

Paper H2

Ministries Committee
Deployment Formula

United Reformed Church
2017
Church 2017



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Deployment Formula

Basic Information

Contact name and email address	Craig Bowman: ministries@urc.org.uk Paul Whittle: moderator@urceastern.org.uk
Action required	Decision
Draft resolution(s)	<p>Draft resolution A: Mission Council, acting on behalf of General Assembly, agrees that stipendiary ministry posts, excluding those identified by General Assembly for CRCWs and Special Category Ministry, shall be allocated to synods on the basis of a formula with a weighting of 60% for the number of members in each synod and 40% for the number of congregations in each synod. This formula shall be reapplied annually on the basis of the latest information available.</p> <p>Draft resolution B: Mission Council, acting on behalf of General Assembly, agrees that stipendiary ministry posts, excluding those identified by General Assembly for CRCWs and Special Category Ministry, shall be allocated to synods on the basis of the existing formula with a weighting in the ratios of 3:2:1 for number of members: number of churches: population. The population element should be updated to the 2011 census as quickly as possible. This formula shall be reapplied annually on the basis of the latest information available.</p>

Summary of Content

Subject and aim(s)	An updated formula to distribute the number of stipendiary ministry posts available to the church to be equitably shared across the 13 synods.
Main points	Mission Council is asked whether to adopt a new formula removing the population element from the calculation or to retain the current formula, with the option of updating the population element in line with the 2011 census.
Previous relevant documents	General Assembly 2016 Book of Reports pp154-161 'Stipendiary minister numbers and deployment.'
Consultation has taken place with...	Mission Council and synod moderators.

Summary of Impact

Financial	There is no additional financial implication.
External (e.g. ecumenical)	Increased clarity with regard to projected stipendiary minister numbers in each synod assists the exploration of ecumenical leadership opportunities.

Deployment formula

Calculating deployment targets

1. Part of the report of the Ministries Committee to General Assembly 2016 concerned stipendiary minister numbers and deployment and proposed an amendment in the way in which minister numbers allocated to each synod are calculated. The following extract from the *Book of Reports* to General Assembly explains the background.
2.
 - 2.1 “In 1979, Assembly agreed that the number of stipendiary ministers available to the Church as a whole should be allocated to each of the synods according to a formula which was weighted in the ratios 3:2:1 for number of members: number of churches: population, and the formula has in general served the Church well over the intervening years.
 - 2.2 “However, the one sixth population element has not been regularly updated and still uses 1991 census data. It would be possible to recalibrate using 2011 census data. As population shifts generally follow economic prosperity, the main effect of such a recalculation would be to shift resources from the poorer synods towards the synods that are already the wealthier ones.
 - 2.3 “In addition, as this population element represents only one sixth of the weighting in the formula, and as the number of stipends available continues to fall, the difference made to the number of ministers available to any given synod as a result of inclusion of this element is less and less. Ministries is therefore recommending that the allocation formula is now simplified and the population element be removed from the calculation.”
3. The paper recognised that this had a disproportionate effect on two synods (Yorkshire and Scotland) and suggested that transitional arrangements be put in place to assist these synods with the adjustment. In fact, taking the targets for the end of 2016, if this change had been agreed and put into immediate effect, two synods (Northern and Wales) would have seen no change; four synods (North Western, Mersey, South Western and Southern) would have seen their target increase by one; two synods (Eastern and Wessex) would have seen their target increase by two; three synods (East Midlands, West Midlands and Thames North) would have seen their target decrease by one; one synod (Yorkshire) would have seen their target decrease by two; and one synod (Scotland) would have seen their target decrease by three.
4. One of the groups of people most heavily involved with operating the deployment formula is the Synod Moderators and awareness of this proposed change in the months prior to General Assembly provoked significant, but very mixed, reaction to what was being suggested, with some supporting removal of the population element in the calculation and others opposing it. Interestingly, the prime argument advanced from both perspectives was missional. On the one hand it was said that it seems wrong to remove the one element that looks beyond ourselves while, on the other hand, it was said that as our mission is surely focussed where we are present, it makes sense to concentrate our resources in those places.
5. As a result of those conversations Steve and Linda Faber did some work with the population figures, matching the 1991 census figures against those from 2011 and calculating the percentage change. The figures produced show these changes in population figures:

Northern Synod	- a reduction of 12.6% ¹
North Western Synod	- an increase of 9.1% ²
Mersey Synod	- an increase of 4.7%
Yorkshire Synod	- an increase of 8.9%
East Midlands Synod	- an increase of 16%
West Midlands Synod	- an increase of 14.9%
Eastern Synod	- an increase of 19.1%
South Western Synod	- an increase of 10.6%
Wessex Synod	- an increase of 18.8%
Thames North Synod	- an increase of 26.1%
Southern Synod	- an increase of 17.6%
National Synod of Wales	- an increase of 9.1%
National Synod of Scotland	- an increase of 6%

with the total variation being an increase of 12.7%.

This offers a helpful indication of the trends in population change.

