

Ministry Statistics 2020

Research and Statistics
Church House
Great Smith Street
London SW1P 3AZ

Tel: 020 7898 1547

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Email: statistics.unit@churchofengland.org

Twitter: [@cofestats](https://twitter.com/cofestats)

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Summary

At the end of 2020 there were nearly 20,000 active clergy serving in the Church of England, around 7,000 of whom are likely retired clergy continuing to serve. This report explores various characteristics of those clergy, including gender, age, ethnicity, working hours and roles.

2020 at a glance:



All ordained ministers (nearly 20,000 in total)

- A third (33%) of those in ordained ministry in 2020 were female, which has continued the gradual increase in the proportion of women (28% in 2016).
- The average (mean) age in 2020 of stipendiary clergy was 52.5 years; self supporting ordained ministers (including ordained local ministers) were aged, on average, 62.3 years; and those with Permission to Officiate (PTO) were on average 74.9 years old.
- The total number of stipendiary clergy dropped slightly during 2020.
- Women made up 32% of stipendiary ministers in 2020, which has increased gradually from 28% in 2016.
- Over a quarter (27%) of stipendiary clergy in senior posts (including Archbishop, Diocesan or Suffragan Bishop, Cathedral Dean, other Cathedral clergy such as residentiary canons and Archdeacon) in 2020 were female, an increase from 21% in 2016.
- In 2020, as in recent previous years, 91% of stipendiary clergy were full time and 94% of stipendiary clergy worked in parochial roles.

Ordinations in 2020 (570 in total)

- In 2020 more females (55%, up from 51% in 2019) were ordained than males (45%).
- The average (mean) age at ordination to deacon in 2020 was 45.9 years - higher for females (48.6 years) and lower for males (42.3 years).
- In 2020, 57% of ordinations were to stipendiary posts, a drop on the previous 4 years
- For stipendiary ordinations, the average age in 2020 was 40.3 years, whilst for self supporting ordinations it was 54.8 years, similar to the last few years for stipendiary ordinations, but a slight decrease in age for self supporting ordinations.
- 8.9% of stipendiary clergy ordained in 2020 were from a UK Minority Ethnic (UKME) background

Ordinands beginning training in 2020 (580 in total)

- In 2020, as in the previous 2 years, more females than males began training (54% females, 46% males).
- Nearly a quarter (23%) of all ordinands beginning their training in 2020 were aged under 32, and nearly two fifths (39%) were aged under 40.
- The average age at the beginning of training in 2020 was 42.9 years; this has ranged between 41 and 43 over the previous 5 years.
- Those training with the intention of stipendiary ministry made up nearly three quarters (72%) of all ordinands beginning training in 2020, similar to the 73% in 2019.
- The increase in ordinands between 2019 and 2020 was found in both those training for stipendiary and self supporting ministries.
- 10.9% of ordinands beginning training in 2020 identified themselves as from UK Minority Ethnic (UKME) backgrounds, which is higher than the proportion found in the current pool of stipendiary clergy (4.1% identifying as UKME, though note the proportion of missing data is much higher for this group).

Retirements (320 in total during 2020)

- The equivalent of 4.3% of the number of stipendiary clergy at the beginning of 2020 retired during 2020 (comparable to previous years).
- The average age of clergy retirement in 2019 was 66.2 years, comparable to 2019.

Impact of the pandemic

- In 2020, the numbers of ordinations, retirements, and movements between roles were remarkably similar to recent years and there was growth in the number of new ordinands from 2019, demonstrating the creativity and resilience shown by ministers, theological institutions and the local, diocesan and national church.

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Introduction

Ministry Statistics 2020 provides a snapshot of people who were serving the Church of England in ordained and some licensed lay roles, serving in religious communities, or were training to become ordained clergy as at the end of 2020. Tens of thousands more serve in lay ministries across the church. The Research and Statistics unit with a team of others from across the church gathered statistics on these ministries through the Lay Ministry Data Project; the Lay Ministry report is available at <https://www.churchofengland.org/about/research-and-statistics/key-areas-research#ministry-statistics>.

This year in particular, the overview in this report is based on a complex and varied set of ministries. Each individual featured in this report will have a unique story of how they lived out their ministry during 2020 and in order to bring these unique situations together, individuals are categorised into groups based on their main role. In many cases individuals have multiple responsibilities and their responsibilities in 2020 may have varied from their "usual" role, however these subtleties unfortunately cannot be expressed in these statistics. This report does, however, provide a consistent measure with previous reports found on the Research and Statistics web page (<https://www.churchofengland.org/researchandstats>.) to see how ministry has changed since 2012.

At the time of writing it is unknown what impact the pandemic has and will have on future ministry in the Church of England, therefore projections have not been included this year. However, it is noteworthy how similar the 2020 ministry statistics are to 2019 in terms of ordinations, retirements and movements between roles, and that there was a rise in the number of candidates recommended to train for ordained ministry in this context; all of which was driven by the creativity and resilience shown by ministers, theological institutions and the local, diocesan and national church.

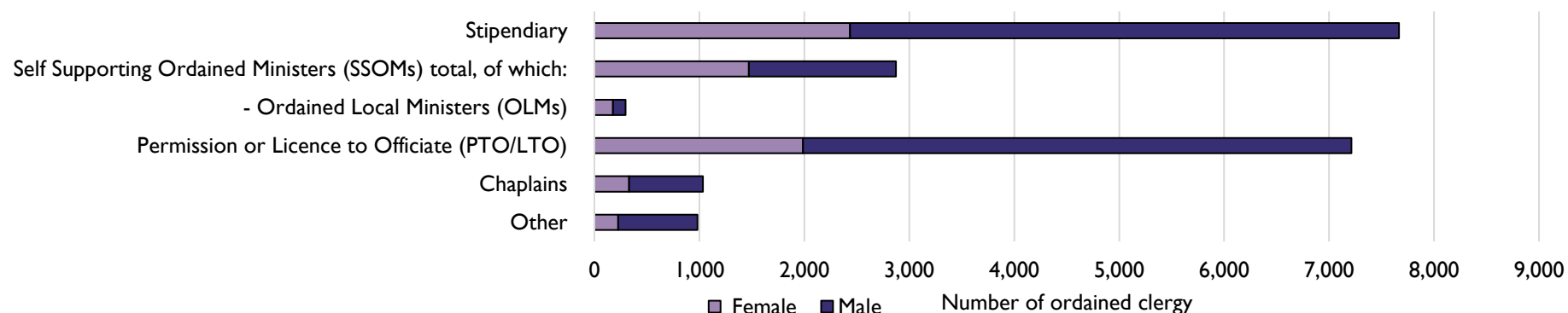
All data tables in this report contain figures rounded to the nearest 10 people, unless otherwise stated. Percentages and totals are calculated from unrounded data, meaning totals may not add up to the sum of rounded data. This report looks at national figures for all measures; Excel tables containing data for individual dioceses are available on the Research and Statistics web page. More information regarding data collection and analysis can be found in Appendix 2: Methodology. A glossary of terms is available in Appendix 3: Definitions and Abbreviations.

Total Ordained Ministry

There were nearly 20,000 ordained ministers serving in the Church of England at the end of 2020. Over half of these clergy were self supporting or retired (which includes Self Supporting Ordained Ministers (SSOMs) of which some are Ordained Local Ministers (OLMs), and clergy with Permission or License to Officiate (PTO/LTO), as shown in Figure 1) and do not receive a stipend or salary from the Church Commissioners. The majority of clergy worked in a particular church or churches, but there were just over 2,000 active ministers working in other settings such as chaplaincy, theological colleges and diocesan roles. Within the 20,000 ordained ministers are around 150 Distinctive Deacons¹. Although only a third of all active ordained ministers were female, they made up half of all self supporting ministers.

The full breakdown of ordained clergy, including percentages of each type of ordained ministry by gender, can be found in Table 3 in Appendix I.

Figure 1: Total ordained ministry, by gender (2020)^{2, 3}



¹ Data provided through a data audit of Distinctive Deacons.

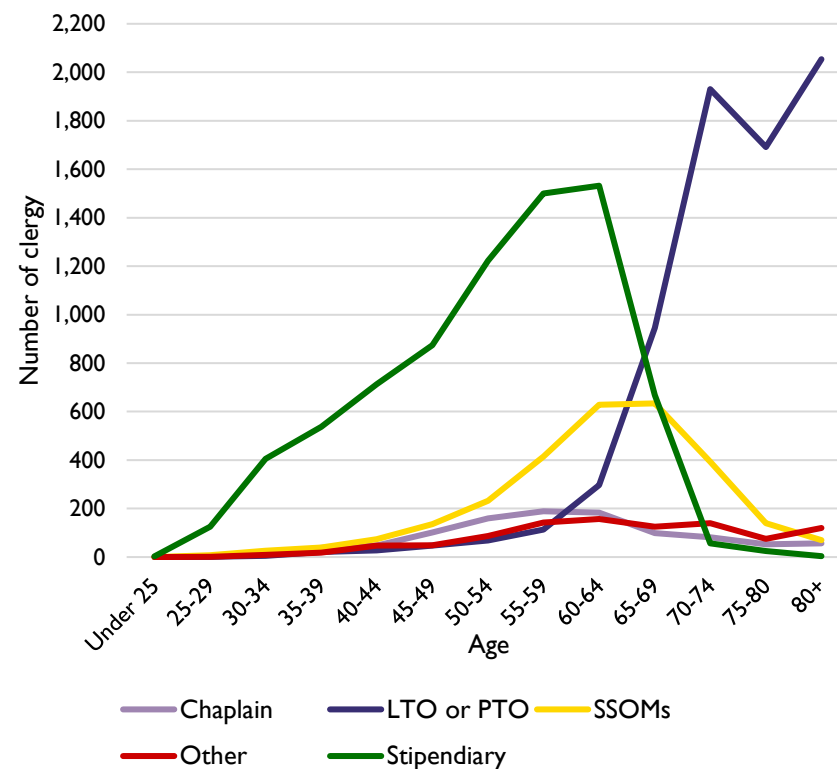
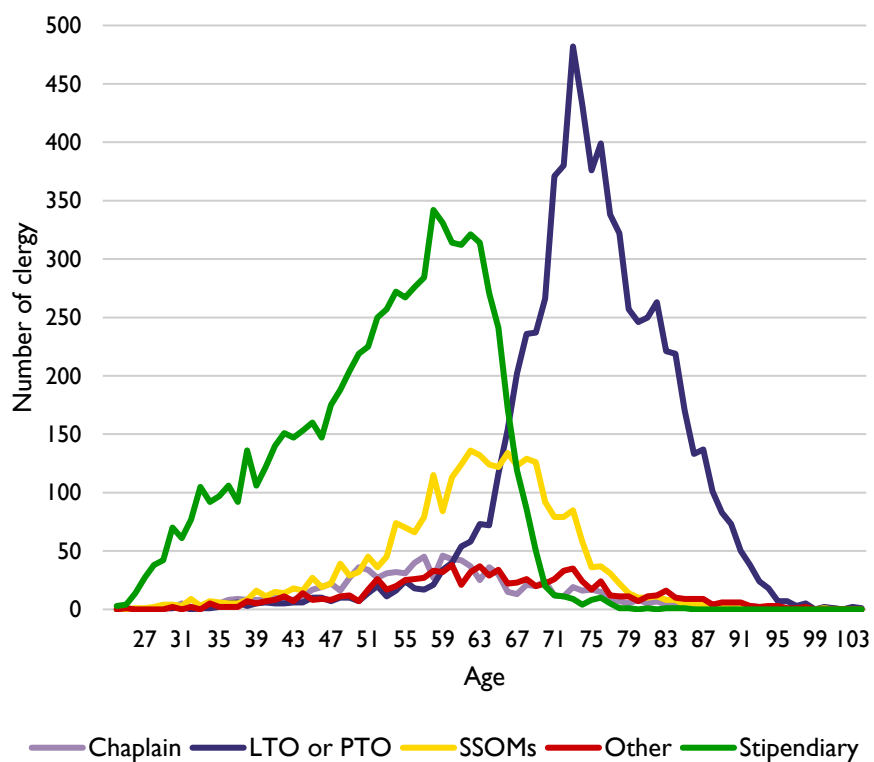
² During 2020, a data audit was undertaken of Crockford's data, specifically those with Permission to Officiate (PTO) in preparation for migration to the national register of clergy. As a result of this, data suggest a decrease in those with PTO compared to previous years, but this decrease is most likely to be due to increased data quality and should not necessarily be used for direct comparison with data from previous years.

³ Self Supporting Ordained Ministers (SSOMs) are the total of clergy that would previously have been known in previous reports as Non Stipendiary Ministers (NSMs), and Ordained Local Ministers (OLMs).

The average (mean) age of stipendiary clergy was 52.5 years, and of self supporting ordained ministers (SSOMs including OLMs) clergy was 62.3 years. The age profile graphs in Figure 2 clearly indicate that a large number of those active clergy with Permission or Licence to officiate (LTO/PTO) were doing so after retirement (i.e. aged 66 or older), with the average age being 74.9, whilst those in receipt of a stipend tended to be of working age (i.e. younger than 65).

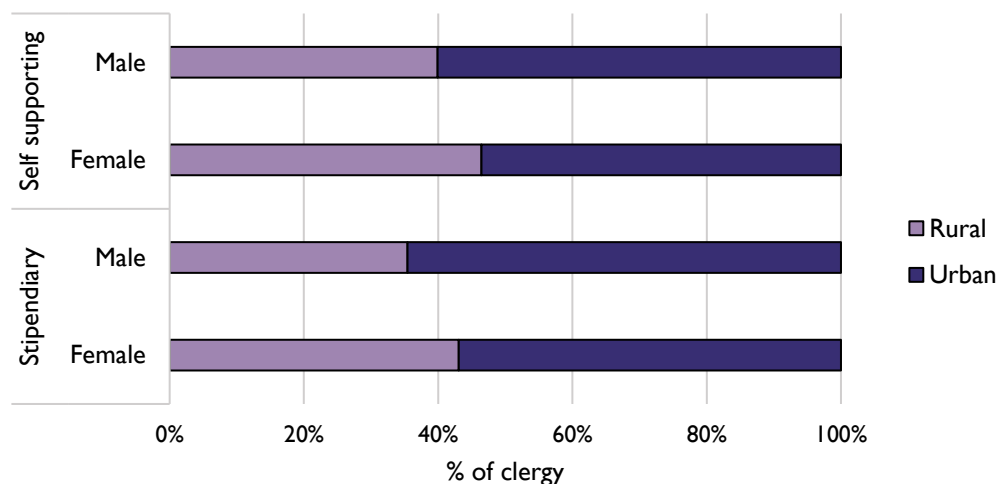
All data, including average age by gender, are available in Table 4 and Table 5 in Appendix I.

