



A Vocations Strategy for the Church in Wales, 2009 - 2014

Theological Presuppositions

1. The Church in Wales has a vocation to be responsive to the God's Reign.
2. God is calling out an effective ministry for this task from amongst the baptised.
3. The local worshipping community shares together in a common ministry in service of God's mission in the world.

Current Needs

1. The Church in Wales needs to re-envision what it means to be and belong to a Christian community responding in a shared call to mission in its locality.
2. The Church in Wales needs to be open to the possibility that God is calling us to new patterns of ministry and service.
3. Within this calling, the Church in Wales has a considered minimum target number of stipendiary ordained ministers for its future work. We need to act now if we are to meet this target.

The Aims of a Vocations Strategy

1. To generate a sense of excitement and discussion about the call to Christian ministry, lay and ordained and an understanding of the corporate nature of vocation.
2. To create a pool of both younger and older people, from whom an average of three persons can be ordained to stipendiary ministry in every diocese, every year, of whom two will be under-35 at the point of ordination.
3. To develop and raise the profile of non-stipendiary ordained ministry in order to attract vocations to the priesthood across a range of ages and personal circumstances to serve within local church communities.

4. To develop and enhance the idea of Christian ministry as belonging to the whole people of God as the basis for a revitalisation of local lay ministry in the service of the mission of the Church.
5. To develop new patterns of ministry both stipendiary and self-supporting.

Present Objectives

1. By the end of 2009, to put in place a Vocations Strategy Team.
2. **Prayer:** the whole Church needs to see the need for vocations as a particular priority for its prayer-life. By the end of 2010, the vocations strategy team will have put in place a programme to encourage public prayer for vocations throughout the Church in Wales.
3. **Publicity and Education:** By the end of 2010, the vocations strategy team will have put in place a programme to make Church members aware of what contemporary ordained ministry means now and might mean in the future.
4. **Exploration:** By the end of 2011, the vocations strategy team will have developed more practical opportunities for people and parishes/communities to explore their Christian vocation across Wales.
5. **Organisation:** By the end of 2010, the vocations strategy team will put in place a programme to provide strong provincial support for diocesan structures which steward and advise on various vocations through resourcing, mutual support, shared activity and collaborative policy.

Methods

- **Set up a Provincial Vocation Strategy Group.** Each bishop would be invited to nominate two or three possible members of the team. The team would be selected in such a way as to build a diverse team, representing ministry and the context throughout the Church in Wales.
- **Allocate the Sunday after Ascension as 'Ministry and Calling Sunday'**, with resources provided for use in Sunday services, children and young people's groups and home groups. In future years, associated with 'Ministry and Calling Sunday' there could be special prayer services, forms of liturgy and diocesan events focussing on prayer for all forms of vocations, but especially ordained and authorised lay ministry.
- **Build up local Vocations Networks** through supporting existing diocesan ministry and vocation agencies. Each diocese to form its own vocations' strategy group and allocate resources to it with clear lines of accountability to the DDO and thence to the Bishop. These, in turn, to have good links to the provincial strategy team and to be resourced by it.
- Each diocese to have its own **Vocation Exploration Group(s)**, with members drawn from initial enquirers, DDO/Vocations Advisors, Ordinands/Readers in Training
- **Conferences for those working with younger Church members**, chaplains, and leaders of younger churches, to identify good practice in encouraging a vocation-centred Church life

