



Demographic Report 2017

The United Church of Canada

Demographic Report Objective

What are the future needs of the church?
How many ministry personnel are needed?

Sources

2010 Demographics: Report from the Task Group on Demographics from the Permanent Committee for Ministry and Employment, Policies and Procedures. (Please see original report for sources: commons.united-church.ca, GCE November 13-15, 2010, Addendum L)

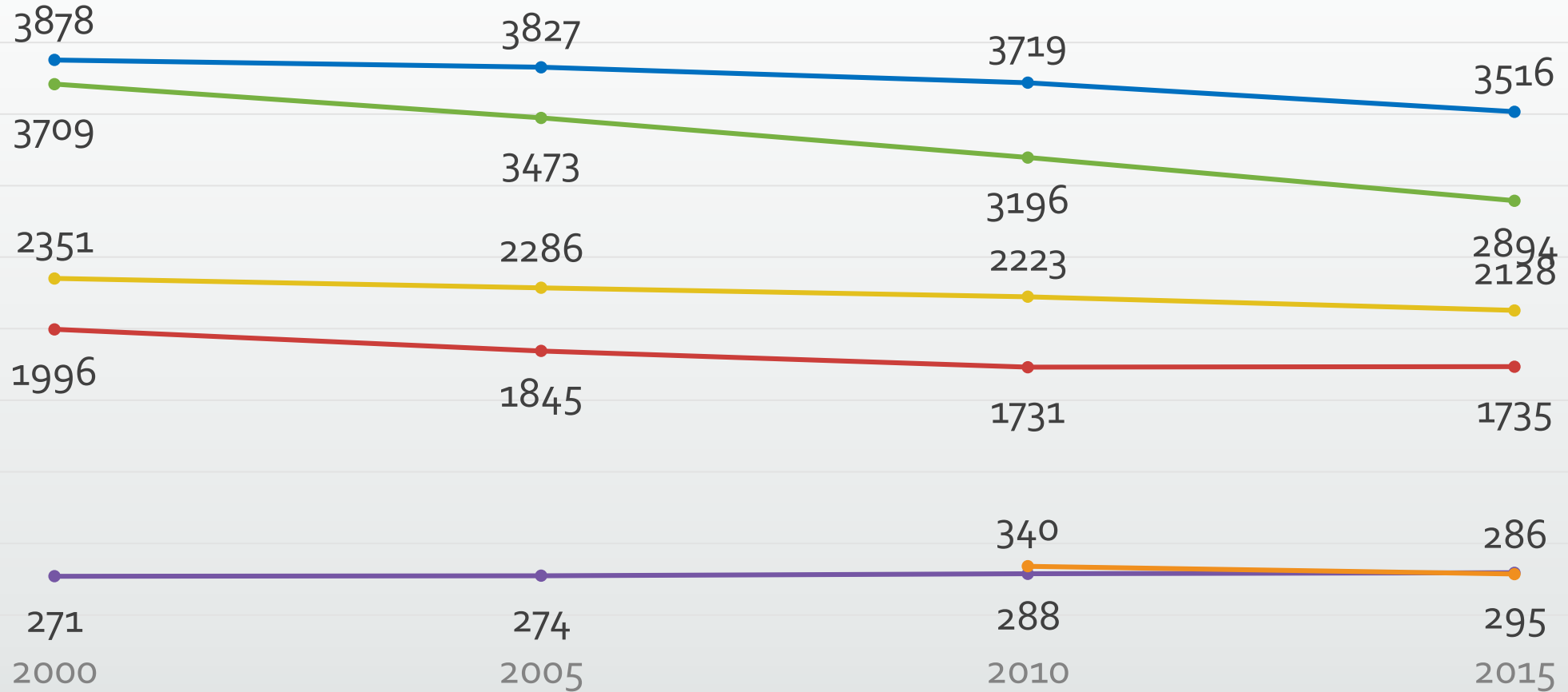
Sept 29, 2017 – Church Records Report: A snapshot report that was taken on that date (Sybase Database System)

Church Records: Information generated from Church Records (Sybase Database System) on the date indicated

Yearbook: Information taken from the published Yearbooks

General Trends

General Trends (Yearbook)



—●— Preaching Places (Congregations)

—●— All Ordained Ministers

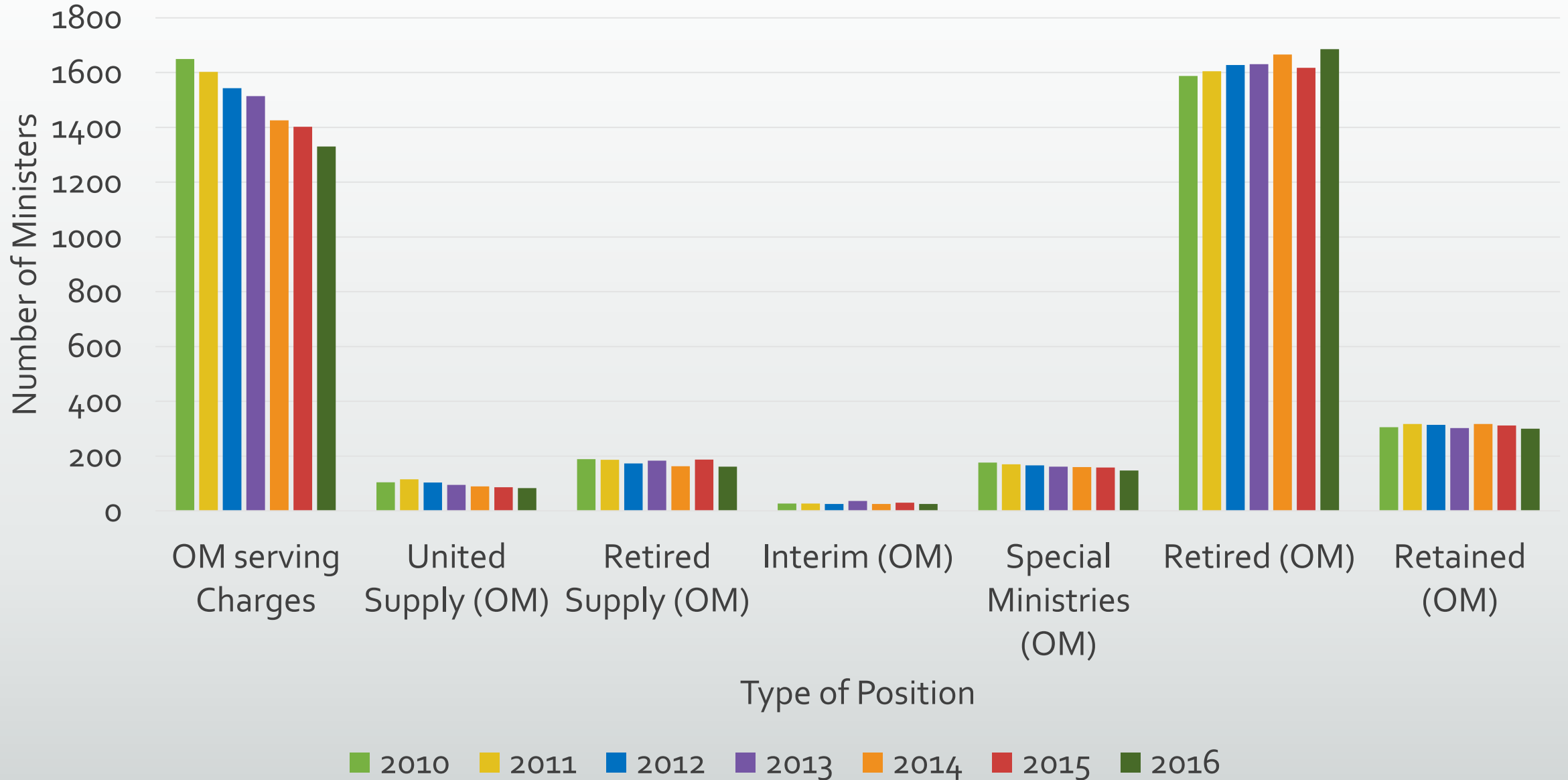
—●— All Designated Lay Ministers

—●— Pastoral Charges

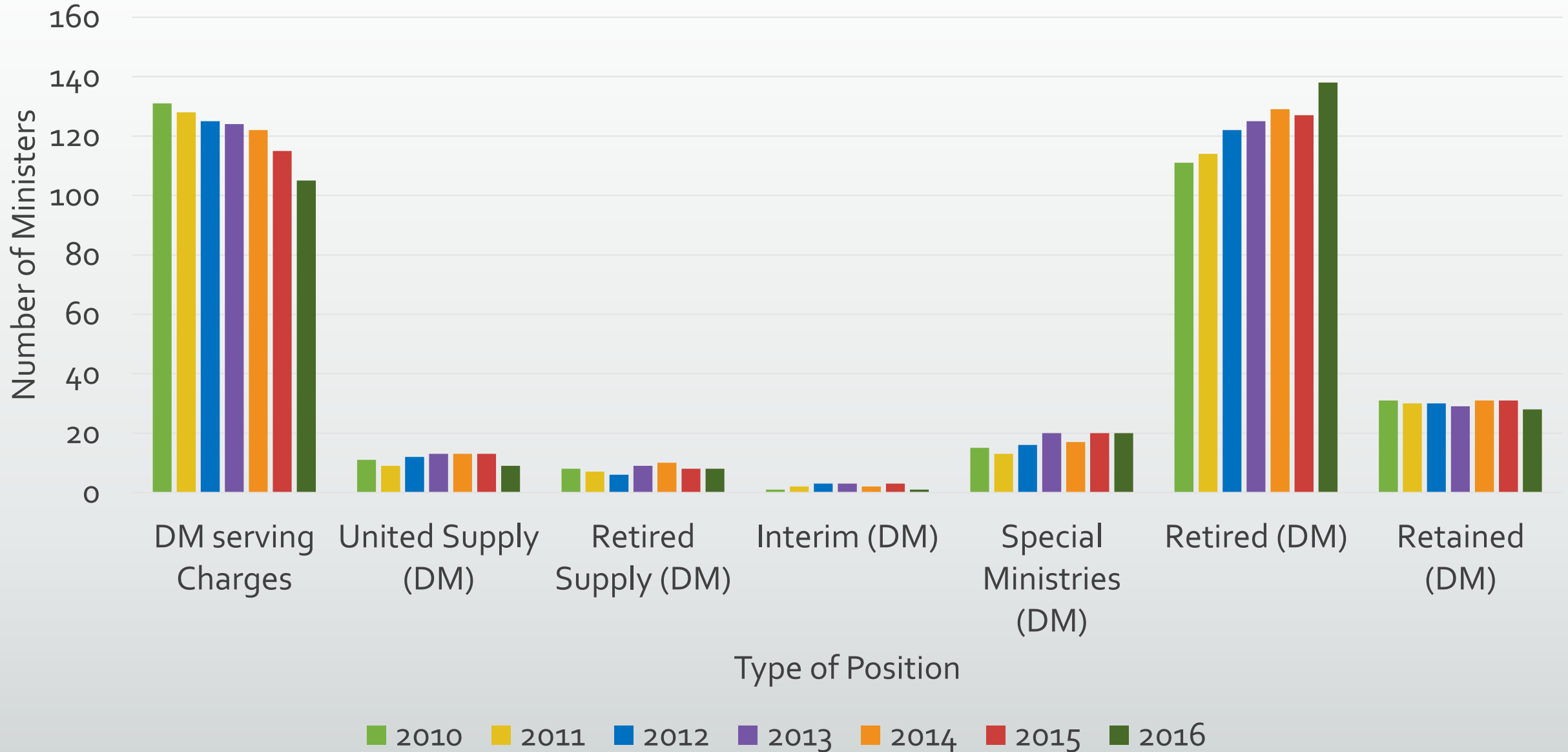
—●— All Diaconal Ministers

—●— Ministry Personnel Serving Pastoral Charges

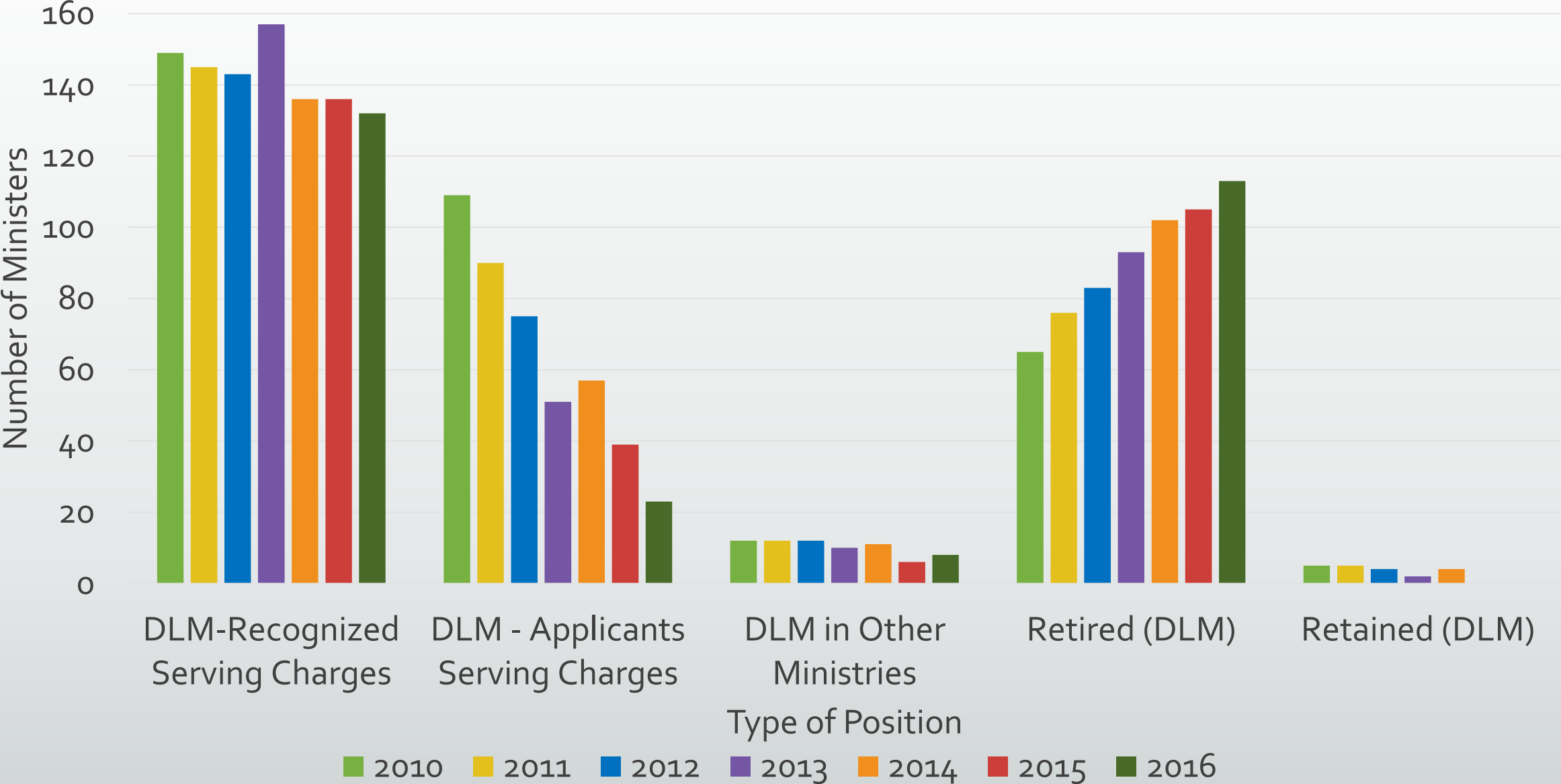
Ordained Ministry (OM) Trends (Yearbook)



