

# Statistics for Mission 2012: Ministry



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## Contents

<u>Page</u>	<u>Table</u>	<u>Figure</u>	
1			Summary
2			Definitions and notes
4			Summary Diocesan Statistics 2012
4		1	Church of England licensed ministers 2012
4	1		Church of England licensed ministers 2012
5	2		Summary diocesan licensed ministers 2012
6		2	Self-supporting clergy as a proportion of all clergy 2012
6		3	Comparison of diocesan clergy 2002 and 2012
7	3		Full-time stipendiary diocesan clergy 2012
8		4	Population per stipendiary clergy 2012 and the rurality of England
9	4		Age profile of full-time stipendiary clergy 2012
9		5	Comparison of the average age of full-time stipendiary clergy 2002 and 2012
10	5		Age profile of other diocesan clergy 2012
10		6	Age profile of stipendiary and self-supporting clergy 2012
11		7	Diocesan clergy by gender 2002 and 2012
11		8	Age and gender profiles of licensed ministers 2012
12	6		Stipendiary clergy ethnicity 2012
12		9	Comparison of stipendiary clergy ethnicity 2005 and 2012
13	7		Full-time stipendiary clergy losses and gains 1997 - 2012
14		10	Age profiles of full-time equivalent stipendiary clergy 2002, 2012 and projected for 2022
15	8		Full-time equivalence of stipendiary clergy: actuals and projections 2002 - 2017
15		11	Full-time equivalence of stipendiary clergy: actuals and projections 2002 - 2017
16		12	Full-time equivalence projection scenarios of stipendiary clergy 2002 - 2022
17	9		Chaplains and other clergy 2012
18		13	Chaplains 2012
18		14	Chaplains 2002 and 2012
19	10		Readers and Church Army 2012
19		15	Licensed Readers 2012
19		16	Readers in training 2012
20		17	Readers by gender 2002, 2007 and 2012
20	11		Readers by gender 2002, 2007 and 2012
21	12		Ordinations and Reader admissions 1992 - 2012
21		18	Ordinations and Reader admissions 1992 - 2012
21		19	Proportion of ordinations by gender 1992 - 2012
22	13		Age and gender of candidates recommended for ordination training 2002 - 2012
22		20	Age of candidates recommended for ordination training 2002, 2007 and 2012
23	14		Religious Communities and Orders 2012
23		21	Number of males and females in Religious Communities 2002 and 2012
24	15		Ordination of women resolutions and petitions (1 Jan 2012)

# Ministry Statistics 2012 – A Summary

## Licensed ministers 2002-2012

Ministry Statistics 2012 provides a wide range of statistics about licensed ministers in the Church of England. These statistics reflect the changing patterns of ministry over the past decade.

Recent trends shown in these statistics include:

- The overall number of diocesan licensed clergy has declined very little (1%) in the last decade. However, the pattern of ministry has changed.
- The number of full-time stipendiary clergy has fallen by 2% from 7,971 in 2011 to 7,798 in 2012 (Table 2) and now accounts for 69% of all diocesan clergy (Figure 3).
- Among clergy attached to parishes, the number of self-supporting ministers (SSMs) and ordained local ministers (OLMs) was 3,148 in 2012; a slight decrease compared with 2007 but an increase of just over 50% since 2002 when there were 2,091.
- In 2012 there were 6,623 licensed Readers, a decrease of 21% from 8,384 in 2002. There were also 2,777 Readers with permission to officiate (PTO) and active emeriti (Table 1).
- The Church was also supported by the ministry of 176 lay Church Army evangelists; 28% fewer than in 2002 when there were 244 (Table 10).

## Demographics: gender, age and ethnicity

- The number of male full time clergy has fallen over the decade from 7,920 in 2002 to 6,017 in 2012, a drop of 24% over the decade. The number of female clergy, stipendiary and non-stipendiary, has continued to rise. In 2012 there were 1,781 females in full-time stipendiary diocesan appointments (Table 3) compared with 1,543 in 2007 and 1,262 in 2002, an increase of 41% over the decade.
- In 2012, females accounted for one in seven (16%) incumbents (Table 3) compared to 7% in 2002. When including clergy of incumbent status (for example team vicars and Priests-in-Charge), this figure rises to more than one in five clergy (21%).
- Of a total of 349 senior clergy in 2012 (excluding Europe), 39 (11%) were female; seven more than in 2007 and 24 more than in 2002 when 4% were female.
- The average age of full-time stipendiary clergy has risen during the last decade for almost all roles and for both genders; the exception being male Cathedral Deans (Figure 5).
- In 2012, the average age of full-time stipendiary diocesan clergy was 52, with more than one in five (23%) aged 60 or over (Table 4).
- Between 2002 and 2012 for stipendiary diocesan clergy the average age increased from 50 to 52 for male clergy and from 48 to 51 for female clergy. This resulted in the average age for all full-time stipendiary clergy in 2012 being two years older than in 2002, increasing from 50 to 52.
- Self-supporting diocesan clergy were older, on average, than stipendiary clergy (both full and part-time), with an average age of 60 years (Table 5). Over half (59%) of SSMs and OLMs were aged 60 and over. 56% of male self-supporting clergy were aged 60 or over, as were 61% of female self-supporting clergy.
- Male assistant curates were, on average, five years younger than females, whereas for Archdeacons, Deans and other cathedral clergy the position was reversed with female clergy being younger than their male equivalents, making female senior clergy, on average, five years younger than males.
- In 2002, just over half (53%) of licensed Readers were male. The proportion of readers who were male fell over the decade to 48% by 2012.
- 57% of female Readers and 61% of male Readers were aged 60 or over in 2012 (Figure 8).

Just 2% of Readers were aged under 40.

- In 2012 the majority of both active emeriti and those with permission to officiate were male (59%) (Table 10). 60% of those admitted to Reader ministry in 2012 were female and 61% of those in training were female (Table 10).
- The proportion of stipendiary clergy from minority ethnic backgrounds increased from just over 2% in 2005 to 3% in 2012 (Figure 9). However, there are high proportions of clergy who have not disclosed their ethnicity, and so these figures and any changes need to be used with caution.

## Ordinations and recommendations to training

- Ordinations to stipendiary ministry have remained broadly stable over the last 20 years. In 1998 there was a marked increase in ordinations to self supporting ministry, just over half of which can be attributed to female ordinations, which have remained higher than male ordinations to self supporting ministry since. Reader admissions have seen a marked decline over the period (Table 12). The ratio of ordinations to stipendiary ministry and self supporting ministry have remained broadly stable since 1998 (between 47% and 61%) (Figures 18 and 19).
- In 2012, 22% of recommended candidates were under the age of 30, compared to 15% in both 2002 and 2007. Table 13 also shows differences in age between men and women recommended for training. In 2012, the majority of male candidates were under 40 years of age (60%), whereas the majority of female candidates were aged over 40 (72%). In fact, 71% of those under 40 were male.

## Trends and projections

- Assuming previous rates of death, retirement and other reasons for leaving remain constant, and given the known age distribution of current clergy and known ordination plans, the fall in the overall number of stipendiary clergy since 2002 is projected to continue at a similar rate with the net change over the period 2012 to 2016 estimated to be a fall of 4% from 7,880 full-time equivalent (FTE) stipendiary clergy in 2012 to 7,530 in 2016 (Table 8).
- This change, however, affects males and female clergy differently. Figure 11 illustrates the projected overall decline is due to a decline in numbers of male clergy despite a likely increase in numbers of female clergy.

## Chaplaincies, other ministries and religious communities

- In 2012, the Church of England was supported by the ministry of 1,018 chaplains (Table 9) working with mission agencies; the armed services, in hospitals, prisons, schools, higher and further education. There were a further 315 self-supporting clergy who minister within dioceses but outside the formal parochial system, and 98 employed in theological and bible colleges. In 2012 there were fewer clergy employed as chaplains (1,018) than in 2002 (1,089), a decrease of 7%, with Army chaplains and hospital/healthcare chaplains experiencing the larger decreases.
- There were 26% more females working as chaplains in 2012 (241) than in 2002 (192).
- In 2002 there were 641 people (137 males and 504 females) living in religious communities. This fell to 402 (92 males and 310 females) in 2012 (Table 14). The percentage decrease in the number of females in such communities was slightly greater than for the males; a 38% decrease compared to a 33% decrease over the period. The most marked decrease was in the number of professed lay females (a decrease of 41% from 464 to 273 between 2002 and 2012) and female novices where the decrease was from 15 to 7. However, the number of male novices remained the same as in 2002 at 10 in total (Figure 21).

## Definitions and notes

Term	Definition	Table reference
<b>Licensed ministers</b>		
Licensed Ministers	All persons in the Church of England with a license for ministry (including stipendiary, self-supporting, chaplains, active retired clergy, lay ministers, Licensed Readers, Church Army Evangelists and Readers with Permission to Officiate and active emeriti)	1
Licensed Stipendiary Clergy	Includes all full and part time diocesan stipendiary clergy and clergy working outside the diocesan system for example in national posts.	1
Diocesan Licensed clergy	Licensed clergy, working within the diocesan framework (those who work in a parish or hold diocesan post) including senior clergy (Bishops, Suffragan Bishops, Archdeacons, Cathedral Deans and Cathedral clergy), parochial clergy (incumbents, those of incumbent status, assistant curates) and non-parochial diocesan clergy, and self supporting clergy.	3
Stipendiary Diocesan licensed clergy	A subset of clergy in receipt of a stipend, that includes senior clergy (Diocesan Bishops, Suffragan Bishops, Archdeacons, Cathedral Deans and Cathedral clergy), parochial clergy (incumbents, those of incumbent status, assistant curates) and non-parochial diocesan clergy.	2, 3, 4, 5, 6
Diocesan Licensed Ministers	Includes Diocesan Licensed Clergy plus Readers and Church Army who hold a Bishop's licence.	2
Active retired clergy	Retired clergy, in receipt of a pension from the pensions board, who take an active part in ministry, based on the number of clergy known to either have permission to officiate, license to officiate or actual appointments.	1
Full-time (FT) Stipendiary diocesan clergy	Full time clergy working to a 6 day working week who are in receipt of a stipend, within a diocese including senior clergy (Bishops, Suffragan Bishops, Archdeacons, Cathedral Deans and Cathedral clergy), parochial clergy (incumbents, those of incumbent status, assistant curates) and non-parochial diocesan clergy.	2, 3, 4, 7
Part-time (PT) stipendiary clergy	Part-time applies to stipendiary clergy who are working fewer than 6 days per week, and are in receipt of a stipend.	2, 5
Full-time Equivalent (FTE) Stipendiary clergy	Full time clergy plus a full time equivalence for part time clergy.	8
<b>Clergy roles</b>		
Senior Clergy	A subset of clergy that includes Diocesan Bishops, Suffragan Bishops, Archdeacons, Cathedral Deans and Cathedral clergy. Formally known as dignitaries.	3, 4, 6
Other cathedral clergy	Clergy working in a cathedral excluding the Dean	3, 4
Parochial clergy	Clergy working within a parish (incumbents, those of incumbent status, assistant curates)	3, 4
Full-time Stipendiary parochial clergy	Full time clergy working within a parish (incumbents, those of incumbent status and assistant curates)	3, 4
Incumbent	A clergy person who holds or is in possession of a benefice or ecclesiastical office, with parochial cure (care) of souls (e.g.	3, 4, 6
Incumbent status	A subset of clergy that includes Team Vicars, Priests-in-Charge and Curates-in-Charge of conventional districts; of the same status as incumbents.	3, 4, 6
Non-parochial diocesan clergy	Clergy not working within a parish, for example diocesan appointments.	3, 4, 6

**Self supporting clergy**

Self-supporting diocesan clergy	Clergy who do not receive a stipend including self-supporting ministers (SSM) and ordained local ministers (OLM) who hold a diocesan licence.	1, 2, 5
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**Chaplains and other clergy**

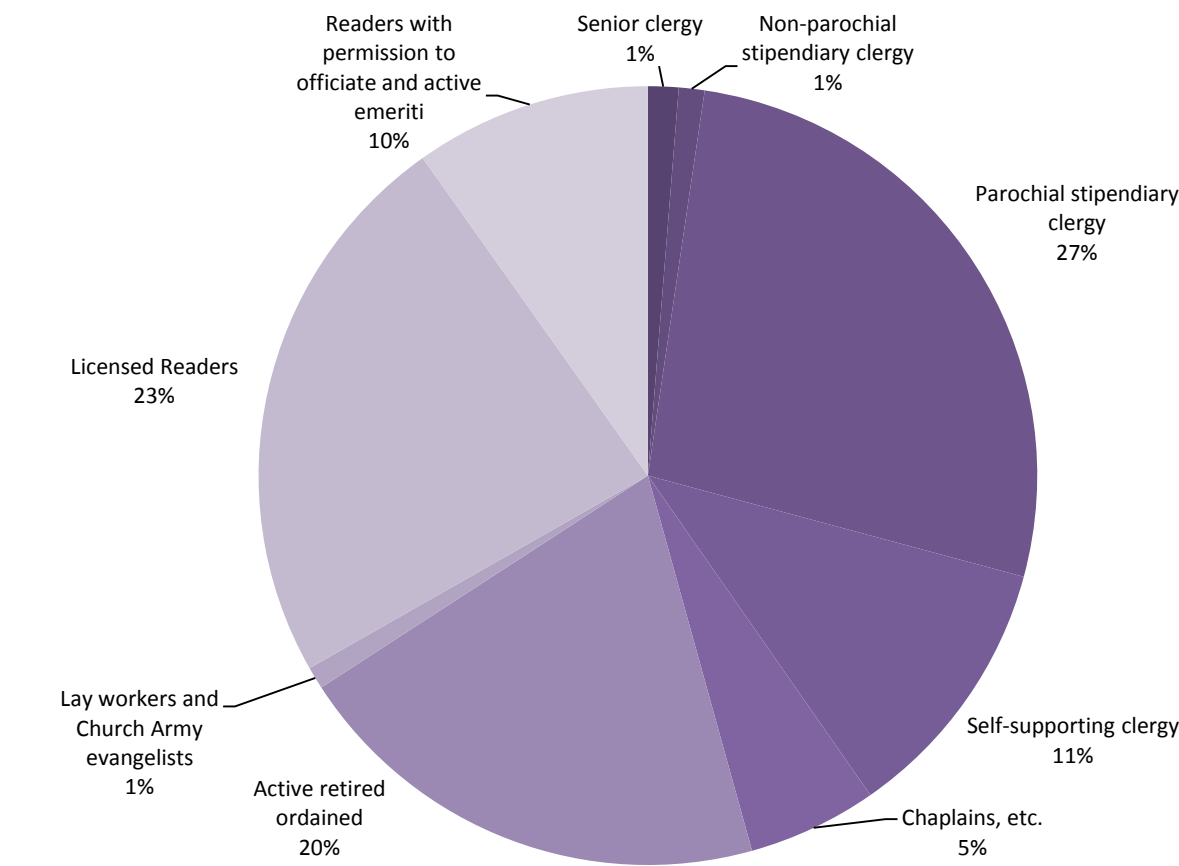
Chaplains and Other Clergy	Clergy who work outside of the clergy share system are not counted in the main tables. These include clergy whose responsibilities are national and those whose stipend is locally funded, self supporting ministers not counted elsewhere, ordained members of religious communities, ordained Church Army and ordained staff of theological/bible colleges.	1, 9
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Other chaplains	Includes full and part-time ordained staff of retreat houses, conference and healing centres, shrines, alms-houses, missionary societies and communities.	9
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Other self-supporting clergy	Includes: full and part-time ordained staff with either diocesan or non-diocesan appointments; some cathedral clergy; certain chaplains; and those who are not parish deployable but with licence to officiate or permission to officiate.	9
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Almost two-thirds (65%) of licensed ministers do not receive any stipend

Figure 1: Church of England licensed ministers 2012



The Church of England has over 28,000 licensed ministers, 65% of whom receive no stipend.

