

# Parish Share and how will you be able to afford it?

Diocese of Canterbury  
Autumn 2024



**Diocese of Canterbury**  
CHANGED LIVES ➔ CHANGING LIVES

# Subjects covered in this presentation

1. Increasing generosity and giving
2. Diocesan finances
3. Parish share
4. Resources links



# Some verses from the Bible about Generosity

Everything comes from you, and of your own have we given you.  
(1 Chronicles 29:14)

Freely you have received; freely give. (Matthew 10:8)

God loves a cheerful giver. (2 Corinthians 9:7)



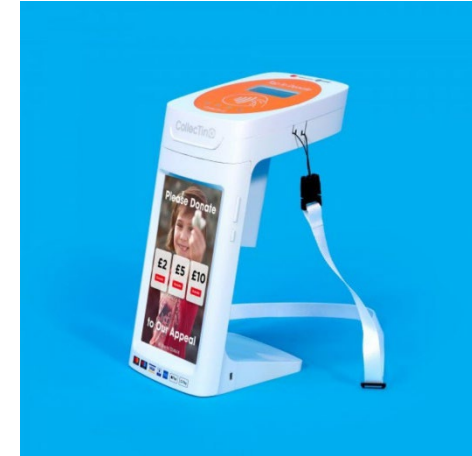
# Increasing Generosity - MINT

- **Mechanisms** – Having these in place so that people can give as much as they wish to easily
- **Impact** – Communicating to people how their giving enables the mission and ministry of their church and how it enriches their local community
- **Need** – Communicating the need your church has for money
- **Trust** – Building trust with congregation and community members



# Mechanisms

- Contactless Giving – Self-service devices such as CollecTin More and Payaz . New GWD devices such as the GWD Express work offline and can be rented
- Online Giving – Add a “Donate Here” button to your website and link it via a QR code – the cheapest way to facilitate online giving is via PGS (1.5%) or Give a Little and Sum-Up (1.95%)



# Parish Giving Scheme (PGS)

- Enables regular giving at no transaction cost
- Direct Debit collection from donors
- Several ways for people to sign up: online, paper form, telephone – flexible and accessible
- Option to increase gift annually in line with inflation
- Gift-Aid processed by the scheme including on one-off donations



# Increasing Generosity – EASY WINS

- Contactless devices
- QR codes
- Online donations
- Parish giving scheme (PGS)
- Gift aid



# Legacies

- Communicate to people how leaving a gift to a church in their will can help the church's good work continue after they die
- Communicate how your church might use a legacy
- Importance of having a legacy policy
- For more information see here:  
<https://parishresources.org.uk/giving/legacies/>
- Consider joining Christian Aid's Faith Will Campaign to help promote the importance of writing a will and leaving a gift to both Christian Aid and your church.  
<https://www.christianaid.org.uk/appeals/key-appeals/faith-will>





## Generating income

Depending on your resources you can generate additional income:

- Renting out church halls and other buildings
- Renting out empty parking spaces with JustPark  
<https://www.canterburydiocese.org/parishsupport/generosity-giving/just-park>
- Fundraising events such as Ride and Stride
- Run a Gift Day
- Other ventures such as a Church Café, Magazine (advertisement revenue)
- Take advice on how best to invest your church's resources



# Fundraising Leaflets

[generousgiving@diocant.org](mailto:generousgiving@diocant.org)

Please contact the Generous Giving Team for our new Canva templates to share MINT with congregation members and people in the wider community.

Communicate why your church is worth supporting, how people can contribute and build trusting relationships.



# THANK YOU!

We would like to thank all of you, your PCCs and congregations for all your hard work supporting our Christian community.

