

## WORCESTER DIOCESAN SYNOD

### WORCESTER DIOCESAN BOARD OF FINANCE

#### Parish Share Review: For Decision

##### Executive Summary:

Following Synod's approval in February 2020 of the underlying approach for our new Parish Share System, this paper makes a series of more detailed proposals as to how the new system will work, and how we will transition to it. It follows a series of Parish Share Engagement sessions, attended by more than 200 clergy, churchwardens and treasurers.

*Note: An additional briefing session is offered to Synod members who wish to engage further with the proposed system ahead of the Synod debate on Tuesday 15<sup>th</sup> June at 5pm by Zoom. Unless they wish to do so, those who have already attended one of the engagement sessions should not feel the need to attend this briefing.*

#### Section A: Background

1. In 2018 the DBF made an operational deficit of over £1 million. This was a consequence of a reduction in the Parish Share collection rate to 76%, with a gap between Parish Share requested and that contributed of £1.5 million.
2. As part of its response, the July 2019 Synod commissioned a group to review the Parish Share system with the following terms of reference:
  - a. **Review** the system used in the Diocese to allocate the necessary Parish Share between parishes, considering both system tweaks and more fundamental changes and
  - b. **Make recommendations** to the February 2020 Synod in time for allocations for 2021 to be made using a new system.
  - c. As part of this exercise **consult** widely across the diocese.
  - d. Seek to ensure **stability** from year to year, such that there are not large swings in the amount of share requested.
  - e. Seek a system that would enable a much **higher collection rate**, and to do so **sustainably**.
  - f. Maintain the **clear theological principle** that wealthier parishes should be expected to contribute more than those who are less wealthy.
3. The Review Group membership, objectives and operating principles are given as Annex One.
4. The Group made its first report to the February 2020 Synod, which proposed a direction for the new Parish Share system – an incomes-adjusted cost of ministry model. This was approved nem-con (no votes against). It had been hoped to present the detailed system to the July 2020 Synod, but this was deferred due to coronavirus.
5. As a result, Synod approved that requested share contributions for 2021 should match those requested for 2020 (as no change in stipends or wages was proposed) and that an accompanying narrative explaining how this related to the new basis for share.

#### Section B: Theological Pointers

6. The initial report of the Parish Share Review Group contained a number of theological pointers that underpinned the group's thinking. The importance of a sound theological basis for our Parish Share system means that these are repeated in this report. (Annex Two).

## Section C: Basis and Rationale for the new System

### 7. How does it work?

At its heart, it's a really simple model: Benefices<sup>1</sup> are asked to contribute the cost of their ministry, adjusted by an incomes factor.



### 8. It has a number of advantages:

- It is simple to communicate and understand.
- It should be stable – unless the amount of ministry allocated, or the incomes of those attending a benefice change significantly, or a one-off significant structural change in diocesan finances occurs, the share requested will rise broadly by inflation.
- The incomes element preserves the common purse principle of mutual support across the dioceses, whilst the ministry element directly links to what a particular benefice receives.
- It doesn't penalise growth. A benefice's share request will not go up because they have encouraged new people to church. It takes time for newcomers to adopt regular giving patterns, especially if they join through new forms of church such as Messy Church.
- Benefices or larger groups can enter into local discussions about the amount of ministry that can be afforded (on an incomes adjusted basis). This enables creative options to be developed.
- Unlike the current system, Lowest Income Communities funding can be directly allocated to support our poorest communities.

### 9. It also has some potential drawbacks

There are also some challenges with this type of scheme, which we need to be careful to navigate as we introduce the new system:

- If benefices simply seek to minimise cost, they could pursue "cheaper" forms of ministry, rather than seeking to grow giving in order to provide ministerial resource to grow the church.
- Wealthier churches often see themselves as poor. Whilst the amount linked to incomes is actually no greater than under the current system, the nature of the new system makes the additional share that is requested from a wealthier community even more explicit.
- Share will be allocated to a 'benefice'. Parishes or churches within that benefice will then share the cost amongst themselves - local knowledge and relationships are the best way of doing this. Although membership and incomes can be provided in many cases as a default means of doing this, sometimes benefices may struggle to reach agreement. Support for this process will be provided.

### 10. Recommendation 1: Given that under the new model Share will be allocated to a Benefice, it is recommended that Parish Share be renamed **Ministry Share**. This affirms its core purpose.

