%	1.2%
From 'in a self-supporting role (incl. house for duty)' & 'holding permission to officiate (incl. retired active ministry)' to 'employed'	2	2.9%	0.5%
From 'in a self-supporting role (incl. house for duty)' to 'employed'	2	2.9%	0.5%
From 'in a self-supporting role (incl. house for duty)' & 'employed' to 'in receipt of a stipend'	1	1.5%	0.2%
From 'in a self-supporting role (incl. house for duty)' to 'holding permission to officiate (incl. retired active ministry)'	1	1.5%	0.2%
From 'in a self-supporting role (incl. house for duty)' to 'in a self-supporting role (incl. house for duty)' & 'holding permission to officiate (incl. retired active ministry)'	1	1.5%	0.2%
From 'in a self-supporting role (incl. house for duty)' to 'in receipt of a stipend'	1	1.5%	0.2%
From 'in receipt of a stipend' & 'employed' to 'in receipt of a stipend' & 'in a self-supporting role (incl. house for duty)'	1	1.5%	0.2%
From 'in receipt of a stipend' & 'in a self-supporting role (incl. house for duty)' to 'in receipt of a stipend'	1	1.5%	0.2%
From 'in receipt of a stipend' to 'in a self-supporting role (incl. house for duty)'	1	1.5%	0.2%
From 'studying (non-active)' to 'unemployed (non-active)'	1	1.5%	0.2%
Left ministry	1	1.5%	0.2%
No change	50	73.5%	-
<b>Base: those that described any change in role (i.e. shown in Figure 3)</b>	<b>68</b>	<b>100%</b>	-
Unknown	2	-	-
<b>Total responses to question</b>	<b>70</b>	-	-

Table 2: Thinking about your primary role, are you...?

\*Total ordained respondents: 412

	Count of responses	% of base	% of all respondents *
Changed	14	20.6%	3.4%
From 'in receipt of a stipend' to 'employed'	4	5.9%	1.0%
From 'employed' to 'in receipt of a stipend'	1	1.5%	0.2%
From 'holding permission to officiate (incl. retired active ministry)' to 'in a self-supporting role (incl. a house-for-duty role)'	1	1.5%	0.2%
From 'in a self-supporting role (incl. house for duty)' to 'employed'	1	1.5%	0.2%
From 'in a self-supporting role (incl. house for duty)' to 'holding permission to officiate (incl. retired active ministry)'	1	1.5%	0.2%
From 'in a self-supporting role (incl. a house-for-duty role)' to 'holding permission to officiate (incl. retired active ministry)'	1	1.5%	0.2%
From 'in a self-supporting role (incl. a house-for-duty role)' to 'in receipt of a stipend'	1	1.5%	0.2%
From 'in a self-supporting role (incl. a house-for-duty role)' to 'other'	1	1.5%	0.2%
From 'in receipt of a stipend' to 'in a self-supporting role (incl. a house-for-duty role)'	1	1.5%	0.2%
From 'in receipt of a stipend' to 'other'	1	1.5%	0.2%
Left ministry	1	1.5%	0.2%
No change	54	79.4%	-
<b>Base: those that described any change in role (i.e. shown in Figure 3)</b>	<b>68</b>	<b>100%</b>	-
Unknown	2	-	-
<b>Total responses to question</b>	<b>70</b>	-	-

## Working hours

Table 3: Thinking about your ministry, are you currently...?

\*Total ordained respondents: 412

	Count of responses	% of base	% of all respondents *
Changed	14	20.3%	3.4%
From 'Full time' to 'in more than one role, equating to at least full time'	3	4.3%	0.7%
From 'Part time' to 'full time'	3	4.3%	0.7%
From 'Part time' to 'in more than one role, equating to at least full time'	3	4.3%	0.7%
From 'In more than one role equating to at least full time' to 'full time'	2	2.9%	0.5%
From 'Full time' to 'part time'	1	1.4%	0.2%
From 'In more than one role equating to at least full time' to 'part time'	1	1.4%	0.2%
Left ministry	1	1.4%	0.2%
No change	55	79.7%	-
<b>Base: those that described any change in role (i.e. shown in Figure 3)</b>	<b>69</b>	<b>100%</b>	-
Unknown	1	-	-
<b>Total responses to question</b>	<b>70</b>	-	-

Table 4: Is your primary role...?

