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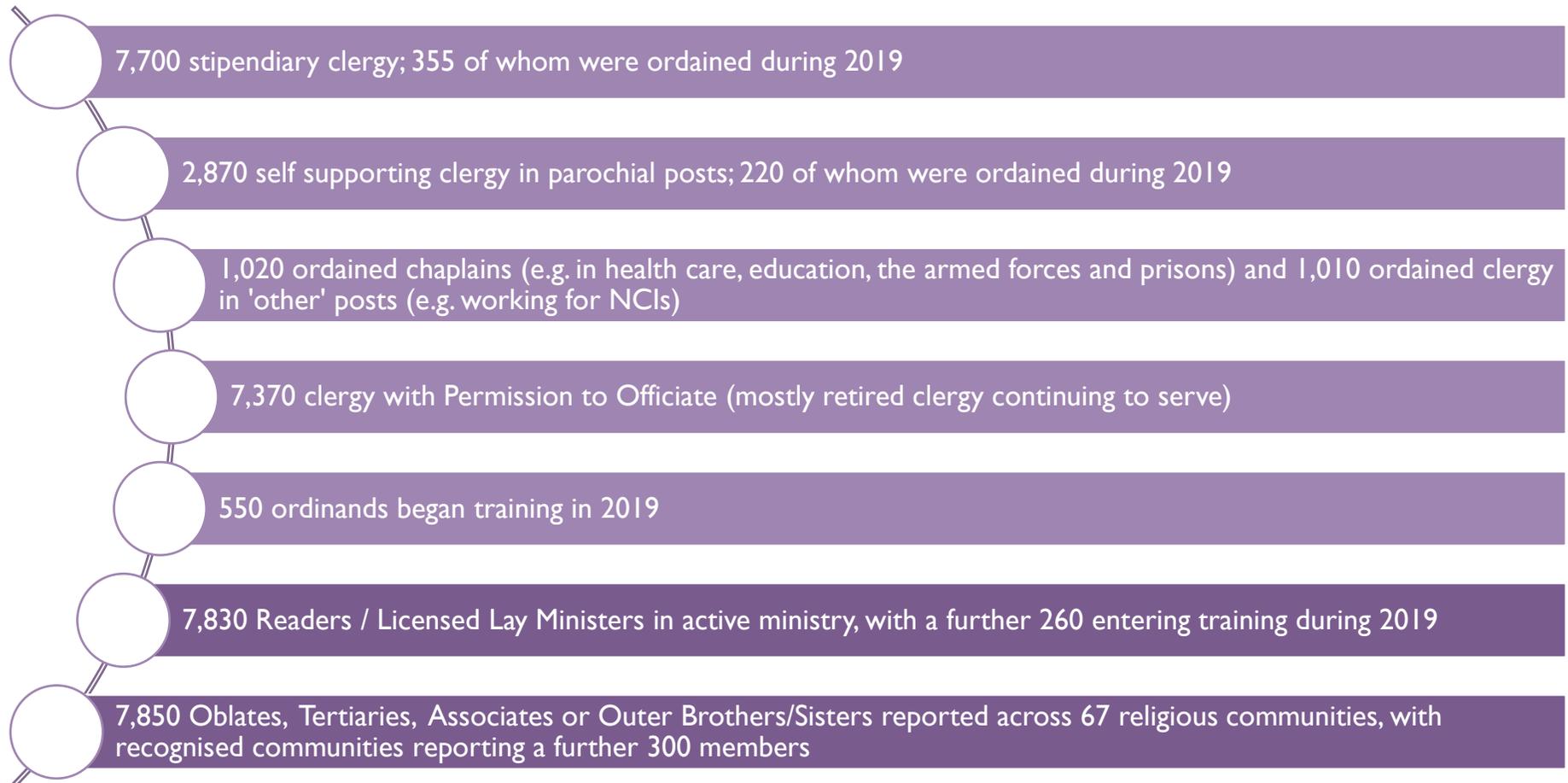Twitter: @cofestats

The opinions expressed in this document are those of the authors and do not necessarily reflect the official policy of the General Synod or The National Church Institutions of the Church of England.

Summary

At the end of 2019 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.

2019 at a glance:

7,700 stipendiary clergy; 355 of whom were ordained during 2019

2,870 self supporting clergy in parochial posts; 220 of whom were ordained during 2019

1,020 ordained chaplains (e.g. in health care, education, the armed forces and prisons) and 1,010 ordained clergy in 'other' posts (e.g. working for NCIs)

7,370 clergy with Permission to Officiate (mostly retired clergy continuing to serve)

550 ordinands began training in 2019

7,830 Readers / Licensed Lay Ministers in active ministry, with a further 260 entering training during 2019

7,850 Oblates, Tertiaries, Associates or Outer Brothers/Sisters reported across 67 religious communities, with recognised communities reporting a further 300 members

All ordained ministers (nearly 20,000 in total)

- Just under a third (32%) of those in ordained ministry in 2019 were female, which has continued the gradual increase in the proportion of women (28% in 2015).
- The average (mean) age in 2019 of stipendiary clergy was 52.5 years; self supporting (non stipendiary ministers / ordained local ministers) were aged, on average, 62.4 years; and those with Permission to Officiate (PTO) were on average 74.7 years.
- The total number of stipendiary clergy has remained stable between 2018 and 2019, following a period of decline.
- Women made up 30% of stipendiary minsters in 2019, which has increased gradually from 28% in 2015.
- 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 2019 were female, a proportion which has increased gradually over the past 5 years and by more than two fifths from 19% in 2015.
- In 2019, 91% of stipendiary clergy were full time and 94% of stipendiary clergy worked in parochial roles.

Ordinations in 2019 (570 in total)

- For the first time since women could be ordained, in 2019 more females (51%) were ordained than males (49%).
- The average (mean) age at ordination to deacon in 2019 was 47.1 years - higher for females (50.4 years) and lower for males (43.7 years).
- For stipendiary ordinations, the average age in 2019 was 40.7 years, whilst for self supporting ordinations it was 58.1 years, similar to the last few years for stipendiary ordinations, but a slight rise in age for self supporting ordinations.
- In 2019, 62% of ordinations were to stipendiary posts broadly similar to the last 5 years

Ordinands beginning training in 2019 (550 in total)

- In 2019, as in the previous 2 years, more females than males began training (54% females, 46% males).
- Nearly a quarter (24%) of all ordinands beginning their training in 2019 were aged under 32, and more than two fifths (44%) were aged under 40.
- The average age at the beginning of training in 2019 was 41.9 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 (73%) of all ordinands beginning training in 2019, a marked increase on 2018 (68%), in large part due to the numbers of ordinands beginning training with the intention of serving in self supporting ministry dropping to 2015 levels.
- 7.8% of ordinands beginning training in 2019 identified themselves as from Black, Asian and Minority Ethnic (BAME) backgrounds, which is higher than the proportion found in the current pool of stipendiary clergy (3.8% identifying as BAME, though note the proportion of missing data is much higher for this group).

Retirements (310 in total during 2019)

- The equivalent of 4.1% of the number of stipendiary clergy at the beginning of 2019 retired during 2019 (comparable to 4.0% in 2018).
- The average age of clergy retirement in 2019 was 66.3 years, a little older than in 2016-2018 where it was 65.6.

Contents

Acknowledgements

This report contains information provided by a number of people across the National Church Institutions (NCIs), diocesan and Bishops' offices, and the wider church community, to whom we are very grateful. This includes, but is not limited to, Wardens of Readers, Bishops' PAs and chaplains, members of religious communities, Forward in Faith, Crockford's, Central Readers' Council and colleagues in National Ministry Team.

Introduction

Ministry Statistics 2019 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 2019. Thousands more serve in lay ministries across the church and the Research and Statistics unit with a team of others from across the church has embarked upon a project to begin to gather statistics on these ministries, due to report in Winter 2020.

This report provides an overview of a complex and varied set of ministries. The context for ministry varies widely from large urban churches to networks of smaller rural churches, and into communities and other organisations. Each individual featured in this report will have a unique story of how they live out their ministry. In order to bring these unique situations together, this report categorises individuals into groups based on their main role, though in many cases individuals have multiple responsibilities and this approach cannot address these subtleties. It 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.

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 2019. Over half of these clergy were self supporting or retired (which includes NSMs, OLMs and 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 Deacons[1]. Although only 32% of all active ordained ministers were female, they made up half of all non stipendiary and 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 1.

Figure 1: Total ordained ministry, by gender (2019)[2, 3]

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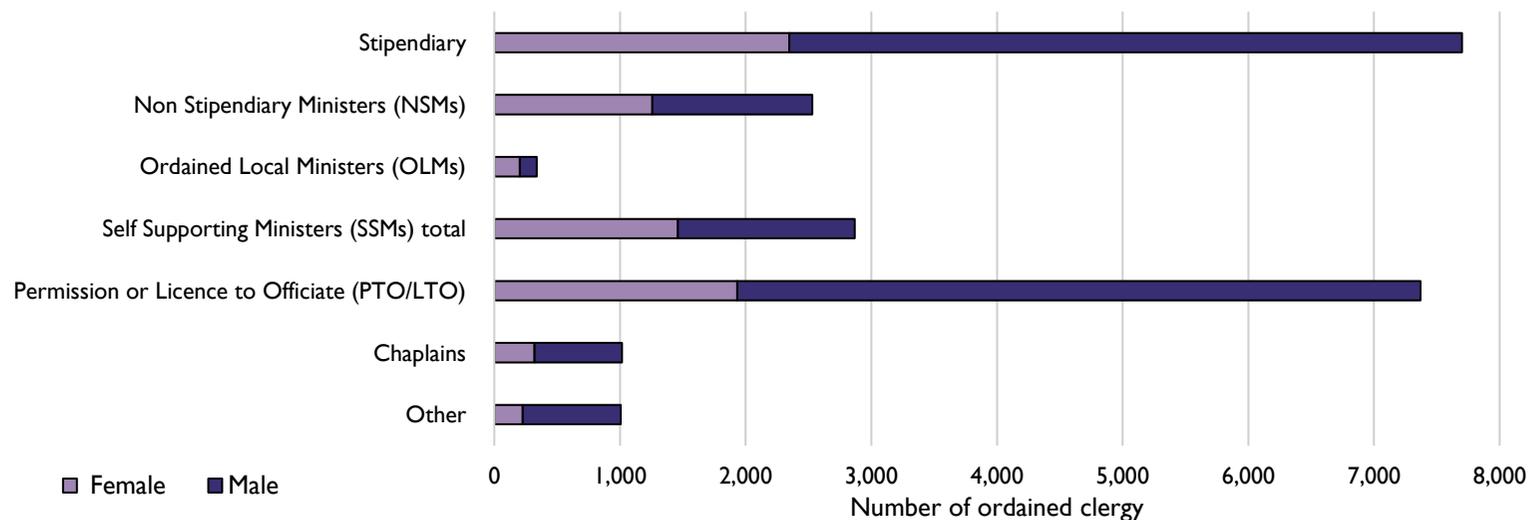
[1] Data provided through a data audit of distinctive deacons.
[2] From 2017 a data audit has been undertaken of Crockford's data, specifically those with Permission to Officiate (PTO). As a result, any increase in the number of PTOs is most likely to be due to increased data quality and should not be used for direct comparison with data from previous years.

[3] Self Supporting Ministers is made up of the total of Non Stipendiary Ministers (NSMs) and Ordained Local Ministers (OLMs).

The average (mean) age of stipendiary clergy was 52.5 years, and of self supporting (NSMs and OLMs) clergy was 62.4 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 65 or older), with the average age being 74.7, 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 1.

