



BUDGET 2019

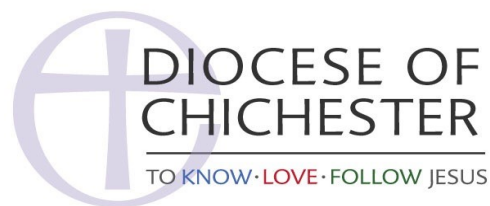
**TO BE APPROVED AT
DIOCESAN SYNOD
ON 10th NOVEMBER 2018**

THE BUDGET 2019

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DIOCESE OF CHICHESTER

Introduction to 2019 Budget

I have pleasure in presenting to Diocesan Synod our Budget for 2019. Unlike our recent experience, we are not able to put forward a balanced budget this time. This is good news, in one very real sense, in that the deficit largely stems from our success in increasing the number of our ordinands and curates. This is work that has been in hand over the past couple of years, and is now impacting clearly in our expenditure.

Against this background, the generous giving of our parishes in funding over 80% of our annual income, shows just how important parish share is in providing our ministry and mission across East and West Sussex. We hope that with this good news on clergy numbers, our parishes can be as generous as they are able in considering their parish shares for 2019, towards closing the gap between our income and expenditure.

The budget shows an overall increase in expenditure of just under 1.5%. Within this, the cost of the Parish Support Services provided by Church House, Hove has reduced by 0.5% (rather than showing an inflationary increase) as management keeps close control of expenditure.

One important piece of work for our finance team for 2019 is to get a clear view of our projected income and expenditure going forwards, starting with a review of the next five years. This will help decide what is sustainable, once our priorities for our ministry and mission over the coming years are determined. A significant budget deficit for one year is manageable, but not on a continuing basis. Other features of the year ahead will be settling-in our new IT and accounting systems, reviewing how we fund our support for our church schools, and continuing to manage our property portfolio cost-effectively.

My thanks go to all who work in supporting and providing our ministry and mission across our diocese, and to all who give generously towards it. We may be facing challenging times in balancing the books, but in doing so we benefit from having a strong team committed to promoting the Church's work in Sussex.

I commend this draft Budget for Diocesan Synod's approval.

Philip Bowden
Chair of the Finance Committee
October 2018

DIOCESE OF CHICHESTER

2019 Budget – What are you paying for?

Overview

As we look ahead to 2019 we are delighted that there will be a record number of people training to be clergy – both as ordinands studying at college and as curates in our parishes. The cost of clergy training in 2019 is budgeted to be £386k more than the 2018 budget.

However these costs need to be met from diocesan resources. Like many other charities, including PCCs, the Diocesan Board of Finance ('DBF') is experiencing low income growth while operating expenditure is rising in line with inflation. This is before the additional expenditure on clergy training. In preparing the budget for 2019 the trustees have been careful to control overheads and, rather than an inflationary increase, have managed to reduce Church House costs by almost £15k.

The current budget for 2019 shows income of £16,934,130 (a decrease of £28,372 on the 2018 budget) and expenditure of £18,898,796 (an increase of £276,794 on the 2018 budget) resulting in a deficit of £1,964,666 before transfers from the Pastoral Fund. In 2015 Diocesan Synod approved motions to use money from the Pastoral Fund to support investment in parsonage housing and the education department. In 2019 transfers of £1.447m and £22k (£190k less than for the 2018 budget) are planned in respect of parsonage works and education respectively. The budgeted deficit after these transfers is £495,666.

Why do we compare the 2018 budget to the 2019 budget?

The reason that we compare the 2019 budget to the 2018 budget in this document is because Parish Ministry Costs are derived from the budgets. PMC shows the indicative cost of providing ministry in a locality and is used to inform Parish Share pledges. By comparing the year on year budgets PCCs are able to see the reasons for the change to PMC. The 2019 budget is based on 2017 actual and 2018 forecast figures, and other financial reports such as management accounts are shared with trustees and committees for decision making purposes.

Further Detail

The majority of the Diocese's expenditure is spent on the 285 paid and house for duty clergy who serve our parishes. The cost of providing ministry across the diocese represents approximately 79.7% of total expenditure. 58% is spent on clergy stipends, NI, pension and housing. In addition 17% of expenditure is spent on training current and future clergy, and a further 4.4% is spent on supporting ministry through the work of the Archdeacons, Rural Deans, Continuing Ministerial Development and the payment of removal and resettlement grants.

The remaining expenditure is split between parish support services (15.6%) such as the provision of buildings advice and safeguarding services, a contribution to the National Church (4.2%) and other expenditure (0.5%).