\*Total ordained respondents: 412

	Count of responses	% of base	% of all respondents *
Changed	8	11.6%	1.9%
From 'Full time' to 'part time'	3	4.3%	0.7%
From 'Part time' to 'full time'	4	5.8%	1.0%
Left ministry	1	1.4%	0.2%
No change	61	88.4%	-
<b>Base: those that described any change in role (i.e. shown in Figure 3)</b>	<b>69</b>	<b>100%</b>	-
Unknown	1	-	-
<b>Total responses to question</b>	<b>70</b>	-	-

## Ministry role

**Table 5: Which of the following roles do you perform?**

Notes: 'Specialist' includes Ordained Pioneers, Ministers in Secular Employment and Theological Educators. \*Total ordained respondents: 412.

	Count of responses	% of base	% of all respondents *
Changed	30	44.1%	7.3%
From 'curate' to 'incumbent status'	3	4.4%	0.7%
From 'assistant or associate minister (incl. OLM)' to 'assistant or associate minister (incl. OLM)' & 'diocesan role/NCI'	2	2.9%	0.5%
From 'incumbent status' & 'chaplain' to 'incumbent status'	2	2.9%	0.5%
From 'incumbent status' to 'chaplain'	2	2.9%	0.5%
From 'incumbent status' to 'diocesan role/NCI'	2	2.9%	0.5%
From 'assistant or associate minister (incl. OLM)' & 'chaplain' & 'diocesan role/NCI' to 'assistant or associate minister (incl. OLM)' & 'chaplain'	1	1.5%	0.2%
From 'assistant or associate minister (incl. OLM)' & 'chaplain' to 'assistant or associate minister (incl. OLM)'	1	1.5%	0.2%
From 'assistant or associate minister (incl. OLM)' & 'chaplain' to 'incumbent status'	1	1.5%	0.2%
From 'assistant or associate minister (incl. OLM)' & 'chaplain' to 'specialist'	1	1.5%	0.2%
From 'assistant or associate minister (incl. OLM)' & 'diocesan role/NCI' to 'assistant or associate minister (incl. OLM)' & 'chaplain' & 'diocesan role/NCI'	1	1.5%	0.2%
From 'assistant or associate minister (incl. OLM)' & 'specialist' to 'specialist'	1	1.5%	0.2%
From 'chaplain' & 'curate' to 'assistant or associate minister (incl. OLM)' & 'chaplain'	1	1.5%	0.2%
From 'curate' & 'specialist' to 'curate'	1	1.5%	0.2%
From 'curate' to 'curate' & 'diocesan role/NCI'	1	1.5%	0.2%
From 'curate' to 'incumbent status' & 'chaplain'	1	1.5%	0.2%
From 'incumbent status' & 'assistant or associate minister (incl. OLM)' to 'assistant or associate minister (incl. OLM)'	1	1.5%	0.2%
From 'incumbent status' & 'assistant or associate minister (incl. OLM)' to 'incumbent status'	1	1.5%	0.2%
From 'incumbent status' & 'curate' to 'incumbent status'	1	1.5%	0.2%
From 'incumbent status' & 'diocesan role/NCI' to 'diocesan role/NCI'	1	1.5%	0.2%
From 'incumbent status' & 'diocesan role/NCI' to 'incumbent status'	1	1.5%	0.2%
From 'incumbent status' & 'specialist' to 'incumbent status' & 'chaplain'	1	1.5%	0.2%
From 'other (undeclared)' to 'assistant or associate minister (incl. OLM)'	1	1.5%	0.2%
From 'other (general license)' to 'chaplain' & 'other (volunteer)'	1	1.5%	0.2%
Left ministry	1	1.5%	0.2%
No change	38	55.9%	-
<b>Base: those that described any change in role (i.e. shown in Figure 3)</b>	<b>68</b>	<b>100%</b>	<b>-</b>
Unknown	2	-	-
<b>Total responses to question</b>	<b>70</b>	<b>-</b>	<b>-</b>



Table 5: 'Other' responses

- Covering Interregnum
- Deanery role
- Half time at cathedral
- Licensed as Acting Priest in Charge of a parish for a year, to cover a maternity leave, whilst also remaining assistant curate at previous parish (although not ministering in that parish), also remaining as a Chaplain at a University
- NSM
- Pioneer minister
- Sub Dean
- Voluntarily attached to a church in vacancy

Table 6: If you have selected more than one role, please indicate which you consider to be your primary role?

