



The Church of England
in Essex and East London
Diocese of Chelmsford

Resourcing and Supporting Parish Ministry

Parish Share 2024 – How to read your Deanery Assessment



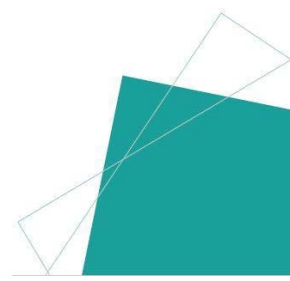
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NB the figures in this document are for illustrative purposes only



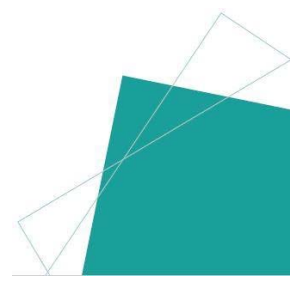


Introduction

The parish share assessment that has been sent to each parish by email, which also includes an attached deanery assessment, provides a more detailed breakdown of parish share across your deanery, for those who wish to dig more deeply into the numbers, calculations and formulas.

This booklet explains what the different figures and tables in that deanery assessment means so that you can:

- See how much share has been requested for your deanery and understand how the calculation has been made
- See how much the diocesan office suggests each parish should contribute in order that the total parish share request for the deanery request can be met Understand
- how the mutual support fund allocation has been calculated
- Consider and calculate how share contribution may be reapportioned across the deanery by making changes to the suggested amounts allocated to each parish, benefice or MMU.





1. Deanery Share Summary

The Deanery Share Summary sets out the total request for all the parishes in the deanery.

2024 Share Summary for Deanery A				
Ministry Resources		2024		2023
Type	2024 rates £	Number		
Stipendiary(ies)	41,614	14.25		14.75
House For Duty	679	2.00		2.00
Houses	14,620	17.50		18.00
Self Supporting Minister (In-Charge)	679	0.00		0.00
Self Supporting Minister	679	7.00		7.00
Licensed Lay Minister/Reader	300	6.00		8.00
PM1	Parish Ministry		603,761	611,151
PM2	Parish Housing		255,850	227,106
PM3	Future Ministry Training & Curates		263,211	270,404
Parish Ministry Subtotal			1,122,822	1,108,661
PS1	Parish Support		181,506	174,700
PS2	Other Expenditure		115,902	112,685
Parish Support Subtotal			297,409	287,384
Pre Mutual Support Total			1,420,230	1,396,045
MSC	Mutual Support Contribution	20%	284,046	279,209
TC	Total Contribution for Deanery		1,704,277	1,675,254
MSG	Mutual Support Fund Grant		-563,591	-532,600
CCF	City Churches Fund Grant		-36,717	0
SA	Share Assessment 2024	-3.39%	1,103,969	1,142,648
Notes 1 Establishment differences to 2023 Clergy +/- -0.50 House +/- -0.50				

A further 1% discount can be achieved by an individual parish meeting the share in full with monthly Direct Debit payments.



Explanation Deanery Share Summary

The explanations below correspond to the green numbered boxes above.

1	The number and cost of funding each minister across this deanery in 2024 is shown with a comparison to 2023.
2	PM1 and PM2 show the total costs of funding parish ministers and their housing across the deanery. A 2023 comparison is provided. PM3 shows the contribution parishes in this deanery are asked for to fund curates and ordinands across the Diocese. An explanation of all these Parish Ministry costs can be found in the 2024 Parish Share FAQs document.
3	PS1 and PS2 show the amount parishes across this deanery are asked to contribute to fund support services to parishes in 2023. A 2022 comparison is provided. An explanation of these Parish Support Costs can be found in the 2024 Parish Share FAQs document.
4	The Pre Mutual Support total is the sum of all the Deanery costs before the Mutual Support Contribution is added on. The Mutual Support Contribution (MSC) is the total amount all parishes in this deanery are asked to contribute to the Mutual Support Fund. The figure shown is equal to 20% of all requested Parish Ministry Contributions (PM1, PM2 and PM3) and Parish Support Contributions (PS1 and PS2) across this deanery.
5	Total Contribution (TC) is the total of all Parish Ministry Contributions, Parish Support Contributions and the Mutual Support Contribution i.e., $PM1+PM2+PM3+PS1+PS2+MC$ for all parishes in the Deanery. Comparisons with 2023 are provided.
6	Mutual Support Fund Grant (MSG) is the amount that all the parishes in the Deanery will receive from the Mutual Support Fund. In this example this is more than the amount parishes in the deanery will be asked to contribute to the Mutual Support Fund. This will be true for most deaneries in 2024. Once again, comparisons are made with 2023. London Borough Deaneries and a number of the parishes in Epping Forest & Ongar deanery following a boundary review, also receive a City Churches Fund (CCF) Grant, distributed using a deprivation-based calculation.
7	Finally, Share Assessment 2023 sets out the total Parish Share requested from all the parishes in this Deanery for 2024 with a comparison for 2023.