Figure 2: Age profile of licensed ministers, by individual age and banded age (2019)
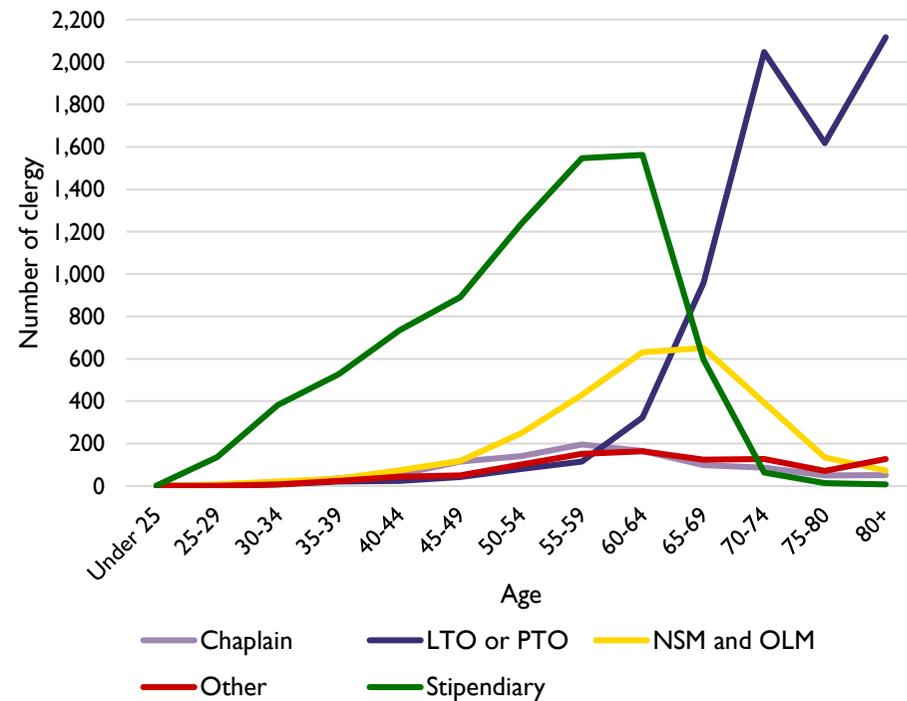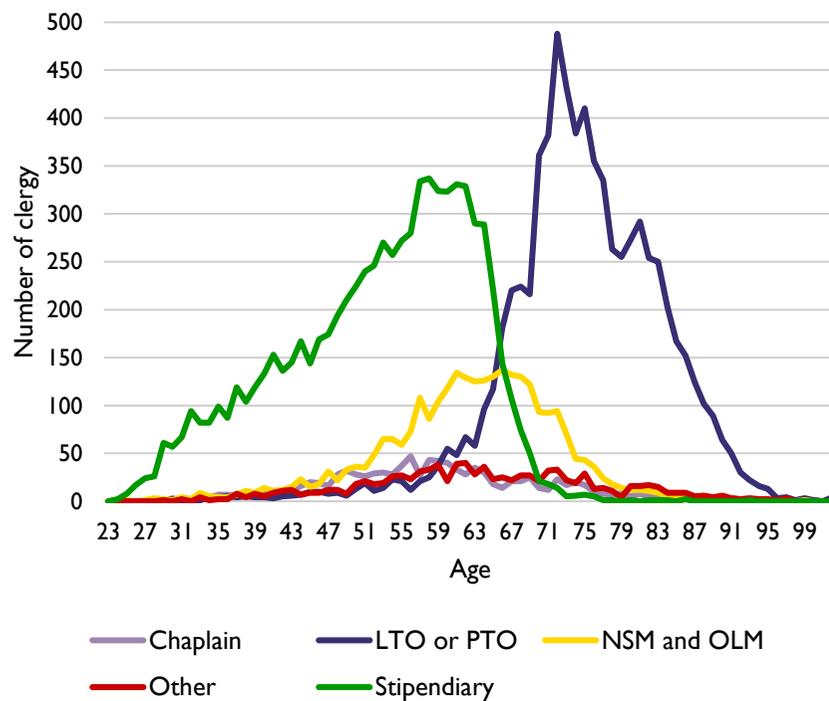
Three fifths (62%) of stipendiary beneficed roles (these are roles such as incumbents/incumbent status and assistant or associate curates/ministers) were based in urban areas. This contrasts with a smaller majority of self supporting posts (55%) in urban areas. For comparison, 55% of all benefices in England are in urban areas. For the purposes of this report, whether a clergyperson 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 (2019)
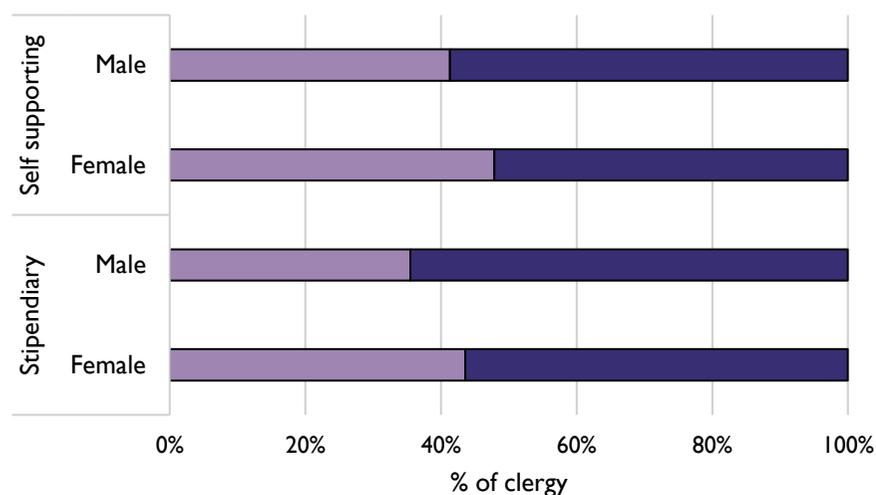
Base: Beneficed clergy where urban/rural data were available. Self supporting (male: 1310, female:1400). Stipendiary (male: 4780; female 2130)

When broken down by gender, as shown in Figure 3, male stipendiary posts were most commonly in urban areas (64%) 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 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.

Figure 4: Stipendiary clergy by rural / urban categories, part time / full time, and gender (2019)
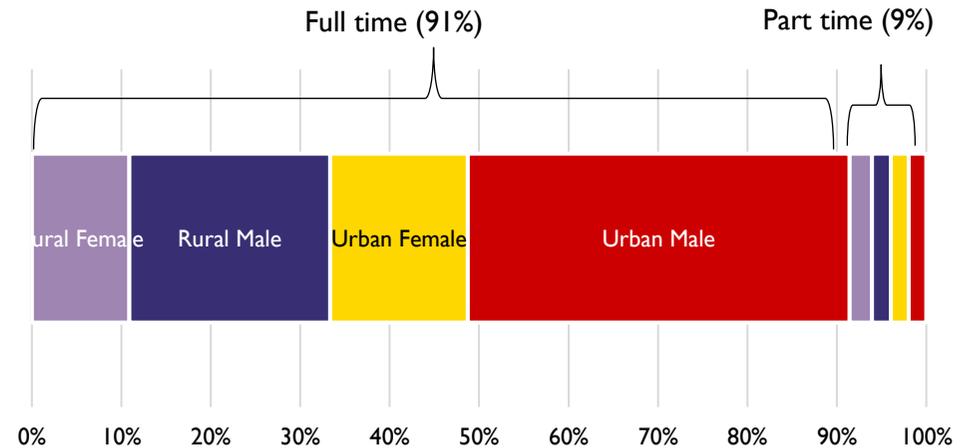
Whether they are urban or rural-based is based on the urban / rural status of the benefice in which their main role sits and does not take into account additional and/or non-paid roles.

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 almost half (43%) 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 1.

Trend data

As shown in Figure 5, the total number of stipendiary clergy remained steady between 2018 and 2019, following a series of small drops between 2015 and 2017. The total number of self supporting ministers saw a small decrease by the end of 2019 compared to previous years. Although there appeared to be another increase in permission to officiate (PTO) posts in 2019, this is likely to be a result of the continued data quality exercise to improve information on PTO posts held centrally and so any actual increase is unknown - 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 (2015 to 2019)[4] [5]

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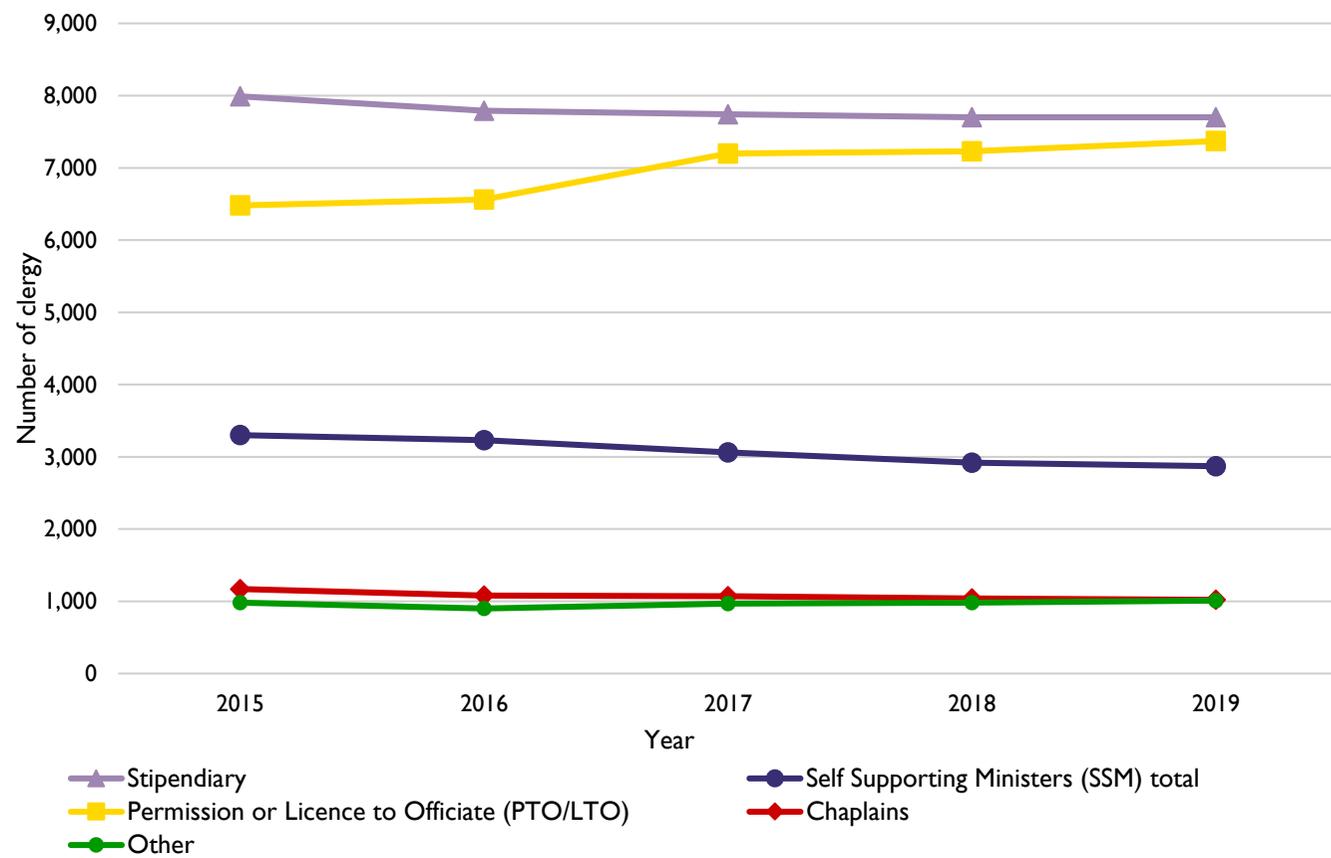
[4] For consistency 'Other' data for 2015 have been revised from those previously published to exclude those working overseas or in other denominations.

[5] During 2017 and 2018, a data audit was undertaken of Crockford's data, specifically those with Permission to Officiate (PTO). As a result of this, data suggests an increase in those with PTO compared to previous years, but this increase 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 only[6]. 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 2019, for the first time there was a small net increase of around 20 clergy in stipendiary ministry.

A full breakdown of movements can be found in Table 19 in Appendix 1.

Figure 6: Movements between stipendiary and self supporting or other ministries (between 1st January 2019 and 31st December 2019)

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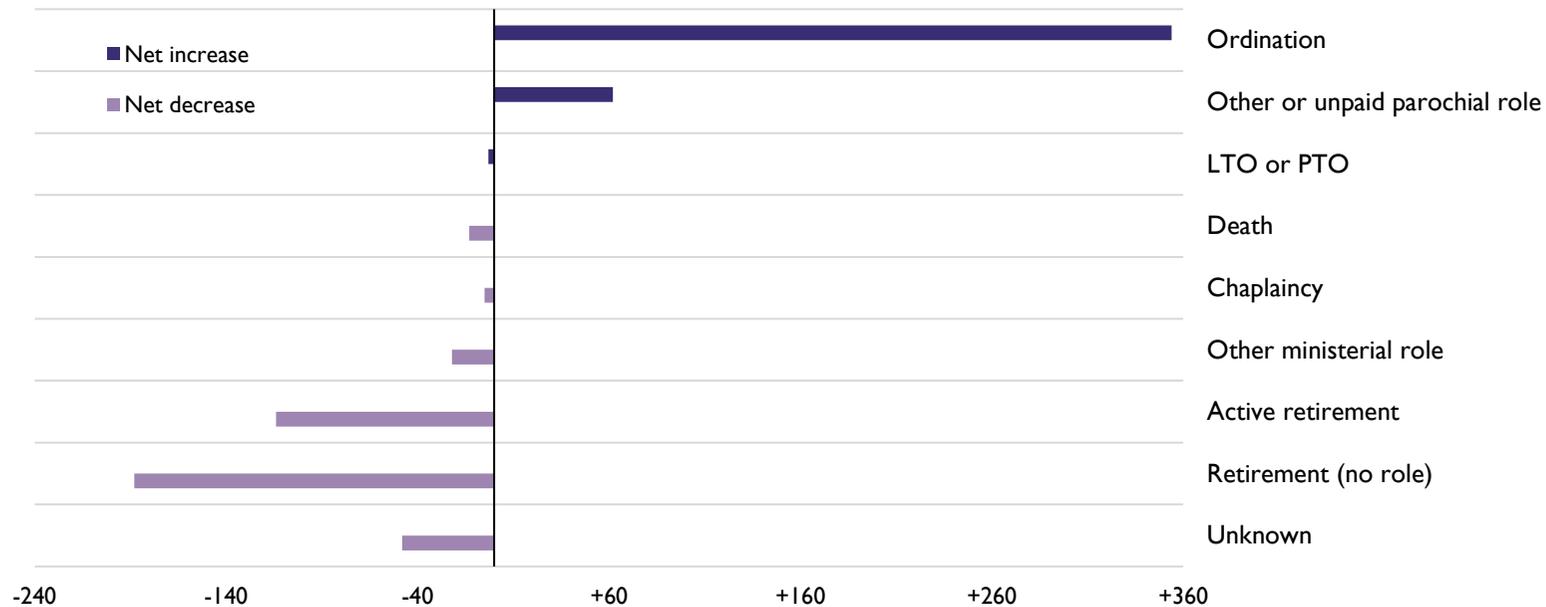
[6] Includes only those stipendiary clergy on the Church Commissioners' payroll, therefore not all data add up to figures elsewhere in this report (for example, ordination data elsewhere in this report also includes those in the Diocese in Europe, Sodor and Man, the Channel Islands, and Bishops' Chaplains).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

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Ordinands beginning training in 2019

At the end of 2019, there were 550 ordinands from the 2019/20 academic intake[7], which is a decrease compared with 2018 but comparable to 2017. There were more females (54%) than males (46%) beginning training in 2019, a proportion very similar to 2018. Those training with the intention of stipendiary ministry made up nearly three quarters (73%) of all ordinands beginning training in 2019, a marked increase on 2018 (68%), in large part due to the numbers of ordinands beginning training with the intention of serving in self supporting ministry returning to 2015 levels, as shown in Figure 7.