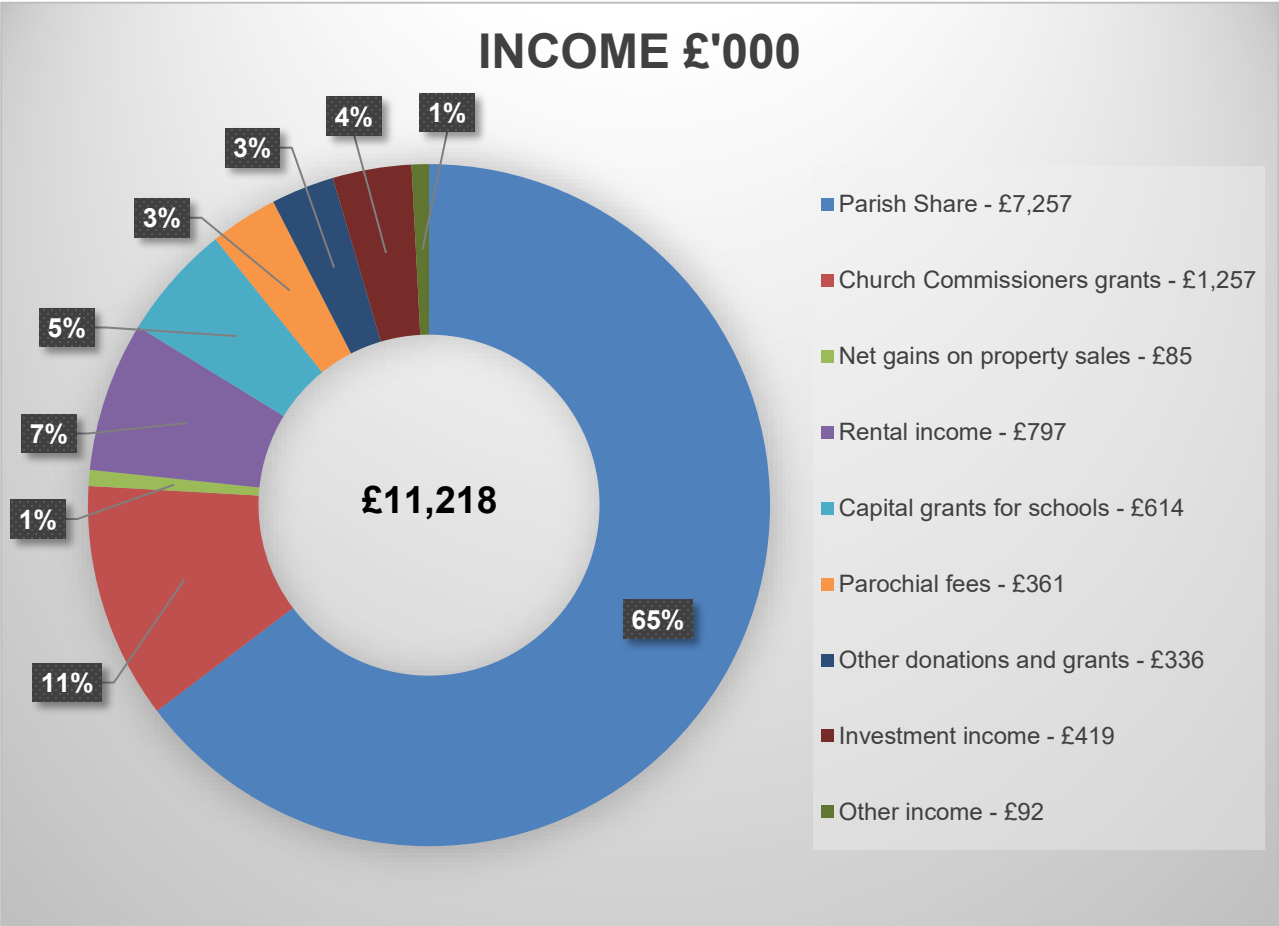


It is not well known but in comparison with others, the Diocese of Canterbury is actually a very poor diocese.



