




A Guide to
Fairer Share

 THE CHURCH
OF ENGLAND

DIOCESE OF SALISBURY



From Your Bishops

This Guide to Fairer Share comes with a huge thank you for your extraordinary and continuing contributions during 2020 and 2021. Every contribution is sincerely valued.

The aim of this Guide is to share with you how, together as a Diocese, we use our generous giving, collected as Fairer Share, to fund our Parish Ministry.

A Diocese only exists because of the parishes within it and Fairer Share is rooted in the biblical principle of Christian communities sharing their resources to support, equip and grow the Body of Christ. St Paul often exhorts those churches who have plenty to share with those who have little. Likewise, for us today Fairer Share is a tangible expression of our shared life and mutual interdependence, particularly towards those in the more deprived parts of our Diocese.

This Guide answers the following questions:

- What is Fairer Share?
- Why does Fairer Share matter?
- How is Fairer Share calculated?

You will see that Fairer Share is the biggest source of Diocesan income and that 86 pence of every £1 of total income is also returned to parishes.

That **86 pence** pays for your parish ministry and a contribution to the Diocesan Board of Education's work with Children and Young People, another key part of parish life.

That leaves just **14 pence** in every £1 paying for part of contribution to the National Church, Diocesan administration and finance and overseas mission.

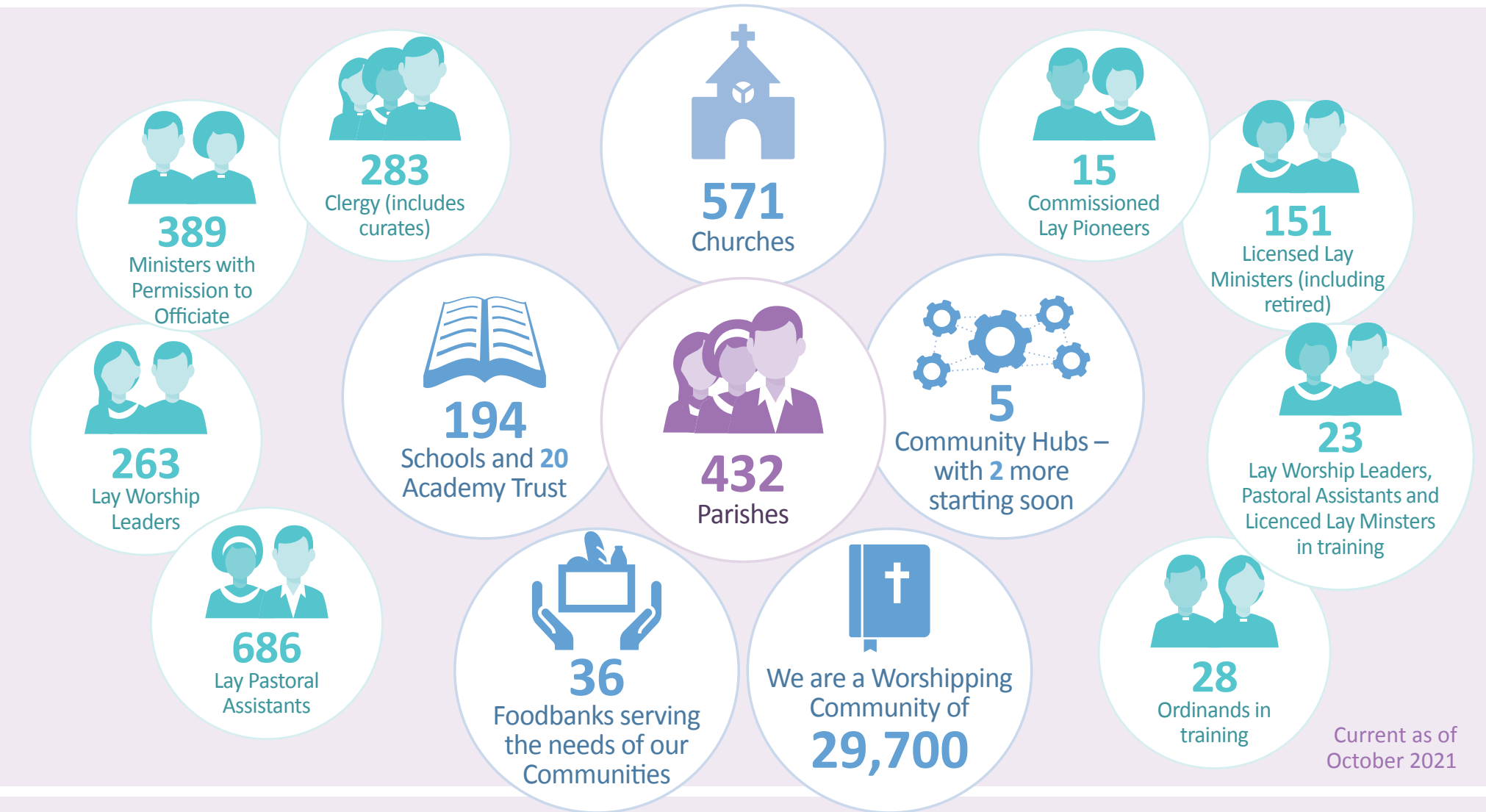
But we face a financial crisis. We are in the red with our outgoings far exceeding our income and so it is vital that we create a sufficient level of giving that allows us to continue to pay all these costs.