## Section D: Detailed Proposals : The Cost Element

11. To operate this system we would allocate the full costs of the Diocese including support for ministry and administration, and then subtract the investment and other income received by the Diocese. For Worcester, the investment and other income roughly equates to the support costs, meaning that the resulting figure is around the £64k cost of a stipendiary priest.

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<sup>1</sup> "Benefice" is used to mean the grouping of parishes to which ministry is deployed. In most cases this will be a single parish (where that parish has its own priest), a benefice of a group of parishes or a team ministry. Occasionally two legal benefices are held in plurality and looked after by a single minister – in this case they are treated as a single benefice.

12. Four principles would underpin our cost analysis:

- **Transparency** – the cost analysis is easily taken back to the budget approved by Synod annually in November.
- **Benchmarking** – the cost analysis can be compared with other dioceses.
- **Communication** – we will provide three levels of communication on the cost aspect of the system so that people with differing desires for level of detail can access the level they wish.
- **Smoothing** – Whilst seeking to retain currency, the underlying Ministry Share requested per stipendiary post should not fluctuate unnecessarily from year to year. Some cost elements will therefore be smoothed by taking a three year average.

13. **Cost Model Structure:**

There are four elements of cost:

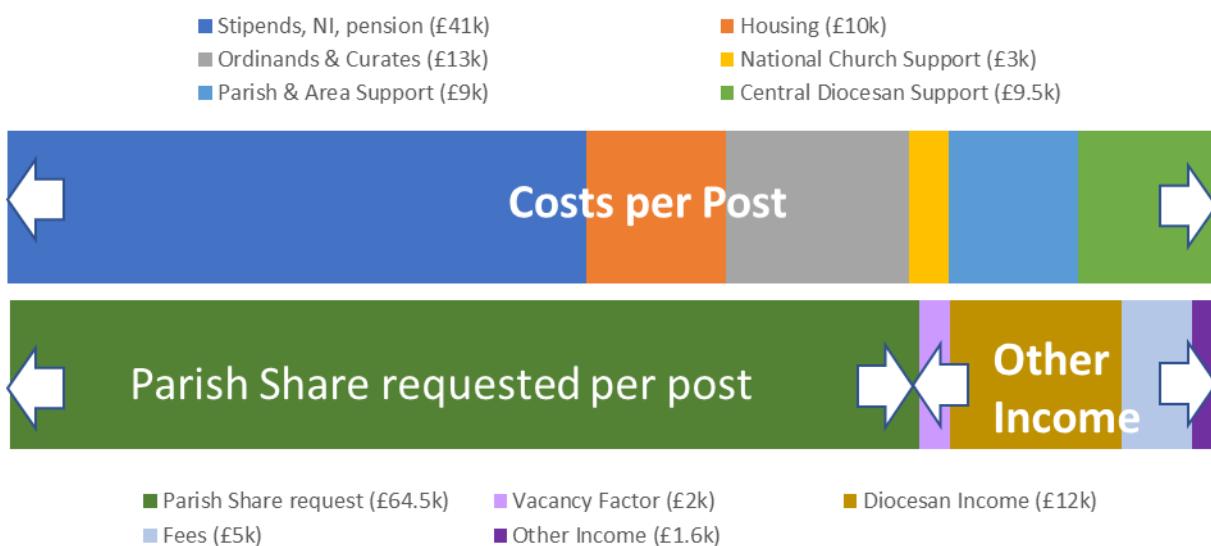
- **Stipend related costs** – including NI, pension and the cost of clergy moves
- **Housing related costs** – including Council Tax, Water rates, repairs and the parsonages team
- **Curate and ordinand related costs** – including the costs of training and the Diocesan Director of Ordinands.
- **Support and Administration costs** – including our contribution to the national church, parish and area support and central support and administration, including the diocesan office.

Against which is offset **other diocesan income** received.

14. Items in the DBF budget which will be excluded in the above analysis are:

- Both the cost and associated funding of roles that are specifically funded by sources other than Parish Share (e.g. grants from Trusts or the National Church).
- The costs and associated funding of strategic projects which are either funded by SDF grants or from designated reserves.
- LInC funding – which is either used to fund specific parish posts, or to enable greater ministry in our most deprived parishes through grants to reduce parish share contribution below the amounts resulting from the process below.