Diaconal Ministry (DM) Trends (Yearbook)

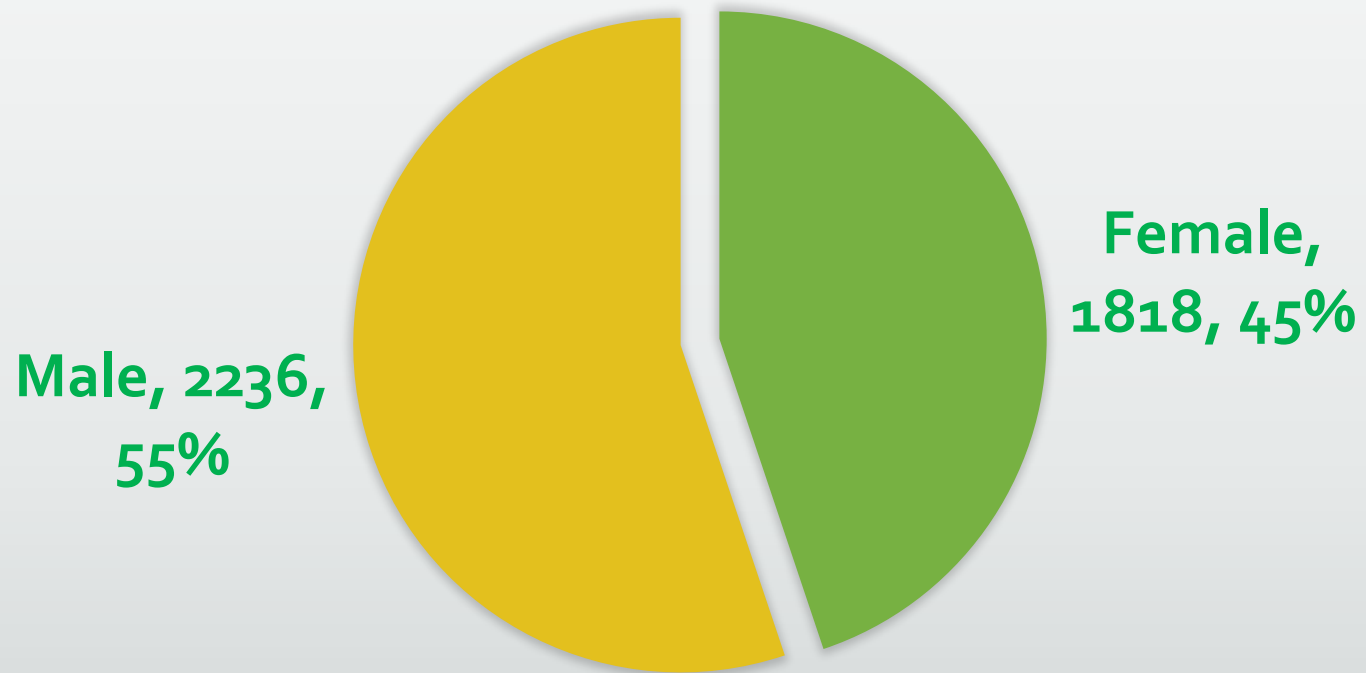


Designated Lay Ministry (DLM) Trends (Yearbook)

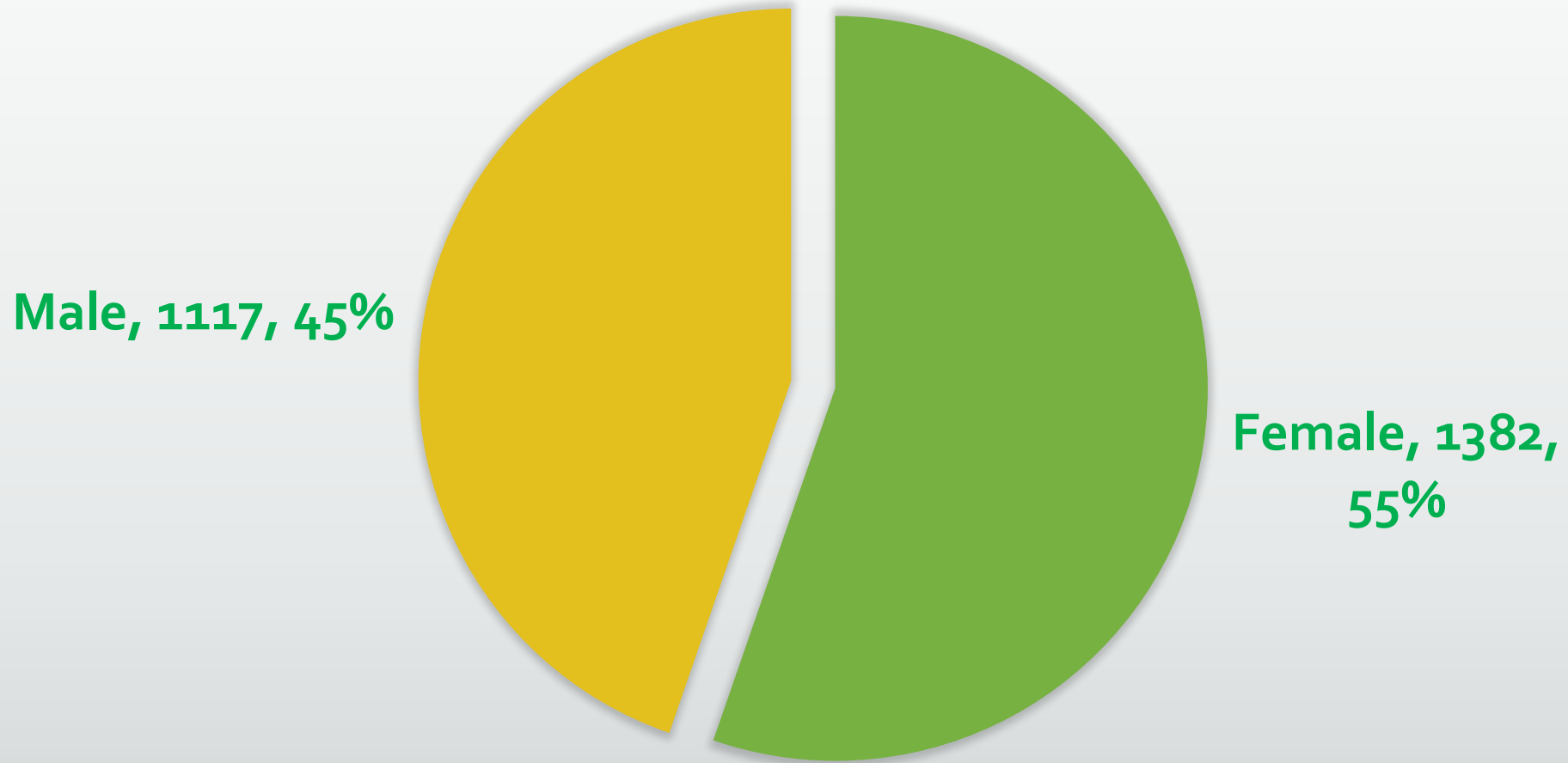


Gender and Age Distribution

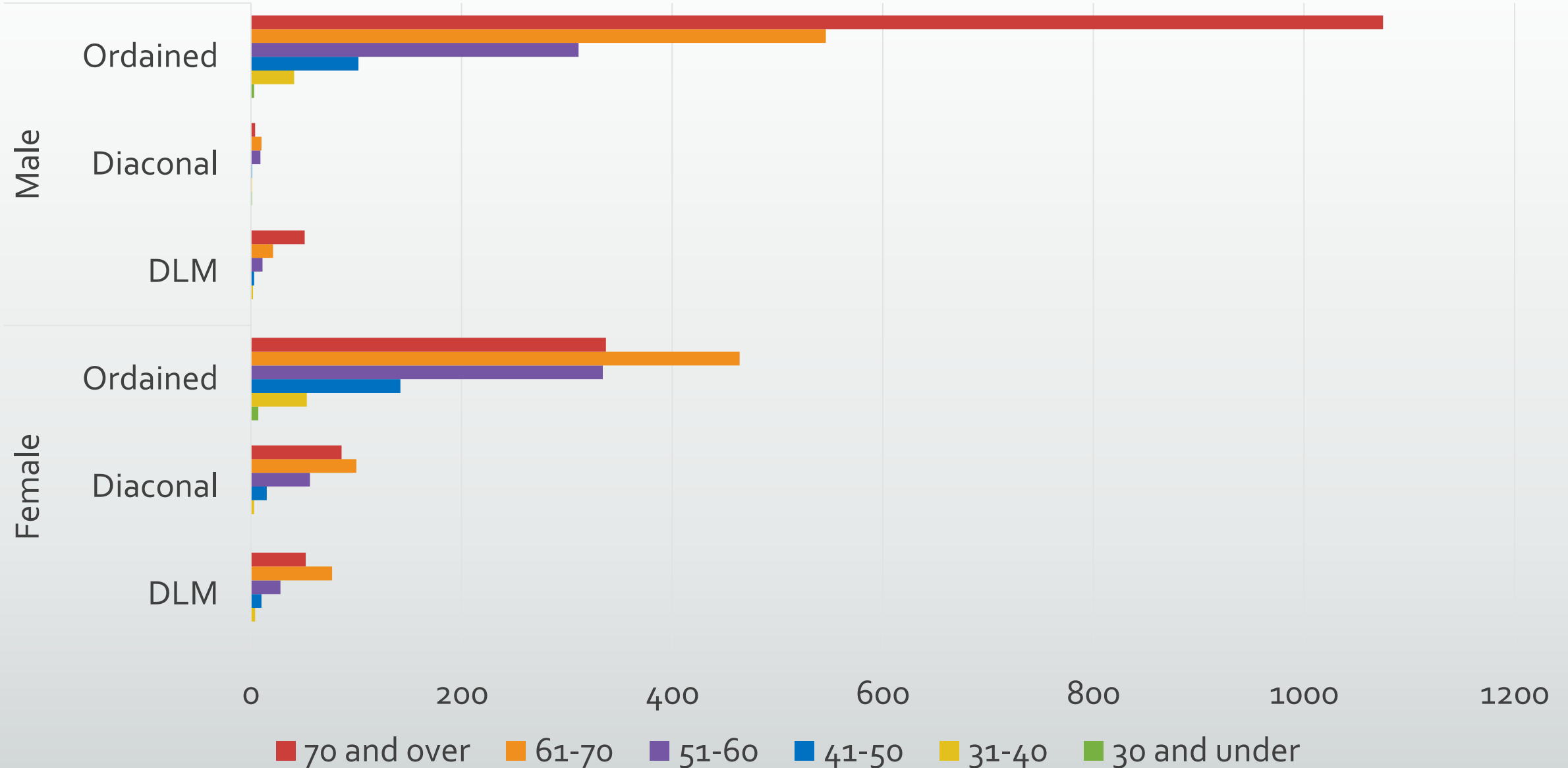
**TOTAL NUMBER OF MINISTERS
(INCLUDING RETIRED) (4054):
COMMISSIONED, ORDAINED, DLM – RECOGNIZED
(SEPT 29, 2017 – CHURCH RECORDS REPORT)**



**TOTAL NUMBER OF MINISTERS (COMMISSIONED, ORDAINED,
DLM – RECOGNIZED) UNDER 65 (2499)
(SEPT 29, 2017 – CHURCH RECORDS REPORT)**

