

## Strategic Ministry Fund

### Grants to support additional stipendiary curacies in 2023

#### Guidance

##### Introduction

This note provides information and guidance concerning applications for funding available to dioceses to support additional stipendiary curacies beginning in 2023. Applications will be accepted from any diocese that can demonstrate it is intending to increase the number of stipendiary curates in 2023 over a baseline calculated taking into account growth in stipendiary curate numbers for the period 2013 to 2017. Depending upon the number of applications received, the SMB may choose to put a limit on the number of additional curates per diocese the SMF will fund. Dioceses will be informed of this before any final decisions are made.

The SMB wishes to encourage dioceses with healthy numbers of ordinands to export them to those who are less fortunate in raising up new ordinands. The national Ministry team will be delighted to join up dioceses in conversation to help match-make ordinands to curacies.

Grants will cover a proportion of the cost of a whole curacy based upon an assessment of the financial circumstances of the diocese.

This year's process continues to build on the 2022 process with the clarity of diocesan plans for formation and deployment again included in the evaluation criteria for applications. There has been some revision to a number of questions and the application form is structured so as to assist with completion. Dioceses may expect more follow up questions this year. However, the intention is for dioceses to reference, as far as possible, existing documentation.

The indicative outcome of the application will be made available in time for dioceses in May 2022. Grants will be formally awarded and paid from the Summer of 2023 when dioceses can confirm that the additional stipendiary curate places have been filled. We are committed to ensuring that the decision-making process is open, transparent and just.

Support is available from the national Ministry team before making an application, please feel free to contact David Wells and Alison Kemp with any questions or for additional guidance

##### Background

The target of 50% growth in ordinands was set by Archbishops Council in 2015 as part of the Renewal and Reform programme. This goal will support the maintenance of clergy numbers in the light of expected clergy retirements in the next ten years. Strategic Ministry Funding (SMF) was proposed by the Triennium Funding Working Group and agreed by the Archbishops' Council, the House of Bishops, and the Church Commissioners' Board of Governors.

## Application Process

This guidance describes the process for making an application for curates beginning stipendiary ministry **in 2023 only**.

Please respond to Alison Kemp or David Wells by email, Yes or No if your diocese intends to apply, together with (if yes) an indicative number of curates to be funded by SMF, by **Friday 3 December 2021**.

Full applications for 2023 should be received by **Friday 25 February 2022**. Indicative decisions will be made by the Strategic Ministry Board in **April 2022** and communicated to dioceses soon afterwards.

From 2023 onwards, we shall ask to review actual spend and progress for additional curacies funded through this scheme.

Your application should be made using the SMF application form. Where helpful, please refer to any online or additional resources in support of your application such as IME/Curate Handbooks, or a single, central repository on the diocesan website where a curate might easily access resources, and your 2021 Annual Self Evaluation for IME 2 (ASE).

## Previous Applicants

For 2023 we will use the baseline number of curates established during the 2021 round of funding, from your average number of new deacons during the period of 2013-2017.

Where there has been no change from 2022's application, responses may be copied and pasted for the applicable questions. Please identify/ highlight significant changes in processes, people or documentation, such as the Curate Handbook or other IME2 related documentation. This year the number of questions has reduced slightly with revision/consolidation or deletion of a number of questions.

Please explain what consideration has been given by the diocese to any advisory comments included in the indicative funding letter for SMF 2021 and 2022. Please include reference to any workforce planning e.g., the national Ministry Team's Workforce Planning Tool or equivalent.

## How grants are calculated

### a) The cost of curacy

Dioceses are asked to indicate the anticipated average (mean or median) projected cost of housing for a curate per annum in their diocese in 2023. This may be calculated from the costs associated with the maintenance of diocesan owned curate housing (where the benefit of improvements will exceed the period of curacy, SMB will consider a proportion of those costs); the average rental of suitable property or, exceptionally, mortgage interest on house purchases, together with council tax, water rates and buildings insurance. SMF cannot cover loss of investment income used to purchase curate housing. Dioceses are also asked to provide details of the stipend, NI and pension costs of curates. Please include the increase in National Insurance contributions due to come into effect from April 2022, in your projected costs. Please note that removals costs, first post grants, apprenticeship levy and any central support and training costs

**are not covered by SMF.** Dioceses should be prepared to explain their calculations especially if the housing cost is significantly higher than the national average of £12k per annum.

#### b) The length of curacy

Dioceses are asked to calculate the average length of curacy, taking into account the point at which curates take up their first post after training. This is not the length of curacy described in the Statement of Particulars, but the average length of actual curacies. Grants will be paid for this period of time, assuming that there is no change of policy in the diocese that is likely to impact on this average.

#### c) Banding

For new starters in 2023 a banding will be allocated to dioceses based on their relative wealth which will be calculated on the following basis: overlaying total net assets (from the end 2020 balance sheet) per capita and LInC funding. Dioceses will be ranked by net assets per capita and by this measure, will typically receive the following levels of SMF support:

- Dioceses in the lower half of rankings and who receive LInC, will be allocated **90%** support; those not in receipt of LInC will receive **70%** support.
- Dioceses in the top half of the rankings and who receive LInC, will be allocated **70%** support.
- The remaining dioceses in the top half of the rankings will be allocated **50%** support.

