



Carlisle Diocese  
Financial Review  
2018-2019

  
CARLISLE  
DIOCESE  
APRIL 2019

The purpose of this financial review is twofold. Firstly, we seek to take stock of 2018 and celebrate the goodness of God and the blessings shown to us over the last year.

We have much to thank God for as we look back over 2018. We have many faithful clergy, readers, and local lay ministers serving God and their communities day in and day out. Praise God for each and every one of you!

We continue to see God powerfully at work as we step out in *God for All*. Our intention remains that *by 2020 every person in Cumbria of all ages and backgrounds will have an opportunity to discover more of God and God's purpose for their lives*.

To this end, it was a delight to be part of the Moving Mountains weekend last March. Across the county 500 missional activities took place and approximately 30,000 people were reached with the Good News of Jesus Christ. Again, I praise God for every opportunity we were given over this weekend to share the love of Christ with our communities and our friends.

Finally, I am proud that our Diocese is now referred to nationally as 'the ecumenical Diocese'. Through Mission Communities we are joining together with our friends and partners in Christ from other denominations to pool resources and proactively share the gospel within the diverse contexts we find ourselves in across Cumbria. To date we have 33 Mission Communities identified and 14 launched. As we look back over 2018 it is not difficult to find reasons to "rejoice always" and "give thanks in all circumstances."

The second aim of this financial review is to demystify Diocesan finances. Our intention is always to make our finances as simple and transparent as possible for everyone to understand. We believe this is a vital part of being accountable. To this end, pages 3-4 and 5-6 should be invaluable tools in helping you, your PCCs and your congregations to understand the finances behind the Diocese and the Parish Offer system. You will see that the challenge of providing mission and ministry across the Diocese is considerable. Therefore, the call on the church to be generous and countercultural will be paramount as we continue to share Jesus in each of our local communities.

As ever, if you have further questions please do contact our Head of Finance, Ric Jaques, using the details on the back cover.

I hope you find this an interesting, encouraging and useful read.

Every blessing in Christ,

**Bishop James**

**"Rejoice always, pray continually, give thanks in all circumstances; for this is God's will for you in Christ Jesus."**

**1 THESSALONIANS  
5:16-18**

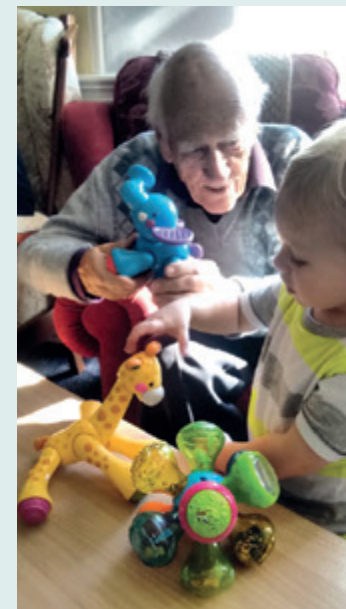


Stories from around the Diocese.  
God at work through the local church.



## Messy Church with a twist... 'Messy Vintage',

HOLY TRINITY PARISH CHURCH, KENDAL



In 2018 we launched 'Messy Vintage', a programme based on the benefits of relationships between the very old and the young.

Through regular visits - with play, creativity, music and stories - we link care homes in the parish with schools and our baby and toddler group. We share about God through our activities with singing, crafts and a brief 'thought for the day'.

Weekly sessions mean everyone can visit or get a visit at least once a month and we conclude with an end-of-term 'Messy Service' with the children and the team providing reflections, activities, music and refreshments. It took a lot of careful planning, but we saw the benefits to both groups almost immediately!

It's truly beautiful to see the residents and children interact through conversation, games including dominoes and bowling, exploring books and toys, making art and saying goodbye with hugs and waving.

*Libby Tulley, Holy Trinity Parish Church, Kendal*

## A brief guide to how we finance local mission and ministry

Anyone who has ever had to keep to a budget, be it for a family household, a church or charity, or a company, will know that the key requirement is to have a good understanding of what money will come in, and how best to spend that money, without overspending, or wasting any of it. And running a PCC, Mission Community, and indeed, Diocesan budget, is exactly the same.