Figure 7: Ordinands beginning training, by intended type of ministry (2015 to 2019)[8]
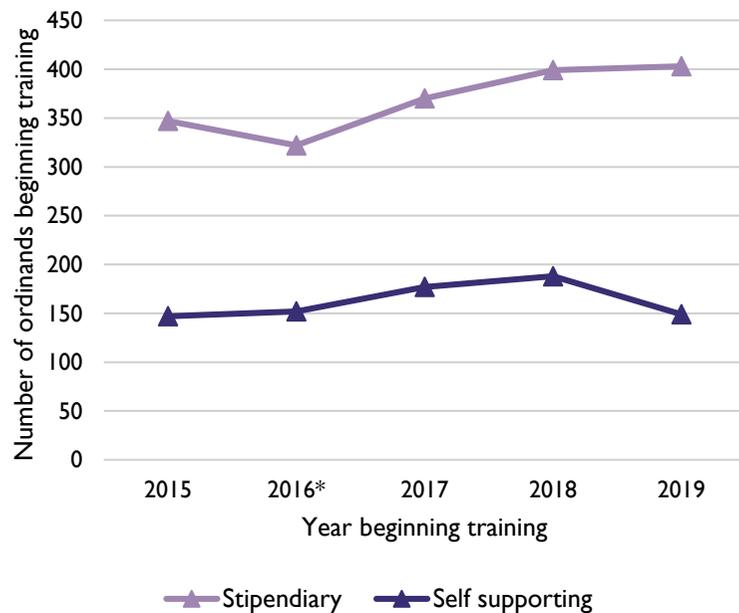
Figure 8: Ordinands beginning training, by intended role and gender (2015 to 2019)

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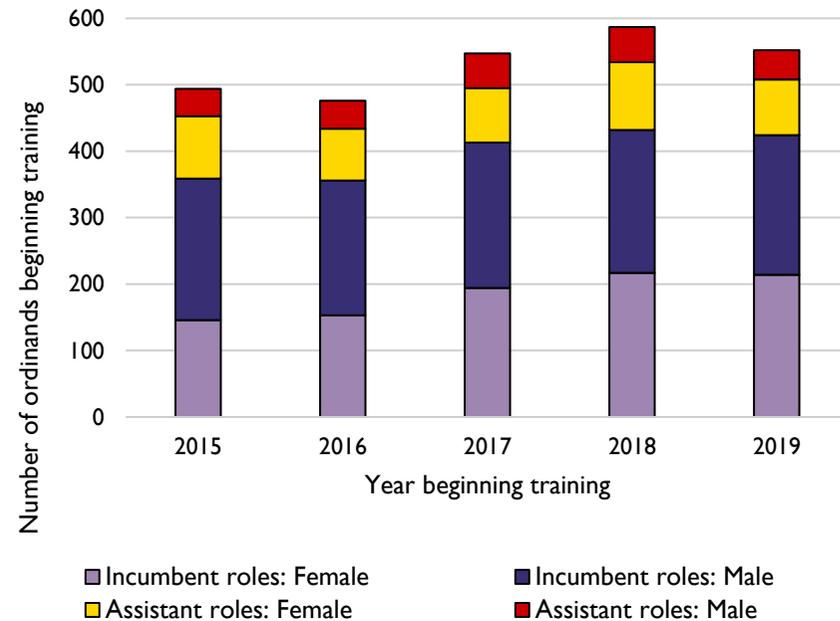
[7] All ordinands in this section are those that began their course in September of the given year, as counted at end of December in the given year. Therefore, any that left training between September and December are not included.

[8] 2016* excludes 2 unknown

Those training with the intention of becoming incumbents made up nearly three quarters of all ordinands (76%) in 2019, as shown in Figure 8; an increase on 2015 (73%). The proportion of those training for incumbent roles who were women increased gradually from 30% in 2015 to 39% in 2019.

Of those beginning training in 2019 that reported their ethnicity, 7.8% (similar to 7.9% in 2018) identified themselves as from a Black, Asian and Minority Ethnic background (BAME)[9], as shown in Figure 9. It is important to note that 0.5% of all ordinands beginning training in 2019 did not declare their ethnic group (not included in Figure 9). Of those identifying as BAME, the most commonly declared ethnic group was Black (3.5%), followed by those identifying with Mixed ethnic groups (accounting for 2.4% of all ordinands that declared an ethnic group).

Figure 9: Ordinands beginning training, by ethnic group (2019)[10]
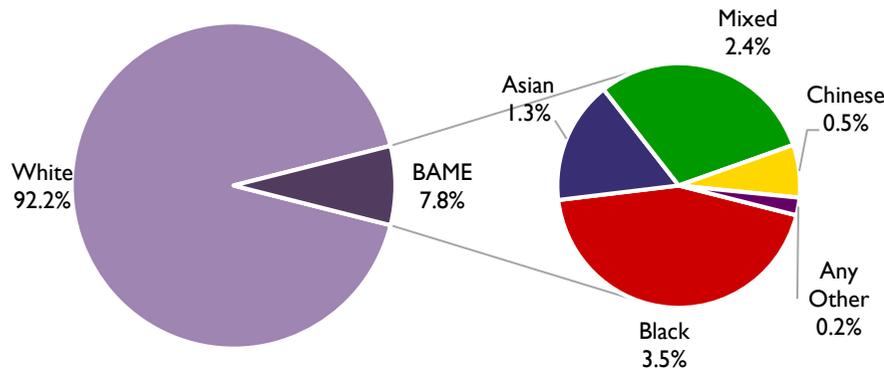
Figure 10: Age profile by gender of ordinands beginning training (2019)

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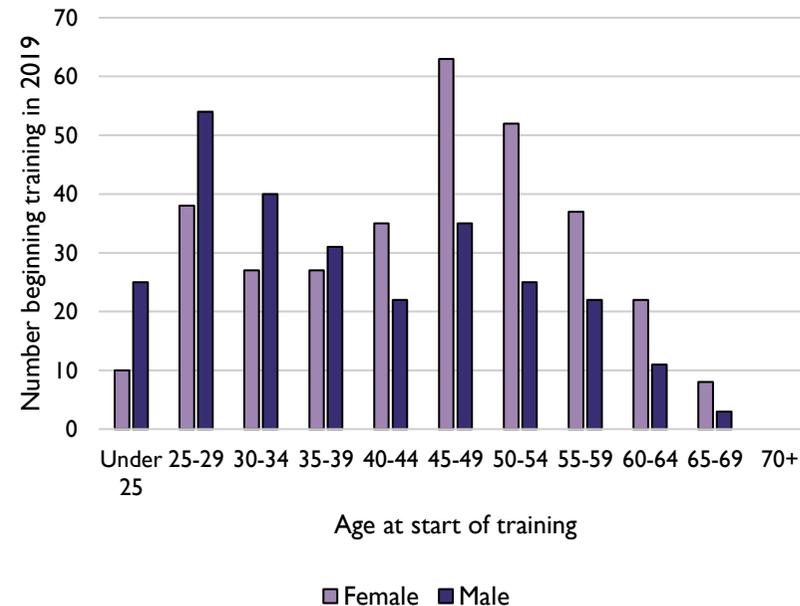
[9] BAME includes all Black, Asian, Chinese, Mixed/Multiple ethnicities and other backgrounds, and excludes any White background.
[10] Percentages do not include those who did not declare an ethnic group (2.7% of all ordinands beginning training in 2019).

Nearly a quarter (24%) of all ordinands beginning their training in 2019 were aged under 32, and more than two fifths (44%) were aged under 40. As highlighted in Figure 10, the average age of those entering training in 2019 differed between genders with females slightly older at 45.2 years and males younger at 38.1 years (the average age overall being 41.9 years).

Data tables, including ethnic background, age, gender, role and data for previous years are included from Table 9 to Table 12 in Appendix 1.

Ordinations in 2019

In 2019, there were around 570 people ordained as deacon, an increase on figures over the last 5 years (Figure 11). The proportion of ordinations to stipendiary posts is 62% in 2019, broadly similar to the last 5 years as shown in Figure 11. The ratio of female to male ordinations has seen a shift in 2019 with 53% of clergy ordained to stipendiary posts being male and 42% of clergy ordained to self supporting posts being male, compared to 60% and 40% respectively in the previous 4 years. The average age of ordination for stipendiary clergy was 40.7, similar to the last few years. For self supporting clergy the average age at ordination was 58.1, a little older than in the recent few years. All data can be found in Table 13 and Table 14 in Appendix 1.

Figure 11: Number of ordinations[11], by stipendiary / self supporting and gender (2015 to 2019)

- Stipendiary clergy: Female
- Stipendiary clergy: Male
- Self supporting clergy: Female
- Self supporting clergy: Male

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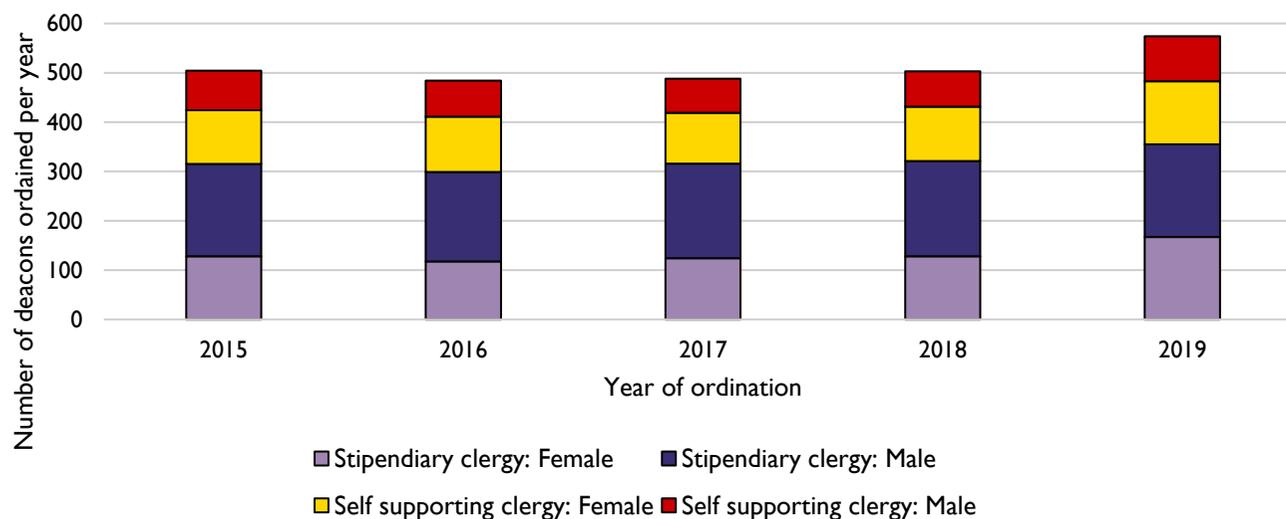
[11] Refers to the ordination of deacons.

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.