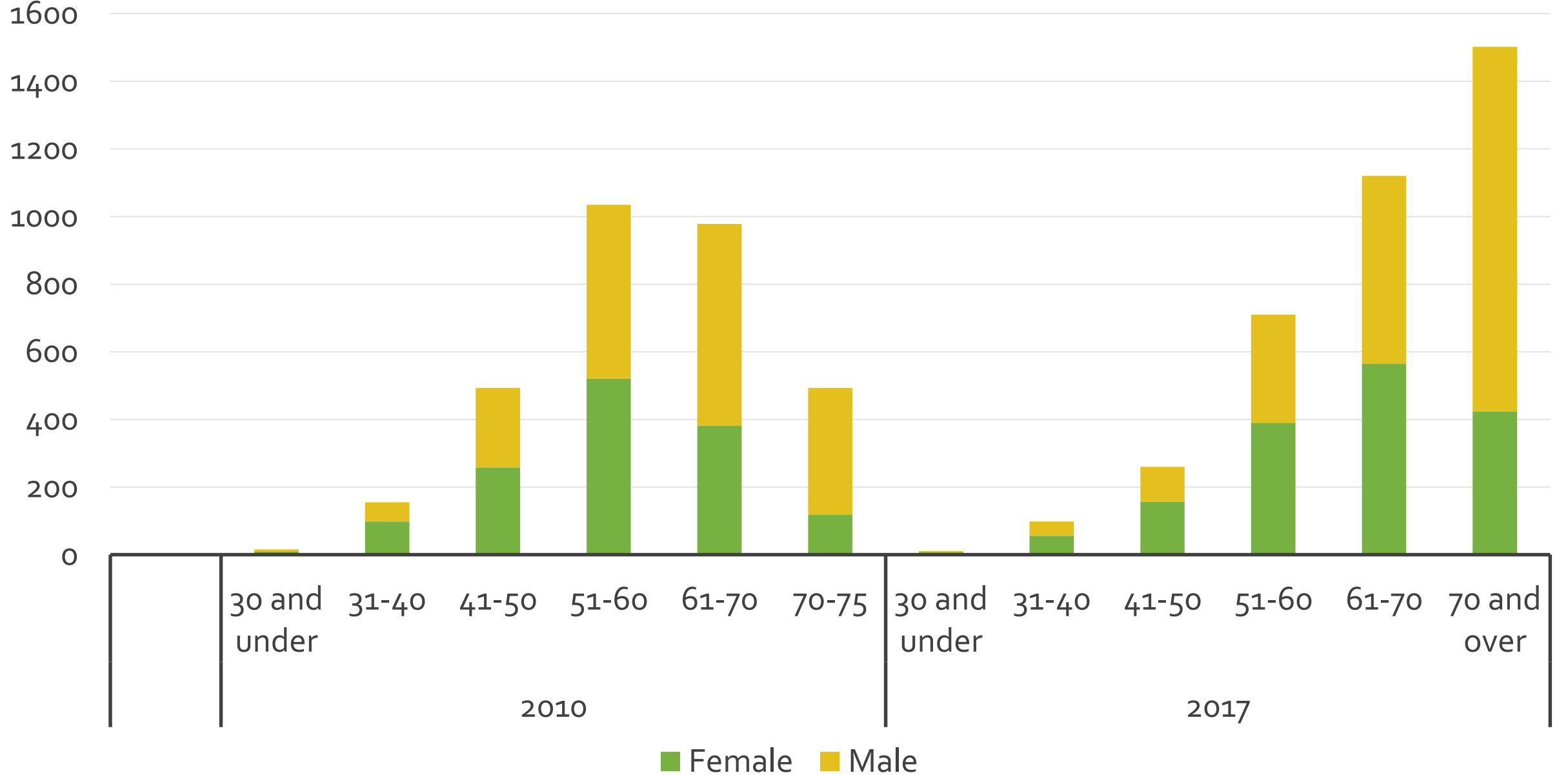


Age Distribution of All Ministry Personnel (Sept 29, 2017 – Church Records Report)



Age Distribution for Ordered Ministers

2010 Comparison (2010 Demographics and Sept 29, 2017 - Church Records Report)



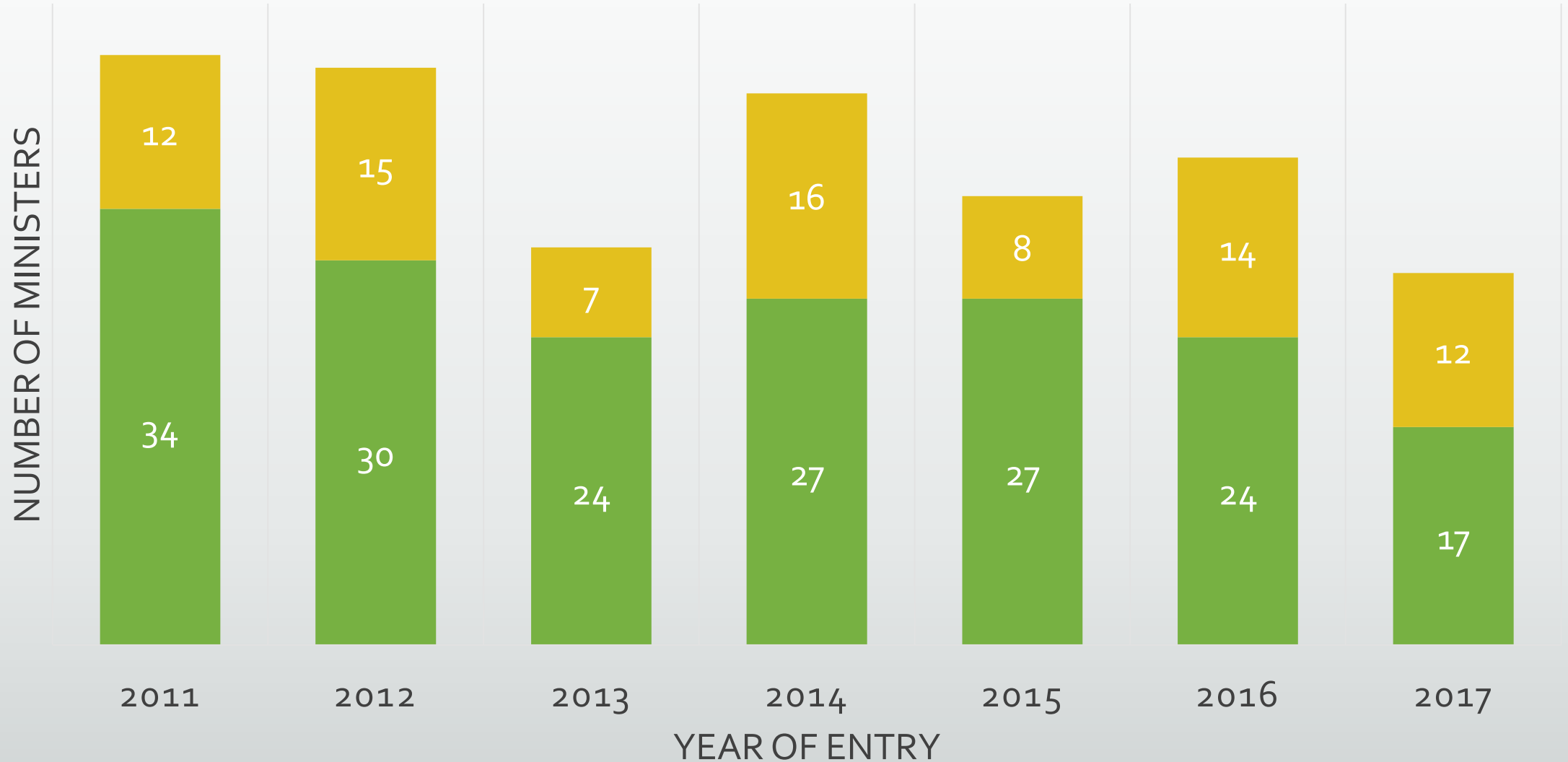
Interesting Ages in 2017 (Sept 29, 2017 – Church Records Report)

- Youngest Minister = 23
- Oldest Minister = 110
- Average Age of All Ministers = 59.4
- Average Age (AA) of All Ministers under 65 = 54.8
 - AA of DLMs under 65 = 56.1
 - AA of Diaconal Ministers under 65 = 57
 - AA of Ordained Ministers under 65 = 54.9
 - Average Age of Ordained Ministry Personnel under 65 in 2010 = 52
(2010 Demographic Report)

New Ministry Personnel and Candidates

NEWLY ORDERED MINISTERS BY GENDER (NEWLY COMMISSIONED AND ORDAINED)

Female Male



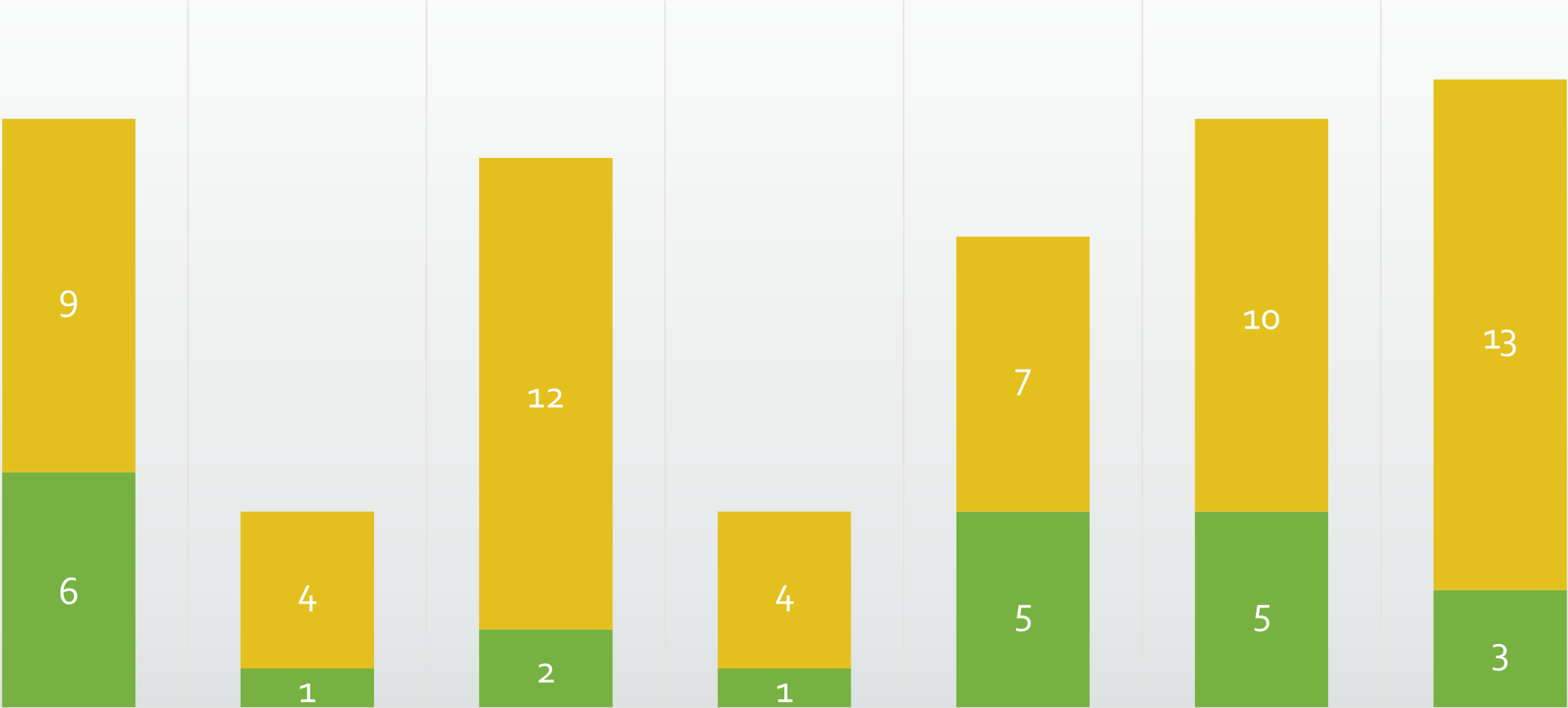
Average Age of Newly Ordered Ministers at Entry