- **Publicity and Education:** with funding from the GB, develop professional signage and leaflets for *all* church **noticeboards** with information on how to 'take the next step'. This should not rely purely on the local parish priest to lead the person to the next stage in the process: there should be a telephone/email link to someone who will 'get them into the system' (although Parish Priests will be consulted once contact is made)
- Current ministry **leaflets** to be re-written and redesigned as part of the publicity update.
- Allocate central funds to the development of a good **website** which replicates and enlarges on the theme of the notice board material.
- With funding and extra resourcing, expand on the delivery of the current **'Who me, Lord?'** mini-course currently running out of St Michael's Llandaff to be delivered in at least one other location in the North, twice per year.
- **Form sub-groups to do focussed work on particular vocational needs** of e.g. young enquirers, women candidates, those who need confidence building courses, leadership training and also some serious thought on what we can provide for those who are not recommended for ordained ministry (counselling, literature, support networks etc.)
- **Bishops to give the strategy their central public backing** – timing of Bishops Letters in Diocesan Newsheets to be in synchronisation, normally prior to the 'Ministry and Calling Sunday' for the four years of the strategy's life. Presentation of the Strategy to feature in 2010 April Governing Body. Possibility of using someone high profile (eg. Abp Desmond Tutu) to talk about their sense of call – possibility of using Welsh media, TV, etc.
- **Strategy to be reviewed annually**, including assessment of effect on vocations to ordained ministry (stipendiary and non-stipendiary).
- **Strategy to engage at all points with (and be informed by) the wider review of ministry proposed at the June 2009 meeting of the Bench.** In particular, decisions over the future ways or authorising lay ministries, the development of pioneer ministry and the deployment and licensing of non-stipendiary ministry need to be progressively reflected in the vocations strategy.
- **Vocations strategy in its present shape to end after four years (2013)**, followed by a full review leading to advice over what further needs to be done.

Implementation

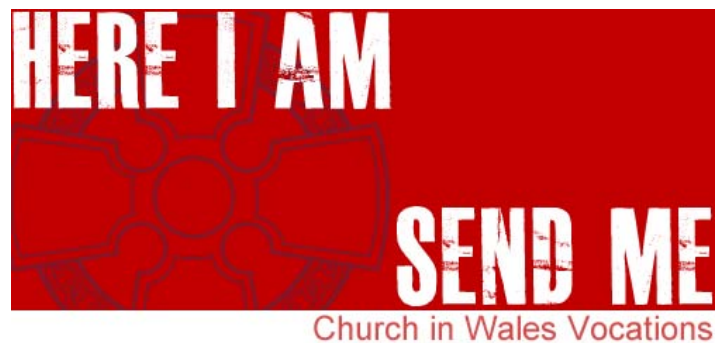
- End 2009: Strategy Documents adopted by Bench of Bishops; Implementation Team convened.
- Mid 2010: First Ascensiontide Sunday of Prayer for Vocations
- Mid 2010: Publicity – consultation and drafting of noticeboards, flyers, website
- Late 2010: Diocesan Vocation Exploration Groups start meeting in all dioceses

- Late 2010: First Strategy review in Bench (repeated annually until 2014).
- Spring 2011: Good Practice in fostering Young Vocations conference
- March 2011: New resources for Ascensiontide Sunday of Prayer: forms of prayer; homegroup material, sermon outlines published and sent out via *ad clerums*
- Mid 2011: All churches have noticeboard notices and flyers available; website up.
- 2012: 'Who me, Lord?' courses running North and South, twice per year.

Evaluation

- To bring a Report on progress to the October 2010 Meeting of the Bench for a full Review.

*+Gregory Llanelwy
Chair, Provincial Vocations Strategy Group
April 2010*



Ministry Statistics

Produced by the Information Department

Contents

Introduction

Section

a) Total number of Church in Wales Clergy	1
b) Summary of Movements of Clerics	2
c) Percentage Changes in Stipendiary Ministry	3
d) Age Profile of all active Clerics NSM and Stipendiary	4
e) Information about the Non Stipendiary Ministry	5
f) Ordination to Transitional Diaconate	6
g) Number of Ordinands in Training for Ministry	7
h) Training Institutions for New Ordinands	8
i) Age Profile of all Ordinands in Training	9
j) Information about Readers	10