30% of parochial clergy are non-stipendiary. Among those licensed as unpaid clergy attached to parishes, the number of self-supporting ministers (SSMs) and ordained local ministers (OLMs), was 3,148 in 2012; a slight decrease compared with 2007 but an increase of just over 50% since 2002 when there were 2,091.

Dioceses also benefit from a large number of lay ministers and active retired clergy, accounting for around a fifth of all licensed ministers in 2012.

In 2012 there were 6,623 licensed Readers, a decrease of 21% from 8,384 in 2002. In 2012 there were also 2,777 Readers with permission to officiate (PTO) and active emeriti (Table 1).

Of licensed stipendiary clergy in 2012, 92% were parochial clergy and less than 5% were senior clergy (previously referred to as dignitaries).

Table 1: Church of England licensed ministers 2012

	2012		2007 as published		2002 as published	
Licensed stipendiary clergy	8,255	29%	8,808	30%	9,509	34%
Licensed self-supporting clergy <sup>2</sup>	3,148	11%	3,198	11%	2,091	7%
Chaplains and other ordained ministers <sup>3</sup>	1,520	5%	1,569	5%	1,159	4%
Active retired ordained <sup>4</sup>	5,700	20%	4,600	16%	4,497	16%
Accredited lay workers and lay Church Army evangelists <sup>5</sup>	262	1%	387	1%	351	1%
Licensed Readers <sup>6</sup>	6,623	23%	7,962	28%	8,384	30%
Readers with permissions to officiate and active emeriti <sup>7</sup>	2,777	10%	2,382	8%	1,900	7%
Totals CHURCH OF ENGLAND	28,285		28,906		27,891	

1 Full-time and part-time stipendiary clergy, including Europe, (see Table 2) plus 15 “non-Sheffield” clergy and 13 full-time clergy on the staff of Church House and Lambeth Palace.

2 Self-supporting ministers and ordained local ministers, including Europe (Table 2).

3 Total chaplains and other clergy including Europe (Table 9) plus professed ordained and novice ordained in religious communities excluding Europe (Table 14).

4 The figure shown for active retired ordained clergy is an estimate of the number of licensed retired clergy who take an active part in ministry. It is based on the number of retired clergy known to have either permission to officiate, licence to officiate or actual appointments. Pension Board records indicated a total of 8,776 retired stipendiary clergy in 2011 (Church of England Pensions Board Annual Report 2011).

5 Church Army (lay evangelists) including Europe (Table 10) plus accredited lay workers on the Church Commissioners’ payroll including Europe (Table 9) and 5 licensed deaconesses.

6 Licensed Readers (Table 10) including Europe.

7 Readers with permissions to officiate and active emeriti including Europe (Table 10).

Notes

The figures for stipendiary clergy (full-time, part-time and including those outside the clergy share system) and for lay workers in Figure 1 and Table 1 are based on statistics derived from the central Church payroll. Details of chaplains and other clergy working outside the parish framework, and of non-stipendiary clergy, are based on statistics derived from the database used to compile Crockford's Clerical Directory. Where possible, they have been cross-referenced with

## The number of full-time parochial clergy has decreased by 15% while the number of self-supporting clergy has risen by 50% over the last decade

**Table 2: Summary diocesan licensed ministers 2012**

Provinces of Canterbury and York (including Europe)

Provinces of Canterbury and York (including Europe)																
Diocese		Stipendiary clergy						Self-supporting clergy						Total clergy (stipendiary and self- supporting)	Readers and Church Army <sup>1</sup>	Total clergy, Readers and Church Army <sup>1</sup>
		Full-time			Part-time			Self-supporting ministers			Ordained local ministers					
		m	f	Total	m	f	Total	m	f	Total	m	f	Total			
1 Bath & Wells	C	144	53	197	6	8	14	32	25	57	0	0	0	268	219	487
2 Birmingham	C	115	48	163	1	4	5	16	23	39	0	0	0	207	165	372
3 Blackburn	Y	148	20	168	5	6	11	28	24	52	0	0	0	231	143	374
4 Bradford	Y	69	18	87	4	7	11	22	23	45	0	0	0	143	89	232
5 Bristol	C	86	19	105	4	4	8	24	33	57	8	11	19	189	158	347
6 Canterbury	C	105	27	132	2	1	3	23	31	54	4	6	10	199	101	300
7 Carlisle	Y	98	26	124	2	3	5	23	21	44	0	1	1	174	126	300
8 Chelmsford	C	265	89	354	5	8	13	49	45	94	1	3	4	465	282	747
9 Chester	Y	168	56	224	21	10	31	23	43	66	0	0	0	321	285	606
10 Chichester	C	253	22	275	17	6	23	56	43	99	0	0	0	397	136	533
11 Coventry	C	99	18	117	4	6	10	17	25	42	2	6	8	177	138	315
12 Derby	C	104	45	149	1	1	2	31	27	58	3	8	11	220	186	406
13 Durham	Y	132	33	165	4	5	9	17	25	42	1	4	5	221	142	363
14 Ely	C	81	46	127	3	8	11	33	30	63	0	0	0	201	122	323
15 Exeter	C	168	38	206	23	6	29	31	27	58	0	0	0	293	178	471
16 Gloucester	C	93	32	125	4	6	10	42	43	85	2	1	3	223	147	370
17 Guildford	C	136	34	170	7	12	19	24	41	65	25	22	47	301	116	417
18 Hereford	C	57	33	90	0	3	3	17	25	42	2	7	9	144	64	208
19 Leicester	C	95	41	136	6	4	10	16	23	39	0	0	0	185	131	316
20 Lichfield	C	241	51	292	11	13	24	36	39	75	23	26	49	440	308	748
21 Lincoln	C	112	35	147	3	1	4	17	25	42	16	27	43	236	125	361
22 Liverpool	Y	150	56	206	0	2	2	17	19	36	11	16	27	271	290	561
23 London	C	450	80	530	5	8	13	98	52	150	0	0	0	693	211	904
24 Manchester	Y	158	66	224	7	1	8	19	15	34	35	41	76	342	135	477
25 Newcastle	Y	88	28	116	4	3	7	12	23	35	8	8	16	174	85	259
26 Norwich	C	145	37	182	11	7	18	11	15	26	20	24	44	270	149	419
27 Oxford	C	293	98	391	7	4	11	99	93	192	16	24	40	634	209	843
28 Peterborough	C	100	37	137	5	0	5	20	16	36	0	0	0	178	156	334
29 Portsmouth	C	76	22	98	3	6	9	14	32	46	0	0	0	153	88	241
30 Ripon & Leeds	Y	81	40	121	0	1	1	16	19	35	0	0	0	157	108	265
31 Rochester	C	158	42	200	5	7	12	26	36	62	0	0	0	274	226	500
32 St. Albans	C	168	71	239	6	10	16	30	40	70	0	1	1	326	180	506
33 St. Edms & Ipswich	C	94	39	133	4	7	11	18	21	39	10	16	26	209	106	315
34 Salisbury	C	142	50	192	2	1	3	35	68	103	10	12	22	320	93	413
35 Sheffield	Y	107	38	145	4	6	10	14	11	25	0	0	0	180	174	354
36 Sodor & Man	Y	13	2	15	1	1	2	3	3	6	2	0	2	25	27	52
37 Southwark	C	264	82	346	2	4	6	76	83	159	0	0	0	511	192	703
38 Southwell & Nottingham	Y	92	43	135	5	6	11	12	19	31	0	0	0	177	262	439
39 Truro	C	73	21	94	6	5	11	15	23	38	3	2	5	148	69	217
40 Wakefield	Y	100	35	135	1	3	4	26	25	51	5	13	18	208	88	296
41 Winchester	C	137	33	170	3	1	4	70	50	120	0	0	0	294	184	478
42 Worcester	C	86	27	113	1	1	2	12	27	39	0	0	0	154	137	291
43 York	Y	163	36	199	5	3	8	38	37	75	0	1	1	283	189	472
44 Europe	C	110	14	124	0	0	0	23	12	35	0	0	0	159	80	239
Totals Province of Canterbury	C	4,450	1,284	5,734	157	152	309	1,011	1,073	2,084	145	196	341	8,468	4,656	13,124
Totals Province of York	Y	1,567	497	2,064	63	57	120	270	307	577	62	84	146	2,907	2,143	5,050
Totals CHURCH OF ENGLAND		6,017	1,781	7,798	220	209	429	1,281	1,380	2,661	207	280	487	11,375	6,799	18,174

<sup>1</sup> Reader and Church Army figures do not include Readers with PTO or emeriti, or ordained Church Army evangelists.

### Notes

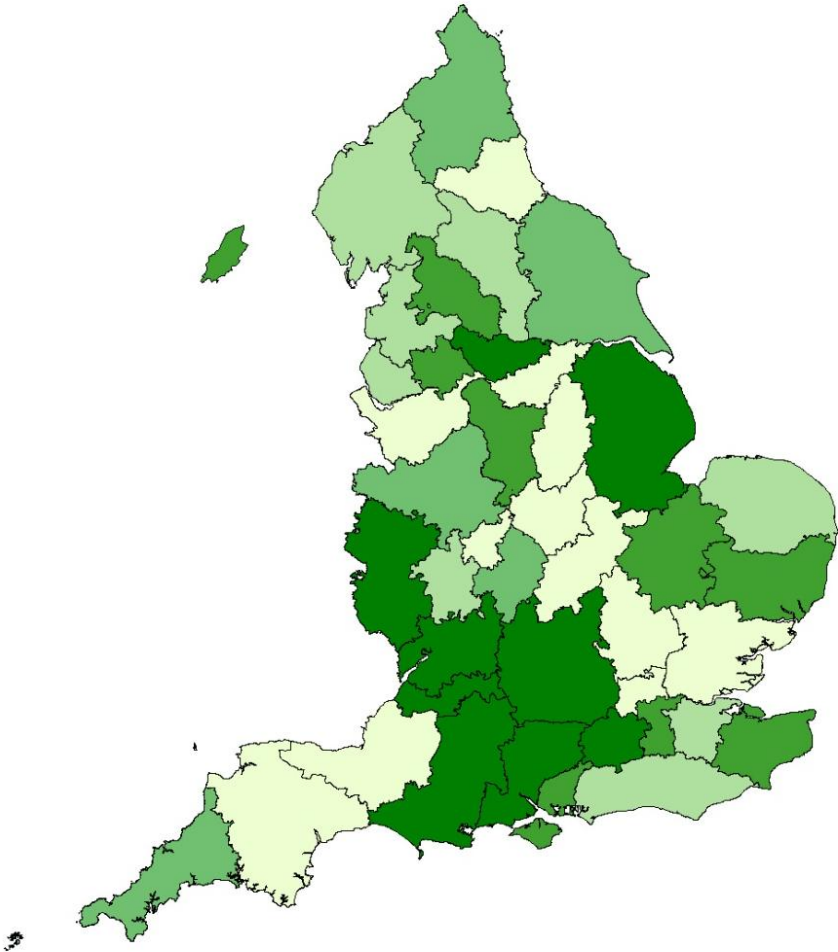
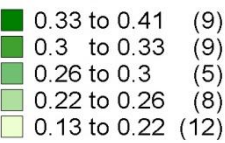
The above figures include only those ministers who were working within the diocesan framework as at 31 December 2012.

The Archbishop of Canterbury and ordained members of his staff at Lambeth Palace are classed as extra-diocesan and are not included in these figures.



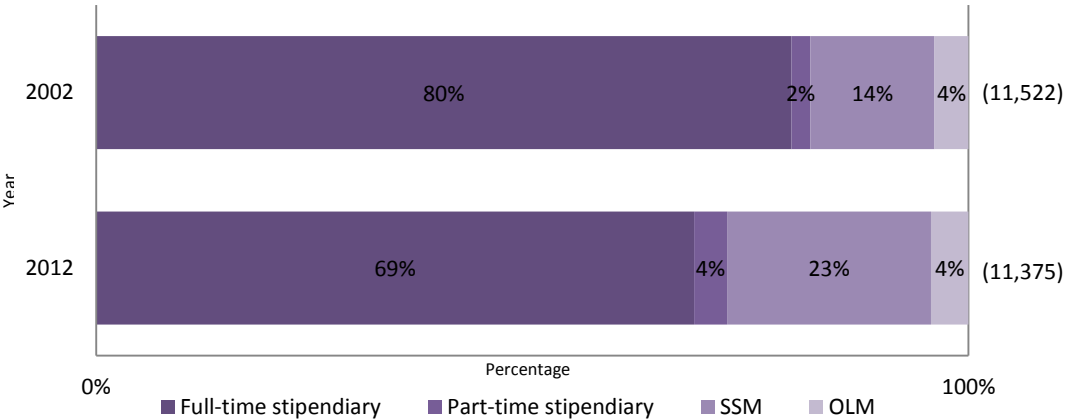
Figure 2: Self-supporting clergy as a proportion of all clergy 2012

Self supporting clergy as a proportion of all clergy



The number of full-time stipendiary clergy has fallen from 7,971 in 2011 to 7,798 in 2012 (Table 2) and now accounts for 69% of all diocesan clergy (Figure 3). Among those licensed as unpaid clergy attached to parishes, the number of self-supporting ministers (SSMs) and ordained local ministers (OLMs) was 3,148 in 2012 (Table 2), an increase of over 50% between 2002 and 2012 (Figure 3).

Figure 3: Comparison of diocesan clergy 2002 and 2012



Diocesan clergy 2002	
Full-time stipendiary clergy	9,182
Part-time stipendiary clergy	249
SSM	1,644
OLM	447
Total	11,522

Notes  
Full-time and part-time stipendiary figures include senior clergy, parochial and non-parochial clergy, and the Diocese in Europe.

The overall number of diocesan licensed clergy has declined very little (1%) in the last decade. However, the pattern of ministry has changed. As illustrated in Figure 3, the number of full-time stipendiary clergy has decreased, whilst the increase in the number of those whose ministry is part-time or self-supporting has almost matched this decrease.

Figure 2 shows that in 9 dioceses, self-supporting clergy account for at least a third of all clergy.