The major source of income comes from the generosity of parishes through the Parish Share. Parish Share represents approximately 81% of the Diocese's total income. In addition the Diocese generates investment income from historic endowments and from letting out vacant properties.

Parish Share income includes a budgeted increase of 1.5% on 2018 pledges, which totalled £13,482,000. The usual collection rate is 98.5% of pledges but in most years the Diocese also receives amounts in respect of prior year Parish Share. This was unusually high in 2017 due to the winding up of historic deanery reserves that year. Since 2018 church insurance premiums have been paid directly by parishes to Ecclesiastical. As such church insurance has been excluded from all the Parish Share figures in this document.

Investment income is budgeted to decrease in 2018 because of the economic climate and because the DBF disposed of investments in 2018 to fund the purchase of three clergy houses. It is the intention that these investments will be replenished when forthcoming property sales are realised.

Rental income is expected to increase as the property team ensures that all houses which will be vacant for at least six months are let to maximise income.

Ministry costs include a 1.5% increase in stipends. As already noted ordination training costs in 2019 and beyond are expected to increase as the number of vocations increases in line with the Church of England Renewal and Reform programme which aims to increase numbers training for ordination by 50% over 5 years. This will be a priority for our spending over the coming years. The training budget also includes the Diocese's contribution to the national training budget.

Ministry Support costs remain stable compared to 2018 budget. Ministry support includes the costs of Archdeacons, Rural Deans, Continuing Ministerial Development and grants for clergy (removal, resettlement and first appointments). The forecast expenditure for 2018 is lower than budget due to the retirement of the Archdeacon of Chichester mid-year which has resulted in a saving on stipend and pension costs.

Parish Support Services cover services provided by the Diocese to support both parishes and clergy and to assist in the development of ministry and mission. Approximately 75% of Parish Support costs relate to staff. The balance covers office overheads, materials, equipment and venues. The advice and skills available enrich and support the Christian ministry in our parishes and deaneries and are provided by various departments and teams at Church House. Parishes are encouraged to make use of these Diocesan teams and advice can be obtained on matters such as:

- ▶ Church growth ▶ Evangelism ▶ Stewardship ▶ Youth and Childrens' work
- ▶ Working with church schools ▶ Serving the community ▶ Safeguarding children and adults ▶ Overseas links ▶ Community projects ▶ Building works
- ▶ Environmental responsibility ▶ Finance and administration ▶ Legal matters

The funding for the Schools department also serves the 156 Church of England schools in the Diocese.

Also included under **parish support services** is the cost of the legal and financial executive of the Diocesan Synod. This provides synodical, corporate, legal, financial and governance services to the Diocese and assists the parishes in a number of pastoral schemes.

Particular focuses for expenditure in 2019 are continuing our support for the 37,000 children in our schools, developing our safeguarding provision as the need for training grows and the recruitment of a fundraising adviser in the DAC department to help parishes.

National church responsibilities encompass the costs associated with our support to the Church of England, except *National Training* which is included in the training budget. The main element here is our contribution to the central administration of the church and other agreed national costs. These include funding for retired clergy housing.

Other expenditure primarily represents a contingency budget for unexpected items. The contingency of £83,000 covers all areas of the Diocese's work. The contingency budget is approximately 0.5% of total budgeted expenditure. This other expenditure is excluded in the calculation of Parish Ministry Costs.

Part of the budgeted expenditure on property (£1.447m) and education (£22k) will be funded from the **Pastoral Fund**. This Fund has been built up over the years from the sales of redundant churches and parsonages and can be used to support ministry and mission in the Diocese.

The reason for the decrease in the amount to be taken from the Pastoral Fund for education in 2019 is because of discussion around the use of the Fund. The Pastoral Fund money was voted by Synod to be used to restructure and resource the department to meet the needs of the changing education landscape. Having reviewed the expenditure on education the costs relate to 'business as usual' providing support to our church schools and questions have been raised over whether the Pastoral Fund money should be used for this or retained for other educational expenditure. However the cost of running the education department has increased significantly over the past four years and a challenge for the future is how to sustain the provision to schools in an affordable way. Subsidising business as usual from the Pastoral Fund is unsustainable but removal of the subsidy has led to a significant increase in Parish Support Costs for 2019. The use of the Pastoral Fund will need careful discussion over the coming year.

