

Parish Share System



Synod's brief to the Review Group:

- a. Considering both system tweaks and more fundamental changes
- b. Make recommendations to the February 2020 Synod.
- 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.

Our Current System



- Unstable – large swings following 2018 Incomes Survey
- Still only 78% share contribution despite really good 2019.
- Grants and Allowances mean a transition is needed if system retained.
- Budget for more than needed – 4.1% of income
- Growth penalised.



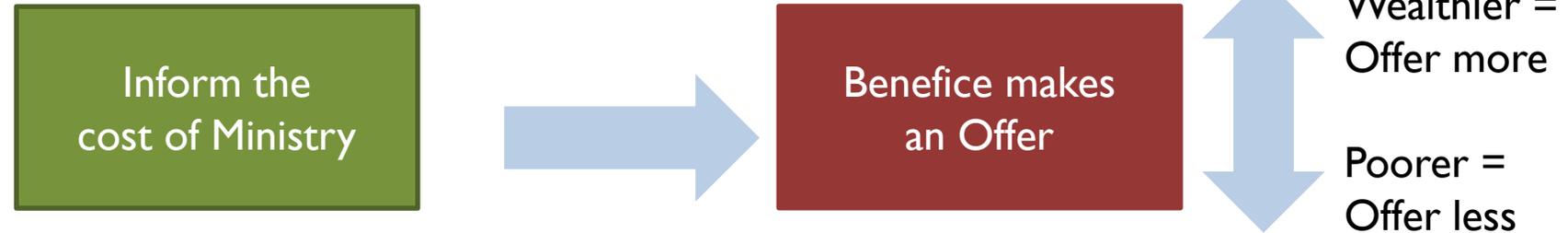
Our Current System



- Can improve it... a bit...
- Smooth people and incomes – but those who have left continue to influence share.
- Introduce cap and collar on changes – but distorts system.
- Group do not believe system can be improved sufficiently.



Offer System



- Advantage is that offers known in advance.
- Experience of other dioceses suggest this is difficult to sustain.
- Group do not recommend this type of system.



Complex Formulae:

Number of People

Cost of Ministry
Received

Investment Income

Overall Parish
Income

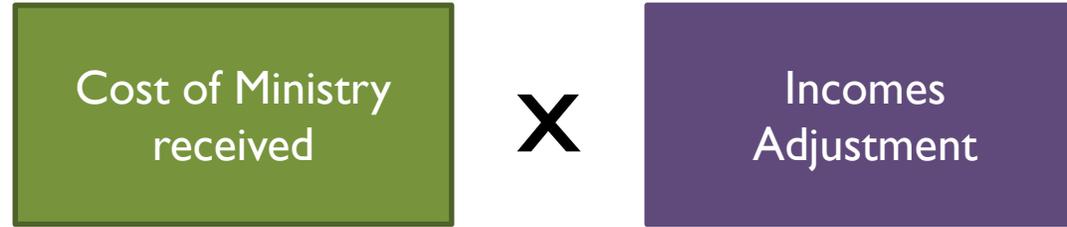
Wealth of Parish

Wealth of Members

- Open Conversations feedback says simplicity, clarity and transparency is vital.
- Group doesn't see sufficient benefit in this to override that. Not recommended.



Proposal: Incomes-adjusted cost model



- Simple basis, so clear. Stable and sustainable.
- Enables local conversations about ministry – what is realistic?
- Transition not so easy – but group believes to be manageable
- Incomes adjustment is essential.



Cost of a stipendiary minister...



Stipend Package

Stipend	£26,626
NI	£ 2,512
Pension	£ 9,800
Moving	£ 787
TOTAL	£40,377

Housing Provision*

Council Tax	£2,340
Repairs	£7,674
Other inc	
Water, Staff	£1,987
TOTAL	£12,000

Curates & Ordinands*

Ordinands	£4,187
Curates	£7,645
TOTAL	£11,832

*Total costs averaged out

Proposal: Incomes-adjusted cost model



Threefold support for less wealthy communities:

- Incomes multiplier asks for less from lower income benefices.
- Lowest Income Communities funding available to our 26 lowest income parishes to reduce cost further.
- Ministry Support Fund to support where ministry cannot be afforded.

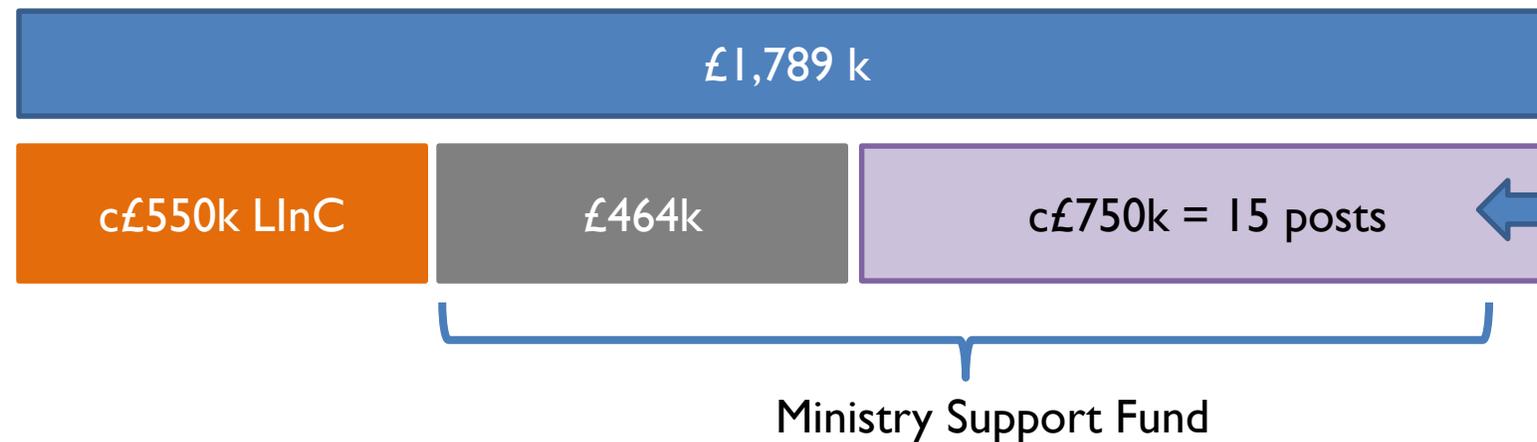


Proposal: Incomes-adjusted cost model



Transition – on example figures quoted:

- 19 benefices asked for less than 2019 contribution. Totals £464k.
- 57 benefices asked for more than 2019 contribution. Totals £1,789k.



Parish Share Review Group Recommendations:

Recommendation 1: The Parish Share Review Group recommends that the basis for the new share system should be an incomes-adjusted cost model as described in Section G. Synod asks the Review Group to work up a detailed system along these lines, together with transitional proposals, for consideration for the summer Synod.

Recommendation 2: We will routinely inform benefices of the cost of ministry received, whatever share system we adopt. Whether or not a request is based to some extent on the cost of ministry received, this transparency provides context to the request made of parishes.

Recommendation 3: During the Open Conversations, there were a number of requests for communications resources to help parishes share the basis for Parish Share with the wider congregation. It is recommended that these are provided to accompany whatever system is ultimately selected.