

Strengths	Weaknesses
<ul style="list-style-type: none"> • Allows budget holders to plan. • Formula could be a weakness - as may not be fair. • Rebates as incentives. • Formula appears fair and transparent. • Clear formula. • Allocation to deanery not parish (middle-man a good thing). • DD 1% rebate to parish. • Formulaic. • Two stage allocation. • Local knowledge at Deanery level. • Fixing in June allows Deaneries to do their bit. • Direct link between clergy people and what we pay – this is paying for them • Formula based. • Current method is objective – links in to ‘seen to be fair’. • Having it delegated to deaneries means it can be customised to our area to take diversity in to account. • Spirit of community support can be communicated. • A clear formula based on solid rationale. 	<ul style="list-style-type: none"> • Too complicated - most parishes don't understand it. • Lacks transparency due to complicated formulas. • Hard to get explanation over to parishes. • Doesn't take account of building problems - some parishes have bigger issues than others. • Communication needs to be better - difficult to show what is being paid for • Experian data out of date? • Index of Deprivation data not appropriate. • Would data based on income be better? • Transitional capping can negate benefits over time • No accounting for vacancies and vacant HFD • No compulsion. • No accounting for actual wealth of congregations. • 4 year averaging ok for growing churches but ruinous for those that may be shrinking. • Being based on housing values, penalises small parishes in small villages where there is little or no social housing • In some cases, the allocation does not reflect ability to pay • In some cases, current allocation implies that people in the smallest parishes should pay nearly four times what other parishes are paying for clergy time. • Communication; not necessarily what the diocese issues, but what happens to that information. Do enough people study and understand it? Communication is a two-way process.
Opportunities	Threats
<ul style="list-style-type: none"> • Now is the time to change. • Want to have opportunity to invest in young people. • Improve communication – keep it as simple as possible • Better communication to parishes. • The percentage share allocation could be worked out by agreement at the benefice level. It should not be imposed without agreement. • Huge opportunity for deaneries and parishes to rebuild finances following Covid. • Forthcoming ‘Generosity Week’ – more teaching from the pulpit around sacrificial giving. 	<ul style="list-style-type: none"> • Ageing population - burden of share rests with elderly. • Large increases unaffordable. • Demographics in rural communities. • Not attracting young people in rural environments. • Not all will get to grips with what is being said. When Parish Share changes, those with a reduction rejoice, those with an increase despair.

Berkshire Financial Briefing SWOT notes from recording and chat box - 20th September 2021

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| <ul style="list-style-type: none">• Discussion and review is the opportunity to address issues.• New resource from Diocese on financial giving being launched soon.• Opportunity for generosity.• Deanery rebate could be even higher. | |
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