

2015 Centenary Share System Explanatory Notes

The Centenary Share system is based on the cost of ministry applied to each benefice, the cost of providing support for our church buildings, a share of the cost of being the church together in Suffolk and across the nation, less a contribution from the wider church (the diocese). There is then some help for those who are regarded as having less than others and some support expected from those who are regarded as better off. This can be expressed in the following way:

(A+B+C+D)-E=F

- A** Cost of Stipendiary Ministry
- + **B** Cost of other Ministries
- + **C** Cost of church buildings
- + **D** Cost of mission and ministry of the wider church

Subtotal

- **E** A share of diocesan income to support local mission and ministry for each church (**E₁**) with an additional contribution for each benefice based on the level of income deprivation (**E₂**). Where applicable transitional relief is provided (**E₃**).
- = **F** **The share each benefice is invited to contribute**

Clergy

Stipendiary Ministry (A)

Each year the Finance Committee agrees the cost of all ministries in line with the budget. The number of stipendiary clergy in your benefice is multiplied by this cost to arrive at your total. This figure is made up of the stipend and a contribution to the pension fund (this is a fixed amount applied to all clergy of incumbent status). It also includes all housing costs (including council tax and water rates) and continuing training costs. Please note that a benefice is not individually charged for curates or self supporting ministers in the first three years of their ministry after ordination. The cost of training future clergy is shared across the whole diocese.

House for Duty Clergy (B)

In some instances clergy serve in a parish on a "House for Duty" basis, where they are provided with housing in lieu of a stipend, a charge at ¼ the rate for a stipended clergy person is used.

Self-Supporting Ministers (B)

The number of Self Supporting Ministers (SSM, OLM & NSM) deployed in the benefice is multiplied by the current cost of providing their training and support. Again those still serving their "Title" are not charged.

Accredited Lay Ministries (B)

The diocese is fortunate to have a significant number of Licenced Lay Ministers (including Readers and Elders) working in our diocese. They, like SSMS, are very generous with their time and skills are trained and supported at a cost to the whole diocese. The cost is divided by the number of Licenced Lay Ministers across the diocese and then multiplied by the number in the benefice.

Total cost of Ministry (A+B)

This is the total cost of all the Ministries in your area including their training and on-going support.

Support for Church Buildings (C)

This covers the costs of operating the Diocesan Advisory Committee including the legal costs of the Chancellor and Registrar who devote part of their time to this and related work. In addition we employ help in developing church tourism and have other statutory responsibilities for processes

connected with our church buildings. These costs are shared according to the number of churches in your area.

Contribution to the mission and ministry of the wider church. (D)

Members of the wider church family are required to contribute to central costs including the provision and support of theological colleges and national training courses. The organisation of the General Synod and the efficient running of our own diocesan synodical structure have also to be financially supported. The diocesan administrative staff, working within the synodical structures, manage a substantial charity organisation and large sums of money that have to be accounted for. They are required to manage clergy houses in accordance with legally binding processes and also manage a considerable property portfolio. As a diocese we have major responsibilities with schools and work with young people. All church members are asked to make a contribution to this support. The total costs are added together and then divided by the total electoral roll numbers across the diocese. The electoral roll number (updated in June 2013) is fixed for a three year period. The cost of support is then multiplied by the number of members in the benefice.

Total Real Cost for Your Area (A+B+C+D)

The total of costs above.

Diocesan contribution (E₁)

The diocese is in receipt of various grants, fee income and gifts. Further income is generated from the Glebe portfolio and the occasional letting of clergy houses when not in use. Some interest is received from investments and additional sources of income are also being sought in order to earn income to further support the parishes. All this income is added together and then distributed back to each benefice on the basis of the number of church buildings within the benefice.

Total assessment after Diocesan contribution (A+B+C+D- E₁)

This is the Total of all costs less the Diocesan Contribution

IID grant (E₂)

The diocese is in receipt of a small contribution from the National Church each year and this is distributed amongst all benefices in proportion to the average Index of Income Deprivation (IID) for each benefice.

Total Centenary Share for 2015 (A+B+C+D- E₁- E₂)

This is the calculated total of your Centenary Share, before any transitional relief.