2. Benefice Level Share Suggestion

As well as the Deanery Share Summary, there is a suggested breakdown at benefice and parish level.

Benefices in	Deanery A	STP	HfD	SSM	SSM IC	LLM	Houses	PM1	PM2	PM3	PS1	PS2	Pre Mutual Support Total	MSC @ 20%	Total Cost	Mutual Support Grant	City Churches Fund Grant	Pre SPU/MMU Sub Total	SPU/MMU Mutual Support +/-	Suggested Benefice Share based on 2023 final
		10.00	1.00	2.00	0.00	3.00	11.00	€ 421,077	€ 160,820	€ 165,447	€ 86,426	€ 55,188	€ 888,959	€ 177,792	€ 1,066,750	-£487,417	€0	€ 579,333	-£0	579,333
Benefice 1		1.00	0.00	1.00	0.00	0.00	1.00	42,493	14,620	15,041	11,392	7,274	90,820	18,164	108,984	-31,183	0	77,801	0	77,801
Benefice 2		0.00	1.00	0.00	0.00	0.00	1.00	679	14,620	15,041	4,382	2,798	37,519	7,504	45,023	-21,087	0	23,935	0	23,935
Benefice 3		2.00	0.00	0.00	0.00	1.00	2.00	83,928	29,240	30,081	9,092	5,806	150,147	31,629	189,776	-128,872	0	60,904	0	60,904
Benefice 4		1.00	0.00	0.00	0.00	0.00	1.00	41,814	14,620	15,041	9,201	5,876	86,551	17,310	103,862	-32,995	0	70,867	0	70,867
Benefice 5		1.00	0.00	0.00	0.00	0.00	1.00	41,814	14,620	15,041	9,201	5,876	86,551	17,310	103,862	-35,605	0	68,257	0	68,257
Benefice 6		1.00	0.00	0.00	0.00	0.00	1.00	41,814	14,620	15,041	5,367	3,427	80,269	16,054	96,323	-72,243	0	24,081	0	24,081
Benefice 7		0.50	0.00	0.50	0.00	0.00	0.50	21,247	7,310	7,520	2,738	1,749	40,564	8,113	48,677	-27,984	0	20,693	24,490	45,183
Benefice 8		2.50	0.00	0.50	0.00	1.00	2.50	105,175	36,550	37,602	23,770	15,178	218,275	43,655	261,930	-101,890	0	160,040	-24,490	135,550
Benefice 9		0.50	0.00	0.00	0.00	1.00	0.50	21,207	7,310	7,520	6,463	4,127	46,627	9,325	55,952	-12,988	0	42,964	-226	42,738
Benefice 10		0.50	0.00	0.00	0.00	0.00	0.50	20,907	7,310	7,520	4,820	3,078	43,635	8,727	52,362	-22,571	0	29,791	226	30,017

The top row of this table repeats the deanery totals set out in the Deanery Summary and then each of the rows below shows a breakdown by benefice

The column headers above show:

STP	The total number of Stipendiary Ministers in each benefice
HfD	The total number of House for Duty Ministers in each benefice
SSM	The total number of Self Supporting Ministers in each benefice
SSM in Charge	This denotes 'YES' where an SSM clergy is currently performing a leadership role <u>similar</u> to a stipendiary clergy in the benefice, usually where there isn't a stipendiary or House for Duty minister in place.
LLM	The total number of Licensed Lay Ministers in each benefice
Houses	The number of houses occupied by parish clergy
PM1-PM3	The suggested contribution of each benefice to the overall Parish Ministry Contribution for the Deanery
PS1-PS2	The suggested contribution of each benefice to the overall Parish Support Contribution for the Deanery
Pre-Mutual Support Total	This is the sub total of the costs of the Benefice before any Mutual Support Contribution is added
MSC	The suggested contribution of each benefice to the overall Mutual Support Fund Contribution for the deanery. This suggested contribution will equal 20% of the suggested PM1, PM2, PM3, PS1 and PS2 contributions for the relevant benefice
TC	The total suggested contribution for each benefice e.g. the total Parish Ministry Contribution, Parish Support Contribution and Mutual Support fund Contribution
MSG	The total grant received by each benefice from the Mutual Support Fund. An explanation of how the Mutual Support Grant is calculated can be read in the next section
CCF	Some parishes are also recipients of money from the City Churches Fund, this will also be shown on the Benefice Level Share Suggestion
Pre SPU/MMU Sub Total	This is the Sub total of the share before any intra SPU/MMU adjustments are made by the member Benefices to reflect patterns of ministry, e.g. 60:40 previously known as 'Splits' which can be adjusted by agreement outside of the Deanery Mutual Support discussions if required. These are the same as 2023 unless advised otherwise.
SPU/MMU Mutual Support +/-	Is the difference between the Pre SPU/MMU Sub Total and the Suggested Benefice share to show the mutual support that is already flowing between SPU/MMU member benefices.
Suggested benefice share	This is the suggested Parish Share Assessment for each benefice. The Assessment figure is the Total Contribution (TC) minus the Mutual Support Fund Grant (MSG) and the City Churches Fund Grant (CCF) for the benefice concerned



Mutual support grant assessment

Also included within the Benefice Level Suggestion is a mutual support grant assessment by parish and benefice. The amount each parish is allocated by the Mutual Support Fund is based on the Index of Multiple Deprivation, the Geographical Area of the parish and the number of stipendiary clergy serving the parish. You can read more about this in the Parish Share FAQs booklet on page 21.

Benefices in DEANERY A	Parishes in DEANERY	Pop.	MM 2023	GEO Rank	IMD Rank	CCF Rank	GEO %	IMD %	CCF %	GEO Grant	IMD Grant	CCF Grant	STP %	GEO grant per STP	IMD grant per STP
	Totals	73,995	1,281							-140,034	-360,782	0		-53,974	-116,363
Benefice 1	Parish 1a	2,227	58	262	377	0	0.1903%	0.1012%	0.0000%	-6,208	-13,204	0	33.33%	-2,069	-4,401
Benefice 1	Parish 1b	2,666	34	214	278	0	0.2230%	0.1589%	0.0000%	-7,274	-20,739	0	33.33%	-2,425	-6,913
Benefice 1	Parish 1c	721	14	44	141	0	0.3681%	0.2528%	0.0000%	-12,009	-32,988	0	33.33%	-4,003	-10,996
Benefice 2	Parish 2a	10,641	188	351	348	0	0.1189%	0.1186%	0.0000%	-3,880	-15,472	0	100.00%	-3,880	-15,472
Benefice 3	Parish 3a	2,945	68	247	448	0	0.1978%	0.0327%	0.0000%	-6,454	-4,268	0	24.88%	-1,606	-1,062
Benefice 4	Parish 4a	258	9	244	260	0	0.1999%	0.1710%	0.0000%	-6,522	-22,315	0	8.29%	-541	-1,851
Benefice 5	Parish 5a	1,595	20	287	416	0	0.1704%	0.0681%	0.0000%	-5,557	-8,886	0	8.29%	-461	-737
Benefice 5	Parish 5b	99	25	261	370	0	0.1905%	0.1071%	0.0000%	-6,216	-13,969	0	8.29%	-515	-1,158
Benefice 5	Parish 5c	13,913	116	172	401	0	0.2545%	0.0829%	0.0000%	-8,301	-10,818	0	100.00%	-8,301	-10,818
Benefice 6	Parish 6a	521	23	176	266	0	0.2529%	0.1674%	0.0000%	-8,248	-21,844	0	19.10%	-1,575	-4,172
Benefice 7	Parish 7a	4,793	49	234	418	0	0.2072%	0.0661%	0.0000%	-6,760	-8,619	0	19.10%	-1,291	-1,646
Benefice 7	Parish 7b	2,142	33	103	451	0	0.3021%	0.0313%	0.0000%	-9,853	-4,085	0	50.00%	-4,927	-2,042
Benefice 8	Parish 8a	4,855	21	434	246	0	0.0521%	0.1858%	0.0000%	-1,700	-24,246	0	50.00%	-850	-12,123
Benefice 8	Parish 8b	25	13	375	110	0	0.1020%	0.2899%	0.0000%	-3,327	-37,828	0	12.73%	-424	-4,817
Benefice 9	Parish 9a	880	9	188	115	0	0.2446%	0.2842%	0.0000%	-7,978	-37,084	0	12.73%	-1,016	-4,722
Benefice 9	Parish 9b	885	22	135	252	0	0.2752%	0.1805%	0.0000%	-8,977	-23,551	0	12.73%	-1,143	-2,999
Benefice 9	Parish 9c	5,479	224	220	466	0	0.2184%	0.0000%	0.0000%	-7,124	0	0	100.00%	-7,124	0
Benefice 10	Parish 10a	597	35	168	307	0	0.2553%	0.1450%	0.0000%	-8,329	-18,920	0	50.00%	-4,164	-9,460
Benefice 11	Parish 11a	8,656	64	319	388	0	0.1444%	0.0941%	0.0000%	-4,712	-12,280	0	50.00%	-2,356	-6,140
Benefice 12	Parish 12a	6,892	44	414	263	0	0.0717%	0.1692%	0.0000%	-2,340	-22,072	0	50.00%	-1,170	-11,036
Benefice 12	Parish 12b	3,204	212	175	430	0	0.2534%	0.0582%	0.0000%	-8,266	-7,596	0	50.00%	-4,133	-3,798