NEWLY ADMITTED MINISTERS BY GENDER

Female Male

NUMBER OF MINISTERS



2011

2012

2013

2014

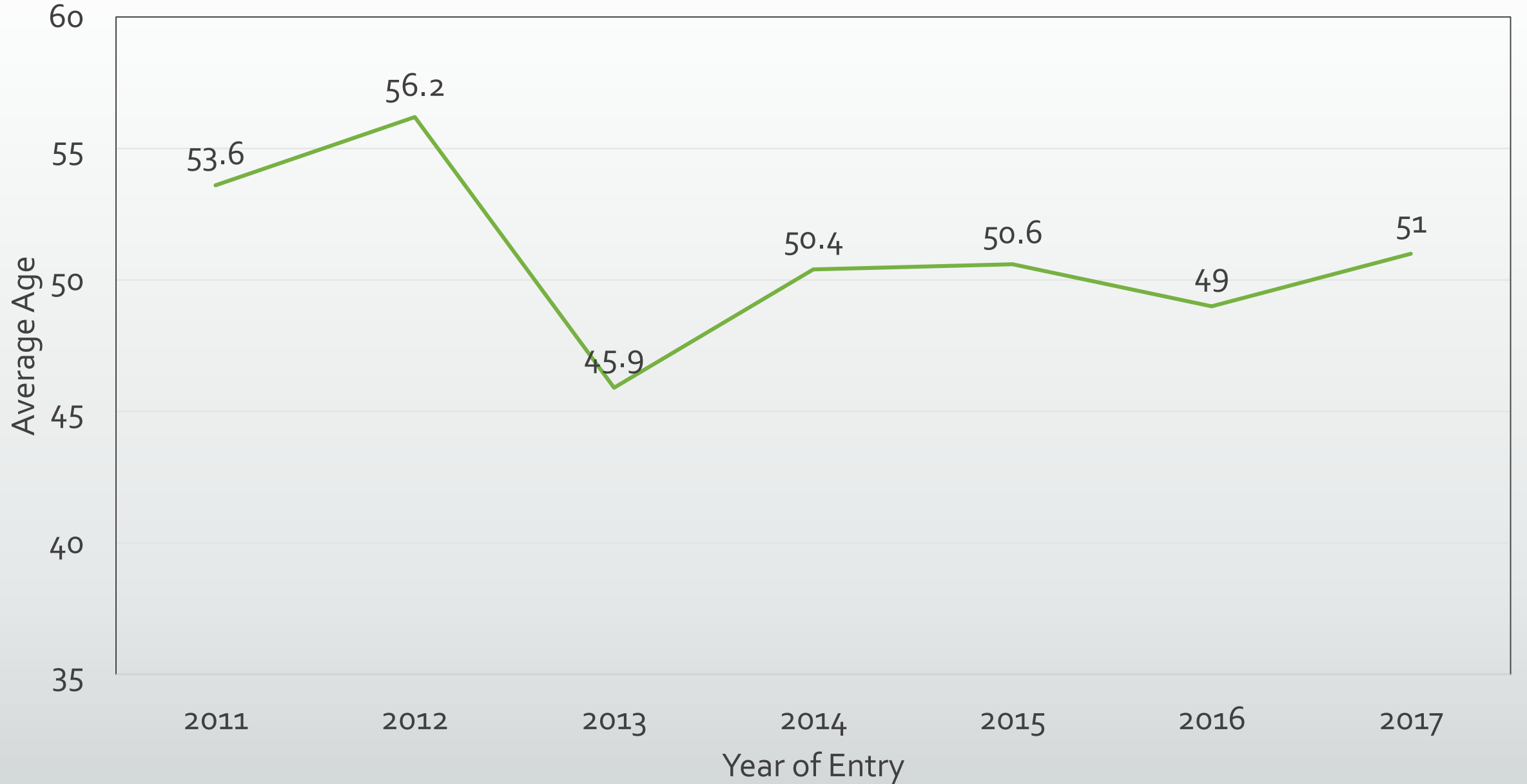
2015

2016

2017

YEAR OF ENTRY

Average Age of Newly Admitted Ministers at Entry



Recognized Designated Lay Ministers

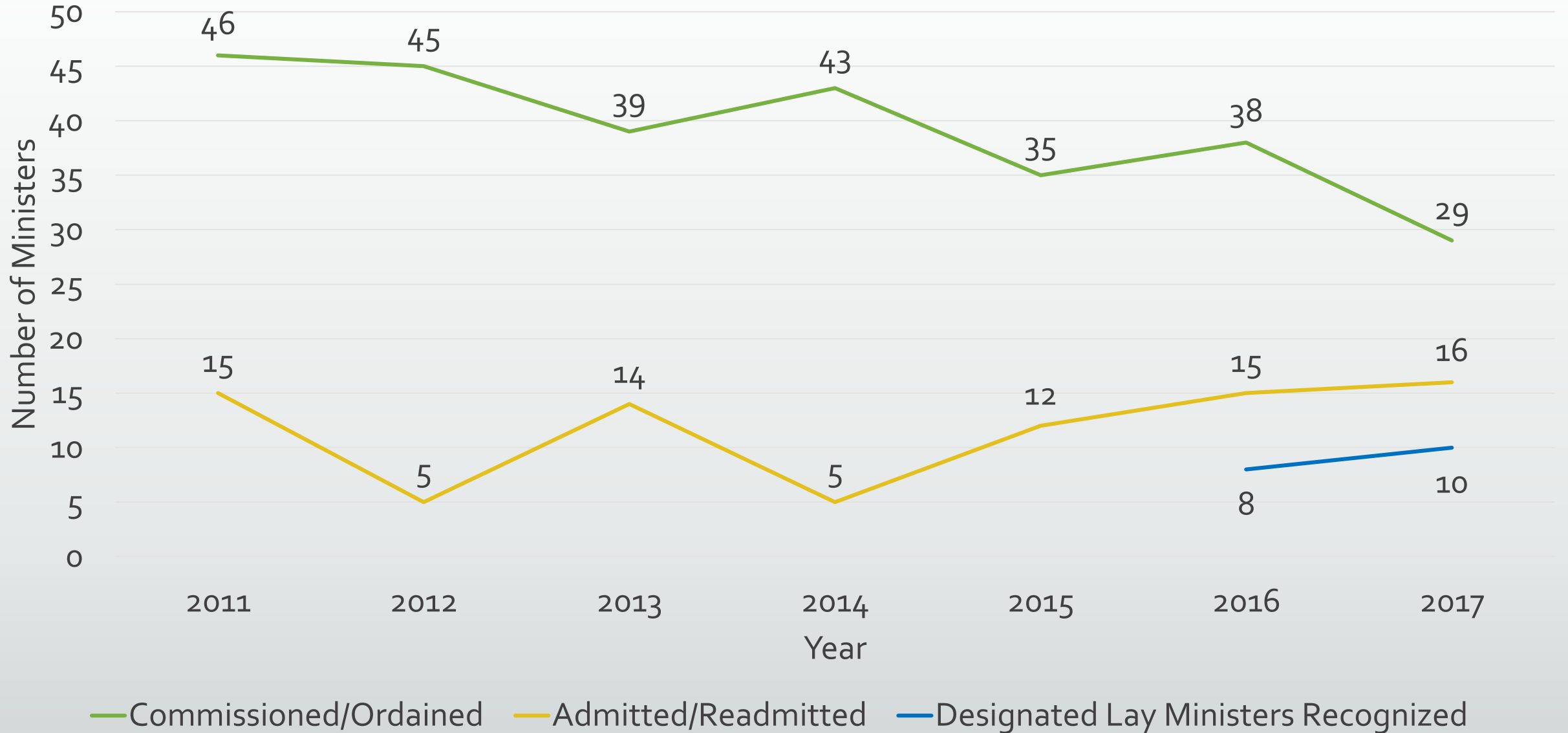
2016

- 4 Female, 4 Male, Average Age: 59

2017

- 4 Female, 6 Male, Average Age: 62

Number of New Ministers each Year including Newly Ordered, Admitted/Readmitted, Recognized

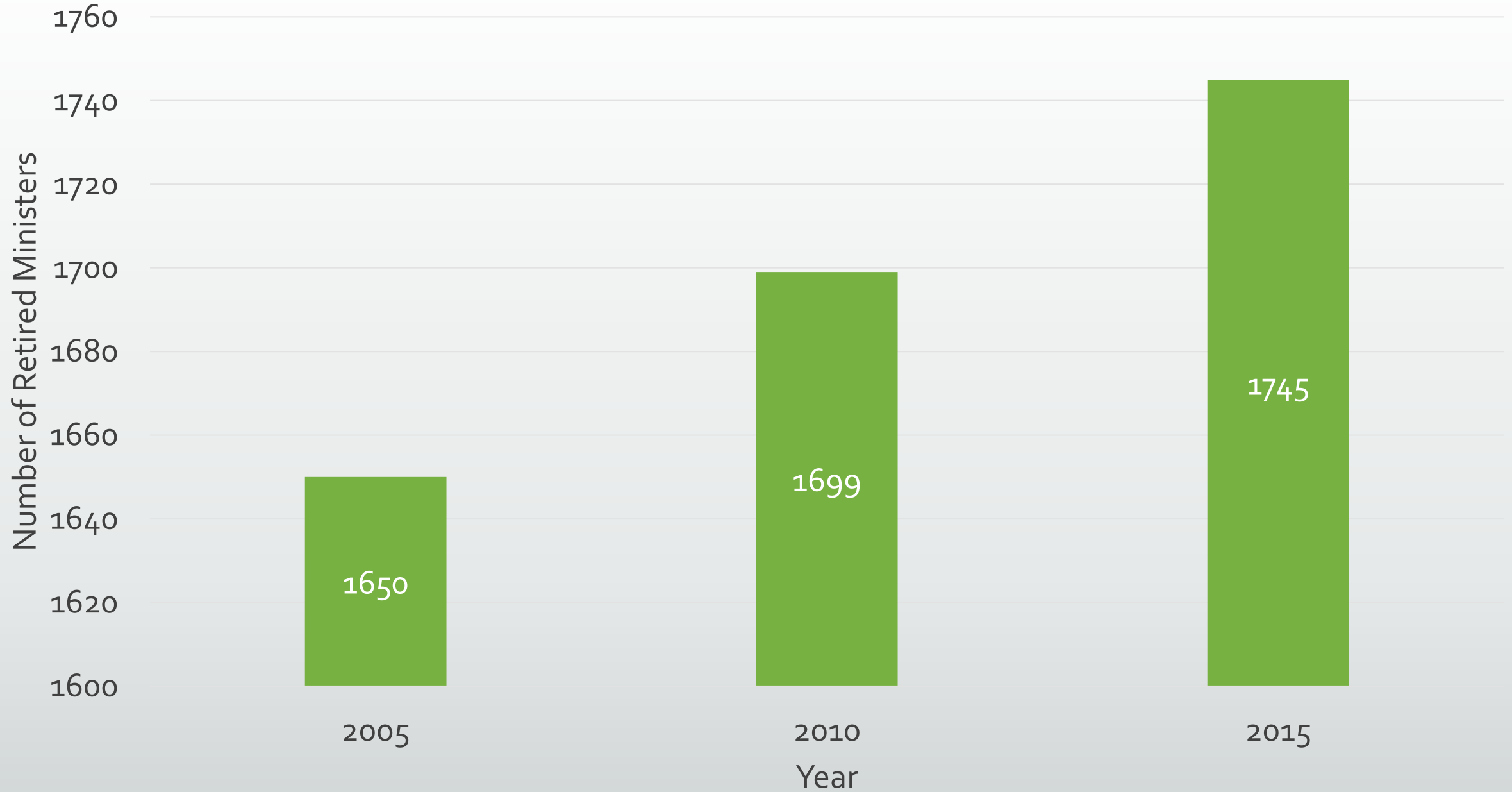


Number of Candidates for Ordered Ministry (Yearbook)



Retirees

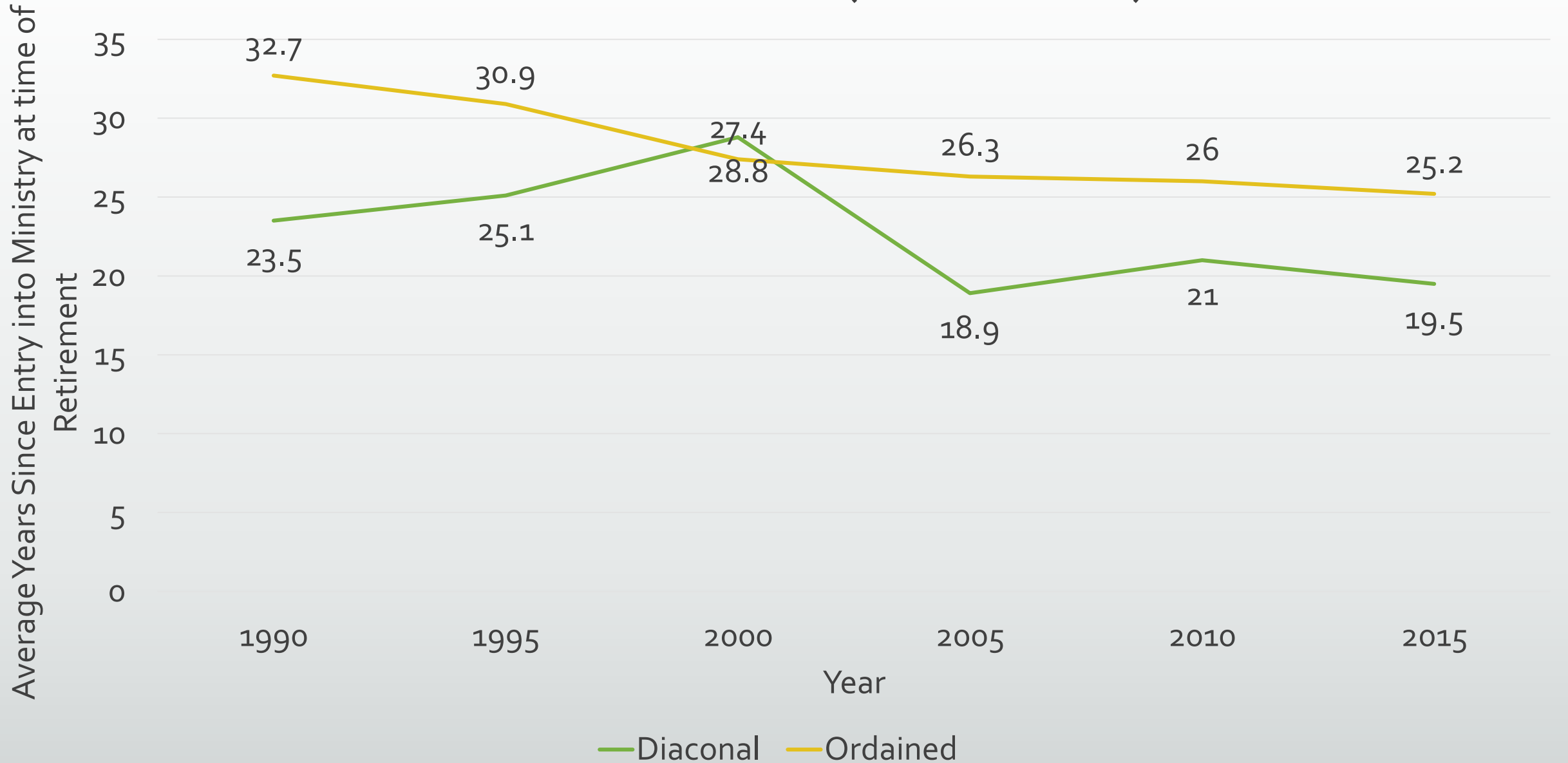
Total Number of Retirees (Yearbook)