Items funded from Restricted Funds

Other items of expenditure which do not form part of the general fund budget include:

- capital works to six parsonages which should result in increases in the value of our assets of at least the sum spent.
- support for Strategic Development projects. The Archbishop's Council has awarded a grant to support a small number of apostolic partnerships (church plants). The partnerships are based across Brighton and Crawley and the diocese is also making a financial contribution to the projects from the Pastoral Fund
- the two Officers for Pastoral Care and Counselling are providing support to clergy and their families. These posts and the associated work is being funded from a generous legacy.
- the Youth Leadership Development Officer who is creating a gap year programme to identify and equip youth leaders in the parishes. The post is part funded from the Encounter fund which is a restricted fund.
- The Diocese of Chichester will be hosting the Coburg Conference in 2019 and the costs of this will be funded from the Bishop Bell Memorial Fund, a restricted fund which was given to support ecumenical work.

Parish Ministry Costs

In order to help parishes understand the cost of providing ministry in the Diocese the total budgeted expenditure is divided across the total number of parish clergy. The costs associated with each member of the clergy are known as **Parish Ministry Costs** ('PMC'). In order to

allocate costs the type of post (full time, part time, House for Duty etc) is taken into account and the costs are apportioned appropriately. For 2019 the average Parish Ministry Cost for a parish with one full-time stipendiary post will be £71,883 (compared to £69,656 in 2018 – an increase of 3.2%).

Parish Share

Parish Share is the amount which a PCC pledges to give to the Diocese as its contribution towards our mission and ministry across the Diocese. It is hoped that parishes will be generous but realistic when deciding their pledge. An average increase of 5% in pledges would enable the Diocese to break even in 2019. We realise that this will be unachievable for many parishes and are therefore only budgeting for an overall increase of 1.5%, despite the significant deficit this leads to. We hope that as many parishes as possible will increase their pledge by the increase in PMC which is 3.2%, or even more. This will provide mutual support to those parishes who are unable to offer such increases, recognising that we are all part of one household of faith, and help fund the welcome increase in candidates for ordination.

THE CHICHESTER DIOCESAN FUND AND BOARD OF FINANCE

DRAFT BUDGET 2019

Actual 2017 £	Forecast 2018 £		Budget 2018 £	Budget 2019 £	%age on 18	%age of total
<u>INCOME</u>						
13,582,440	13,578,229	Parish Share ⁽¹⁾	13,792,334	13,684,230	-0.8%	80.8%
1,489,750	1,194,036	Investment income and drawings	1,450,300	1,388,900	-4.2%	8.2%
136,185	110,952	Grants from restricted funds	126,600	124,500	-1.7%	0.7%
332,130	410,800	Glebe	336,800	406,200	20.6%	2.4%
402,744	551,400	Housing	440,000	526,400	19.6%	3.1%
657,040	652,200	Fees & local income	652,200	655,000	0.4%	3.9%
161,524	168,000	Miscellaneous grants and donations	164,268	148,900	-9.4%	0.9%
16,761,813	16,665,617	TOTAL INCOME	16,962,502	16,934,130	-0.2%	100.0%
<u>EXPENDITURE</u>						
<u>Ministry</u>						
6,235,218	6,283,893	Clergy stipends, NI and fees	6,207,944	6,313,014	1.7%	33.4%
2,062,584	1,968,466	Clergy pension contributions	1,997,927	2,054,395	2.8%	10.9%
3,220,254	2,936,661	Clergy housing	2,947,819	2,664,602	-9.6%	14.1%
2,428,160	2,735,992	Training - ordination & curates	2,810,866	3,197,322	13.7%	16.9%
13,946,216	13,925,012		13,964,556	14,229,333	1.9%	75.3%
<u>Ministry Support</u>						
846,795	795,796	Bishops, ADs, RDs, CMD & Grants	819,368	833,787	1.8%	4.4%
846,795	795,796		819,368	833,787	1.8%	4.4%
<u>Parish support services</u>						
432,834	497,367	Apostolic Life	490,964	510,469	4.0%	2.7%
226,747	192,149	Common Good	231,088	152,542	-34.0%	0.8%
595,520	720,146	Diocesan Board of Education	720,153	677,986	-5.9%	3.6%
219,594	227,500	Safeguarding - Children protection	226,091	257,382	13.8%	1.4%
57,363	63,335	Diocesan Advisory Committee (DAC)	58,090	87,240	50.2%	0.5%
38,283	40,950	Pastoral Committee	44,055	46,640	5.9%	0.2%
70,736	83,714	Closed churches	85,000	85,000	0.0%	0.4%
49,647	31,600	Glebe land	43,340	43,340	0.0%	0.2%
81,301	87,670	Communications	98,965	92,425	-6.6%	0.5%
190,075	184,200	Information technology (IT)	164,825	198,225	20.3%	1.0%
847,349	793,870	General office: Finance, Governance and Administration	802,923	799,358	-0.4%	4.2%
2,809,449	2,922,501		2,965,494	2,950,607	-0.5%	15.6%
<u>National Church</u>						
748,781	760,900	National Church responsibilities	767,784	790,269	2.9%	4.2%
748,781	760,900		767,784	790,269	2.9%	4.2%
<u>Other ⁽²⁾</u>						
27,483	36,025	Clergy widows and retired clergy housing	11,800	11,800	0.0%	0.1%
14,950	57,000	Contingency & exceptional items	93,000	83,000	-10.8%	0.4%
18,393,674	18,497,234	TOTAL EXPENDITURE	18,622,002	18,898,796	1.5%	100.0%
(1,631,861)	(1,831,617)	DEFICIT FOR YEAR (before trf from Pastoral Fund)	(1,659,500)	(1,964,666)		
1,447,000	1,447,000	FUNDED FROM PASTORAL FUND-Property	1,447,000	1,447,000		
228,000	212,500	FUNDED FROM PASTORAL FUND-Education	212,500	22,000		
43,139	(172,117)	SURPLUS / (DEFICIT) FOR YEAR	0	(495,666)		