## Female clergy now account for 23% of full-time parochial clergy and 11% of senior clergy

**Table 3: Full-time stipendiary diocesan clergy 2012**

Provinces of Canterbury and York (including Europe)

Diocese		Senior clergy (including benefices) <sup>1</sup>										Parochial clergy								Non-parochial diocesan clergy		Total stipendiary diocesan clergy 2012		Contextual information			
		Diocesan bishops	Suffragan bishops	Archdeacons	Cathedrals				Total senior clergy		Incumbents (excluding senior clergy)	Incumbent status <sup>2</sup>		Assistant curates		Total parochial clergy		Number of parishes 2012 <sup>3</sup>	Population (000s) 2011 <sup>4</sup>					Full-time stipendiary parochial clergy per 1000 pop			
					Deans		Other clergy																				
		m	f	m	f	m	f	m	f	m	f	m	f	m	f	m	f	m	f	m	f	m	f	m	f		
1 Bath & Wells	C	1	1	2	1	1	0	2	0	7	1	82	23	30	16	23	11	135	50	2	2	144	53	461	907	0.40	0.20
2 Birmingham	C	1	1	2	0	0	1	1	1	5	2	83	21	11	6	11	14	105	41	5	5	115	48	151	1500	0.97	0.10
3 Blackburn	Y	0	2	2	0	1	0	2	1	7	1	97	11	22	3	21	5	140	19	1	0	148	20	225	1314	0.71	0.12
4 Bradford	Y	1	0	2	0	0	0	2	0	5	0	35	3	17	8	9	5	61	16	3	2	69	18	128	697	0.60	0.11
5 Bristol	C	1	1	0	1	1	0	1	1	4	2	31	2	29	8	18	5	78	15	4	2	86	19	162	968	0.57	0.10
6 Canterbury	C	0	3	2	1	1	0	2	1	8	2	47	7	32	9	13	8	92	24	5	1	105	27	262	913	0.44	0.13
7 Carlisle	Y	1	1	2	1	1	0	2	0	7	1	51	8	28	11	11	6	90	25	1	0	98	26	265	498	0.43	0.23
8 Chelmsford	C	1	3	3	1	1	0	3	0	11	1	159	28	55	32	33	25	247	85	7	3	265	89	468	2991	0.71	0.11
9 Chester	Y	1	2	2	0	1	0	3	0	9	0	120	38	13	5	22	13	155	56	4	0	168	56	280	1602	0.75	0.13
10 Chichester	C	1	1	3	0	1	0	2	0	8	0	161	5	37	4	40	13	238	22	7	0	253	22	383	1606	0.68	0.16
11 Coventry	C	1	1	2	0	0	0	2	0	6	0	53	5	23	6	12	6	88	17	5	1	99	18	199	820	0.53	0.13
12 Derby	C	1	1	1	1	1	0	1	1	5	2	60	14	23	11	14	17	97	42	2	1	104	45	254	1027	0.55	0.14
13 Durham	Y	1	1	3	0	1	0	1	1	7	1	68	10	36	14	18	7	122	31	3	1	132	33	230	1466	0.67	0.10
14 Ely	C	1	1	2	0	1	0	3	0	8	0	47	19	12	15	10	11	69	45	4	1	81	46	311	730	0.37	0.16
15 Exeter	C	1	2	3	0	1	0	2	1	9	1	48	6	69	24	36	7	153	37	6	0	168	38	493	1133	0.39	0.17
16 Gloucester	C	1	1	1	1	1	0	1	1	5	2	42	15	29	7	13	8	84	30	4	0	93	32	307	635	0.37	0.18
17 Guildford	C	1	1	2	0	0	0	2	1	6	1	89	17	10	7	29	9	128	33	2	0	136	34	164	1016	0.98	0.16
18 Hereford	C	1	1	1	0	1	0	2	0	6	0	34	12	12	15	5	5	51	32	0	1	57	33	343	315	0.24	0.26
19 Leicester	C	1	1	2	0	0	0	4	0	8	0	45	13	23	13	10	15	78	41	9	0	95	41	239	984	0.50	0.12
20 Lichfield	C	1	3	4	0	1	0	1	0	10	0	150	23	34	16	39	10	223	49	8	2	241	51	425	2085	0.64	0.13
21 Lincoln	C	1	2	1	1	1	0	3	0	8	1	54	7	32	16	16	10	102	33	2	1	112	35	507	1039	0.27	0.13
22 Liverpool	Y	1	1	2	0	1	0	2	0	7	0	83	13	36	23	19	19	138	55	5	1	150	56	209	1561	0.92	0.12
23 London	C	1	4	3	1	1	0	5	1	14	2	269	30	34	7	111	32	414	69	22	9	450	80	395	3990	1.22	0.12
24 Manchester	Y	1	2	3	1	1	0	2	0	9	1	80	18	50	31	16	14	146	63	3	2	158	66	269	2067	0.78	0.10
25 Newcastle	Y	1	1	2	0	1	0	2	0	7	0	57	14	13	10	10	3	80	27	1	1	88	28	174	799	0.61	0.13
26 Norwich	C	1	2	2	1	1	0	3	0	9	1	100	18	17	7	15	10	132	35	4	1	145	37	569	871	0.29	0.19
27 Oxford	C	1	3	1	1	0	0	0	0	5	1	169	39	47	29	67	22	283	90	5	7	293	98	626	2266	0.60	0.16
28 Peterborough	C	1	1	1	1	1	0	3	0	7	1	58	14	20	13	10	8	88	35	5	1	100	37	349	855	0.35	0.14
29 Portsmouth	C	1	0	3	0	1	0	2	0	7	0	45	7	11	7	10	8	66	22	3	0	76	22	143	760	0.62	0.12
30 Ripon & Leeds	Y	1	1	1	1	1	0	2	0	6	1	35	8	27	19	9	11	71	38	4	1	81	40	167	819	0.65	0.13
31 Rochester	C	1	1	3	0	1	0	2	0	8	0	109	21	25	7	14	13	148	41	2	1	158	42	215	1283	0.88	0.15
32 St. Albans	C	1	2	3	0	1	0	3	0	10	0	91	23	44	30	17	17	152	70	6	1	168	71	338	1802	0.66	0.12
33 St. Edms & Ipswich	C	1	1	2	0	0	1	2	0	6	1	58	13	19	16	8	9	85	38	3	0	94	39	446	652	0.28	0.19
34 Salisbury	C	1	2	3	0	0	1	2	1	8	2	82	14	33	22	16	11	131	47	3	1	142	50	453	918	0.39	0.19
35 Sheffield	Y	1	1	2	0	1	0	2	1	7	1	76	15	10	8	10	13	96	36	4	1	107	38	175	1238	0.75	0.11
36 Sodor & Man	Y	1	0	1	0	0	0	1	0	3	0	3	0	5	2	1	0	9	2	1	0	13	2	18	85	0.61	0.13
37 Southwark	C	1	3	3	0	1	0	1	4	9	4	155	37	56	12	36	25	247	74	8	4	264	82	292	2674	1.10	0.12
38 Southwell & Nottingham	Y	1	1	2	0	1	0	1	1	6	1	54	18	18	10	11	13	83	41	3	1	92	43	261	1096	0.48	0.11
39 Truro	C	1	0	1	1	1	0	2	0	5	1	26	5	29	9	11	6	66	20	2	0	73	21	222	535	0.39	0.16
40 Wakefield	Y	1	1	1	1	1	0	2	1	6	2	56	14	23	14	13	4	92	32	2	1	100	35	187	1144	0.66	0.11
41 Winchester	C	1	2	2	0	1	0	2	0	8	0	83	7	22	7	21	18	126	32	3	1	137	33	262	1338	0.60	0.12
42 Worcester	C	1	1	2	0	1	0	2	1	7	1	40	6	25	13	11	6	76	25	3	1	86	27	177	861	0.57	0.12
43 York	Y	1	2	2	0	0	1	2	0	7	1	105	22	20	8	25	3	150	33	6	2	163	36	454	1412	0.40	0.13
44 Europe	C	1	1	5	0	1	0	1	0	9	0	0	0	88	7	12	5	100	12	1	2	110	14	295		0.38	
Totals Province of Canterbury	C	29	47	65	12	23	3	62	14	226	29	2,470	451	931	391	681	364	4,082	1,206	142	49	4,450	1,284	9,911	37,475	0.53	0.14
Totals Province of York	Y	13	16	27	4	11	1	26	5	93	10	920	192	318	166	195	116	1,433	474	41	13	1,567	497	3,042	15,799	0.63	0.12
Totals CHURCH OF ENGLAND		42	63	92	16	34	4	88	19	319	39	3,390	643	1,249	557	876	480	5,515	1,680	183	62	6,017	1,781	12,953	53,274	0.56	0.14

<sup>1</sup> Senior clergy holding more than one senior role are included only in the higher ranking role.

<sup>2</sup> Incumbent status includes Team Vicars, Priests-in-Charge and Curates-in-Charge of Conventional Districts.

<sup>3</sup> Parishes as listed in the parish register maintained by the Research and Statistics Department as at 31 December 2012.

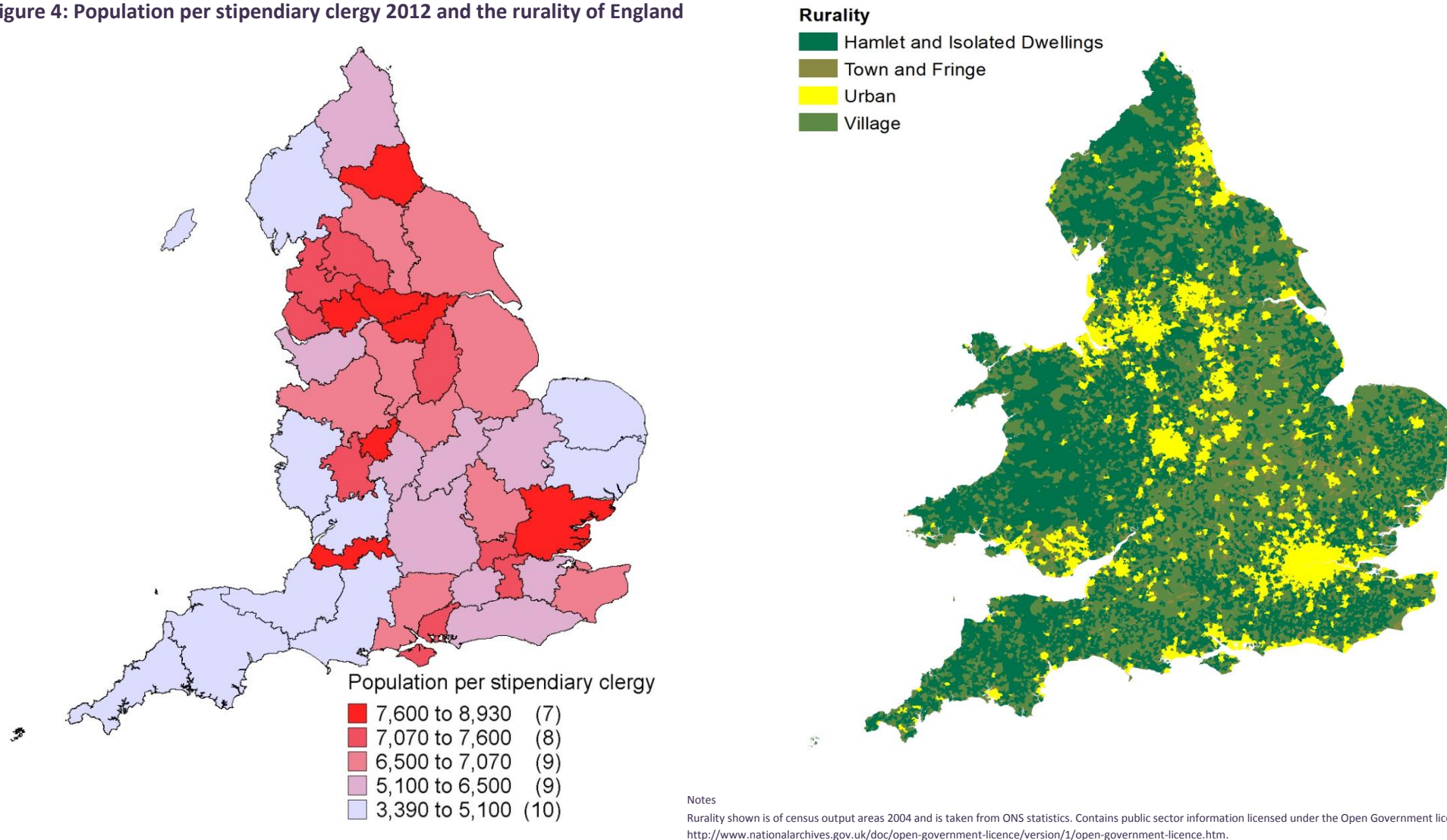
<sup>4</sup> Diocesan population figures are based on the 2011 mid-year estimates. Contains public sector information licensed under the Open Government Licence v1.0 <http://www.nationalarchives.gov.uk/doc/open-government-licence/>. However as government boundaries do not match diocesan boundaries there has to be an element of estimation.

### Notes

The above figures include only those clergy who were working within the diocesan framework as at 31 December 2012.

The Archbishop of Canterbury and ordained members of his staff at Lambeth Palace are classed as extra-diocesan and are not included in these figures.

Figure 4: Population per stipendiary clergy 2012 and the rurality of England



The number of male full time clergy has fallen over the decade from 7,920 in 2002 to 6,017 in 2012, a drop of 24% over the decade. The number of female clergy, stipendiary and non-stipendiary, has continued to rise. In 2012 there were 1,781 females in full-time stipendiary diocesan appointments (Table 3) compared with 1,543 in 2007 and 1,262 in 2002, an increase of 41% over the decade.

In 2012, females accounted for one in seven (16%) incumbents (Table 3) compared to 7% in 2002. When including clergy of incumbent status (for example team vicars and Priests-in-Charge), this figure rises to more than one in five clergy (21%). Of a total of 349 senior clergy in 2012 (excluding Europe), 39 were female; seven more than in 2007 and 24 more than in 2002.

Female assistant curates are on average five years older than male assistant curates

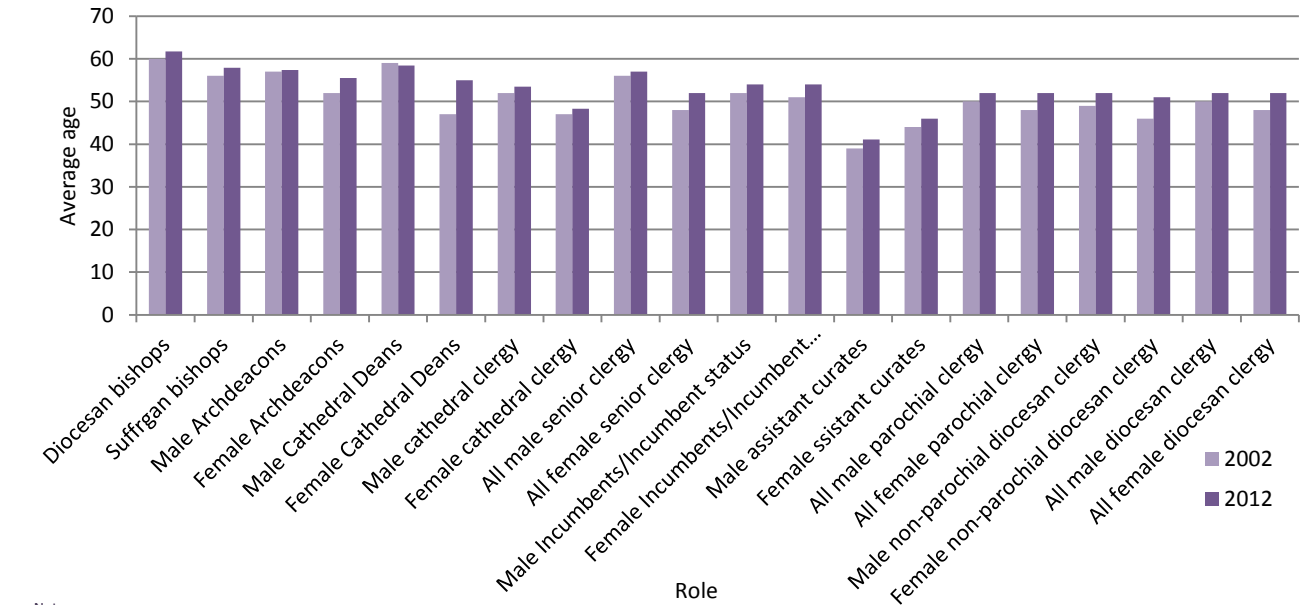
Table 4: Age profile of full-time stipendiary clergy 2012

Provinces of Canterbury and York (excluding Europe)