6. The resolution proposed to General Assembly (Resolution 29(c)) stated: "All remaining stipendiary posts for both ministries shall be allocated to synods on the basis of a formula with a weighting of 60% for the number of members in each synod and 40% for the number of congregations in each synod. This formula shall be reapplied annually on the basis of the latest information available."
7. That resolution was amended and so the one agreed by General Assembly stated: "All remaining stipendiary posts for both ministries shall be allocated to synods on the current basis until more work has been done on deployment at Mission Council."
8. The October 2016 meeting of Mission Council was asked to consider this question as one of the 'basket' of issues that were presented on behalf of the Ministries Committee. The only clear request that emerged from that discussion was that 'footfall' be a factor, rather than membership. Further consultation, particularly with the Synod Moderators, has recognised that, however desirable, that is simply not practical on the denominational level and that establishing an appropriate and equitable means of measuring such is not feasible.
9. However, that still leaves the population element undecided. Ministries Committee believes that its earlier suggestion remains valid. It believes this because, firstly and mainly, retaining the population element tends to advantage those with access to greater economic resources, and that, secondly, retaining this element does not make a significant difference, especially given that targets will not produce exact numbers.
10. We therefore present Mission Council with two alternative resolutions, but recommend the first. Should Mission Council fail to make a clear decision, the second resolution will effectively prevail, as it represents the status quo. Mission Council could ask for further work to be done on this. Ministries Committee does not believe that further work can usefully be done and so hopes that such a suggestion will not be made but, if this were suggested, would wish for a clear identification of what work is needed.
11. Tables showing the effect on deployment quotas if population figures are updated or removed.

¹ A shift of that part of Cumbria that was in Northern to North Western is included here.

² See footnote 1

11.1 1991 Population

Weighting - % Members 50, Churches 33, Population 17

SYNOD	1	2	3	4	5	6	7	8	9	10	11	12	13	TOTAL
MEMBERS -2016	2501	5269	3141	3124	3499	4409	4445	3202	5864	5051	6834	2055	2666	52060
CHURCHES - 2016	69	130	82	98	132	117	134	114	131	129	148	95	47	1426
POPULATION (k)	3051	3931	2733	4494	4702	5632	3266	3204	4271	5904	5818	2808	5000	54814
Target, start of 2016	20	37	22	26	31	35	33	27	38	39	48	19	22	397
Target, end of 2016	19	36	22	26	30	33	32	26	38	37	45	19	20	383
Target, end of 2018	18	33	20	24	28	31	30	24	35	34	42	18	18	354
Target, end of 2020	16	30	19	22	26	28	27	22	33	32	38	16	17	326
Target, end of 2022	15	28	17	20	24	26	25	20	30	29	36	15	16	302
Target, end of 2024	14	26	16	19	22	24	23	19	28	27	33	14	14	278

11.2 2011 Population

Weighting - % Members 50, Churches 33, Population 17

SYNOD	1	2	3	4	5	6	7	8	9	10	11	12	13	TOTAL
MEMBERS -2016	2501	5269	3141	3124	3499	4409	4445	3202	5864	5051	6834	2055	2666	52060
CHURCHES - 2016	69	130	82	98	132	117	134	114	131	129	148	95	47	1426
POPULATION (k)	2665	4288	2861	4892	5454	6470	3890	3542	5075	7445	6841	3064	5300	61787
Target, start of 2016	20	37	22	26	31	35	33	27	38	39	48	19	22	397
Target, end of 2016	18	35	22	25	30	33	32	26	39	38	45	19	20	383
Target, end of 2018	17	33	20	23	28	31	30	24	35	35	42	18	18	354
Target, end of 2020	15	30	19	22	26	28	28	22	32	32	39	16	17	326
Target, end of 2022	14	28	17	20	24	26	25	20	30	30	36	15	15	302
Target, end of 2024	13	26	16	18	22	24	23	19	28	27	33	14	14	278

11.3 No Population

Weighting - % Members 60, Churches 40

SYNOD	1	2	3	4	5	6	7	8	9	10	11	12	13	TOTAL
MEMBERS -2016	2501	5269	3141	3124	3499	4409	4445	3202	5864	5051	6834	2055	2666	52060
CHURCHES - 2016	69	130	82	98	132	117	134	114	131	129	148	95	47	1426
Target, start of 2016	20	37	22	26	31	35	33	27	38	39	48	19	22	397
Target, end of 2016	18	37	23	24	30	32	34	26	40	36	46	19	17	383
Target, end of 2018	17	34	21	22	27	30	31	24	37	33	43	18	16	354
Target, end of 2020	16	32	19	21	25	27	29	22	34	31	39	16	14	326
Target, end of 2022	15	29	18	19	23	25	27	21	32	29	36	15	13	302
Target, end of 2024	13	27	16	18	22	23	25	19	29	26	33	14	12	278

Targets show numbers of FTE (full time equivalent) ministers deployed, minus number in SCM posts

Figures for members and churches are taken from the 2016 Annual Returns

Population figures are given in thousands (k)

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