Our overarching vision is to provide a thriving Christian presence across this Diocese, but to do this we need to be financially stable.

We have a plan to return to financial stability before the end of 2025, but we can only do this by working together and so we pray for your generous and sustained giving.

+ *Kara Sebaine* *Andrew Ransbury*

Together we are the Diocese of Salisbury



What is Fairer Share?

It enables God's ministry and mission in our Diocese; without the generous giving from our parishes, clergy could not be paid and supported.

The total amount of money needed by the Diocese each year to sustain ministry and mission is divided between the parishes, using a formula that seeks to recognise the need of some churches to be supported by others.

The contribution we ask from each parish is based on the following principles:



Fairer Share is the Diocese's largest single income stream.

The scheme is rooted in Christian generosity and supporting each other.

Every year Fairer share is calculated for each parish based on the Diocesan Annual Budget as approved by Diocesan Synod

Relative ability to give: recognising that some are able to give more, thereby supporting parishes in our Diocese that are less well off.

Need not wealth: enabling the provision of ministry based on need and opportunity.

Belonging to a wider Church: recognising that we are connected to each other and not simply focusing on our own needs.

Why does Fairer Share matter?

Your Giving, through Fairer Share, is the largest income generator for our Diocese, and we are dependent on your generous giving to be able to fund God's ministry and mission in our parishes.

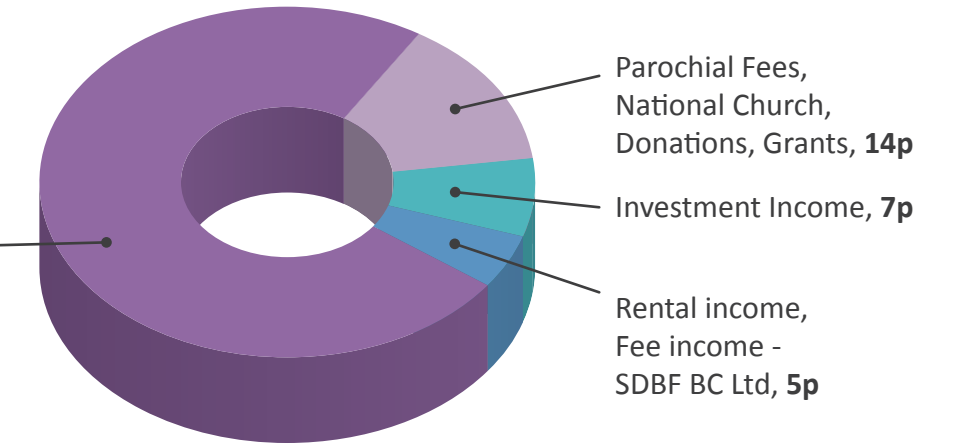
This giving needs to cover the cost of direct ministry, ministerial support and support for parishes – the largest part of our expenditure.

74 pence in every pound of our total incomes comes from Fairer Share contributions from parishes.

86 pence in every pound of total income comes back to parishes.

