



Demystifying Parish Share

March 2021

What is Parish Share?

Parish Share is the contribution that each parish makes to support mission and ministry for every community that we serve, throughout our diocese. It is an expression of mutual responsibility and generosity, enabling every community to share in the life-changing mission and ministry that God is calling us to. The amount requested for the coming year is based upon the budgeted costs of continuing to provide support for this ministry and mission, apportioned across the 15 deaneries of our diocese.

What does it fund?

The Diocese of Canterbury encompasses 310 active churches and over 100 church schools in 208 parishes. We are committed to serving every community from Maidstone in the West to Thanet in the East, from the Isle of Sheppey to the Romney Marsh. Ministry is offered through more than 400 clergy, 133 Readers, and thousands of amazing volunteers, including churchwardens, Authorised Lay Ministers, youth group leaders and other church officers.

Thank you!

Without your church's contribution to the Parish Share, none of this would be possible. We know that the impact of Covid-19 made 2020 an exceptionally challenging year for parishes, with church buildings closed and fluctuating restrictions and advice on activities. With this in mind we have been particularly grateful for the extraordinary commitment shown by our parishes in their endeavours to meet their Parish Share payments. Many of our parishes were able to pay their Share in full, and others have sent additional payments since the year end.

Thank you so much for your generosity and dedication to supporting the ministry of the Church throughout our diocese.





How is Parish Share calculated?

There are two parts to the Parish Share that each parish is asked to contribute. Firstly, the actual cost of parish ministry for that parish, which includes stipends, employment taxes, pension contributions and housing costs. Secondly, a contribution to all the other shared costs paid by the Diocese - including training for lay and ordained leaders, support for specific ministries and mission across our diocese, and all the other governance and administrative costs. The total of these shared costs is reduced by other income that we receive at a diocesan level, and is apportioned across all our parishes based on their average weekly attendance and the relative deprivation of their community. The calculations are then shared with our deaneries who may, based on local knowledge, change the allocations to individual benefices and parishes within their deanery.

How much is each parish asked to contribute?

For 2021, the cost for each priest who is paid a full stipend is budgeted to be £49,950, which includes the stipend itself of £27,000, National Insurance and pension contributions of £12,293, and housing costs of £10,657. However, for the 2021 Parish Share contribution this has been capped to £48,470, an increase of 1% over the cost in 2020. There are 121 stipendiary parish clergy posts in our diocese, some of which are part-time. The total cost of parish ministry to Parish Share for 2021 is budgeted to be £5.175m.

The total amount of other costs expected to be borne by our diocese in 2021, after allowing for expected income, is £3.581m. However, we have undertaken not to raise the amount of Parish Share requested from benefices by more than 1%, which reduces the amount that has been requested from parishes to £3.351m. This is apportioned between 100 benefices, which vary considerably in size and circumstances, and comprise one or more parishes. The average contribution of a benefice is £33,510, but the range is from under £3,000 to over £150,000. Within benefices the contribution is allocated to parishes.

A benefice with one full time stipendiary priest and attracting an average shared cost apportionment would therefore have been asked for a total Parish Share contribution for 2021 of £81,980. Of our 100 benefices, 38 have been asked for £81,980 +/- 10%, 38 have been asked for less, and 24 have been asked for more.





The money paid by this typical benefice will be spent as follows:

Funding ministry in their own parishes	£48,470
Training for future ministry	£18,000
Support for specific ministries and mission across our diocese	£11,450
Diocesan governance, finance, admin and the National Church (reduced by other income received by our diocese)	£4,060
	£81,980

How is the overall budget controlled and monitored?

Our diocesan budget is prepared annually using the known and forecasted costs required to support all of our mission and ministry. These costs are partly offset by any other income that we expect to receive (in addition to Parish Share) - such as rental income and occasional fees for weddings and funerals. For 2021 the figure for Parish Share contributions was capped to limit any increase to a maximum of 1%, and in addition we have to make provision for the financial consequences of not all parishes paying all of their requested Parish Share. As a result, we have budgeted for a deficit in 2021, which will have to be found from in-year savings, proceeds from selling properties, or funded by borrowing. As the budget was prepared prior to the most recent Covid-19 lockdown, the actual amount of deficit funding required is expected to be greater than originally budgeted. Additional funding is being sought through short-term loans, the Government’s Coronavirus Job Retention Scheme, and support available from the Church Commissioners. The budget was prepared in consultation with our Archbishop’s Council and approved by our Diocesan Synod in November 2020.