The column headers above show:

Pop	The population of the benefice or parish
MM2024	Monthly members used for the 2024 assessment, which is a blended average of the last 2 years attendance figures for the parish
GEO Rank	Describes where the parish ranks in geographical size compared to others in the Diocese. The lower the number, the larger the parish and the larger grant.
IMD Rank	Describes where the parish ranks in the Index of Multiple Deprivation compared to others in the Diocese. The lower the number, the higher the level of deprivation levels in the parish and the larger the grant. For further information about the Index of Multiple Deprivation, please click here .
GEO %	The Geo Rank for each parish is used to generate a Geo% that determines the proportion of the Mutual Support Fund that the parish will be allocated. 20% of the total Mutual Support Fund is distributed according to geographical area
IMD %	The IMD Rank for each parish is used to generate a IMD% that helps to determine the proportion of the Mutual Support Fund that the parish will be allocated. 80% of the total Mutual Support Fund is allocated according to the Index of Multiple Deprivation.
STP %	The STP index is the amount of Mutual Support each parish is granted based on their ministry provision. For example, a single stipendiary minister provides an STP score of 100% whereas a house for duty post is equivalent to 42.45% of a full time stipendiary post in 2024 (because the costs are £30,340 compared to £71,475 for a full time stipendiary). For 2024 the STP % includes PM3 as agreed by Synod.



Mutual Support Fund Grant worked example:

- Parish 2a in the table above has a GEO% of 0.1189%. They would receive 0.1189% of the total mutual support fund allocated by geography across the Diocese for each stipendiary minister. This equates to £3,880. They have a IMD% of 0.1186%. They would receive 0.1186% of the total mutual support fund allocated by deprivation across the Diocese for each stipendiary minister. This equates to £15,472. The GEO and IMD allocations are each multiplied by 100% (STP index) as they have 1 fulltime stipendiary minister. Their total mutual support allocation is therefore: $(£3,880 + £15,472) \times 100\% = £19,352$.
- Parish 1a in the table above has a GEO% of 0.1903%. They would receive 0.1903% of the total mutual support fund allocated by geography across the Diocese for each stipendiary minister. This equates to £6,208. They have a IMD% of 0.1012%. They would receive 0.1012% of the total mutual support fund allocated by deprivation across the Diocese for each stipendiary minister. This equates to £13,204. The GEO and IMD allocations are each multiplied by 33.33% (STP index) as they have the equivalent of 33.33% of a fulltime stipendiary minister. Their total mutual support allocation is therefore: $(£6,208 + £13,204) \times 33.33\% = £6,471$.



3. Example calculator to help parishes reapportion share in deaneries

The spreadsheet below helps parishes to calculate how they might reapportion share between themselves within their deanery

