

Parish Share Model 2025+

Diocesan Synod February 2024

Big Picture:

Parish Share should fund Parish Ministry



“Centre” should not be a burden on parishes



Parishes need to be sustainable to make the diocese (and GDBF) sustainable



100 Benefices

Deficit £14k

Income:



Expenditure:



* Includes c.25% for curates

Challenges we face

Benefice Sustainability

7290.00	-£	51,130.00	256%	£	110.72	2,419.50	28.50	5.00	7
16,627.00	-£	129,732.00	76%	£	241.71	1,743.20	24.80	3.40	7
5,599.00	-£	54,679.00	272%	£	116.00	7,201.00	42.00	4.00	5
	-£	16,789.00				9,150.00	63.00	2.00	6
	-£	33,022.00				5,802.00	77.50	1.00	5
	-£	16,521.00				6,868.00	43.00	3.00	5
1,664.00	-£	36,127.00	91%	£	322.04	2,911.00	85.00	3.00	5
10,348.00	-£	16,868.00	17%	£	285.34	4,221.43	74.00	1.00	5
8,272.00	-£	36,313.00	60%	£	206.76	1,667.00	59.00	4.50	5
12,627.00	-£	11,424.00	40%	£	189.94	1,124.67	24.67	1.33	5
20,934.00	-£	33,007.00	43%	£	301.06	1,372.50	41.00	4.50	5
2,023.00	-£	28,990.00	66%	£	121.96	2,818.00	84.00	3.00	5
15,610.00	-£	61,410.00	152%	£	140.92	5,799.00	37.00	2.00	5
6,137.00	-£	8,110.00	76%	£	283.14	10,994.00	58.00	4.00	5
18,746.00	-£	30,385.00	55%	£	240.27	1,763.67	62.33	1.67	5
10,956.00	-£	17,514.00	36%	£	171.36	1,087.00	54.00	5.00	5
8,599.00	-£	18,697.00	63%	£	214.14	1,319.50	92.90	2.00	5
47,033.00	-£	51,212.00	33%	£	239.79	2,697.00	68.50	4.50	5
30,248.00	-£	20,303.00	61%	£	133.06	11,693.00	77.00	2.00	5
6,949.00	-£	9,203.00	33%	£	236.98	2,294.00	52.00	2.00	4
19,127.00	-£	21,164.00	32%	£	226.38	4,058.00	103.00	7.00	4
56,381.00	-£	50,157.00	58%	£	183.16	4,693.00	61.00	7.00	4
7,692.00	-£	20,424.00	53%	£	179.63	5,685.00	174.00	4.00	4
10,652.00	-£	8,939.00	27%	£	179.78	11,581.00	105.00	4.00	4
5,651.00	-£	20,954.00	44%	£	203.01	2,512.00	164.00	3.00	4
3,075.00	-£	8,928.00	50%	£	218.65	1,588.00	68.00	3.00	4
7,235.00	-£	52,563.00	76%	£	225.67	4,333.50	24.67	2.67	4
22,168.00	-£	51,165.00	76%	£	370.67	3,975.50	23.00	2.50	4
58,279.00	-£	9,982.00	26%	£	487.27	2,950.00	67.00	5.00	4
4,980.00	-£	14,965.00	44%	£	320.14	2,883.50	78.00	1.00	4
14,320.00	-£	13,107.00	33%	£	204.08	1,517.00	91.00	8.00	4
10,335.00	-£	27,165.00	50%	£	382.53	2,008.00	49.00	3.00	4
24,935.00	-£	25,025.00	41%	£	263.74	2,294.00	176.00	8.00	4
49,881.00	-£	19,413.00	41%	£	677.24	2,343.00	62.00	8.00	4
235,220.00	-£	45,738.00	23%	£	316.50	3,583.67	121.00	4.33	4
59,026.00	-£	10,434.00	23%	£	286.84	2,576.40	79.20	1.60	4
3,966.00	-£	6,425.00	36%	£	476.86	2,516.00	42.00	4.00	4
30,296.00	-£	32,016.00	65%	£	288.32	8,239.00	78.00	2.00	4
10,661.00	-£	9,745.00	34%	£	203.62	6,869.00	108.00	3.00	4
71,600.00	-£	20,572.00	32%	£	141.61	19,408.00	95.00	0.50	3
4,939.00	-£	28,619.00	55%	£	172.82	6,152.00	95.50	1.00	3