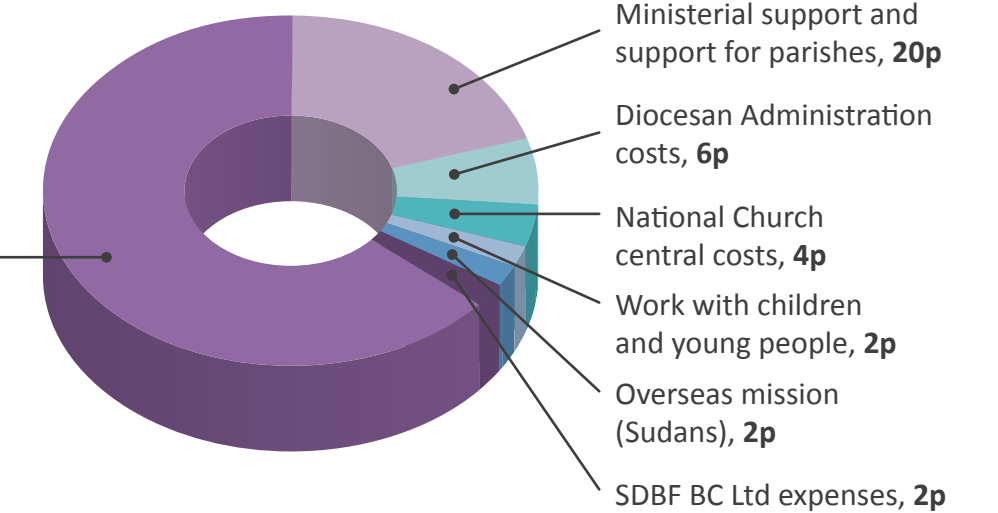
Total Income £13 million

Fairer Share from parishes **74p**



Expenditure £14.5 million

Direct Ministry (stipend, pension, housing), **64p**



Footnotes
Income and Expenditure taken from 2020 audited accounts (see Appendix 2 for detailed expenditure)
SDBF BC Ltd is our Salisbury Diocesan Board of Finance Building Consultancy Ltd – [click here](#)

Breaking it down further....

How **86 pence** in every pound of total income comes back to parishes:

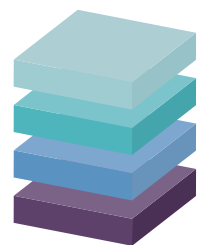


Direct Ministry: clergy stipends, pension, housing

Ministerial and parish support: ongoing ministerial training, training of ordinands, vocations, lay training, safeguarding, church buildings (DAC), social justice, pastoral and patronage, governance, fundraising, communications.

Work with children and young people

Where the **14 pence** in every pound goes to:



Diocesan Administration costs: Finance, IT, HR, legal, audit, insurance, depreciation

National Church central costs: including support to churches in poorer parts of the country and clergy retirement housing

Mission overseas: a partnership with the Sudans to improve education and health care.