Figure 12: Overview of stipendiary clergy roles, by gender (2019)
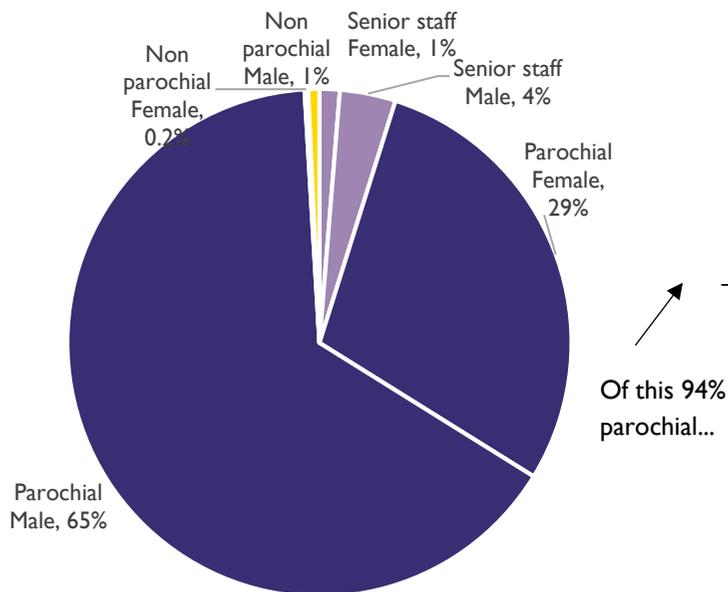
Figure 13: Parochial stipendiary clergy roles, by gender and part time / full time (2019)

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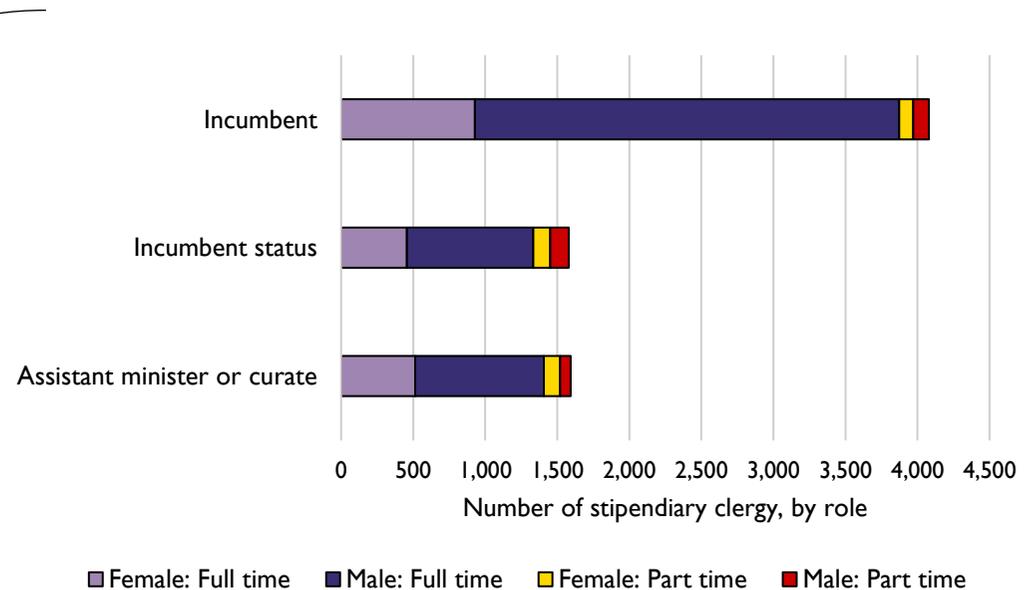
Over a quarter (27%) of clergy in senior posts (including Archbishop, Diocesan or Suffragan Bishop, Cathedral Dean, Cathedral Other and Archdeacon) were female, up from 25% in 2018 and up by more than two fifths over the last 5 years, from 19% in 2015. Female clergy were more likely to be in part time roles than male clergy. All data can be found in Table 15 in Appendix 1.

Job changes

At the end of 2019, of the 7,500 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), 11% had changed jobs between the end of 2018 and the end of 2019, the same proportion as in the previous year. Of those who had changed jobs in 2019, a third (32%) had moved to a different diocese and nearly two fifths (38%) were female.

As shown in Table 1, over two fifths (43%) of the job moves between 2018 and 2019 were incumbents or incumbent status clergy moving to other incumbency roles, and just over a third (35%) 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 2018 and 2019

	To (end of 2019)		
From (end of 2018)	**Senior staff**	**Incumbent / status**	**Assistant curate / associate minister**
Senior staff	2%	1%	<1%
Incumbent/ status	<1%	43%	2%
Assistant curate/ associate minister	3%	35%	14%
Non- parochial	<1%	<1%	<1%

Base: everyone that changed job role between the end of 2018 and the end of 2019; 806 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 (27%) 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 180 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.

Table 2: Additional roles of stipendiary clergy (2019)

In addition to their main role:	Number of stipendiary clergy	% of all stipendiary clergy
Parochial roles	1,480	19%
Chaplains	180	2%
LTO or PTO	80	1%
Senior staff (e.g. cathedral role)	30	<1%
Other including diocesan and honorary / emeritus roles	1,190	15%
All roles[12]	**2,950**	**27%**

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

Ethnicity

As shown in Figure 14, 3.8% 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 2019 who reported an ethnic group described themselves as being from a Black, Asian or Minority Ethnic (BAME)[13] background. This is an increase from 3.1% at the end of 2012[14], and comparable to 2018. However, 24.4% of ethnicity data are missing in 2019, which makes it difficult to measure change accurately.

All data can be found in Table 16 in Appendix 1, including breakdowns by role.

Figure 14: Stipendiary clergy by ethnic group (2012 and 2019) [15]

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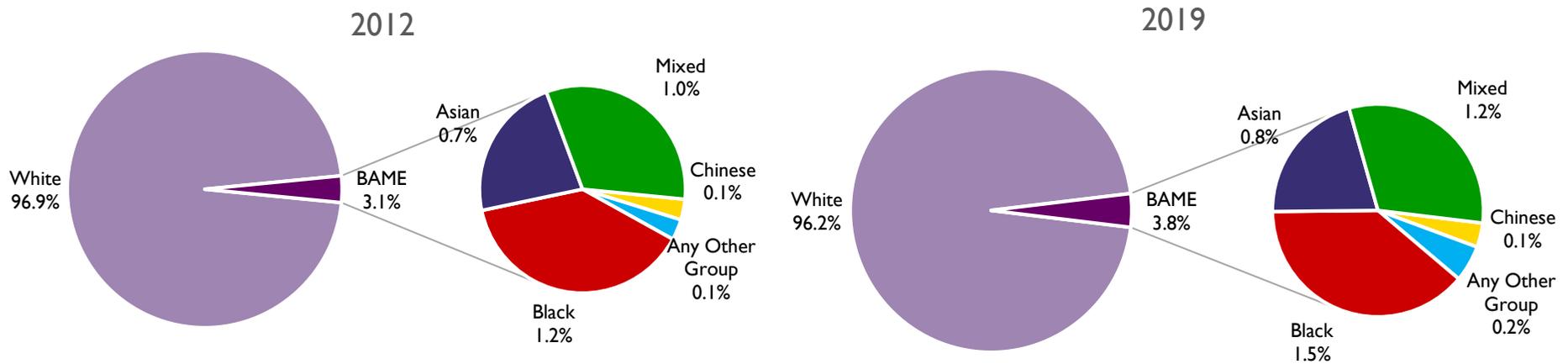
[13] BAME includes all Black, Asian, Chinese, mixed and other backgrounds, and excludes any White background.

[14] 2012 is chosen as the comparison year as the data were most complete

[15] Percentages do not include those who did not declare an ethnic group (2012 – 20.6%, 2018 – 24.4%).

Retirement

Of the stipendiary clergy on the Church Commissioners' payroll at the end of 2018, (i.e. excluding those in the Diocese in Europe, Sodor and Man, the Channel Islands, and Bishops' Chaplains), around 310 had retired by the end of 2019, which is the equivalent of 4.1% of the stipendiary clergy on the Church Commissioners' payroll at the beginning of 2019. This is comparable to 2018 (4.0%).

Figure 15 illustrates that retirement patterns remained similar in 2019 when compared to previous years, but with a less noticeable peak at age 65. In 2019 the average age at retirement was 66.3 years (a little older than in 2016-2018 where it was 65.6). Over a third (37%) of stipendiary clergy who retired during 2019 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 63% of retirees will take up roles during the course of 2020 – a full breakdown of these can be found in Table 17 in Appendix 1.

Figure 15: Stipendiary clergy retirees, by age (2016 to 2019)
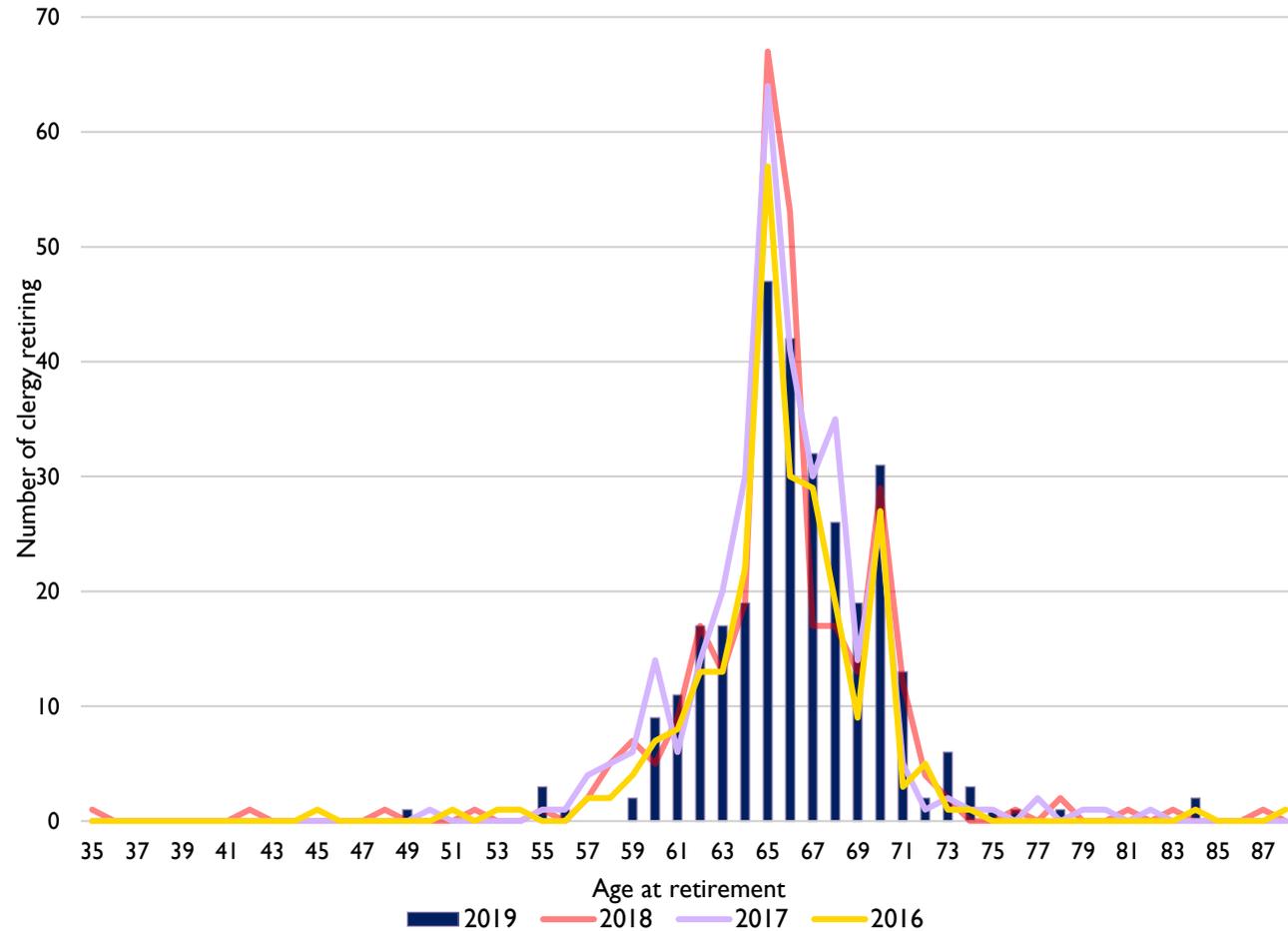
Projections

This next section presents 4 projection scenarios, created to help plan future ordained ministry in the Church of England. All projections use current data as the starting point, and start with an assumption of the patterns we have seen in recent years being indicative of what we will see in the future ("current projection"), but also explore a range of scenarios changing different aspects of these assumptions.

COVID-19

On 17th March 2020 the Archbishops of Canterbury and York called for Church of England churches to put public worship on hold[16]. This formed part of the social-distancing guidance put in place to reduce the spread of the virus. At the time of writing it is unclear what implications COVID-19 will have on projections of clergy. A large proportion of stipendiary clergy are aged over 60 and may change their retirement patterns as a result of the virus. In addition to church closures, social-distancing has necessitated the suspension of gatherings such as vocations fairs. It has also had some impact on the training of ordinands, although some of this has been mitigated by the rapid expansion of online learning. These factors may influence the number of ordinations in the coming few years. The following projections were based on scenarios explored pre COVID-19, however, the "Lower ordinations" and "Retiring at 68" scenarios might be instructive.

These scenarios are below:

Current projection: This projection model starts with the current pool of clergy distributed by age. Age specific leaving rates for retirements, leaving stipendiary ministry for other reasons, and deaths, are applied based on what has occurred over the last 3 years. For example, based on 2017-2019, 30% of male clergy and 23% of female clergy aged 65 are likely to retire. Ordinations are added in based on the numbers and age profile of ordinands currently in training. These leaving and joining rates are then applied iteratively over a 20 year period. Obviously, the assumptions used for joining and leaving ages will become less accurate moving forward through the period.

