

Jesus talked about money more than anything else – he knew that how we spend our money shows what our priorities are. We need ministers to be able to maintain our parish system and look for new ways to proclaim the Gospel and we need to pay for those ministers.

**That's what Ministry Share is all about.**

Rt Rev'd John Inge, Bishop of Worcester



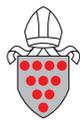
If you would like any help or have any questions, please contact:  
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More information on ministry share, can be found at:

[www.cofe-worcester.org.uk/ministry-share](http://www.cofe-worcester.org.uk/ministry-share)



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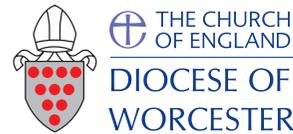
THE CHURCH  
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Kingdom People

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# Ministry Share



**A Brief Guide to Ministry Share  
for the PCC**

## What is Ministry Share?

Ministry Share is the new name for our Parish Share Scheme. Each year, every parish is asked to contribute financially to diocesan funds to pay for the clergy and other ministry supporting parishes around the Diocese.



The cost of each full-time stipendiary (paid) member of clergy comes to £85,465<sup>1</sup>, which can be broken down:

- £41,043 is spent on their employment costs.
- £9,890 is spent on their housing and associated bills.
- £12,975 is spent on the cost of training new priests.
- £2,881 is given to the National Church to help support central costs.
- £9,089 is used for Parish and Area Support, such as the archdeacons, safeguarding team and ministry team.
- £9,587 is spent on Central Diocesan Support, such as the communications team, finance team and the diocesan office.



However, the Diocesan Board of Finance (DBF) has some additional income, to offset these costs, reducing the amount needed from parishes. For each Minister the DBF contributes £20,999 from other income:

- £12,127 from diocesan income, such as rents, dividends and interest.
- £5,053 from diocesan fees for services, such as weddings and funerals.
- £2,167 through savings from parishes currently in vacancy.
- £1,632 from other sources.

This leaves about £64,500 to be covered by Ministry Share, which is roughly equivalent to the cost of the stipend, housing and training for a full-time minister.

<sup>1</sup> These figures apply to 2021 and are likely to change slightly each year.

<sup>2</sup> For the purposes of Ministry Share a "benefice" is the group of parishes to which ministry is deployed. It may be a single parish, a Team Ministry or a group of parishes. In some places, a minister serves two benefices "in plurality".

## The new Ministry Share System

Under the new system, each "benefice"<sup>2</sup> will be asked to contribute an amount equivalent to the cost of the ministry they receive adjusted for the average income of their church members.

For a benefice with an income similar to the average across the Diocese, the Ministry Share request will be £64,500. If that benefice has two Ministers, the Share request will be £129,000 (£64,500 x 2).

### How does the income adjustment work?

The adjustment to Ministry Share depends on the average income of a benefice's congregations compared to the whole Diocese. The wealthiest benefices (whose congregations' income is more than 30% above the Diocesan average) will be asked to contribute 30% more and the most deprived benefices (whose congregations' income is more than 30% below) will be asked to contribute 30% less. Other benefices will fall into bands between these two extremes.

### Why do we have to split our Share request over the Benefice?

While Ministry Share could have been allocated to individual parishes rather than benefices, it would have needed a one method fits all approach. By asking benefices to divide up Ministry Share, and with help from the diocesan office when it is needed, it means that you can choose an approach which best suits your situation and can be adapted as your situation changes.

This may be the first conversation you have had about money as a benefice, and even if not, it may be a difficult conversation to have, and you may struggle to reach agreement. If this is the case, please get in touch with Chris Boden (contact details below) and we will make sure that there is someone available to come and help with these discussions.

### Our Ministry Share is increasing, is there any support for us financially?

For some benefices, their Ministry Share request will be higher than they have previously paid. If this feels daunting, the diocesan team are here to help, whether it is looking at your stewardship and accounts to try to increase your Ministry Share contributions over time, or to have local discussions with you and others about what patterns of ministry might be sustainable.

A number of benefices will need a transition period. To support you in this we are setting up the Ministry Support Fund, to which you can apply for a grant to help meet your Ministry Share.