Number of Ministers Retiring (Church Records)



Average Years Since Entry into Ministry for Ordered Ministers at the time of their Retirement (Church Records)

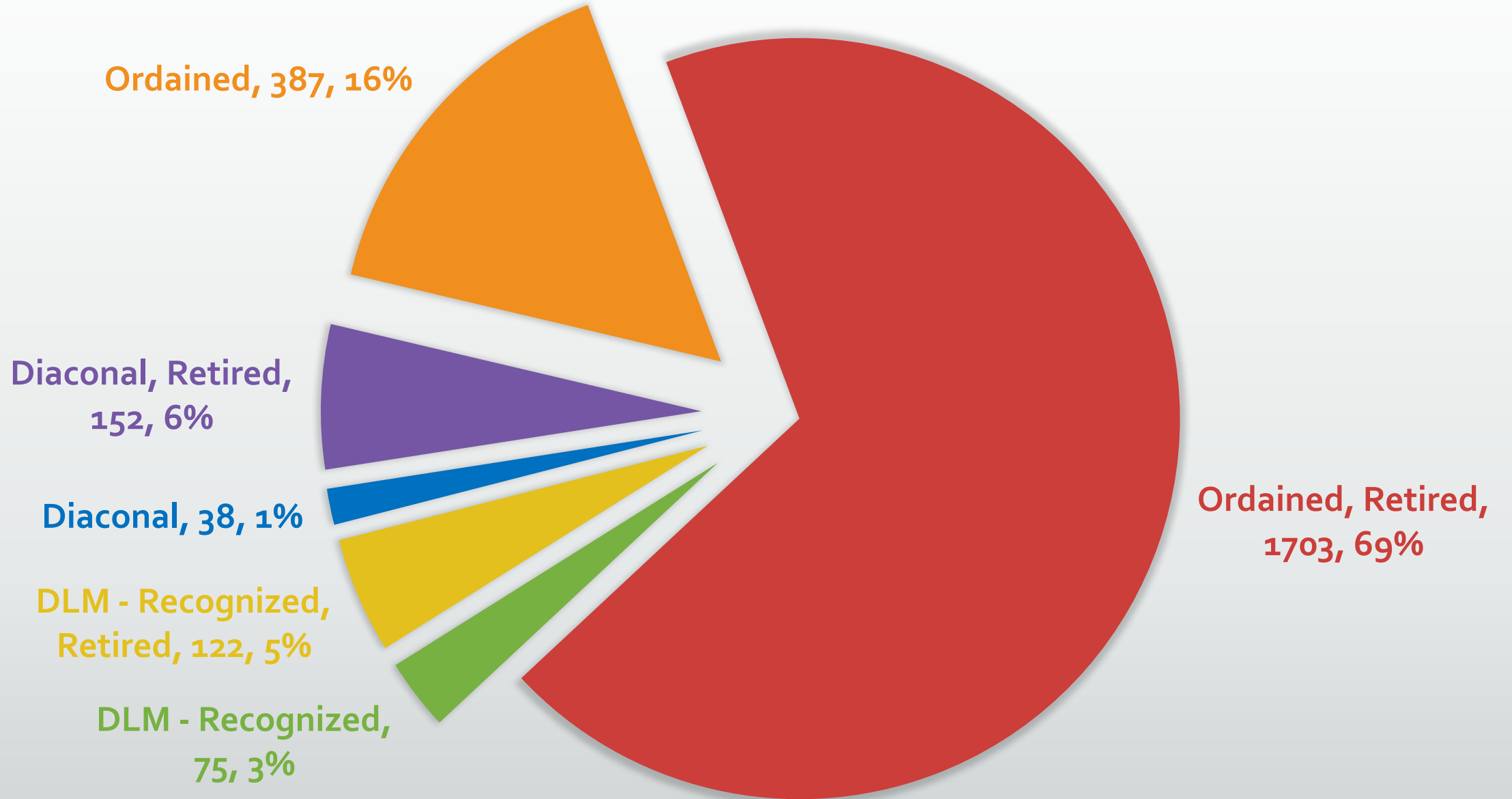


Assignment Trends

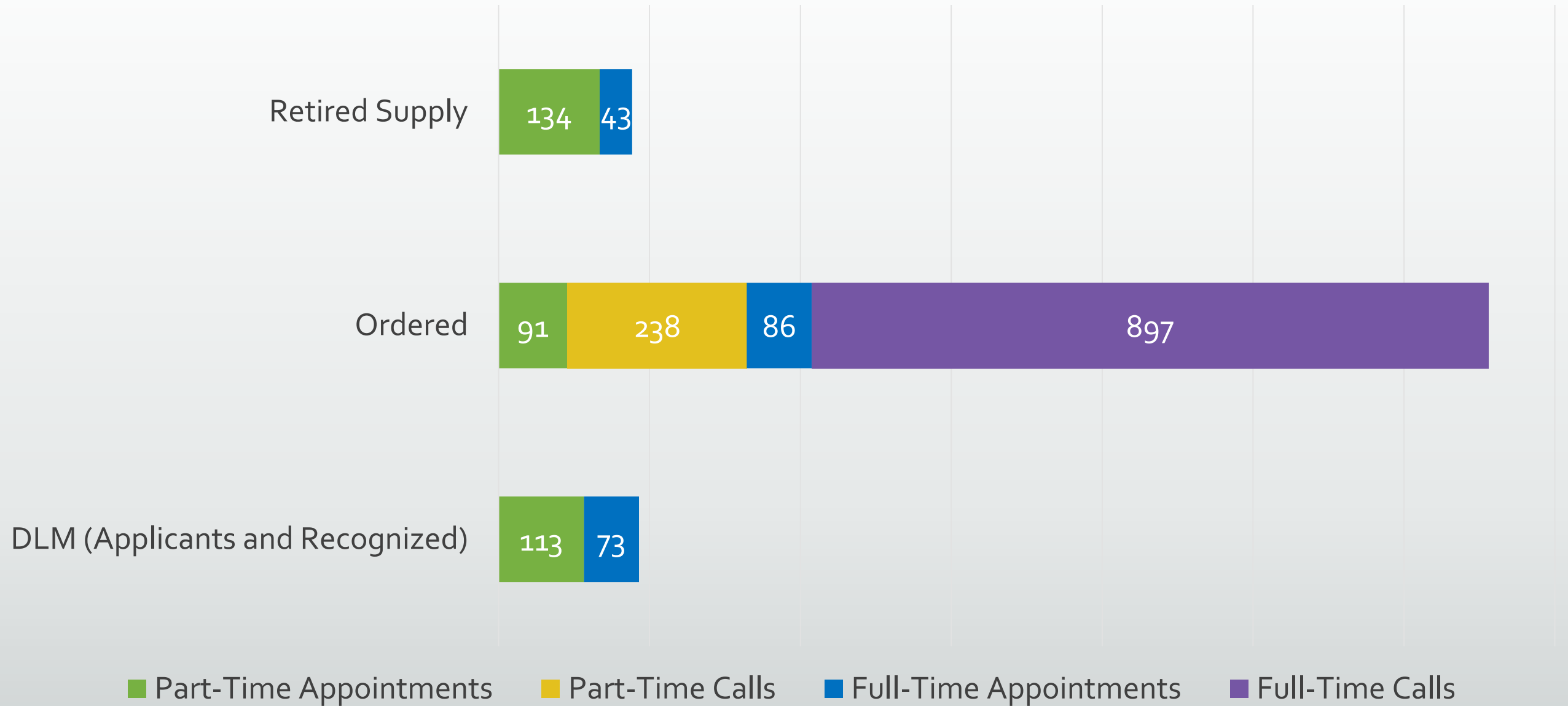
MINISTERS WITH CURRENT ASSIGNMENTS (SEPT 29, 2017 – CHURCH RECORDS REPORT)



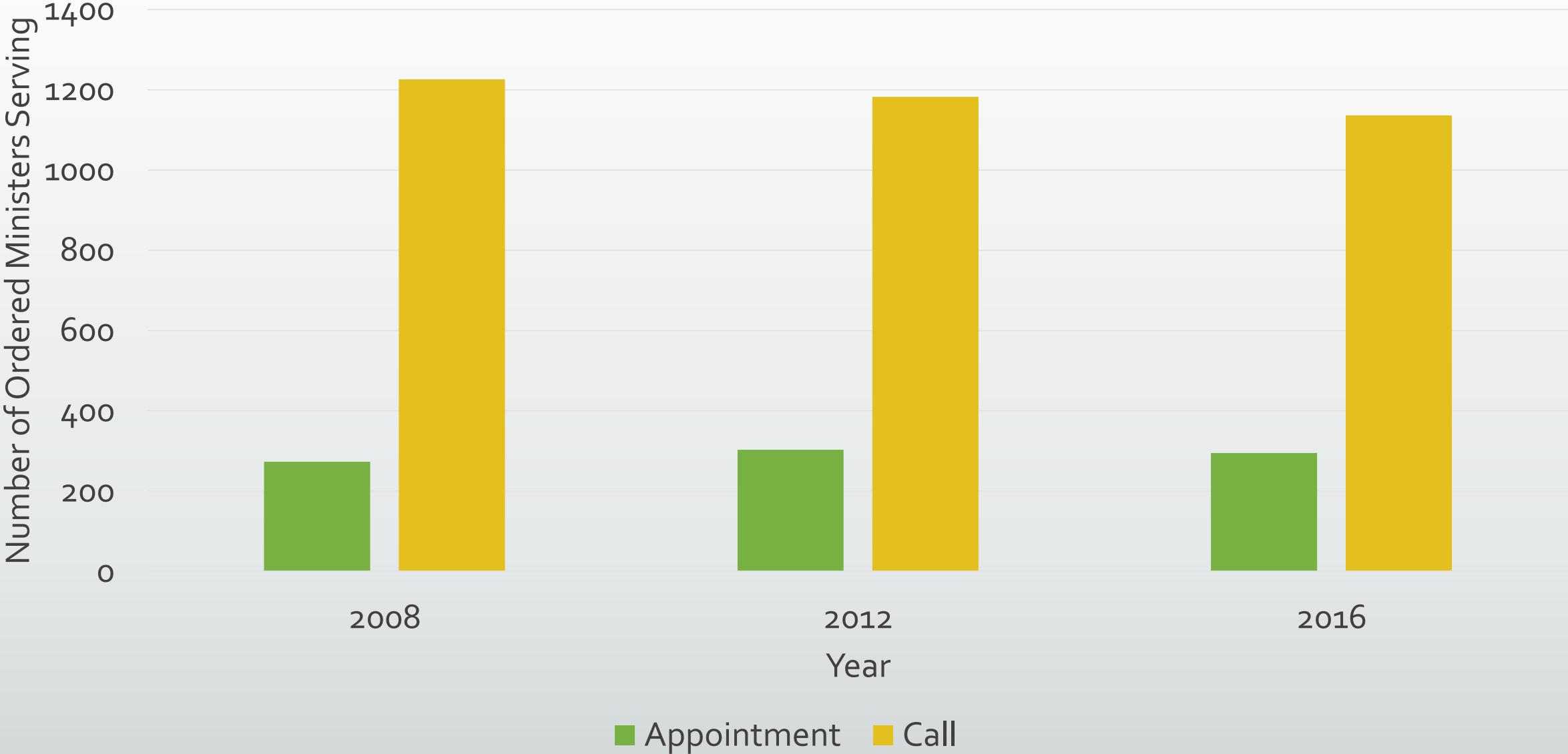
MINISTERS WITHOUT CURRENT ASSIGNMENTS (SEPT 29, 2017 – CHURCH RECORDS REPORT)



Part-Time/Full-Time/Appointments/Calls (Sept 1, 2016 – Church Records)



Number of Ordered Ministers Serving in Calls and Appointments (Church Records)



Full-Time vs. Part Time Positions



Restorative Care and Long Term Disability

All Information from Restorative Care (RCP) and Long Term
Disability (LTD) Minister Report 2017