Retiring at 68: The Church of England Pensions Board recognises that currently most clergy are likely to be eligible to draw their pension aged 68. This model keeps joining and leaving rates the same as in the current projection, but adjusts retirement rates such that when clergy reach 68 they will retire as opposed to working longer (though keeps the assumption that many will retire before this age).

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[16] https://www.churchofengland.org/more/media-centre/news/archbishops-call-church-england-become-radically-different-public-worship

Ordinations targets: This model keeps leaving rates and joining rates for entrants and re-entrants the same as in the current projection model, but adjust the number of ordinations to reflect Renewal and Reform targets.

Lower ordinations: In this scenario once those who are currently in training are ordained, this model assumes the number of ordinations will settle at a figure based on the average number of ordinations 1998-2018.

In summary, the projections shown in Figure 16 illustrate a stabilising in the total pool of stipendiary clergy if the current trends in ordinations and retirements continue (current projections scenario). There is very little impact to total numbers of clergy on the assumption of them not working beyond 68 (Retiring at 68 scenario). However, if the number of ordinations falls to the average of the last 20 years (1998-2018) then numbers of clergy will decline (Lower ordinations scenario).

If we see the increase in ordinands that the Renewal and Reform targets aspire to, and this increase is sustained, then it is possible that there will be an increasing pool of more than 8,000 full time equivalent (FTE) clergy (ordinations target scenario).

More explanation of how the projections were created can be found in Appendix 2: Methodology, and the full data table can be found in Appendix 1 (Table 18).

Figure 16: Stipendiary clergy full time equivalence (actuals 2002 to 2020, projections 2021 to 2039)
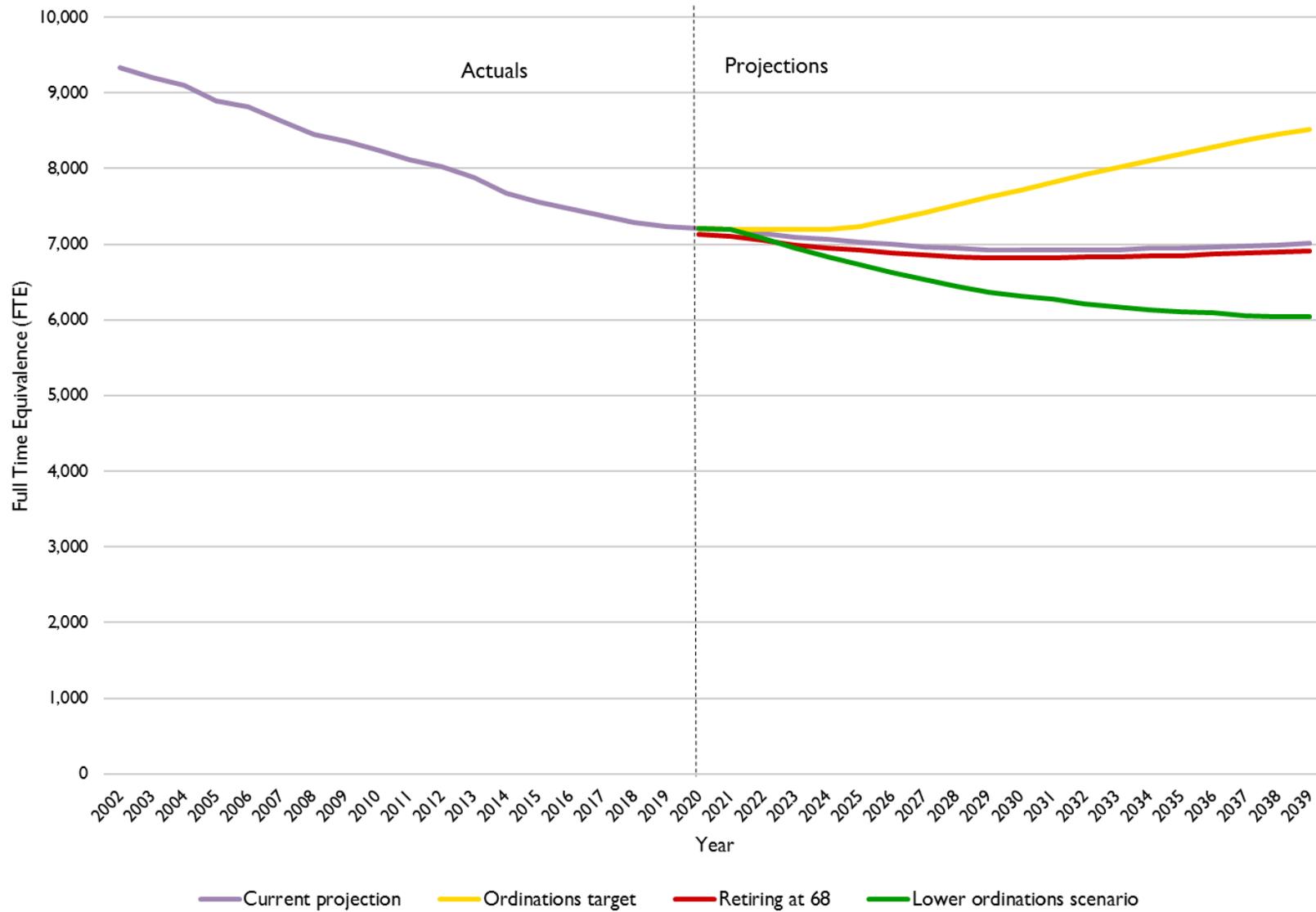
Self supporting clergy

At the end of 2019, a total of 2,870 clergy worked in parochial posts in self supporting roles (non stipendiary or 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 2019, 230 (8% of all self supporting clergy) were listed in Crockford's as being licensed to incumbent status roles whilst 630 (22% of all self supporting clergy) were licensed to benefices with no stipendiary clergyperson 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.

Chaplains

Over 1,000 ordained clergy reported their main post as chaplain on Crockford's. This is in addition to the 180 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)[18], Ryan (2015)[19] and Aune et al (2019)[20]. 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.

None of the 1,020 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 69% male. As Figure 17 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 2019, 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, whilst just 3% of female chaplains work in these roles. Of all those chaplains that work in the armed forces, 95% were male. Full gender breakdowns can be found in Table 20 in Appendix 1.

Figure 17: Breakdown of types of Chaplain (2019) [17]

- University/polytechnic chaplain or assistant chaplain 8%
- Industrial chaplain 2%
- Hospital/hospice chaplain or assistant chaplain 30%
- Prison chaplain or assistant chaplain 10%
- School chaplain or assistant chaplain 15%
- Other chaplain or assistant chaplain 17%
- Armed forces chaplain 18%

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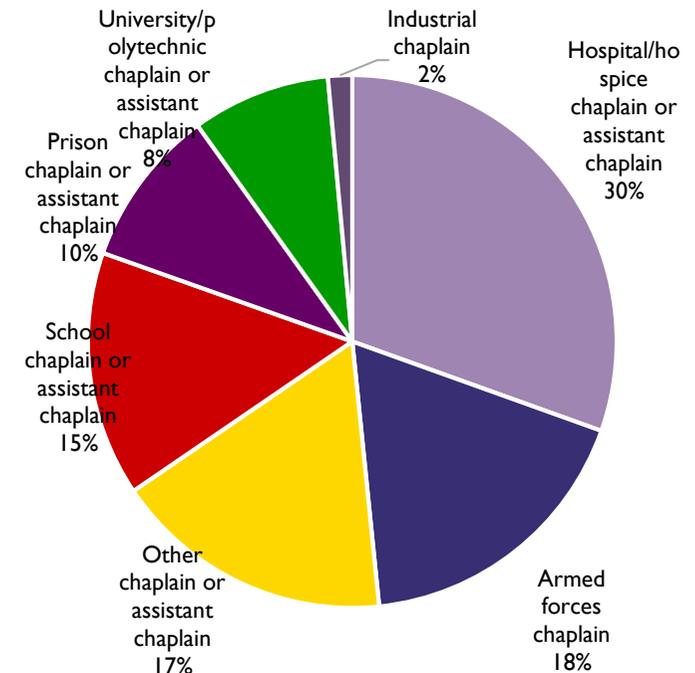
[17] Data source: Crockford's

[18] 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/>

[19] 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>

[20] 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

Readers / Licensed Lay Ministers (Readers)

Readers and Licensed Lay Ministers (Readers) are lay leaders in the Church of England who are theologically trained and licensed by the Church to preach, teach, enable mission, lead worship and assist in pastoral, evangelistic and liturgical work. Thousands of other lay people serve the church in various ministries from youth workers to worship leaders but as yet it has not been possible to quantify these roles nationally. Note that Permission to Officiate (PTO) in this section refers to Readers / Licensed Lay Ministers with PTO, and therefore the figures differ from those provided in Figure/Table 3 about ordained ministers with PTO. In 2019, dioceses were asked about their criteria for providing PTO to Readers / LLMs; it was found that 4 dioceses no longer issue PTO for Readers/LLMs, and 6 dioceses do not use the traditional criteria of age 70 to determine when PTO is given. For example, some of these dioceses give PTO to those aged 75 or older, whilst some provide PTO for parishes in vacancy.

Figure 18: Active Readers / Licensed Lay Ministers and those in training, by age[21] and gender (2019)
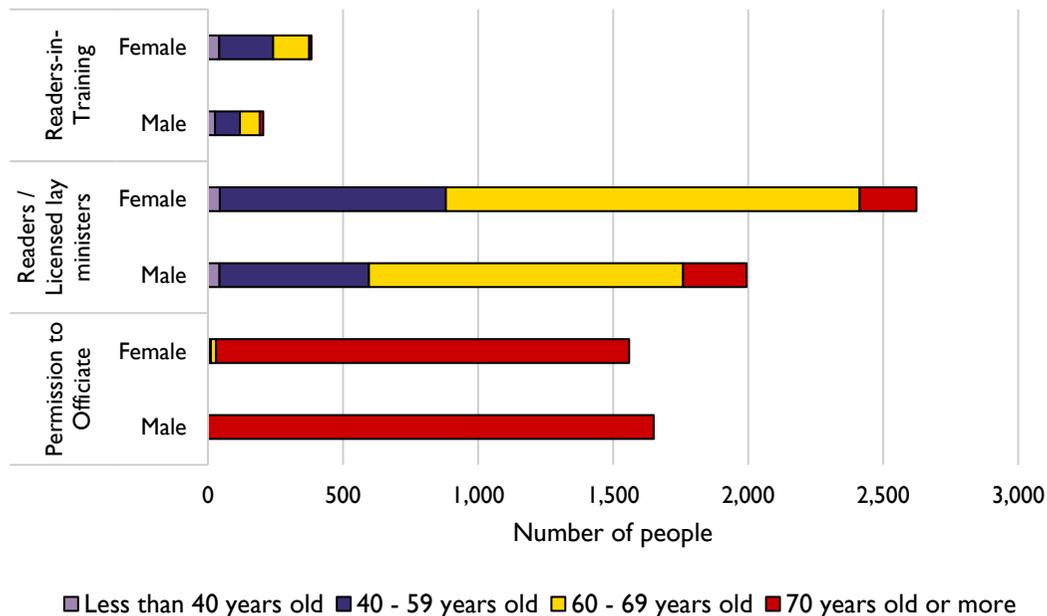
By the end of 2019, there were a total of 7,830 people in active lay ministry of which 4,620 (59%) were Readers / Licensed Lay Ministers and 3,210 (41%) had PTO. Of the Readers / Licensed Lay Ministers there were more female (57%), but for those with PTO there were more males (51%). There were a further 260 readers entering training in 2019, with a total of 590 in training at the end of 2019; 65% of whom were female. As shown in Figure 18, 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 2019, a total of 590 Readers became non-active (retired emeritus), meaning a potential net loss of 330 in active ministry when taking into account those entering training during the same year.

■ Less than 40 years old ■ 40 - 59 years old ■ 60 - 69 years old ■ 70 years old or more

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

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 (22 dioceses in total) in 2019, the vast majority of Readers and those in training were White British, with 4.3% of Readers and 7.0% of those in training identifying as BAME[22]. Of these, Black or Black British accounted for the largest proportions (3.2% of all Readers; 4.4% of all those in training).

A full breakdown of data by gender can be found in Appendix 1, Table 21, Table 22 and Table 23.

Figure 19 shows the trend data for Readers for the last 10 years, from 2010 to 2019[23]. 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 10,000 in 2010 to 7,830 in 2019. The number of readers in training at the end of each year has decreased by just over a third (35%) from 960 in 2010 to 600 in 2019.