Age	Senior clergy (including benefices)										Parochial clergy								Non-parochial diocesan clergy			Total stipendiary diocesan clergy		
	Diocesan bishops	Suffragan bishops	Archdeacons	Cathedrals				Total senior clergy		Incumbents and Incumbent status (excluding Senior clergy) <sup>1</sup>		Assistant curates <sup>1</sup>		Total parochial clergy										
				Deans	Other clergy																			
m	m	m	f	m	f	m	f	m	f	m	f	m	f	m + f	m	f	m	f	m + f					
Under 25	0	0	0	0	0	0	0	0	0	0	0	0	5	1	6	0	0	5	1	6				
25-29	0	0	0	0	0	0	0	0	0	0	0	5	1	66	18	71	19	90	1	0	72	19	91	
30-34	0	0	0	0	0	0	0	2	0	2	0	63	8	158	44	223	52	275	8	2	231	54	285	
35-39	0	0	0	0	0	0	0	2	4	2	4	201	50	201	57	404	111	515	12	6	416	117	533	
40-44	0	1	3	0	0	0	0	9	3	13	3	410	83	157	68	580	154	734	17	5	597	159	756	
45-49	0	3	6	3	2	0	0	11	3	22	6	634	170	101	97	757	273	1030	19	12	776	285	1061	
50-54	4	12	18	4	4	2	2	23	3	61	9	938	274	91	104	1090	387	1477	43	12	1133	399	1532	
55-59	14	19	27	6	12	2	2	16	4	88	12	1060	329	53	68	1201	409	1610	44	14	1245	423	1668	
Total under 60	18	35	54	13	18	4	4	63	17	188	34	3311	915	832	457	4331	1406	5737	144	51	4475	1457	5932	
60-64	13	22	26	1	10	0	0	18	2	89	3	904	229	26	16	1019	248	1267	34	7	1053	255	1308	
65-69	9	5	7	2	5	0	0	5	0	31	2	306	48	6	1	343	51	394	4	2	347	53	400	
70 and over	1	0	0	0	0	0	0	1	0	2	0	30	1	0	1	32	2	34	0	0	32	2	34	
Total 60 and over	23	27	33	3	15	0	0	24	2	122	5	1,240	278	32	18	1,394	301	1,695	38	9	1,432	310	1,742	
All	41	62	87	16	33	4	4	87	19	310	39	4,551	1,193	864	475	5,415	1,668	7,083	182	60	5,907	1,767	7,674	
Average age, years	62	58	57	56	58	55	53	48	57	52	52	54	54	41	46	52	52	52	52	51	52	52	52	
2011 Average age, years (revised)	60	58	57	55	59	54	53	48	57	52	52	54	54	41	46	52	51	52	52	50	52	51	52	

1 Incumbent status includes Team Vicars, Priests-in-Charge and Curates-in-Charge of Conventional Districts. Assistant curates includes parish deacons

Figure 5: Comparison of the average age of full-time stipendiary clergy 2002 and 2012



In 2012, the average age of full-time stipendiary diocesan clergy was 52, with more than one in five (23%) aged 60 or over (Table 4). Male assistant curates were, on average, five years younger than females, whereas female Archdeacons, Deans and other cathedral clergy the position was reversed with female clergy being younger than their male equivalents, making female senior clergy, on average, five years younger than males. Figure 5 illustrates that the average age of full-time stipendiary clergy has risen during the last decade for almost all roles and for both genders; the exception being male Cathedral Deans. Between 2002 and 2012 the average age increased from 50 to 52 for male clergy and from 48 to 51 for female clergy.

Notes  
Incumbent status includes Team Vicars, Priests-in-Charge and Curates-in-Charge of Conventional Districts.  
Excluding Diocese in Europe

## Self-supporting diocesan clergy were older, on average, than stipendiary clergy (both full and part-time)

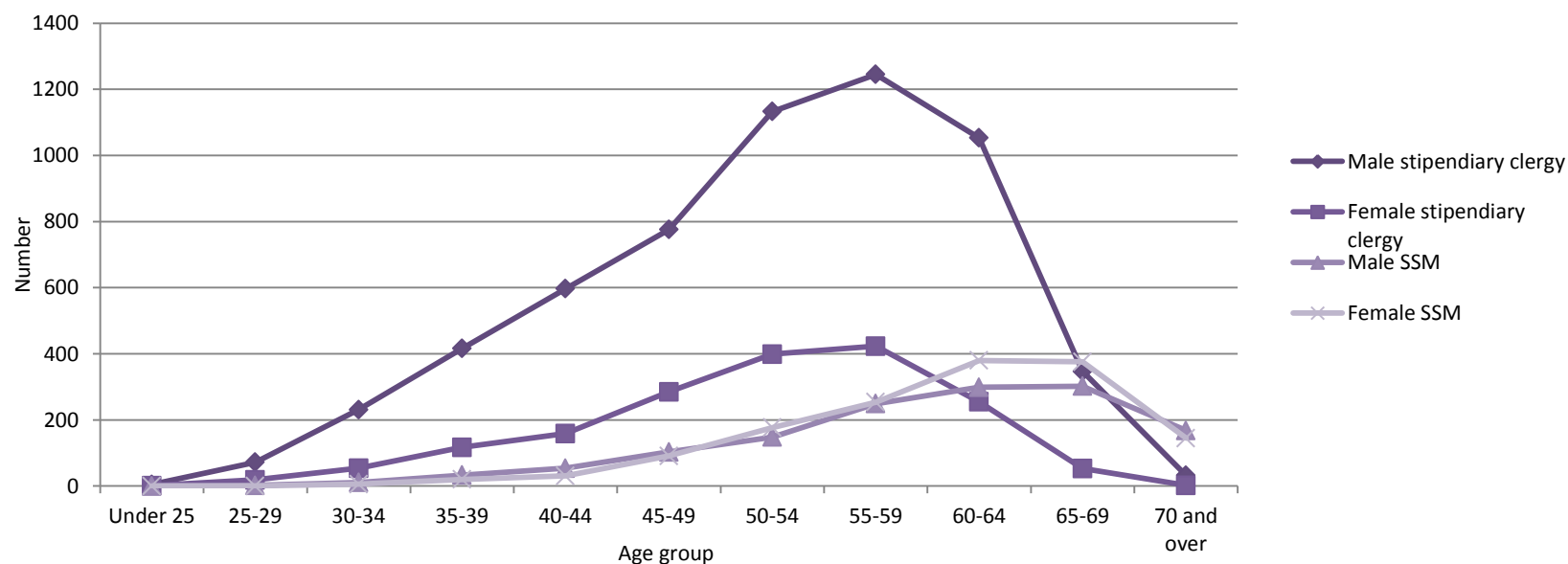
**Table 5: Age profile of other diocesan clergy 2012**

Provinces of Canterbury and York (excluding Europe)

	Part-time (stipendiary)		Self-supporting		Total		
	m	f	m	f	m	f	m + f
Under 25	0	0	0	0	0	0	0
25-29	2	1	2	0	4	1	5
30-34	4	8	11	6	15	14	29
35-39	7	11	33	20	40	31	71
40-44	11	17	54	31	65	48	113
45-49	15	25	103	91	118	116	234
50-54	32	37	148	177	180	214	394
55-59	34	45	249	254	283	299	582
Total under 60	105	144	600	579	705	723	1428
60-64	53	35	299	380	352	415	767
65-69	43	28	302	376	345	404	749
70 and over	19	2	168	145	187	147	334
Total 60 and over	115	65	769	901	884	966	1,850
Age unknown	-	-	96	168			
All	220	209	1,465	1,648	1,685	1,857	3,542
Average age, years	58	54	60	60			
2011 Average age, years (revised)	56	53	60	60			

For those clergy whose age is known, in 2012, the average age of self-supporting diocesan clergy was 60 years (Table 5). Over half (59%) of SSMs and OLMs were aged 60 and over. 56% of male self-supporting clergy were aged 60 or over, as were 61% of female self-supporting clergy. This is very different to full-time stipendiary clergy where 18% of females and 24% of males were aged 60 and over (Table 5). Of all self-supporting diocesan clergy, only 3% were under the age of 40, compared with 12% of full-time stipendiary diocesan clergy (see also Figure 8).

**Figure 6: Age profile of stipendiary and self-supporting clergy 2012**

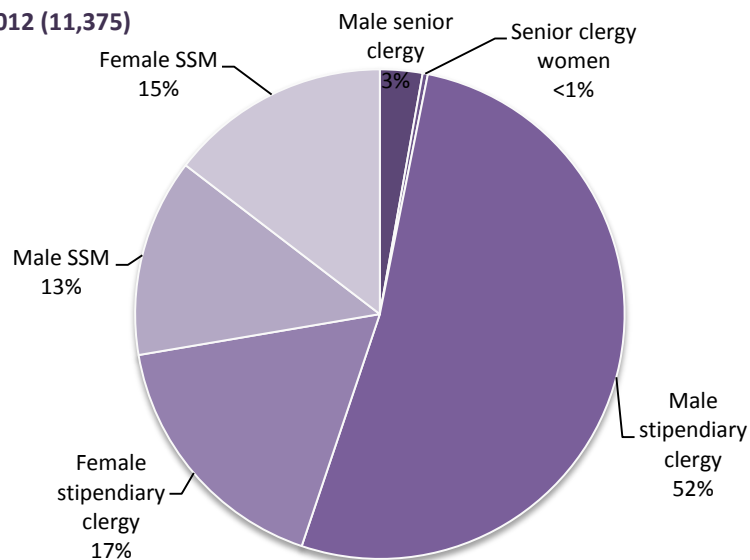




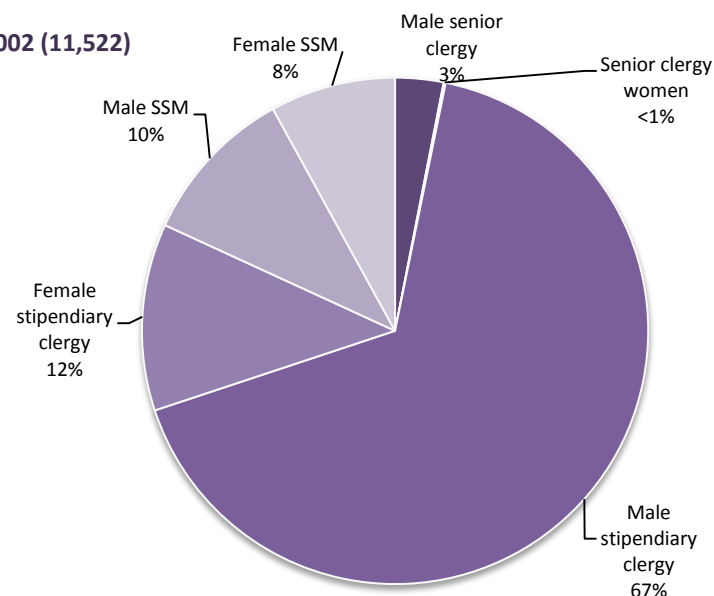
## Male stipendiary clergy account for over half of all diocesan clergy

**Figure 7: Diocesan clergy by gender 2002 and 2012**

2012 (11,375)



2002 (11,522)

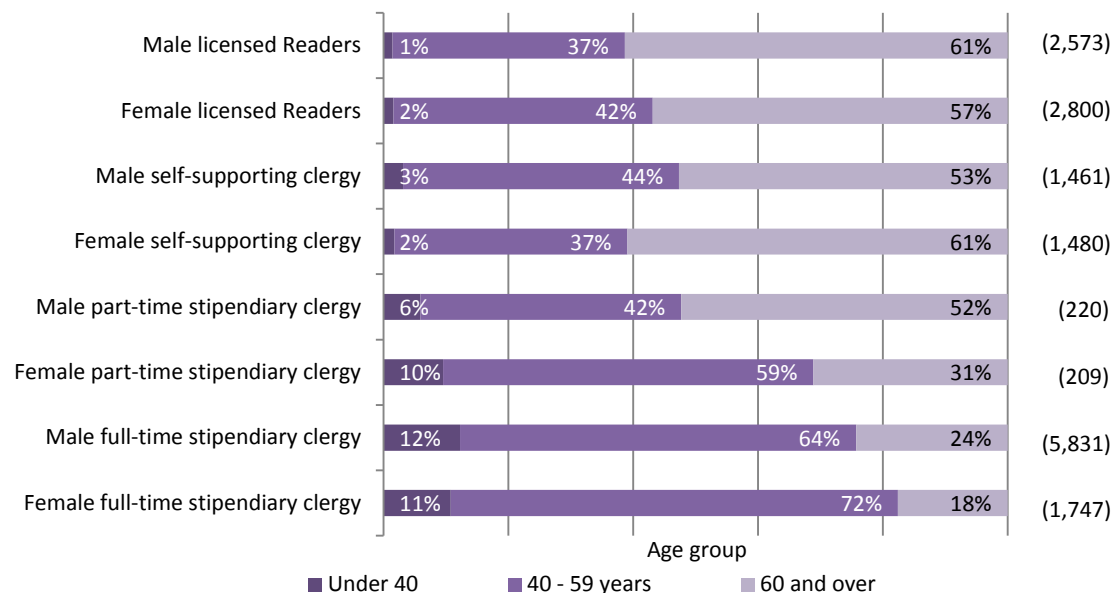


In 2012, male stipendiary clergy accounted for over half (55%) of all diocesan clergy; a decrease from 70% in 2002 (Figure 7).

The number of female stipendiary clergy (including part-time) has increased since 1994 such that almost a quarter (24%) of stipendiary clergy in 2012 were female (Table 2). Over half of self-supporting ministers in 2012 were female (53%).

Overall, there has been an increasing proportion of diocesan clergy who are self-supporting (from 17% in 2002 to 28% in 2012)

**Figure 8: Age and gender profiles of licensed ministers 2012**



Notes

Stipendiary figures include parochial and non-parochial clergy, and exclude Diocese in Europe

57% of females and 61% of males were aged 60 or over in 2012 (Figure 8). Just 2% of Readers were under 40.

Over half of male part-time stipendiary clergy (52%) were aged over 60, compared with less than a third of female part-time clergy (31%). 8% of all part-time stipendiary clergy were under 40.

Full-time stipendiary clergy showed a younger profile, with around 12% under 40 years and around two thirds between 40 and 59.

<sup>1</sup> 16 part-time stipendiary clergy in the Diocese of Europe were all allocated as "Male stipendiary clergy" though gender was unknown

Notes

Stipendiary figures include full-time and part-time parochial and non-parochial clergy, and the Diocese in Europe.

The proportion of stipendiary clergy from minority ethnic backgrounds increased from just over 2% in 2005 to 3% in 2012

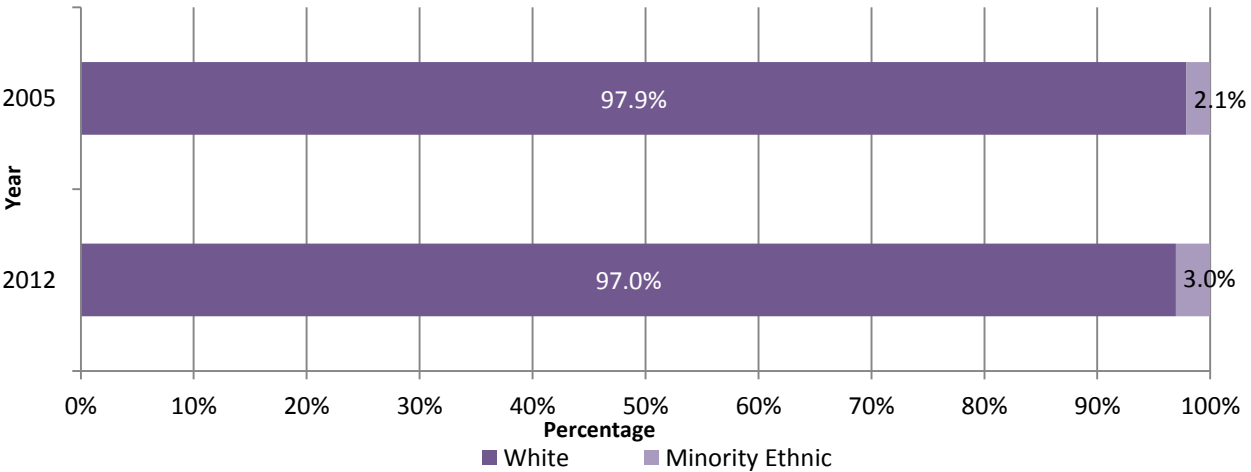
Table 6: Stipendiary clergy ethnicity 2012

Provinces of Canterbury and York (excluding Europe)

Ethnic background	Assistant curates	Incumbent/ Incumbent status	Non-parochial diocesan clergy	Senior clergy	Total
White British	90.8%	94.0%	92.1%	96.0%	93.5%
Any other White background	4.3%	3.3%	2.6%	2.8%	3.4%
White and Black Caribbean	0.0%	0.1%	0.4%	0.0%	0.1%
White and Black African	0.0%	0.1%	0.0%	0.0%	0.1%
White and Asian	0.8%	0.2%	0.4%	0.3%	0.3%
White and Black African	0.6%	0.5%	2.2%	0.0%	0.5%
Indian	0.4%	0.4%	0.0%	0.0%	0.3%
Pakistani	0.2%	0.1%	0.9%	0.0%	0.2%
Any other Asian background	0.2%	0.2%	0.0%	0.3%	0.2%
Caribbean	0.9%	0.3%	0.4%	0.0%	0.4%
African	1.1%	0.6%	0.4%	0.6%	0.7%
Any other Black background	0.3%	0.1%	0.0%	0.0%	0.1%
Chinese	0.1%	0.1%	0.4%	0.0%	0.1%
Any other	0.3%	0.1%	0.0%	0.0%	0.1%
Total disclosed	1,003	4,871	229	326	6,429
Undisclosed/ommitted	32.2%	18.8%	15.5%	7.4%	20.7%
Grand Total	1,479	6,002	271	351	8,103

Notes  
The above figures include only those ministers who were working within the diocesan framework (full-time and part-time) as at 31 December 2012.  
The Archbishop of Canterbury and ordained members of his staff at Lambeth Palace are classed as extra-diocesan and are not included in these figures.