Note: 'Specialist' includes Ordained Pioneers, Ministers in Secular Employment and Theological Educators. \*Total ordained respondents: 412.

	Count of responses	% of base	% of all respondents *
Changed	18	32.1%	4.4%
From 'curate' to 'incumbent status'	3	5.4%	0.7%
From 'incumbent status' to 'diocesan role/NCI'	3	5.4%	0.7%
From 'incumbent status' to 'chaplain'	2	3.6%	0.5%
From 'assistant or associate minister (incl. OLM)' to 'specialist'	1	1.8%	0.2%
From 'chaplain' to 'incumbent status'	1	1.8%	0.2%
From 'chaplain' to 'specialist'	1	1.8%	0.2%
From 'curate' to 'chaplain'	1	1.8%	0.2%
From 'curate' to 'my roles are equally balanced'	1	1.8%	0.2%
From 'incumbent status' to 'assistant or associate minister (incl. OLM)'	1	1.8%	0.2%
From 'other (undeclared)' to 'assistant or associate minister (incl. OLM)'	1	1.8%	0.2%
From 'other (general license)' to 'chaplain'	1	1.8%	0.2%
From 'specialist' to 'curate'	1	1.8%	0.2%
Left ministry	1	1.8%	0.2%
No change	38	67.9%	-
<b>Base: those that described any change in role (i.e. shown in Figure 3)</b>	<b>56</b>	<b>100%</b>	-
Unknown	14	-	-
<b>Total responses to question</b>	<b>70</b>	-	-

## Parish ministry

Table 7: Does all or part of your role involve ministering in a church?

\*Total ordained respondents: 412

	Count of responses	% of base	% of all respondents *
Changed	16	24.6%	3.9%
<i>Started ministering in a church</i>	4	6.2%	1.0%
<i>Stopped ministering in a church</i>	12	18.5%	2.9%
No change	49	75.4%	-
<b>Base: those that described any change in role (i.e. shown in Figure 3)</b>	<b>65</b>	<b>100%</b>	-
Unknown	3	-	-
N/A - never ministered in a church	2	-	-
<b>Total responses to question</b>	<b>70</b>	-	-

Table 8: Do you currently minister in the same church(es) as you did in February 2017?

\*Total ordained respondents: 412

	Count of responses	% of base	% of all respondents *
Changed	49	75.4%	11.9%
<i>Moved to (a) different church(es)</i>	30	46.2%	7.3%
<i>Not moved, but there have been changes to the churches in which they minister</i>	3	4.6%	0.7%
<i>Started ministering in a church</i>	4	6.2%	1.0%
<i>Stopped ministering in a church</i>	12	18.5%	2.9%
No change	16	24.6%	-
<b>Base: those that described any change in role (i.e. shown in Figure 3)</b>	<b>65</b>	<b>100%</b>	-
Unknown	3	-	-
N/A - never ministered in a church	2	-	-
<b>Total responses to question</b>	<b>70</b>	-	-

Table 9: Do you minister in more than one church?

\*Total ordained respondents: 412

	Count of responses	% of base	% of all respondents *
Changed	30	50.0%	7.3%
<i>From 'multiple' to 'single'</i>	10	16.7%	2.4%
<i>From 'multiple' to 'none'</i>	7	11.7%	1.7%
<i>From 'single' to 'multiple'</i>	7	11.7%	1.7%
<i>From 'single' to 'none'</i>	5	8.3%	1.2%
<i>From 'none' to 'single'</i>	1	1.7%	0.2%
No change	30	50.0%	-
<b>Base: those that described any change in role (i.e. shown in Figure 3)</b>	<b>60</b>	<b>100%</b>	-
Unknown	8	-	-
N/A - never ministered in a church	2	-	-
<b>Total responses to question</b>	<b>70</b>	-	-

Table 10: Choose one option that best describes the kind of church in which you currently minister:

\*Total ordained respondents: 412

	Count of responses	% of base	% of all respondents *
<b>Changed</b>	<b>27</b>	<b>44.3%</b>	<b>6.6%</b>
From 'single-church benefice' to 'none'	6	9.8%	1.5%
From 'multi-parish benefice' to 'single-church benefice'	4	6.6%	1.0%
From 'multi-parish benefice' to 'none'	3	4.9%	0.7%
From 'group or team ministry' to 'multi-parish benefice'	2	3.3%	0.5%
From 'multi-parish benefice' to 'other'	2	3.3%	0.5%
From 'multi-parish benefice' to 'single-parish multi-church benefice'	2	3.3%	0.5%
From 'single-parish multi-church benefice' to 'none'	2	3.3%	0.5%
From 'fresh expression' to 'none'	1	1.6%	0.2%
From 'fresh expression' to 'single-parish multi-church benefice'	1	1.6%	0.2%
From 'other' to 'single-parish multi-church benefice'	1	1.6%	0.2%
From 'single-church benefice' to 'multi-parish benefice'	1	1.6%	0.2%
From 'single-parish multi-church benefice' to 'multi-parish benefice'	1	1.6%	0.2%
From 'none' to 'single-church benefice'	1	1.6%	0.2%
<b>No change</b>	<b>34</b>	<b>55.7%</b>	<b>-</b>
<b>Base: those that described any change in role (i.e. shown in Figure 3)</b>	<b>61</b>	<b>100%</b>	<b>-</b>
Unknown	7	-	-
N/A - never ministered in a church	2	-	-
<b>Total responses to question</b>	<b>70</b>	<b>-</b>	<b>-</b>

Table 10: 'Other' responses

- Cathedral
- In transition to a single church benefice

## Personal circumstances

Table 11: Are you currently...?

	Count of responses	% of base
Changed	5	1.3%
From 'in a relationship' to 'married'	2	0.5%
From 'single' to 'in a relationship'	1	0.3%
From 'single (never married)' to 'divorced/separated'	1	0.3%
From 'married' to 'widowed'	1	0.3%
No change	381	98.7%
<b>Base: total ordained respondents for question</b>	<b>386</b>	<b>100%</b>

Table 12: Of those living in your household, how many are children aged 16 or younger?

	Count of responses	% of base
Changed	23	6.3%
Decrease:	12	3.3%
1 child	11	3.0%
2 children	1	0.3%
Increase:	11	3.0%
1 child	11	3.0%
No change	340	93.7%
<b>Base: total ordained respondents for question</b>	<b>363</b>	<b>100%</b>

## Appendix 2: Wave 1a Ordinands

### Expected remuneration status

Table 13: In your first post after your curacy, are you expecting to be ...?

	Count of responses	% of base
Changed	38	23.5%
From 'in receipt of a stipend' & 'employed' to 'in receipt of a stipend'	6	3.7%
From 'in receipt of a stipend' to 'in receipt of a stipend' & 'employed'	5	3.1%
From 'in a self-supporting role (without a clergy house)' & 'in a house-for-duty role' to 'in a self-supporting role (without a clergy house)'	4	2.5%
From 'in a self-supporting role (without a clergy house)' to 'in a self-supporting role (without a clergy house)' & 'in a house-for-duty role'	2	1.2%
From 'in a self-supporting role (without a clergy house)' to 'other: OLM'	2	1.2%
From 'in receipt of a stipend' & 'in a house-for-duty role' to 'in receipt of a stipend'	2	1.2%
From 'employed (e.g. as a chaplain)' to 'in a self-supporting role (without a clergy house)'	1	0.6%
From 'employed (e.g. as a chaplain)' to 'in a self-supporting role (without a clergy house)' & 'employed (e.g. as a chaplain)'	1	0.6%
From 'employed (e.g. as a chaplain)' to 'in receipt of a stipend' & 'in a self-supporting role (without a clergy house)'	1	0.6%
From 'in a house-for-duty role' to 'in a self-supporting role (without a clergy house)' & 'in a house-for-duty role' & 'employed (e.g. as a chaplain)'	1	0.6%
From 'in a self-supporting role (without a clergy house)' & 'employed (e.g. as a chaplain)' to 'in a self-supporting role (without a clergy house)' & 'in a house-for-duty role'	1	0.6%
From 'in a self-supporting role (without a clergy house)' & 'in a house-for-duty role' & 'employed (e.g. as a chaplain)' to 'employed (e.g. as a chaplain)'	1	0.6%
From 'in a self-supporting role (without a clergy house)' & 'in a house-for-duty role' & 'in receipt of a stipend'	1	0.6%
From 'in a self-supporting role (without a clergy house)' to 'in a self-supporting role (without a clergy house)' & 'other: OLM'	1	0.6%
From 'in receipt of a stipend' & 'in a house-for-duty role' & 'employed (e.g. as a chaplain)' to 'in receipt of a stipend'	1	0.6%
From 'in receipt of a stipend' & 'in a self-supporting role (without a clergy house)' to 'in receipt of a stipend'	1	0.6%
From 'in receipt of a stipend' to 'employed (e.g. as a chaplain)'	1	0.6%
From 'in receipt of a stipend' to 'in a self-supporting role (without a clergy house)' & 'employed (e.g. as a chaplain)'	1	0.6%
From 'in receipt of a stipend' to 'in receipt of a stipend' & 'in a self-supporting role (without a clergy house)'	1	0.6%
From 'in receipt of a stipend' to 'in receipt of a stipend' & 'in a self-supporting role (without a clergy house)' & 'in a house-for-duty role' & 'employed (e.g. as a chaplain)'	1	0.6%
From 'in receipt of a stipend' to 'other: undecided'	1	0.6%
From 'other: OLM' to 'in a self-supporting role (without a clergy house)'	1	0.6%
From 'other: parish ministry' to 'in a self-supporting role (without a clergy house)'	1	0.6%
No change	124	76.5%
<b>Base: all ordinands who provided a valid answer for the question</b>	<b>162</b>	<b>100%</b>
Unknown	2	-
N/A - completed or suspended training	5	-
<b>All respondents who were ordinands</b>	<b>169</b>	<b>-</b>