5,851.00	-£	26,777.00	67%	£	86.91	12,968.00	162.00	2.00	3
143.00	-£	23,609.00	69%	£	77.54	4,992.00	236.00	2.00	3
26,238.00	-£	15,528.00	28%	£	198.07	6,218.00	149.00	3.00	3
78,924.00	-£	20,410.00	21%	£	76.56	5,236.00	156.00	12.00	3
162.00	-£	16,323.00	23%	£	506.10	10,675.00	133.00	6.00	3
	-£	68,217.00	21%	£	3,997.50	13,979.00	42.00	6.00	3
47,243.00	-£	21,784.00	39%	£	89.98	17,524.00	67.00	4.00	3
229,515.00	-£	26,532.00	24%	£	381.48	3,916.00	226.00	6.00	3
29,428.00	-£	63,438.00	47%	£	186.80	5,780.75	98.75	2.25	3
14,039.00	-£	16,030.00	35%	£	237.62	3,938.00	127.00	3.00	3
6,464.00	-£	22,779.00	82%	£	502.82	4,946.00	65.00	2.00	3
	-£	53,250.00				5,451.00	183.00	2.00	3
42,109.00	-£	6,581.00	37%	£	261.13	6,491.50	173.50	2.00	3
23,139.00	-£	19,822.00	46%	£	291.41	6,670.00	193.00	4.00	3
26,887.00	-£	36,561.00	52%	£	249.56	9,868.00	203.00	1.00	3
	-£	93,163.00				5,946.00	256.00	1.00	3
24,493.00	-£	30,405.00	51%	£	220.67	7,320.00	133.00	1.00	3
79,060.00	-£	28,164.00	28%	£	311.87	1,566.00	120.75	0.75	3
34,778.00	-£	3,044.00	29%	£	788.61	1,690.00	76.00	10.00	3
124,316.00	-£	12,467.00	19%	£	1,083.17	1,676.00	71.00	9.00	3
	-£	149,081.00				5,523.33	142.33	1.00	3
517,654.00	-£	357,467.00	33%	£	345.04	1,419.11	48.22	2.44	3
96,818.00	-£	6,683.00	18%	£	775.69	2,853.24	97.01	8.96	3
2,387.00	-£	32,408.00	62%	£	170.90	8,223.00	167.00	1.00	2
86,297.00	-£	12,334.00	23%	£	193.19	9,272.00	130.00	2.00	2
1,092.00	-£	17,407.00	62%	£	388.11	7,122.00	79.00	1.00	2
14,989.00	-£	67,513.00	18%	£	286.72	2,078.50	226.00	1.00	2
2,766.00	-£	42,081.00	62%	£	149.79	9,344.00	136.00	1.00	2
12,113.00	-£	8,888.00	28%	£	411.45	3,194.00	131.00	1.00	2
513.00	-£	16,337.00	61%	£	392.74	4,127.00	61.00	2.00	2
18,671.00	-£	2,997.00	59%	£	361.03	3,448.00	156.00	2.00	2
16,127.00	-£	58,193.00	0%	£	278.46	12,690.00	104.50	7.50	2
160,245.00	-£	2,885.10	13%	£	504.02	1,707.00	95.50	0.50	2
19,517.00	-£	394,835.00	16%	£	635.29	2,364.00	307.33	0.67	2
388,258.00	-£	71,021.00	21%	£	415.05	6,751.00	87.67	1.67	2
26,948.00	-£	1,952.00	37%	£	347.32	2,201.00	147.00	2.50	2
128,639.00	-£	4,294.00	26%	£	601.12	4,060.00	99.00	4.00	2
40,442.00	-£	4,382.00	45%	£	371.99	11,513.50	103.00	4.00	2
347.00	-£	13,383.00	52%	£	481.79	13,301.00	100.00	1.00	2
53,347.00	-£	4,309.00	24%	£	381.63	11,022.00	222.00	6.00	1
29,986.00	-£	2,800.60	41%	£	371.43	1,692.80	147.60	1.20	1
74,174.00	-£	3,360.00	29%	£	551.10	6,831.00	97.00	3.00	1
34,888.00	-£	1,117.00	39%	£	389.79	7,751.00	130.50	2.00	1
54,953.00	-£	6,536.60	25%	£	545.53	3,498.00	237.00	1.00	1
35,947.00	-£	4,589.00	11%	£	162.06	4,510.30	294.42	1.29	1
1,937.00	-£	5,890.00	52%	£	346.49	4,441.00	102.00	0.50	1
5,349.00	-£	186.00	46%	£	439.26	7,979.00	146.00	1.00	1
150,345.00	-£	78,830.00	27%	£	645.59	5,568.50	188.50	1.50	1

