

## **Address by The Reverend Alan Bashforth on the Subject of Clergy Remuneration, delivered at Diocesan Synod on 15 May 2010**

As I hope you can see in the papers that you have before you, a good deal of water has passed under the particular bridge of clergy remuneration issues since we last met.

Firstly, if you look at the paper entitled 'Questions to General Synod', you will see that questions were asked on the floor of the General Synod with reference to issues of clergy housing in retirement and that in the supplementary questions that followed, the issue of a broader review of the clergy remuneration package was raised.

Following backstage conversations, Robert Cotton then offered his amendment to the Pensions legislation asking that 'the Archbishops' Council considers the preparation of a report which describes and explores the overall clergy remuneration package'. Though I had, in my view, a quite wonderful speech prepared to support Robert's amendment, it soon became clear that the amendment was pushing against an open door and it was passed with little or any further debate after the amendment was put.

By this time, the Executive's Clergy Remuneration Group had already met in the Diocese and considered in its early meeting that it had a two-fold task. The first of these was to bring a new motion to this Synod that might then subsequently be heard at General Synod and then to prepare a report on Remuneration issues for the Bishop's Executive.

Developments at the General Synod in achieving some kind of review of the remuneration package appeared, however, to have made the first part of this task unnecessary, and, therefore, after consultations with the Bishop and with the Reverend Stephen Tudgey – who originally brought these matters to our attention – we have agreed that our task is now to contribute to that national review rather than to produce another motion that demands it. This, unsurprisingly, is reflected in the motion that is before you this afternoon.

Clergy housing in retirement remains a critical issue and, sadly, it remains the case, in the main, that the central Church's response to this issue is always to point to giving the clergy a better education in financial management. As we will hear later, putting in place systems that might allow clergy to purchase property in the course of their ministry is indeed a good idea, but it does not – as Stephen Tudgey's and David Rake's review suggests – tell the whole story.

To get this across to those undertaking the national review, the motion standing before you today suggests that this review be forwarded for their consideration and I hope you will feel able to support that suggestion.

The second part of the motion focuses on matters that may also at some stage become national, but reflect on what we may do locally as a Diocese in seeking to address some of these issues. In doing this, we may ultimately be able to offer better care for the clergy balancing this with a fair deal for the Church which provides their remuneration. This is work in progress and the critical part of the motion here is that which calls for the foundation of a Diocesan DRACS Committee which will do 'what it says on the tin' in keeping matters of Deployment, Remuneration and Conditions of Service (DRACS) under review.

You have been provided with an extract of the Executive's Clergy Remuneration Group's report to the Executive that outlines four areas of practice that require further review and thinking and they are placed before you as almost a suggested opening agenda for the Truro Diocesan DRACSC .

The motion put before you recommends that these issues of stipends , expenses, payment of housing allowance and promotion of financial advice to the clergy, along with care of clergy home owners, should form that agenda and as much as I hope you will support that motion, I would welcome any ideas that you might have in adding to that list.

Finally, I would like to thank those who helped in the work of this review – the Reverends Paul Arthur and Julie Millar, Mrs Jane Peer and Group Captain Paul Terrett, along with Stephen Tudgey who was nothing, if not relentless, in bringing these important matters to our attention.

I move the motion on Clergy remuneration matters to be found on page 5 of your Synod papers and hope that you will offer it your full support.