Around 74%, or £5,741,000, of the Diocesan Annual Budget is spent on 'local ministry', by which we mean the provision, training and support of local clergy and laity, and Network Youth Churches. Most (but not all) of this, is funded from the Parish Offer and the Diocese's share of fees from weddings and funerals.

The remaining 26%, or £1,992,000 is spent mainly on those activities and services which are either required, or highly desirable, for the Diocese to provide in support of the

church in Cumbria. This is entirely funded by investment income, grants and donations, and funding from the National Church. This means none of the Parish Offer is spent on Diocesan costs.

The key cost of local ministry is the pay ('stipend'), pension and housing of local clergy and curates, and then the cost of training current clergy, laity, and importantly the training of new ordinands to take over from the large number of clergy who are approaching retirement age.

Each year these costs are calculated, and an average cost apportioned to each stipendiary and 'house for duty' post is published – to give PPCs and Mission Communities a feel for the cost of their own local ministry when considering their Parish Offer. The table below breaks down these costs for 2020, which we hope will give some feel for where your money is spent.

Estimated Cost of Local Ministry 2020	Stipendiary Clergy	House for Duty
<b>Clergy Payroll Costs:</b>		
Stipend	£26,816	-
Pension	£9,834	-
Other (e.g. National Insurance etc.)	£2,970	£285
<b>Total Payroll Costs:</b>	<b>£39,620</b>	<b>£285</b>
Housing (net of renting out vacant houses)	£7,859	£7,859
Contribution towards curates in training (stipends and housing)	£8,147	£4,074
Ordination Training (local and national costs)	£3,936	£3,936
Training for laity and clergy in service	£2,108	£1,634
Other (e.g. removals)	£822	£822
<b>Total</b>	<b>£62,492</b>	<b>£18,610</b>

The total costs, and therefore the amount of Parish Offer needed, are reduced by an allowance for clergy vacancies, as there will always be some 'comings and goings' every year. We ask churches to continue to make their contributions if they are in vacancy. This evens out the costs across the Diocese and avoids offers going up and down in an unplanned way.

The 'central' activities of the Diocese are, to a large extent, based on those services and activities which we are required to provide. These include the support of church schools, legal and governance activities, the 'DAC' (planning authority for church buildings) and the care for closed church buildings.

Local churches across Cumbria are also supported through a range of activities and services, including safeguarding, support in stewardship activities and through countywide communications (e-news, website, The Way etc.). The God For All Team, a bringing together of the 'Reach Team' and 'Cumbria Christian Learning' (which is partly funded by grants and fees), supports training, mission, youth and family work, and fresh expressions of church across the county. Many thousands of people across Cumbria will have been involved in activities supported by them, such as Moving Mountains, Messy Church, training events and via social media and radio campaigns. These are all underpinned by a small but hard-working team at Church House in Penrith.

The income to support these central services comes from the

national church (including a three-year strategic development grant covering 2017 to 2019), grants and donations from a variety of sources, and a significant annual income from endowment funds and investments, which range from traditional 'church' investment funds, through farms and offices, to shares in two hydroelectric schemes here in Cumbria.

### 2018: How did it go?

At the point of producing this document, the 2018 results are still being finalised, but the key issues of note were:

- 2018 Parish Offer fell in cash terms by £82,000 (1.7%).
- Other income increased by £296,000 (mainly investment income).
- An unwelcome level of clergy vacancies led to a fall in cost of clergy of £213,000.
- As a result, the DBF's general unrestricted fund saw a surplus in the year.
- This means that, despite some deficits in the early years of the 2015 to 2020 'God for All' strategy, we are now a little ahead of that six-year 'break-even' financial plan – that's the good news!

• The bad news is that **the total Parish Offers pledged for 2019 are £131,000 less than last year, that is a fall of 2.7%.**

A full set of the 2018 financial results will be available via the website once they have been approved at Diocesan Synod in June.