15. The Costs for the 2021 Budget are presented in Annex Three, and summarised in the chart below.



The top bar shows the costs per post: each stipendiary minister's stipend, national insurance and pension is £41,000 (blue part on the left); averaging out the housing costs gives a cost of just under £10,000 (orange part); and so on. In total, the cost of a stipendiary minister is £85,466 a year for an average income benefice. The lower bar shows the needed income for this to balance. We receive about £19,000 per post from other

income and save about £2,000 from the fact that some posts are vacant at any one time. This leaves £64,466 that would need funding from Ministry Share in an average income benefice if the new system was in use for 2021.

You'll see that the Ministry share request (the green part of the lower bar) is roughly the cost of the stipend element of the cost (blue part of the higher bar), the cost of housing (the orange part) and the contribution to ordinands and curates (grey part). This is fortuitous result of our cost structure, but helpful for messaging.

There is no charge to a benefice for having a curate. Their costs, together with those of ordinands, are smoothed across benefices across the diocese. This avoids the cost of a curate from being an obstacle to placing curates in the best training parishes.

- 16 **Treatment of Fees.** The DBF element of fees for funerals and weddings could be treated in two different ways. The approach we are adopting is to average out the fees and credit £5,053 to each stipendiary post. An alternative that one or two dioceses adopt is that averaged fees are not included in the income set against costs, but rather each benefice's fees are credited as contributions towards a higher Ministry Share. We specifically asked those attending the sessions which they preferred. 81% of attendees preferred the approach we are proposing, 10% had no particular view and 9% would have preferred to credit fees separately towards a higher share.
17. **Recommendation 2:** The DBF element of Wedding and Funeral fees will be averaged across the diocese in order to keep the Ministry Share at a lower level. (£64,466 per minister for an average income benefice for the 2021 budget).
- 18 **Vacancies.** In the same way, the reduction in stipend costs arising from vacancies and any rents received from renting empty parsonages are averaged across the whole diocese, as is the practice in other dioceses.

## Section E: Detailed Proposals: The Incomes Adjustment

### 19 Background

In adopting the new system in principle, Synod has approved the proposal that a benefice's share contribution should be the incomes-adjusted cost of ministry received rather than a flat rate across the diocese. In an earlier discussion, it has also made clear that the incomes should be those of church members rather than those of the population at large. Under the current Fairer Shares model, we have already surveyed the incomes of those considered to be members in 2018.

- 20 There are four key questions with regard to income adjustment:
- How will the Ministry Share be adjusted by incomes?
  - To what extent will there be an adjustment?
  - How will the income factor be kept up to date?
  - Is a benefice expected to use income data in reallocating the share to constituent parts of the benefice?

### 21 How will Ministry Share be adjusted by incomes?

The average cost of ministry across the diocese (c£64,500) would be adjusted by a multiplier for that benefice to increase the contribution from wealthier benefices (multiplier greater than 1), to enable poorer benefices to contribute less (multiplier less than 1).

Further, it is proposed that the adjustment be banded. Benefices would be grouped according to the average level of income of those surveyed in the 2018 Incomes Survey.

### 22 To what extent will there be an adjustment?

The Parish Share review group propose that we have seven bands as shown below.

Income Band	below £11,572	£11,572 to £13,226	£13,226 to £14,879	£14,879 to £18,185	£18,185 to £19,838	£19,838 to £21,492	over £21,492
Relative to average	more than 30% below	20% to 30% below	10% to 20% below	10% below to 10% above	10% to 20% above	20% to 30% above	more than 30% above
No of Benefices	2	6	12	32	13	6	4
Adjusted Parish Share	£45,150	£51,600	£58,050	£64,500	£70,950	£77,400	£83,850

Under these weightings:

- The most wealthy benefices are asked to contribute 87% more per stipendiary priest than the least wealthy before application of the LInC grant which would increase the differential further.
- The most wealthy benefices are asked to contribute £83,850 – which is still less than the £85,200 cost of a priest that all benefices in London diocese are asked to contribute.
- The extension of the top band to more than 30% above average means that only three rural benefices are in this band. Only two urban benefices are in the bottom band – both are LInC parishes so would receive a further discount.

Note: for our least wealthy parishes, there is the potential for an additional grant from the Lowest Income Communities fund meaning that the cost of ministry element in these benefices is reduced further.

The degree of adjustment was also considered by the Engagement Sessions, where following conversations in breakout rooms, individuals were asked for their preference of four options for the scale of the adjustment for the benefices with the highest and lowest incomes. Their views, shown in the table below, support the Review Group's recommendation of +/- 30%.

