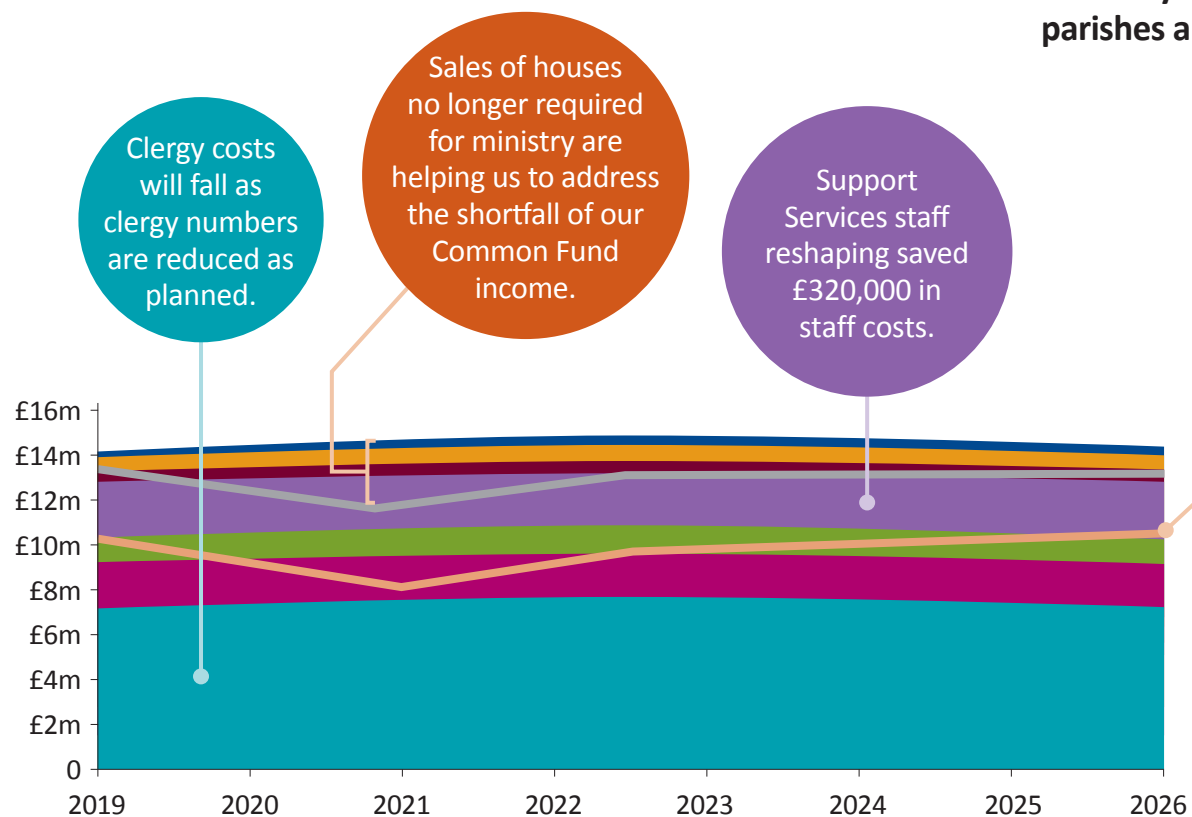


Tackling our financial challenges together

June 2023


Our financial situation is critical. In 2023 we are facing a shortfall of £1.7m, following on from 2022 when we had a deficit of £2.1m. Unless all of us act together this position will significantly increase the negative effects we are currently experiencing – both locally in parishes and across the wider diocese.

Every parish gives, and every parish receives, which reflects all of us doing this together. It's why it's called the 'Common Fund'.



By 2026 we need to return to a position where Parish Share payments and Parochial Fees income covers the cost of stipendiary ministry and training.


By the end of 2026 there will no longer be a surplus of houses or other assets that can be sold without impacting future Common Fund income.

- Currently, **30%** of our benefices are asked to pay parish share that covers the cost of the ministry deployed in their benefice. The remaining **70%** have the cost of their ministry subsidised from the Common Fund.
- In reality, based on parish share actually paid, **80%** are supported by the Common Fund, with only **20%** covering the cost of ministry in their benefice. 

Expenditure

- Stipendiary related costs
- Housing costs
- Training costs
- Other costs including cost of borrowing

Income

- Parish share and parochial fee income
- Common Fund income (before gains and reserves utilisation)

Sales of houses no longer required for ministry are helping us to address the shortfall of our Common Fund income.

Support Services staff reshaping saved £320,000 in staff costs.

Clergy costs will fall as clergy numbers are reduced as planned.

Cost of a stipendiary priest £55,449

- Stipend, pension & NI **£38,809**
- Housing related costs **£13,254**
- Training & support **£3,386**

The path to recovery

The path to recovery is a long one. Progress has been made through the steps we have taken to tackle our financial challenges but we are not being complacent and continue to manage costs while ensuring parishes and deaneries receive the support they need.

Thank you

We recognise these are challenging times and continue to be grateful for our parishes who are working hard to meet their parish share commitments.



Pastoral reorganisation

- Many parishes are working through the challenging process of reorganisation.
- Stipendiary clergy will be reduced from 178 to 150.



Support Services

- The reshaping of our Support Services saw salary costs fall by 12%.
- The team has an even greater focus on deaneries, parishes, schools and chaplaincies.
- They also ensure we continue to meet our legal and statutory obligations.



Effective property / land management

- We are reducing the number of clergy houses from 252 to 220.
- We continue to ensure our remaining assets are utilised as effectively as possible.

Despite the challenges we are all facing, I have witnessed some wonderful work being done to grow God's Kingdom in Bath and Wells. As we continue to build that Kingdom, let us not forget to give thanks for all those who have given generously in the past and also take a moment to pray for future generations of the Church, whom we are serving by doing God's work today.

Bishop Michael

Read about some of the wonderful work done in Bath and Wells at bathandwells.org.uk/annual-review

Giving & funding

Ways to Give, a free platform for churches to promote the ways people can give to their church, with supporting promotional materials, is live.



Visit the [Ways to Give website](http://www.waystogive.org.uk)



Parish Giving Scheme now available to all churches



Discounted contactless devices available from November 23



Find out more about the giving and funding support available to churches at bathandwells.org.uk/giving-and-funding

