

DIOCESE OF MONMOUTH

A Guide to Ministry Share

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THE CHURCH
IN WALES



Monmouth



Becoming the people God calls us to be

Christian Giving & Ministry Share

A vision of a Diocese as a community of communities, which affirms both the importance of the local and the wider church shouldn't be just a nice idea or a clever set of words. It affects something as basic and fundamental as our money, the way we get it and the way we spend it.

It's this concept that underpins the practice of Parish Share – or as it will be known in the future 'Ministry Share'; the system by which we fund the costs of ministry within this diocese and its Ministry Areas and parishes. What we have, we have in common, and this is never truer than when we are speaking about the mission of the Church.

In many ways 'Ministry Share' is simply a mission fund, to which through personal giving within local congregations, we can all contribute to the costs of mission and ministry. It is a pooling of resources to enable the mission of the church to flourish and to respond to the ever changing circumstances and contexts.

Christian giving, whether from an individual or church community, requires a Christian attitude of generosity because we believe in a generous God. Our giving is in response to His graciousness and all that He has given to us. St Paul wrote that "God loves a cheerful giver" because a cheerful giver is happy that he or she can contribute to the work of the gospel. It is a privilege and a joy to be able to give in thanksgiving for all that God has given us.

As part of our commitment to our new Diocesan vision and strategy, giving should be seen as an aspect of personal discipleship and our part in the mission of God's church "to become the people God calls us to be".

Why do we need Ministry Share?

I t is the responsibility of the Diocesan Board of Finance (DBF) to provide the finance in support of mission and ministry in the Diocese. The DBF has two principle sources of funds: from Ministry Share and from the Representative Body (RB) of the Church in Wales (supplemented with income from the DBF investments).

Over recent years the RB has effectively reduced the level of central funding, so the level of contribution from the parishes has had to increase. These effects are sadly compounded by a steady decline in the overall average number of people attending churches across the diocese (an average decline of 4% p.a. in recent years) resulting in ever-increasing costs having to be met by fewer and fewer people.

To address these issues the DBF has taken a number of steps:

- to significantly reduce its budgeted expenditure for future years;
- to increase its investment income (by moving to a policy of "total returns");
- to fully utilise the Church in Wales Transformation Fund for the establishment of Ministry Areas;
- to move towards a new Ministry Share scheme that will properly reflect the real cost of ministry in each area whilst supporting those areas which cannot totally fund their own ministry resource.

Cost of Ministry 2016

The average cost of ministry posts within the diocese for 2016 has been calculated as:

	Ministry Area Leader	Stipendiary Minister	House for Duty
Stipend & N.I.	£27,000	£25,000	
Pension	£8,500	£8,500	
Housing (inc. Council Tax)	£7,000	£7,000	£7,000
Other costs	£2,000	£2,000	£1,500
Training (inc. Curacies)	£3,500	£2,500	£1,500
TOTAL (per annum)	£48,000	£45,000	£10,000

The total cost of Ministry paid centrally by the diocese in 2016 is expected to be £2.83m. (There are also some additional ministry costs and clergy expenses paid locally)

Which costs are covered by Ministry Share and which are not?

Ministry Share in 2016 (£2.2m) will cover 78% of the cost of ministry (£2.83m).

The remaining costs of ministry will be covered with contributions from other sources of income (RB grant and investment income).

The Ministry Share will NOT pay for the following in 2016:

- Bishop & secretary
- Diocesan Office staff
- Diocesan Trust
- DBF governance & communications
- Ministry Area support activities
- Diocesan Advisory Committee

How will Ministry Share be calculated?

Ministry Share will be allocated on the basis of the proposed Ministry Area structure. The individual area's Ministry Share will be calculated in two parts, one part directly linked to ministry resources in the area and one part linked to church attendance.

1. The first part is based on the planned deployment of ministers to each Ministry Area as agreed by the Bishop and Archdeacons (It will be reviewed annually in October)

The *Ministry Element* will be calculated with the following values for 2016:

Ministry Area Leader 50% of full cost @ £48,000 (or Ministry Area Leader in training)

Stipendiary Minister 50% of full cost @ £45,000

House for Duty Minister 50% of full cost @ £10,000

(The cost of deploying Curates in training will be spread across the whole diocese and is included in the training costs above)

2. The second part is based on the average Sunday attendance (asa) in each church in the Ministry Area in the preceding three years. This information is provided by clergy and church officers through the annual return sent to the Diocesan Office following the annual vestry meetings.

(Details of the calculation of asa will be provided in a separate booklet)

If your parish is not yet part of a Ministry Area your annual return will still be submitted on behalf of your existing parish. In such cases the Diocesan Office will consolidate the data from your parish return with data from other parishes in the planned Ministry Area and a consolidated figure will be used.

For 2016, the 2nd part of the calculation will be based on a contribution of £260 per average Sunday attender (ie asa x £260)

When will Ministry Share be introduced?

The new Ministry Share scheme will be phased into operation from January 2016.

However, the timing for individual areas will depend on their status:

1. If the Ministry Area is formed or if the composition of the new Ministry Area has been identified
AND
There are no outstanding share arrears for parishes within the Ministry Area
THEN
The new calculation of Ministry Share will take effect from 1st January
(There will be 14 Ministry Areas in this category)
2. If the Ministry Area is formed or if the composition of the new Ministry Area has been identified
BUT
There are outstanding share arrears for parishes within the Ministry Area
THEN
The parishes within the MA should reach an agreement with the Diocesan Accountant about the treatment of outstanding payments and agree a payment plan for 2016 in order for the new Ministry Share calculation to be applied.

If agreement cannot be reached share payments will be calculated on the same basis as in 2015 (adjusted for changes in asa)
(There will be 8 Ministry Areas in this category)
3. If the Ministry Area is not yet formed and parishes have not yet agreed the new Ministry Area structure
THEN
The parishes will stay on the former Parish Share scheme as applied in 2015 (adjusted for changes in asa) until the new MA structure has been agreed.
(There will be 6 groups of parishes in this category)

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What happens next

Parish and Ministry Area representatives will be invited, via the MA leader/incumbent to attend meetings with Diocesan Officers to understand the calculation of their Ministry Share.

During November each Ministry Area/ Parish will be notified in writing with details of its Ministry Share assessment for 2016.

In no case will an individual parish be asked to pay more share in 2016 than was requested in 2014 (the baseline for the calculations).

The diocese will continue to operate a rebate scheme, whereby it guarantees to refund 5% of the Ministry Share if all payments are made by Standing Order by the specified date. If there are outstanding arrears of Ministry Share any rebate due can be offset against such arrears in the first instance. All parishes with outstanding debts are encouraged to agree a payment scheme with the Diocesan Accountant in order to take advantage of the rebate scheme.

New Mission Funds

Many parishes will be asked for lower share contributions in 2016 than in previous years. Where possible we would encourage those parishes to consider using their surplus income in other ways to support the growth of local mission.

Firstly, they could use the money to fund mission initiatives (eg a part-time youth worker) in their own Ministry Area.

Alternatively they could donate some money to the new Bishop's Mission fund to support new initiatives across the wider diocese.

A Ministry Area may choose to donate their 5% rebate to help other areas in greater need (as 4 parishes are already doing).

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