



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

# Parish Share Consultation 2023

Summary and Direction of Travel

14 January 2022





## Introduction

Thank you to everyone who has engaged in our diocesan consultation to help us develop an approach to parish share for 2023 and beyond. We have been delighted by the level of engagement, the constructive nature of the conversation and the ideas and suggestions that have come forward.

Of course, parish share is a cause of significant frustration in our diocese as it is in many others. We hope that by listening and adopting a collaborative approach, we can address some of those frustrations, but we are also realistic that no parish share arrangement will successfully address every frustration, nor will any arrangement be universally popular. Indeed, as you will see from this report there are differences in opinion about a way forward.

Nevertheless, we are hopeful and confident that this consultation has given us a clear direction of travel for the future and we will continue to engage and listen as we prayerfully discern how we collectively share the resources that God has given us for parish ministry in the Diocese of Chelmsford.

The purpose of this report is to:

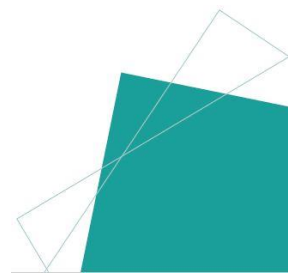
- 1. Summarise the key learning from the consultation**
- 2. Set out a direction of travel**
- 3. Remind you of the next steps and timeline as the final share scheme is developed for 2023 and beyond.**

The report contains six sections:

- 1. Consultation Engagement:** A description of the scale and range of engagement and participation
- 2. Key points and direction of travel:**
  - a. Underpinning principles and values for the 2023 Parish Share Scheme**
  - b. Who should decide how much each parish is asked to pay?**
  - c. Which parishes should receive most support from the mutual support fund?**
  - d. Context- challenges and opportunities**
  - e. How can the diocesan office best help parishes implement a new parish share scheme?**
- 3. Other ideas and suggestions collected through the consultation**
- 4. Next steps**
- 5. Appendix 1.** A summary of the quantifiable responses from the follow up survey for those who participated in the Zoom consultation meetings
- 6. Appendix 2.** A summary of the quantifiable responses from the follow up survey for those whose parishes did not participate in the Zoom consultation meetings.

*The Venerable Chris Burke, Archdeacon of Barking*

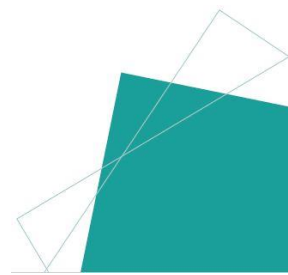
*Michaela Southworth, Diocesan Secretary and CEO*





## 1. Consultation Engagement

- On 29 September 2021, the Diocesan Secretary and Chair of the Diocesan Board of Finance emailed all clergy in parish posts, churchwardens, PCC Secretaries, PCC Treasurers, Area Deans, Lay Chairs, Deanery Treasurers, MMU Leaders, Parish Administrators and Members of Diocesan Synod, inviting them to a series of six Zoom consultation meetings taking place during October and November 2021.
- 522 people participated in the consultation meetings from 299 parishes across the diocese. 63% of parishes were represented at the meetings and there was a minimum of 7 representatives from every deanery.
- At the end of the consultation meetings, the 522 participants were invited to take part in an online follow up survey. 300/ 522 completed that survey.
- Throughout the initial consultation period, reminders were sent to all clergy, church wardens, licensed lay ministers and lay chairs via the weekly newsletter, The View, in order to encourage participation. Archdeacons were also sent regular registration updates so that they could follow up and encourage participation.
- When the consultation meetings were complete an email was sent to leaders in the 172 parishes who had not participated, providing them with a further opportunity to participate via online survey, email or in writing. That invitation was sent to all relevant clergy in parish posts, churchwardens, PCC Secretaries, PCC Treasurers and parish administrators. A further 25 people participated in the consultation at that point (14 were from parishes that had already contributed).
- In total representatives from 310/ 471 (66%) parishes participated in the consultation. This figure needs to be read with the caveat that some participants did not identify their parish in a way that could be matched with our data e.g. some provided the name of their town or city. Others may have represented more than one parish but only identified a single parish on their registration form. It is therefore likely that the proportion of parishes represented was higher than 66%.
- Throughout the consultation, parishes were invited to let us know if they would be unable to participate through the Zoom meetings or online consultation so that we could find an alternative way for them to engage offline. This message was conveyed in the original invitation letter on 29 September, in articles about the consultation in The View and in the email to all those parishes who did not participate in the consultation meetings.
- Whilst every deanery was represented by at least 7 participants, some areas of the diocese were better represented at the consultation meetings and through the surveys than others. It is therefore important to read the data in the appendices with this in mind and not to treat the data as a representative poll of the diocese.





## 2. Key points and direction of travel

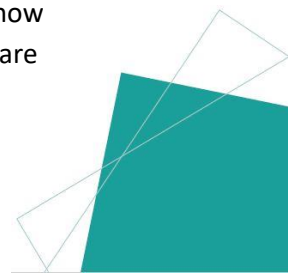
### 2a. Underpinning principles and values

A key purpose of the consultation was to help us understand the values and principles that should underpin our approach to parish share. The theme was introduced in a video from Bishop Guli which was played at the start of each consultation meeting and in the consultation reading material, [Resourcing Parish Ministry in the Diocese of Chelmsford](#).