Table 13: 'Other' responses

- Currently not sure as discussion ongoing but probably SSM
- I am not certain at the moment
- I am self supporting by age not by choice, so if an opportunity arose with a stipend I would take it, but think this is unlikely
- I will probably be working with my current church paid by them - the details are yet to be decided!
- Ordained Local Minister (x3)
- Unsure, either Stipend or SSM, depending on meeting with Bishop this year
- Working for the diocese or at a TEI

## Expected working hours

Table 14: Are you expecting to be...?

	Count of responses	% of base
Changed	8	4.9%
<i>From 'full time' to 'in more than one ministerial role, equating to at least full time'</i>	2	1.2%
<i>From 'full time' to 'part time'</i>	2	1.2%
<i>From 'in more than one role equating to at least full time' to 'full time'</i>	2	1.2%
<i>From 'in more than one role equating to at least full time' to 'part time'</i>	1	0.6%
<i>From 'part time' to 'full time'</i>	1	0.6%
No change	154	95.1%
<b>Base: all ordinands who provided a valid answer for the question</b>	<b>162</b>	<b>100%</b>
Unknown	2	-
N/A - have completed or suspended training	5	-
<b>All respondents who were ordinands</b>	<b>169</b>	<b>-</b>

## Expected ministry role

Table 15: Which of the following kinds of ministry do you see yourself doing immediately after curacy?

Note: 'Specialist' includes Ordained Pioneers, Ministers in Secular Employment and Theological Educators.