SDBF BC Ltd expenses: net proceeds reduce overall Share request

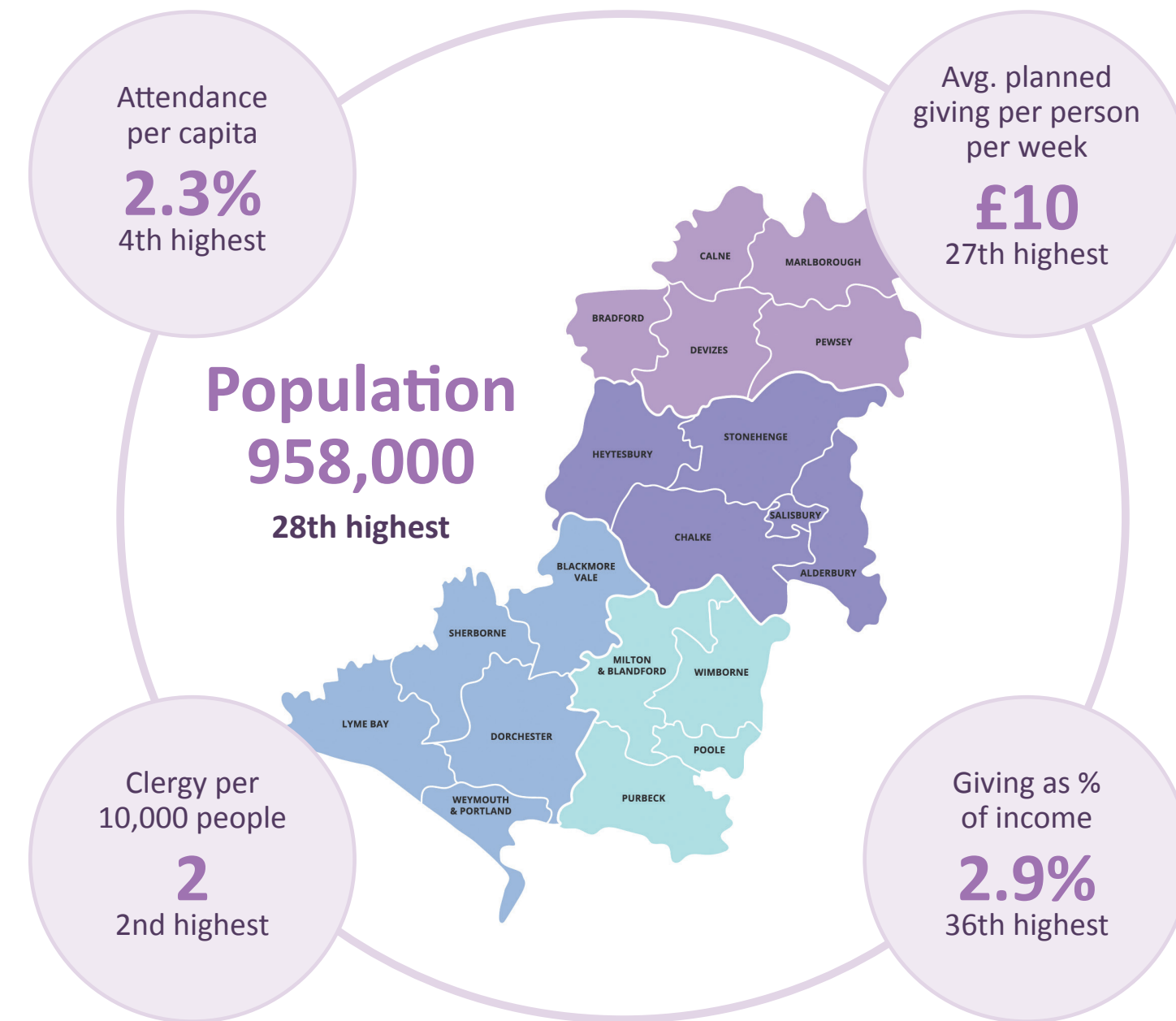
Our Diocesan and Suffragan Bishops are not part of our Diocesan expenditure