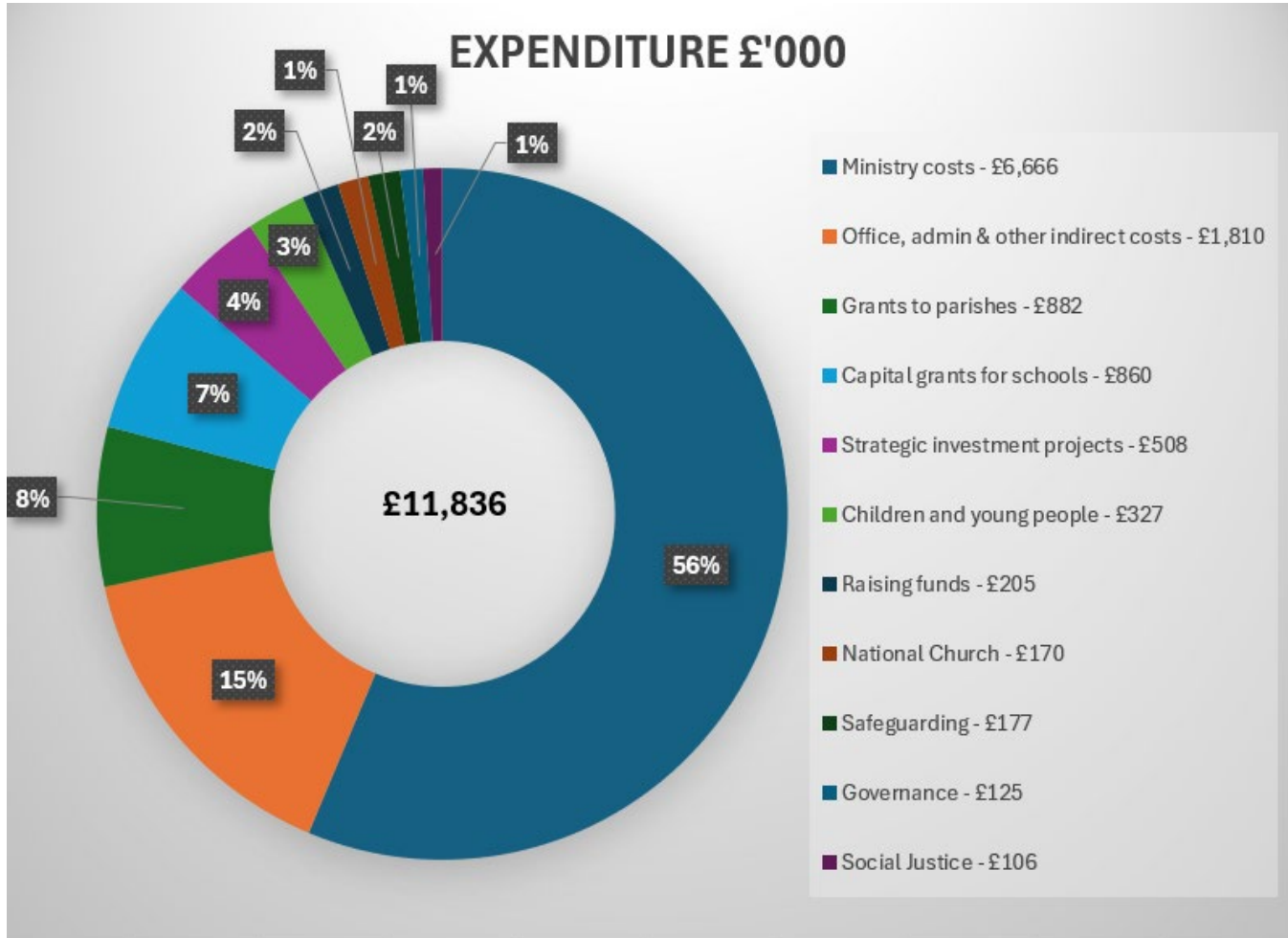
# 2023 Financial results and why do we need Parish Share

Parish Share is main source of income for our diocesan community to support activities of the whole diocese. The chart below shows all our sources of income in 2023 (including restricted).



# 2023 expenditure

The biggest spend are ministry costs and office, admin and other indirect costs (support services without safeguarding). The chart below shows all types of expenditure in 2023 (including restricted).



