

# PARISH SHARE REVIEW

2021 - 2022

# CORE PRINCIPLES

**Must be fair and seen to be fair.**

**Should reflect the ability to pay.**

**Should not immediately penalise growth.**

**Should be administered as a partnership between diocese and deanery.**

# **CORE PRINCIPLES cont.**

**Should be based on generous and gracious giving plus mutual support.**

**Should be easily communicated.**

**Should be a formula-based system.**

# OPERATING PRINCIPLES

- **The diocese will allocate parish share to deaneries. Allocation of parish share within a deanery shall be the responsibility of the Deanery Synod, but if any deanery is unable to agree an alternative allocation methodology, the diocesan formula will be applied to allocate the parish share to the parishes/benefices within that deanery.**
- **The diocese will allocate to deaneries full costs within the Parish Share. The cost categories within the Parish Share allocations will be the same as those used in the Diocesan Budget, to ensure clarity about the use of the funds requested in the Parish Share allocations.**

# **OPERATING PRINCIPLES cont.**

- **The allocations from diocese to deaneries shall include the cost of ministry in each deanery, and also take account of the ability of each deanery to pay and to offer mutual support.**
- **In addition, the allocation shall take account of previous years' allocations to moderate significant movement in allocation year on year (apart from agreed alterations to ministry posts).**

# **OPERATING PRINCIPLES cont.**

- **Deaneries shall fully allocate their allocation of share to identifiable revenue sources, including the parishes/benefices within the deanery and the deanery itself, if the deanery has sufficient of its own funds to pay a proportion of the Parish Share.**

# OPERATING PRINCIPLES cont.

- **The default minimum position shall be that the parish share allocation to any parish/benefice should cover the costs of ministry provided. A deanery may also choose to adopt an allocation methodology to recognise the necessity of mutual support between parishes/benefices, where one or more parish/benefice is significantly less able to cover the cost of ministry.**
- **The Parish Share allocation from diocese to deaneries, together with an explanation on the method of diocesan allocation, to be published annually on the Diocese of Oxford website.**

# **OPERATING PRINCIPLES cont.**

- **The Diocese will publish monthly statements of parish share allocation and contributions received, by parish/benefice, on the Diocese of Oxford website.**
- **Shortfalls in contributions shall be initially addressed by the deanery and, if necessary, resolved in a joint process between diocese and deanery.**



## **Changes proposed -**

- To formula for allocation**
- To administration of Parish Share**

# Formula

- **MINISTRY COSTS – no change to allocation methodology**
- **Savings budgeted for vacancies to be deducted from ministry costs, allocated over stipendiary FTEs**

# Formula cont.

- **TRAINING COSTS** – considering a big change
- **Allocating these costs over**
  - **Stipendiary (actual FTE)**
  - **House for Duty (0.4 FTE)**
  - **Locally Supported (actual FTE)**
  - **Self-Supporting Ministers (0.4 FTE)**
  - **Licensed Lay Ministers (0.05 FTE)**

# Formula cont.

- **SUPPORT COSTS** – allocated on ability to pay, using
  - Electoral Roll – 4 year average
  - Average October Weekly Attendance – 4 year average
  - Index of Multiple Deprivation Income (IMD) at parish level

# Formula cont.

- **PAROCHIAL FEES – change**
  - Reimburse the budgeted ODBF proportion of statutory parochial fees in accordance with ministry FTE (stipendiary and HfD)

# Formula cont.

- **COMMUNITY SUPPORT ALLOWANCE**
  - Using some of Glebe investment income, a single allowance with three (four?) elements will be targeted at deaneries with particularly deprived (identified from high IMD) and particularly rural (low ministry cover, church buildings needing support) parishes/benefices

# Administration

- **DISCOUNT**

- The discount for paying Parish Share by Direct Debit, or in full in advance by 31 January, to remain unchanged

# Administration cont.

- **SUPPORT FOR PARISHES IN VACANCY**
  - **Proposed to reduce Parish Share by 10% for each month in vacancy**
  - **(this is an expensive proposal)**



# Administration cont.

- **DEANERY REBATES**
  - **1% if 20% of Parish Share received by 31 March and 50% by 30 June in year**
  - **Additional 1% if Deanery pays 100% by 31 December in year**
  - **Additional 0.5% paid to Deanery of parish/benefice which pays 100% of allocation**

# Administration cont.

- **FULL ALLOCATION**

- **Deaneries expected to allocate all of the Parish Share allocated to them by Diocese to parishes/benefices or themselves, if they have the funds to pay**

# **Administration cont.**

- **UNPAID SHARE NOT WRITTEN OFF**
  - **Unpaid Parish Share balances at the end of a year will be carried forward for three years, and parishes/benefices encouraged to make additional payments to clear the balances**

# Administration cont.

- **APPEALS PROCESS**
  - There will be an updated process for appeals from parishes about their allocation of Parish Share
  - Given the allocation to Deaneries will be by formula, it is not anticipated Deaneries will appeal unless an error is discovered (promptly please!)

# Administration cont.

- **SUPPORT**

- Where a parish/benefice or deanery consistently struggles to pay allocated Parish Share, the Diocesan finance team will work with them to establish a 1 – 5 year financial plan