Adjustment	By up to how much should we adjust for income...			
	Less than 20%	20%	30%	More than 30%
% Respondents	10.0%	28.9%	51.1%	10.0%

Finally, we recommend that we give some descriptors to the bands to replace the absolute amounts as these will become outdated over time.

**23. Recommendation 3:** The base ministry cost per benefice should be amended by up to 30% for the benefices with the highest and lowest incomes as outlined in paragraphs 21 and 22.

#### 24. How will the income factor be kept up to date?

We are not proposing that the incomes survey be repeated. Firstly, experience of other dioceses suggests that the average incomes of church members in a benefice doesn't change that much over time relative to one-another – not least as church members don't change that much over time (sadly!). Benefices are larger groupings than the parishes that were the individual constituent parts of the 2018 survey, and should therefore be less variable between surveys. Second, running the incomes survey is a complex and costly exercise.

However, there may be times when benefices feel they should be in a different income band. This would need to be on the basis that the average income of members had changed, not simply that numbers had declined.

Our proposal is that a review group of Area Deans and Deanery Treasurers, chaired by the DBF Chair or Vice-Chair would consider such appeals once a year. (Area Deans could nominate their Lay Chair to take their place). Benefices would be expected to provide some evidence as to why their situation had changed

significantly relative to others. Whether this is a local re-run of the incomes survey or use of an independent data source or some other mechanic has not yet been determined.

The Review Group would be an annual meeting around April (ie. well ahead of budget setting and the communication of the following year's share.) During the Engagement sessions, it was suggested on a number of occasions that benefices should not be able to appeal repeatedly, and that once every three years would be an appropriate frequency.

The engagement sessions were consulted on the appropriateness of this review/appeals mechanism. 65% felt it was a sensible approach, 27% said they didn't know or have a view, and 8% felt that it was not an appropriate mechanism.

**25 Recommendation 4:** That there would be an annual opportunity for benefices to appeal to change income band, and that this appeal would be considered by a Review Group made up of members of Deanery leadership teams.

## **26 Sub-dividing share between parishes/churches within a benefice**

Benefices would have the freedom to decide how they wished to sub-divide benefice share between constituent parishes and churches. Some sample approaches will be provided, including dividing the Share request in proportion to the number of church members or the Parish Share requests under the current system. The Diocesan team will be available to support clergy and others in enabling benefices to sub-divide requests, and in the first year we anticipate that this may be challenging in some places. Experience from other dioceses is that it settles down after the first year.

## **Section F: Different Models of Ministry**

**27** Section 15 indicates that, prior to any adjustment for incomes, the cost of ministry requested for a stipendiary post would be £64,466. Different models of ministry would have different costs, as the examples below illustrate:

### **a. Part time Incumbent in receipt of a house**

- The stipend package would be amended pro-rata e.g. 80% if the incumbent was 80% FTE.
- The house is a full house, so the full housing cost would be included.
- A share of costs of ordinands and curates would also be adjusted pro-rata as part-time incumbents are usually ministering in smaller benefices.

A benefice of average incomes would be asked to contribute for a 80% incumbent: (£41,043 x 80%) + (£9,890) + (£12,975 x 80%) = £53,104

### **b. Incumbent in receipt of a housing allowance rather than a house**

- The housing cost would be adjusted to reflect the cost of the housing allowance i.e. the allowance itself plus the additional employers National Insurance.
- Other elements of cost would be standard.

### **c. House for Duty**

- Here there is no stipend, so the stipend element of the Ministry Share contribution is not charged.
- There is a house, so the housing element is included.
- As the benefice of a house for duty priest is likely to be smaller than standard, it is proposed to charge 75% of the standard costs of ordinands and curates.

A benefice of average incomes would be asked to contribute for a House for Duty incumbent: (£41,043 x 0) + £9,890 + (£12,975 multiplied by 75%) = £19,621.

**d. Self Supporting Incumbent role, no house.**

- Here there is no stipend, so the stipend element of the Ministry share contribution is not charged.
- There is no house, so the housing element is not charged.
- If there is no other contribution from the stipend or housing element, then it is proposed that a full share of costs of ordinands and curates is normally requested.