Looking to the future

We need to listen to the story that our finances are telling us. These challenges are not new - they have been with us for a considerable time. The Covid-19 pandemic, however, has brought them into sharper focus for us all. A careful programme of reviewing all of our costs is well underway, with every line of our budgets under scrutiny. We are also working to identify opportunities to generate additional income. We are urgently focusing our attention on shaping our missional life for a flourishing and sustainable future.

Together, we will prayerfully meet the challenge before us.





£'000s

Total Parish Share allocated to parishes	8,526	100%	
Funding Parish Ministry	5,175	60.7%	This is the equivalent of £60.70 for every £100 allocated to parishes
Stipends	2,815	33.0%	
NI & Pension Contributions	1,127	13.2%	
Housing costs	1,233	14.5%	
Diocesan Shared Costs	3,351	39.3%	This is the equivalent of £39.30 for every £100 allocated to parishes
<u>Training for Parish Ministry</u>	1,800	21.1%	This is the equivalent of £21.10 for every £100 allocated to parishes
Training Curates	1,118	13.1%	
Ordinands	457	5.4%	
Further Ministerial Training & Support	225	2.6%	
<u>Support for Specific Ministries and Mission</u>	1,145	13.4%	This is the equivalent of £13.40 for every £100 allocated to parishes
The Children & Young People's Framework and Board of Education	264	3.1%	We support over 100 church schools, two universities and higher education colleges, plus we provide training and resources for parishes working with children and families.
The Communities & Partnerships Framework	259	3.0%	This includes our work in social and environmental justice, with refugees and supporting churches in outreach such as food banks and spiritual tourism. Care and development of church buildings is also included here.
The Local Church Development Framework	203	2.4%	Practical support and training given to churches seeking to grow numerically and spiritually through mission and discipleship, pastoral re-organisation and lay ministry training.





Diocesan Shared Costs	£'000s	% Parish Share	
Communication	177	2.1%	Includes all our communication channels, support for parishes and schools, data management and GDPR compliance.
Safeguarding	162	1.9%	This includes safeguarding training, advice and support.
Grants for Mission & Strategy	80	0.9%	Grants are provided for parish projects and local strategy initiatives.
<u>Governance, Finance, Admin and National Church, (less other income received by our diocese)</u>	406	4.8%	This is the equivalent of £4.80 for every £100 allocated to parishes
Finance, HR and IT	431	5.1%	Finance includes our Gift Aid service for parishes. Canterbury Diocese is a charity and company and by law has to have administration and financial recording services.
Office and Administration Costs	296	3.5%	Operational office costs, Health & Safety, facilities, hospitality, events and other costs.
National Church	284	3.3%	This includes paying towards the cost of General Synod and other National Church Institutions.
Diocesan Secretary, Registrar and Faculty Administration	259	3.0%	Provides support to parishes and ensures compliance with legal requirements.
Episcopal and Archdiaconal Oversight	171	2.0%	Senior Clergy. A large part of the costs for our senior clergy is borne by the Church Commissioners and Canterbury Cathedral.





Diocesan Shared Costs	£'000s	% Parish Share	
Less: Housing Rentals (net of management fees)	-325	-3.8%	The Diocese owns properties which are let when they are not required to house clergy.
Less: Occasional Office Fees	-285	-3.3%	Fees from funerals and weddings.
Less: Investment Income	-150	-1.8%	Dependent on the economic environment and market activity.
Less: Other Income	-45	-0.5%	Includes safeguarding and stewardship services to other Dioceses.
Less: Budgeted Deficit (before allowing for shortfall of Parish Share payment)	-230	-2.7%	This will have to be found from in-year savings, proceeds from selling properties or funded by borrowing.

