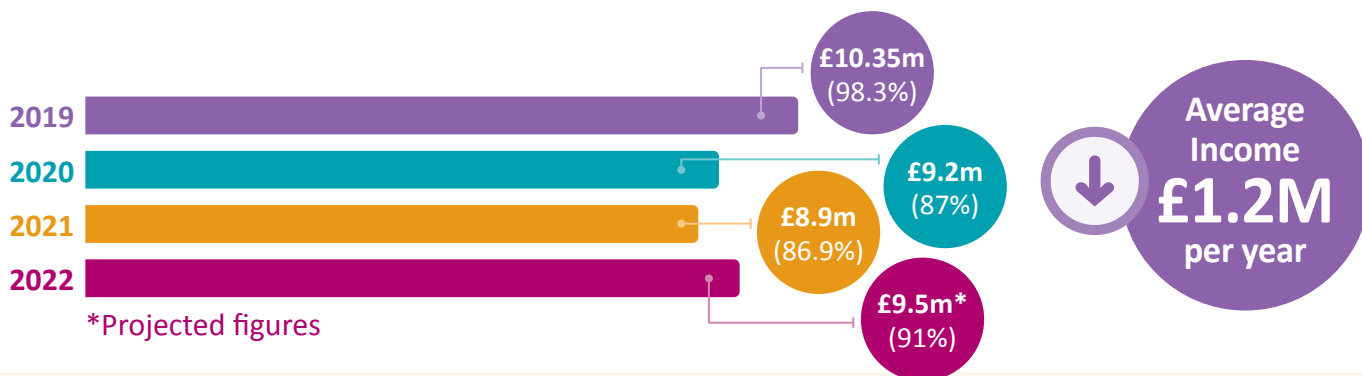


Tackling our financial challenges

How things stand

The Covid pandemic has greatly impacted our parishes and Parish Share collection rate for our Common Fund has gone down.



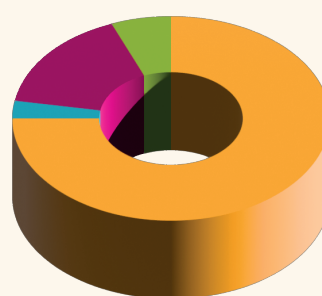
Budgeted income and expenditure 2022



Total budgeted income
£15M

Budgeted income

- Parish share **63%** (assuming **91%** collection rate)
- Investment and rental income **18%**
- Parochial fees & other **10%**
- Use of reserves **9%**



Total budgeted expenditure
£15M

Budgeted expenditure

- Clergy stipends, housing and training **75%**
- National church **3%**
- Parish support, governance & admin **16%**
- Other **6%**

Historically 75% of the Common Fund came from Parish Share. The remainder came from parochial fees, investments & glebe land rent.

That income is used to pay all our clergy costs (including stipends, pensions, housing and training), as well as support for mission and ministry in the parishes, education and administration costs.

In 2020, Bath and Wells experienced the 8th largest drop in Parish Share receipts of all 42 dioceses and experienced the 5th largest operating deficit.



Over the last 5 years, we have drawn on reserves and relied on capital and investment gains, to bridge the gap between income and expenditure, but this can't continue. Currently reserves are down to 3 months normal spending.

The cost of a stipendiary priest

- Stipend, pension & NI **74%**
- Housing related costs **18%**
- Training & support **8%**

£53,116 pa

The path to recovery

It will take time for us all to recover from the current financial challenges we face, but steps are being taken to address them so we can continue to support the wonderful work being done to grow God's kingdom in Bath and Wells.

Reduction in stipendiary clergy & curates

- Gradual reduction in stipendiary clergy over five years from 178 to 150.
- Reduction in stipendiary curates from 9 to 7.
- To date Bath and Wells is one of the dioceses who have made the least adjustment to the number of clergy and curates it funds.



Enabling ministries



There is an increased focus on enabling the bubbling up of a range of ministries and releasing the gifts of all people.

Effective property/land management

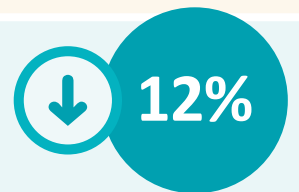


Reducing the number of clergy houses from 252 to 220.



Making our assets work for us and exploring locally appropriate development opportunities.

Support Services staff cost



The reshaping of the Support Services saw a 12% reduction in salary costs. The team now has a greater focus on deanery and parish support.

Parish Share allocation changes

- Currently 38% of parishes cover the direct cost of the ministry they receive.
- 62% receive support to cover their direct ministry costs.
- We are committed to the biblical principles of mutual support, but are looking to carefully transition to a revised, allocation scheme.
- Watch our video explaining how Parish Share works at bathandwells.org.uk/parish-share

Giving and funding support

- We have agreed to adopt the Parish Giving Scheme (planned roll out late 2022)
- We are part of the national pilot for contactless giving devices, and in 2023 will be receiving a number of contactless devices as part of the National Giving Strategy.
- Contact our Lead Giving and Funding Adviser for more advice or find out more at: bathandwells.org.uk/giving-and-funding.

We will be holding a diocesan day of prayer on 30 June 2022. More details will be shared in due course.

Day of Prayer

"Despite the challenges we face I am hopeful about the future. We have a God who loves us and He is a God of abundance - and I see that when people give their small piece, God blesses it."

Bishop Ruth