# Further Details on Expenditure

Area	Details	Opportunities to Reduce Costs
<b>Ministry costs:</b>		
Clergy stipends	Costs are driven by clergy numbers. Every new post is reviewed for local affordability (for 3 years).	We can only practically reduce when a vacancy arises but reducing clergy numbers reduces the impact, effectiveness and reach of parish and ultimately has a negative impact on parish share.
Clergy housing	We have to maintain 167 clergy houses with a backlog of repairs from the pandemic period. We have a commitment to improve energy efficiency to EPC level C. Clergy housing is part of clergy remuneration.	With high number of vacancies we have been using rental income on empty properties to offset overall parish share ask but in order to maximise rentals we have to keep properties in good order.
Training of future clergy	We have to have a pipeline of future clergy and this cost covers exploring calling, training of ordinands and curacies. Due to our location, we rely on clergy we had trained to fill our vacancies.	Very limited opportunity to reduce these costs.
Lay ministry	The costs include support for lay ministry.	Lay ministry costs are very low yet their impact can be significant.



# Further Details on Expenditure

Area	Details	Opportunities to Reduce Costs
<b>Office, admin &amp; other indirect costs:</b>		
Finance	This is an essential department fulfilling operational and statutory requirements under company and charity regulations.	No scope to further reduce.
IT	This is an essential department fulfilling operational needs for the whole diocese and promoting cyber security.	We are reviewing costs annually and have outsourced majority of the service to ensure value for money.
Media & Engagement	We are a high profile diocese with both a Bishop and Archbishop and therefore we need careful media management.	We are using a capacity grant to reduce paid for posts but no scope to reduce costs any further.
Office Facilities	This a cost of having an office at Diocesan House with just essential officers to run the building.	Little scope to reduce further.



# Further Details on Expenditure

Area	Details	Opportunities to Reduce Costs
<b>Grants to parishes</b>	This covers mission development grants we have received from National Church.	Solely covered by restricted, external funds.
<b>Capital grants to schools</b>	These are external grants from Department of Education to promote maintenance of our school buildings.	Solely covered by restricted, external funds.
<b>Strategic investment projects</b>	Other than £85k (used to fund Ignite staff initially), all are external funds from Church Commissioners to help us to plant new churches in our diocese.	The £85k has unlocked over £4mln of grant funding and has enabled us to grow Christian communities.
<b>Children and young people</b>	Our Diocesan Board of Education is working with 105 schools nurturing future Christians.	This clearly links to our bold outcome: "Double the number of children and young disciples by 2023" and we have little scope to reduce these costs.
<b>Raising funds</b>	These are the costs of raising our funds through our subsidiaries.	These costs will fluctuate depending on property projects leading to profitable transactions (Glebe developments).
<b>National Church</b>	These are our payments to National Church.	These costs are dictated to us and therefore no scope to reduce.
<b>Safeguarding</b>	We have a small team running an essential service in view of our diocese's high profile. This service is mandatory.	Any further reduction would be at a high risk.
<b>Governance</b>	Diocesan Secretary's office that supports Synodical governance.	Under resourced at the moment
<b>Social Justice</b>	We fund core staff that manage Social Justice Network which has now been set up as a separate Charity in order to tap into more funding streams to help the disadvantaged.	We are already funding a minimum in order to facilitate this stream of work and for it to be come financially sustainable in the future.