Figure 9: Comparison of stipendiary clergy ethnicity 2005 and 2012



Based on data for  
7,240 of 9,034  
stipendiary clergy.

Based on data for  
6,429 of 8,103  
stipendiary clergy.

Notes  
Excluding the Diocese in Europe

Table 6 shows that high proportions of clergy have undisclosed/omitted ethnic background (between 7% and 32%) hence it is difficult to draw conclusions. However we can see that, of those stipendiary clergy who have provided details of their ethnicity, over 90% considered themselves to be White British. A further 3% considered themselves to be of any other white background. Less than 1% described themselves as being from each of the other ethnic backgrounds. Only for assistant curates and non-parochial diocesan clergy did any ethnic background, other than White British or any other White background, represent more than 1% of clergy (1% of assistant curates describing themselves as African and 2% of non-parochial diocesan clergy describing themselves as White and Black African.) Figure 9 does show a slight shift since 2005, with there being a slightly higher proportion of clergy from minority ethnic backgrounds in 2012 (a fall in clergy describing themselves as White British from 94.8% to 93.5% over the period.)

## The number of male clergy losses continues to outweigh the number of gains

**Table 7: Full-time stipendiary clergy losses and gains 1997-2012**

Year	Deaths in service		Retirements		Other losses		Full-time to part-time		Total losses		Ordinations		Other gains		Part-time to full-time		Total gains		Net loss or gain	
	m	f	m	f	m	f	m	f	m	f	m	f	m	f	m	f	m	f	m	f
1997	21	1	357	19	207	25	-	-	585	45	186	57	129	48	-	-	315	105	-270	60
1998	24	-	329	16	187	28	-	-	540	44	174	67	144	41	-	-	318	108	-222	64
1999	25	2	317	16	201	39	-	-	543	57	199	78	150	57	-	-	349	135	-194	78
2000	17	2	349	19	182	49	-	-	548	70	223	90	151	46	-	-	374	136	-174	66
2001	15	3	359	27	210	52	-	-	584	82	186	95	147	51	-	-	333	146	-251	64
2002	18	1	332	35	180	54	-	-	530	90	195	106	123	54	-	-	318	160	-212	70
2003	19	2	310	27	184	46	-	-	513	75	181	120	123	47	-	-	304	167	-209	92
2004	11	1	285	28	199	71	-	-	495	100	143	92	110	51	-	-	253	143	-242	43
2005	17	2	252	40	179	72	-	-	448	114	155	99	141	78	-	-	296	177	-152	63
2006	16	2	262	34	165	60	-	-	443	96	128	92	97	40	-	-	225	132	-218	36
2007	12	1	274	38	179	57	-	-	465	96	161	100	76	32	-	-	237	132	-228	36
2008	8	-	256	38	173	69	-	-	437	107	191	116	105	43	-	-	296	159	-141	52
2009	13	-	303	34	158	65	-	-	474	99	192	111	101	41	-	-	293	152	-181	53
2010	12	4	264	58	175	42	16	18	467	122	171	105	109	56	7	12	287	173	-180	51
2011	11	1	269	33	155	64	19	23	454	121	169	94	124	55	11	5	304	154	-150	33
2012	5	1	224	48	236	59	17	12	482	120	160	93	101	62	8	12	269	167	-213	47

### Notes

Figures are based on the numbers of clergy leaving and entering the clergy payroll system (excluding the Diocese in Europe), which is held currently by the Church Commissioners.

Other losses and gains recorded above include people that have moved to and from the Diocese in Europe, to and from posts which are funded by external agencies such as National Health Service Trusts, the Prison Service, mission agencies or schools, and moves between stipendiary and self-supporting ministry or full-time and part-time posts. Other losses also includes those no longer in stipendiary ministry for other reasons.

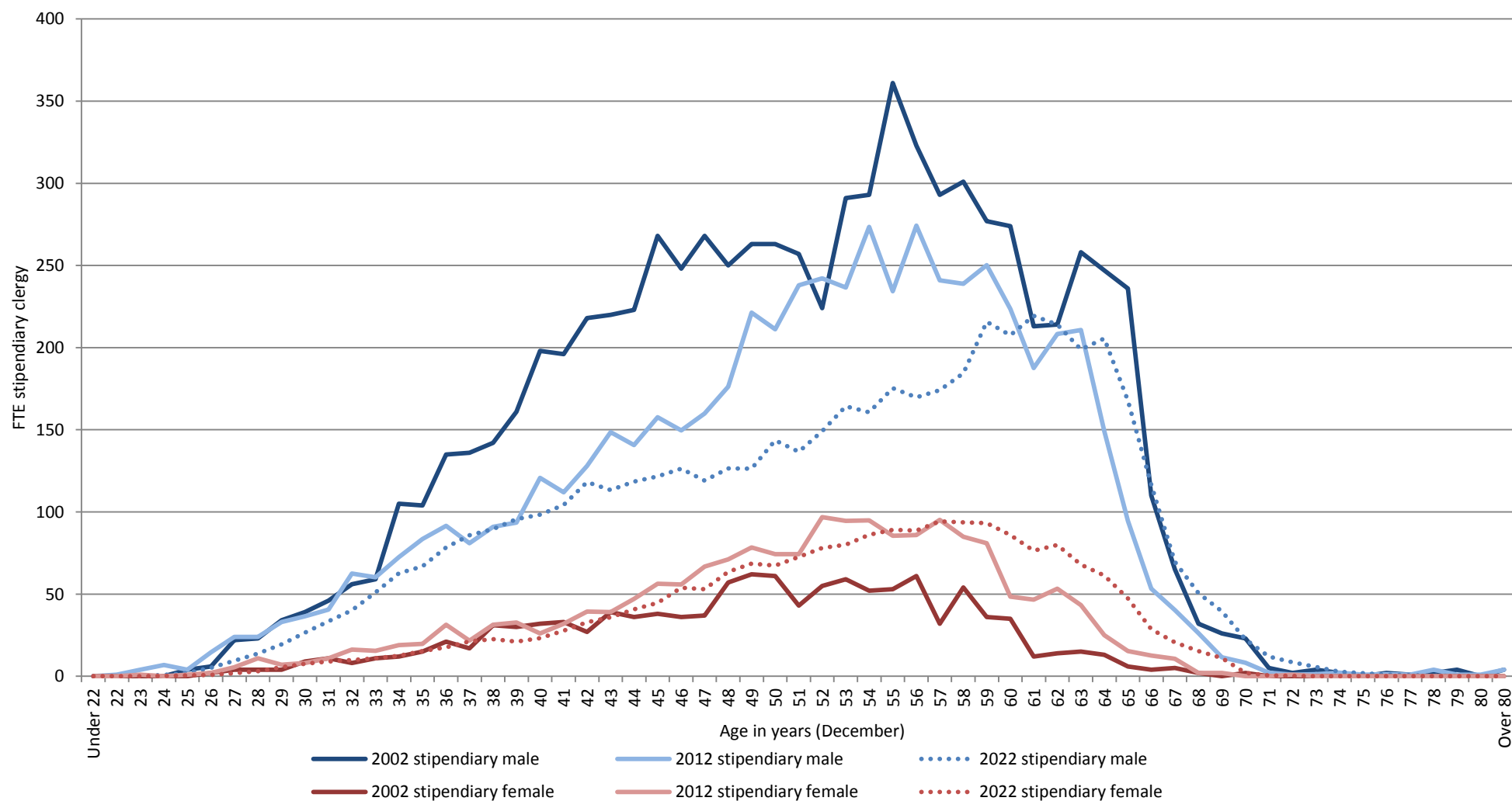
The number of people entering stipendiary ministry (Table 7) is not sufficient to replace those who are retiring or leaving stipendiary ministry. With more than 1 in 5 clergy aged 60 and over (Table 5) it is likely that there will be large numbers of retirements in coming years.



## The total number of male clergy has continued to decline

**Figure 10: Age profiles of full-time equivalent stipendiary clergy 2002, 2012 and projected for 2022**

2002 and 2012 actuals, with 2022 projections



Note

Stipendiary figures include full-time and part-time parochial and non-parochial clergy and exclude Diocese in Europe.

Figure 10 illustrates the age profile of stipendiary clergy in 2002, 2012, and 2022. The flattening of the male lines on the graph shows that the total number of male clergy has declined and will continue to decline, and the shifting peak to the right shows the likely increase in the average age of clergy. Female clergy show a slightly different pattern with a growing pool of clergy, however showing a similar likely increase in average age.

Totals of female clergy are expected to increase slowly, however this will not change an overall trend of decline in clergy numbers

## Projections of stipendiary diocesan clergy

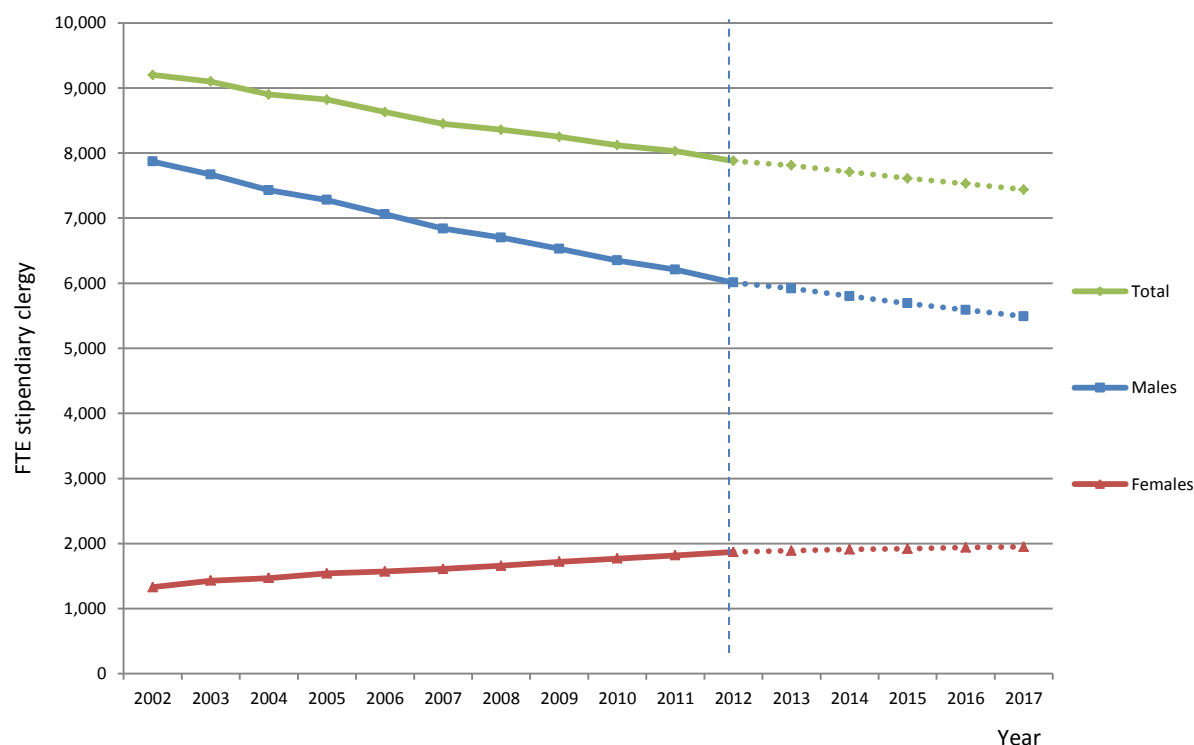
**Table 8: Full-time equivalence of stipendiary clergy: actuals and projections 2002 - 2017**

	Year	Male	Female	Total
Actuals	2002	7,870	1,330	9,200
	2003	7,670	1,430	9,100
	2004	7,430	1,470	8,900
	2005	7,280	1,540	8,820
	2006	7,060	1,570	8,630
	2007	6,840	1,610	8,450
	2008	6,700	1,660	8,360
	2009	6,530	1,720	8,250
	2010	6,350	1,770	8,120
	2011	6,210	1,820	8,030
	2012	6,010	1,870	7,880
Projections	2013	5,920	1,890	7,810
	2014	5,800	1,910	7,710
	2015	5,690	1,920	7,610
	2016	5,590	1,940	7,530
	2017	5,490	1,950	7,440

### Notes

Stipendiary figures include full-time and part-time parochial and non-parochial clergy, and exclude Diocese in Europe. Figures are rounded to the nearest 10 and figures may not add up as a result.