A benefice of average incomes would be asked to contribute for an Non-Stipendiary incumbent: (£40,923 x 0) + 0 + (£12,975) = £12,975

**Recommendation 5:** That the share for models of ministry other than a full time stipendiary position should be on the basis that:

- the stipend element is included pro-rata to the stipend paid
- the housing element is included if the minister is in receipt of a house, the housing allowance figure is included if the minister is in receipt of the housing allowance instead of a house, and
- all benefices contribute at least 75% of the ordinands and curates element, and 100% of this element is included where there would otherwise be no contribution (i.e. incumbent is self-supporting and no housing or housing allowance is provided). This ensures that all benefices make a contribution of at least this amount.

## **Section G: Detailed Proposals: Transition Issues**

### **28 Transition Issues**

The move to any new system will involve transition, and there are some significant transition issues to be navigated. Compared with 2019 contributions, the new system will:

- ask 24 benefices for a share contribution less than the amount they contributed in 2019 (2020 being an abnormal year) and
- ask 52 benefices for more than they contributed in 2019

This is prior to the allocation of Lowest Income Communities funding (see the next section).

There will also be transition required for some benefices in the ministry that they receive. We would want to reassure the diocese and potentially affected clergy that transition would be phased in over a period of time. Our planned reduction in the number of stipendiary posts is phased over a five-year period. Our intention is that this system enables as many churches as possible to thrive – to become healthy and sustainable. Indeed, this system can act as a spur to encourage increased giving to fund the ministry needed locally to ensure that health and sustainability.

### **29 Handling Lowest Income Communities Money**

The Diocese receives around £730k of Lowest Income Communities funding (LInC) from the national church. We allocate this between local projects, additional capacity to support our lowest income communities and ministry within them. Over £500k of the funding is allocated to support ministry in these poorest communities.

It is proposed that this funding is allocated as a grant to support those LInC parishes who are not able to contribute the incomes-adjusted cost of ministry. This would be done in the same way as grants allocated under the following section.

### **30 Ministry Support Fund**

Moving to this model will be challenging for in some places – in many cases there has been a gap between the cost of ministry and the share contributed. This is partly due to the current system separating parish share requested from the cost of ministry provided, and partly because most parishes have not been able to meet

contributions in full. In short – most parishes ended up hoping that someone else would meet the gap, and few parishes have been able to do so.

The degree of transition required means that we are proposing a Ministry Support Fund. This would be created from a request to those benefices currently contributing more than the cost of their ministry to continue to do so for a period, as well as possibly from allocating some diocesan reserves. This size of this Fund would be likely to diminish over time, although some benefices may generously contribute above income-adjusted cost to support ministry in other places.

Benefices would be able to apply for a grant from the Ministry Support Fund to meet a shortfall in their contribution. They would need to show a plan that led to the amount they needed reducing over time, and possibly that they were adopting key elements of good practice with regard to stewardship.

It is proposed that the same group as in the previous section (Area Deans and Deanery Treasurers) would decide the grant allocations, and that this would be done once a year in a planned and budgeted way.

Advantages of such a fund:

- a) Benefices are encouraged to budget carefully and to identify early whether they will be able to contribute the amount needed to cover their incomes-adjusted cost. Requesting a grant highlights the fact that ministry is subsidised.
- b) The Ministry Support Fund can provide additional targeted support to benefices where there is a strong rationale to provide a greater amount of ministry than can be afforded locally.
- c) This strengthens the principle of mutual support within the diocese.
- d) Transition is eased.

However, there will continue to be some challenging situations in many places. Some benefices will need to look at growing their ability to meet the cost of ministry through increased giving and income. Some will need to engage in local discussions as to how the ministry provided might look different in the future. This should not necessarily be something to be feared, although for many communities such change is not easily contemplated. Together as a diocese, we will need to seek to find the Ministry Support funding needed over the necessary timescales to make the transition well.

The Parish Share Engagement sessions were also asked “Whilst there will inevitably be challenges in many places, does the Ministry Support Fund principle seem a fair way of addressing these?”

74% of attendees agreed (14% strongly agreed, 60% agreed) and a further 23% said ‘don’t know or not sure. Only 3% of attendees disagreed that this was an appropriate way of handling transition.

**31 Recommendation 6:** That a Ministry Support Fund be established to support transition, and that benefices who stand to benefit from the new system be encouraged to make generous contributions over and above their incomes adjusted cost of ministry to help others transition well. That grants would be made by the same panel as would review appeals against income banding.

## Section H: Timescales

If Diocesan Synod approve these recommendations (with or without amendment), then parish share requests for 2022 will be calculated on this basis and included within the budget presented to the November Synod.