Church in Wales

Ministry Statistics

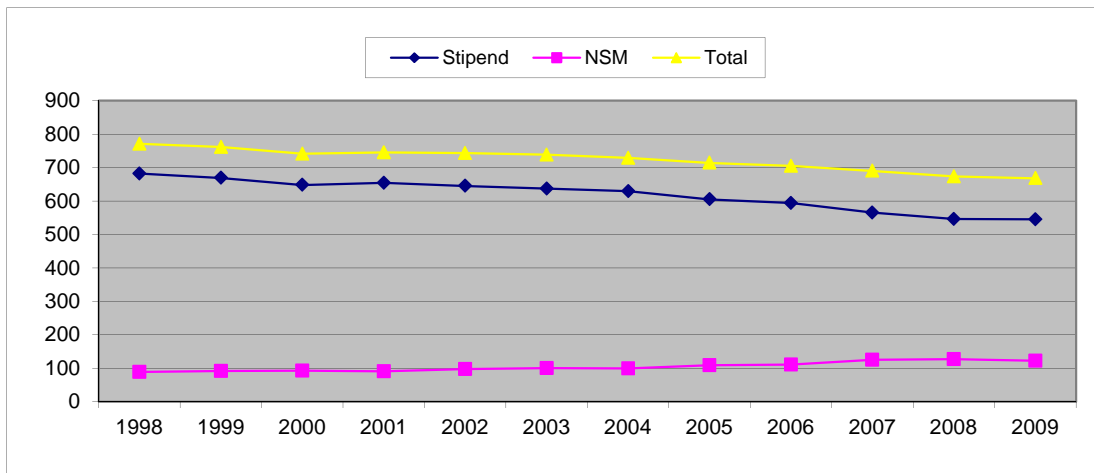
2010

Section 1

Total number of Church in Wales Clergy - 31st December 2009

	St Asaph	Bangor	St Davids	Llandaff	Monmouth	Swansea and Brecon	Total
Benefices	89	54	107	111	71	69	501
Stipendiary Clerics	94	56	106	132	84	73	545
NSM Clerics	22	12	14	23	41	11	123

Clerics Totals 31st December 1998 - 31st December 2009



Section 2
Summary of movements of Stipendiary Clerics
Year End Figures

Cause of Increase

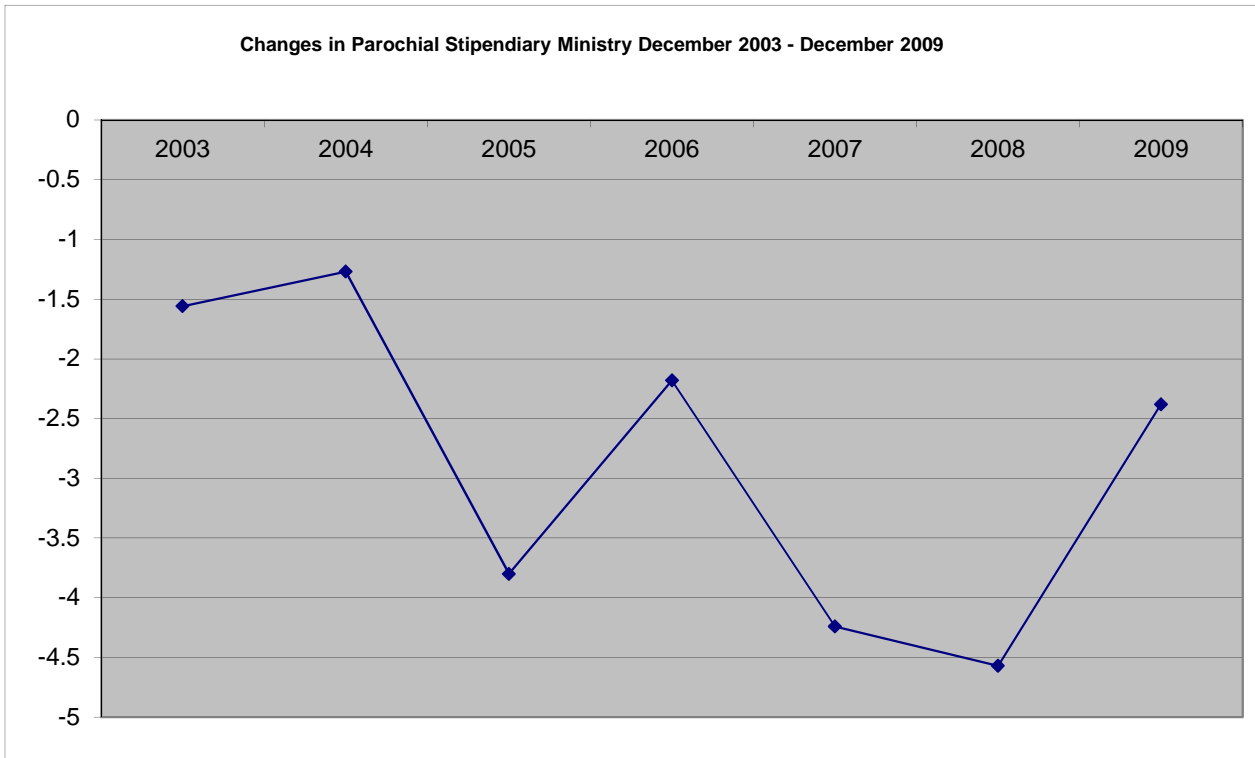
	2003	2004	2005	2006	2007	2008	2009
Ordained Deacon	16	13	16	10	7	10	8
Moved from another Province	20	14	8	9	14	12	16
Miscellaneous	6	7	3	3	2	2	2
Total Increase	42	34	27	22	23	24	26