The Channel Islands are responsible for their own finances

Salisbury Cathedral is a separate charity

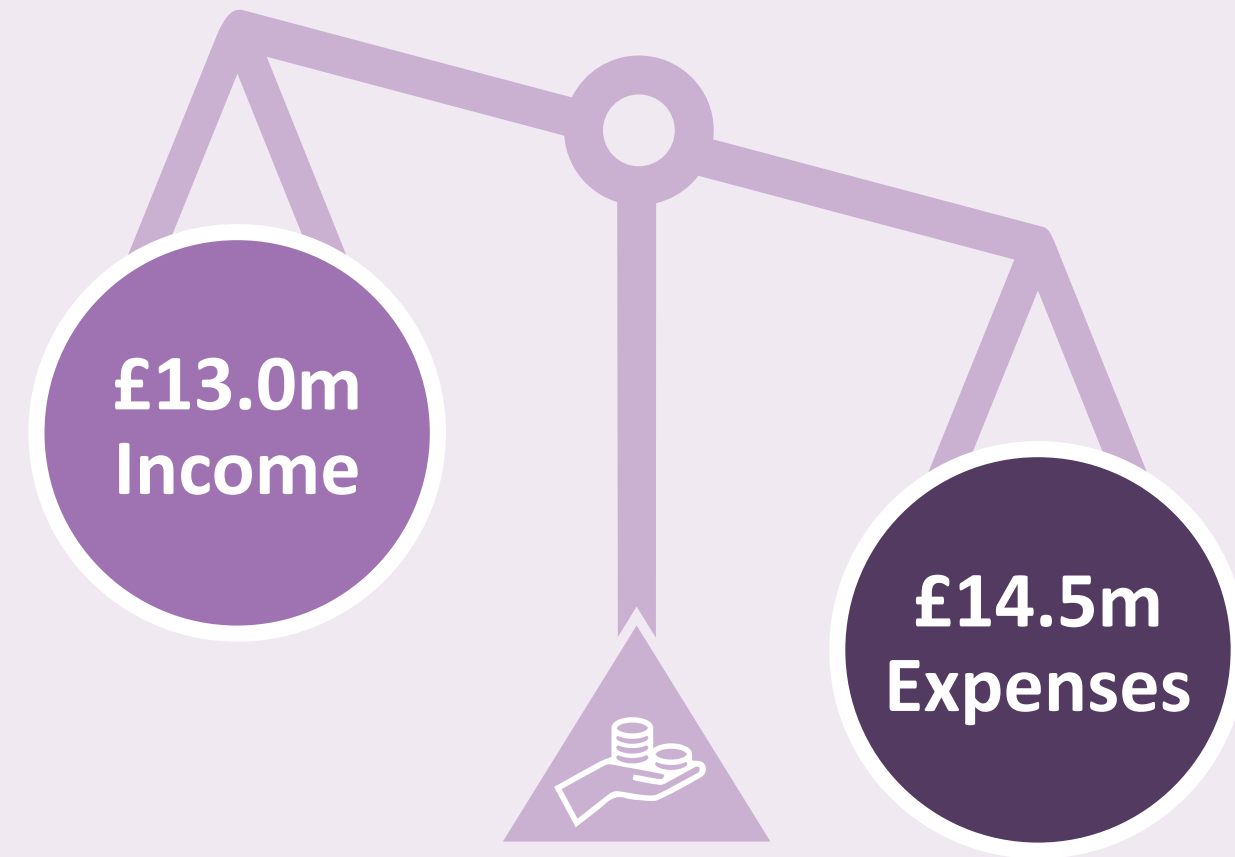
Our Giving in Context

National Church Report, 25.06.2020 – ranking out of 41 dioceses



The Financial Challenge

Our Diocese, like many others, is operating at a deficit.



Salisbury Diocesan Board of Finance took out a £2.5 million loan in 2020 to ensure liquidity to meet the costs of parish ministry in 2021 and beyond. This has to be repaid by 2026.

A plan is in place to eliminate our deficit by 2025.

Recognising all the many issues faced by our parishes, this will be a challenge for us all.

How is the Diocese responding to the financial challenges?

Trusting in God's provision, we remain committed to Christian ministry in every parish in the Diocese

The overarching aim is to reach break-even by 2025 by focusing on:

Helping increase parish income and resources via Generous Giving Campaign and support for Stewardship



Considering all alternative sources of income to the Diocese to reduce the burden on parishes using mechanisms such as Total Return *



Controlling costs wherever possible by using technology to its full capabilities and by looking for opportunities to work collaboratively with other Dioceses



Looking at all ways to support Parishes in improving administration; reducing costs wherever possible and releasing locked monies



*Appendix 1 for definition

How is Fairer Share calculated?



How much each parish contributes is based on:

Number of church members:

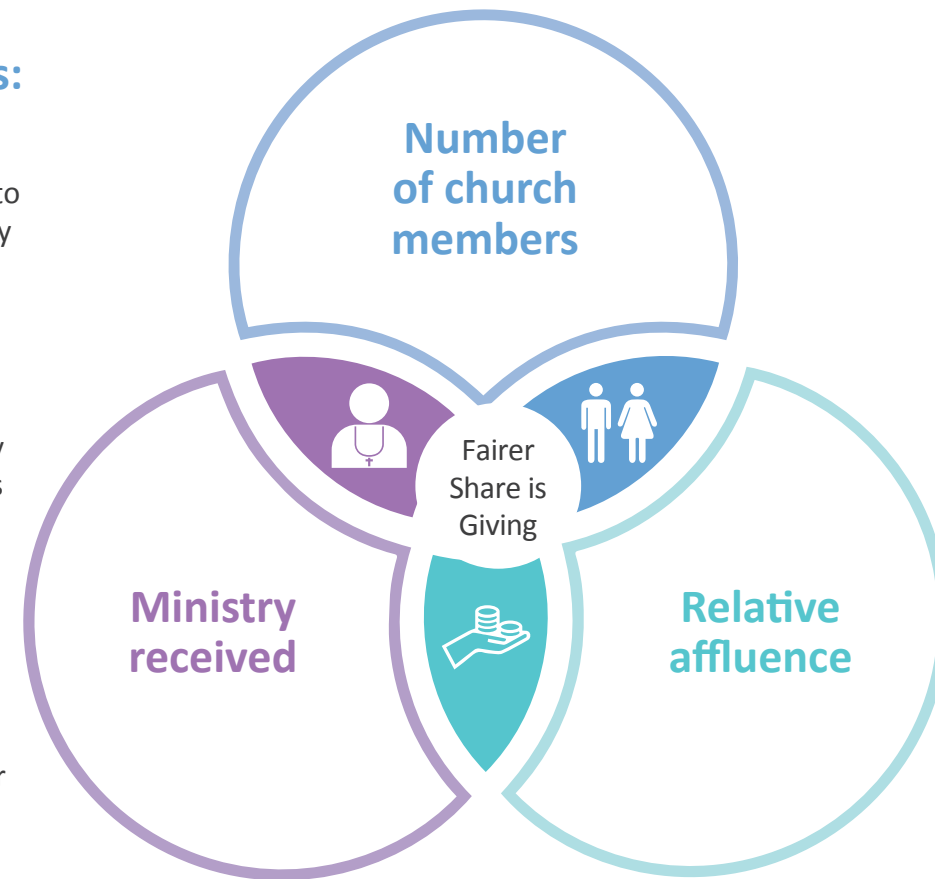
the number of church members that may reasonably be expected to contribute to the ministry and mission provision

Relative affluence:

of the church community relative to other parishes in the Diocese

Ministry received:

contributing to the actual cost of ministry received relative to other parishes in the Diocese



The scheme aims to balance the means and the needs across the Diocese.

Larger and wealthier parishes are asked to make a greater contribution, enabling the provision of ministry to less wealthy parishes that otherwise might not have been able to afford it.

Every year Fairer Share is calculated for each parish based on the Diocesan Annual Budget as approved by Diocesan Synod

The Finer Details

Number of church members:

Each year parishes complete a 'membership count', which takes place during an agreed five-week period.

The definition of a *member* is a person (aged 18 and over, excluding visitors) committed to worship or other regular involvement with the church, and who *may reasonably be expected* to contribute towards the ministry of the church.

The calculation is based on the three-year rolling average membership for each parish to smooth out significant and unexpected year-on-year changes.

Relative affluence:

Each year parishes are asked to review the relative affluence of their church community under one of five categories (A-E), ranging from:



- A - 'The members are favourably placed and likely to be more able to pay than most'
- to
- E - 'The members are all amongst the least able to pay'

The comparison should be made against the members of other parishes, both in the parish's own deanery and also in the wider Diocese. The Rural Deans and Archdeacons provide support to parishes if they need help to make a choice.

Ministry received:

Clergy are licensed to a benefice, which is a parish or group of parishes.

A 'modification' is made to each parishes' Share that is part of the benefice, based on the actual cost of ministry received. This recognises that parishes across the Diocese have access to different levels of ministry based on need and opportunity.

Ministry received (for the benefice) includes those in post, and posts that have been agreed but are not yet advertised or filled:

- The number of stipendiary clergy (excluding curates)
- Paid lay posts agreed to be paid through Share
- House for duty posts

Thank you

Thank you for your giving through Fairer Share. Your generosity allows Parish ministry and mission to flourish here.

Giving is simply a response to God's gracious generosity to us. So, we pray that we can give as generously as we receive.

Then together we can continue to support a thriving Christian presence across our Diocese.

We are here to help

If this Guide prompts any questions, or you would like to know more - you can contact a member of the Diocesan Finance Team accounts@salisbury.anglican.org at any time and if you want to find out more about share, or giving go to [Sustainable Giving Resources — Diocese of Salisbury \(anglican.org\)](https://www.anglican.org/sustainable-giving-resources)



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Front cover image credits:

Second row: (left) Karen Massel, (middle) Ash Mills, (right) Alan P Jeans **Third row:** (right) Ash Mills