Transitional Relief (E₃)

Where the Total Assessment is more than 5% greater than the 2013 target, relief is provided. If targets are decreased or increases are less than 5% there is no relief.

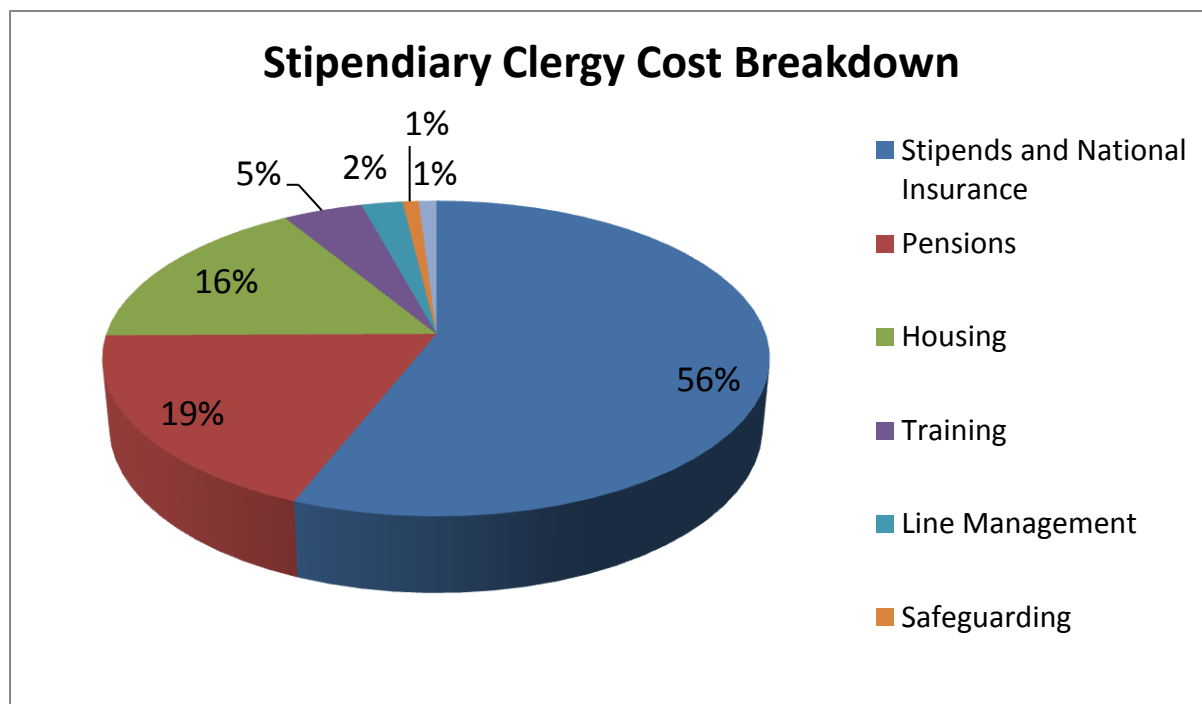
The share you are invited to contribute (F)

This is the final total after transitional relief where applicable.

Detailed Explanations and Breakdowns

1. Stipendiary/House for Duty Ministry

The number of stipendiary or “house for duty” clergy allocated to your group is that set and agreed by Archdeacons at the 1st September cut-off date. This number is multiplied by the calculated line item cost to arrive at your total. House for duty clergy are charged at $\frac{1}{4}$ the rate for a full stipendiary. The pie chart below shows the breakdown of the cost elements within the line item total.