Figure 2: Age profile of licensed ministers, by individual age and banded age (2020)



Three fifths (62%) of stipendiary beneficed roles (these are roles such as incumbents/incumbent status and assistant or associate curates/ministers) were based in urban areas. This contrasts with a smaller majority of self supporting posts (57%) in urban areas. For comparison, 55% of all benefices and around a third of parishes in England are in urban areas. For the purposes of this report, whether a clergy person is urban or rural-based is determined by the location of their main role, as reported on the Church Commissioners' payroll or Crockford's, with each person being included just once, and therefore does not take into account additional roles.

Figure 3: Beneficed posts, by rural / urban categories and gender (2020)

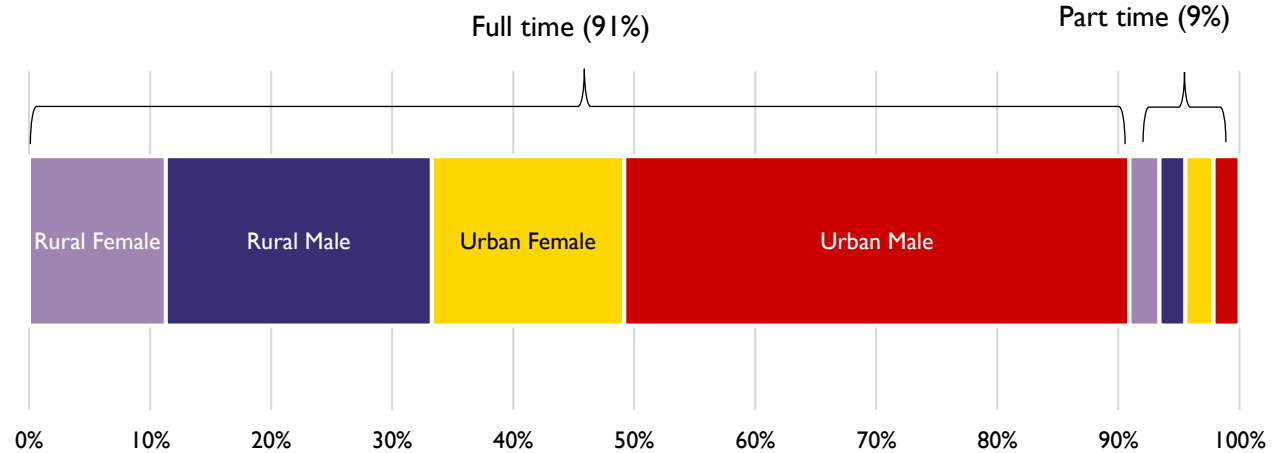


Base: Beneficed clergy where urban/rural data were available. Self supporting (male: 1,200, female: 1,330). Stipendiary (male: 4,600; female: 2,170)

When broken down by gender, as shown in Figure 3, male stipendiary posts were most commonly in urban areas (65%) whilst female posts (both stipendiary and self supporting) were more evenly split between urban and rural areas. Clergy in rural posts were more likely to be older and more likely to be female than those in urban posts, for both stipendiary and self supporting roles.

Figure 4: Stipendiary clergy by rural / urban categories, part time / full time, and gender (2020)

Figure 4 shows a breakdown of all stipendiary clergy by their gender, working hours (full time / part time) and location (urban / rural). Working hours were determined based on the stipend of the clergyperson, as recorded on the Church Commissioners' payroll. The stipend may be for a single, full time role but it also may be for multiple part time roles which are added up to make a full time equivalent (FTE). Therefore, essentially, the working hours have been determined by the sum of all of a clergyperson's stipendiary roles.



Note that this means non stipendiary roles are not included or where clergy couples share a stipend only one FTE will be counted although in reality it is recognised that considerably more hours are often worked by both partners.

Whether they are urban or rural-based is based on the urban / rural status of the benefice in which their main role sits and does not take into account additional and/or non-paid roles.

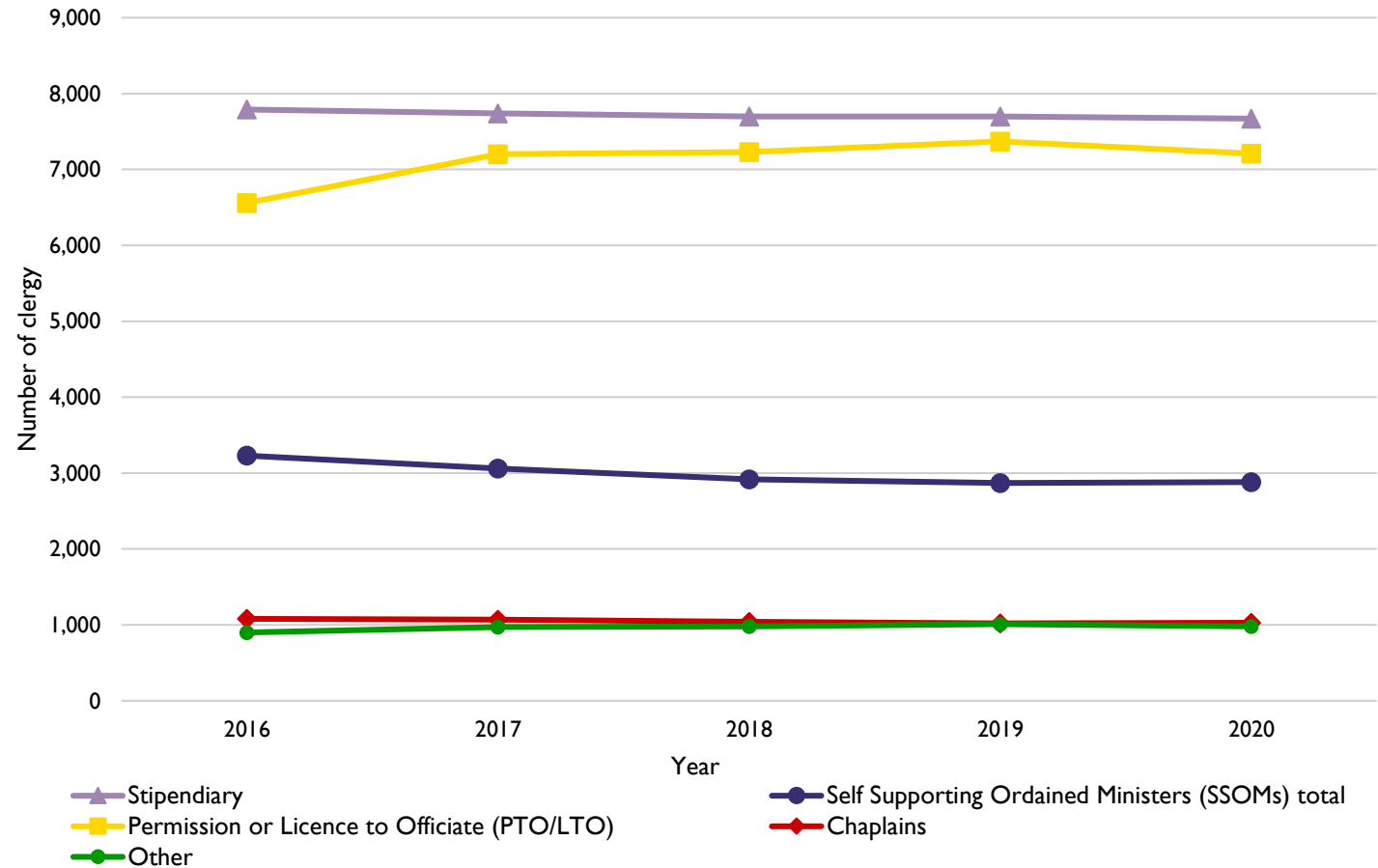
Proportion of stipendiary clergy working part-time

The majority of stipendiary clergy worked full time (91%), as shown in Figure 4, with part time making up a small proportion of the total (just 9%). However, as explained above, those working part time may have non stipendiary roles that make up their working hours to full time. Males accounted for the majority of full time posts, particularly those that worked in urban areas (accounting for 42% of all stipendiary clergy). Those in part time roles were equally likely to be found in either rural or urban posts. All data are available in Table 6 and Table 7 in Appendix I.

Trend data

As shown in Figure 5, the total number of clergy in stipendiary posts has seen a marginal drop over recent years. There are slightly more self supporting clergy and chaplains in 2020 than in 2019. The figures for PTO have been undergoing substantial quality assurance over the last few years, which could account for the changes. Please see the Appendix 2: Methodology for more information. Data broken down by gender is available in Table 8 in Appendix 1.

Figure 5: Active ordained ministers (2016 to 2020) ⁴



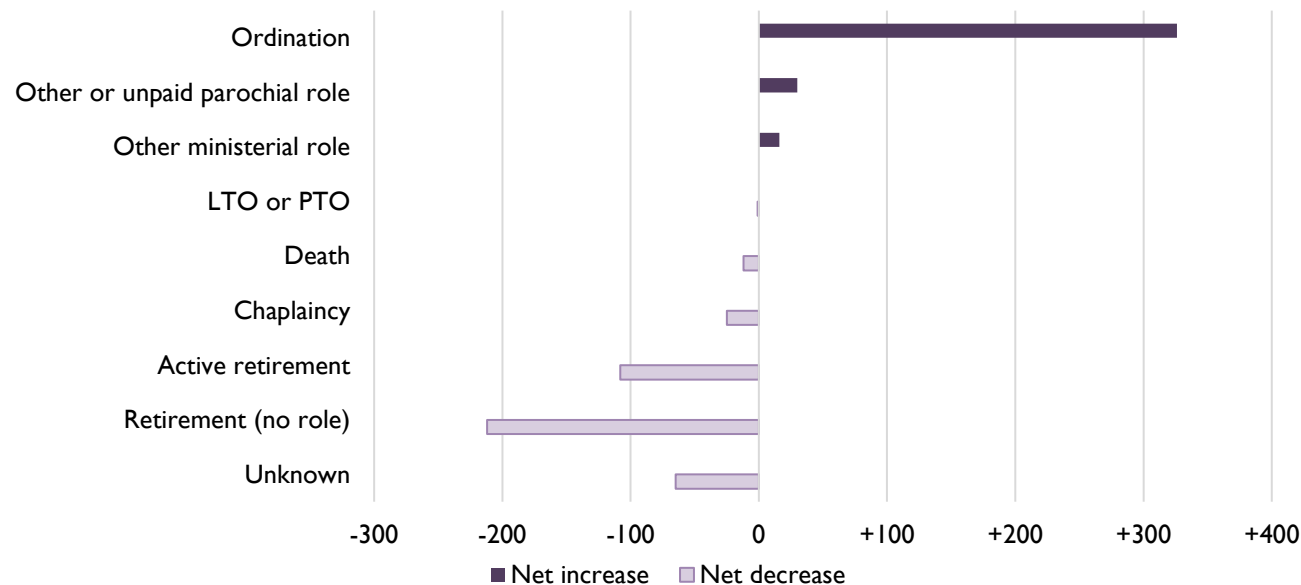
⁴ During 2020, a data audit was undertaken of Crockford's data, specifically those with Permission to Officiate (PTO) in preparation for migration to the national register of clergy. As a result of this, data suggest a decrease in those with PTO compared to previous years, but this decrease is most likely to be due to increased data quality and should not necessarily be used for direct comparison with data from previous years.

Movements between stipendiary, self supporting and other ministries

Each year a number of clergy move between different types of ministry. This could be through ordination or retirement, or through moving between different forms of ministry. Figure 6 reveals the net impact of these changes for those clergy on the Church Commissioners' payroll only⁵. The net change is calculated by taking those leaving through a certain route away from those joining via the same route (where applicable), resulting in an overall (net) increase or decrease. For 2020, there was a small net decrease of around 50 clergy in stipendiary ministry. The movements in 2020 were similar to those in previous recent years.

A full breakdown of movements can be found in Table 18 in Appendix I.

Figure 6: Movements between stipendiary and self supporting or other ministries (between 1st January 2020 and 31st December 2020)



⁵ Includes only those stipendiary clergy on the Church Commissioners' payroll, therefore not all data add up to figures elsewhere in this report (for example, ordination data elsewhere in this report also includes those in the Diocese in Europe, Sodor and Man, the Channel Islands, and Bishops' Chaplains). It also does not include clergy on the NCIs payroll.

Ordinands beginning training in 2020

At the end of 2020, there were 580 ordinands from the 2020/21 academic intake⁶, which is comparable to the 2018 figure after a slight fall in 2019. There were again more females (54%) than males (46%) beginning training in 2020, a proportion very similar to the previous two years. Those training with the intention of stipendiary ministry made up nearly three quarters (72%) of all ordinands beginning training in 2020, similar to the 73% in 2019, since the increase in ordinands between 2019 and 2020 was found in both those training for stipendiary and self supporting ministries, as shown in Figure 7.

