

Living God's Love
The Diocese of St Albans

**The National
Transformations Agenda
&
The Diocese of St Albans**

Transformations...The Good News

- 2 Diocesan Bishops
- 6 Suffragan Bishops
including Christine Hardman & Anne Hollinghurst

Transformations...Gender Balance

- Balanced Teams: minority gender needs to be *at least* 30% to be balanced.
- Teams that are unbalanced in terms of gender do not perform to their full potential.
- 'Natural' progress in male dominated institutions will take up to 80 years to achieve gender balance

Transformations: The National Agenda

Female Clergy in:

- Senior Posts
- Larger Churches
- Self Supporting Ministry
- Young Vocations
- Flexible Working practices

Transformations: The National Agenda

- Nationally at Bishops' Advisory Panels:
77% men recommended for incumbency,
only 48% of women
- Nationally, ordained under 30 years of age:
80% are men; 20% are women

Transformations & St Albans Diocese

The Present Situation...

- No female Bishops or Archdeacons
- No female residentiary canons
- Less than 13% of Team Rectors are female
- Less than 23% of larger churches are led by a female incumbent

Transformations & St Albans Diocese

The Present Situation...

- 12% of male clergy are SSM; 26% of female clergy are SSM
- Of 18 St Albans' ordinands in 2016
12 men, 6 women; under 30, 3 men, 1 woman

Transformations & St Albans Diocese Steps forward...

- Training offered to support women in job applications
- Language style guide developed to help job descriptions and parish profiles be more gender neutral

Transformations & St Albans Diocese Steps forward...

- Working to appoint area women's officers to encourage mentoring and better networking

To achieve the national Transformation agenda in our diocese, there is more work to be done.

Transformations: Group Discussion

In order to take the Transformations Agenda forward:

- What can we do across the diocese?
- What can my local church do?
- What can I do?