**Review of Clergy Remuneration**

**Summary of the Terms of Reference**

The Archbishops’ Council has asked the Remuneration and Conditions of Service Committee (RACSC) to carry out an assessment of the adequacy of clergy remuneration, in response to a request from the House of Clergy 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, plus** relevant cross cutting issues.
* seek to assess the **affordability, value**, **adequacy**, and **appropriateness** of current clergy remuneration.

 The strategic aims 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
* to consider how remuneration can best support clergy to be fruitful in ministry
1. **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.

1. **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.

1. **Financial Hardship**

To investigate the evidence and extent of financial hardship among clergy and pensioners and seek to uncover its causes.

1. **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.

1. **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.

For each of these strands the review will seek to present options for possible solutions for addressing any issues identified.

In undertaking this review **RACSC will consult with and draw on advice from various bodies** including the Finance Committee, the Pensions Task Group, the Church of England Pensions Board, and the Church Commissioners. RACSC will also consult with clergy, dioceses and clergy charities.

The scope of this review is primarily focused on the remuneration of clergy office holders, and the review will not cover remuneration of lay posts within the Church (other than those on Common Tenure) or where it is illuminating to make comparisons. The review will however consider issues relating to employed clergy and in particular issues around movement and transferability. It will also reflect on clergy posts that do not provide a stipend.

The review will be carried out during 2020 and the first half of 2021, and will make recommendations to the Archbishops’ Council, with the aim of reporting to Synod in **July 2021.**