	Count of responses	% of base
Changed	64	39.3%
From 'parish ministry' & 'chaplain' to 'parish ministry'	9	5.5%
From 'parish ministry' to 'parish ministry' & 'specialist'	8	4.9%
From 'parish ministry' & 'specialist' to 'parish ministry'	7	4.3%
From 'parish ministry' to 'parish ministry' & 'chaplain'	7	4.3%
From 'parish ministry' to 'parish ministry' & 'chaplain' & 'specialist'	3	1.8%
From 'chaplain' to 'parish ministry' & 'chaplain'	2	1.2%
From 'chaplain' & 'diocesan role/NCI' & 'specialist' to 'specialist'	1	0.6%
From 'chaplain' & 'diocesan role/NCI' to 'chaplain'	1	0.6%
From 'chaplain' & 'specialist' to 'parish ministry' & 'chaplain' & 'specialist'	1	0.6%
From 'chaplain' to 'parish ministry' & 'chaplain' & 'diocesan role/NCI' & 'specialist'	1	0.6%
From 'chaplain' to 'parish ministry' & 'chaplain' & 'specialist'	1	0.6%
From 'other (undecided)' to 'other (deacon)'	1	0.6%
From "other (undecided)" to 'parish ministry' & 'chaplain'	1	0.6%
From 'parish ministry' & 'chaplain' & 'diocesan role/NCI' & 'specialist' to 'parish ministry' & 'chaplain' & 'specialist'	1	0.6%
From 'parish ministry' & 'chaplain' & 'diocesan role/NCI' to 'parish ministry' & 'chaplain'	1	0.6%
From 'parish ministry' & 'chaplain' & 'diocesan role/NCI' to 'parish ministry' & 'diocesan role/NCI'	1	0.6%
From 'parish ministry' & 'chaplain' & 'specialist' to 'diocesan role/NCI' & 'specialist'	1	0.6%
From 'parish ministry' & 'chaplain' to 'parish ministry' & 'chaplain' & 'diocesan role/NCI'	1	0.6%
From 'parish ministry' & 'chaplain' to 'parish ministry' & 'chaplain' & 'diocesan role/NCI' & 'specialist'	1	0.6%
From 'parish ministry' & 'chaplain' to 'parish ministry' & 'chaplain' & 'specialist'	1	0.6%
From 'parish ministry' & 'chaplain' to 'parish ministry' & 'diocesan role/NCI'	1	0.6%
From 'parish ministry' & 'chaplain' to 'parish ministry' & 'other (undecided)'	1	0.6%
From 'parish ministry' & 'diocesan role/NCI' & 'specialist' to 'parish ministry'	1	0.6%
From 'parish ministry' & 'diocesan role/NCI' & 'specialist' to 'parish ministry' & 'chaplain' & 'diocesan role/NCI'	1	0.6%
From 'parish ministry' & 'diocesan role/NCI' & 'specialist' to 'parish ministry' & 'specialist'	1	0.6%
From 'parish ministry' & 'diocesan role/NCI' to 'parish ministry'	1	0.6%
From 'parish ministry' & 'diocesan role/NCI' to 'parish ministry' & 'diocesan role/NCI' & 'specialist'	1	0.6%
From 'parish ministry' & "other (undecided)" to 'chaplain' & 'specialist'	1	0.6%
From 'parish ministry' & 'specialist' & 'other (undecided)' to 'parish ministry' & 'specialist'	1	0.6%
From 'parish ministry' & 'specialist' to 'parish ministry' & 'chaplain'	1	0.6%



From 'parish ministry' & 'specialist' to 'parish ministry' & 'chaplain' & 'diocesan role/NCI' & 'specialist'	1	0.6%
From 'parish ministry' & 'specialist' to 'specialist'	1	0.6%
From 'specialist' to 'chaplain' & 'diocesan role/NCI' & 'specialist'	1	0.6%
From 'specialist' to 'chaplain' & 'specialist'	1	0.6%
No change	99	60.7%
<b>Base: all ordinands who provided a valid answer for the question</b>	<b>163</b>	<b>100%</b>
Unknown	1	-
N/A - have completed or suspended training	5	-
<b>All respondents who were ordinands</b>	<b>169</b>	<b>-</b>

Table 15: 'Other' responses

- Church Planting
- I am leaving it open at present.
- Permanent Diaconate, community focus if that's even possible

## Expected parish ministry

Table 16: Thinking about your first post after curacy, choose one option that best describes the kind of church in which you envisage ministering.

	Count of responses	% of base
Changed	75	46.6%
From 'multi-parish benefice' to 'single-parish multi-church benefice'	19	11.8%
From 'single-church benefice' to 'single-parish multi-church benefice'	12	7.5%
From 'multi-parish benefice' to 'single-church benefice'	10	6.2%
From 'single-church benefice' to 'multi-parish benefice'	4	2.5%
From 'I don't expect my first role after curacy to involve ministering in a church' to 'single-church benefice'	3	1.9%
From 'fresh expression' to 'church plant'	3	1.9%
From 'church plant' to 'single-church benefice'	2	1.2%
From 'fresh expression' to 'multi-parish benefice'	2	1.2%
From 'multi-parish benefice' to 'other (unsure)'	2	1.2%
From 'single-church benefice' to 'church plant'	2	1.2%
From 'other (unsure)' to 'multi-parish benefice'	2	1.2%
From 'other (unsure)' to 'single-church benefice'	2	1.2%
From 'extra-parochial place' to 'I don't expect my first role after curacy to involve ministering in a church'	1	0.6%
From 'extra-parochial place' to 'single-church benefice'	1	0.6%
From 'extra-parochial place' to 'other (unsure)'	1	0.6%
From 'fresh expression' to 'single-church benefice'	1	0.6%
From 'fresh expression' to 'single-parish multi-church benefice'	1	0.6%
From 'multi-parish benefice' to 'I don't expect my first role after curacy to involve ministering in a church'	1	0.6%
From 'multi-parish benefice' to 'local ecumenical partnership'	1	0.6%
From 'single-church benefice' to 'fresh expression'	1	0.6%
From 'single-church benefice' to 'I don't expect my first role after curacy to involve ministering in a church'	1	0.6%
From 'single-church benefice' to 'local ecumenical partnership'	1	0.6%
From 'single-church benefice' to 'other (unsure)'	1	0.6%
From 'other (unsure)' to 'I don't expect my first role after curacy to involve ministering in a church'	1	0.6%
No change	86	53.4%
<b>Base: all ordinands who provided a valid answer for the question</b>	<b>161</b>	<b>100%</b>
Unknown	3	-
N/A - have completed or suspended training	5	-
<b>All respondents who were ordinands</b>	<b>169</b>	<b>-</b>