## Notes to the Application Form

### 1. Overview and Table

Please provide the name and email addresses of the people completing the form.

In the overview identify the total number of stipendiary curate places anticipated for 2023 together with the additional stipendiary curacies for which you wish to apply for a grant and why this number has been identified. You may wish to refer to any policy decisions in the diocese regarding ordinand/curacy growth targets.

In the table, please provide the figures for 2023 and 2013-2022:

- a. New curates broken down by funding stream (DBF, parish, SDU funded, SMF)
- b. Destination of those completing curacy (retained/incumbency in diocese, exported, leaving ministry)
- c. Curates transferring between training incumbents or parishes within the diocese during curacy

Information on DBF funded starters between 2013-17 will be used by Ministry staff to agree the baseline for additional curates. Curates funded through other national funding streams, such as SDF, will not count towards the baseline number.

### 2. Cost of Curacy

Please refer to 'How Grants are Calculated', above, for information about what should be included in curacy costs.

Please indicate the average (mean) length of stipendiary curacy in your diocese over the past five years. You may wish to explain this figure (for example if the diocese has made a policy decision about the length of curacy which varies from the current House of Bishops' guidance). It is helpful if you can indicate this in a metric form, so that you record 3 years and 6 months as 3.5 years.

### 3. Financial Context of the DBF

As noted in the 'How Grants are Calculated' section of this guidance, to assess the proportion of spend reimbursed ("bandings") dioceses' relative wealth is calculated according to its net assets per capita and receipt of LInC funding. The SMF team will consult with its NCI colleagues to establish the wider, financial context within dioceses, although applicants are welcome to submit additional any information, they feel may be relevant.

### 4. Formation

Clarity about diocesan processes for formation will be used as a one of the criteria for the awarding of grants and we would like to understand what your plans are for the formation of new curates. The document, 'Formation in Curacy' may be a useful reference and is available [here](#). Its content will be familiar to many DDOs and IME officers as it is based on guidance previously published by the national Ministry team.

We recognise that diocesan Formation training programmes may change, e.g., with the introduction of the new Formation Framework. In the application for 2023, please refer where possible to the material which will be used for curates' training for those being ordained in 2023.

As a general point please notify the SMF team where changes are made to the training programme after funding has been agreed.

You may refer to standard documentation such as an IME 2 Curate Handbook and provide links or attach the documentation to your application.

The questions on the application form are based on the Annual Self Evaluation for IME 2 (ASE). If you have recently completed an ASE for 2020-21 you may attach it to your application. Please note, however, there are several questions in addition to the ASE (questions 12-16 and 22-25-28) which should be addressed. Please answer all questions and/or provide details of where the information is contained in your curate handbook and/or other IME2 documentation (e.g., which section or page number or a weblink).

### Specific question guidance

- **Questions 12-16**-The terms Black Asian and Minority Ethnic heritage (BAME) and Ethnic Minority (ME), are currently in a state of flux as various parties seek a more ethnically inclusive term that represents our UK circumstances. For questions 12-16 we use the term, people of UK Minority Ethnic (UKME) heritage If you have any questions about this subject please do contact our National Minority Ethnic Vocations Officer, Rosemarie Davidson-Gotobed ([rosemarie.davidson-gotobed@churchofengland.org](mailto:rosemarie.davidson-gotobed@churchofengland.org).) Dioceses may also find the Committee for Minority Ethnic Anglican Concerns (CMEAC), a helpful resource.

- **Question 22** -In responding to the revised safeguarding question, dioceses may wish to consider the following:
  - 1) How does the diocese's safeguarding training root itself in theological commitments about the mission and life of the Church?
  - 2) What attention does it pay to the voices and stories of survivors?
- **Question 24**-We are particularly interested in how dioceses retrospectively measure the success of IME 2, for example, does it review first incumbent performance after two or three years and look to see if this indicates areas of change in IME2?

## 5. Deployment

Clarity about diocesan processes for deployment will be used as one of the criteria for the awarding of grants. Information about deployment will help us to ensure that there are roles for the additional ordinands, and curates being selected and trained in response to the national initiative to promote vocations to ordained ministry. We are particularly interested to hear about plans for the deployment of additional curates in deprived or priority areas.

Please describe your deployment strategy for stipendiary curates in the diocese and how this relates to your wider diocesan strategy (Formation Q2). Also give details of the strategy for retaining and deploying (and exporting) curates including support for them in the recruitment process.

Please include evidence of any workforce planning (e.g., the national Ministry Team's Workforce Planning Tool or equivalent.) See Helen Fraser's note of 30<sup>th</sup> October 2020 to Diocesan Secretaries.

## 6. Authorisation

This form should be signed by the Diocesan Secretary and Director of Ministry /IME2 Officer (electronic signature or JPEG for example) on behalf of the Diocese.

If you have any queries about your application or this process, please contact:

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