**Figure 11: Full-time equivalence of stipendiary clergy: actuals and projections 2002 - 2017**

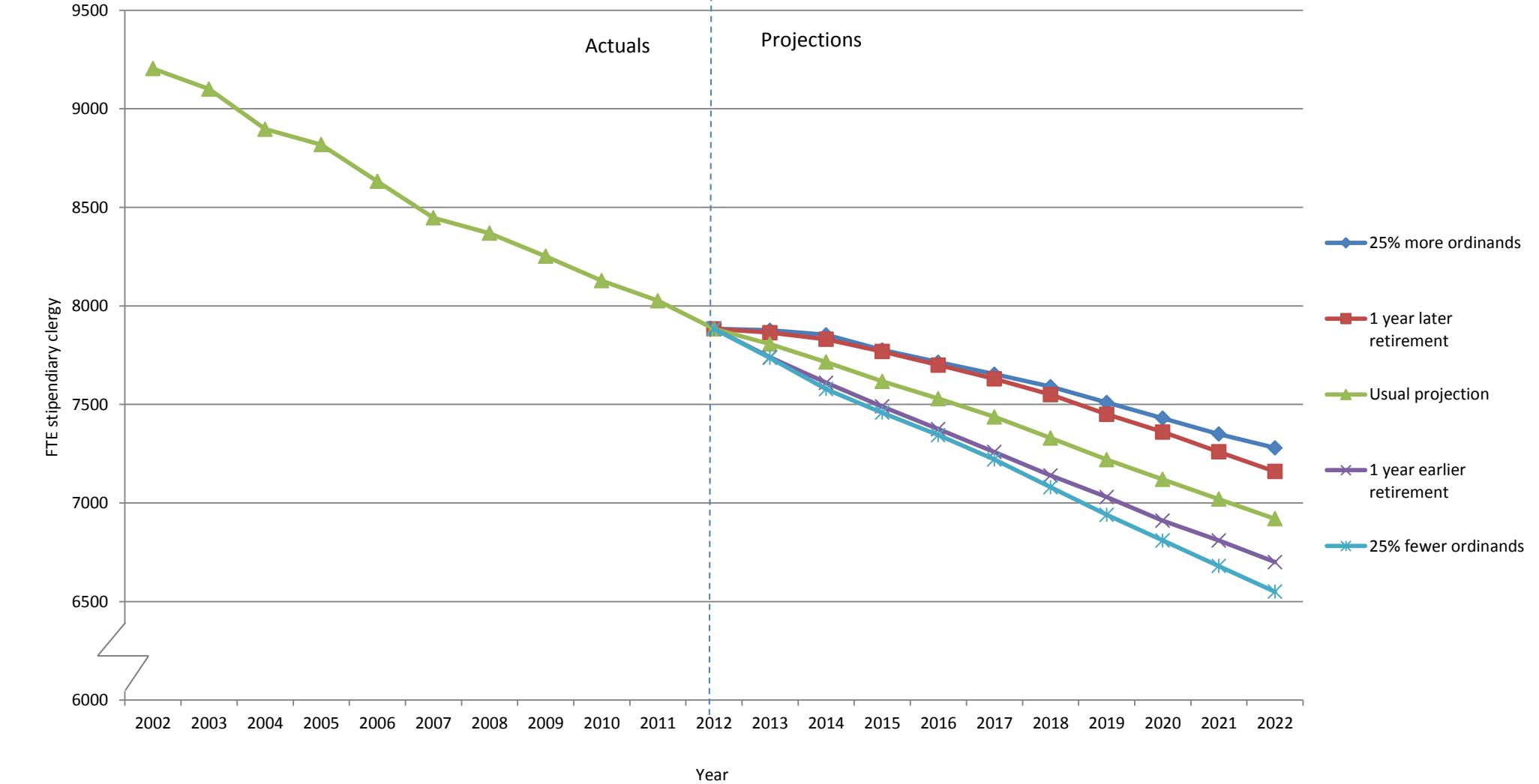


Projections are intended to show the implications of letting present trends continue, rather than as explicit predictions of the future. They are calculated by considering past clergy losses and gains, together with the number of ordinations to stipendiary ministry anticipated for 2013 and 2014, and applying them to the actual numbers of stipendiary clergy in post on 31st December 2012.

Figure 11 illustrates the likely decline in numbers of male clergy, which despite a likely growth in numbers of female clergy, will cause overall decline.

The number of stipendiary clergy has dropped since the turn of the millennium. This is projected to continue at a similar level with the net loss over the period 2012 to 2016 of 350 from a current total of 7,880 full-time equivalent (FTE) clergy (Table 8). These figures include clergy with full-time appointments and those with part-time appointments aggregated to their FTE. Europe, due to the special nature of its chaplaincies, is excluded. These projections take into account the expected number of ordinations to stipendiary ministry. In 2012 there were 256 ordinations (Table 13).

Figure 12: Full-time equivalence projection scenarios of stipendiary clergy 2002 - 2022



Notes  
Stipendiary figures include full-time and part-time parochial and non-parochial clergy, and exclude Diocese in Europe.

Figure 12 illustrates a range of projection scenarios to show what would happen if past trends changed in the future. The likely number of clergy is most dependent on ordination and retirement patterns. The figure illustrates what would happen if the number of ordinations were to increase or decrease by 25%, or if clergy were to retire a year earlier or later than has been the case.

## The number of clergy in salaried chaplaincy posts has declined by 7% during the last decade

**Table 9: Chaplains and other clergy 2012**

Provinces of Canterbury and York (including Europe)

Ministry	Male 2012	Female 2012	Total 2012	Total 2002
Royal Navy chaplains	30	1	31	46
Army chaplains	78	2	80	122
Royal Air Force chaplains	40	1	41	51
Prison chaplains	84	39	123	122
Hospital/healthcare chaplains	160	115	275	357
School chaplains <sup>1</sup>	133	29	162	161
Higher and Further Education chaplains <sup>1</sup>	65	12	77	85
Other chaplains <sup>2</sup>	187	42	229	145
<b>Total chaplains</b>	<b>777</b>	<b>241</b>	<b>1,018</b>	<b>1,089</b>
Other self-supporting clergy <sup>3</sup>	206	109	315	
Ordained staff of theological and bible colleges and other Christian centres for education and research	72	26	98	
Ordained Church Army evangelists (not counted elsewhere)	4	4	8	
<b>Total chaplains and other clergy</b>	<b>1,059</b>	<b>380</b>	<b>1,439</b>	

1 Apart from chaplains, ordained members of the teaching staffs of schools and colleges are not counted here, but are included within the other self-supporting clergy figures (above) or, if they also hold a diocesan appointment, in Table 2.

2 'Other chaplains' includes full and part-time ordained staff of retreat houses, conference and healing centres, shrines, almshouses, missionary societies and communities.

3 'Other self-supporting clergy' includes: full and part-time ordained staff with either diocesan or non-diocesan appointments; some cathedral clergy; certain chaplains; and those who are not parish deployable but with licence to officiate or permission to officiate.

### Notes

These figures capture those in chaplaincy and other ministries as at 31 December 2012

The figures for chaplains and other ministers working outside the parish framework are based on statistics derived from the database used to compile Crockford's Clerical Directory (with the exception of religious communities and Church Army where data are collected from source). Where possible, they have been cross-referenced with material produced by organising bodies (Ministry of Defence for the forces chaplains; Home Office for prison chaplains; Hospital Chaplaincies Council for hospital chaplains).

The table does not include chaplains and other clergy counted elsewhere in the statistics; for example chaplains who have a diocesan appointment and are on the Church Commissioners' payroll, and SSMs who are counted within the diocesan licensed ministers table.

Where an individual holds more than one appointment it has been a subjective decision as to where to place an individual. This means that there is inevitably some disparity between the above figures and those for previous years.

In addition there are 81 accredited lay workers on the Church Commissioners' payroll (including some Church Army evangelists), 5 licensed deaconesses, and a further 13 full-time clergy on the staff of Church House and Lambeth Palace.

In 2012, the Church of England was supported by the ministry of 1,018 chaplains (Table 9) working with mission agencies; the armed services, in hospitals, prisons, schools, higher and further education. There were a further 315 self-supporting clergy who minister within dioceses but outside the formal parochial system, and 98 employed in theological and bible colleges.

In 2012 there were fewer clergy employed as chaplains (1,018) than in 2002 (1,089), with Army chaplains and hospital/healthcare chaplains experiencing the larger decreases.

There were 26% more females working as chaplains in 2012 (241) than in 2002 (192).

The number of ordained staff whose main appointment is as a tutor or principal in a theological college has risen by 40% from 70 in 2002 to 98 in 2012.

Figure 13: Chaplains 2012

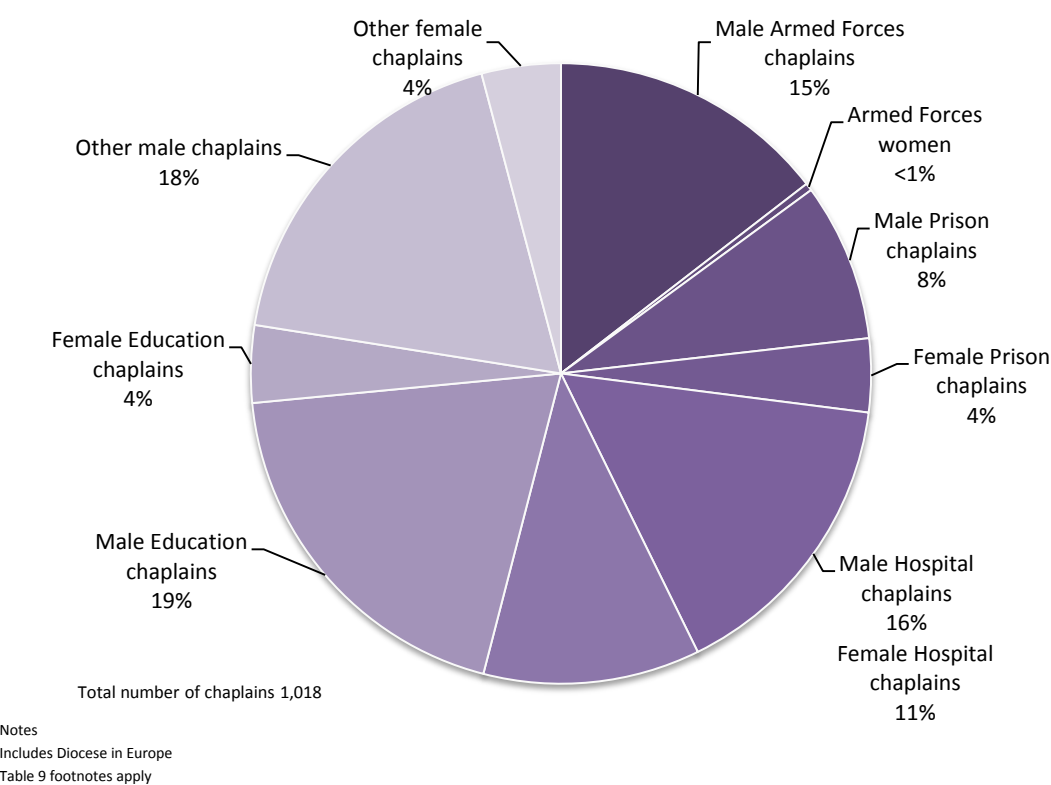
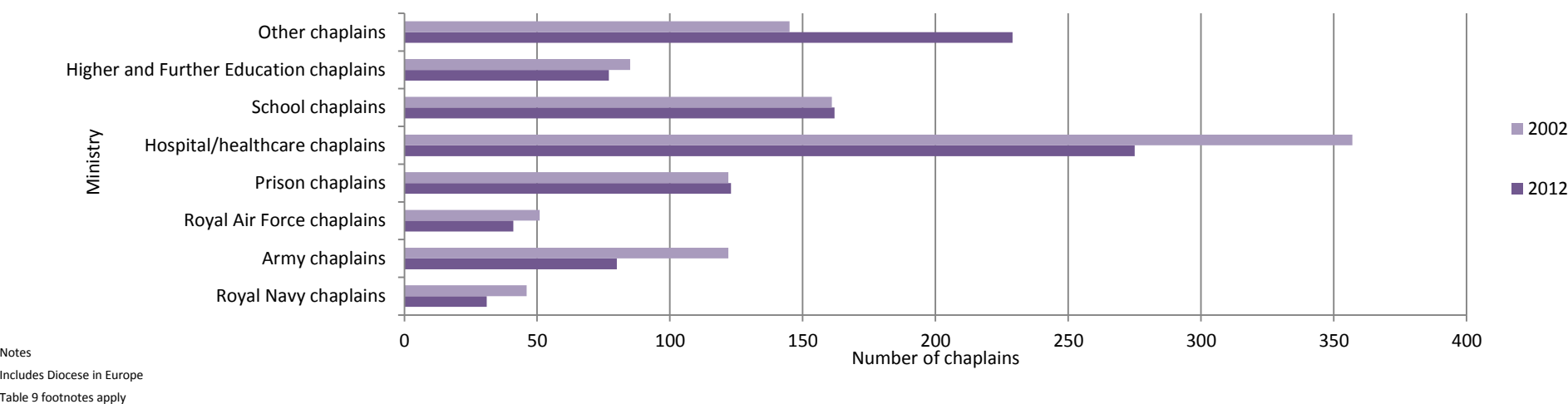


Figure 13 shows the breakdown of chaplains' roles by gender in 2012, the largest number being education chaplains (23%). In all roles, the number of males exceeded the number of females, the difference being particularly pronounced for education and armed forces chaplains (at least 14 percentage points).

Figure 14 illustrates the reduction in the number of Church of England chaplains serving in the armed forces (31% over the decade.)

The number of ordained chaplains working in the prison chaplaincy service and in educational establishments remained stable. Hospital and healthcare establishments have 23% fewer full-time ordained Church of England chaplains; 275 in 2012 compared with 357 in 2002. However, many chaplains may also hold a diocesan appointment and so are counted elsewhere in the statistics.

Figure 14 : Chaplains 2002 and 2012



## The overall ratio of male (48%) and female (52%) licensed Readers has reversed since 2002.

**Table 10: Readers and Church Army 2012**

Provinces of Canterbury and York (including Europe)

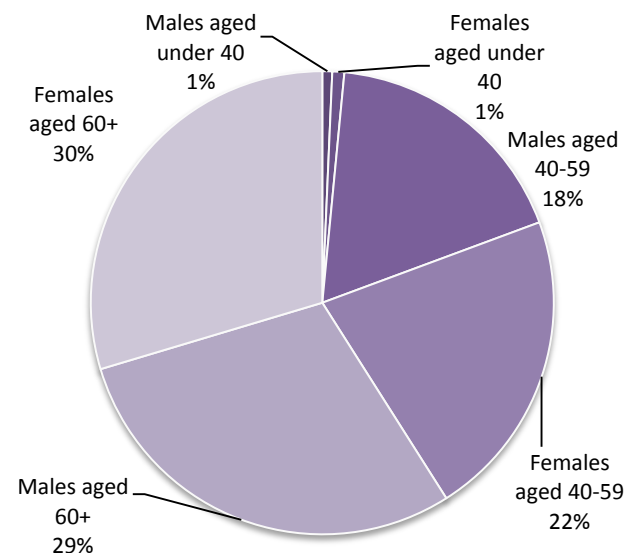
Diocese		Reader admissions during year		Licensed Readers				Readers in training		Church Army (lay evangelists)	
		m	f	m <sup>1</sup>	f <sup>1</sup>			m	f	m	f
1 Bath & Wells	C	5	6	89	(77)	125	(47)	5	7	5	0
2 Birmingham	C	5	8	76	(19)	88	(23)	14	18	1	0
3 Blackburn	Y	2	9	57	(36)	85	(22)	5	13	1	0
4 Bradford	Y	1	5	36	(26)	47	(19)	9	10	5	1
5 Bristol	C	2	7	63	(24)	94	(29)	6	7	1	0
6 Canterbury	C	8	0	44	(29)	51	(24)	6	8	6	0
7 Carlisle	Y	6	4	65	(12)	59	(7)	3	5	2	0
8 Chelmsford	C	2	5	114	(48)	161	(33)	2	4	4	3
9 Chester	Y	6	8	139	(102)	141	(44)	14	15	2	3
10 Chichester	C	4	7	97	(70)	34	(66)	7	11	3	2
11 Coventry	C	2	5	62	(28)	70	(19)	0	0	4	2
12 Derby	C	1	1	88	(25)	95	(27)	4	11	3	0
13 Durham	Y	0	4	60	(14)	79	(13)	3	13	1	2
14 Ely	C	2	3	57	(32)	62	(17)	5	11	3	0
15 Exeter	C	4	6	85	(55)	88	(52)	8	6	5	0
16 Gloucester	C	5	5	75	(15)	71	(9)	7	16	0	1
17 Guildford	C	0	1	66	(35)	45	(21)	7	4	4	1
18 Hereford	C	3	1	34	(12)	27	(9)	5	5	2	1
19 Leicester	C	6	4	65	(27)	64	(15)	9	8	1	1
20 Lichfield	C	4	11	137	(72)	162	(53)	14	15	6	3
21 Lincoln	C	3	6	45	(30)	78	(19)	10	29	2	0
22 Liverpool	Y	5	7	140	(47)	144	(23)	11	24	3	3
23 London	C	4	5	106	(28)	100	(30)	9	23	3	2
24 Manchester	Y	2	5	62	(32)	69	(22)	7	8	2	2
25 Newcastle	Y	1	3	30	(25)	50	(19)	6	14	2	3
26 Norwich	C	0	4	64	(62)	83	(52)	6	9	1	1
27 Oxford	C	1	8	108	(48)	97	(36)	12	15	2	2
28 Peterborough	C	3	4	79	(24)	75	(11)	7	8	1	1
29 Portsmouth	C	1	1	42	(19)	46	(22)	3	3	0	0
30 Ripon & Leeds	Y	1	7	51	(18)	55	(27)	1	12	2	0
31 Rochester	C	9	3	118	(77)	106	(41)	5	8	0	2
32 St. Albans	C	9	10	90	(57)	87	(44)	18	26	3	0
33 St. Edms & Ipswich	C	1	3	57	(46)	45	(26)	7	10	3	1
34 Salisbury	C	2	3	53	(71)	38	(37)	11	15	1	1
35 Sheffield	Y	2	3	80	(25)	75	(19)	13	16	11	8
36 Sodor & Man	Y	3	2	15	(6)	12	(3)	1	2	0	0
37 Southwark	C	5	5	85	(50)	100	(31)	14	23	4	3
38 Southwell & Nottingham	Y	0	0	114	(32)	142	(29)	7	11	4	2
39 Truro	C	2	3	32	(31)	34	(16)	4	9	2	1
40 Wakefield	Y	2	2	43	(16)	43	(20)	4	10	2	0
41 Winchester	C	6	4	87	(53)	90	(19)	13	9	6	1
42 Worcester	C	1	6	54	(22)	80	(12)	3	10	2	1
43 York	Y	2	2	88	(38)	94	(28)	10	20	4	3
44 Europe	C	5	7	45	(19)	35	(8)	14	16	0	0
<b>Totals Province of Canterbury</b>	<b>C</b>	<b>105</b>	<b>142</b>	<b>2,217</b>	<b>(1,205)</b>	<b>2,331</b>	<b>(848)</b>	<b>235</b>	<b>344</b>	<b>78</b>	<b>30</b>
<b>Totals Province of York</b>	<b>Y</b>	<b>33</b>	<b>61</b>	<b>980</b>	<b>(429)</b>	<b>1,095</b>	<b>(295)</b>	<b>94</b>	<b>173</b>	<b>41</b>	<b>27</b>
<b>Totals CHURCH OF ENGLAND</b>		<b>138</b>	<b>203</b>	<b>3,197</b>	<b>(1,634)</b>	<b>3,426</b>	<b>(1,143)</b>	<b>329</b>	<b>517</b>	<b>119</b>	<b>57</b>
<b>Comparable figures for 2011</b>											
<b>Totals Province of Canterbury</b>	<b>C</b>	<b>85</b>	<b>148</b>	<b>2,323</b>	<b>(1,187)</b>	<b>2,416</b>	<b>(824)</b>	<b>262</b>	<b>366</b>	<b>75</b>	<b>32</b>
<b>Totals Province of York</b>	<b>Y</b>	<b>42</b>	<b>74</b>	<b>1,017</b>	<b>(465)</b>	<b>1,100</b>	<b>(287)</b>	<b>112</b>	<b>164</b>	<b>42</b>	<b>28</b>
<b>Totals CHURCH OF ENGLAND</b>		<b>127</b>	<b>222</b>	<b>3,340</b>	<b>(1,652)</b>	<b>3,516</b>	<b>(1,111)</b>	<b>374</b>	<b>530</b>	<b>117</b>	<b>60</b>