Figure 7: Ordinands beginning training, by intended type of ministry (2016 to 2020)⁷

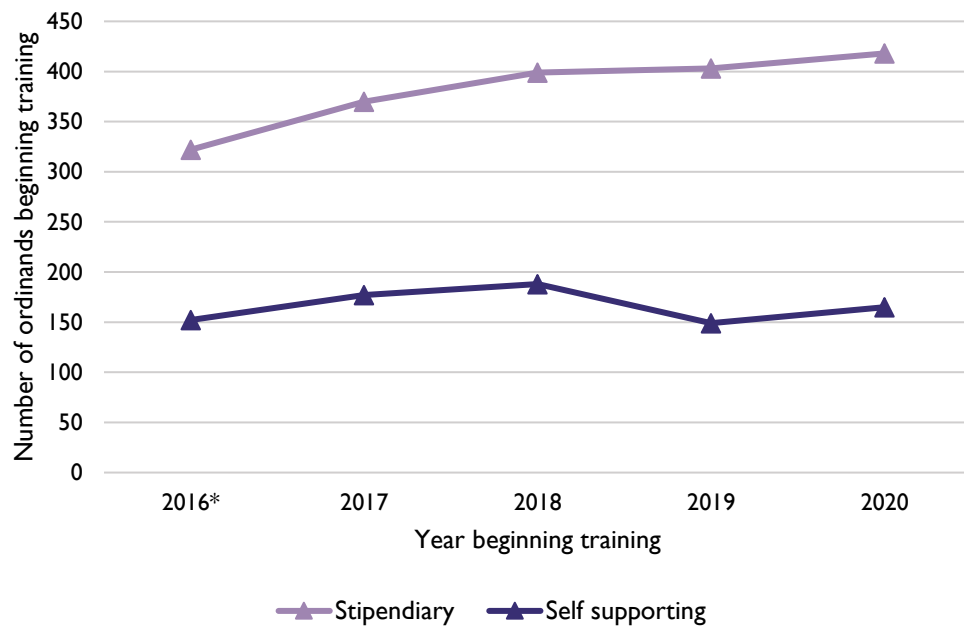
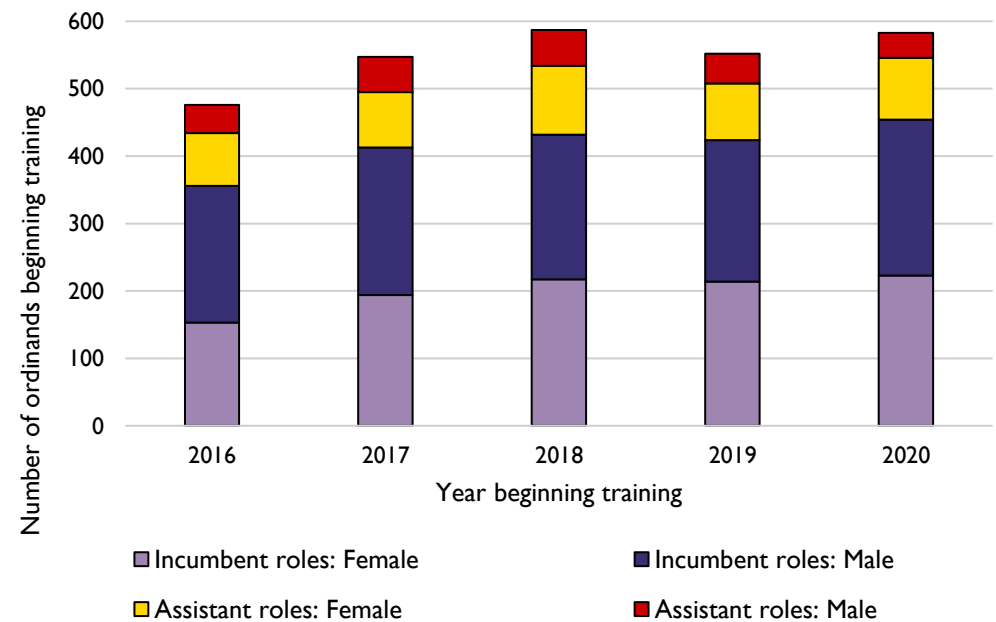


Figure 8: Ordinands beginning training, by intended role and gender (2016 to 2020)



⁶ All ordinands in this section are those that began their course in September of the given year, as counted at end of December in the given year. Therefore, any that left training between September and December are not included.

⁷ 2016* excludes 2 unknown

Those training with the intention of becoming incumbents made up nearly three quarters of all ordinands (78%) in 2020, as shown in Figure 8; an increase on 2016 (75%). The proportion of those training for incumbent roles who were women remained steady at 38% in 2020.

Of those beginning training in 2020 who reported their ethnicity, 10.9% identified themselves as from a UK Minority Ethnic background (UKME)⁸, as shown in Figure 9. This is a noticeable increase on 7.8% in 2019, and continues the trend of increase seen in recent years. It is important to note that 1% of all ordinands beginning training in 2020 did not declare their ethnic group (not included in Figure 9). Of those identifying as UKME, the most commonly declared ethnic group was Black (5.2%), followed by those identifying as Asian (accounting for 2.4% of all ordinands that declared an ethnic group).

Figure 9: Ordinands beginning training, by ethnic group (2020)⁹

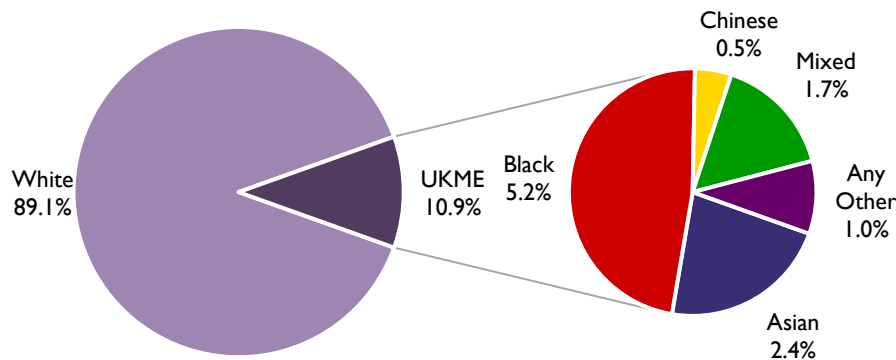
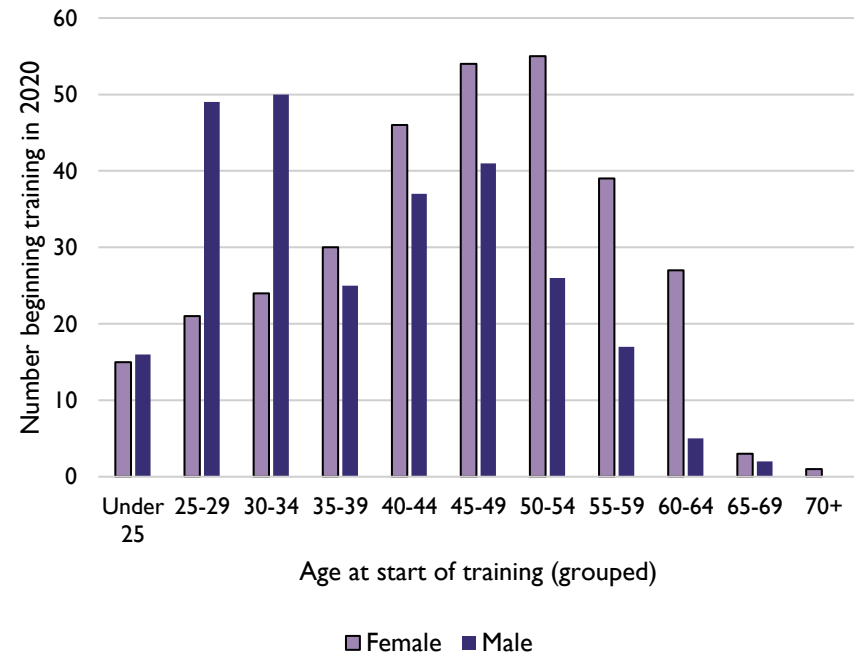


Figure 10: Age profile by gender of ordinands beginning training (2020)



⁸ UKME includes all Black, Asian, Chinese, Mixed/Multiple ethnicities and other backgrounds, and excludes any White background.

⁹ Percentages do not include those who did not declare an ethnic group (2.7% of all ordinands beginning training in 2019).

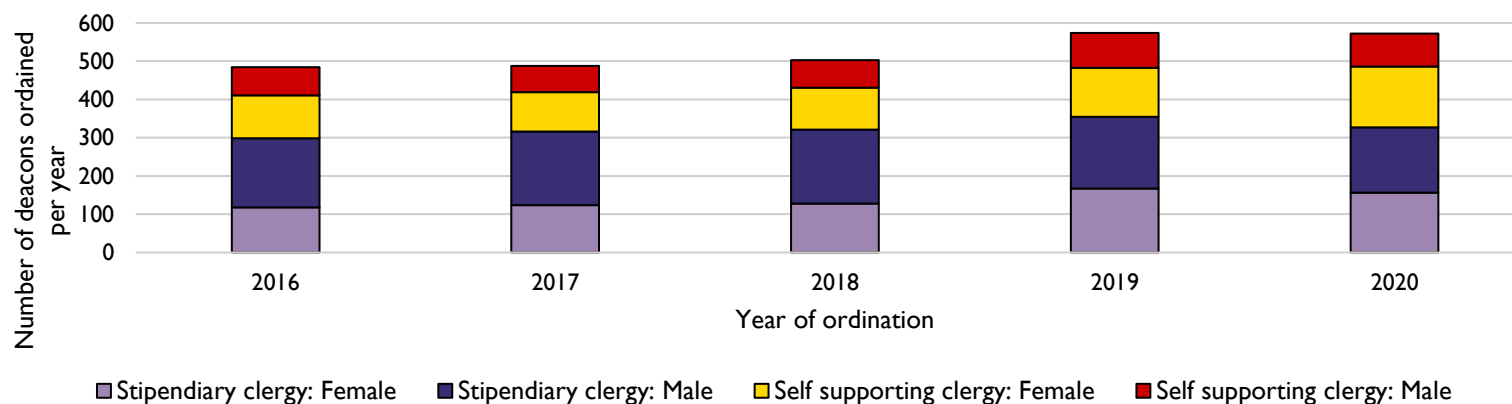
Nearly a quarter (23%) of all ordinands beginning their training in 2020 were aged under 32 (or 32% for just those training for stipendiary ministry), and nearly two fifths (39%) were aged under 40 (or 52% for just those training for stipendiary ministry). As highlighted in Figure 10, again, the average age of those entering training in 2020 differed between genders with females slightly older at 45.7 years and males younger at 39.6 years (the average age overall being 42.9 years).

Data tables, including ethnic background, age, gender, role and data for previous years are included from Table 9 to Table 12 in Appendix I.

Ordinations in 2020

In 2020, there were around 570 people ordained as deacon, similar to 2019 (Figure 11). The proportion of ordinations to stipendiary posts was 57% in 2020, a drop on the last four years as shown in Figure 11. The ratio of female to male ordinations continued to rise in 2020 with 52% of clergy ordained to stipendiary posts being male and 35% of clergy ordained to self supporting posts being male, compared to 60% and 40% respectively in 2016. The average age of ordination for stipendiary clergy was 40.3, similar to the last few years. For self supporting clergy the average age at ordination was 54.8, a little younger than in the recent few years. 8.9% of stipendiary clergy ordained in 2020 were from a UKME background. All data can be found in Table 13 and Table 14 in Appendix I.

Figure 11: Number of ordinations¹⁰, by stipendiary / self supporting and gender (2016 to 2020)



¹⁰ Refers to the ordination of deacons.

Stipendiary Clergy

This section considers in more depth the 7,700 stipendiary clergy serving across the Church of England. All analyses in this section include clergy in receipt of a stipend from the Church Commissioners' payroll, but for some it also includes stipendiary clergy from the Diocese in Europe, Sodor and Man, and the Channel Islands, and Bishops' Chaplains – data included are outlined at the start of each analysis. Note that clergy paid a stipend locally or through other funding sources are not included.

Roles

Of all stipendiary clergy, the majority (94%, as shown in Figure 12) worked in parochial roles across the 12,500 parishes in the Church of England. Figure 13 breaks down these parochial roles further (incumbents, incumbent status clergy or as assistant ministers and curates), showing that all stipendiary roles were more likely to be undertaken by males working full time than females or males working part time.

Figure 12: Overview of stipendiary clergy roles, by gender (2020)

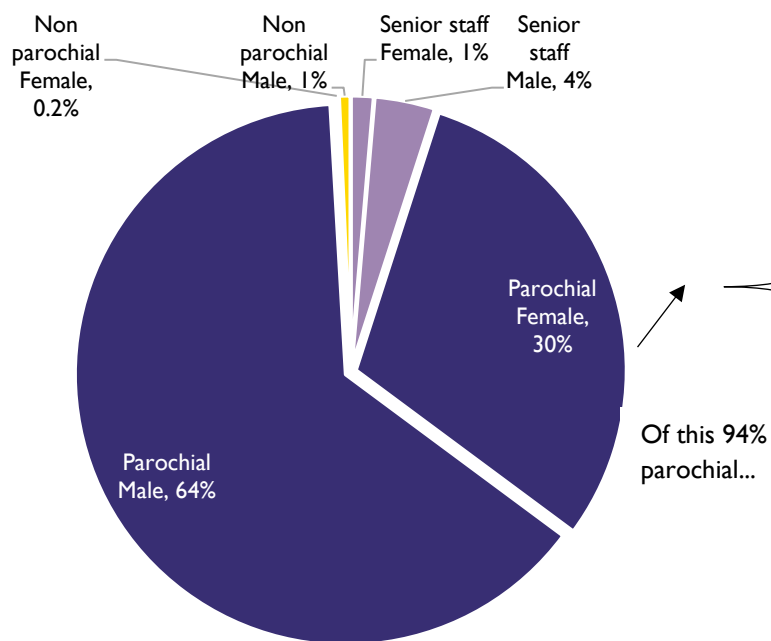
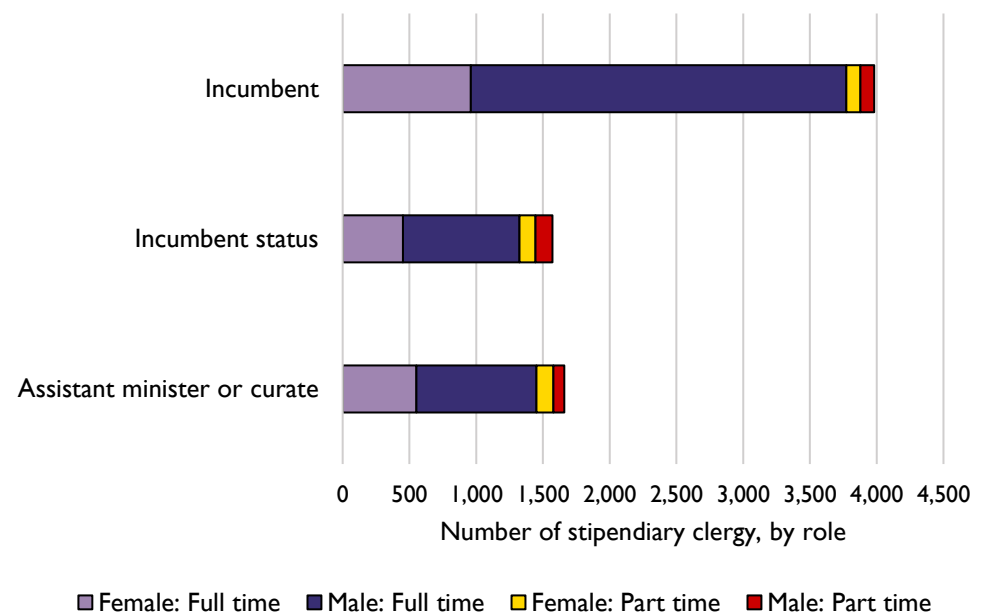


Figure 13: Parochial stipendiary clergy roles, by gender and part time / full time (2020)



Just over a quarter (27%) of clergy in senior posts (including Archbishop, Diocesan or Suffragan Bishop, Cathedral Dean, Cathedral Other and Archdeacon) were female, similar to 2019. Female clergy were more likely to be in part time roles than male clergy. All data can be found in Table 15 in Appendix 1.