# How do our Support costs compare?

## Not for profit sector

- Admin expense ratio: 19% vs Range 15% to 25%

## Other dioceses

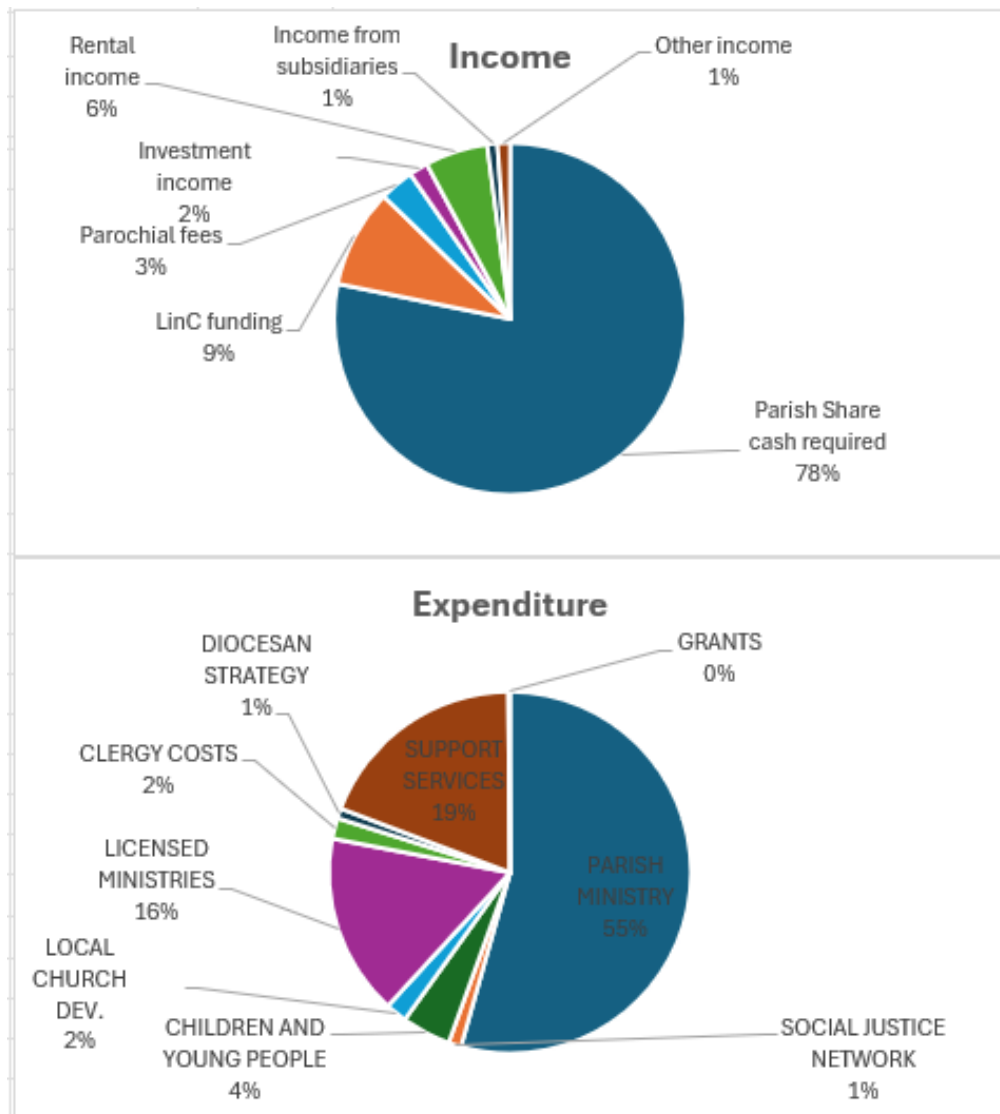
- Headcount in line with similar dioceses
- More detailed study expected summer 2024
- Parish Share collection: 90% vs Average 90%

## Conclusion

- Support costs are reasonable
- A focus on efficiency and cost reduction has already enabled improvements and savings



# 2024 Budget – Income & Expenditure (unrestricted)



UNRESTRICTED INCOME (but inc LinC)	2024
Parish Share cash required	7,453,395
LinC funding	863,722
Parochial fees	300,000
Investment income	165,000
Rental income	550,000
Income from subsidiaries	89,000
Other income	110,000
<b>Total income excluding parish share</b>	<b>1,214,000</b>
<b>TOTAL INCOME REQUIRED</b>	<b>9,531,117</b>
UNRESTRICTED EXPENDITURE	Full Year
PARISH MINISTRY	5,182,784
SOCIAL JUSTICE NETWORK	108,000
CHILDREN AND YOUNG PEOPLE	417,108
LOCAL CHURCH DEV.	182,411
LICENSED MINISTRIES	1,545,704
CLERGY COSTS	176,226
DIOCESAN STRATEGY	85,000
SUPPORT SERVICES	1,818,884
GRANTS	15,000
<b>TOTAL EXPENDITURE (UNRESTRICTED)</b>	<b>9,531,117</b>
<b>TOTAL PROFIT/LOSS (UNRESTRICTED)</b>	<b>0</b>
10% PARISH SHARE INC LinC ARREAS DEFICIT	(831,712)