Cause of Decrease

	2003	2004	2005	2006	2007	2008	2009
Retirements	22	18	16	12	27	30	21
Deaths	1	1	2	1	2	2	0
Moved to another Province	24	21	24	19	15	17	18
Miscellaneous	5	2	8	3	3	0	0
Total Decrease	52	42	50	35	47	49	39
Total Increase/Decrease	-10	-8	-23	-13	-24	-25	-13

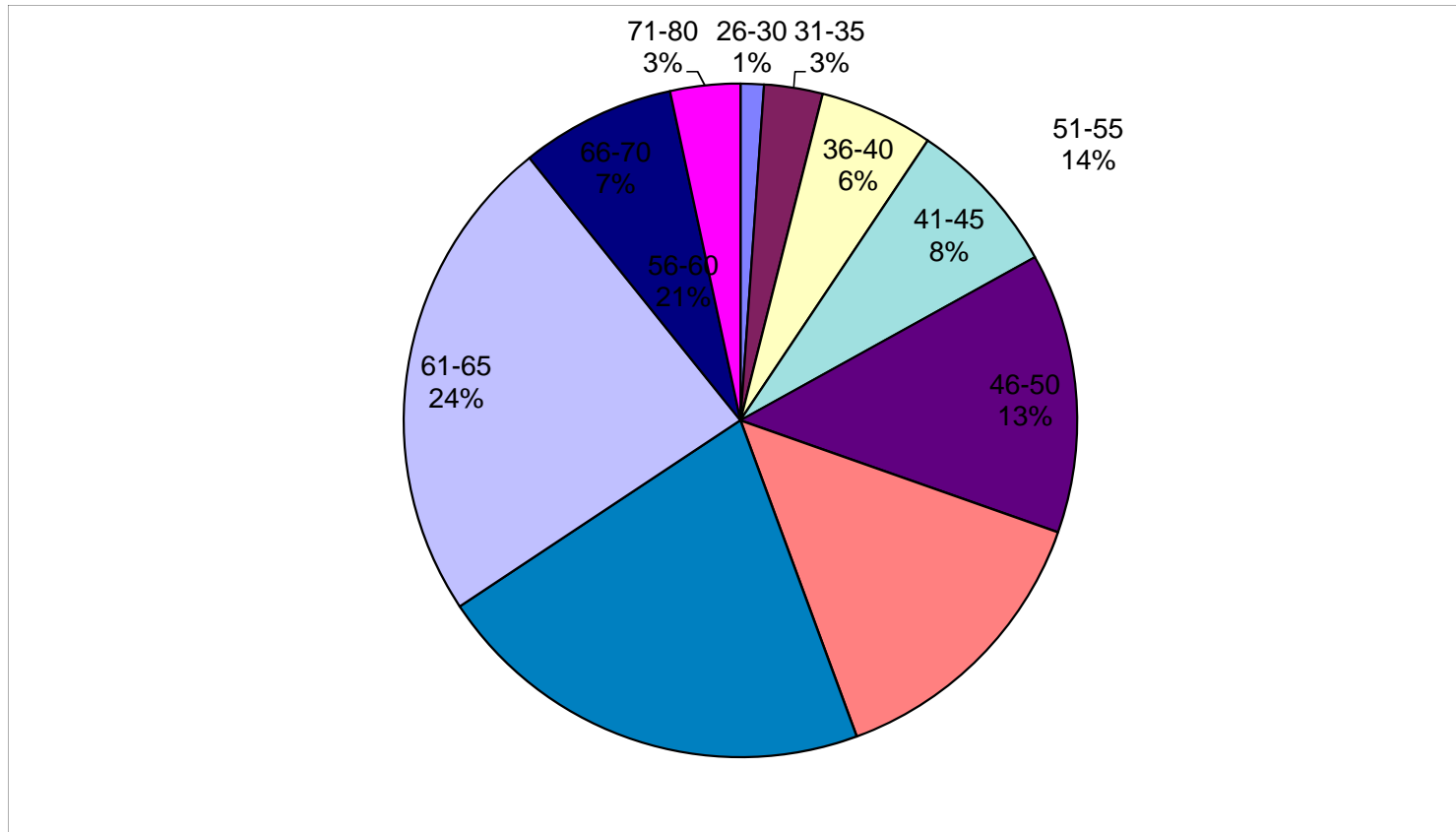
Section 3

Percentage changes in Stipendiary Ministry



Section 4

Age Profile of all active Clerics (NSM and Stipendiary) at 31st December 2009



Section 5 Information about the Non-Stipendiary Ministry

Year End

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Number ordained in 2009	Other Changes * during 2009	Number of Candidates Training at 31 December 2009
St Asaph	16	14	15	15	17	18	21	24	26	24	22	0	-1	5
Bangor	11	9	7	7	7	8	6	7	10	12	12	0	0	1
St Davids	7	7	7	8	8	11	13	13	15	15	14	0	0	2
Llandaff	21	21	16	18	20	16	18	19	20	23	23	2	0	6
Monmouth	20	23	28	36	35	35	39	37	44	43	41	5	0	3
Swansea & Brecon	17	19	18	14	14	12	12	11	10	10	11	1	0	4
Total	92	93	91	98	101	100	109	111	125	127	123	8	-1	21