Materials will be produced to assist benefices consider the new system, and members of the diocesan team will be available to help with PCC and benefice meetings. This will be circulated after the Synod, together with the amounts that would be requested from each benefice for 2021 if the system was in use this year, together with an indication of the change for 2022. Actual 2022 amounts can then be confirmed following the November Synod.

A further series of engagement events will be held during September and October to help parishes understand the new system and plan migration towards it.

## Section I: Summary of Recommendations and Synod motion

There are five recommendations in this paper to provide the details following Synod's approval of the basis of the new system in February 2020. These are:

- **Recommendation 1:** Given that under the new model Share will be allocated to a Benefice, it is recommended that Parish Share be renamed **Ministry Share**. This affirms its core purpose.
- **Recommendation 2:** The DBF element of Wedding and Funeral fees will be averaged across the diocese in order to keep the Ministry Share at a lower level. (£64,466 per minister for an average income benefice for the 2021 budget).
- **Recommendation 3:** The base ministry cost per benefice should be amended by up to 30% for the benefices with the highest and lowest incomes as outlined in paragraphs 21 and 22.
- **Recommendation 4:** That there would be an annual opportunity for benefices to appeal to change income band, and that this appeal would be considered by a Review Group made up of members of Deanery leadership teams.
- **Recommendation 5:** That the share for models of ministry other than a full time stipendiary position should be on the basis that:
  - the stipend element is included pro-rata to the stipend paid
  - the housing element is included if the minister is in receipt of a house, the housing allowance figure is included if the minister is in receipt of the housing allowance instead of a house, and
  - all benefices contribute at least 75% of the ordinands and curates element, and 100% of this element is included where there would otherwise be no contribution (i.e. incumbent is self-supporting and no housing or housing allowance is provided). This ensures that all benefices make a contribution of at least this amount.
- **Recommendation 6:** That a Ministry Support Fund be established to support transition, and that benefices who stand to benefit from the new system be encouraged to make generous contributions over and above their incomes adjusted cost of ministry to help others transition well. That grants would be made by the same panel as would review appeals against income banding.

The Archdeacon of Dudley, as Chair of the Parish Share Review Group, will move that "This Synod approves the recommendations contained in DS 21/XX."

## **Annex One:**

### **TEAM MEMBERSHIP**

Nikki Groarke (Chair and Archdeacon of Dudley), Mike Bunclark (Diocesan Synod, former Deanery Lay Chair and Treasurer), Julia Curtis (Priest in Charge, Teme Valley South), Sarah Dangerfield, (Area Dean Pershore & Evesham), Alison Maddocks (Stewardship Officer then Dean of Smaller Churches), Robert Pearce (Diocesan Synod, CW Lower Teme Valley), John Preston (Diocesan Secretary), David Reeson (Treasurer Pedmore), Alan Sanders (Diocesan Synod, CW Old Hill), Derek Valentine (Diocesan Synod, Treasurer Friends of Greater Malvern Priory), Eric Wiles (Vice-Chair DBF),

### **OBJECTIVES**

- To propose a revised system for Parish Share to Diocesan Synod that they feel able to implement for 2021 confident that:
  - It effectively and sustainably resources the ministry needs of the Diocese.
  - It is generally understandable and supported by PCCs
  - Joyfully affirms our common life as a diocese
- In carrying out this work we will seek to ensure that we consider:
  - the strategic use of Lowest Income Community (LInC) Funding
  - the non-financial costs of our proposals
  - requirements for ongoing review of the system
- In addition we will seek to make recommendations
  - to ensure effective communication of a new system
  - for work to support parishes in feeling able to meet their Parish Share
  - that increases the likelihood of full payment
  - that consider the possibilities of positive 'nudge' strategies to encourage payment
  - that appropriately position obligations for share payment versus the care of buildings

### **WORKING PRINCIPLES**

Recognising that the outcome of this work will impact every parish in the diocese and our common diocesan life...

#### **Theology**

- a) we will always work under the vision of the diocese to be God's Kingdom People living together in love and compassion, justice and freedom;
- b) as the body of Christ, we recognise Parish Share is a way of acknowledging our interconnectedness and supporting our unity, offered in response to the abundant generosity of God.