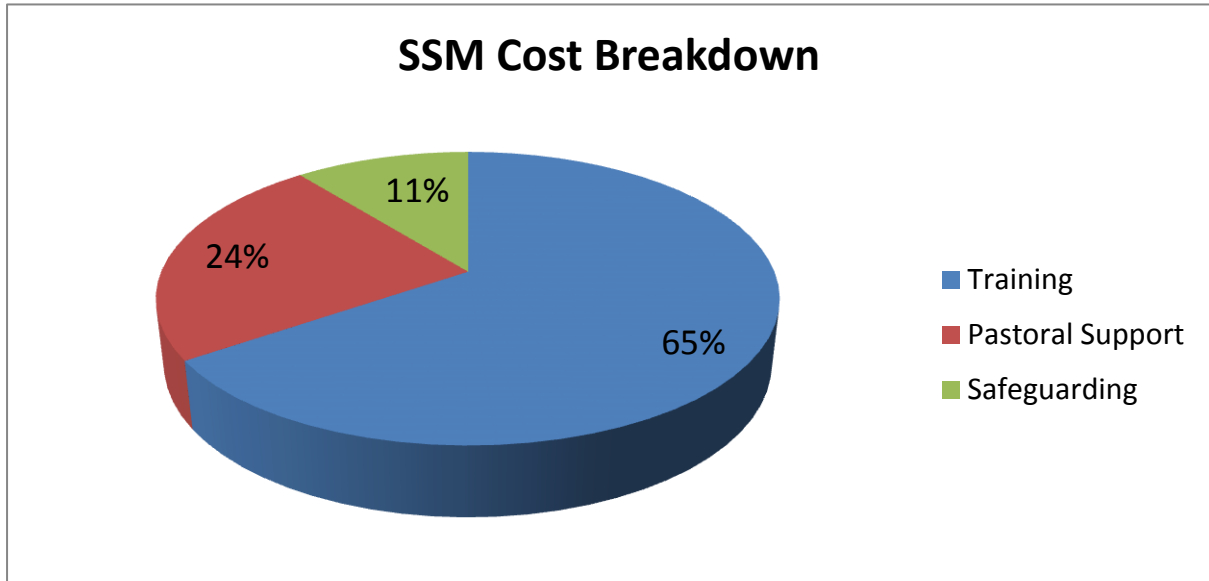


Please note that you are not charged for “titled” curates as we each share the cost of training for our future clergy.

2. Self-Supporting Ministers (SSMs)

The number of SSMs deployed in your group is multiplied by the current cost of providing their training and supporting SSMs. The pie chart below shows the breakdown of the cost elements within

the line item total.



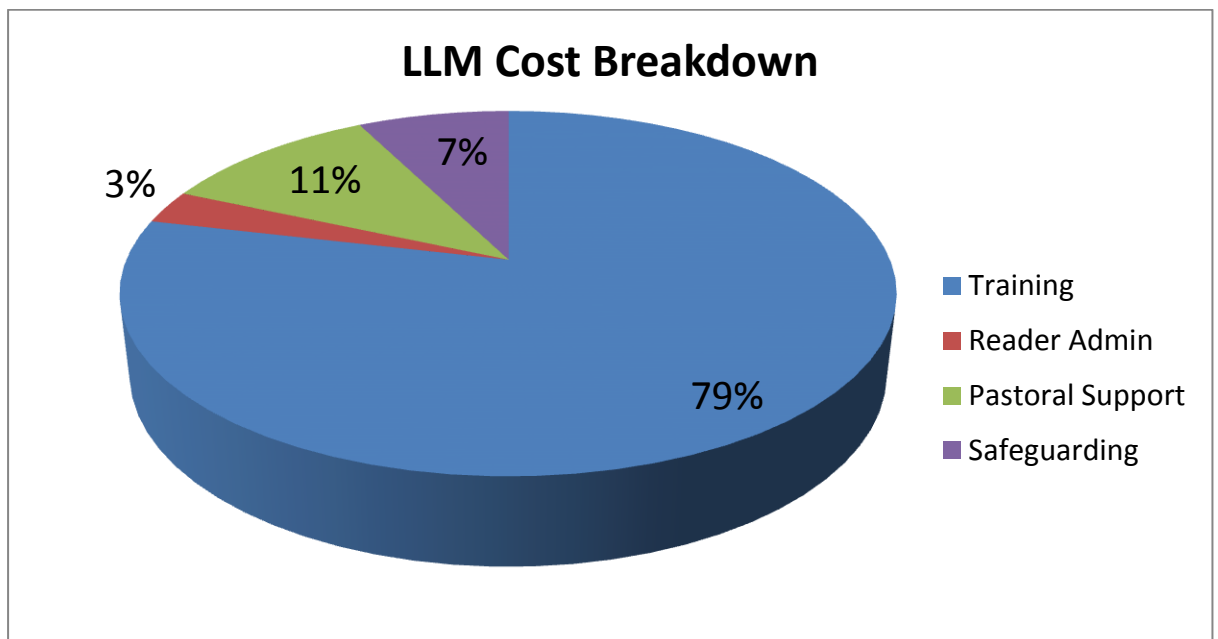
Parishes are not charges for SSMs who are either directly supported by the benefice or still serving their "title".

