

Diocese of Llandaff
Esgobaeth Llandaf



Fairer Share

A Guide to Fairer Share
within the Diocese of Llandaff



**LLE MAE FFYDD
YN CYFRIF**
**WHERE FAITH
MATTERS**



Why do we pay Fairer Share?

Fairer Share is the biggest single item of expenditure for most Ministry Areas, but many people are unclear how it is worked out or what it is for.

Fairer Share makes ministry possible. It spreads the total cost of mission and ministry, across all the Ministry Areas in the Diocese.

In addition to clergy stipends and training, the Diocese is also responsible for:

- Education, children, young people and safeguarding
- Ministry and discipleship and training
- Clergy housing repairs and maintenance
- Care of churches
- Grants to support mission and ministry projects
- Communication and Engagement
- Governance & compliance, stewardship

□

The Diocesan Board of Finance (DBF) pays the shared costs for the Diocese, it does this so that:

- there is uniformity of stipends and the bishop can deploy a fair spread of clergy across the diocese
- clergy have the security of being paid regularly and housed appropriately
- we are legally accountable as a registered charity □

How is Fairer Share Calculated?

Why has Share been going up?

Inflation means costs naturally rise year on year and over recent years the cost of ministry has increased sharply due to increases in pension costs. Alongside this the grant from the Representative Body of The Church in Wales (RB) has been reducing and the DBF has been using up its reserves. The DBF now needs to bring the budget into balance so we that will have a sound financial future.

Fairer Share contributions are not used to fund the Diocesan Vision, Where Faith Matters and Young Faith Matters. These initiatives are funded by reserves of the Diocesan Board of Finance and grants from the Evangelism fund of the Representative Body.

How Fairer Share is calculated...

In September each year, the Diocesan Board of Finance sets its budget. The DBF is responsible for ensuring everyone get paid and the Diocese doesn't run out of money! The total costs are then shared between the Ministry Areas. During October each year your Ministry Area is notified with details of its Fairer Share assessment for the forthcoming year, so that this figure can be factored into your Ministry Area annual budget. Ministry Areas are treated as one single unit for the purposes of Fairer Share. How this is then broken down between churches is the decision of the Ministry Area Council (MAC).

Each Ministry Area pays a fixed contribution based on clergy posts and a variable contribution based on average weekly attendance.

Fixed element + Variable element = Fairer Share contribution

The Fixed Ministry Element is:

£10,000 per Stipendiary cleric

£5,000 per Curate,

£2,500 per self-supporting minister (SSM) / House for Duty

Fairer Share

How is Fairer Share Calculated?



The fixed element is based upon the number of clergy posts in place on 1st July each year, not the number of clergy in post at any given time (vacancies do not impact the fixed element). Where a post is part time the fixed element is adjusted accordingly, e.g., a 50% diocesan post reduces the fixed element by 50%.

The Variable Element of Fairer Share is proportional to the average number of weekly church attendees, over the last three-years. Attendance figures are provided by Ministry Area clergy and wardens in the annual Ministry Area return. Those aged under 18 years old are excluded from the assessment.

Extremes in attendance, at such times as Christmas and Easter do not form part of the formula used to calculate Share. By using a 3 year average the Ministry Area is protected from any dramatic falls or rises in any one year.

Any growth or 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.

It is vital for the accuracy of your Fairer Share calculation that the average attendee figure in 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.

Unlike the Church of England, The Church in Wales includes all its cathedrals within the same diocesan Fairer Share system, in the same way as other Ministry Areas.

Fairer Share

How is Fairer Share Calculated?



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 by the 8th 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**



**LLE MAE FFYDD
YN CYFRIF**

**WHERE FAITH
MATTERS**