

**Diocese of Llandaff**  
**Esgobaeth Llandaf**



# Fairer Share

A Guide to Parish Share  
within the Diocese of Llandaff



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For most parishes Parish Share makes up the biggest single cost in their budget. Many people however are unclear about what it pays for, with ideas ranging from a Church tax to the priest's salary.

Parish Share is hugely significant in the life of our diocese - because it **makes ministry possible**. It also spreads the cost of ministry across all parishes in the diocese, so that ability to pay does not affect whether or not an area is properly served by the Church.

The greatest shared cost to the diocese is the cost of ministry support, which includes training housing and paying the clergy . Other shared costs include:

- Parish support in key areas such as children's & youth work, education, safeguarding, care of churches and stewardship
- Church housing repairs and maintenance
- Grants to support specific mission and ministry projects
- Communication
- Governance & compliance

In every diocese Parish Share is collected and the shared costs are paid by the Diocesan Board of Finance or the 'DBF'. The reasons the DBF do this are:

- To ensure uniformity of stipends
- So the Bishop may deploy a fair spread of clergy across the diocese
- To ensure clergy have the security of being paid on time and housed appropriately
- To be legally accountable as a registered charity

# Fairer Share

## Why do we pay Parish Share?

Over recent years as the cost of ministry has increased sharply (mainly due to significant increases in the pension contribution rate) and the Representative Body of The Church in Wales has reduced the level of central funding. The DBF have tried to ensure that the cost of Parish Share has not increased greatly through the utilisation of historic reserves and investment gains. However a steady decline in the overall average number of people coming to church across the diocese, has resulted in ever-increasing costs having to be met by fewer and fewer people.

The need for Parish Share contributions has changed dramatically from a relatively small contribution to shared services to one which now contributes significantly to the direct costs of the ministry provided within your parish.

### How Fairer Share is calculated...

The total level of Fairer Share is calculated by the Board of Finance in their meeting in September each year, where the financial resource needs of the diocese are reviewed and a budget set for the following year.

The total Fairer Share requirement in monetary terms is then shared across all the parishes of the diocese as follows:

The first part of the apportionment is based on a *Fixed Ministry Element*. This fixed element is applied at the following values:

Stipendiary cleric	£10,000
Curate	£5,000
NSM*/House for Duty	£2,500

\*Non stipendiary Minister



The value of the fixed element is subject to review annually by the DBF, and additional fixed elements may be introduced in due course as a result of The Church in Wales 20:20 vision implementation and the provision of additional forms of licensed ministries funded by the diocese.

The number of clergy posts (including those awaiting appointment) is based on posts as at 1st July each year and these are fixed for the year irrespective of starters and leavers during the period.

The fixed element applies to parish posts only. If for example a cleric is also a diocesan officer for 50% of their time, a fixed element of £5,000 will be applied. If a cleric is responsible for a number of separate parishes, then the fixed element would be split equally to each parish. Single or united parishes that have a number of church congregations perhaps within numerous church buildings, will continue to be treated as one single parish unit and will receive one Fairer Share assessment for the whole parish. 'Ministry Groupings' will also be treated as one single unit for the purposes of Fairer Share.

After calculating a parish's Fixed Ministry Element the remainder of the Fairer Share assessment is based upon the average number of weekly church attendees, over the most recent three year period. This information is provided by parish clergy and officers through the annual parish return provided to the diocese.



Extremes in attendance, at such times as Christmas and Easter do not form part of the formula which parishes are asked to use. Those aged under 18 years old are also excluded from the assessment. Unlike the Church of England, The Church in Wales includes all its cathedrals within the diocesan Fairer Share system; cathedrals contribute through the Fairer Share system in exactly the same way as all other parishes within the diocese.

It is vital for the accuracy of your parish share calculation that the average attendee figure noted within your annual return is accurate. If you are at all unsure about how to do this and need further advice please contact the Diocesan Office, but this quick guide should assist you.

### How to calculate your parish average attendee figure...

Extract from your weekly service register figures the total attendees each week. The figure (for Fairer Share average attendee purposes) should exclude under 18s and members of the congregation who attend more than one service e.g. if they attend a Wednesday and Sunday service they should be counted once - not twice! The calculated weekly attendance should then be sorted into numerical order. Of the 52 numbers in the list the lowest and highest 13 should then be excluded. Total together the remaining 26 figures and divide by 26 to reach the figure needed. This is the figure that you should record in your annual return.

Remember, that if your parish has more than one church, you will need to repeat this exercise for each church and add the figures together to reach the total figure for your parish.

# Fairer Share

## Why do we pay Parish Share?



### What happens next?

This figure is compared with the figure reported for the previous year and any growth/decline in numbers is restricted by 50%. For example if last year's average attendance was 50 and the current year is 60, 55 would be used for the attendee assessment for the year.

An average is then taken of the last three years re-calculated average attendees for the average attendee element of the calculation.

During October each year your parish is notified in writing with details of its Fairer Share assessment for the forthcoming year, so that this figure can be factored into your parish annual budget.

### Rebate scheme

The diocese operates a rebate scheme, whereby it guarantees to refund 5% of agreed Fairer Share assessment if all payments are made by Standing Order on the 1st working day of each month. If there are historic outstanding arrears of Fairer Share any rebate due will be offset against such arrears in the first instance.

### More questions?

Contact the diocesan office on **01656 868868**



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