Figure 19: Total active Readers / Licensed Lay Ministers and those in training (2010 to 2019)

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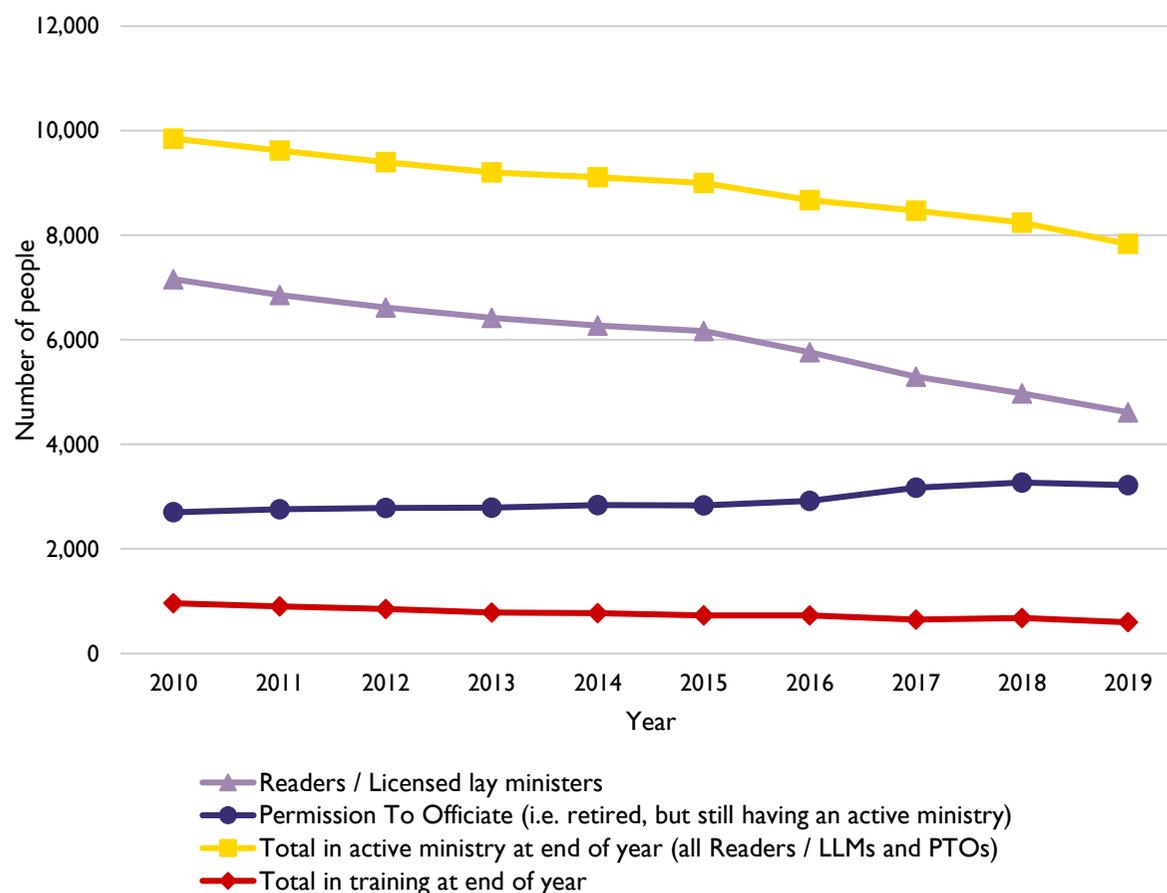
[22] BAME includes all Black, Asian, Chinese, mixed and other backgrounds, and excludes any White background.

[23] 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.

Religious Communities

A total of 36 recognised and 16 acknowledged religious communities, as registered by The Advisory Council for Religious Communities, were asked to provide figures on their membership. Where communities were unable to provide data, alternative data sources were used, where possible.[24]

The 36 recognised communities reported a total of around 300 members across 67 houses. The majority of members of recognised communities were Professed Lay Women (61%), as shown in Figure 20, and typically had fewer than 10 members (65%), as shown in Figure 21.

Figure 20: Recognised religious communities, by members (2019)
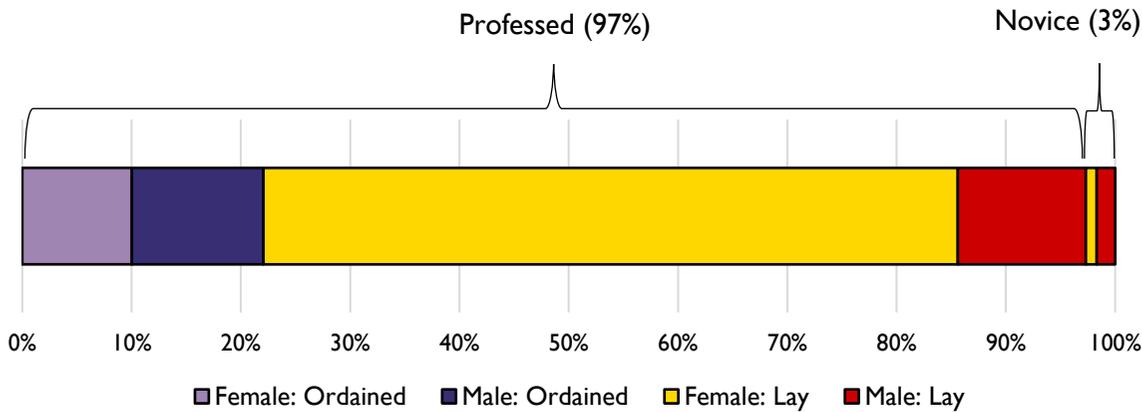
Figure 21: Recognised religious communities, by size (2019)

Professed (97%)   Novice (3%)

Female: Ordained   Male: Ordained   Female: Lay   Male: Lay

20 to 30 members 9%
More than 30 members 3%
Fewer than 5 members 34%
10 to 19 members 23%
5 to 9 members 31%

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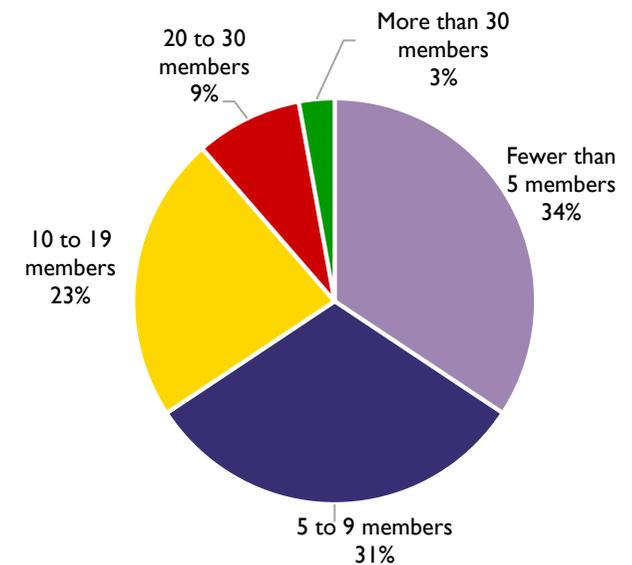
[24] For 6 communities, "Anglican Religious Life 2018/2019" (Canterbury Press for the Anglican Religious Communities Committee) and/or previous years' data were used to provide estimates; 2 acknowledged communities chose not to be represented in the statistics.

Recognised communities reported an additional 2,490 Oblates, Tertiaries, Associates or Outer Brothers/Sisters, whilst acknowledged communities reported 5,360. Lay women made up the largest proportion of both types of community, as shown in Figure 22. Of those 3,020 ordained Oblates, Tertiaries, Associates or Outer Brothers/Sisters across both types of community, 40 were Non-Anglican.

Figure 22: Oblates, Tertiaries, Associates or Outer Brothers/Sisters; or members who share a common Rule of life of Recognised and Acknowledged Communities (2019)
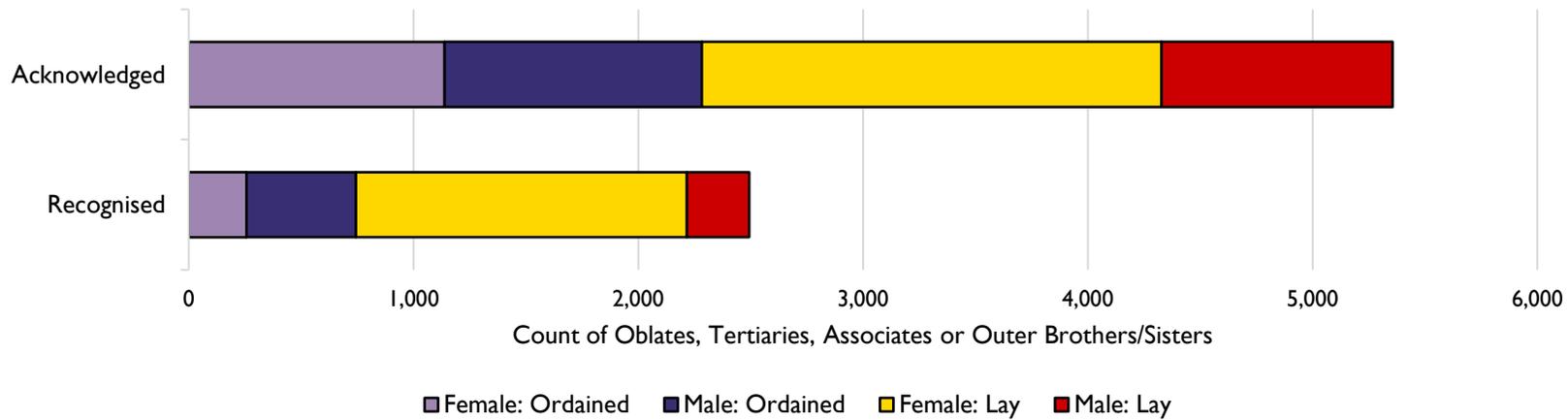
For more information about recognised and acknowledged communities, please see Appendix 2: Methodology. Data tables for religious communities can be found in Table 24 and Table 25, Appendix 1.

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 2019, accounting for 4.7% of all parishes, the breakdown for which is shown in Figure 23. 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"[25] . Data can be found in Table 26 in Appendix 1.

Figure 23: Resolutions under the House of Bishops' Declaration on the Ministry of Bishops and Priests (2019)

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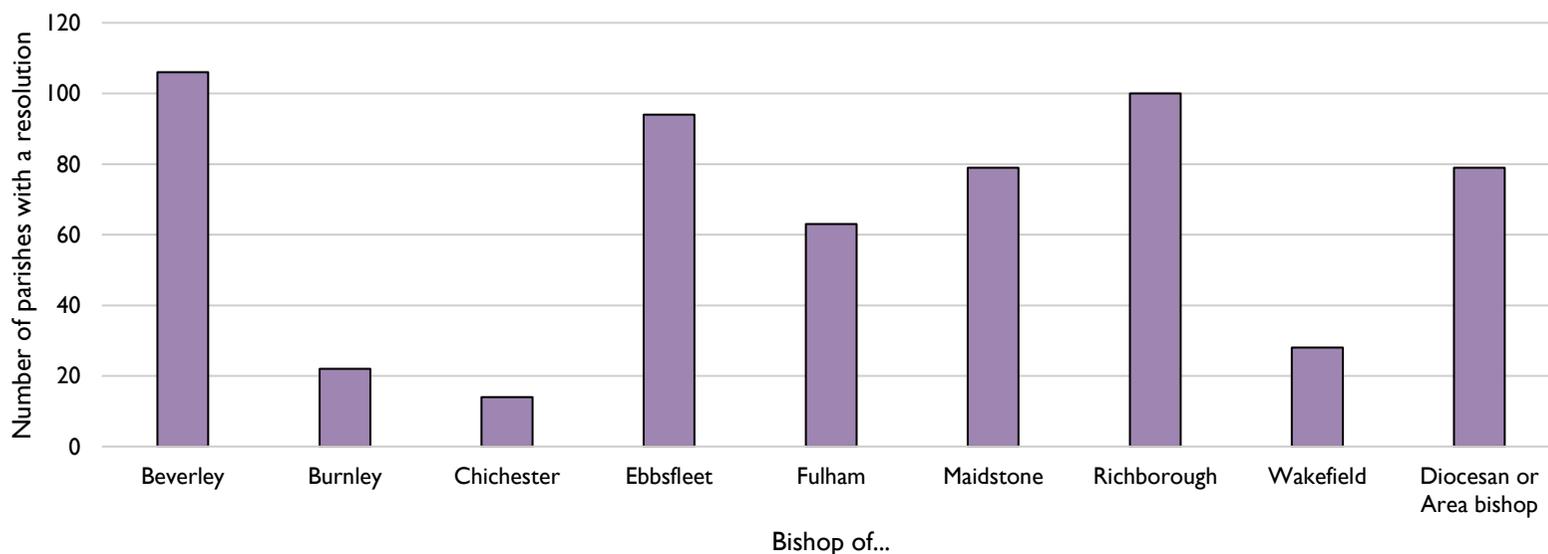
[25] Note that parishes where +Maidstone has an informal role, "invited to be involved as issues arise", are now included under the category "oversight of Diocesan or Suffragan bishop", which was not the case in the 2018 report.