3. Other Ministries

Licensed Lay Ministers (LLMs)

We are fortunate to have a good number of LLMs in our diocese including Readers, Lay Pastors and Lay Evangelists. These people, who like SSMs, are very generous with their time and skills are trained and supported at a cost in the diocese. This sum is shared between us according to the number that are deployed in your share area.

The pie chart below shows the breakdown of the cost elements within the line item total.

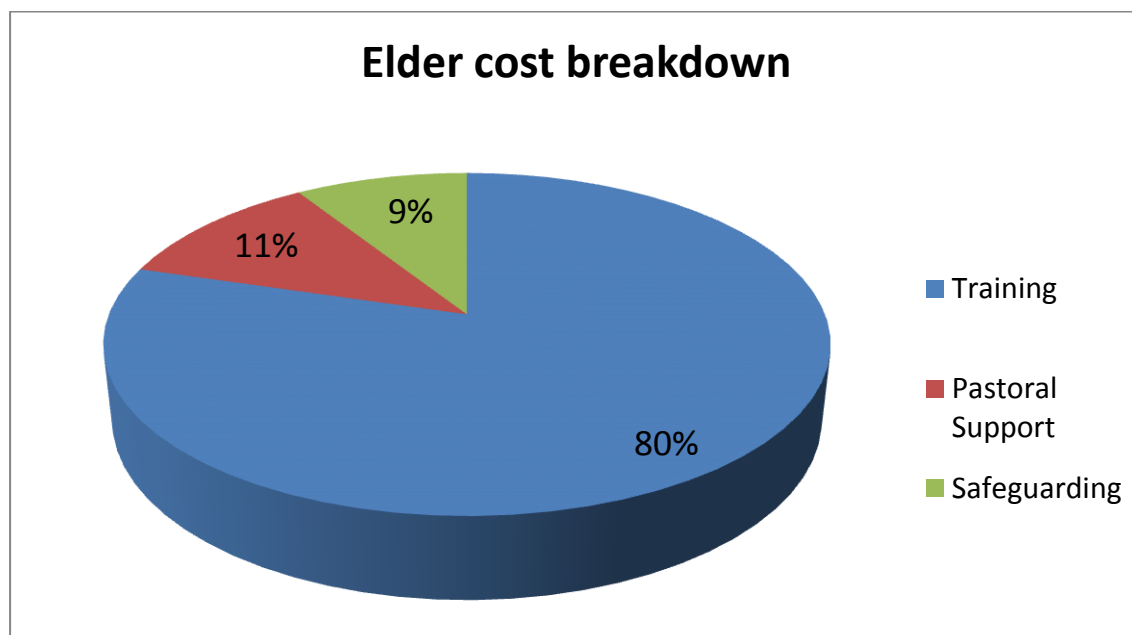


LLM PTO

Once LLMs reach the age of 75 the training, monitoring and support requirements reduce reducing effective costs.

Elders

Elders make an increasingly valued and valuable contribution to our church life and to ensure that they are properly trained, registered and commissioned there is a real cost to that important ministry. The pie chart below shows the breakdown of the cost elements within the line item total.