# 2025 Indicative Budget

UNRESTRICTED INCOME (but inc LinC)	2024	2025	2025 vs 2024
	Budget	Indicative Budget	Variance
Parish Share cash required	7,453,395	7,685,539	232,144
LinC funding	863,722	893,520	29,798
Parochial fees	300,000	303,000	3,000
Investment income	165,000	166,650	1,650
Rental income	550,000	555,500	5,500
Income from subsidiaries	89,000	89,890	890
Other income	110,000	111,100	1,100
<b>Total income excluding parish share</b>	<b>1,214,000</b>	<b>1,226,140</b>	<b>12,140</b>
<b>TOTAL INCOME REQUIRED</b>	<b>9,531,117</b>	<b>9,805,199</b>	<b>274,082</b>
UNRESTRICTED EXPENDITURE	Full Year	Full Year	2025 vs 2024
	Budget	Indicative Budget	Variance
PARISH MINISTRY	5,182,784	5,338,536	(155,752)
SOCIAL JUSTICE NETWORK	108,000	102,086	5,914
CHILDREN AND YOUNG PEOPLE	417,108	427,287	(10,179)
LOCAL CHURCH DEV.	182,411	189,965	(7,554)
LICENSED MINISTRIES	1,545,704	1,605,594	(59,890)
CLERGY COSTS	176,226	181,822	(5,596)
DIOCESAN STRATEGY	85,000	100,000	(15,000)
SUPPORT SERVICES	1,818,884	1,844,910	(26,026)
GRANTS	15,000	15,000	0
<b>TOTAL EXPENDITURE (UNRESTRICTED)</b>	<b>9,531,117</b>	<b>9,805,199</b>	<b>(274,082)</b>
<b>TOTAL PROFIT/LOSS (UNRESTRICTED)</b>	<b>0</b>	<b>0</b>	<b>0</b>
10% PARISH SHARE INC LinC ARREAS DEFICIT	(831,712)	(857,906)	(26,194)

## BASIC ASSUMPTIONS

3% increase in salaries (9 months of the year only), 1% increases in other costs, 5% increases in council tax.

These numbers are subject to change whilst we update it with new information for the approval by the Synod in November 2024.

The increase from 2024 to 2025 is 3% but this does not mean your parish share will increase by 3%.

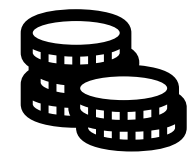
Please turn over to the next slide to find out how parish share is calculated.



# Parish share calculation

The calculation is based on:

- The overall amount to be raised
- Average weekly attendance (AWA)
- Deprivation factor
- FTE of minister and their housing



## Why do we need to pay parish share

- The Diocese is a community of parishes - we are all members of the Diocesan community – and your parish share is like a membership fee used to pay our community's shared costs.
- Although the PCCs are all independent in terms of their charity status, the Diocese supports individual PCCs, for example when they need a bridging loan or advice.
- Parish Share is an investment which enables ministry and mission to take place at a local level.



## When do we need to pay parish share

- Should be paid monthly or in the first 10 month of the year
- Payments for 2024 parish share will close on the **15th January** to allow us to prepare our accounts.
- The latest parish share statement for 2024 will be send in February 2025.
- Arrears may be paid at any time during the year where possible.