1. Readers figures in brackets refer to the additional number of Readers with Permission to Officiate and active Emeriti.

There are a further five Church Army evangelists who are nationally deployed. Ordained Church Army evangelists are counted in Table 9.

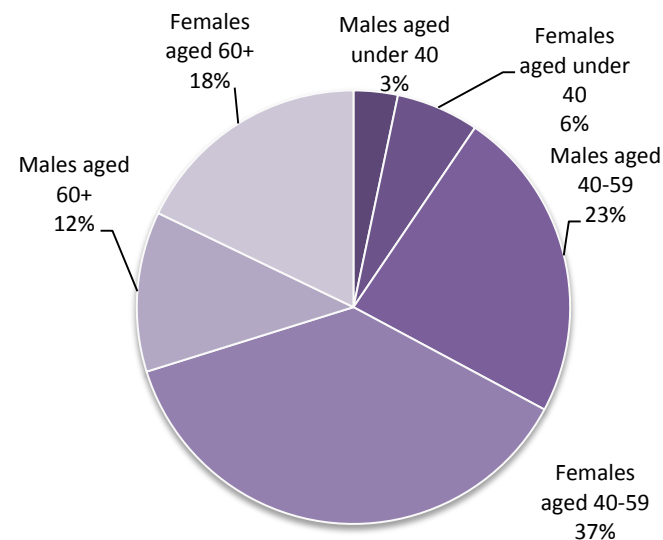
These figures have been revised since the publication of 'The Annual Report of the Central Readers Council of the Church of England 2012'.

**Figure 15: Licensed Readers 2012**



Note: This is based on 38 dioceses (5373 Readers)

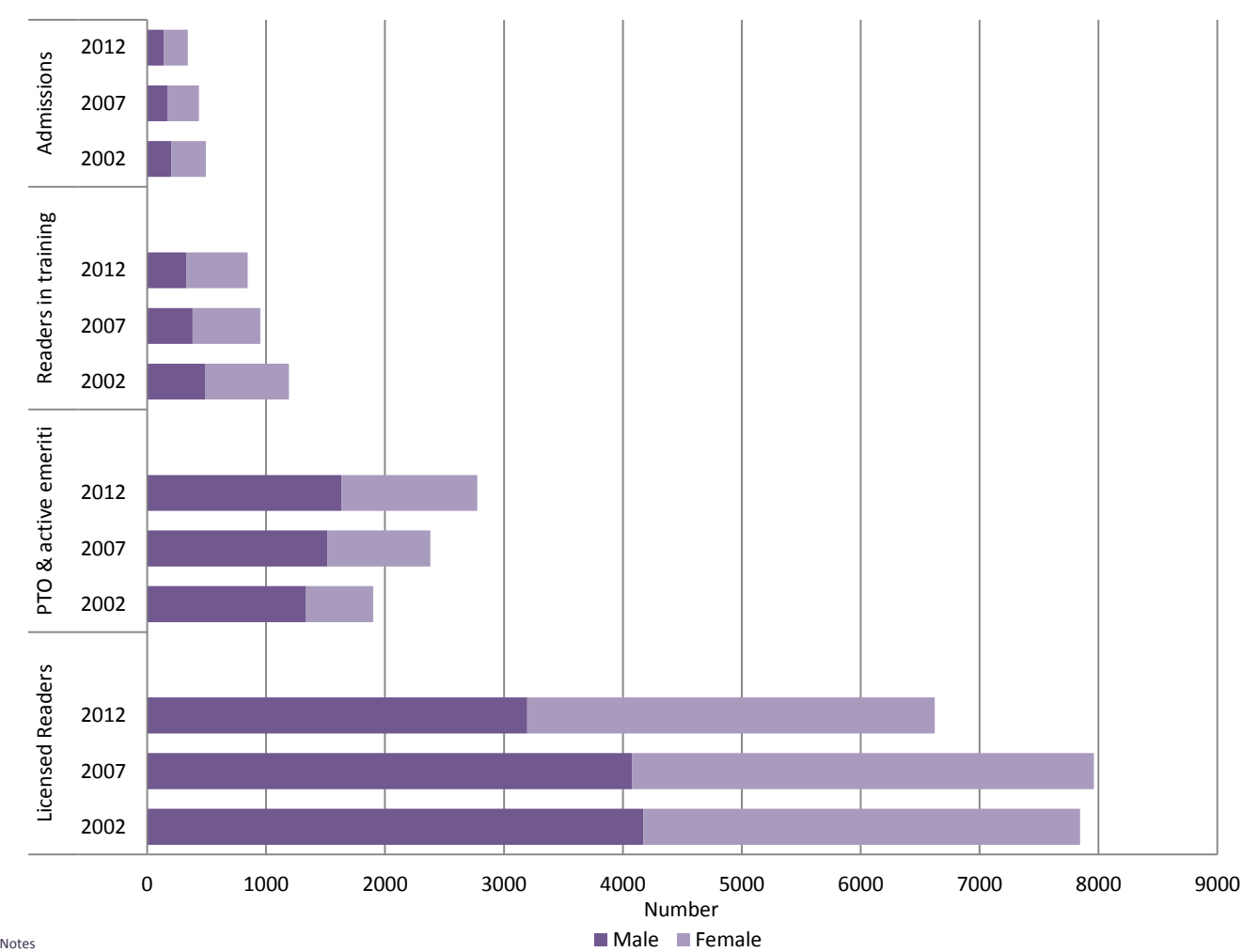
**Figure 16: Readers in training 2012**



Note: This is based on 38 dioceses (728 Readers)

A higher proportion of those admitted to Reader ministry in 2012 were female (60%) and of those in training (61%).

Figure 17: Readers by gender 2002, 2007 and 2012



The total number of licensed Readers decreased by 16% between 2002 and 2012 (Table 11 and Figure 17). The number of those with permission to officiate and active emeriti increased by 46% over the same period. The number of Reader admissions and the number in training fell by 29% and 31% respectively.

In 2002, 53% of licensed Readers were male, falling to 48% by 2012. The turning point where there were more females than males occurred between 2009 and 2010 (Table 11).

60% of those admitted to Reader ministry in 2012 were female and 61% of those in training were female (Table 10). In 2012 the majority of both active emeriti and those with permission to officiate were male (59%) (Table 10).

The Church was also supported by the ministry of lay Church Army evangelists (176 in 2012). This is 28% fewer than in 2002 when there were 244 (Table 10).

Table 11: Readers by gender 2002, 2007 and 2012

	Licensed Readers			PTO & active emeriti			Readers in training			Admissions		
	2002	2007	2012	2002	2007	2012	2002	2007	2012	2002	2007	2012
Male	4,172	4,080	3,197	1,337	1,516	1,634	485	382	329	204	170	138
Female	3,672	3,882	3,426	563	866	1,143	707	569	517	290	265	203

Notes  
Including Diocese in Europe

Ordinations to stipendiary and self supporting ministry have remained broadly stable over the decade, however Reader Admissions have seen a marked decline.

Table 12: Ordinations and Reader admissions 1992 to 2012

	Stipendiary			Self-supporting			Total stipendiary and self-supporting	Readers
	Males	Females	Total	Males	Females	Total		
1992	273	67	340	59	74	133	473	566
1994	244	72	316	55	34	89	405	633
1996	201	67	268	46	59	105	373	586
1998	174	67	241	100	127	227	468	608
2000	223	90	313	106	150	256	569	544
2001	190	105	295	92	109	201	496	494
2002	199	112	311	101	128	229	540	494
2003	181	120	301	79	113	192	493	472
2004	143	92	235	94	140	234	469	487
2005	158	103	261	112	139	251	512	435
2006	128	98	226	106	149	255	481	425
2007	163	104	267	128	160	288	555	435
2008	197	124	321	103	150	253	574	375
2009	193	116	309	105	150	255	564	358
2010	173	111	284	100	179	279	563	344
2011	170	94	264	89	151	240	504	349
2012	162	94	256	107	127	234	490	341

Ordinations to stipendiary ministry have remained broadly stable over the last 20 years. In 1998 there was a marked increase in ordinations to self supporting ministry, just over half of which can be attributed to female ordinations, which have remained higher than male ordinations to self supporting ministry since. Reader admissions have seen a marked decline over the period (Table 12). The ratio of ordinations to stipendiary ministry and self supporting ministry have remained broadly stable since 1998 (between 47% and 61%) (Figures 18 and 19).

Figure 18: Ordinations and Reader admissions 1992 to 2012

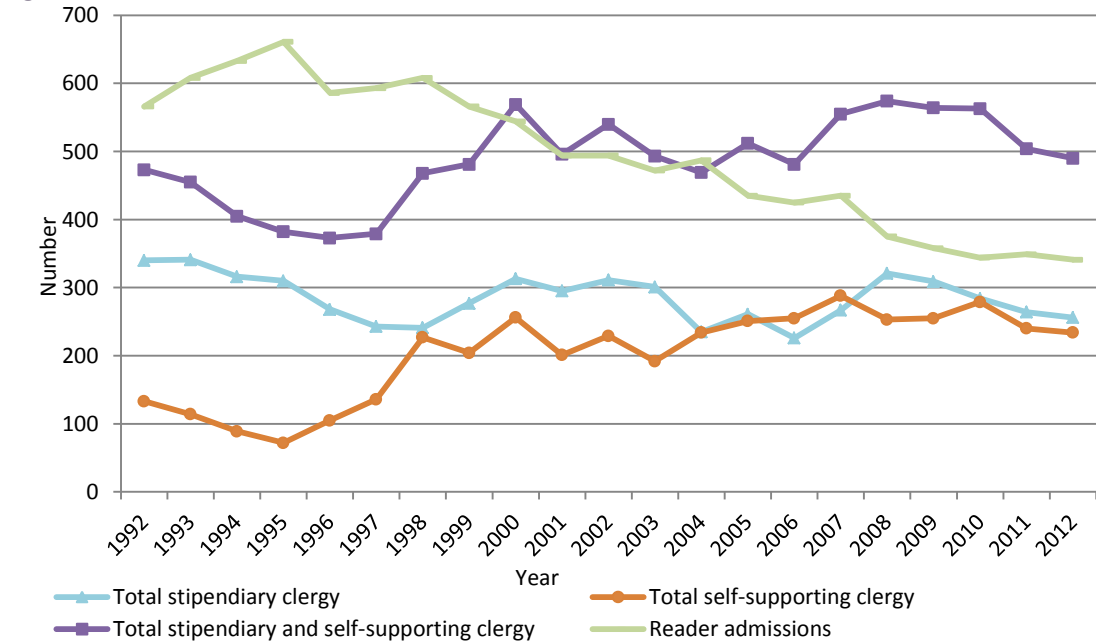
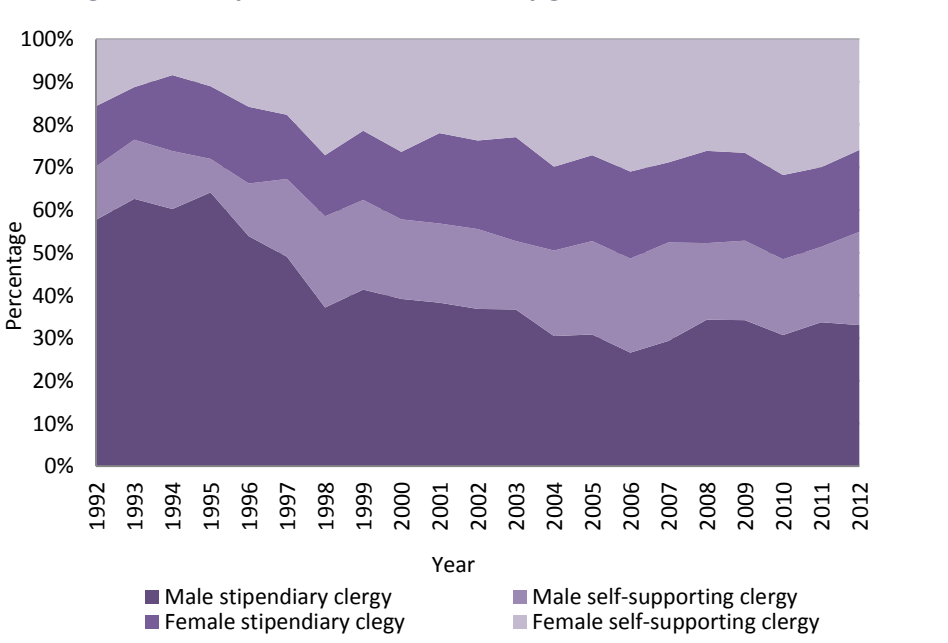


Figure 19: Proportion of ordinations by gender 1992 to 2012





A third of male candidates recommended for training are in their twenties compared with 10 per cent of females.