(1) Parish share excludes the church insurance premium for all years

(2) Other expenditure excluded from PMC

INCOME

Actual 2017 £		Budget 2018 £	Budget 2019 £	% +/- on 18
PARISH SHARE				
13,411,519	Current year	13,792,334	13,684,230	-0.8%
-	Current year - Appeal	-	-	
170,921	Previous years	-	-	
<u>13,582,440</u>		<u>13,792,334</u>	<u>13,684,230</u>	<u>-0.8%</u>
INVESTMENT INCOME AND DRAWINGS				
734,237	Diocesan (and clergy) stipends fund	694,800	682,900	-1.7%
739,843	Diocesan pastoral account	728,500	679,000	-6.8%
15,670	Deposit and other interest	27,000	27,000	+0.0%
<u>1,489,750</u>		<u>1,450,300</u>	<u>1,388,900</u>	<u>-4.2%</u>
GRANTS FROM RESTRICTED FUNDS				
96,874	Elfinward Fund	90,000	88,500	-1.7%
39,311	Training Fund	36,600	36,000	-1.6%
<u>136,185</u>		<u>126,600</u>	<u>124,500</u>	<u>-1.7%</u>
GLEBE INCOME (gross)				
13,379	Rents from land in diocese	26,400	26,400	+0.0%
274,351	Rents from properties in diocese	266,000	340,000	+27.8%
44,400	Rents for diocesan officers' houses	44,400	39,800	-10.4%
<u>332,130</u>		<u>336,800</u>	<u>406,200</u>	<u>+20.6%</u>
HOUSING INCOME				
375,494	Rents from parsonage houses	405,000	500,000	+23.5%
850	Rents from retired clergy houses	11,000	-	
26,400	Rents from miscellaneous houses	24,000	26,400	+10.0%
<u>402,744</u>		<u>440,000</u>	<u>526,400</u>	<u>+19.6%</u>
FEES & LOCAL INCOME				
561,384	Parochial fees assigned	577,200	580,000	+0.5%
95,656	Parish trust income	75,000	75,000	+0.0%
<u>657,040</u>		<u>652,200</u>	<u>655,000</u>	<u>+0.4%</u>
MISCELLANEOUS GRANTS & DONATIONS				
133,000	Allchurches Trust	135,000	120,000	-11.1%
25,885	Rents from redundant churches	27,268	27,900	+2.3%
-	Ordination & institution collections	1,000	-	
2,639	Donations & annual subscriptions	1,000	1,000	+0.0%
<u>161,524</u>		<u>164,268</u>	<u>148,900</u>	<u>-9.4%</u>
<u>16,761,813</u>	TOTAL INCOME	<u>16,962,502</u>	<u>16,934,130</u>	<u>-0.2%</u>