6			1	2	3	4	5					
SPU or MMU in DEANERY A	SPU or MMU Share	SPU or MMU % Split	Benefices in DEANERY A	benefice Share	Parishes in DEANERY A	Benefice % Split	Suggested Parish Share	Deanery Mutual Support offer	Deanery Mutual Support grant	Opt Out (select "Yes")	Agreed Share	PCC offer agreement
							761,503	10,000.00	10,000.00		£ 761,503	
			Benefice 1	73,830	Parish 1a	33%	24,610	1,000		No	£ 25,610	YES
			Benefice 1		Parish 1b	33%	24,610		10,000	No	£ 14,610	
			Benefice 1		Parish 1c	33%	24,610			Yes	£ 24,610	
			Benefice 2	41,940	Parish 2a	100%	41,940			No	£ 41,940	
			Benefice 3	92,683	Parish 3a	100%	92,683	1,000		No	£ 93,683	YES
			Benefice 4	39,895	Parish 4a	100%	39,895			No	£ 39,895	
			Benefice 5	35,635	Parish 5a	33%	11,878			No	£ 11,878	
			Benefice 5		Parish 5b	33%	11,878			No	£ 11,878	
			Benefice 5		Parish 5c	33%	11,878	500		No	£ 12,378	YES
			Benefice 6	82,380	Parish 6a	100%	82,380	5,000		No	£ 87,380	YES
SPU0XX	61,906	50%	Benefice 7	30,953	Parish 7a	50%	15,477			No	£ 15,477	
SPU0XX			Benefice 7		Parish 7b	50%	15,477			No	£ 15,477	
SPU0XX		50%	Benefice 9	30,953	Parish 9a	33%	10,318			No	£ 10,318	
SPU0XX			Benefice 9		Parish 9b	33%	10,318			No	£ 10,318	
SPU0XX			Benefice 9		Parish 9c	33%	10,318			Yes	£ 10,318	
			Benefice 10	114,652	Parish 10a	100%	114,652			No	£ 114,652	
			Benefice 11	64,841	Parish 11a	100%	64,841			No	£ 64,841	
			Benefice 12	79,397	Parish 12a	50%	39,699	1,000		No	£ 40,699	YES
			Benefice 12		Parish 12b	50%	39,699	1,000		No	£ 40,699	YES
			Benefice 8	74,344	Parish 8a	50%	37,172	500		No	£ 37,672	YES
			Benefice 8		Parish 8b	50%	37,172			No	£ 37,172	

- The top row shows the total allocation across the deanery, so a share request of £761,503 for the whole deanery
- The rows below then show figures down to parish level including suggested parish share contributions



The columns with the numbered coloured boxes above them are explained below

1	Where a parish offers to contribute more than suggested by the Diocesan Office, the total additional contribution is added by the deanery under coloured box number 1 – Deanery Mutual Support Offer. In the example above, the Parish 1a has offered an additional £1,000. The figure highlighted green on the top row totals all the additional offers across the deanery. In this example they total £10,000
2	Where a parish is to receive extra financial support from other parishes in the deanery this figure is entered under coloured box 2 – Deanery Mutual Support Grant. In the example above a single parish, 1B is to receive all the extra support from within the deanery totalling £10,000. This figure also appears on the top row highlighted green. NB the Deanery Mutual Support Offer total must equal or exceed the Deanery Mutual Support Grant in order for the Deanery to be meeting its share request. In the example above 7 parishes have agreed to offer a total of £10,000 to support Parish 1B. Any agreements made are for one year only.
3	Under coloured box 3, 'Opt out' deaneries can enter 'Yes'. This should be used where a parish doesn't want to participate in discussions and will simply contribute their suggested share assessment from the Diocesan Office. Other parishes may take part in discussions so long as the sum of the parish contributions add up to the total share requested for the deanery.
4	Under coloured box 4, the revised and agreed parish share assessment for each parish is shown. For example, Parish 1a has agreed to contribute £1,000 more than suggested by the Diocesan Office, so their total agreed assessment is now £25,610 rather than £24,610. At the same time Parish 1B is to receive a £10,000 Mutual Support Grant from other parishes in the Deanery so their total agreed assessment is now £14,610 rather than the suggested £24,610
5	The final column under the coloured box 5, indicates that the PCC has agreed to a parish contributing more than the Diocesan Office suggestion. This is only necessary for parishes that agree to contribute more. The Churchwarden of Incumbent of any parish that has agreed to contribute more than has been suggested, will also be asked to sign a form to confirm that their PCC has agreed to this additional contribution.
6	The three columns on the left hand side, under the coloured box 6, indicate where there are other types of Share Paying Unit (SPU) such as a Mission and Ministry Unit within the deanery. Where this is the case, the name of the grouping is shown in the first column, the total share assessment for the SPU in the second column and the suggested split between the constituent benefices in the third column. In the example above, SPU0XX comprises of two benefices- 7 and 9. The suggested share contribution is £61,906 for the SPU and is split 50/50 across the two benefices so the suggested share contribution for each is £30,953. Reading further across the table to the right we can see that Benefice 7 has 2 parishes (7a and 7b) and the suggested share is split equally between the two at £15,477 each. Benefice 9 has 3 parishes (9a, 9b and 9c) and the suggested share is split equally between the three at £10,318 each.