Definitions

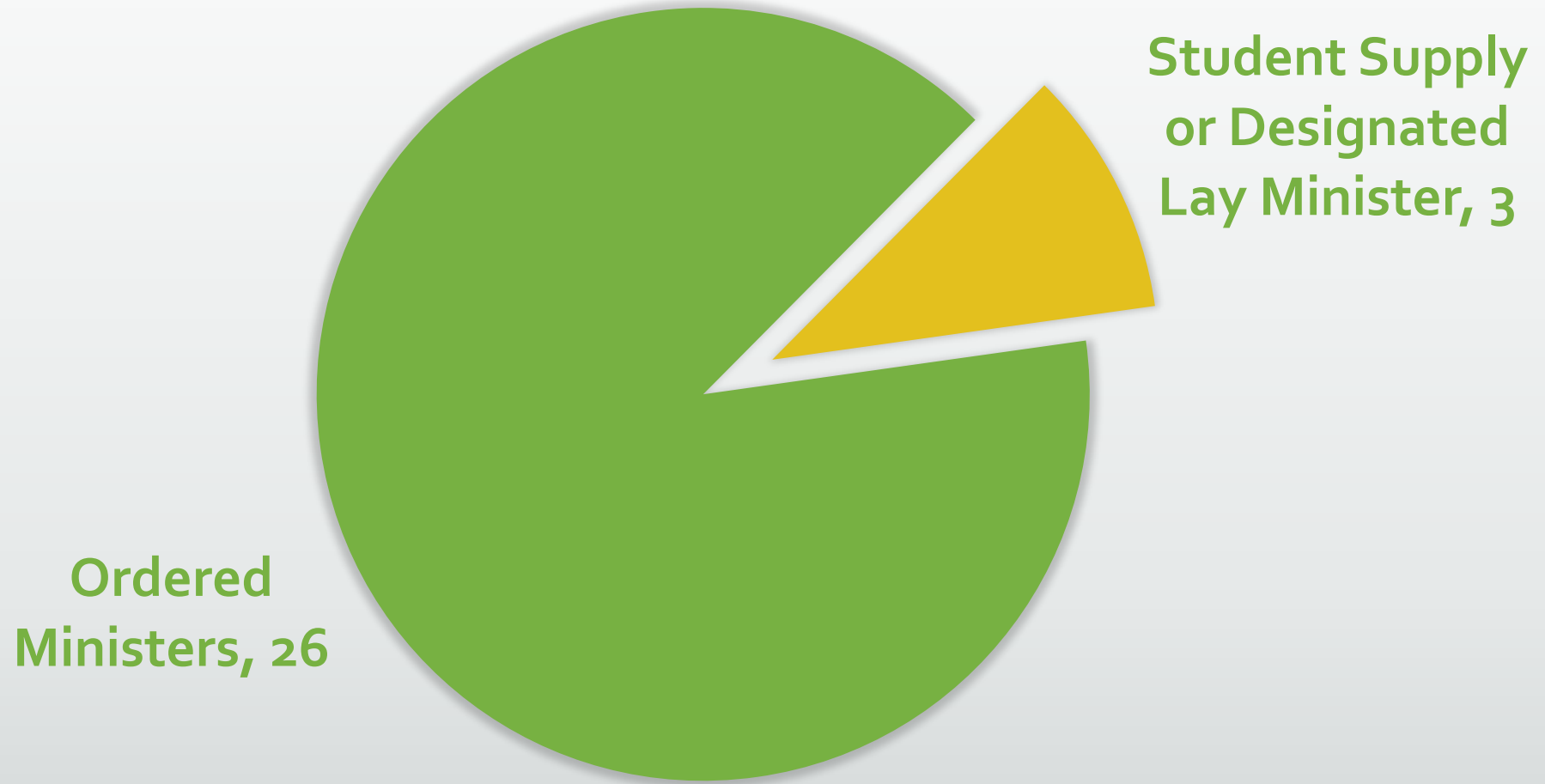
Restorative Care Plan (RCP)

- The goal of the RCP is to support individuals during an illness or injury while they recover and prepare to return to their work safely. The RCP lasts six months. If Ministry Personnel or an Employee is away from work for longer than six months, he or she may be eligible for a transition to the long-term disability (LTD) plan.

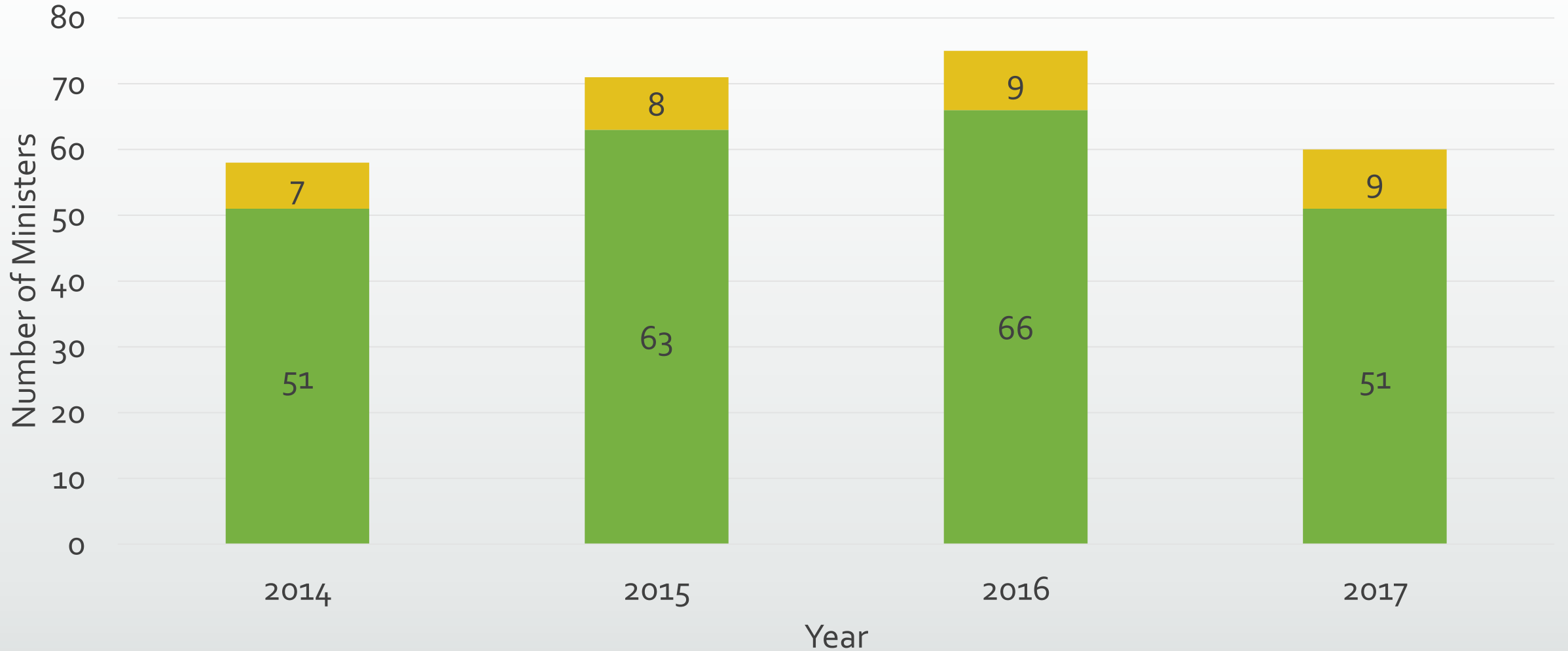
Long Term Disability (LTD)

- You continue to be covered under your group benefits plan if you go onto LTD, but you are not required to pay the premium for this coverage until you are no longer disabled or reach age 65. Your pension continues to grow while you receive LTD benefits.

MINISTERS ON RESTORATIVE CARE PLAN AS OF AUGUST 26, 2017

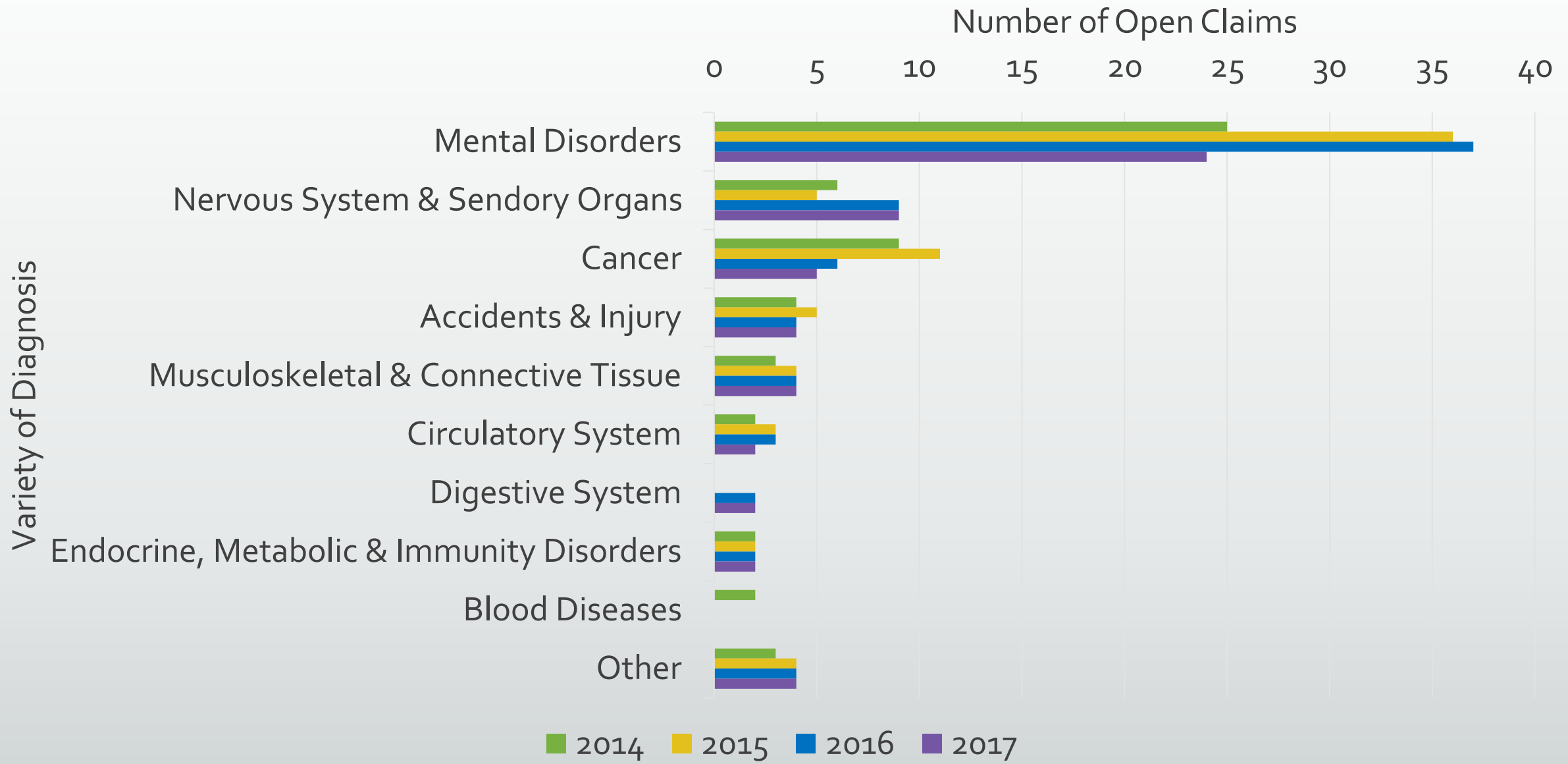


Ministers on Long Term Disability



- Designated Lay Minister/Minister Serving in a Conference Office/Student Supply
- Ordered Minister

Number of Ministers with Variety of Diagnosis based on Open Claims in Period



Conclusions

- Fewer Ministers Serving Pastoral Charges, Fewer Pastoral Charges
- More Female Ministers under 65, and more Females becoming Ministers
 - Ratio of females and males entering ministry has come closer together, especially with Admissions having more males
- Fewer Ministers Under 50, Growing Number of Ministers over 50
- Fewer people becoming Ordered Ministers, currently slightly more Candidates
- Years Since Entry into Ministry Decreasing for those Retiring (fewer years of service?)
- Number of Retired Ministers Increasing
- 425 Ordered Ministers aren't working (393 Pastoral Charges without a Minister)
- More Part-Time Positions and more Appointments
- Mental Health is the largest cause of Insurance Claims

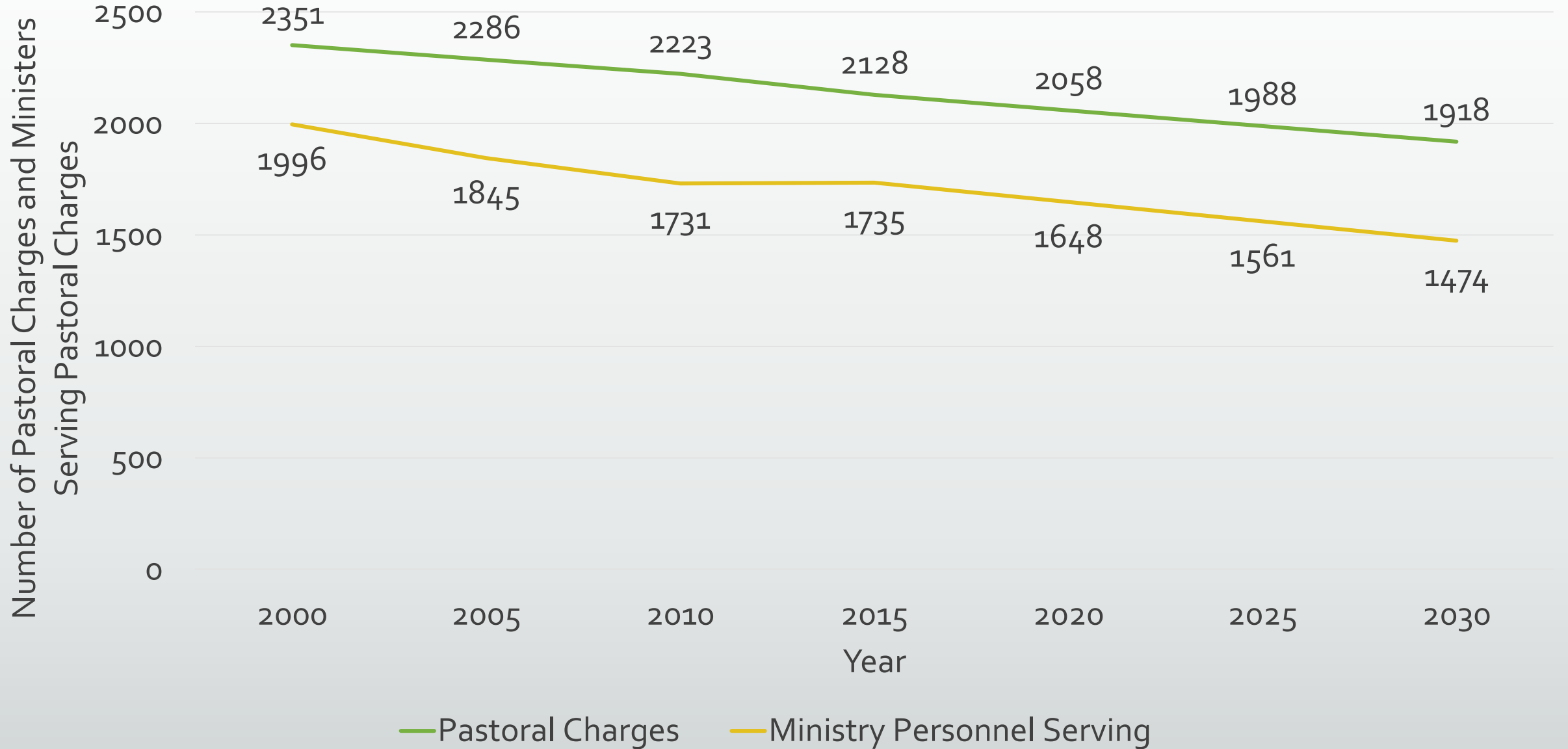
Looking to the Future

Pastoral Charges vs. Ministry
Personnel Serving Pastoral Charges:
Trends and Predictions

15 Year Trend by the numbers

- In the last 15 years, Pastoral Charges have been closing at an average of 14/year
 - At this rate, by 2030 there will be 1918 Pastoral Charges
- In the last 15 years, Ministry Personnel Serving Pastoral Charges has been declining at an average of 17.4/year
 - At this rate, by 2030 there will be 1474 Ministry Personnel Serving in Pastoral Charges

15 year trend - 14 Pastoral Charges Closing/Year and 87 fewer Ministers Serving Pastoral Charges/Year



Retirees vs. New Ministers (Church Records)



- There has been an average 34 person gap between those retiring and new ministers being admitted, commissioned, or ordained in the last 5 years.

