

Thank You

The Fairer Shares scheme has served the Diocese well for many years, ensuring that we can provide ministry across our whole Diocese.

But it may be that now is the right time for a change - and that is why there has been a complete review of the scheme.

Following that review, in November 2013, the Diocesan Synod endorsed the principles for a potential new scheme. At the July 2014 Synod meeting, members will debate proposals for how a new scheme might work.

In the meantime, we still need to fund the mission and ministry of our Diocese, which is why Bishop Christopher is encouraging everyone to give generously to the Fairer Shares scheme in 2014 and 2015.

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***For just as the body is one
and has many members,
and all the members of
the body, though many,
are one body, so it is with
Christ.***

1Corinthians 12:12 NRSV

Where does our money go?



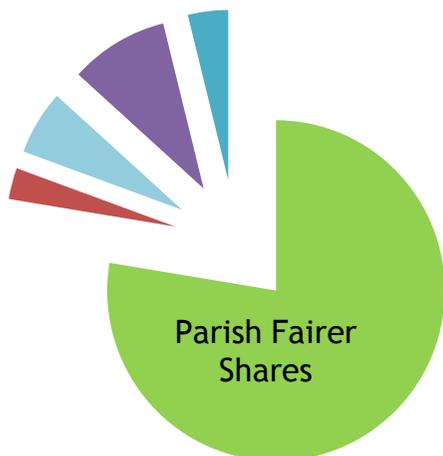
Your Fairer Shares contribution enables us to continue our mission and ministry to people who live in our Diocese - nearly 3 million of them - as well as support local and Diocesan-wide initiatives.

Fairer Shares—helping ensure a Christian presence in every community

Why?

Fairer Shares aims to share the costs of providing clergy across all the churches in our Diocese.

- Each parish is asked to contribute in accordance with their potential to do so.
- Some parishes pay more than the cost of their clergy and some pay less, depending on their Fairer Shares Assessment.
- In this way, we can ensure there is a clergy presence in every parish – including those which otherwise could not support a minister.
- £15.7m (80%) of Southwark's income in 2014 will be from Fairer Shares.



How?

A parish's assessment is based on both the number of people in the regular congregation and their average income.

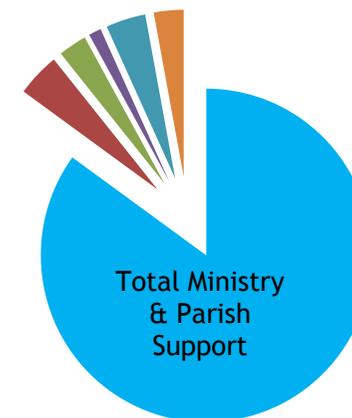
- Potential income is calculated for all churches based on:
 - an agreed membership figure (*determined between the Diocese and the parish*)and
 - the average income of the regular congregation.
- The same proportion of this potential income is asked for from each parish as their Fairer Shares contribution.
- There is a formal review every three years – in two archdeaconries a year – and an appeal process for parishes, if necessary.



Where does it go?

The average cost of maintaining and supporting a full time incumbent in the Diocese of Southwark in 2014 will be £52,430 or £1,008 per week.

- This includes stipends, housing, pensions and NI contributions plus additional support, such as training.



- 85% (£17.5 million) of the Diocesan budget will be spent on these ministry and parish support costs.
- The Diocese also provides support to parishes through Area Mission Teams, Boards, Committees and Groups and has national church responsibilities, all totalling approximately £11,000 per parish.