Appendix 1: 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 (2019)

	Female		Male		Total
Stipendiary	2,350	31%	5,350	69%	**7,700**
Non Stipendiary Ministers (NSMs)	*1,260*	*50%*	*1,270*	*50%*	***2,530***
Ordained Local Ministers (OLMs)	*200*	*60%*	*140*	*40%*	***340***
Self Supporting Ministers (SSMs) total [26]	1,460	51%	1,410	49%	**2,870**
Permission or Licence to officiate (PTO/LTO) [27]	1,930	26%	5,440	74%	**7,370**
Chaplains	320	23%	700	77%	**1,020**
Other	230	14%	780	86%	**1,010**
Total ordained ministry	**6,290**	**32%**	**13,680**	**68%**	**19,960**

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[26] Self Supporting Ministers is made up of the total of Non Stipendiary Ministers (NSMs) and Ordained Local Ministers (OLMs).

[27] During 2017, a data audit was undertaken of Crockford's data, specifically those with Permission to Officiate (PTO). As a result of this, data suggest an increase in those with PTO compared to previous years, but this increase 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 4: Age profile of ordained licensed ministers, by age band (2019)

	Stipendiary	SSM (NSM and OLM)	LTO or PTO	Chaplain	Other
Under 25 years old	<10	0	0	0	<10
25-29 years old	140	<10	0	<10	<10
30-34 years old	380	20	<10	10	<10
35-39 years old	530	40	20	40	20
40-44 years old	730	80	30	50	40
45-49 years old	890	120	40	120	50
50-54 years old	1,240	250	80	140	100
55-59 years old	1,550	430	120	200	150
60-64 years old	1,560	630	320	170	160
65-69 years old	600	650	960	100	120
70-74 years old	60	390	2,050	90	130
75-80 years old	10	140	1,620	50	70
Over 80 years old	<10	70	2,120	50	130
Unknown	0	0	<10	0	0
Total	**7,700**	**2,820**	**7,360**	**1,010**	**1,000**

Table 5: Average age of ordained licensed ministers (in years), by gender (2019)

	Female	Male	Overall
Stipendiary	52.7	52.3	**52.5**
SSM (NSM and OLM)	62.9	62.0	**62.4**
LTO or PTO	71.9	75.7	**74.7**
Chaplain	58.6	59.1	**58.9**
Other	61.3	64.3	**63.6**
Overall	**61.6**	**63.6**	**63.0**

Table 6: Proportion and average age (in years) of ordained beneficed posts, by rural / urban categories and gender (2019)

Type of ministry	Gender	Percentage in rural/urban posts		Average age of clergy in post (years)		
		Rural	Urban	Rural	Urban	All
Stipendiary	Female	44%	56%	54.6	51.1	52.6
	Male	36%	64%	54.1	50.8	52.0
	Total	**38%**	**62%**	**54.3**	**50.9**	**52.2**
Self supporting	Female	48%	52%	63.8	62.2	63.0
	Male	41%	59%	64.5	60.3	62.0
	Total	**45%**	**55%**	**64.1**	**61.2**	**62.5**

Table 7: Proportion of all stipendiary ordained beneficed posts, by rural / urban and part time / full time (2019)

Working hours	Gender	Proportion of all stipendiary beneficed posts	
		Rural	Urban
Full time	Female	10.9%	15.4%
	Male	22.5%	42.7%
	Total	**33.4%**	**58.1%**
Part time	Female	2.5%	2.0%
	Male	2.1%	2.0%
	Total	**4.6%**	**4.0%**

Table 8: Active ordained ministers by gender (2015 to 2019)

Type of ministry	2015			2016			2017			2018			2019		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Stipendiary	2,150	5,840	**7,990**	2,160	5,630	**7,790**	2,200	5,540	**7,740**	2,250	5,450	**7,700**	2,350	5,350	**7,700**
Non Stipendiary Ministers (NSMs)	*1,420*	*1,420*	**2,840**	*1,380*	*1,390*	**2,770**	*1,310*	*1,340*	**2,650**	*1,250*	*1,290*	**2,540**	*1,260*	*1,270*	**2,530**
Ordained Local Ministers (OLMs)	*280*	*190*	**460**	*270*	*180*	**450**	*250*	*170*	**420**	*220*	*160*	**380**	*200*	*140*	**340**
Self Supporting Ministers (SSM) total[28]	1,700	1,600	**3,300**	1,650	1,570	**3,230**	1,560	1,510	**3,060**	1,470	1,450	**2,920**	1,460	1,410	**2,870**
Permission or Licence to officiate (PTO/LTO)[29]	1,270	5,210	**6,480**	1,400	5,160	**6,560**	1,670	5,540	**7,200**	1,800	5,430	**7,230**	1,930	5,440	**7,370**
Chaplains	320	850	**1,170**	300	780	**1,080**	310	760	**1,070**	310	730	**1,040**	320	700	**1,020**
Other[30]	190	790	**980**	180	720	**900**	210	760	**970**	220	760	**980**	230	780	**1,010**
Total ordained ministry	**5,630**	**14,290**	**19,920**	**5,690**	**13,860**	**19,550**	**5,950**	**14,100**	**20,040**	**6,040**	**13,820**	**19,860**	**6,290**	**13,680**	**19,960**

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[28] Self Supporting Ministers is made up of the total of Non Stipendiary Ministers (NSMs) and Ordained Local Ministers (OLMs).

[29] During 2017, a data audit was undertaken of Crockford's data, specifically those with Permission to Officiate (PTO). As a result of this, data suggests an increase in those with PTO compared to previous years, but this increase is most likely to be due to increased data quality and should not necessarily be used for direct comparison with data from previous years.

[30] Figures for 2015 have been revised from those previously published to exclude those working overseas or in other denominations.

Table 9: Number of ordinands beginning training, by intended role and gender (2015 to 2019) [31]

Type of role	Gender	2015	2016	2017	2018	2019
Incumbent	Female	150	150	190	220	210
	Male	210	200	220	220	210
	Total	**360**	**360**	**410**	**430**	**420**
Assistant	Female	90	80	80	100	80
	Male	40	40	50	50	40
	Total	**140**	**120**	**130**	**160**	**130**

Table 10: Number of ordinands beginning training, by intended type of ministry and gender (2015 to 2019)

Ministry	Gender	2015	2016[32]	2017	2018	2019
Stipendiary	Female	140	130	170	200	200
	Male	210	190	200	200	210
	Total	**350**	**320**	**370**	**400**	**400**
Self supporting	Female	100	100	110	120	100
	Male	50	60	70	70	50
	Total	**150**	**150**	**180**	**190**	**150**

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[31] 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.

[32] Excludes 2 unknown

Table 11a: Number of ordinands beginning training by age and gender (2015 to 2019) [33]

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

Age at start of training (banded)	2015			2016			2017			2018			2019		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
Under 25 years old	<10	10	**20**	10	10	**20**	10	20	**30**	10	30	**40**	20	20	**40**
25-29 years old	20	50	**70**	20	50	**70**	30	60	**80**	40	50	**90**	20	40	**60**
30-34 years old	20	40	**60**	<10	40	**50**	30	50	**70**	30	40	**70**	20	60	**80**
35-39 years old	20	30	**60**	20	40	**60**	20	30	**60**	30	30	**60**	30	30	**60**
40-44 years old	20	20	**50**	30	30	**60**	40	30	**70**	40	20	**60**	40	30	**60**
45-49 years old	50	30	**90**	40	30	**70**	40	20	**70**	60	40	**100**	60	30	**80**
50-54 years old	40	30	**70**	40	20	**60**	50	30	**80**	50	30	**80**	40	20	**70**
55-59 years old	40	10	**50**	30	20	**50**	30	30	**60**	40	20	**60**	40	20	**60**
60-64 years old	10	<10	**20**	20	<10	**30**	20	10	**30**	20	10	**30**	20	<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	0	0	**0**	0	<10	**<10**	0	0	**0**	0	0	**0**	0	0	**0**
Total	**240**	**250**	**490**	**230**	**250**	**480**	**280**	**270**	**550**	**320**	**270**	**590**	**300**	**250**	**550**
Gender proportions	48.6%	51.4%		48.5%	51.5%		50.5%	49.5%		54.3%	45.7%		54.0%	46.0%	
Average age at start of training	45.0	39.4	**42.1**	47.0	39.0	**42.9**	44.1	39.0	**41.6**	45.2	39.3	**42.5**	45.2	38.1	**41.9**

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[33] 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 (2019) with RME age groupings

Age at beginning of training (banded)	Female	Male	Total
Under 32	15%	35%	24%
32-39	15%	26%	20%
40-54	46%	28%	38%
Over 55	23%	11%	18%
Total	**100%**	**100%**	**100%**

Table 12: Ethnic background of ordinands beginning training (2019)

	% of ordinands who declared an ethnic group
White British	86.3%
White Irish	0.2%
Any Other White Background	5.6%
Mixed: White and Asian	0.9%
Mixed: White and Black African	0.5%
Mixed: White and Black Caribbean	0.4%
Any Other Mixed Background	0.5%
Indian	0.5%
Pakistani	0.2%
Bangladeshi	0.0%
Any Other Asian Background	0.5%
Black African	2.7%
Black Caribbean	0.7%
Any Other Black Background	0.0%
Chinese	0.5%
Any Other Group	0.2%
Total	**100%**
Undeclared (% of all ordinands)	*0.5%*

Table 13: Number of ordinations[34] of stipendiary clergy by age and gender (2015 to 2019)

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

Age at ordination (banded)	2015			2016			2017			2018			2019		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
Under 25 years old	<10	<10	**<10**	0	<10	**<10**	<10	<10	**<10**	<10	0	**<10**	<10	<10	**<10**
25-29 years old	<10	40	**50**	10	30	**40**	20	50	**60**	10	30	**40**	20	30	**40**
30-34 years old	20	50	**70**	20	60	**70**	10	40	**60**	20	50	**70**	20	50	**70**
35-39 years old	10	30	**50**	20	40	**50**	20	40	**50**	20	40	**60**	10	40	**50**
40-44 years old	20	30	**50**	20	20	**40**	10	20	**30**	20	30	**50**	30	20	**60**
45-49 years old	20	20	**40**	30	20	**40**	30	20	**50**	20	20	**40**	40	20	**50**
50-54 years old	30	20	**50**	20	<10	**30**	30	10	**40**	30	20	**50**	30	20	**50**
55-59 years old	10	<10	**10**	10	<10	**20**	<10	<10	**10**	<10	<10	**20**	20	10	**30**
60-64 years old	0	<10	**<10**	<10	<10	**<10**	0	<10	**<10**	0	<10	**<10**	0	<10	**<10**
65-69 years old	0	<10	**<10**	0	0	**0**	0	0	**0**	0	0	**0**	<10	0	**<10**
70 years or more	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Unknown	<10	<10	**<10**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Total	**130**	**190**	**320**	**120**	**180**	**300**	**120**	**190**	**320**	**130**	**190**	**320**	**170**	**190**	**360**
Gender proportions	41%	59%		39%	61%		39%	61%		40%	60%		47%	53%	
Average age at ordination	42.3	37.4	**39.4**	42.2	36.4	**38.7**	42.3	36.5	**38.8**	42.8	38.2	**40.0**	43.6	38.2	**40.7**

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[34] Refers to the ordination of deacons.

Table 14: Number of ordinations[35] of self supporting clergy by age and gender (2015 to 2019)

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

Age at ordination (banded)	2015			2016			2017			2018			2019		
	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	<10	**<10**	0	0	**0**	0	0	**0**	0	<10	**<10**
30-34 years old	<10	<10	**<10**	<10	<10	**<10**	0	<10	**<10**	<10	<10	**<10**	0	<10	**<10**
35-39 years old	<10	<10	**<10**	<10	<10	**<10**	<10	<10	**<10**	<10	<10	**<10**	0	<10	**<10**
40-44 years old	<10	<10	**<10**	<10	<10	**10**	0	<10	**<10**	<10	<10	**<10**	<10	<10	**10**
45-49 years old	10	10	**30**	10	10	**20**	<10	<10	**20**	10	<10	**20**	<10	<10	**10**
50-54 years old	20	10	**30**	30	10	**40**	10	10	**30**	20	10	**30**	10	20	**30**
55-59 years old	30	10	**50**	30	10	**40**	30	20	**50**	30	20	**40**	40	20	**60**
60-64 years old	20	10	**30**	20	<10	**30**	30	<10	**40**	30	10	**40**	30	20	**40**
65-69 years old	<10	<10	**<10**	10	<10	**20**	<10	<10	**20**	<10	<10	**10**	20	10	**30**
70 years or more	<10	<10	**<10**	0	<10	**<10**	<10	<10	**<10**	<10	<10	**<10**	<10	<10	**10**
Unknown	10	20	**30**	<10	<10	**10**	<10	0	**<10**	10	10	**20**	<10	<10	**10**
Total	**110**	**80**	**190**	**110**	**70**	**190**	**100**	**70**	**170**	**110**	**70**	**180**	**130**	**90**	**220**
Gender proportions	58%	42%		61%	39%		60%	40%		60%	40%		58%	42%	
Average age at ordination	55.4	53.4	**54.5**	55.7	53.6	**54.9**	58.2	53.7	**56.3**	56.4	55.7	**56.1**	59.7	55.9	**58.1**

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[35] Refers to the ordination of deacons.