Gender Distribution Trends and Predictions

(Source for next 4 slides: Annual New Ministers Demographic Report as Presented to The Permanent Committee on Ministry and Employment Policies and Services (PC-MEPs) since 2010)

**AVERAGE NUMBER OF NEW ORDERED
MINISTERS ENTERING BY GENDER
(ADMITTED, COMMISSIONED, ORDAINED)
EACH YEAR SINCE 2010**



AVERAGE NUMBER OF MINISTERS RETIRING EACH YEAR BY GENDER SINCE 2010



Yearly Gender Swing Trend since 2010

- In 2017 there were 1117 Male Ministers under the age of 65
 - Male Ordered Ministers are decreasing by an Average of 30.6 per year
 - At this rate, by 2030 there will be approximately 719 Active Male Ministers
- In 2017 there were 1382 Female Ministers under the age of 65
 - Female Ordered Ministers are decreasing by an average of 17.6 per year
 - At this rate, by 2030 there will be approximately 1153 Active Female Ministers

2030 GENDER DISTRIBUTION PREDICTION



Average Age Trends and Predictions

Average Age of Ordained Ministers

- Since 2010 the Average Age of Ordained Ministers under the age of 65 has increased by .4/year
 - From 52 in 2010 to 54.9 in 2017
- At this rate, by 2030 the Average Age for an Ordained Minister under the age of 65 will be 60.1

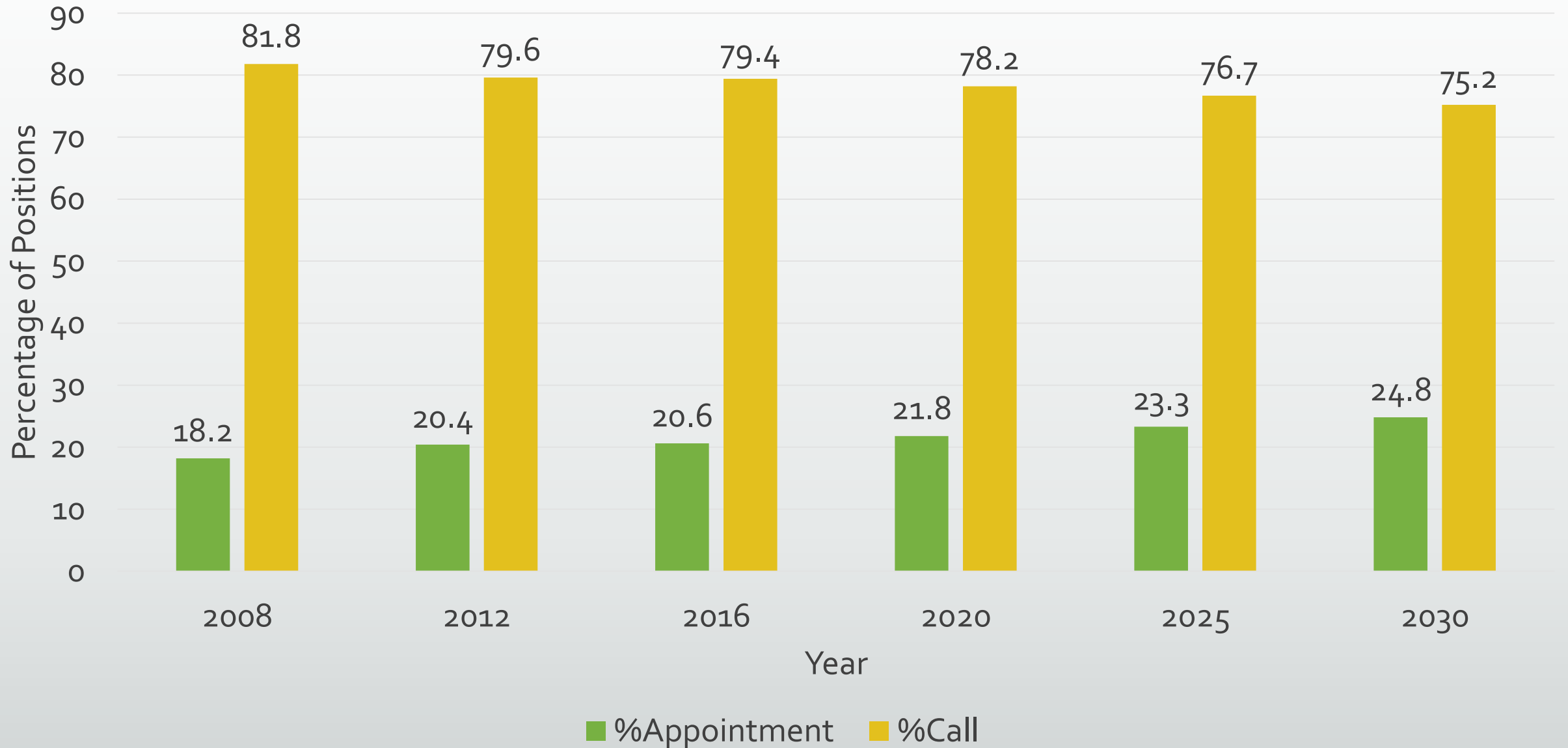
Years Since Entry into Ordered Ministry at Time of Retirement Trends and Predictions

Years Since Entry into Ordered Ministry

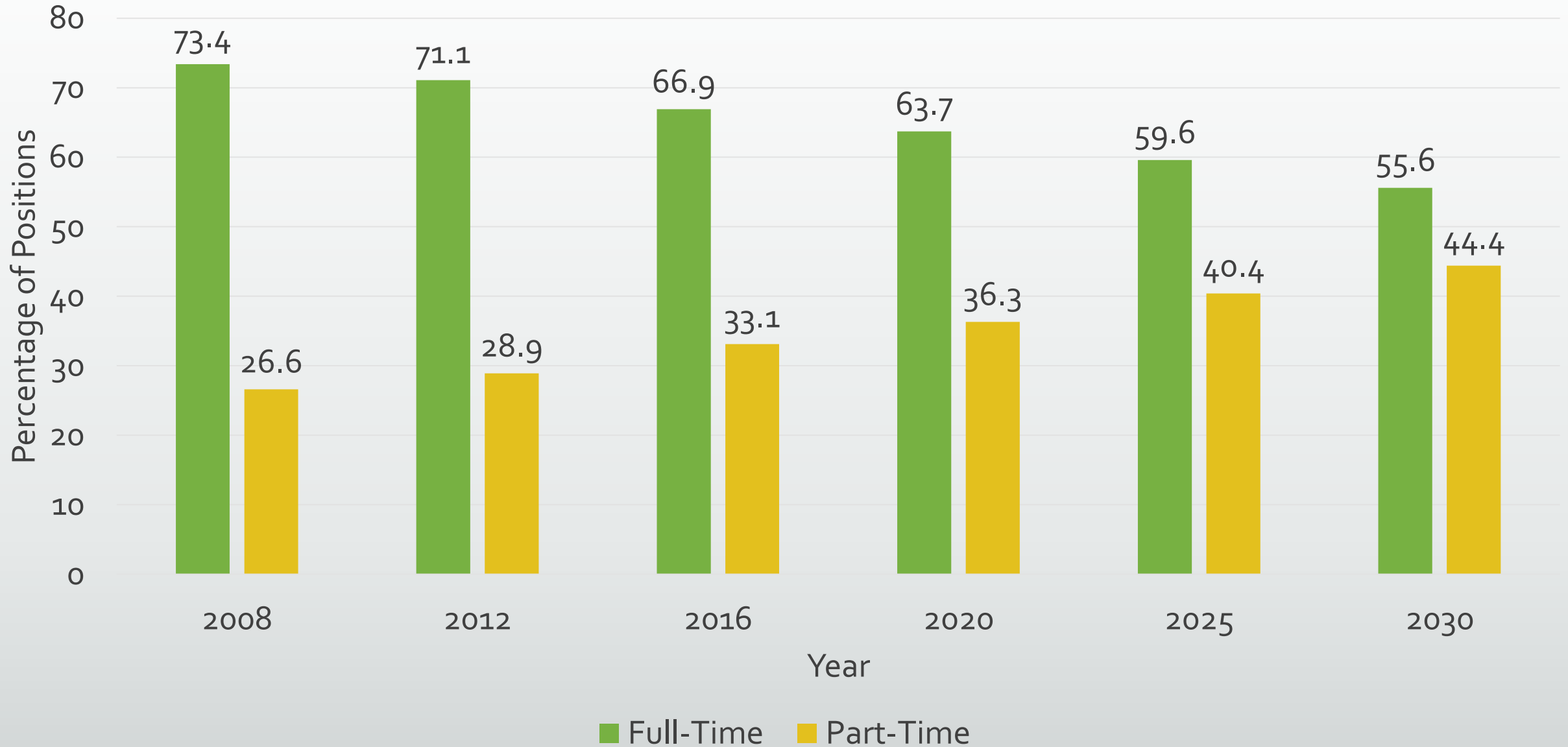
- Since 2010 the Average Years Since Entry into Ordered Ministry for Retiring Ordered Ministers has decreased by 0.22/year
- At this rate by 2030 the Average Years Since Entry into Ordered Ministry for retiring ministers will be 19 years

Assignment Trends

Percentage of Calls and Appointments for Ordered Ministers if Current Trend Continues