INCOME continued / EXPENDITURE

EXPENDITURE

THE FULL COST OF PAROCHIAL STIPENDS

		Budget 2018 £	Budget 2019 £	% +/- on 18
<u>Stipendiary posts</u>				
4	Archdeacons (2018: 4)	142,240	143,200	+0.7%
6	A benefices (2018: 8)	216,960	165,360	-23.8%
0	B benefices (2018: 0)	-	-	
206	Standard stipends (2018: 204.0)	5,377,440	5,518,740	+2.6%
52	Assistant curates (2018: 48)	1,218,420	1,358,940	+11.5%
0.5	Layworkers (2018: 0.5)	12,675	12,925	+2.0%
13	Light duty (half/part stip) (2018: 15)	382,220	358,986	-6.1%
41	HFD in charge honoraria (2018: 41)	68,740	68,295	-0.6%
21	Rural deans allowance (2018: 21)	29,400	30,030	+2.1%
	Miscellaneous payments (inc. TI grants)	57,580	67,940	+18.0%
282.2	Stipends gross total (2018: 279.8)	7,505,675	7,724,416	+2.9%
DEDUCT				
	Church Commissioners annuities & grants	16,882	15,872	-6.0%
	Chaplaincy fees	-	-	
	Fees retained by clergy	3,881	3,881	+0.0%
	Parishes and other agencies	34,840	72,840	+109.1%
		7,450,072	7,631,823	+2.4%
DEDUCT				
26	Vacancies (2018: 26)	690,920	702,730	+1.7%
1.5	Diocesan appointments (2018: 2.8)	73,810	40,190	-45.5%
	NET COST TO DIOCESE (c/fwd page 10)	6,685,342	6,888,903	+3.0%

EXPENDITURE

Actual 2017 £	Ministry	Budget 2018 £	Budget 2019 £	% +/- on 18
CLERGY STIPENDS AND FEES				
Stipends				
6,518,848	Total chargeable to diocese (see page 9)	6,685,300	6,888,900	+3.0%
544,366	National insurance (inc Apprenticeship Levy)	566,800	587,300	+3.6%
98,332	Service fees and exps for vacancies/sickness	104,000	104,000	+0.0%
(139,553)	Less Archdeacons' stipends	(142,240)	(143,200)	+0.7%
(11,862)	Less Archdeacons' NI	(12,090)	(12,172)	+0.7%
(34,910)	Less Rural Deans' allowance	(29,400)	(30,030)	+2.1%
(2,967)	Less Rural Deans' NI	(2,352)	(2,402)	+2.1%
(737,036)	Less stipends for training curates	(962,073)	(1,079,382)	+12.2%
<u>6,235,218</u>	Total - Clergy stipends and fees	<u>6,207,944</u>	<u>6,313,014</u>	<u>+1.7%</u>
CLERGY PENSION CONTRIBUTIONS				
2,380,462	Clergy pension contributions	2,364,502	2,454,800	+3.8%
(46,670)	less Archdeacons' pensions	(37,840)	(38,560)	+1.9%
(271,208)	less curates' pensions	(328,735)	(361,845)	+10.1%
<u>2,062,584</u>	Total - Clergy pensions	<u>1,997,927</u>	<u>2,054,395</u>	<u>+2.8%</u>
MINISTRY SUPPORT				
20,156	Suffragan bishops' housing & council tax	20,400	20,600	+1.0%
31,645	Clergy administration	39,480	35,884	-9.1%
76,416	Archdeacons' operating expenses	80,628	80,205	-0.5%
35,538	Archdeacons' housing & council tax	36,100	36,100	+0.0%
14,472	Bishops' chaplains' housing	14,600	15,100	+3.4%
2,152	BMO & Other Costs	-	-	
62,926	First appointments	60,000	60,000	+0.0%
115,881	Removal	92,000	103,000	+12.0%
104,899	Resettlement	98,000	101,000	+3.1%
146,748	Continuing Ministerial Development	154,238	155,534	+0.8%
139,553	Archdeacons' Stipends	142,240	143,200	+0.7%
11,862	Archdeacons' NI	12,090	12,172	+0.7%
46,670	Archdeacons' pensions	37,840	38,560	+1.9%
37,877	Rural Deans' allowance and NI	31,752	32,432	+2.1%
<u>846,795</u>	Total - Ministry Support	<u>819,368</u>	<u>833,787</u>	<u>+1.8%</u>
CLERGY HOUSING				
Property				
880,924	Quinquennial repairs	825,927	568,162	-31.2%
611,128	Ingoing works	770,000	674,000	-12.5%
596,072	Interim repairs	498,000	474,000	-4.8%
579,118	Improvement & decoration grants	301,485	418,595	+38.8%
55,262	Insurance	57,250	57,250	+0.0%
136,430	Fees	79,200	79,200	+0.0%
12,528	Housing rental costs	11,400	-	
34,076	Water rates and council tax	79,625	54,625	-31.4%
(53,345)	trf Curates housing to training	(72,151)	(64,910)	-10.0%
<u>2,852,193</u>		<u>2,550,736</u>	<u>2,260,922</u>	<u>-11.4%</u>
Property administration				
319,784	Staff costs	329,800	333,810	+1.2%
19,809	Office expenses	18,517	17,538	-5.3%
9,991	Travel expenses	12,075	12,075	+0.0%
18,477	Miscellaneous expenses	36,691	40,257	+9.7%
<u>368,061</u>		<u>397,083</u>	<u>403,680</u>	<u>+1.7%</u>
<u>3,220,254</u>	Total - Clergy housing	<u>2,947,819</u>	<u>2,664,602</u>	<u>-9.6%</u>

