

Central costs and vacancies

The factors affecting a deanery's Share are the cost of its own ministers and a payment to, or from, a *Support Fund*. This means that Bishops, Archdeacons, Coventry Cathedral and the Diocesan Office do not affect the Deanery Share calculation (with the exception of the training costs mentioned).

Some of these central costs relate to recruitment and relocation of parish clergy, and also retired clergy covering services during vacancies. This is one of the reasons why parishes are expected to pay their full Share during a vacancy. It also avoids other central costs being recovered through the calculation of Shares, and it reduces the risk of parishes needing to raise income when a new minister arrives.

A fuller explanation regarding the funding of central costs can be found on the diocesan website; however, a simple explanation is that they are approximately the same as diocesan income from grants, historical investments, and savings made during vacancies. Therefore there is no need for these to be included in the calculation of Deanery Shares.

How are Parish Shares calculated?

As soon as the Deanery Shares have been calculated (usually in September), each deanery can then work out how much each parish should pay. The sum of these Parish Shares must cover the Deanery Share.

Every deanery has the freedom to determine Parish Shares using any method that they choose. Such methods need to find the right balance between fairness, simplicity and transparency; your PCC Treasurer or Area Dean should be able to provide details of the method that is used in your deanery.

Often an agreement about next year's Parish Share is reached at a meeting between clergy and lay representatives from each parish or benefice. This works best when there is a strong commitment to mutual support and generosity.

FAIRNESS
SIMPLICITY
TRANSPARENCY



Our Parish Shares pay for Parish Ministers

A guide for church members in the Diocese of Coventry

"In Christ we, though many, form one body, and each member belongs to all the others."
Romans 12:5



Every parish in the Diocese of Coventry contributes towards the cost of parish ministers. The payment for each parish is calculated in two stages:

- First, the cost of parish ministers is shared between the eleven deaneries in our diocese. This is called the **Deanery Share**, and pages 2 and 3 explain how Deanery Shares are calculated.
- Second, each deanery decides how best to allocate their Deanery Share among their own parishes. This is called the **Parish Share**, and page 4 explains how Parish Shares are calculated.

A more detailed explanation can also be found on the diocesan website at:

<http://www.dioceseofcoventry.org/parishshare>

How are Deanery Shares calculated?

2012 saw the introduction of a new system for calculating Deanery Shares in the Diocese of Coventry. Built upon on the principles of fairness, simplicity and transparency, it can be summarised as follows:

A deanery's Share is based on its 'cost of ministers', with a central *Support Fund* to assist deaneries that need it.

The Share also includes a contribution to the *Support Fund*, and any surplus helps new initiatives for mission.

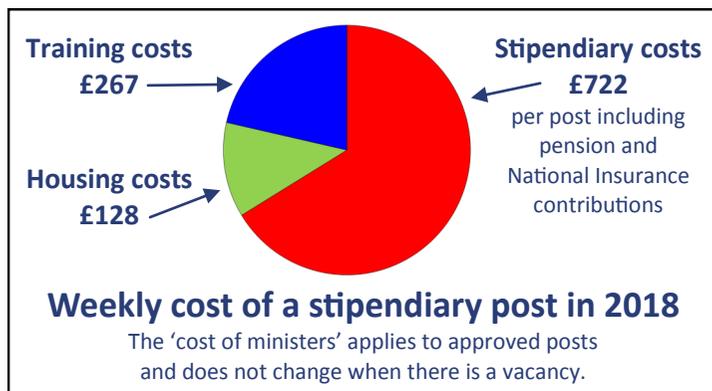
This means that the only two factors affecting a deanery's Share are the 'cost of its ministers' and a payment to, or from, the *Support Fund*.

The 'cost of ministers'

The 'cost of ministers' in each deanery is determined by:

- The number of stipendiary clergy posts;
- The number of houses for parish clergy posts;
- The number of training shares.

A parish or benefice with one stipendiary post and a house costs **£1,117 a week** in 2018. This is about £58,084 per year.



Each deanery's cost of ministers is reduced slightly by the wedding and funeral fees that parishes forward to the Diocesan Office.

- **Stipendiary costs** cover a minister's living allowance (called a 'stipend'), pension contributions and National Insurance.
- **Housing costs** cover the repairs and refurbishment of a clergy house, Council Tax, Water Rates, professional fees and admin costs.
- **Training costs** cover the training for ministry (both ordained and lay). About 80% of these costs relate to the costs of training ordinands and the stipends and housing of curates where appropriate. This is an investment in the church of the future.

Working closely with the Bishop's Staff, each deanery decides upon the number of clergy and houses that they need. This fixes their total 'cost of ministers', which is the primary component of a deanery's Share.

The Support Fund

The second component of a deanery's Share is a payment to, or from, the *Support Fund*. Some deaneries are more able to pay for the cost of their ministers than others, and the *Support Fund* provides financial assistance to those deaneries that need help with this.

A key feature of the Deanery Share system is that the Deaneries agree among themselves the payments to and from the *Support Fund*. At an annual meeting, two representatives from each deanery seek to reach unanimous agreement about the payments for the following year.



At the Support fund Meeting in June 2017, the Deanery Representatives reached unanimous agreement about the *Support Fund* payments for 2018. It was a godly meeting that was punctuated with prayer, listening to one another, worship, silence and listening to God. As a sign of their mutual support, it was agreed that three deaneries should receive financial assistance from the *Support Fund*. You can read more about this at:

<http://www.dioceseofcoventry.org/parishshare>