

Clergy Remuneration Review survey

Overview

At the end of September, a detailed questionnaire will be sent to all stipendiary clergy, and a selection of self-supporting ministers and retired ministers on their financial wellbeing and views about the remuneration package.

Key messages

- The survey will inform the Clergy Remuneration Review, which got under way at the start of this year. The Review was set up in response to a request from the House of Clergy made in July 2018
- The aim of the review is to think strategically about how the church's resources can be best used to support clergy in their ministry. (It is not to identify cuts to the remuneration package).
- The survey is a confidential listening exercise and is voluntary.
- We want as many clergy as possible to respond as clergy will have different financial needs and aspirations. The views of clergy are critical to informing this review.
- The findings will be used to help shed light on the parts of the remuneration package that clergy value most and inform policy recommendations for a report to General Synod in July 2021.
- The survey will be open for six weeks.

FAQs

Why is this survey taking place?

The Archbishops' Council's Remuneration and Conditions of Service Committee (RACSC) is undertaking a review of the adequacy and appropriateness of clergy remuneration, responding to a request by the House of Clergy at General Synod in July 2018. The review will cover the stipend, housing (provided for the better performance of duties), pension, support with retirement housing and additional benefits/payments (such as council tax and water rates). The 18-month review began in January this year.

The review is seeking to better understand the financial realities faced by and priorities of the diverse range of clergy who are ministering in the Church of England, including retired clergy. The wellbeing of the clergy is an important priority.

Recognising also that the financial resources of the Church are constrained – and that the Church is heavily reliant on the generosity of those in the pew, who are giving generously in order to sustain its mission and ministry - the review will carefully consider the long term affordability and sustainability of the package. Dioceses have also been invited to respond to a consultation exercise, that was issued in July with a deadline of the end of October.

The strategic aims of the Review are:

1. **Attraction and retention:** While recognising that the primary motivation of the clergy is not financial,
 - to consider perceptions of the value of the total package
 - to assess how clergy remuneration meets the needs of current and future cohorts of clergy
 - to ensure that it underpins efforts to attract an increasing diversity and number of ordinands and does not act as a barrier to entering stipendiary ministry.

2. **Deployment:** To assess whether the existing remuneration provision encourages and enables clergy to minister across England where they are needed and supports new models of mission and ministry.
3. **Assessing affordability:** To consider the current and predicted future context within which stipends and pensions are provided and assess whether the current financial package and any potential changes are affordable and sustainable and whether they underpin the financial health of the Church.
4. **Financial Hardship:** To investigate the evidence and extent of financial hardship among clergy and pensioners and seek to uncover its causes.
5. **Retirement:** To review the adequacy of the current pensions provision and support in retirement, and to suggest potential solutions within the constraints of affordability where they may be scope for changes.
6. **Wellbeing and morale:** To consider any existing evidence on issues that may be causing difficulties and undermining wellbeing and morale for some clergy thereby underpinning wider work on clergy well-being and clergy morale and supporting clergy in their ministry.

Who will the survey be sent to?

The survey will be sent to all stipendiary clergy, drawing from the breadth of experiences of clergy across the Church, and a sample of those who are: retired, self-supporting or are working for the Church of England in an employed role.

What will happen to the results of the survey?

The survey will help to inform policy recommendations for a report to General Synod on the overall remuneration package, hopefully in July 2021.

How will the answers be processed?

This research is being conducted by the Clergy HR Team at the NCIs with the oversight of RACSC. Responses are anonymous and confidential. Staff undertaking the review will only analyse and report on the responses at an aggregate level. None of the questions in the survey have been made compulsory.

Is this part of the process of setting the National Minimum Stipend, or the National Stipend Benchmark?

No, the setting of the NMS and the NSB is a separate, annual event, done in consultation with the dioceses.

Will this affect the benefits received by retired clergy?

If anything changes as a result of the review, it will not affect benefits already earned or which are in payment.

Who can I contact for more information?

Please email hr.clergy@churchofengland.org if you have a question about the survey.