EXPENDITURE continued

Actual 2017 £		Budget 2018 £	Budget 2019 £	% +/- on 18
TRAINING - ORDINATION AND CURATES				
93,036	Staff costs	87,690	108,330	+23.5%
7,154	Office expenses	6,288	4,739	-24.6%
2,388	Housing costs	22,700	6,800	-70.0%
5,035	Travel expenses	6,000	6,000	+0.0%
997	Resources & equipment	-	-	
50,235	Projects & conferences	2,550	7,250	+184.3%
181	Vocation & lay min advisers' expenses	-	-	
2,862	BAP conference fees & travel	6,000	7,700	+28.3%
17,302	Ordination candidates - single	21,787	39,800	+82.7%
183,330	Ordination candidates - family	290,000	445,000	+53.4%
7,372	Ordination training - block grant		59,300	
4,520	Development of Vocations work	-	-	
-	Young Vocations	6,000	6,000	+0.0%
9,386	Grants for conferences and retreats	5,000	6,000	+20.0%
737,036	Curates' stipends and NI	962,073	1,079,382	+12.2%
271,208	Curates' pensions	328,735	361,845	+10.1%
351,363	Curates' Housing costs	350,000	325,000	-7.1%
53,345	Curates' Housing - maintenance	72,151	64,910	-10.0%
1,796,750		2,166,975	2,528,056	+16.7%
631,410	National church apportionment	643,891	669,266	+3.9%
2,428,160	Total - Training - ordination and other	2,810,866	3,197,322	+13.7%

Parish support Services

APOSTOLIC LIFE

Directorate

46,275	Staff costs	46,100	46,950	+1.8%
2,326	Office costs	3,615	6,175	+70.8%
8	Travel expenses	2,000	2,000	+0.0%
277	Resources & equipment	700	400	-42.9%
1,348	Projects & conferences	1,500	1,500	+0.0%
50,234		53,915	57,025	+5.8%

Christian Resources and Stewardship

103,279	Staff costs	114,165	101,125	-11.4%
5,438	Office costs	5,658	4,732	-16.4%
7,099	Travel expenses	7,000	3,500	-50.0%
697	Resources & equipment	1,150	850	-26.1%
40,347	Projects & conferences	66,200	59,000	-10.9%
156,860		194,173	169,207	-12.9%

EXPENDITURE continued

Actual 2017 £		Budget 2018 £	Budget 2019 £	% +/- on 18
Children and Young people				
85,239	Staff costs	83,300	96,210	+15.5%
4,733	Office expenses	6,508	5,639	-13.4%
18,862	Grant to St Bartz Trust (children work)	20,800	21,100	+1.4%
4,448	Travel & home office expenses	2,500	2,700	+8.0%
1,803	Resources & equipment	1,275	3,800	+198.0%
26,142	Projects & conferences	12,700	19,000	+49.6%
<u>141,227</u>		<u>127,083</u>	<u>148,449</u>	<u>+16.8%</u>
Lay Apostolic Life				
52,650	Staff costs	50,160	67,465	+34.5%
2,732	Office expenses	6,033	2,923	-51.5%
18,832	Housing costs	22,900	21,400	-6.6%
1,074	Travel & home office expenses	3,000	3,000	+0.0%
241	Resources & equipment	750	750	+0.0%
(2,016)	Projects & conferences	4,000	8,250	
11,000	Diocesan Readers' Board initial training	28,950	32,000	+10.5%
<u>84,513</u>		<u>115,793</u>	<u>135,788</u>	<u>+17.3%</u>
<u>432,834</u>	Total - Apostolic life	<u>490,964</u>	<u>510,469</u>	<u>+4.0%</u>
COMMON GOOD				
Social Concerns				
23,169	Staff costs	22,865	6,450	-71.8%
289	Office expenses	4,035	2,632	-34.8%
1,398	Travel expenses	2,000	2,000	+0.0%
-	Resources & equipment	100	-	
17,077	Projects & conferences	17,600	14,500	-17.6%
<u>41,933</u>		<u>46,600</u>	<u>25,582</u>	<u>-45.1%</u>
Workplace ministry				
51,794	Staff costs	56,890	60,960	+7.2%
6,510	Housing costs	7,300	6,800	-6.8%
4,353	Travel & home office expenses	4,200	4,300	+2.4%
-	Resources & equipment	-	-	
12,652	Projects & conferences	6,850	6,800	-0.7%
<u>75,309</u>		<u>75,240</u>	<u>78,860</u>	<u>+4.8%</u>
Grants to other Diocesan councils & organisations				
-	Ecumenical Group incl Churches Together	-	-	
34,928	Diocesan Overseas Council (DOC)	30,500	10,950	-64.1%
2,173	European Ecumenical Cttee + conferences	4,580	1,000	-78.2%
36,404	University chaplains' stipends & housing	38,168	150	-99.6%
Other				
36,000	Diocesan Assn for Family Support Work	36,000	36,000	+0.0%
<u>109,505</u>		<u>109,248</u>	<u>48,100</u>	<u>-56.0%</u>
<u>226,747</u>	Total - Common Good	<u>231,088</u>	<u>152,542</u>	<u>-34.0%</u>