Table 13: Age and gender of candidates recommended for ordination training 2000 - 2012

Age	20-29			30-39			40-49			50-59			60 or over			All candidates		
Gender	m	f	Total	m	f	Total	m	f	Total	m	f	Total	m	f	Total	m	f	Total
2000	76	30	106	104	42	146	65	83	148	47	76	123	5	9	14	297	240	537
2001	54	19	73	77	49	126	61	99	160	35	74	109	10	8	18	237	249	486
2002	53	18	71	58	45	103	67	82	149	47	78	125	12	15	27	237	238	475
2003	58	20	78	76	42	118	67	92	159	50	74	124	13	13	26	264	241	505
2004	54	17	71	75	42	117	73	93	166	63	94	157	20	33	53	285	279	564
2005	69	17	86	84	39	123	73	100	173	60	101	161	9	26	35	295	283	578
2006	66	24	90	96	53	149	78	96	174	57	87	144	14	23	37	311	283	594
2007	71	17	88	106	49	155	70	104	174	40	92	132	19	27	46	306	289	595
2008	69	13	82	82	35	117	63	70	133	46	71	117	13	28	41	273	217	490
2009	62	12	74	72	40	112	57	79	136	54	72	126	14	29	43	259	232	491
2010	82	26	108	76	18	94	71	69	140	34	83	117	21	35	56	284	231	515
2011	60	17	77	84	42	126	47	91	138	32	59	91	17	15	32	240	224	464
2012	88	25	113	74	41	115	47	79	126	42	69	111	20	25	45	271	239	510

Figure 20: Age of candidates recommended for ordination training 2002, 2007 and 2012

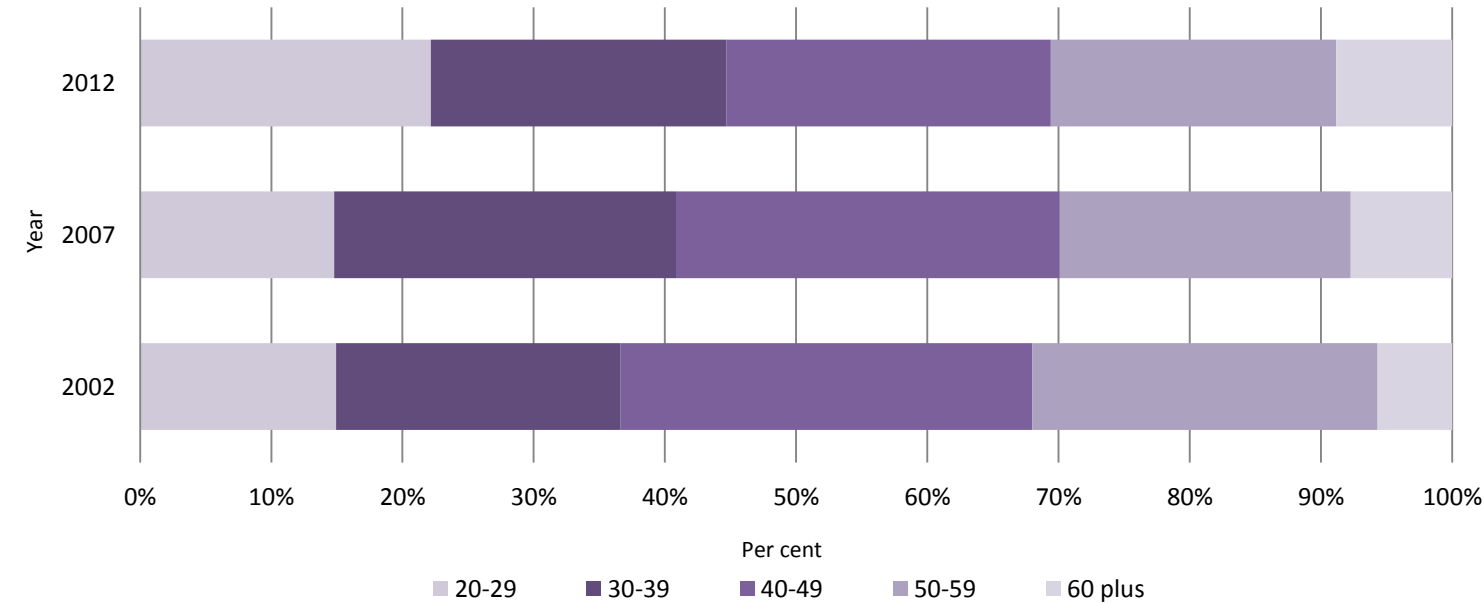


Table 13 shows differences in age between males and females recommended for training. In 2012, the majority of male candidates were under 40 years of age (60%), where as the majority of female candidates were over 40 (72%). In fact, 71% of those under 40 were male. In 2012, 22% of recommended candidates were under the age of 30, compared to 15% in both 2002 and 2007. (Figure 21).

## The number living in religious communities has fallen by 37% in the last decade

**Table 14: Religious Communities and Orders 2012**

Provinces of Canterbury and York (excluding Europe)

Compiled from information supplied by Superiors of Religious Communities

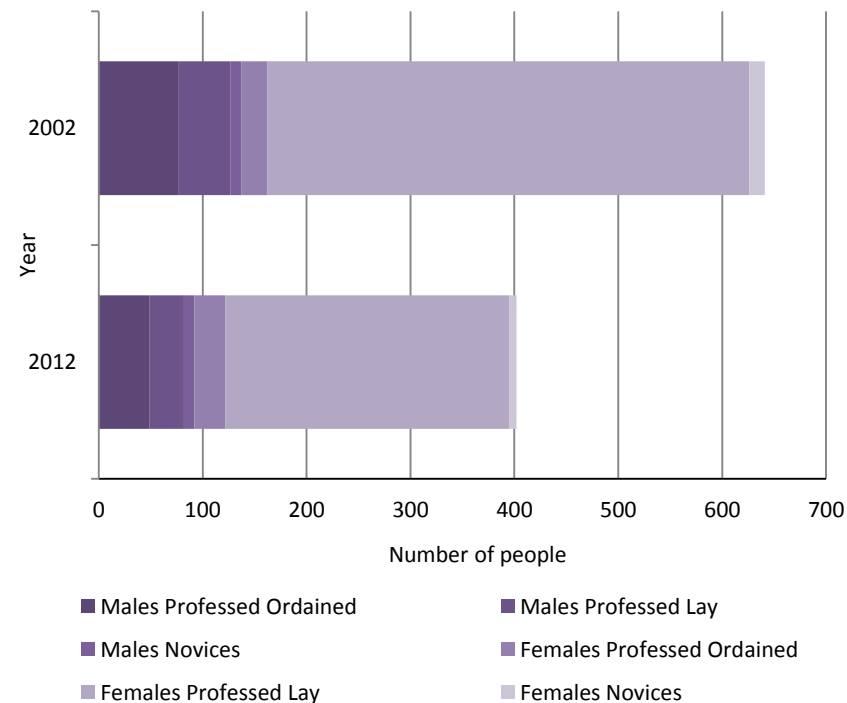
Diocese		Males ( 9 Communities <sup>1</sup> )					Females (34 Communities <sup>1</sup> )					Number of 'houses'
		Professed		Novices		Professed		Novices				
		Ordained	Lay	Ordained	Lay	Ordained	Lay	Ordained	Lay			
1 Bath & Wells	C	0	0	0	0	1	3	0	0	3		
2 Birmingham	C	0	2	0	0	2	12	0	1	4		
3 Blackburn	Y	0	0	0	0	1	0	0	0	1		
4 Bradford	Y	0	0	0	0	0	0	0	0	0		
5 Bristol	C	0	0	0	0	0	3	0	0	1		
6 Canterbury	C	2	1	0	1	0	1	0	0	2		
7 Carlisle	Y	0	0	0	0	0	1	0	0	1		
8 Chelmsford	C	5	3	1	0	1	1	0	0	2		
9 Chester	Y	0	0	0	0	0	7	0	0	1		
10 Chichester	C	3	4	0	1	1	15	0	1	6		
11 Coventry	C	0	0	0	0	0	0	0	0	0		
12 Derby	C	0	0	0	0	2	19	0	0	1		
13 Durham	Y	1	0	0	0	0	0	0	0	0		
14 Ely	C	0	0	0	0	0	0	0	0	0		
15 Exeter	C	1	2	0	0	1	9	0	0	3		
16 Gloucester	C	0	0	0	0	0	0	0	0	0		
17 Guildford	C	0	0	0	0	1	1	0	0	1		
18 Hereford	C	0	0	0	0	0	0	0	0	0		
19 Leicester	C	0	0	0	0	1	2	0	0	1		
20 Lichfield	C	0	0	0	0	0	0	0	0	0		
21 Lincoln	C	0	0	0	0	1	2	0	0	1		
22 Liverpool	Y	0	0	0	0	0	0	0	0	0		
23 London	C	1	0	0	0	6	21	0	0	8		
24 Manchester	Y	0	0	0	0	0	0	0	0	0		
25 Newcastle	Y	2	2	0	0	0	0	0	0	1		
26 Norwich	C	1	1	0	0	0	13	0	1	5		
27 Oxford	C	4	0	0	0	5	75	0	0	9		
28 Peterborough	C	0	0	0	0	0	2	0	0	1		
29 Portsmouth	C	0	0	0	0	0	8	0	0	1		
30 Ripon & Leeds	Y	0	1	0	1	0	1	0	0	2		
31 Rochester	C	0	0	0	0	1	11	0	1	1		
32 St. Albans	C	0	0	0	0	0	0	0	0	0		
33 St. Edms & Ipswich	C	0	0	0	0	0	0	0	0	0		
34 Salisbury	C	4	8	0	0	1	1	0	0	3		
35 Sheffield	Y	2	0	0	1	0	0	0	0	1		
36 Sodor & Man	Y	0	0	0	0	0	0	0	0	0		
37 Southwark	C	0	0	0	0	2	15	0	1	5		
38 Southwell & Nottingham	Y	0	0	0	0	0	8	0	0	2		
39 Truro	C	0	0	0	0	0	0	0	0	0		
40 Wakefield	Y	14	4	0	0	1	5	0	0	2		
41 Winchester	C	4	2	0	1	1	0	0	0	2		
42 Worcester	C	5	3	0	4	0	4	1	0	2		
43 York	Y	0	0	0	0	1	33	0	1	2		
Totals Province of Canterbury	C	30	26	1	7	27	218	1	5	62		
Totals Province of York	C	19	7	0	2	3	55	0	1	13		
Totals CHURCH OF ENGLAND	Y	49	33	1	9	30	273	1	6	75		
2002 data		77	50	2	8	25	464	1	14			

1 Figures include males and females in three 'mixed' communities.

Notes

In addition, there are over 5,000 oblates (at least 3,500 of these are lay members)

**Figure 21: Number of males and females in Religious Communities 2002 and 2012**



Notes

Excluding Diocese in Europe

In 2002 there were 641 people (137 males and 504 females) living in religious communities. This fell to 402 (92 males and 310 females) in 2012 (Table 14). The percentage decrease in the number of females in such communities was slightly greater than for the males; a 38% decrease compared to a 33% decrease over the period. The most marked decrease was in the number of professed lay females (a decrease of 41% from 464 to 273 between 2002 and 2012) and female novices where the decrease was from 15 to 7. However, the number of male novices remained the same as in 2002 at 10 in total (Figure 20).

**Table 15: Ordination of women resolutions and petitions (1 Jan 2013)**

Provinces of Canterbury and York (including Europe).

Diocese		Total number of parishes at the end of 2012	Parishes where Resolution A applies	Parishes where Resolution B applies	Parishes where a petition for extended episcopal ministry applies	Bishops providing extended episcopal ministry
1 Bath & Wells	C	461	13	12	7 Provincial	+ Ebbsfleet
2 Birmingham	C	151	11	13	5 Provincial	+ Ebbsfleet
3 Blackburn	Y	225	30	52	12 Diocesan	+ Burnley
4 Bradford	Y	128	7	9	4 Provincial	+ Beverley
5 Bristol	C	162	7	7	3 Provincial	+ Ebbsfleet
6 Canterbury	C	262	20	23	5 Provincial	+ Richborough
7 Carlisle	Y	265	13	17	1 Regional	+ Burnley
8 Chelmsford	C	468	49	57	23 Provincial	+ Richborough
9 Chester	Y	280	9	21	7 Provincial	+ Beverley
10 Chichester	C	383	40	47	0 Diocesan	N/A
11 Coventry	C	199	10	13	8 Provincial	+ Ebbsfleet
12 Derby	C	254	14	14	11 Provincial	+ Ebbsfleet
13 Durham	Y	230	24	26	20 Provincial	+ Beverley
14 Ely <sup>1</sup>	C	311	8	11	3 Provincial	+ Richborough
15 Exeter	C	493	34	44	21 Diocesan	+ Plymouth
16 Gloucester	C	307	4	7	1 Provincial	+ Ebbsfleet
17 Guildford	C	164	3	3	3 Provincial	+ Richborough
18 Hereford	C	343	0	0	0 N/A	N/A
19 Leicester	C	239	11	11	3 Provincial	+ Richborough
20 Lichfield	C	425	41	44	24 Provincial	+ Ebbsfleet
21 Lincoln	C	507	17	18	7 Provincial	+ Richborough
22 Liverpool	Y	209	3	8	3 Provincial	+ Beverley
23 London	C	395	74	75	37 Diocesan	+ Fulham
24 Manchester	Y	269	27	30	21 Provincial	+ Beverley
25 Newcastle	Y	174	17	18	2 Provincial	+ Beverley
26 Norwich	C	569	15	19	2 Provincial	+ Richborough
27 Oxford	C	626	16	23	12 Provincial	+ Ebbsfleet
28 Peterborough	C	349	9	14	4 Provincial	+ Richborough
29 Portsmouth	C	143	13	16	7 Provincial	+ Richborough
30 Ripon & Leeds	Y	167	8	8	5 Provincial	+ Beverley
31 Rochester	C	215	15	19	11 Regional	+ Edmonton
32 St. Albans	C	338	10	14	8 Provincial	+ Richborough
33 St. Edms & Ipswich	C	446	10	13	7 Provincial	+ Richborough
34 Salisbury	C	453	5	11	4 Provincial	+ Ebbsfleet
35 Sheffield	Y	175	29	31	22 Provincial	+ Beverley
36 Sodor & Man	Y	18	1	1	1 Provincial	+ Beverley
37 Southwark	C	292	21	30	17 Regional	+ Edmonton
38 Southwell & Nottingham	Y	261	7	9	4 Provincial	+ Beverley
39 Truro	C	222	16	17	3 Regional	+ Plymouth
40 Wakefield	Y	187	44	44	13 Diocesan	+ Pontefract
41 Winchester	C	262	12	16	5 Provincial	+ Richborough
42 Worcester	C	177	6	6	4 Provincial	+ Ebbsfleet
43 York	Y	454	11	11	8 Provincial	+ Beverley
44 Europe <sup>2</sup>	C	295	8	25	0 N/A	N/A
<b>Total Province of Canterbury</b>	<b>C</b>	<b>9,911</b>	<b>512</b>	<b>622</b>	<b>245</b>	
<b>Totals Province of York</b>	<b>Y</b>	<b>3,042</b>	<b>230</b>	<b>285</b>	<b>123</b>	
<b>Totals CHURCH OF ENGLAND</b>		<b>12,953</b>	<b>742</b>	<b>907</b>	<b>368</b>	
Percentage of parishes			6%	7%		
percentage change since 1999			-11%	-7%	24%	

<sup>1</sup> 2011 data used for Ely

<sup>2</sup> Europe: number of chaplaincies and congregations