*Transfers from Stipendiary to NSM and NSM to Stipendiary

Section 6 Information about Deacons

Ordination to Transitional Diaconate - As at Year End*

	2004	2005	2006	2007	2008	2009
St Asaph	3	5	6	4	1	6
Bangor	3	4	2	5	3	0
St Davids	7	7	1	1	5	1
Llandaff	3	6	4	4	7	6
Monmouth	3	4	4	6	2	6
Swansea and Brecon	3	0	3	1	2	1
Total	22	26	20	21	20	20

*The term *transitional diaconate* is used to denote the ministry of those in the Order of Deacons who seek ordination to the priesthood in due course.

Number in the Vocational Diaconate

11
(Monmouth Diocese)

Section 7

Numbers of Ordinands in Training for Ministry

Stipendiary

Ordination Candidates in training for Stipendiary Ministry

Year End	2003	2004	2005	2006	2007	2008	2009
Ordinands at beginning of Period	32	32	26	20	22	24	21
New Ordinands	16	7	10	13	10	8	13
Total	48	39	36	33	32	32	34
Minus Ordinands ordained during the period	-16	-13	-16	-10	-7	-10	-8
Minus Ordinands withdrawn from training	0	0	0	-1	-1	-1	0
Total of Candidates training for Stipendiary Ministry	32	26	20	22	24	21	26