Job changes

At the end of 2020, of the 7,480 stipendiary clergy on the Church Commissioners' payroll (i.e. excluding those in the Diocese in Europe, Sodor and Man, the Channel Islands, and Bishops' Chaplains), 9% had changed jobs between the end of 2019 and the end of 2020, down from 11% in the previous year. Of those who had changed jobs in 2020, nearly a third (30%) had moved to a different diocese and nearly two fifths (38%) were female.

As shown in Table 1, over two fifths (41%) of the job moves during 2020 were incumbents or incumbent status clergy moving to other incumbency roles, and a third (33%) were assistant curates or associate ministers moving into incumbency roles. Note that data include all clergy ordained at deacon level, so the majority of these are likely to be assistant curates moving into incumbency roles following the end of their training.

Table 1: Job changes by role, by proportion of all those that changed role between 2019 and 2020

From (end of 2019)	To (end of 2020)		
	Senior staff	Incumbent / status	Assistant curate / associate minister
Senior staff	1%	<1%	<1%
Incumbent/ status	4%	41%	2%
Assistant curate/ associate minister	<1%	33%	16%
Non- parochial	<1%	<1%	<1%

Base: everyone who changed job role between the end of 2019 and the end of 2020; 638 people

Multiple roles

The analysis in this report counts clergy in what can be considered their main role; as was the case in previous years, over 2,100 (28%) of all stipendiary clergy had multiple roles, as shown in Table 2.

These roles may be additional parochial posts, though it must be noted that around half of benefices have more than one church so a large number of parochial clergy with one role might well have multiple churches or parishes under their care. At least 170 stipendiary clergy had additional chaplaincy roles, though again this is likely to be an undercount due to the informal nature of chaplaincy work in many settings, for example the many clergy who work closely with local schools, police forces and care settings.

Table 2: Additional roles of stipendiary clergy (2020)

In addition to their main role:	Number of stipendiary clergy	% of all stipendiary clergy
Parochial roles	1,170	19%
Chaplains	170	2%
LTO or PTO	130	2%
Senior staff (e.g. cathedral role)	30	<1%
Other including diocesan and honorary / emeritus roles	920	14%
All roles¹¹	2,120	28%

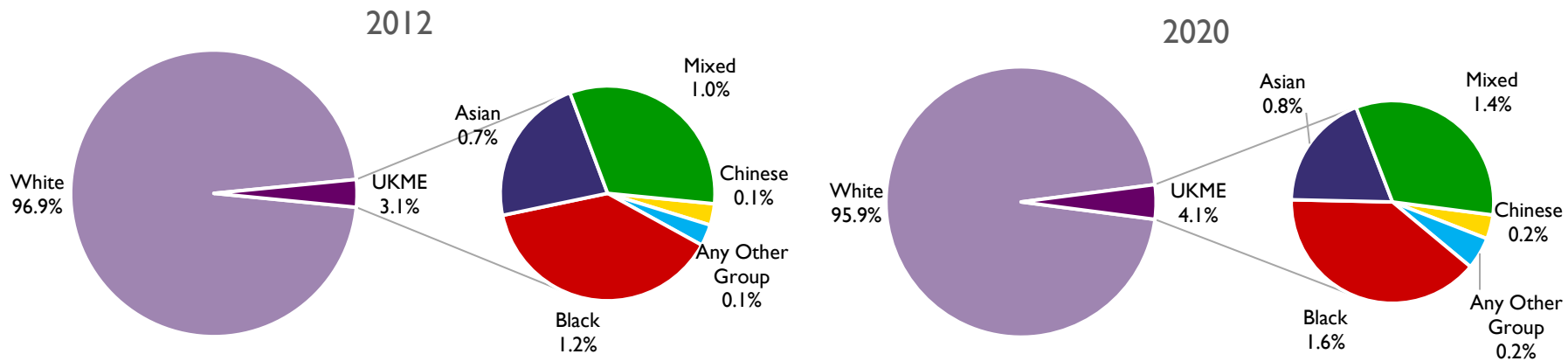
¹¹ Totals in Table 2 do not match the breakdown, since some clergy have more than one additional role.

Ethnicity

As shown in Figure 14, 4.1% of the stipendiary clergy on the Church Commissioners' payroll (i.e. excluding those in the Diocese in Europe, Sodor and Man, the Channel Islands, and Bishops' Chaplains) at the end of 2020 who reported an ethnic group described themselves as being from a UK Minority Ethnic (UKME)¹² background. This is an increase from 3.1% at the end of 2012¹³, and continues the gradual increase year on year. However, 25.9% of ethnicity data are missing in 2020, which makes it difficult to measure change accurately. We hope that the advent of the People and Data system will help with improving the situation in future years.

All data can be found in Table 16 in Appendix I, including breakdowns by role.

Figure 14: Stipendiary clergy by ethnic group (2012 and 2020)¹⁴



¹² UKME includes all Black, Asian, Chinese, mixed and other backgrounds, and excludes any White background.

¹³ 2012 is chosen as the comparison year as the data were most complete

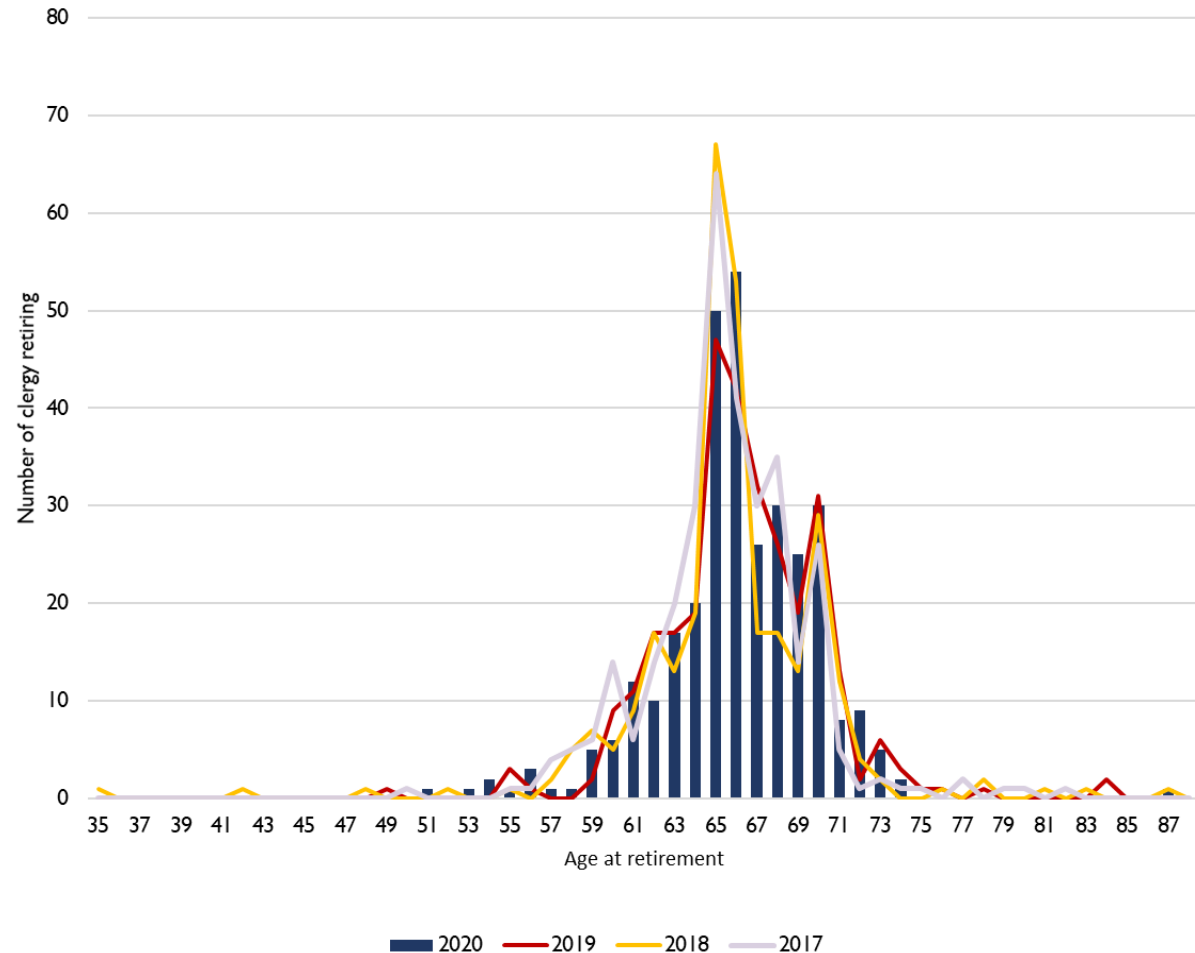
¹⁴ Percentages do not include those who did not declare an ethnic group (2012 – 20.6%, 2020 – 25.9%).

Retirement

Of the stipendiary clergy on the Church Commissioners' payroll at the end of 2019, (i.e. excluding those in the Diocese in Europe, Sodor and Man, the Channel Islands, and Bishops' Chaplains), around 320 had retired by the end of 2020, which is the equivalent of 4.3% of the stipendiary clergy on the Church Commissioners' payroll at the beginning of 2020. This is comparable to recent previous years.

Figure 15 illustrates that retirement patterns remained similar in 2020 when compared to previous years. In 2020 the average age at retirement was 66.2 years, comparable to 2019. Around a third (34%) of stipendiary clergy who retired during 2020 were licensed in some other role at the end of the year, though based on previous patterns it is likely that many of the remaining 66% of retirees will take up roles during the course of 2020 – a full breakdown of these can be found in Table 17 in Appendix I.

Figure 15: Stipendiary clergy retirees, by age (2017 to 2020)



Self supporting clergy

At the end of 2020, a total of 2,880 clergy worked in parochial posts in self supporting roles (including 300 ordained local minister posts). The majority of these individuals work with stipendiary clergy, but in a number of cases self supporting clergy hold incumbent status roles and/or are working in benefices with no stipendiary clergy either due to vacancy or deployment decisions.

At the end of 2020, 240 (8% of all self supporting clergy) were listed in Crockford's as being licensed to incumbent status roles whilst 720 (25% of all self supporting clergy) were licensed to benefices with no stipendiary clergy person licensed to the same benefice. Data on self supporting clergy are not always accurate and exhaustive, hence it is not possible to break down further the data as is done with data for stipendiary clergy in this report.

Diocesan figures

Diocesan figures are available via an excel table that can be downloaded from the Research and Statistics pages of the Church of England website (<https://www.churchofengland.org/researchandstats>).

Figures include diocesan full time equivalence (FTE), headcounts of stipendiary clergy, headcounts of self supporting clergy, along with national age profiles of all roles.

Ordained Chaplains

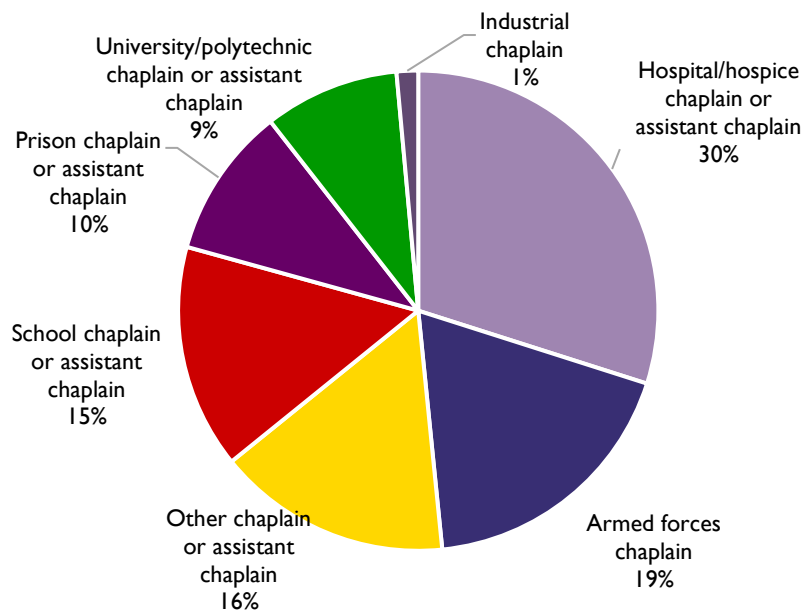


Figure 16: Breakdown of types of Chaplain (2020) ¹⁵

Over 1,000 ordained clergy reported their main post as chaplain on Crockford's. This is in addition to the 170 stipendiary clergy who reported additional chaplaincy roles (see Table 2). It should be noted that many other clergy may have additional chaplaincy roles for which we do not have data, and so the total number of Church of England clergy who work as chaplains is likely to be higher. Further research regarding chaplains in the Church of England has been published by Todd et al (2014)¹⁶, Ryan (2015)¹⁷ and Aune et al (2019)¹⁸. The Research and Statistics team have conducted a pilot survey in 2019 to explore how further data on chaplaincy, both ordained and lay, might be collected and hope to build on this in the future. See the chapter on Lay Ministry in this report for information known about licensed lay chaplains.

None of the 1,030 chaplains in this section, whose main role was listed as a chaplain, appear in the Church Commissioners' clergy payroll and so we know they are not paid a stipend by the Church Commissioners. However, we are unable to

determine whether they are self supporting or paid a salary from another source.