#### **Confidentiality & Engagement**

- c) we will hold a confidentiality around our deliberations, but we wish to be open and transparent about the process and test options
- d) through genuine consultation and communication, allow space for proposals to be widely considered, and for other ideas to be explored;

#### **Strategic planning**

- e) using the evidence before us, we will focus on designing and consulting on the principles of possible share systems and their broad impact without disclosing impact on individual parishes.
- f) we will value and encourage the freedom to ask awkward questions and challenge assumptions, and be willing to listen to other views.
- g) We will undertake to seek to approach this exercise prayerfully, aware of the importance of the outcome to the life of each parish; and commanding the process for wider prayer around the diocese

## **Annex Two: Theological Pointers (from the Initial Report)**

Whilst discussion of parish share systems can at times focus on the practical issues surrounding the collection of the large sums of money required to pay clergy, there is a significant theological basis underpinning the parish share process:

- a) Any consideration of giving and generosity must begin with the grace of God, who generously and graciously gives to bless and sustain his people and his church. God provides the resources for ministry through calling and equipping his people by the Holy Spirit, and by providing us with the resources to pay for it.
- b) The gifts made for the church in Jerusalem from the Macedonian church, described in 2 Corinthians 8 and 9, are commended by Paul for being given with generosity and with grace. Gifts from individuals to their local church, and contributions from parishes towards the cost of providing ministry across the Diocese should also be characterised by generosity and grace.
- c) As always, the challenge of Jesus in the New Testament goes beyond the law. Whilst Old Testament teaching focused on the tithe, the Gospels record Jesus challenging the Rich Young Ruler to give away all of his possessions, and Zacchaeus giving away half of his wealth is noted as a sign of the heart transformation that leads to his salvation. The Church of England teaches that we should also take 10% as a starting point, encouraging church members to give 5% of income to and through the church, and 5% to the other causes and concerns that God places on our hearts.
- d) The Old Testament lays out the Levitical tithe, which provided support for the temple priests. I Corinthians 9 talks about the rights of an apostle in the early church to receive support from the local church. This support is described in the context of the package provided for a Roman soldier, the stipendium. Some ministry (ordained and lay) is supported by the provision of stipend or salary, other ministry is contributed as part of the voluntary giving of the individual minister.
- e) Paul commends the principle of ‘mutual support’ in the same chapters. ‘...the gift is acceptable according to what one has, not according to what he does not have. Our desire is not that others might be relieved while you are hard pressed, but that there might be equality.’ 2 Cor. 8.12b & 13. This can be applied to both individuals in respect of their own giving, and also to those churches with greater resources supporting poorer parishes.
- f) In Biblical times, this led to a “Common Purse”. Acts 2 records the early church contributing into a common purse and holding ‘everything in common’. This is the base for the communal living and financial operation of monastic orders today.
- g) The model for discipleship presented in the gospels is based upon dependence upon God’s provision. There is a challenging balance to be struck between wise management of reserves (the ant storing food in Proverbs 6:6-8) and hoarding through building bigger and bigger barns (Luke 16:12-21).

## Annex Three:

### Cost of a Stipendiary Minister 2021

Stipend related costs for each stipendiary post:	
Stipend	£27,159
National Insurance	£2,700
Pension	£9,996
Moving & Resettlement Grants	£1,188
<b>TOTAL</b>	<b>£41,043</b>

For each Diocesan house used by clergy:	
Council Tax	£2,319
Quinquennials	£1,258
Ingoing Works	£1,546
Planned and Reactive Maintenance	£2,670
Other Property Costs inc Water, Insurance, Parsonages team	£2,097
<b>TOTAL</b>	<b>£9,890</b>

Ordinands and curates	
Cost of ordinands	£4,767
Cost of curates	£8,208
<b>TOTAL</b>	<b>£12,975</b>

Support Costs	
National Church Support	£2,881
Parish & Area Support inc safeguarding, Archdeacons, ministry team, stewardship	£9,089
Central Diocesan Support inc finance, admin, communications, diocesan office.	£9,587
<b>TOTAL</b>	<b>£21,557</b>
<b>TOTAL</b>	<b>£85,466</b>

Against which can be offset:	
Vacancy Factor less vacancy payments	-£2,167
Diocesan income: rent, dividends, interest	-£12,147
Parochial Fees	-£5,053
Other income	-£1,632
<b>TOTAL</b>	<b>-£20,999</b>
<b>NET COST PER STIPENDIARY POST</b>	<b>£64,466</b>

Notes:

Both cost and income exclude nationally funded posts and projects as outlined in Paragraph 13 of Section D.