NSM

Ordination Candidates in training for Non Stipendiary Ministry

Year End	2003	2004	2005	2006	2007	2008	2009
NSM at beginning of period	20	23	21	20	22	23	20
New NSM's starting training	14	10	10	14	15	9	9
Total	34	33	31	34	37	32	29
Ordinations	-10	-10	-10	-10	-14	-10	-8
Withdrawals	-1	-2	-1	-2	0	-2	0
Total of Candidates training for Non Stipendiary Ministry	23	21	20	22	23	20	21

See Section 5 for breakdown of NSM by Diocese

Section 8
Training Institutions for New Ordinands

Stipendiary

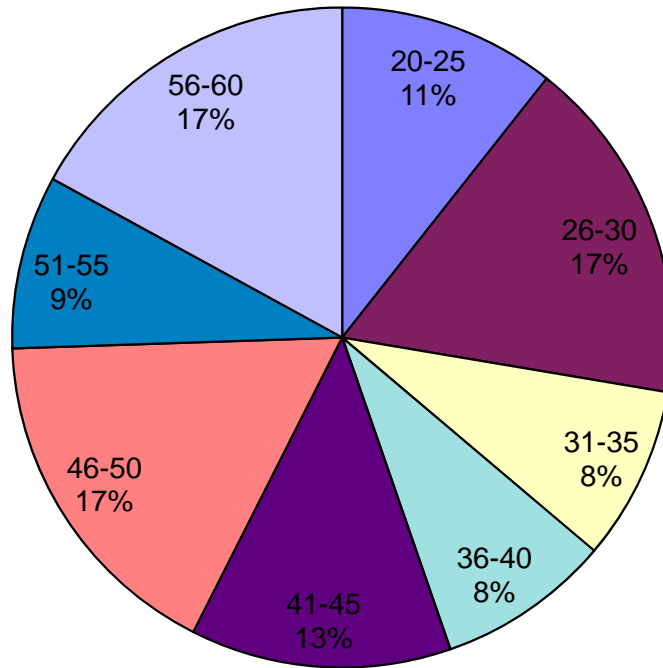
	2003	2004	2005	2006	2007	2008	2009
St Michael's College	11	2	8	10	10	8	10
Trinity College Bristol	0	0	0	0	0	0	1
St John's College, Nottingham	1	1	0	0	0	0	0
College of Resurrection, Mirfield	0	1	0	0	0	0	0
University of Wales Bangor	1	1	0	2	0	0	2
Wycliffe Hall, Oxford	1	0	0	0	0	0	0
Cranmer Hall, Durham	2	1	1	0	0	0	0
Oak Hill College London	0	1	0	1	0	0	0
	16	7	9	13	10	8	13

NSM

	2003	2004	2005	2006	2007	2008	2009
St Michael's College	9	4	8	9	9	8	8
St Asaph Diocesan Ministerial Training Course	5	4	0	0	0	0	0
University of Wales Bangor	0	2	0	4	4	0	1
Queen's College, Birmingham	0	0	0	1	0	0	0
Monmouth Diocesan Training	0	0	1	0	2	0	0
Trinity College, Bristol	0	0	0	0	0	1	0
Trinity College, Carmarthen	0	0	1	0	0	0	0
	14	10	10	14	15	9	9

Section 9

Age Profile of all Ordinands in Training as at 31st December 2009



Section 10

Information about Readers

Licensed Readers

	2004	2005	2006	2007	2008	2009
St Asaph	85	84	80	86	87	94
Bangor	78	74	79	72	88	82
St Davids	80				80	91
Llandaff	69	76	76	78	74	79
Monmouth	70	71	75	76	71	68
Swansea & Brecon	58	60	50	48	48	54
Total	440	365	360	360	448	468

Readers in Training

	2004	2005	2006	2007	2008	2009
St Asaph	11	8	10	10	8	8
Bangor	6	4	6	6	6	8
St Davids	20					9
Llandaff	5	5	6	3	4	8
Monmouth	12	14	11	1	2	6
Swansea and Brecon	10					0
Total	64	31	33	20	20	39

*Where boxes are blank information is unavailable