Ric Jaques

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## Local Mission and Ministry

### Income

Total: £5,466,609

- Local giving
- Legacies
- Investment and other income
- Parochial fees (weddings, funerals)



Your Church

- Your local costs e.g.
- Building
  - Events
  - Insurance
  - Expenses

**Parish Offer £4,835,709**

+ Portion of Parochial Fees  
**£430,900**



+ Parsonage Rent Income  
**£200,000**

### Cost

Total: £5,741,089

Clergy, Curates and Chaplains

**£3,627,021**

Stipends, pensions and some Mission Community posts (this assumes that at any point, on average, one post in 14 is in vacancy)

Costs in Support of Vacancies

**£40,000**

Network Youth Church **£218,000**

Training **£724,000**

Housing **£1,132,068**

Clergy and 'House for Duty'

## Central Diocesan Support and Activities

### Income

Total: £2,267,956

Investment Income

**£260,400**

Rydal Hydro, interest, dividends and rent income

Church Commissioners

**£911,400**

'LINC' grant, Strategic Development and Capacity grants

Grants and Donations

**£232,900**

Including All Churches Trust, Methodist Church, Norwegian Missionary Society

Contributions from Endowment Funds

**£863,256**

Barchester (for schools), Glebe, Growth Fund, Pastoral Account

### Cost\*

Total: £2,266,519

Support **£966,539**

Including National Church, Archdeacons, stewardship, communications, safeguarding, legal, governance, opshops

Care for Church Buildings **£108,100**

Including costs of DAC, redundant churches, grants

Finance and Admin **£411,900**

Including Diocesan Secretary, Finance, HR, IT, Church House

Outreach **£303,500**

The Reach Team and activities

Education **£202,000**

Support of 107 church schools

Shortfall met by the Diocese

**£274,480**



Contributions towards the cost of local ministry **£274,480**



## Diocesan Outlook

In his introduction to this booklet Bishop James reminds us of our God for All goal – “that everyone in Cumbria will know more of God and God’s purpose for their lives”. The goal is wholly relevant to the Diocesan Budget and the Parish Offer, which provide the money needed to pay for local ministry across the county.

The Parish Offer remains far and away our most important single source of income and every pound of it is used to pay for local ministry. The two principles upon which the Parish Offer rests are *realism* and *generosity*:

### Realism

This means that churches should not make offers that they later find they can’t afford to pay. But more importantly, realism also means understanding how much it actually costs to provide ministry and making realistic contributions towards those costs. It includes recognising that if a church isn’t covering its costs of ministry, then another is being asked to meet the shortfall. And realism means accepting that if a church chooses to reduce its offer then, unless costs are going down, that

church is effectively asking another to increase its offer by more.

### Generosity

This is at the heart of our Christian life. As followers of Jesus our individual and collective giving should respond to God’s overwhelming gift to us. This means that churches should be seeking to give generously both towards their own ministry costs and, wherever possible, in supporting ministry in places that otherwise could not afford it.

Over the last five years, Parish Offer has fallen in real terms by on average 3.4% per year, but this has been offset by falls in clergy numbers meaning we remain on course to balance Diocesan income and expenditure between 2015 and 2020. However, it is planned that the number of stipendiary clergy posts will be stable from 2020 onwards. That will only be sustainable if contributions from the local church rise in line with inflation – about 2.5% a year. We can only have what we can collectively afford. Good stewardship and generous giving will be crucially important in achieving that in the years ahead, beginning with 2020.

Stories from around the Diocese.  
God at work through the local church.

## Encouraging people to discover their vocation,

### BENEFICE OF NORTH WESTMORLAND

“I came up with something of a mad theory when I arrived here,” admits the Rev Stewart Fyfe, Rural Dean of Appleby. “If God wanted all of my eight churches to survive (and I kind of think he did) and if he wanted his disciples to share Holy Communion, then he wanted to raise people from our congregations as a priestly presence, to hold their community together.”

To make that happen Stewart understood there needed to be renewed focus on discerning people’s vocations; gentle encouragement was required to help people self-identify their particular gifting or calling.