The gender profile of clergy whose main role is as a chaplain is similar to that of stipendiary clergy, with 68% male. As Figure 16 shows, amongst those whose main role is a chaplain, the most common type of chaplaincy undertaken is in a hospital or hospice; this accounted for 30% of all chaplain roles in 2020, as was the case in previous years. The armed forces (Army, Royal Navy or Royal Air Force) accounted for a quarter (25%) of all male chaplains,

¹⁵ Data source: Crockford's

¹⁶ Todd, Slater and Dunlop (2014) 'The Church of England's involvement in chaplaincy: research report for the Church of England's Mission and Public Affairs Council.' Cardiff: Cardiff Centre for Chaplaincy Studies. Accessed 28/06/2018 <<http://orca.cf.ac.uk/62257/>>

¹⁷ Ryan, Ben (2015) 'A Very Modern Ministry: Chaplaincy in the UK.' London: Theos. Accessed 28/06/2018 <<https://www.theosthinktank.co.uk/cmsfiles/archive/files/Modern%20Ministry%20combined.pdf>>

¹⁸ Aune, Guest and Law (2019) 'Chaplains on Campus: Understanding Chaplaincy in UK Universities' https://www.churchofengland.org/sites/default/files/2019-05/chaplains_on_campus_full_report_final_pdf_.pdf

whilst just 4% of female chaplains work in these roles. Of all those chaplains that work in the armed forces, 93% were male. Full gender breakdowns can be found in Table 19 in Appendix I.

Lay Ministry

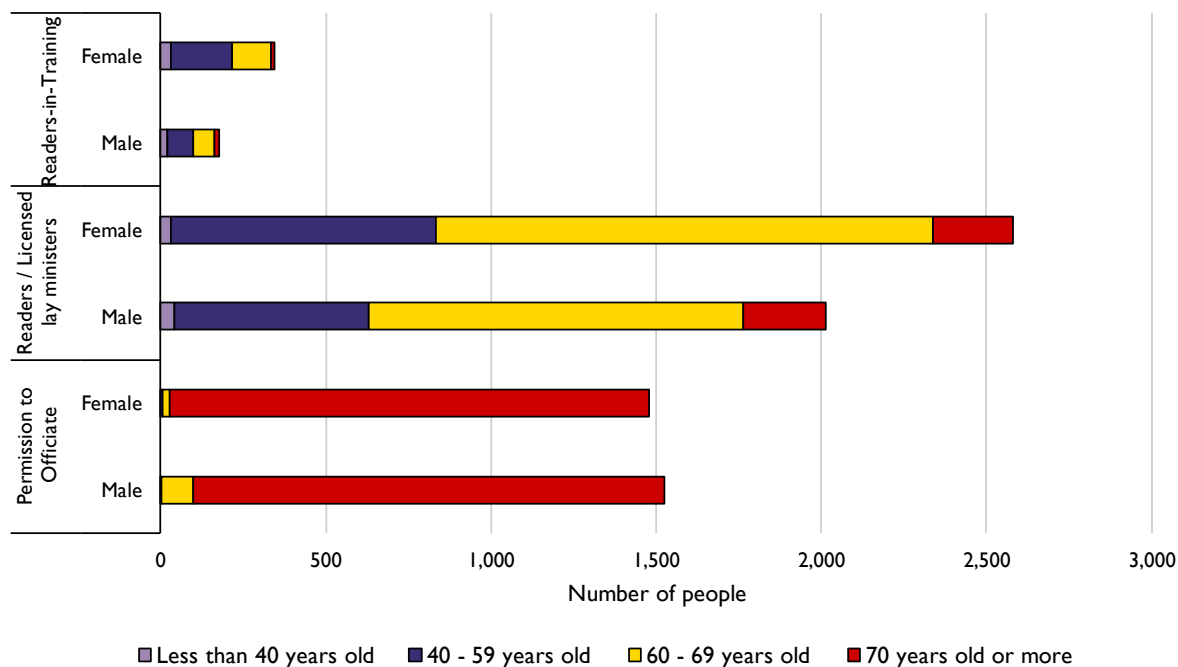
Tens of thousands of lay people serve the church in various ministries from youth workers to worship leaders. One of the groups of lay ministers we have best data about are Readers and Licensed Lay Ministers (Readers), who are lay leaders in the Church of England theologically trained and licensed by the Church to preach, teach, enable mission, lead worship and assist in pastoral, evangelistic and liturgical work. For the first time this year additional data were collected for other licensed ministries, including licensed lay workers, chaplains, pioneers, church army evangelists and evangelists.

To help understand the gap in data for other lay ministries (authorised, commissioned or locally recognised), The Lay Ministry Data Project was run between 2018 and 2020, which included a survey to all diocesan offices and cathedrals. The full report can be viewed here <https://www.churchofengland.org/about/research-and-statistics/key-areas-research#ministry-statistics>, and a few highlights are provided in this report. Whilst the Lay Ministry Data Project was an exploratory piece of work, it is hoped that the findings will inform ongoing collection of lay ministry data to track the scale and range of lay involvement and leadership across the Church of England.

Readers / Licensed Lay Ministers (Readers)

By the end of 2020, there were a total of 7,590 people in active lay ministry of whom 4,590 (60%) were Readers / Licensed Lay Ministers and 3,000 (39%) had PTO. Of the Readers / Licensed Lay Ministers there were more females (56%) than males, but for those with PTO there were more males (51%) than females. There were a further 230 Readers entering training in 2020, with a total of 520 in training at the end of 2020; 66% of whom were female. As shown in Figure 17, Readers were most commonly female and aged between 60 and 69, and those in training were most commonly female aged between 40 and 59 years old. During 2020, a total of 390 Readers became non-active (retired emeritus), meaning a potential net loss of 170 in active ministry when taking into account those entering training during the same year.

Figure 17: Active Readers / Licensed Lay Ministers and those in training, by age¹⁹ and gender (2020)



Whilst it is possible to include a high-level overview of ethnic breakdown amongst Readers and Readers in training, it should be noted that only around half of all dioceses provided data for this measure meaning data are indicative only. Of those dioceses that provided data (26 dioceses in total) in 2020, the vast majority of Readers and those in training were White British, with 4.2% of Readers and 7.4% of those in training identifying as UKME²⁰. Of these, Black or Black British accounted for the largest proportions (3.0% of all Readers; 5.1% of all those in training).

A full breakdown of data by gender can be found in Appendix I, Table 20, Table 21 and Table 23.

¹⁹ Some estimates were used to determine missing age breakdowns, based on the proportions of those dioceses that returned complete data.

²⁰ UKME includes all Black, Asian, Chinese, mixed and other backgrounds, and excludes any White background.

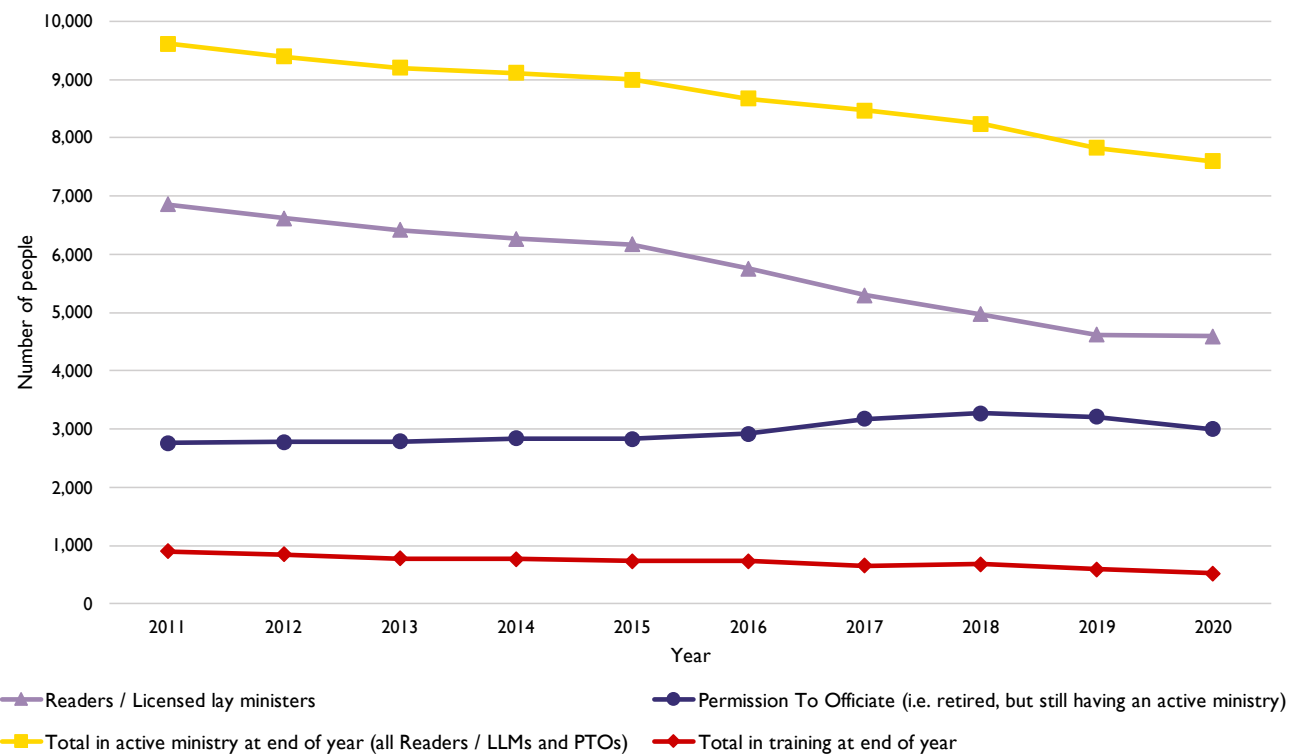
Error! Reference source not found. shows the trend data for Readers from 2011 to 2020²¹. There has been a gradual decrease in the total number of Readers / Licensed Lay Ministers in active ministry over the last decade, from just under 9,620 in 2011 to 7,590 in 2020. The number of readers in training at the end of each year has decreased by two fifths (42%) from 900 in 2011 to 520 in 2020.

Licensed lay Ministers (other than Readers)

In addition to Readers, 34 dioceses reported 410 other lay ministers/workers licensed by Canon in active ministry, with a further 60 in training in 10 of the dioceses.²² As shown in Figure 19, just under a fifth (18%) of licensed lay ministers/workers were chaplains, and a similar proportion were Church Army Evangelists or Evangelists (17% combined). Just over 1 in 10 (12%) were Pioneers. 53% of those licensed by Canon were in other roles, which included Cathedral Canon, Community Minister, Funeral Minister, Licensed diocesan staff, Liturgical Assistant, Parish Nurse, Pastoral Visitor and Spiritual Director. Nearly two thirds (64%) of those in these licensed roles were female.

A full breakdown can be found in Table 23 in Appendix I.

Figure 18 Total active Readers / Licensed Lay Ministers and those in training (2011 to 2020)



²¹ Some data for 2017 were updated and amended during the course of data collection for 2018; Figure 19 reflects these updates and supersedes the Figure contained in the 2017 report.

²² Note many Readers also have roles as Chaplains and Evangelists, and therefore would have appeared in both categories in the LMDP which collected data by role.

Figure 19 Role breakdown of Other Licensed Lay Ministers / Workers (2020)

This data collection also enabled a better understanding of the multiple roles Readers may have, with some Readers also being licensed as:

- Church Army Officer / Evangelist
- Evangelist
- Focal Minister
- Funeral Minister
- Licensed Children's / Youth Workers
- Pioneer
- Spiritual Director
- Youth Minister

Authorised, commissioned or locally recognised lay ministries

In the Lay Ministry Data Project, all reported lay ministry roles were grouped into 41 distinct categories of lay ministry roles (Figure 20), with at least 100,000 individuals serving in them.

The most commonly reported lay ministry roles were categorised as:

- 'Worship Leader, Musician or Chorister'
- 'Children, Youth or Family'
- 'Parochial Church Council'

In terms of the number of people, the largest reported categories were:

- 'Parochial Church Council' (24,000 people)
- 'Church or Cathedral warden' (21,000 people)
- 'Synod Member' (18,500 people)

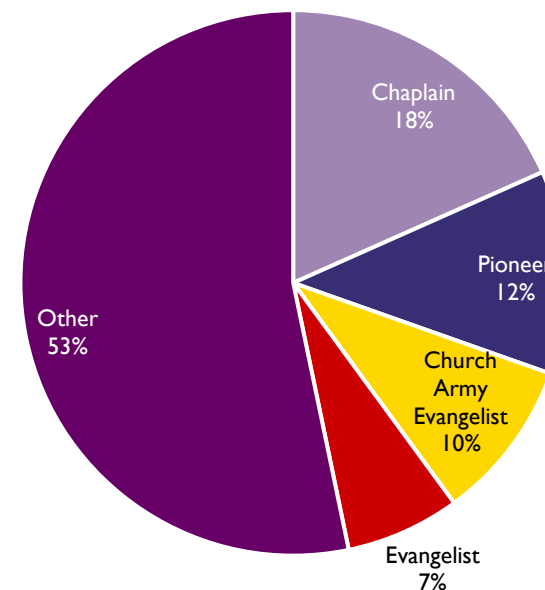


Figure 20 Categories of lay ministry roles as reported by dioceses in LMDP (2020)

13% of all the roles reported by dioceses were Licensed by Canon (for example, as a Reader or Licensed Lay Worker), which in turn accounted for 9% of reported *people* (see sections above for details). A fifth (20%), of the roles were reported as ‘authorised or commissioned’, meaning the diocese had some sort of formalised process or scheme that people in that role had to go through; this accounted for 14% of the *people* reported. The majority (68%) of roles, however, were classed as ‘locally recognised’, meaning that the laity in these roles (77% of all reported *people*) were not licensed, authorised or commissioned in any of the ways described previously, and are therefore most likely recognised and trained in their locality only.

Lastly, it was found that the majority (71%) of lay ministry roles reported were part-time and 17% were full-time. This equated to 89% of *people* working part-time and 1% of *people* working full-time. The remaining per cent of both roles and people were mixed (i.e. some people in those roles worked full-time, and some worked part-time). Similarly, 61% of lay ministry roles reported were voluntary and 34% paid. Where the number of people was reported, this equated to 89% of *people* working voluntarily, and 8% of *people* being paid. Again, the remaining per cent of both roles and people were mixed (i.e. some people in those roles were paid, and some were voluntary).