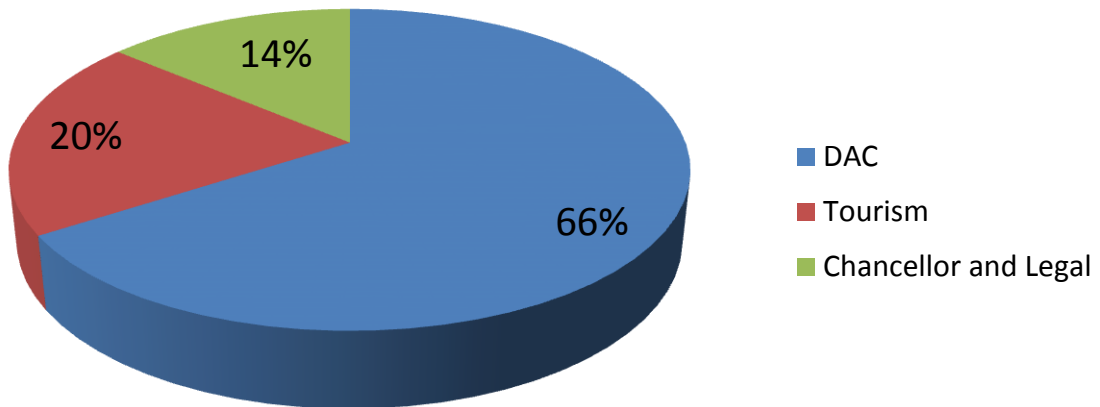
4. Total cost of all Ministries

This is the total cost of all the Ministries in your area (1 to 3 above)

5. Support for Church Buildings

Every diocese is required by law to have a Diocesan Advisory Committee. We also have a chancellor who grants faculties and a registrar who devotes part of his time and that of his staff to administer faculty related work. In addition we are able to employ help in developing church tourism and have other statutory responsibilities for processes connected with our church buildings. These costs are shared according to the number of churches in your group. The pie chart below shows the breakdown of the cost elements within the line item total.