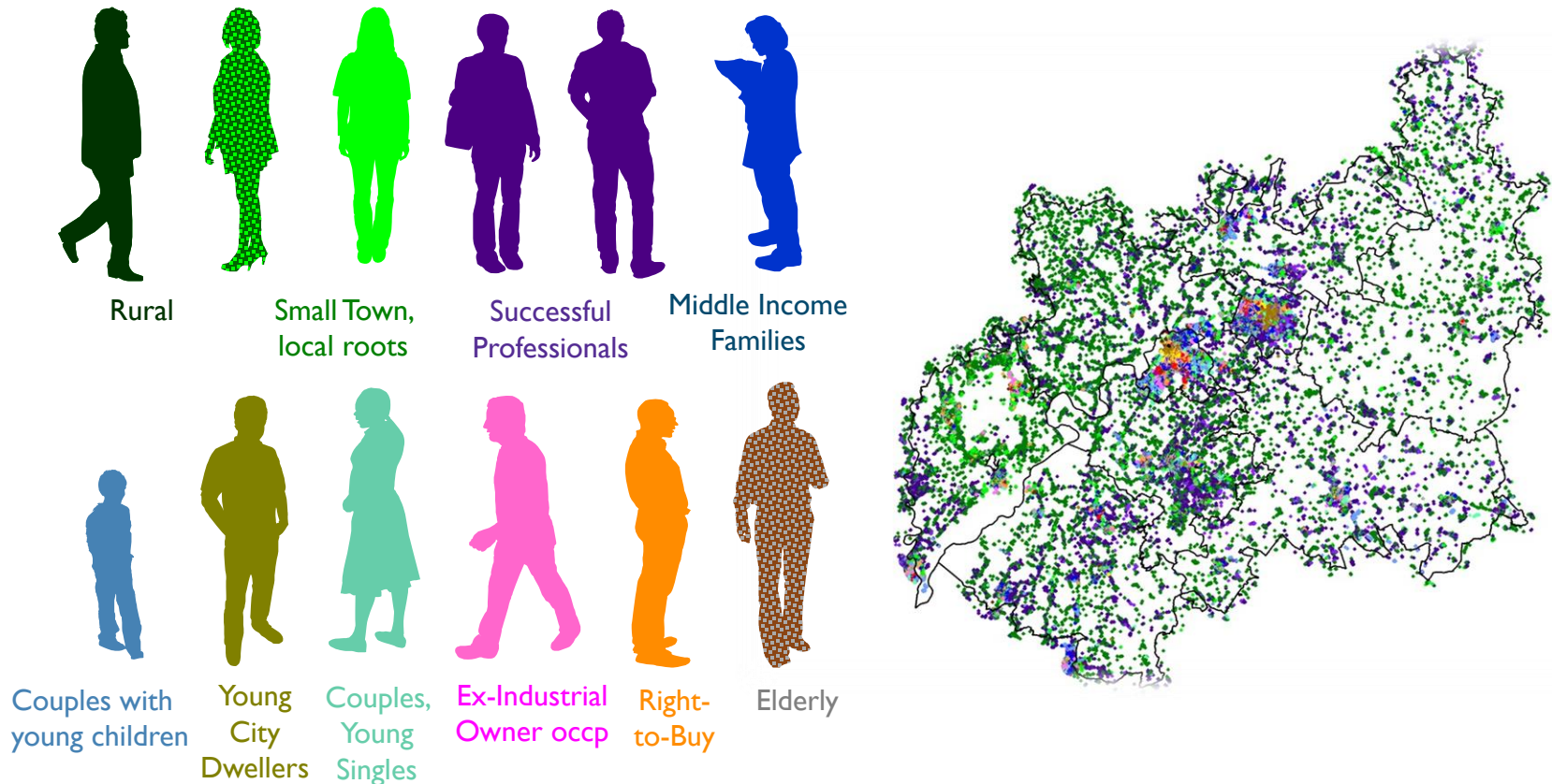
Over 70% of Benefices have 3 or more “reds”

Complexity of context

Diocese: Community profile

Below you can see an “average” twelve people from the Diocese mapped according to the Mosaic Public Sector profiling. Any grouping of two or more indicates a significant feature of the local community. Detailed profiles are available from the diocesan offices which include a range of background on typical social attitudes and behaviours.