One of the problems with the primary data collection was that it was impossible to know how many people were carrying out multiple lay roles, and therefore being double counted. By analysing data held in the Diocesan Contact Management System (CMS) used by most dioceses to record their people, posts and places, and other similar diocesan databases (where data are held at an individual level, i.e. by person), it was found that around 20% of individuals



had more than one lay ministry role (2 on average). It was also found that nearly two thirds of individuals in lay roles were women, but that licensed posts were less likely to be held by women than authorised/commissioned or locally recognised ones.

The Research and Statistics unit are working with other teams to explore how lay ministry can be further explored.

Religious Communities

A total of 34 recognised and 16 acknowledged religious communities, as registered by The Advisory Council for Religious Communities, were asked to provide figures on their membership.²³ The 34 recognised communities reported a total of around 280 members across 60 houses. The majority of members of recognised communities were Professed Lay Women (64%), as shown in Figure 21, and typically had fewer than 10 members (73%), as shown in Figure 21.

Figure 21: Recognised religious communities, by members (2020)

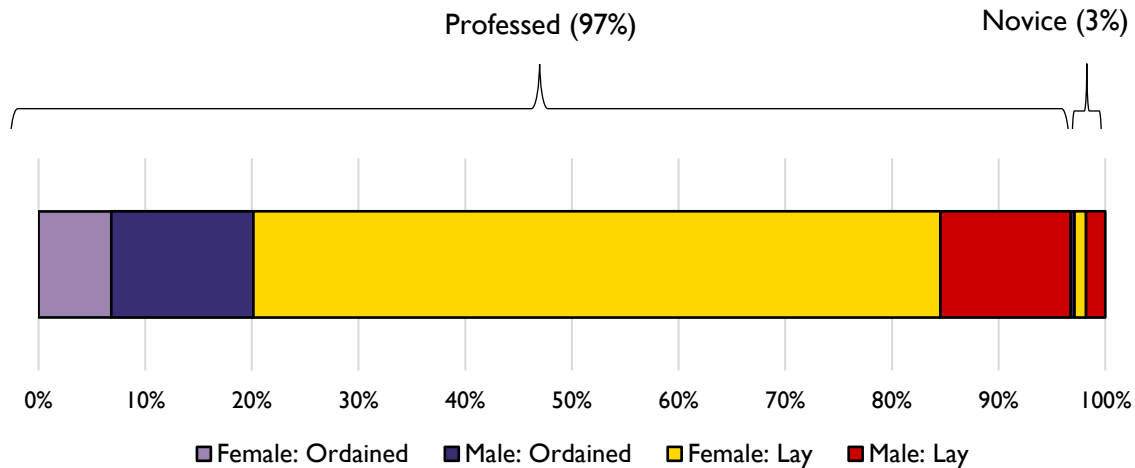
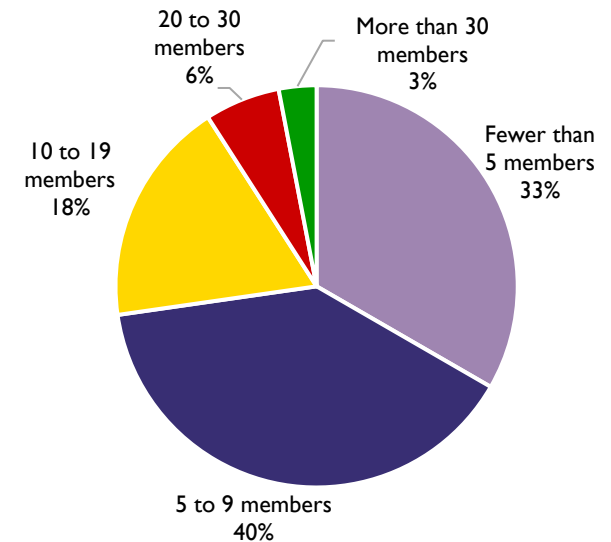


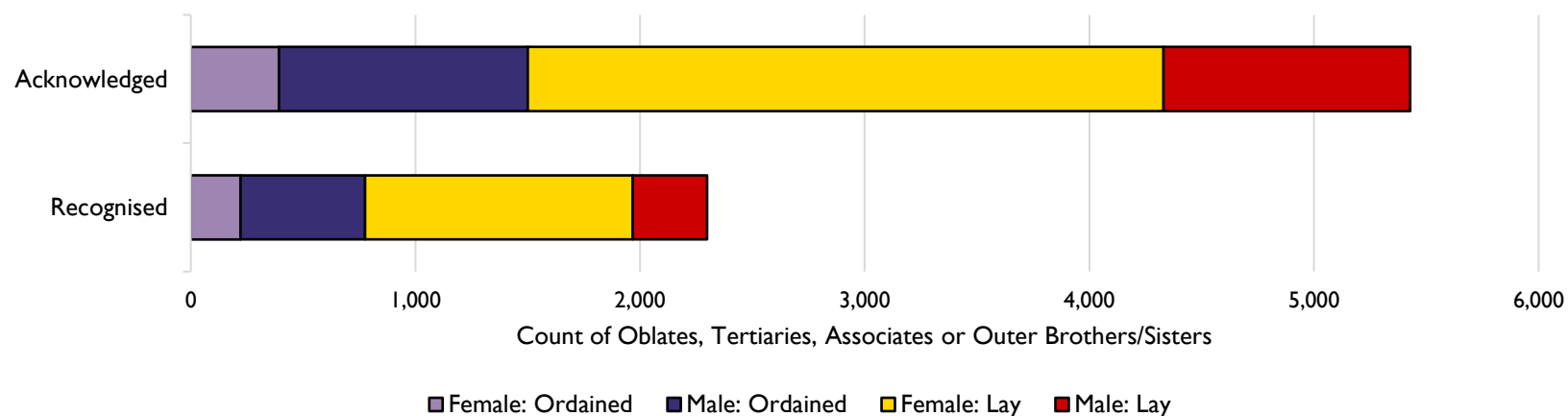
Figure 22: Recognised religious communities, by size (2020)



²³ Data for The Society of the Holy Trinity, formed in 2020, are not included.

Recognised communities reported an additional 2,300 Oblates, Tertiaries, Associates or Outer Brothers/Sisters, whilst acknowledged communities reported 5,430. Lay women made up the largest proportion of both types of community, as shown in Figure 23. Of those 2,280 ordained Oblates, Tertiaries, Associates or Outer Brothers/Sisters across both types of community, 55 were Non-Anglican.

Figure 23: Oblates, Tertiaries, Associates or Outer Brothers/Sisters; or members who share a common Rule of life of Recognised and Acknowledged Communities (2020)



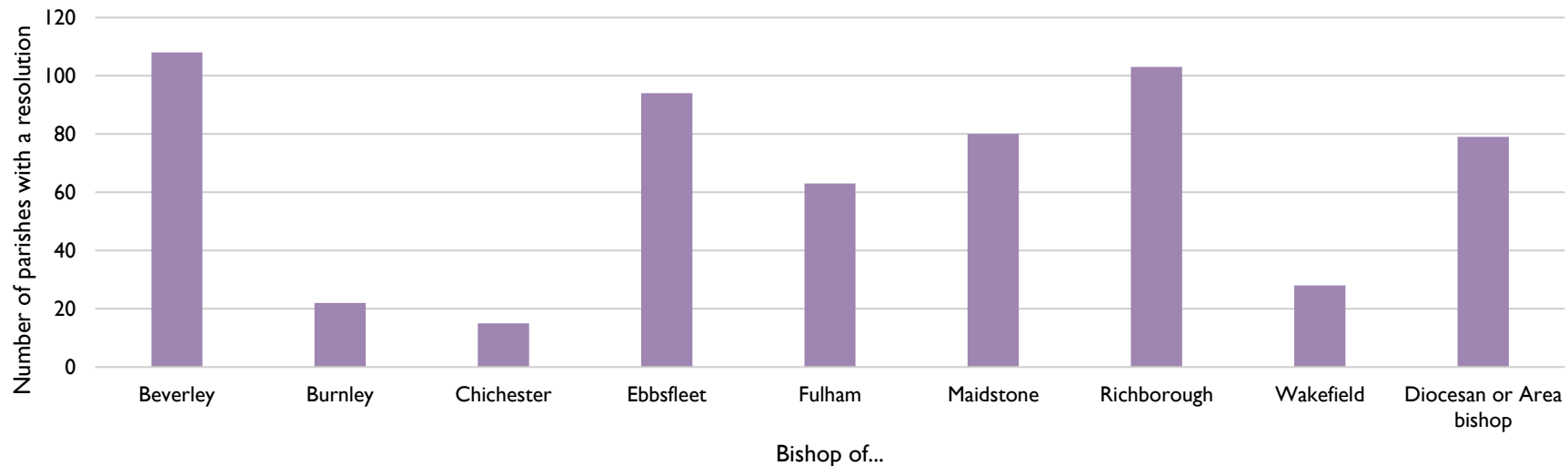
For more information about recognised and acknowledged communities, please see Appendix 2: Methodology. Data tables for religious communities can be found in Table 24 and Table 25, Appendix I.

Ordination of women resolutions

Bishops' Offices were asked to confirm statistics on the number of parishes that have passed a Resolution under the House of Bishops' Declaration on the Ministry of Bishops and Priests. They were also asked to indicate which bishop(s) has/have been chosen to provide oversight and pastoral and sacramental ministry in accordance with the Declaration. The bishop chosen may be the Diocesan or Suffragan Bishop who already has oversight of the parish concerned (where his ministry will not conflict with the theological conviction underlying the PCC's resolution).

There were 590 parishes in which a resolution under the House of Bishops' Declaration on the Ministry of Bishops and Priests had been passed at the end of 2020, accounting for 4.8% of all parishes, the breakdown for which is shown in Figure 24. The Bishop of Maidstone has a role in 62 of the parishes under the oversight of the Diocesan or Suffragan bishop where he is "invited to be involved as issues arise"²⁴. Data can be found in Table 26 in Appendix I.

Figure 24: Resolutions under the House of Bishops' Declaration on the Ministry of Bishops and Priests (2020)



²⁴ Note that parishes where +Maidstone has an informal role, "invited to be involved as issues arise", are included under the category "oversight of Diocesan or Suffragan bishop".

Appendix I: Data tables

All data are rounded to the nearest 10, unless otherwise stated. Where data are greater than zero but less than 10, “<10” is shown. Percentages and totals are calculated from unrounded data.

Table 3: Total number of ordained ministers, by gender (2020)

	Female		Male		Total
Stipendiary	2,440	32%	5,230	68%	7,670
Self Supporting Ordained Ministers (SSOMs) total, of which: ²⁵	1,470	51%	1,400	49%	2,880
<i>Ordained Local Ministers (OLMs)</i>	180	59%	120	41%	300
Permission or Licence to Officiate (PTO/LTO)	1,990	28%	5,220	72%	7,210
Chaplains	330	32%	700	68%	1,030
Other	230	23%	760	77%	980
Total in active ordained ministry	6,450	33%	13,310	67%	19,770

²⁵ Self Supporting Ordained Ministers (SSOMs) are made up of clergy previously reported as Non Stipendiary Ministers (NSMs) and Ordained Local Ministers (OLMs)

Table 4: Age profile of ordained licensed ministers, by age band (2020)

	Stipendiary	SSOMs (inc. OLM)	LTO or PTO	Chaplain	Other
Under 25 years old	<10	0	0	0	0
25-29 years old	130	<10	<10	<10	<10
30-34 years old	410	30	<10	10	<10
35-39 years old	540	40	20	40	20
40-44 years old	710	70	30	50	50
45-49 years old	870	140	50	100	50
50-54 years old	1,220	230	70	160	90
55-59 years old	1,500	410	110	190	140
60-64 years old	1,530	630	300	180	160
65-69 years old	670	630	950	100	130
70-74 years old	60	390	1,930	80	140
75-80 years old	30	140	1,690	50	80
Over 80 years old	<10	70	2,050	60	120
Unknown	<10	80	<10	10	10
Total	7,670	2,880	7,210	1,030	980

Table 5: Average age of ordained licensed ministers (in years), by gender (2020)

	Female	Male	Overall
Stipendiary	52.8	52.4	52.5
SSOMs (inc. OLM)	62.7	61.9	62.3
LTO or PTO	72.4	75.9	74.9
Chaplain	59.2	59.0	59.0
Other	62.2	64.7	64.1
Overall	61.7	63.7	63.0

Table 6: Proportion and average age (in years) of ordained beneficed posts, by rural / urban categories and gender (2020)

Type of ministry	Gender	Percentage in rural/urban posts		Average age of clergy in post (years)		
		Rural	Urban	Rural	Urban	All ²⁶
Stipendiary	Female	43%	57%	54.8	51.0	52.8
	Male	35%	65%	54.2	50.9	52.4
	Total	38%	62%	54.4	50.9	52.5
Self supporting	Female	46%	54%	63.8	62.1	68.3
	Male	40%	60%	64.4	60.1	73.0
	Total	43%	57%	64.1	61.1	71.4

Table 7: Proportion of all stipendiary ordained beneficed posts, by rural / urban and part time / full time (2020)

Working hours	Gender	Proportion of all stipendiary beneficed posts	
		Rural	Urban
Full time	Female	11.3%	15.9%
	Male	22.0%	41.8%
	Total	33.3%	57.6%
Part time	Female	2.5%	2.3%
	Male	2.1%	2.1%
	Total	4.6%	4.5%

²⁶ Note: 'all' includes those with no rural/urban status

Table 8: Active ordained ministers by gender (2016 to 2020)

Type of ministry	2016			2017			2018			2019			2020		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Stipendiary	2,160	5,630	7,790	2,200	5,540	7,740	2,250	5,450	7,700	2,350	5,350	7,700	2,440	5,230	7,670
Self Supporting Ordained Ministers (SSOMs) total, of which ²⁷ :	1,650	1,570	3,230	1,560	1,510	3,060	1,470	1,450	2,920	1,460	1,410	2,870	1,470	1,400	2,880
<i>Ordained Local Ministers (OLMs)</i>	270	180	450	250	170	420	220	160	380	200	140	340	180	120	300
Permission or Licence to officiate (PTO/LTO) ²⁸	1,400	5,160	6,560	1,670	5,540	7,200	1,800	5,430	7,230	1,930	5,440	7,370	1,990	5,220	7,210
Chaplains	300	780	1,080	310	760	1,070	310	730	1,040	320	700	1,020	330	700	1,030
Other	180	720	900	210	760	970	220	760	980	230	780	1,010	230	760	980
Total ordained ministry	5,690	13,860	19,550	5,950	14,100	20,040	6,040	13,820	19,860	6,290	13,680	19,960	6,450	13,310	19,770

²⁷ Self Supporting Ordained Ministers (SSOMs) are made up of clergy previously reported as Non Stipendiary Ministers (NSMs) and Ordained Local Ministers (OLMs)

²⁸ During 2020, a data audit was undertaken of Crockford's data, specifically those with Permission to Officiate (PTO) in preparation for migration to the national register of clergy. As a result of this, data suggest a decrease in those with PTO compared to previous years, but this decrease is most likely to be due to increased data quality and should not necessarily be used for direct comparison with data from previous years.