Table 16: 'Other' responses

- A mix of parish and fresh expression
- Do not know yet: parish ministry, but unsure what structure
- European Chaplaincy
- I don't know! Quite open to many of these options
- I expect to continue in my role as a full-time hospital chaplain, and assisting in my spare time in a church, even it is the one where I do my curacy.
- I honestly have no idea, although my ideal would be single church benefice. I am aware this is increasingly unlikely in the current climate.
- I'm not sure yet where God is leading me
- Minister in Secular Employment
- Sending church

## Personal circumstances

Table 17: Are you currently...?

	Count of responses	% of base
Changed	10	6.0%
From 'in a relationship' to 'married'	4	2.4%
From 'single (never married)' to 'in a relationship'	2	1.2%
From 'married' to 'divorced/separated'	2	1.2%
From 'married' to 'in a relationship'	1	0.6%
From 'in a relationship' to 'in a civil partnership'	1	0.6%
No change	157	94.0%
<b>Base: all ordinands who provided a valid answer for the question</b>	<b>167</b>	<b>100%</b>
Unknown	2	-
<b>All respondents who were ordinands</b>	<b>169</b>	-

Table 18: Apart from yourself, how many people normally live in your household? Of these, how many are children aged 16 or younger?

	Count of responses	% of base
Changed	8	5.1%
Decrease	4	2.5%
1 child	3	1.9%
2 children	1	0.6%
Increase	4	2.5%
1 child	3	1.9%
2 children	0	0.0%
3 children	1	0.6%
No change	149	94.9%
<b>Base: all ordinands who provided a valid answer for the question</b>	<b>157</b>	<b>100%</b>
Unknown	12	-
<b>All respondents who were ordinands</b>	<b>169</b>	-

## Appendix 3: Re-categorised answer codes

For some questions answer codes were grouped and/or re-named to align with reporting for Wave 1. An overview of these is given in this section.

Tables 1 and 2 refer to the following groupings:

**'Holding permission to officiate (incl. retired active in ministry)'** includes those who answered 'retired, active in ministry' and 'holding permission to officiate'.

**'In a self-supporting role (incl. a house-for-duty role)'** includes those who answered 'in a house-for-duty role' and 'in a self-supporting role'.

**'Non-active'** includes those who answered 'retired, non-active in ministry' and 'other' (where the response was non-active, for example 'studying' or 'unemployed').

**'Employed'** was a self-defined answer, but includes, for example, those working as a chaplain.

Tables 5 and 6 refer to the following groupings:

**'Assistant or associate minister (incl. OLM)'** includes those who answered 'assistant or associate minister', 'non-stipendiary minister' (NSM), 'ordained local minister' (OLM) and 'permission to officiate' (PTO).

**'Diocesan role/NCI'** includes those who answered 'diocesan role' and 'employed by the National Church Institutions' (NCIs)

**'Incumbent status'** includes those who answered 'incumbent status', 'priest-in-charge', 'team vicar' and 'team rector'.

**'Specialist'** includes those who answered 'minister in secular employment' (MSE), 'ordained pioneer minister' (OPM), and 'theological educator' or 'potential theological educator' (PTE).

Some category names in the ordinand survey were changed to align with those for ordained ministers (Table 5 and 6). Therefore, the following categories in Table 15 refer to the following groupings:

**'Chaplain'** includes those who answered 'chaplaincy'.

**'Diocesan role/NCI'** includes those who answered 'diocesan role'.

**'Specialist'** includes those who answered 'ministry in secular employment' (MSE), 'pioneer ministry' (OPM), and 'theological education' (PTE).

**'Parish ministry'** was a self-defined answer, but would most likely include 'incumbent status', 'priest-in-charge', 'team vicar' and 'team rector' roles.



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