## Coming Up

- Treasurers' Coffee Mornings (Spring 2025)
- Another mini contactless device rollout – try before you buy (March 2025)
- Cornerstone - an online tool to help churches understand their giving culture and an in-person workshop to facilitate its use. We hope to be engaging with this from June onwards.
- Treasurer Training (2025)



# Church grants Database

- Login can be accessed here:  
<https://canterbury.churchgrants.co.uk>
- Or via the Canterbury Diocese website here:  
<https://www.canterburydiocese.org/parishsupport/generosity-stewardship/grant-opportunities.php>
- Apply to [generousgiving@diocant.org](mailto:generousgiving@diocant.org) for your unique parish reference number





# Helpful Resources and Contacts

## Diocese of Canterbury Website

<https://www.canterburydiocese.org/parishsupport/generosity-giving>

## Parish Giving Scheme

<https://www.parishgiving.org.uk/home>

**Parish Buying** (discounted purchasing on contactless and online giving options)

<https://parishbuying.org.uk>



## Resources and Contacts Cont.

### Church of England Generous Giving

<https://www.churchofengland.org/resources/building-generous-church>

### JustPark

<https://forms.office.com/e/YD9e9NqdK8>

### Parish Resources

<https://parishresources.org.uk/giving>



## Resources and Contacts Cont.

**Kent University MOOC** (Massive Online Open Course) in Fundraising

<https://www.kent.ac.uk/social-policy-sociology-social-research/news/5790/free-online-fundraising-course-from-the-centre-for-philanthropy>

Ecclesiastical – Fundraising Hub

<https://ecclesiastical.com/churchfundraising>



# Meet the Finance Team [finance@diocant.org](mailto:finance@diocant.org); [generousgiving@diocant.org](mailto:generousgiving@diocant.org)



**Natalia Olszewska, Finance Director**  
Leads the finance department and provides advice to the Boards of Finance and Education, other diocesan bodies, parishes and deaneries



**Sara Endicott -Clarke, Head of Finance**  
The Head of Finance supports the Diocesan Finance Director and responsible for Diocesan financial reporting and the day to day running of the Finance Department



**The Reverend Lindsay Yates, Generous Giving Advisor**  
Generosity is not just about money, although money is a part of it, and our financial giving helps to sustain and grow the mission of God's church. The Generous Giving advisor supports parishes on planning and facilitating a generous approach.



# Meet the Finance Team [finance@diocant.org](mailto:finance@diocant.org); [generousgiving@diocant.org](mailto:generousgiving@diocant.org)



**Heike Botha, Assistant Accountant**  
First point of contact for parish share, parochial fees, investments and payments to the Diocese



**Shoween Muir, Assistant Accountant**  
Responsibilities include overseeing the smooth running of the Purchase Ledger, financial reporting of Social Justice Network and ensuring the completeness of stipend and payroll information.



**Vicky Alford, Generous Giving Assistant and Finance Team Administrator**  
Provides team administrative support to enable the planning and co-ordinating of all team activities, to serve our member schools, churches and children and young people effectively. Supports the work of the Generous Giving Advisor particularly with regards to the Parish Giving Scheme, Contactless Giving and Legacies.



# Meet the Finance Team [finance@diocant.org](mailto:finance@diocant.org); [generousgiving@diocant.org](mailto:generousgiving@diocant.org)



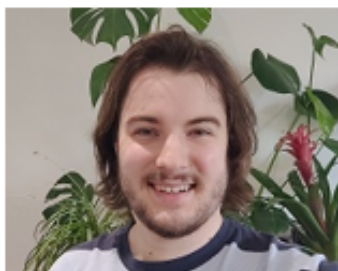
**Louise Mills, Finance Team Administrator**

Provides team administrative support processing vacancy clergy fees and charge card management whilst working closely with the Property department to manage the council tax and utility costs across the property portfolio.



**Louie Wolfe, Accounts Assistant and Accounts Apprentice**

Processes Supplier Invoices & General Admin. Provides team assistance support to all team activities, to serve our member schools, churches and children and young people effectively.



**Matthew Hunt Finance Assistant and Business Apprentice**

Provides team assistance support to all team activities, to serve our member schools, churches and children and young people effectively.

