

Explanatory Note - Table of Estimated Number of Ministers Available at End 2023 Appendix 7 of the Ministries Council Report to the General Assembly 2018

To provide an advisory number of how many Ministers of Word & Sacrament each Presbytery will be likely to have in 5 years.

Columns c - l are full time equivalent (FTE). The definitions and assumptions made were:

Column a: Presbyteries as numbered in the Year Book. As the Presbytery of International Charges is now within the presbytery planning system, it has been included.

Column b: The number of congregations as at 2 January 2018.

Column c: The number of charges (including guardianships) as at 2 January 2018. A lower number than column b due to linkages.

Column d: The number of charges in the latest approved version of each presbytery plan, excluding guardianships – since they are not allocated parish ministers.

Column e: The number of parish ministers in post as at 2 January 2018.

Column f: Church of Scotland 'national' ministers in Ministries Development Staff (MDS) posts and centrally funded Pioneer Ministry posts. Given the *Hub-Style Ministry* initiative envisages some more ministers in a variety of Associate Minister, Pioneer Minister etc posts, such posts will need to be counted against estimates of available Ministers of Word and Sacrament. An increased deployment of ministers in such ministries would mean a reduction in those available for induction as parish ministers (at least pending any future changes in recruitment).

Column g: Church of Scotland 'national' ministers in locally or grant funded posts (full-time Presbytery Clerks, Associates, Youth Ministers, Assistant Minister, Campus Minister, Community Worker). (The figures do not include retired ministers working as pastoral assistants etc.)

Column h: Total number of ministers in posts (columns e + f + g).

Column i: Those in column h who will be under 65 years at the end of 2023, assuming any translations have a neutral impact on age profiles.

Column j: The figures in column i will be affected by the following factors:

- A minority continue beyond their 65th birthday (in each of the last 5 years some **60** of ages 65 and above remained in post). Any decrease of that 60 as the total cohort decreases is likely to be more than offset by an increase due to the rise in the state pension age to 66. Say **+ 65**.
- Those being ordained to their first charge – some **14** a year over 2018 to 2023 = **+ 84**. No account is taken of the *Recruitment Strategy 2018* – 2023, given the lead-time before any additional recruits are available for call/appointment.
- Those entering ministry from the process of admissions (other denominations) and readmissions (former Church of Scotland ministers) – some 10 a year, so **+ 60**.
- Those returning to parish ministry from chaplaincy and other appointments, say + 3 a year, so **+ 18**.

- Those demitting for chaplaincy and other appointments, or due to death in post, ill-health (including stress), deposition, or leaving following General Assembly votes on human sexuality in relation to ministry and marriage, say 14 a year, so - **84**.
- Those being translated between charges in different presbyteries: a neutral figure overall, but with variable impact across presbyteries.

So $65 + 84 + 60 + 18 - 84 = + 143$, which is the figure shown at the bottom of column j. There is no robust basis for distributing those factors across each presbytery, especially the small ones, so the 143 has been spread across presbyteries pro rata according to the numbers in column h.

Column k: Estimated number of ministers in post at end 2023 (columns i + j).

Column l: A pro rata distribution (based on current vacancies) of 70 vacancies 'necessary' for turnover'.

Column m: Shortfall = charges in current plan (column d) minus estimated ministers at end 2023 (column k) minus vacancies 'necessary' for turnover (column l). This **shortfall will increase** according to the number of ministers each Presbytery intends to be employed in MDS, Pioneer and locally funded posts.

The figures for each presbytery in columns j, k and m are estimates, with significant variation likely in practice, especially in smaller and medium sized presbyteries.

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