Table 15: Stipendiary clergy roles by gender and full or part time (2019) [36]

		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%	33	0	**33**	87%	**38**
	Suffragan Bishop	19	0	**19**	28%	48	0	**48**	72%	**67**
	Cathedral Dean	6	0	**6**	14%	37	1	**38**	86%	**44**
	Cathedral Other	34	3	**37**	36%	65	1	**66**	64%	**103**
	Archdeacon	32	1	**33**	27%	89	0	**89**	73%	**122**
Parochial	Incumbent	930	100	**1030**	25%	2,950	110	**3,050**	75%	**4,080**
	Incumbent status	460	120	**580**	36%	880	130	**1,000**	64%	**1,580**
	Assistant minister or curate	520	110	**630**	39%	890	70	**970**	61%	**1,590**
Non parochial		20	<10	**20**	25%	50	<10	**60**	75%	**70**
Total		**2,010**	**340**	**2,350**	**30%**	**5,040**	**320**	**5,350**	**70%**	**7,700**

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[36] Data for senior staff is 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 2019) [37]

Ethnic group	Senior staff		Incumbent or incumbent status		Assistant curate or associate minister		Total	
	2012	2019	2012	2019	2012	2019	2012	2019
White British	96.0%	93.7%	94.0%	93.2%	90.6%	90.5%	**93.5%**	**92.6%**
White Irish	0.0%	0.0%	0.0%	0.1%	0.7%	0.0%	**0.1%**	**0.1%**
Any Other White Background	2.8%	3.7%	3.3%	3.4%	3.5%	3.8%	**3.3%**	**3.5%**
Mixed: White and Asian	0.3%	0.3%	0.2%	0.2%	0.6%	0.6%	**0.3%**	**0.3%**
Mixed: White and Black African	0.0%	0.0%	0.1%	0.2%	0.1%	0.3%	**0.1%**	**0.2%**
Mixed: White and Black Caribbean	0.0%	0.0%	0.1%	0.1%	0.2%	0.5%	**0.1%**	**0.2%**
Any Other Mixed Background	0.0%	0.3%	0.4%	0.4%	0.5%	0.6%	**0.5%**	**0.5%**
Indian	0.0%	0.3%	0.4%	0.3%	0.4%	0.6%	**0.3%**	**0.4%**
Pakistani	0.0%	0.0%	0.1%	0.3%	0.3%	0.2%	**0.2%**	**0.2%**
Bangladeshi	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	**0.0%**	**0.0%**
Any Other Asian Background	0.3%	0.3%	0.2%	0.1%	0.1%	0.2%	**0.2%**	**0.2%**
Black African	0.6%	0.7%	0.6%	0.7%	0.9%	1.2%	**0.7%**	**0.8%**
Black Caribbean	0.0%	0.7%	0.3%	0.5%	1.0%	0.6%	**0.4%**	**0.5%**
Any Other Black Background	0.0%	0.0%	0.1%	0.1%	0.5%	0.2%	**0.1%**	**0.1%**
Chinese	0.0%	0.0%	0.1%	0.1%	0.4%	0.2%	**0.1%**	**0.1%**
Any Other Group	0.0%	0.0%	0.1%	0.2%	0.1%	0.2%	**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%*	*16.9%*	*18.8%*	*25.7%*	*32.2%*	*21.5%*	**20.6%**	**24.4%**

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[37] 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 2019 by age and new roles by the end of 2019

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 45 years old	0	0	0	0	0
45-49	<10	0	0	0	**<10**
50-54	<10	0	0	0	**<10**
55-59	<10	<10	0	0	**10**
60-64	80	20	<10	<10	**110**
65-69	90	50	<10	10	**150**
70+	10	10	<10	<10	**30**
Total	**190**	**80**	**<10**	**20**	**310**
% of those retired in 2019	62.7%	27.1%	2.9%	7.2%	100.0%
% of stipendiary clergy on Church commissioners payroll in 2018	2.6%	1.1%	0.1%	0.3%	**4.1%**

Table 18 Stipendiary clergy Full Time Equivalence (FTE) projections 2020 to 2039

	Current projection			Ordinations target			Retirements at 68			Lower ordinations		
Year	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
2020	4,960	2,240	**7,210**	4,960	2,240	**7,210**	4,900	2,220	**7,130**	4,960	2,240	**7,210**
2021	4,860	2,330	**7,200**	4,860	2,330	**7,200**	4,800	2,310	**7,110**	4,860	2,330	**7,200**
2022	4,760	2,380	**7,150**	4,770	2,420	**7,190**	4,700	2,360	**7,050**	4,750	2,330	**7,070**
2023	4,670	2,430	**7,100**	4,690	2,510	**7,190**	4,600	2,400	**6,990**	4,630	2,320	**6,950**
2024	4,580	2,480	**7,060**	4,610	2,590	**7,200**	4,510	2,450	**6,950**	4,530	2,310	**6,840**
2025	4,500	2,530	**7,030**	4,560	2,680	**7,240**	4,430	2,490	**6,920**	4,430	2,300	**6,730**
2026	4,430	2,570	**7,000**	4,530	2,790	**7,320**	4,350	2,530	**6,880**	4,340	2,280	**6,620**
2027	4,360	2,600	**6,960**	4,520	2,900	**7,420**	4,290	2,570	**6,860**	4,260	2,270	**6,530**
2028	4,310	2,640	**6,950**	4,520	3,000	**7,520**	4,240	2,600	**6,840**	4,190	2,260	**6,450**
2029	4,260	2,670	**6,930**	4,520	3,100	**7,620**	4,190	2,630	**6,820**	4,130	2,240	**6,370**
2030	4,230	2,700	**6,930**	4,530	3,190	**7,720**	4,160	2,660	**6,820**	4,090	2,230	**6,320**
2031	4,200	2,730	**6,930**	4,550	3,270	**7,820**	4,130	2,690	**6,820**	4,050	2,220	**6,270**
2032	4,180	2,750	**6,930**	4,570	3,350	**7,920**	4,120	2,710	**6,830**	4,010	2,200	**6,210**
2033	4,160	2,770	**6,930**	4,590	3,420	**8,010**	4,100	2,730	**6,830**	3,980	2,190	**6,170**
2034	4,150	2,800	**6,950**	4,610	3,490	**8,100**	4,090	2,760	**6,850**	3,960	2,180	**6,140**
2035	4,140	2,810	**6,950**	4,640	3,560	**8,200**	4,080	2,770	**6,850**	3,940	2,170	**6,110**
2036	4,130	2,830	**6,960**	4,670	3,610	**8,280**	4,080	2,790	**6,870**	3,930	2,160	**6,090**
2037	4,130	2,850	**6,980**	4,700	3,670	**8,370**	4,080	2,810	**6,890**	3,910	2,150	**6,060**
2038	4,130	2,860	**6,990**	4,730	3,720	**8,450**	4,080	2,820	**6,900**	3,900	2,140	**6,040**
2039	4,130	2,880	**7,010**	4,760	3,760	**8,520**	4,080	2,830	**6,910**	3,900	2,140	**6,040**

Table 19: Movements between stipendiary and self supporting or other ministries (between 1st January 2018 - 31st December 2019) [38][39]

	Joined stipendiary ministry from…	Left stipendiary ministry to…	Net increase (+) / decrease (-)
Ordination	350	0	+350
Death	0	10	-10
Chaplaincy	30	30	-<10
LTO or PTO	30	40	+<10
Other or unpaid parochial role	100	40	+60
Other ministerial role	40	70	-20
Retirement (no role)	<10	190	-190
Active retirement	0	110	-110
Unknown	20	70	-50
Total	**580**	**560**	**+20**

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

[39] Includes only those stipendiary clergy on the Church Commissioners' payroll, therefore not all data in Table 19 will add up to elsewhere in this report.

Table 20: Number of types of ordained chaplain, by gender (2019) [40]

Type of chaplain	Female	Male	Total
Army chaplain	<10	100	100
Royal Navy chaplain	<10	40	40
Royal Air Force chaplain	<10	40	50
Hospital/hospice chaplain or assistant chaplain	140	170	310
Prison chaplain or assistant chaplain	40	60	100
School chaplain or assistant chaplain	30	120	150
University/polytechnic chaplain or assistant chaplain	40	50	90
Industrial chaplain	<10	10	20
Other chaplain or assistant chaplain	50	120	170
Total	**320**	**700**	**1,020**

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[40] Data source: Crockford's

Table 21: Number and proportion of Readers / Licensed Lay Ministers (Readers), by gender (2019)

	Female		Male		Total
Number of licensed Readers in active ministry	2,620	57%	1,990	43%	**4,620**
Number with Permission To Officiate & active emeriti	1,560	49%	1,650	51%	**3,210**
Total in active ministry at 31st December 2019	**4,180**	**53%**	**3,640**	**47%**	**7,830**
Number entering training during 2019	170	66%	90	34%	**260**
Total in training at 31st December 2019	**380**	**65%**	**210**	**35%**	**590**
Readers Emeritus or Retired (no longer active) at 31st December 2019	**260**	**45%**	**320**	**55%**	**590**

Table 22: Number of Readers and Licensed Lay Ministers (Readers), by age [41] and gender (2019)

	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	550	1,160	240
	Female	40	840	1,530	210
Readers-in-Training	Male	30	90	70	10
	Female	40	200	130	<10
Permission To Officiate	Male	0	0	0	1,650
	Female	<10	<10	20	1,530

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[41] 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 21.

Table 23: Proportion of Readers / LLMs and Readers in Training, by ethnic group (2019)

	Readers / LLMs	Readers-in-Training
White	96%	93%
Mixed	0.2%	0.6%
Asian or Asian British	0.5%	1.0%
Black or Black British	3.2%	4.4%
Chinese	0.2%	0.0%
Any other ethnic group	0.2%	1.0%
% of total that provided data (22 dioceses)[42]	*45%*	*54%*
% of total data missing (20 dioceses)	*55%*	*46%*

Table 24: Number of members of Recognised religious communities, by member type and gender (2019)

Type of member	Gender	Ordained	Lay
	Female	30	190
Professed	Male	40	40
	Total	**70**	**230**
	Female	0	<10
Novice	Male	0	<10
	Total	**0**	**<10**

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[42] Ethnicity data were provided by 22 dioceses covering 45% of all Readers/LLMs and 54% of all Readers in training. These figures therefore may not be representative of all Readers/LLMs and Readers in training.

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 (2019)[43]

	Gender	Recognised	% of all those in recognised communities	Acknowledged	% of all those in acknowledged communities
Ordained	Female	260	10%	1,140	21%
	Male	490	20%	1,150	21%
	Total	**740**	**30%**	**2,280**	**43%**
Lay	Female	1,470	59%	2,050	38%
	Male	280	11%	1,030	19%
	Total	**1,750**	**70%**	**3,070**	**57%**

[43] Includes 40 Non-Anglicans

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

Total number of parishes at the end of 2019[44]	12,366
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	4.7%
Bishop of Beverley	110
Bishop of Burnley	20
Bishop of Chichester	10
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

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[44] 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 now included under the category "oversight of Diocesan or Suffragan bishop", which was not the case in 2018.

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 2019. 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.

During 2017, a data audit was begun of Crockford's central data, specifically those with Permission to Officiate (PTO); it should be noted that these data have always been held locally by dioceses. As a result of this, data suggest an increase in those with PTO compared to previous years, but this increase is most likely to be due to increased data quality and should not necessarily be used for direct comparison with data from previous years. Improved data quality is likely to extend beyond 2019 as data are prepared for the new central people system.

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.

Projections

Projections are based on actual data for years up to, and including, 2019. Projections begin from the assumption that things will stay as they are now (i.e. the status quo will continue), for example retirement age, number of joiners/leavers, and so on, and use patterns from historic data to project these. Projections are split into male and female for calculation and then combined, as the patterns by gender are different.

A scenario using those currently in training and expecting to be ordained over the next 2 years (i.e. 2020 and 2021) are included to create a "current projection". Some additional scenarios are also projected, based on changing certain variables (e.g. What would happen if there more ordinations? What would happen if all clergy retired by the time they reached 68? and so on). As these scenarios are not necessarily based on actual data patterns, they are indicative of what might happen if various elements were changed in the current data.

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 2019 and were still in training at end of December 2019. Ages used in the analysis reflect the age of the ordinand on 1st September of the year they start training (for this cohort, 01/09/2019). 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 2019. 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 2019, 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. Note this is a different process to preceding years.

Data sources: Religious communities

Data for religious communities were collected via paper 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 2019. Information from the Advisory Council for Religious Communities[45] 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.

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[45] http://www.ianmobsby.net/wp-content/uploads/2016/04/2The-Advisory-Council-Acknowledgement-Document.pdf

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 the first time, communities were asked to identify members who were Non-Anglican.

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).
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.
BAME	Black, Asian and 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.
NSM	Non stipendiary Minister – clergy who do not receive a stipend (i.e. payment) for their services and are funded by other means. Note, NSMs are also sometimes referred to as self supporting ministers, as in this report, but not all NSMs are necessarily self supporting as they may receive payment through other means (for example, local or diocesan arrangements).
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	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.
	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).
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.
SSM	Self Supporting Minister – clergy who do not receive a stipend (i.e. payment) for their services and financially support their own ministry. Note, SSMs can also be referred to as non stipendiary ministers (NSM), but they are not necessarily the same.
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 that 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.