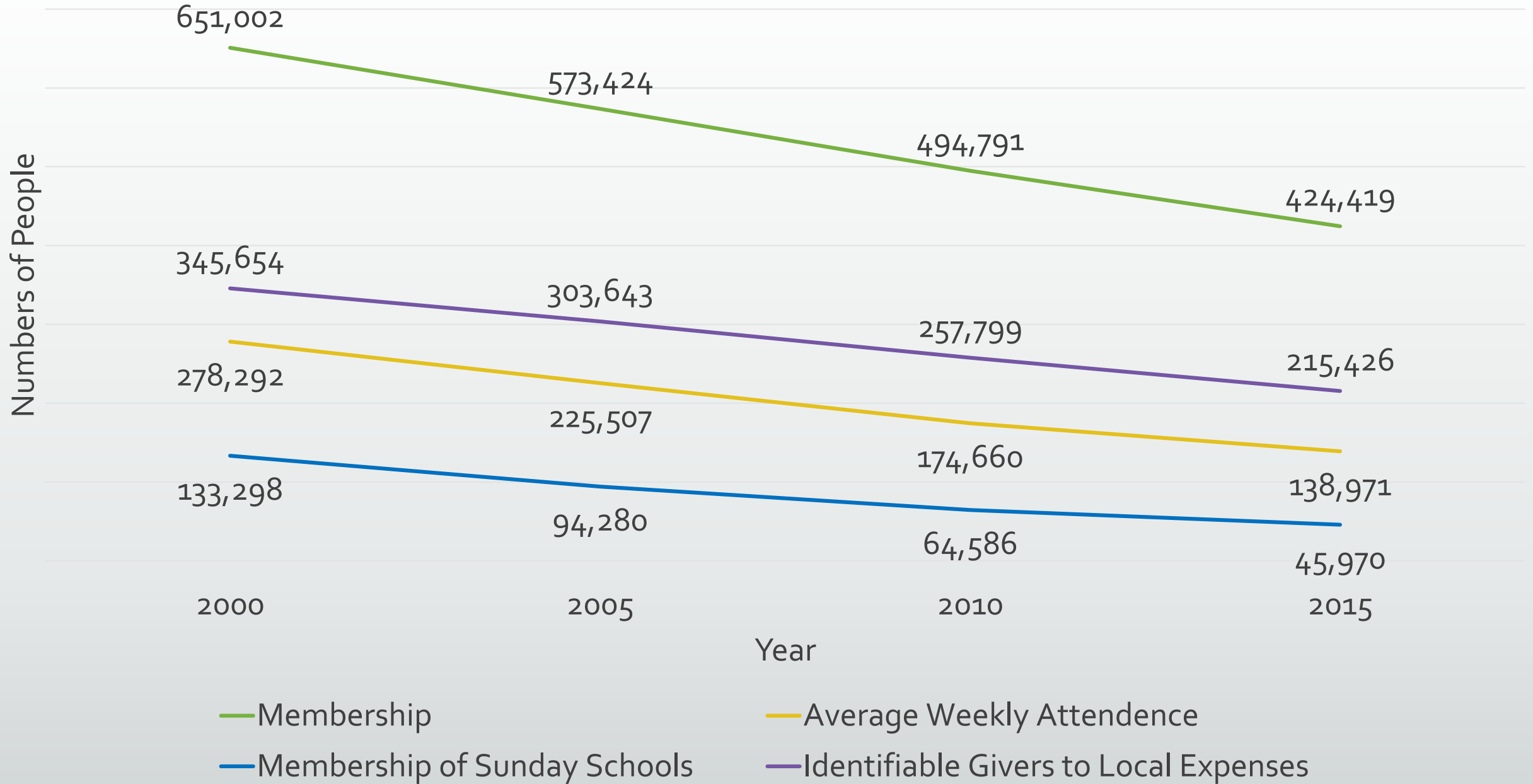


Percentage of Full-Time vs. Part-Time Assignments if Current Trend Continues

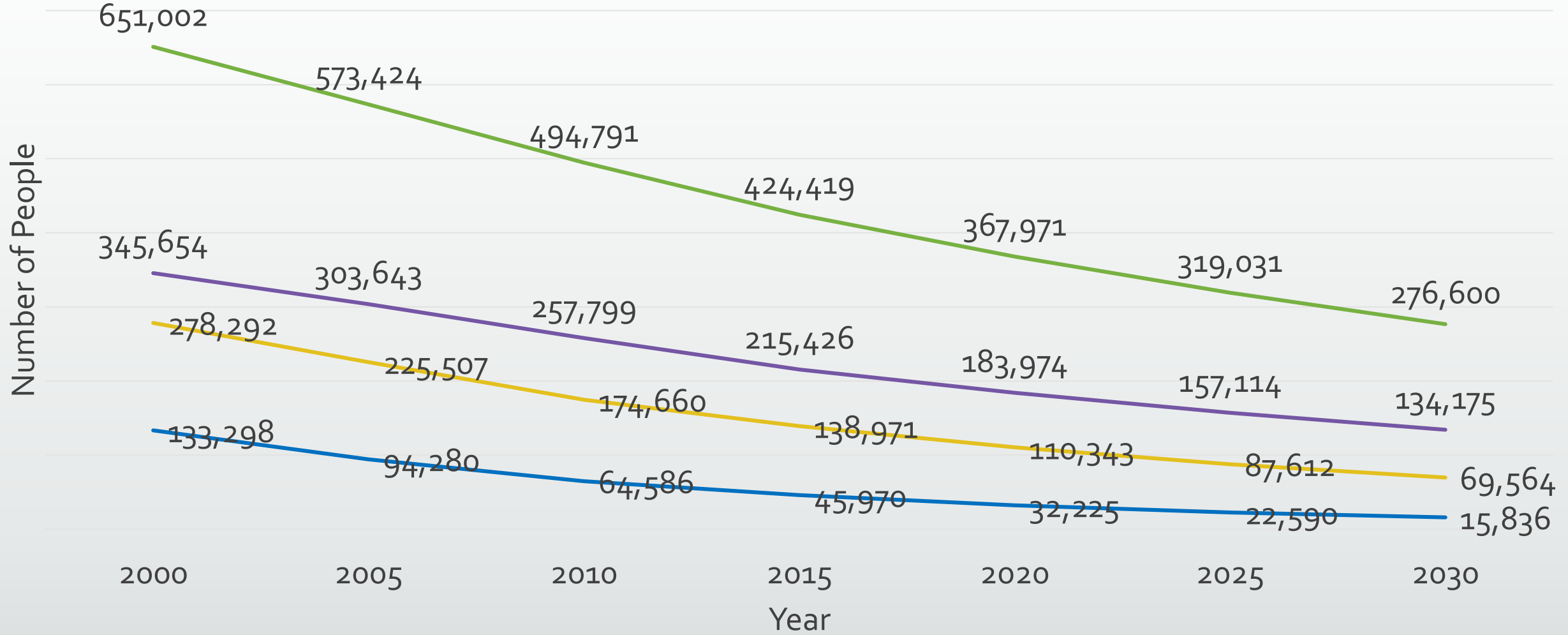


United Church of Canada Membership Trends

United Church of Canada General Trends (Yearbook)

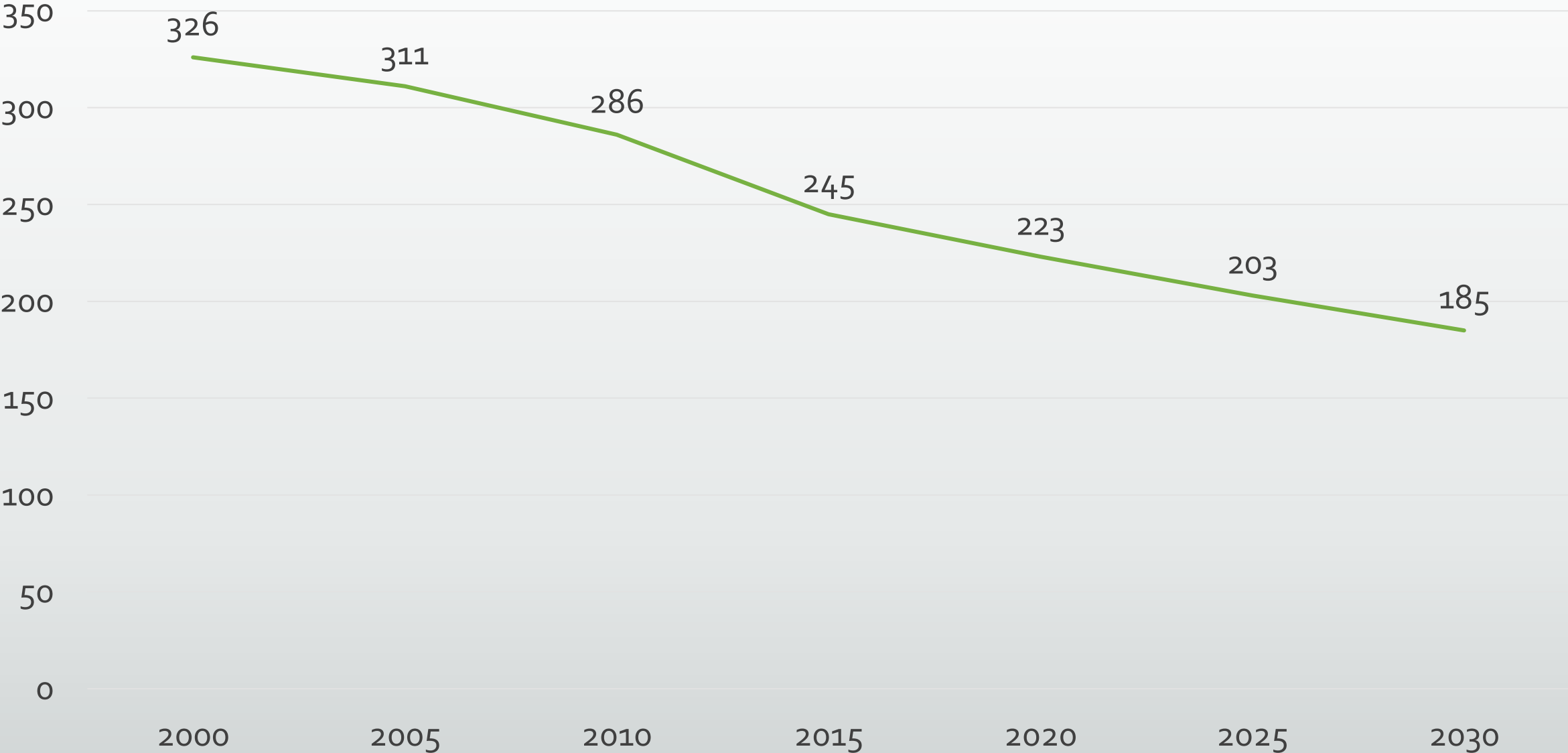


United Church of Canada General Trends if Current Trends Continue (Yearbook)

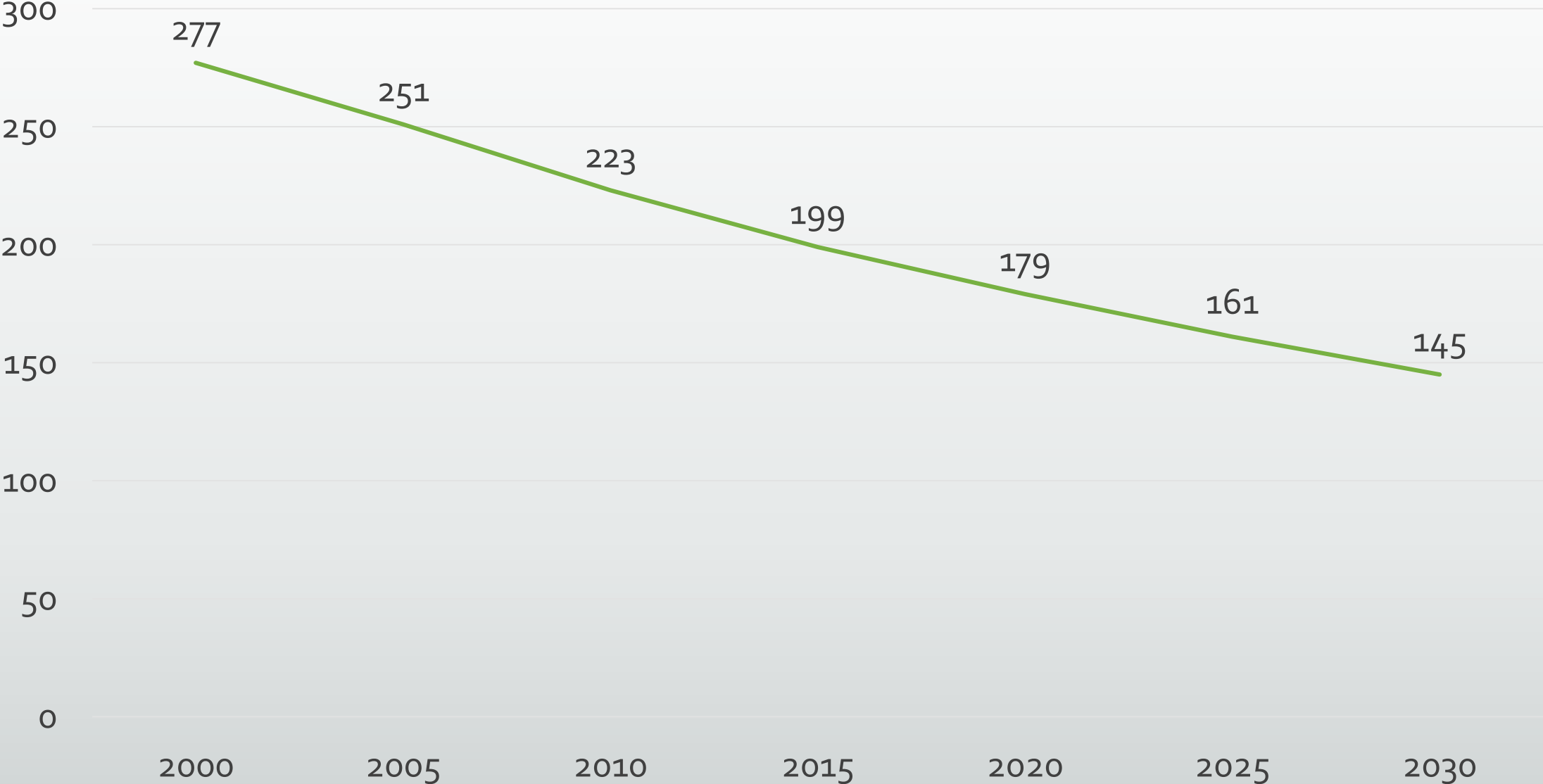


- Membership
- Average Weekly Attendance
- Membership of Sunday Schools
- Identifiable Givers to Local Expenses

Number of Members per 1 Serving Ministry Personnel – Future Trend based on Average % Decrease



Number of Members per 1 Pastoral Charge – Future Trends based on Average % Decrease



Conclusions about the Future Ministry Personnel Needs of the Church

Conclusions

- There is a gap between Serving Ministry Personnel and Pastoral Charges, and in all of our trends there will be more Pastoral Charges than Serving Ministry Personnel
 - More Ministry Personnel are needed
- Years Since Entry into Ministry for Retiring Ministers is Decreasing and the Average Age of Ministry Personnel is Increasing
 - Younger Ministry Personnel are needed

Conclusions

- However, the number of Pastoral Charges and the number of Members is also decreasing and the ratio of Serving Ministry Personnel to Members has been decreasing (fewer Members per each Ministry Personnel Serving)
 - Ministry Personnel that can serve greater distances needed
- More part-time positions and more appointments are being created (and fewer full-time calls)
 - Ministry Personnel that can work multiple part-time positions, or engage in bi-vocational calls are needed

Conclusions

- There are 425 Ordered Ministers who are not serving, 393 Pastoral Charges without Ministry Personnel
 - Trained, qualified ministers need to serve the Pastoral Charges that need leadership
 - Is this a Recruitment Issue? A Retention Issue? A Geographical Issue?

What are the future needs of the church? How many ministry personnel are needed?

- The numbers are important and need to increase but the type of Ministry Personnel we're recruiting is almost more important
 - How do we realistically recruit for the future needs of The United Church of Canada?
 - What resources do Pastoral Charges need to **notice, name, nurture** people in their congregations to consider ministry?
 - What can be done to encourage people to consider ministry?
 - What can be done to support Pastoral Charges in this work?
- What other questions need to be asked that haven't been?