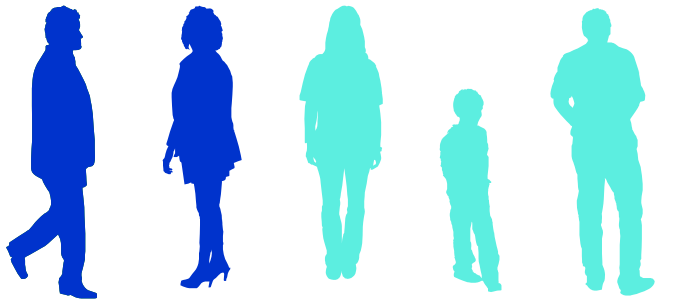
The Diocese has a bias compared to national data towards Rural, country and successful professional households. There is much greater diversity of population within the towns and cities of the Diocese



Quedgeley: Community profile

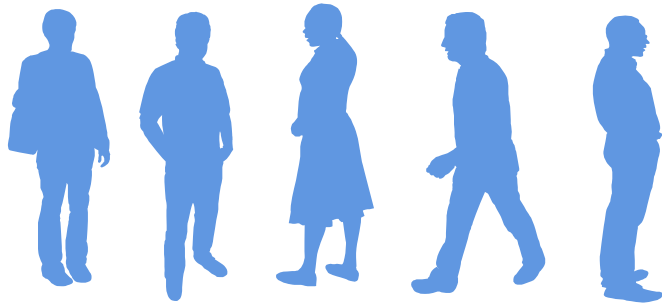
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Quedgeley has a very concentrated presence of young families; containing a range of housing that develops with the modern sub-urban family. These groups are mapped on the right to illustrate their location and clustering within the parish.

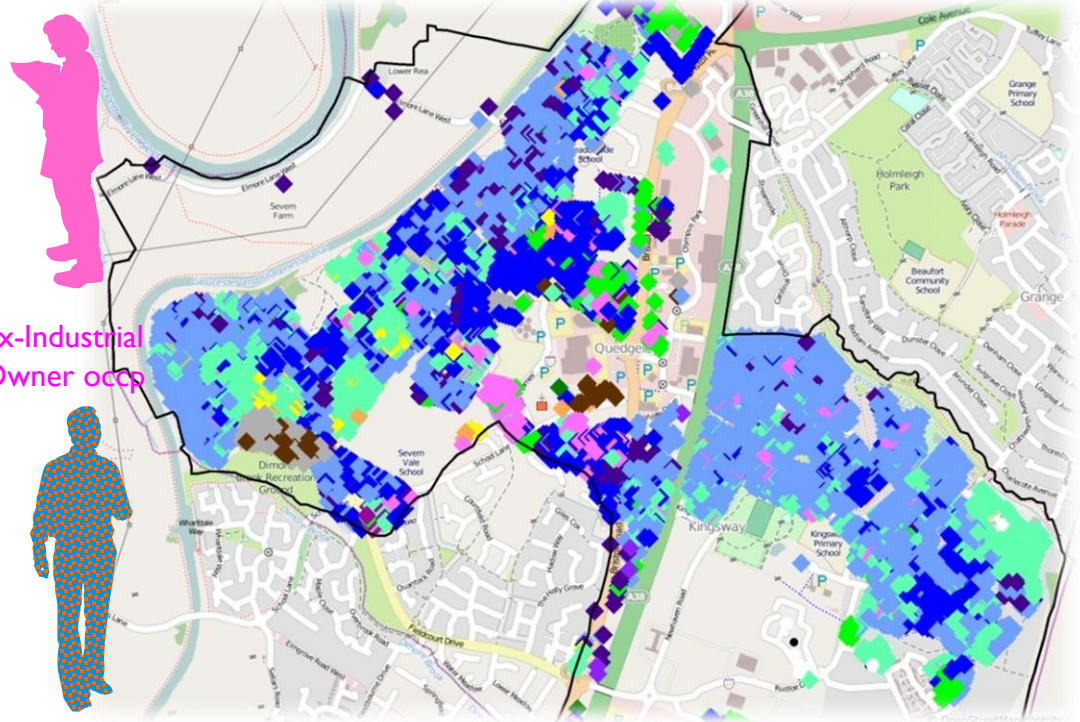


Middle Income Families

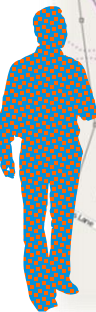
Young families in Starter homes



Young families in comfortable modern homes



Ex-Industrial Owner occp



Other

Principles:

1. Clear single basis for cost of ministry
2. Bandings to make the task manageable
3. Invest in real dialogue – deanery led
4. Quinquennial reviews – how can we help?

Next Steps:

1. Discussion Groups (now!)
2. Deanery Synod discussions (Feb-May)
3. Final proposal – July Synod
4. Confirm cost for 2025 – October Synod
5. Confirm Parish Share 2025 – by Dec 24