EXPENDITURE continued

Actual 2017 £		Budget 2018 £	Budget 2019 £	% +/- on 18
DIOCESAN BOARD OF EDUCATION				
485,909	Staff costs	627,000	587,800	-6.3%
162,106	Consultant Costs	125,000	125,000	+0.0%
31,586	Office expenses	24,853	23,186	-6.7%
23,272	Travel	25,500	25,500	+0.0%
19,097	Resources & equipment	18,500	11,500	-37.8%
68,097	Projects & conferences	98,300	80,000	-18.6%
15,569	Miscellaneous expenses	21,000	18,000	-14.3%
(42,000)	Less: Grant - Aided Schools Fund	(42,000)	(42,000)	+0.0%
(168,116)	Less: sales of services	(178,000)	(151,000)	-15.2%
<u>595,520</u>		<u>720,153</u>	<u>677,986</u>	<u>-5.9%</u>
SAFEGUARDING				
151,626	Staff costs	192,700	204,050	+5.9%
11,974	Office expenses	11,021	10,862	-1.4%
4,369	Travel expenses	5,000	5,000	+0.0%
14,609	Resources & equipment	3,370	3,470	+3.0%
16,404	Projects & conferences	6,000	26,000	+333.3%
20,612	Miscellaneous expenses	8,000	8,000	+0.0%
<u>219,594</u>		<u>226,091</u>	<u>257,382</u>	<u>+13.8%</u>
DIOCESAN ADVISORY COMMITTEE (DAC)				
40,961	Staff costs	38,450	64,975	+69.0%
5,637	Office expenses	6,655	6,315	-5.1%
7,082	Travel expenses	8,000	8,900	+11.3%
1,301	Resources & equipment	1,675	2,550	+52.2%
1,412	Projects & conferences	2,310	3,000	+29.9%
970	Miscellaneous expenses	1,000	1,500	+50.0%
<u>57,363</u>		<u>58,090</u>	<u>87,240</u>	<u>+50.2%</u>
PASTORAL COMMITTEE				
34,707	Staff costs	38,450	42,625	+10.9%
2,278	Office expenses	2,455	2,115	-13.8%
344	Travel expenses	750	-	
947	Projects & conferences	500	-	
7	Miscellaneous expenses	1,900	1,900	+0.0%
<u>38,283</u>		<u>44,055</u>	<u>46,640</u>	<u>+5.9%</u>
<u>70,736</u>	CLOSED CHURCHES	<u>85,000</u>	<u>85,000</u>	<u>+0.0%</u>
GLEBE LAND				
25,150	Repairs, maintenance & improvements	9,600	9,600	+0.0%
292	Agents' fees	6,000	6,000	+0.0%
0	Rent collection expenses	6,000	6,000	+0.0%
15,341	Legal fees	15,740	15,740	+0.0%
8,864	Planning costs	6,000	6,000	+0.0%
<u>49,647</u>		<u>43,340</u>	<u>43,340</u>	<u>+0.0%</u>