Some enrolled on a ‘Shape’ course and afterwards took on a number of lay roles: as worship leaders, baptism follow-up contacts, and prayer co-ordinators. The approach reaped benefits.

Stewart explains: “We quickly reached the point where we had a complete service pattern right across the benefice. Even if I couldn’t be there, there was still worship happening in the community.”

Meanwhile others followed the route of ordination. Stewart helped train the Rev Katharine Butterfield who is now an ordained priest serving in the East of Eden Mission Community. The Rev Sandy Pearl was the first Distinctive Deacon to be appointed in the Diocese of Carlisle. Sheila Clarke came forward to train as a Lay Reader; last year she was ordained.

As leader of the Heart of Eden Mission Community, Stewart says supporting those people who are exploring their vocation remains a priority.

“The Church can only survive as a presence in every community, if every community is being the Church and is effectively engaged in mission and ministry,” he explains. “We’ve got to be better at listening to when God is calling people in our communities into ministry.

“The real success in all of this are the people who I can claim no credit for in developing their vocation. That’s the result of a culture shift here and how we think about ministry and vocation and the way that people say to one another ‘Hey, you’re good at this. Why don’t you keep doing it?’”



## Being Church to the community,

HOLY TRINITY AND ST BARNABAS

Holy Trinity and St Barnabas in Carlisle have been discovering what it means to share the love of Jesus with those in their community who would never think to come along to worship on a Sunday morning.

Once a month on a Saturday afternoon the church welcomes up to 60 individuals for a very different kind of church service, it's called T@HT. People arrive to a warm welcome, a drink and prayer opportunities using 'prayer place mats'. Maria, a T@HT volunteer, says "it took a while for the prayer place mats to catch on as people really weren't used to the concept of praying. But now everyone really engages well with it, with prayers being written by some of our youngest children right up to those who are grandparents".

Drinks are followed by a short service in the church. Scripture is read and then the story re-enacted at the front by all the children, with the adults providing a supportive audience. We then pray some more together, perhaps reading out prayers from the place mats, saying the Lord's Prayer or reciting our special T@HT prayer. Once the service has finished all 60 of us go back through to the Hall for a big hot meal together. This is such a precious time. It's often completely chaotic but it's where relationships are formed, and people share their lives together. The meal together is what encourages many people to come along in the first place, and over time it's what makes us a genuine community journeying together.

Last year we also started a Foodshare. Each week we receive 25 trays of food from a supermarket warehouse for £1 each. Those from the community who have joined our Foodshare team unload the food, distribute them into 50 bags and give out the bags for 50p to those who have signed up. Our parish is one of the most deprived in the Diocese, so this project not only builds community but tangibly shows the love of God to those in our neighbourhoods.



## Stewardship



At its heart, stewardship recognises the extravagant generosity of our God. We have been given creation, our treasured relationships, our homes and our wealth. We have been given the ultimate gift of Jesus Christ, and the promise of eternal life.

The call of stewardship on our lives is to respond to this extravagant generosity of God, giving all of ourselves back to God: our time, our talents and our financial resources.

We know that finances are a real challenge for many PCCs and parishes. We do not underestimate how hard churches work in order to be able to make their generous Parish Offers, and for that we are incredibly grateful.

As Stewardship Enabler, I am here to help and support parishes in their stewardship and finances. This may be through providing practical training to your PCC or Mission Community on the 'Seven Best Practices of Stewardship', working with a group within your church to help run an effective stewardship programme or perhaps sharing experiences amongst parishes of things that have worked really well locally and things that didn't.

PCCs can feel powerless in the midst of money challenges, but there is much a PCC can practically do to strengthen their finances.

In everything we do in stewardship, we seek to remember that God is sovereign of our personal and collective finances and that we give only what comes from God's hand.

If you would like to have an informal conversation about how I may be able to help your church please do not hesitate to get in touch by email or telephone using the details below.

**“But who am I, and who are my people, that we should be able to give as generously as this? Everything comes from you, and we have given only what comes from your hand”.**

1 CHRONICLES  
29:14

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