Table 9: Number of ordinands beginning training, by intended role and gender (2016 to 2020) ²⁹

Type of role	Gender	2016	2017	2018	2019	2020
Incumbent	Female	150	190	220	210	220
	Male	200	220	220	210	230
	Total	360	410	430	420	450
Assistant	Female	80	80	100	80	90
	Male	40	50	50	40	40
	Total	120	130	160	130	130

Table 10: Number of ordinands beginning training, by intended type of ministry and gender (2016 to 2020)

Ministry	Gender	2016 ³⁰	2017	2018	2019	2020
Stipendiary	Female	130	170	200	200	200
	Male	190	200	200	210	220
	Total	320	370	400	400	420
Self supporting	Female	100	110	120	100	110
	Male	60	70	70	50	50
	Total	150	180	190	150	170

²⁹ All ordinands in this section are those that began their course in September of the given year, as counted at end of December in the given year. Therefore, any that left training between September and December are not counted.

³⁰ Excludes 2 unknown

Table 11a: Number of ordinands beginning training by age and gender (2016 to 2020) ³¹

Note: in the table below, F = Female, M = Male.

Age at start of training (banded)	2016			2017			2018			2019			2020		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
Under 25 years old	10	10	20	10	20	30	10	30	40	20	20	40	20	20	30
25-29 years old	20	50	70	30	60	80	40	50	90	20	40	60	20	50	70
30-34 years old	<10	40	50	30	50	70	30	40	70	20	60	80	20	50	70
35-39 years old	20	40	60	20	30	60	30	30	60	30	30	60	30	30	60
40-44 years old	30	30	60	40	30	70	40	20	60	40	30	60	50	40	80
45-49 years old	40	30	70	40	20	70	60	40	100	60	30	80	50	40	100
50-54 years old	40	20	60	50	30	80	50	30	80	40	20	70	60	30	80
55-59 years old	30	20	50	30	30	60	40	20	60	40	20	60	40	20	60
60-64 years old	20	<10	30	20	10	30	20	10	30	20	<10	30	30	10	30
65-69 years old	<10	<10	<10	<10	<10	<10	<10	<10	10	<10	<10	10	<10	<10	10
70 years or more	<10	<10	<10	0	0	0	0	0	0	0	0	0	<10	<10	<10
Total	230	250	480	280	270	550	320	270	590	300	250	550	320	270	580
Gender proportions	48.5%	51.5%		50.5%	49.5%		54.3%	45.7%		54.0%	46.0%		54.0%	46.0%	
Average age at start of training	47.0	39.0	42.9	44.1	39.0	41.6	45.2	39.3	42.5	45.2	38.1	41.9	45.7	39.6	42.9

³¹ All ordinands in this section are those that began their course in September of the relevant year, as counted at end of December. Therefore, any that left training between September and December are not included in this table.

Table 11b: Number of ordinands beginning training by age and gender (2020) with alternative age groupings

Age at beginning of training (banded)	Female	Male	Total
Under 32	16%	32%	23%
32-39	13%	20%	16%
40-54	49%	39%	44%
Over 55	22%	9%	16%
Total	100%	100%	100%

Table 12: Ethnic group of ordinands beginning training (2020)

	% of ordinands who declared an ethnic group
White British	85.3%
White Irish	0.0%
Any Other White Background	3.8%
Mixed: White and Asian	0.7%
Mixed: White and Black African	0.0%
Mixed: White and Black Caribbean	0.7%
Any Other Mixed Background	0.3%
Indian	0.7%
Pakistani	0.9%
Bangladeshi	0.0%
Any Other Asian Background	0.9%
Black African	3.5%
Black Caribbean	1.6%
Any Other Black Background	0.2%
Chinese	0.5%
Any Other Group	1.0%
Total	100%
<i>Undeclared (% of all ordinands)</i>	<i>1.0%</i>

Table 13: Number of ordinations³² of stipendiary clergy by age and gender (2016 to 2020)

Note: in the table below, F = Female, M = Male.

Age at ordination (banded)	2016			2017			2018			2019			2020		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
Under 25 years old	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10
25-29 years old	10	30	40	20	50	60	10	30	40	20	30	40	20	30	50
30-34 years old	20	60	70	10	40	60	20	50	70	20	50	70	20	40	70
35-39 years old	20	40	50	20	40	50	20	40	60	10	40	50	20	40	50
40-44 years old	20	20	40	10	20	30	20	30	50	30	20	60	20	20	40
45-49 years old	30	20	40	30	20	50	20	20	40	40	20	50	20	20	40
50-54 years old	20	<10	30	30	10	40	30	20	50	30	20	50	30	20	50
55-59 years old	10	<10	20	<10	<10	10	<10	<10	20	20	10	30	10	10	20
60-64 years old	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10
65-69 years old	0	0	0	0	0	0	0	0	0	<10	<10	<10	0	0	0
70 years or more	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	<10	<10	<10
Total	120	180	300	120	190	320	130	190	320	170	190	360	160	170	330
Gender proportions	39%	61%		39%	61%		40%	60%		47%	53%		48%	52%	
Average age at ordination	42.2	36.4	38.7	42.3	36.5	38.8	42.8	38.2	40.0	43.6	38.2	40.7	42.5	38.3	40.3

³² Refers to the ordination of deacons.

Table 14: Number of ordinations³³ of self supporting clergy by age and gender (2016 to 2020)

Note: in the table below, F = Female, M = Male.

Age at ordination (banded)	2016			2017			2018			2019			2020		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
Under 25 years old	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25-29 years old	0	<10	<10	0	0	0	0	0	0	<10	<10	<10	<10	<10	<10
30-34 years old	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10
35-39 years old	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10
40-44 years old	<10	<10	10	<10	<10	<10	<10	<10	<10	<10	<10	10	<10	<10	10
45-49 years old	10	10	20	<10	<10	20	10	<10	20	<10	<10	10	20	<10	30
50-54 years old	30	10	40	10	10	30	20	10	30	10	20	30	20	<10	30
55-59 years old	30	10	40	30	20	50	30	20	40	40	20	60	40	20	50
60-64 years old	20	<10	30	30	<10	40	30	10	40	30	20	40	30	10	40
65-69 years old	10	<10	20	<10	<10	20	<10	<10	10	20	10	30	10	10	20
70 years or more	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	<10	10	<10	<10	<10
Unknown	<10	<10	10	<10	<10	<10	10	10	20	<10	<10	10	20	20	40
Total	110	70	190	100	70	170	110	70	180	130	90	220	160	90	250
Gender proportions	61%	39%		60%	40%		60%	40%		58%	42%		65%	35%	
Average age at ordination	55.7	53.6	54.9	58.2	53.7	56.3	56.4	55.7	56.1	59.7	55.9	58.1	55.5	53.3	54.8

³³ Refers to the ordination of deacons.

Table 15: Stipendiary clergy roles by gender and full or part time (2020)³⁴

		Female				Male				Total
		Full time	Part time	Total	% of those in role	Full time	Part time	Total	% of those in role	
Senior staff	Archbishop	0	0	0	0%	2	0	2	100%	2
	Diocesan Bishop	5	0	5	13%	34	0	34	87%	39
	Suffragan Bishop	20	0	20	30%	47	0	47	70%	67
	Cathedral Dean	7	0	7	16%	37	0	37	84%	44
	Cathedral Other	29	2	31	31%	68	1	69	69%	100
	Archdeacon	39	2	41	32%	88	0	88	68%	129
Parochial	Incumbent	960	110	1,070	27%	2,810	100	2,920	73%	3,980
	Incumbent status	450	120	570	36%	870	130	1,000	64%	1,570
	Assistant minister or curate	550	130	680	41%	900	80	980	59%	1,660
Non parochial	20	<10	20	26%	50	<10	50	74%	70	
Total		2,080	360	2,440	32%	4,910	320	5,230	68%	7,670

³⁴ Data for senior staff are unrounded, whilst numbers of parochial and non parochial clergy are rounded to the nearest 10.

Table 16: Proportion of Stipendiary clergy by ethnicity and role (2012 and 2020) ³⁵

Ethnic group	Senior staff		Incumbent or incumbent status		Assistant curate or associate minister		Total	
	2012	2020	2012	2020	2012	2020	2012	2020
White British	96.0%	94.5%	94.0%	93.0%	90.6%	89.2%	93.5%	92.2%
White Irish	0.0%	0.0%	0.0%	0.1%	0.7%	0.1%	0.1%	0.1%
Any Other White Background	2.8%	3.2%	3.3%	3.4%	3.5%	4.2%	3.3%	3.6%
Mixed: White and Asian	0.3%	0.0%	0.2%	0.2%	0.6%	0.7%	0.3%	0.4%
Mixed: White and Black African	0.0%	0.0%	0.1%	0.2%	0.1%	0.5%	0.1%	0.2%
Mixed: White and Black Caribbean	0.0%	0.0%	0.1%	0.2%	0.2%	0.5%	0.1%	0.3%
Any Other Mixed Background	0.0%	0.0%	0.4%	0.4%	0.5%	0.7%	0.5%	0.5%
Indian	0.0%	0.3%	0.4%	0.3%	0.4%	0.6%	0.3%	0.4%
Pakistani	0.0%	0.3%	0.1%	0.2%	0.3%	0.2%	0.2%	0.2%
Bangladeshi	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
Any Other Asian Background	0.3%	0.3%	0.2%	0.1%	0.1%	0.3%	0.2%	0.2%
Black British	-	0.0%	-	0.0%	-	0.1%	-	0.0%
Black African	0.6%	0.3%	0.6%	0.7%	0.9%	1.3%	0.7%	0.8%
Black Caribbean	0.0%	1.0%	0.3%	0.4%	1.0%	1.0%	0.4%	0.6%
Any Other Black Background	0.0%	0.0%	0.1%	0.2%	0.5%	0.1%	0.1%	0.2%
Chinese	0.0%	0.0%	0.1%	0.1%	0.4%	0.3%	0.1%	0.2%
Any Other Group	0.0%	0.0%	0.1%	0.2%	0.1%	0.1%	0.1%	0.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Missing data (% of all clergy)	7.2%	19.2%	18.8%	27.8%	32.2%	19.4%	20.6%	25.9%

³⁵ Percentages for ethnic breakdown are only for those clergy that declared an ethnic group, and do not include missing data. The missing data percentage given at the bottom of Table 16 includes all clergy.

Table 17: Number of Stipendiary clergy retirees in 2020 by age and new roles by the end of 2020

Age band	Retired and not active	Active retirement: LTO or PTO	Active retirement: Other or unpaid parochial role	Active retirement: other role	Total retired
Under 50 years old	0	0	0	0	0
50-54	<10	0	0	<10	<10
55-59	10	<10	0	<10	20
60-64	80	20	<10	<10	110
65-69	100	50	20	<10	170
70+	20	<10	<10	<10	30
Total	210	80	20	<10	320
% of those retired in 2020	66.0%	24.0%	7.2%	2.8%	100.0%
% of stipendiary clergy on Church commissioners payroll in 2019	2.8%	1.0%	0.3%	0.1%	4.3%

Table 18: Movements between stipendiary and self supporting or other ministries (between 1st January - 31st December 2017, 2018, 2019 and 2020) ^{36,37}

	Joined stipendiary ministry from...				Left stipendiary ministry to...				Net gain/loss			
	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
Ordination	320	320	350	330	(n/a)	(n/a)	0	0	+320	+320	+350	+330
Death	(n/a)	(n/a)	0	0	10	10	10	10	-10	-10	-10	-10
Chaplaincy	30	20	30	20	50	50	30	40	-20	-30	<-10	-30
LTO or PTO	40	40	30	30	20	30	40	30	+20	<10	+<10	0
Other or unpaid parochial role	120	100	100	70	50	70	40	40	+70	+30	+60	+30
Other ministerial role	30	10	40	40	90	60	70	20	-60	-40	-20	20
Retirement (no role)	<10	<10	<10	0	220	230	190	210	-210	-230	-190	-210
Active retirement	(n/a)	(n/a)	0	<10	120	80	110	110	-120	-80	-110	-110
Unknown	20	30	20	<10	70	60	70	70	-50	-30	-50	-70
Total	570	530	580	490	630	600	560	540	-60	-70	+20	-50

³⁶ Total and net figures are calculated using unrounded figures. Figures in the table may not appear to sum due to rounding.

³⁷ Includes only those stipendiary clergy on the Church Commissioners' payroll, therefore not all data in Table 18 will add up to figures elsewhere in this report.

Table 19: Number of types of ordained chaplain, by gender (2020) ³⁸

Type of chaplain	Female	Male	Total
Army chaplain	<10	100	110
Royal Navy chaplain	<10	40	40
Royal Air Force chaplain	<10	40	50
Hospital/hospice chaplain or assistant chaplain	150	160	310
Prison chaplain or assistant chaplain	40	60	110
School chaplain or assistant chaplain	40	120	160
University/polytechnic chaplain or assistant chaplain	40	60	90
Industrial chaplain	<10	<10	20
Other chaplain or assistant chaplain	50	110	160
Total	330	700	1,030

³⁸ Data source: Crockford's

Table 20: Number and proportion of Readers / Licensed Lay Ministers (Readers), by gender (2020)

	Female		Male		Total
Number of licensed Readers in active ministry	2,580	56%	2,010	44%	4,590
Number with Permission To Officiate (i.e. retired, but still having an active ministry)	1,480	49%	1,530	51%	3,000
Total in active ministry at 31st December 2020	4,060	54%	3,530	46%	7,590
Number entering training during 2020	150	64%	80	36%	230
Total in training at 31st December 2020	340	66%	180	34%	520
Readers Emeritus or Retired (no longer active) during 2020	200	50%	200	50%	390

Table 21: Number of Readers and Licensed Lay Ministers (Readers), by age ³⁹ and gender (2020)

	Gender	Less than 40 years old	40 - 59 years old	60 - 69 years old	70 years old or more
Readers / Licensed Lay Ministers (LLMs)	Male	40	590	1,130	250
	Female	30	800	1,500	250
Readers-in-Training	Male	20	80	70	10
	Female	30	180	120	<10
Permission To Officiate	Male	0	<10	100	1,430
	Female	0	<10	20	1,450

³⁹ Some estimates were used to determine missing age breakdowns, based on the proportions of those dioceses that returned complete data. This, and rounding, means that totals may not add up exactly to those in Table 20.