EXPENDITURE continued

Actual 2017 £		Budget 2018 £	Budget 2019 £	% +/- on 18
COMMUNICATIONS				
66,693	Staff costs	71,600	72,600	+1.4%
2,983	Office expenses	2,715	2,575	-5.2%
-	Housing costs	-	-	
314	Travel expenses	500	500	+0.0%
4,242	Resources & equipment	13,150	6,750	-48.7%
16,848	Diocesan leaflet & magazine - costs	21,000	21,000	+0.0%
(9,700)	Diocesan leaflet & magazine - income	(11,000)	(11,000)	+0.0%
(2,259)	Directories & sundry (net)	-	-	
-	Exhibitions	1,000	-	
2,180	Projects & conferences	-	-	+0.0%
81,301		98,965	92,425	-6.6%
INFORMATION TECHNOLOGY (IT)				
29,999	Staff costs	30,300	30,800	+1.7%
4,455	Office expenses	2,665	2,475	-7.1%
101	Travel expenses	160	150	-6.3%
150,651	Resources & equipment	130,000	163,300	+25.6%
4,869	Website development	1,700	1,500	-11.8%
190,075		164,825	198,225	+20.3%
GENERAL OFFICE: FINANCE, GOVERNANCE AND ADMINISTRATION *				
546,576	Staff costs	526,000	525,000	-0.2%
(7,474)	Postage and telephone	1,910	1,760	-7.9%
2,895	Printing and stationery	(19,200)	(19,320)	+0.6%
37,192	Other office expenses	34,540	31,825	-7.9%
6,308	Office equipment depreciation	8,500	6,500	-23.5%
30,494	Hire of equipment	26,000	26,000	+0.0%
948	Equipment maintenance	3,500	3,500	+0.0%
18,713	Building light, heat, repairs, cleaning	24,441	22,693	-7.2%
128,766	Investment Manager Fees	95,000	100,000	+5.3%
1,925	Staff travel expenses	2,050	2,400	+17.1%
44	Committee members expenses	500	400	-20.0%
4,539	Diocesan synod /Bishops Council	6,500	5,800	-10.8%
-	Election	300	300	+0.0%
26,400	Audit - external	21,000	22,000	+4.8%
5,679	Bank charges	6,200	6,000	-3.2%
3,059	Legal fees - general	5,000	4,500	-10.0%
41,285	Legal - Chancellor & Registrar	60,682	60,000	-1.1%
847,349		802,923	799,358	-0.4%

* (Please note that this section also includes the costs of the Diocesan Synod, Bishop's Council, and financial sub-committees)

Total Parish Support Services	2,965,494	2,950,607	-0.5%
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EXPENDITURE continued

Actual 2017 £		Budget 2018 £	Budget 2019 £	% +/- on 18
NATIONAL CHURCH RESPONSIBILITIES				
535,119	National Church & General Synod Cost	543,030	555,684	+2.3%
5,513	Mission agencies & CPAS pensions	5,987	6,651	+11.1%
198,261	Retired clergy housing scheme	206,767	215,934	+4.4%
9,888	General Synod members' expenses	12,000	12,000	+0.0%
<u>748,781</u>	Total - National Church Responsibilities	<u>767,784</u>	<u>790,269</u>	<u>+2.9%</u>
CLERGY WIDOWS AND RETIRED CLERGY HOUSING				
25,774	Housing costs: quinquennials	5,000	5,000	+0.0%
-	repairs	5,000	5,000	+0.0%
1,709	Terry's Cross/insurance	1,800	1,800	+0.0%
<u>27,483</u>	Total - Clergy widows and retired clergy housing	<u>11,800</u>	<u>11,800</u>	<u>+0.0%</u>
EXCEPTIONAL ITEMS				
9,513	Land registry project	3,000	3,000	
5,437	The Magnet Centre	-	-	
	Contingency	90,000	80,000	
<u>14,950</u>	Total - Exceptional items	<u>93,000</u>	<u>83,000</u>	<u>-10.8%</u>
<u>17,864,757</u>	TOTAL EXPENDITURE	<u>18,622,002</u>	<u>18,898,796</u>	<u>+1.5%</u>

Help for local churches:

Our Diocesan Strategy expresses the hope that, by 2020, every Benefice will be financially self-supporting, through a combination of encouraging generosity, grouping into financially sustainable units and, in areas of deprivation, the provision of direct grant help from historic resources.

The ***Parish Giving Scheme*** (now a national charity) has proved extremely useful for handling local church income from regular givers. The latest information about the scheme is always to be found at www.chichester.anglican.org/pgs

Other online resources:

www.chichester.anglican.org/strategy

– The ‘home page’ for our Diocesan Strategy

www.chichester.anglican.org/money

– a good starting point for money matters

www.parishresources.org.uk

– an excellent website setting out all aspects of stewardship, administration and management in the local church

www.churchlegacy.org.uk

– a web site with information about gifts in wills, or legacies

Please contact Church House if you would like supplies of materials to support any of the above. Just call 01273 421021 and ask for the Parish Adviser.