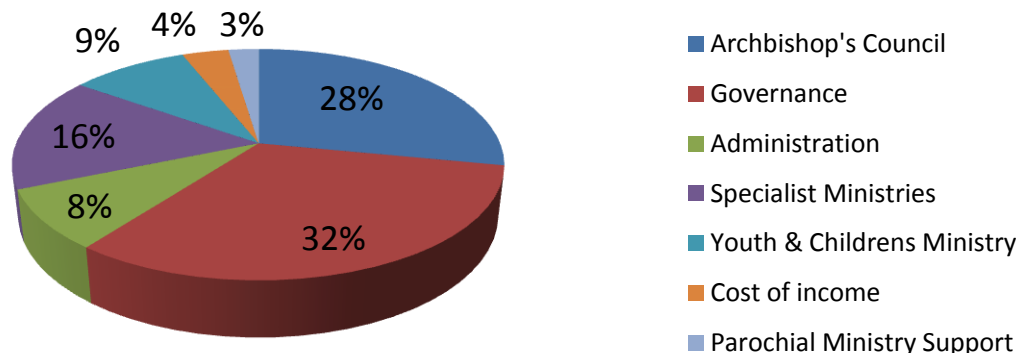
Support For Church Buildings



6. All other support for Parishes

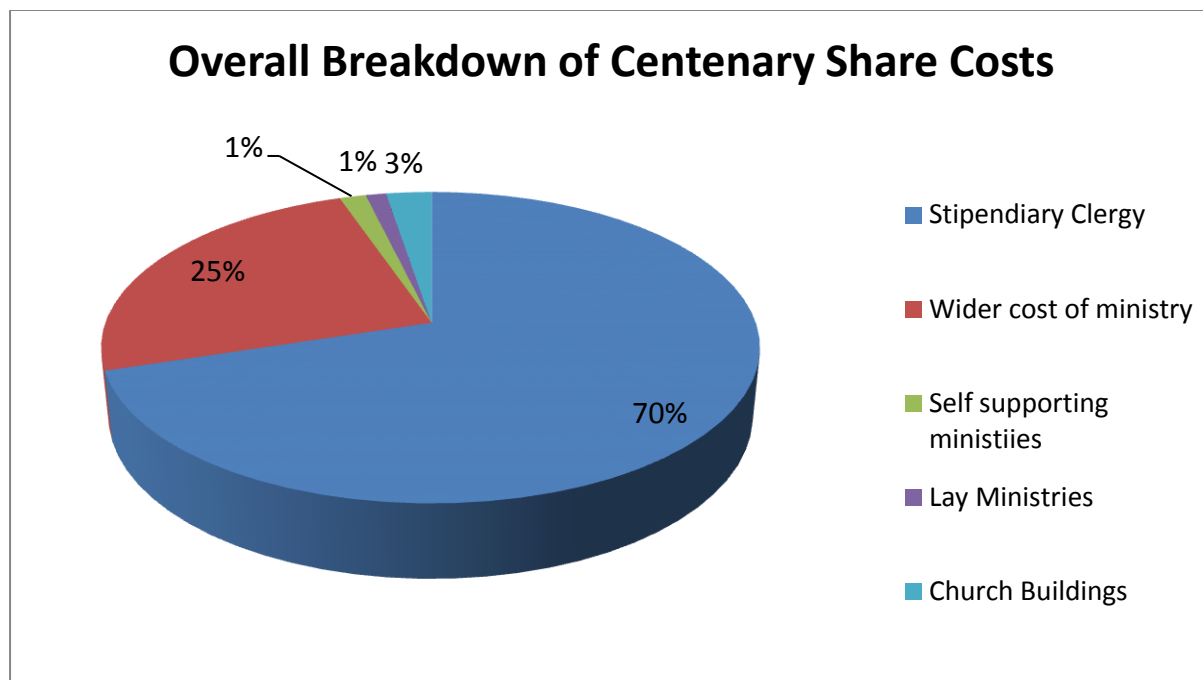
We are members of the wider church family and as such we are required to contribute to Central costs including the provision and support of Theological colleges and national training courses. The organisation of the General Synod and the efficient running of our own Diocesan Synodical structure have also to be financially supported. We manage a substantial Charity organisation and large sums of money that have to be accounted for. We are required to manage clergy houses in accordance with legally binding processes and we manage a considerable property portfolio. We have major responsibilities with Schools and work with young people. This is to name just a few areas that exist to support the Mission and Ministry of our church through the Parishes of our diocese. Church members are all asked to make an equal contribution to this support and this, the basis of membership used is Church Electoral Roll . The total costs are added together and then divided by our total Electoral Roll numbers. We then allocate these costs to groups by multiplying the line cost by the number of members in your group. The pie chart below shows the breakdown of the cost elements within the line item total.

Support for wider mission and ministry of the church



7. Total of all costs

The total of numbers 1 to 6 above.



8. Diocesan central contribution

In addition to various grants and gifts we receive, we are also able to generate income from our Glebe portfolio and the occasional letting of clergy houses when not in use. Some interest is received from investments and we seek to earn income to support our parishes whenever we can. All these are added together and then distributed back to each of our parishes via a reduction in the share assessment. The total of diocesan income is divided by the total number of churches in the diocese and an equal contribution is then made back to each church. The pie chart below shows the breakdown of the income elements within the line item total.

9. Deprivation relief from National Church

We receive a small contribution from the National Church each year. This total has been allocated to groups in proportion to the average Index of Income Deprivation (IID) in that group. The Office of National Statistics (ONS) produces IIDs for the whole country with a score allocated to defined areas. The ONS indices are number between 0 and 1, so to produce a more easily digestible number we have multiplied these by 100 to produce a "score". We have averaged the score for all of the parishes that comprise each group to produce a mean "Score". Your group's mean IID score is shown in the statement, and a breakdown of the individual parish scores are shown in the detailed breakdown. Because of the way the ONS areas are defined some groups and even parishes may encompass both high and low scoring areas, hence these have been averaged out.

10. Transitional relief

If your final assessment figure is more than 5% greater than your 2013 Parish Share target, the DBF will provide central relief amounting to one third of the increase over 5%. After central transition relief has been applied the majority of deaneries have a net increase in target compared to 2013 levels of more than 4%, and the groups within these deaneries are expected to work together to meet their combined target.

For those deaneries that do have a net increase of more than 5% we simply ask that they “do their best”; indeed even within the majority of these deaneries there are winners and losers, and again parishes and groups are asked to work together to balance the challenge equitably, and contribute as much as they can towards their collective targets.