Table 22: Proportion of Readers / LLMs and Readers in Training, by ethnic group (2020)

	Readers / LLMs	Readers-in-Training
White	96%	93%
Mixed	0.4%	1.0%
Asian or Asian British	0.5%	0.3%
Black or Black British	3.0%	5.0%
Chinese	0.2%	0.0%
Any other ethnic group	0.2%	1.0%
% of total that provided data (26 dioceses)	50%	57%
% of total data missing (16 dioceses)	50%	43%

Table 23 Number and proportion of other Licensed Lay Ministers / Workers, by gender (2020)⁴⁰

	Female	Male	Total
Number of other Licensed Lay Ministers (LLMs) / Workers (LLWs) in active ministry	64%	36%	390
Number with Permission To Officiate (i.e. retired, but still having an active ministry)	69%	31%	30
Total in active ministry at 31st December 2020	64%	36%	410
Number entering training during 2020	77%	23%	20
Total in training at 31st December 2020	77%	23%	60
Emeritus or retired (no longer active) during 2020	50%	50%	20

⁴⁰ Percentages only based on those that provided gender breakdown. Contains estimates for 3 dioceses based on Lay Ministry Data Project data (St Edmundsbury & Ipswich, Worcester, Europe).

Table 24: Number of members of Recognised religious communities, by member type and gender (2020)

Type of member	Gender	Ordained	Lay
Professed	Female	20	180
	Male	40	30
	Total	60	210
Novice	Female	0	<10
	Male	<10	<10
	Total	<10	<10

Table 25: Number and proportion of Oblates, Tertiaries, Associates or Outer Brothers/Sisters; or members who share a common Rule of life of Recognised and Acknowledged communities (2020)⁴¹

	Gender	Recognised	% of all those in recognised communities	Acknowledged ⁴²	% of all those in acknowledged communities
Ordained	Female	220	10%	390	7%
	Male	550	24%	1,110	20%
	Total	780	34%	1,500	28%
Lay	Female	1,190	52%	2,830	52%
	Male	330	14%	1,100	20%
	Total	1,520	66%	3,930	72%

⁴¹ Includes 55 Non-Anglicans

⁴² Figures differ to previous years due to improved data quality. Data for Society of the Holy Trinity recently formed in 2020 are not included.

Table 26: Resolutions under the House of Bishops' Declaration on the Ministry of Bishops and Priests

Total number of parishes at the end of 2020⁴³	12,300
Number of parishes in which a resolution under the House of Bishops' Declaration on the Ministry of Bishops and Priests has been passed	590
% of all parishes	4.8%
Bishop of Beverley	110
Bishop of Burnley	20
Bishop of Chichester	20
Bishop of Ebbsfleet	90
Bishop of Fulham	60
Bishop of Maidstone	80
Bishop of Richborough	100
Bishop of Wakefield	30
Diocesan or Suffragan bishop	80

⁴³ The number of parishes is not rounded, but all other data in Table 26 is rounded to the nearest 10. Note that parishes where +Maidstone has an informal role, "invited to be involved as issues arise", are included under the category "oversight of Diocesan or Suffragan bishop".

Appendix 2: Methodology

All data are rounded to the nearest 10, unless otherwise stated. Where data are greater than zero but less than 10, “<10” is shown. Percentages and totals are calculated from unrounded data.

Data sources: Ordained Ministry

Data for the ordained ministry statistics, including ordinations and chaplains, in this report come from 3 separate data sources and all represent a snapshot in time as at the 31st December 2020. Note that the figures reflect the number of people in active ministry and therefore do not include any vacant posts or any individuals not in post on that date.

1. The Church Commissioners’ clergy payroll system, Resourcelink, is used to gather data on those clergy in receipt of a stipend from the Church Commissioners.
2. Crockford’s Clerical Directory is used to gather data on self supporting clergy, and those not paid through the Church Commissioners’ stipend system, for example stipendiary clergy in Sodor and Man and the Channel Islands, chaplains and any clergy paid locally.
3. The Diocese in Europe uses the Diocesan Contact Management System, and this is used to gather data on clergy working in the Diocese in Europe.
4. An informal data audit of Distinctive Deacons gathered by the Warden of the College of St Philip the Deacon

Stipendiary clergy

Most information about stipendiary clergy comes from the Church Commissioners’ clergy payroll. The majority of clergy in receipt of a stipend receive it through the central clergy payroll. However, there are other funding arrangements that can make capturing the full extent of stipendiary ministry a complex exercise. The Diocese of Sodor and Man, the Diocese in Europe and the Channel Islands all have separate arrangements for the payment of stipends. In addition, some clergy receive stipends through diocesan or local arrangements. Therefore, some clergy in receipt of a stipend may not be included in the stipendiary counts where we have no access to data about funding arrangements. Additionally, where we have sourced data from elsewhere about clergy paid from other funds, some statistics (for example ethnicity information and FTE) are not available. The stipendiary clergy statistics in this publication refer to those in receipt of a stipend, but not those employed and paid a salary, for example in a diocesan office or National Church Institution.

Self supporting clergy and PTO/LTO

Our best data on clergy acting in self supporting ministries come from Crockford’s Clerical Directory. Crockford’s aim to have the most complete and up to date set of data on licensed clergy, however in some cases they may not have been notified of changes. Individuals who receive stipends through diocesan or local arrangements may appear in this count, rather than in the “Stipendiary clergy” category, where they ought to be.

During 2020, a data audit was undertaken of Crockford's data, specifically those with Permission to Officiate (PTO) in preparation for migration to the national register of clergy. As a result of this, data suggest a decrease in those with PTO compared to previous years, but this decrease is most likely to be due to increased data quality and should not necessarily be used for direct comparison with data from previous years.

Other clergy

The definition of "other clergy" includes a broad range of roles held by ordained Church of England clergy, from lecturers, advisers to Bishops and Diocesan Officers. Some of these roles will be salaried positions, some may receive a stipend from a local/other source of funding, and some will be unpaid roles.

Main posts

Clergy often have multiple roles, but for statistical purposes it is useful to assign a "main role" to each individual. Due to the local and dynamic nature of clergy roles, it is impossible to do this consistently and definitively. For example, in some cases a clergy person may be an incumbent and a rural dean. Dependent on the local context, either role could be considered their "main role".

For stipendiary clergy we have taken the main role for stipend payment purposes as the individual's main post. For self supporting clergy we have assigned a "main role" based on the deployability of the role, giving preference to parochial roles. For example, for an individual who is both a self supporting curate and a chaplain, we have taken the curacy as the main role. Where we have given headcounts this is based on counting each individual according to their main post. The figures are therefore not only a snapshot in time, but also a snapshot of a certain perspective, capturing some individuals in just one of their many roles.

Data sources: Ordinands beginning training

Data for ordained vocations are provided by the National Ministry Team of the Church of England, and reflect all ordinands who started training in 2020 and were still in training at end of December 2020. Ages used in the analysis reflect the age of the ordinand on 1st September of the year they start training (for this cohort, 01/09/2020). Data for vocations have been included in this report since 2017.

Data sources: Readers

Data for Readers / Licenced Lay Ministers (LLMs), as well as those in training to become readers, were collected via surveys and sent to the relevant contact (usually the Warden of Readers) in each diocese by the Central Readers' Council (CRC). Data provided were for a snapshot in time, as at 31st December 2020. Where returns were not received, the most recent year's actual data for that diocese was used as an estimate. It should be noted that data for PTO collected here will differ from that in the main clergy section as it refers to, generally, Readers / LLMs aged 70 years or older (in the case of six dioceses, criteria for Readers / LLMs with PTO is slightly different).

Data sources: Ordination of women resolutions

Data, as at 31st December 2020, regarding parishes that have passed a Resolution under the House of Bishops' Declaration on the Ministry of Bishops and Priests were collected from The Society and the Bishop of Maidstone's Office. These were then sent to Bishops' Offices to amend if necessary.

Data sources: Religious communities

Data for religious communities were collected via electronic surveys, sent to the lead contact at each community (as provided by the Advisory Council for Religious Communities and/or the Anglican Religious Life Yearbook). Data provided were for a snapshot in time, as at 31st December 2020. Information from the Advisory Council for Religious Communities⁴⁴ is provided below:

“The Council is able to register two types of religious communities [*Recognised and Acknowledged*]. The Recognised communities are those in which the members make vows or promises either of stability, conversion of life and obedience (in the Benedictine tradition) or poverty, chastity and obedience (the evangelical counsels). The members share in a common life and live together, though not necessarily all in one place and have a Rule and Constitutions which provide for the ordering of the life of the community.

The Acknowledged communities vary in their practice and lifestyle. In most cases the members are dispersed, with opportunities provided for meeting together. In some communities, all the members are single, with a vow of celibacy, whilst in others members may be single or married. Some members of what is otherwise a dispersed community may have a shared life in one place. A community initially established to minister in a particular place, might consist of married members and their families, as well as single members, with all living together in one house, or in several properties near to one another. There are many possibilities and the Council accepts this fluidity and variety and seeks to encourage this growth in community life in the Church.”

For more information about religious communities visit <https://www.churchofengland.org/religious-life>

Appendix 3: Definitions and Abbreviations

< Mathematical symbol used to signify when a number is “less than” another. In this report, is most commonly used to show where a figure is not zero, but would otherwise be rounded to zero if rounded to the nearest 10 (i.e. < 10).

⁴⁴ <http://www.ianmobsby.net/wp-content/uploads/2016/04/2The-Advisory-Council-Acknowledgement-Document.pdf>

Acknowledged	A type of religious community where, in most cases, members are dispersed with opportunities provided for meeting together. In some communities, all the members are single, with a vow of celibacy, whilst in others members may be single or married. Some members of what is otherwise a dispersed community may have a shared life in one place.
Associates	Those who wish to formally associate themselves with, or are dedicated to, a religious community, but have not taken full professed vows. Can also be referred to as Oblates or Outer Brothers / Sisters, and may be lay or ordained.
UKME	UK Minority Ethnic – a common, government-standard term used to refer to members of non-white communities in the UK.
Clergyperson	A collective term used to describe an ordained minister, usually in the context of those that work in a parochial setting (for example, as an incumbent).
CRC	Central Readers' Council – an organisation that supports readers/LLMs across the British Isles and Europe.
Emeritus	Retired and no longer working (i.e. are not active).
FTE	Full Time Equivalence/Equivalent – the ratio of the total number of paid hours during a full time period by the number of working hours in that period. In other words, one FTE is equivalent to one employee working full time.
Lay	Used in this report to refer to those people that are not ordained, but are actively engaged in parochial life.
LLM	Licensed Lay Ministers – see Readers.
LTO	Licence to officiate – see Permission to Officiate.
NCIs	National Church Institutions – These refer to the bodies which undertake work for the Church of England. The NCIs are separate legal entities, but they are a common employer. The seven NCIs are: The Archbishops' Council, Bishopthorpe Palace, The Church Commissioners, The Church of England Central Services (HR, Finance & Resources, IT, Legal, Communications, Record Centre), The Church of England Pensions Board, Lambeth Palace and National Society for Promoting Religious Education.
Novice	A member of a religious community who is yet to take their vows.
Oblates	See Associates.

OLM	Ordained Local Minister – trained as clergy like any other, except they will have been called out of a local congregation and will return to serve that same congregation rather than being nationally deployable. They will generally remain in that parish or benefice for at least the first five or six years of their ministry, if not indefinitely.
Ordinand	A person who is training to be ordained as deacon or priest.
Outer Brother	See Associates.
Outer Sister	See Associates.
Parochial roles	Includes all roles predominantly working within a parish (incumbents, clergy of incumbent status, associate ministers, assistant curates).
Professed	A member of a religious community who has taken their vows.
PTO	<p>Permission to Officiate – also known as Licence to officiate (LTO), is granted to ordained ministers (usually retired), and held at the will of the bishop and may be withdrawn at any time. Those with PTO / LTO may only exercise their ministry at the invitation of the relevant incumbent or priest in charge. Their role in the parish may be subject to review if there is a change in incumbent or priest in charge.</p> <p>Note: This definition refers to all mentions of PTO in this report other than when used in relation to Readers / Licensed Lay Ministers. This is because, in this report, Permission to Officiate is also used in the Readers / Licensed Lay Ministers section (page 27) to refer to Readers / Licensed Lay Ministers who are aged 70 years or older (again, usually retired).</p>
Readers	Also known as Licensed Lay Ministers (LLMs), are lay people who, after training, are licensed by a bishop to a role that allows them to lead worship, engage in pastoral work, conduct funerals and act as a chaplain.
Recognised	A type of religious community where the members make vows or promises either of stability, conversion of life and obedience (in the Benedictine tradition) or poverty, chastity and obedience (the evangelical counsels). The members share in a common life and live together, though not necessarily all in one place and have a Rule and Constitutions which provide for the ordering of the life of the community.
Senior staff	In this report, “senior staff” refers to archbishops, bishops, archdeacons and cathedral clergy.
SSOMs	Self Supporting Ordained Ministers – clergy who do not receive a stipend (i.e. payment) for their services and financially support their own ministry. Includes Ordained Local Ministers (OLMs), and those who were referred to as “Non-Stipendiary Ministers” in previous reports. Note that some clergy who received a local stipend or alternative payment arrangements may appear in this category.

- Stipend A payment (not a salary) to enable ordained ministers to live, and provide for any dependents, whilst carrying out their duties as a clergyperson. Those who receive a stipend whilst in ordained ministry are usually referred to as stipendiary ministers.
- Tertiaries Those who are dedicated to religious communities of the third order who do not take religious vows but participate in the order. They may be lay or ordained.