Our values and principles will help to inform our approach when we consider detailed matters such as whether and how money should be distributed from more affluent parishes to those in need.

#### **Summary of key points and direction of travel – values and principles**

- **A relentless focus on supporting and serving local parish ministry.** Concerns were raised that the money contributed through parish share is focused on funding activity other than local parish ministry. The [2022 Parish Share FAQs booklet](#) details how parish share money is currently spent in the Diocese of Chelmsford. We understand the concerns that were raised during the consultation and reaffirm our commitment to continue to scrutinise costs and focus our resources on funding and supporting local parish ministry in its many forms. Regrettably this is not a reassurance that there will not be difficult decisions ahead. If there is a shortfall in parish share given, then we simply have no other way to adequately resource parish ministry. But we can reassure you that when it comes to prioritising how we spend the funds we have, local parish ministry is our primary focus.
- **Transparency.** As well as ensuring a focus on support for local parish ministry, it is also important that people can see and understand this is happening. Concerns were raised that the way in which parish share has been calculated and spent in the past has not been clearly explained. Being transparent and clear is important in order to restore trust and to help our church leaders explain why parish share is important to their congregations which in turn will support efforts to encourage generosity and giving. Whilst the diocesan office cannot directly communicate with every member of your congregation, we can give you the tools to do so. We hope that documents such as the [Resourcing Parish Ministry booklet](#) and the [2022 Parish Share FAQs booklet](#) represent a good start in meeting this commitment. There is more on transparency and communication in section 2d.
- **Mutuality.** One of the key questions we sought to answer throughout the consultation focused on whether parish share should be a payment for the costs of ministry in your own parish or a contribution towards the overall costs of parish ministry across the whole diocese. The answer to this question has significant implications for how parish share is calculated; on whether it is right for more affluent parishes to contribute more to fund ministry in less affluent parishes. Mutuality was backed by a large majority of participants, and we have a clear direction of travel.
- **Local Agency.** There was also some discussion about whether there should be more local agency in making decisions about how much each parish is asked to contribute and how parish share is spent across the diocese. Some suggested that by devolving parish share





decisions to a more local level e.g. deaneries, parishes would be able to recognise local challenges and opportunities that the diocesan office would not be aware of. Others were concerned that asking parishes to make financial arrangements between themselves could undermine local relationships (see section 2B for more details on this issue). Some suggested more local agency in deciding where parish share is spent. Others were concerned that this may inhibit us developing mutually as a diocese or leave some parishes unsupported. Providing greater local agency is a complex issue, but it is clear that where we can mitigate against significant problems such as those described above, it can help us to support parish ministry and so we will work to incorporate it where it is right and practical to do so.

## 2b. Who should decide how much each parish is asked to contribute?

One of the key questions that we sought to answer through the consultation focused on who should decide how much share each parish is asked to contribute. As well as inviting suggestions we explored three options that are in place in other dioceses:

### **Option 1 – the centrally determined model**

In this approach the diocesan office sets parish share for every individual parish using a range of criteria such as church attendance and deprivation indices. This allows those who are well placed to pay more to do so thereby helping to fund ministry in parishes that are less well off. The model helps parishes to be clear about expectations but makes it more difficult to factor in local circumstances such as expensive building maintenance or other criteria that aren't so easily assessed using objective criteria.

### **Option 2 – the pay what you can model**

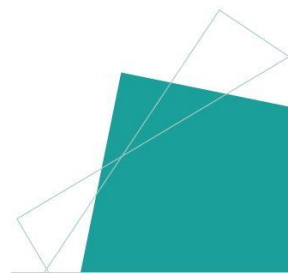
This approach completely devolves decision making about share payment to parishes, but makes it difficult to ensure that we bring in enough money to fund parish ministry across our diocesan family. The risk is that if total share contribution isn't high enough then our annual deficit will continue to grow and further cuts to parish ministry will be necessary.

### **Option 3 – the hybrid model**

Some dioceses are adopting a hybrid model through which deaneries are given a total share figure covering all their parishes. The parishes in the deanery then meet and agree how best to allocate share payment between themselves. This allows for some local agency and the factoring in of exceptional circumstances in some parishes. Where the deanery collectively meets the total allocated share payment, then their full contribution to funding ministry across the diocese is made.

### **Summary and direction of travel – who decides how much each parish is asked to contribute?**

- Whilst there were differing viewpoints expressed throughout the consultation, when we asked participants to rank the options in preference order, the hybrid model was the most





favoured option, followed by the current approach in which the diocesan office decides how much each parish is asked to contribute (see figure 1 below)

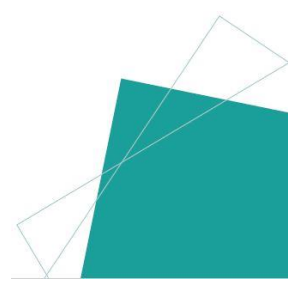
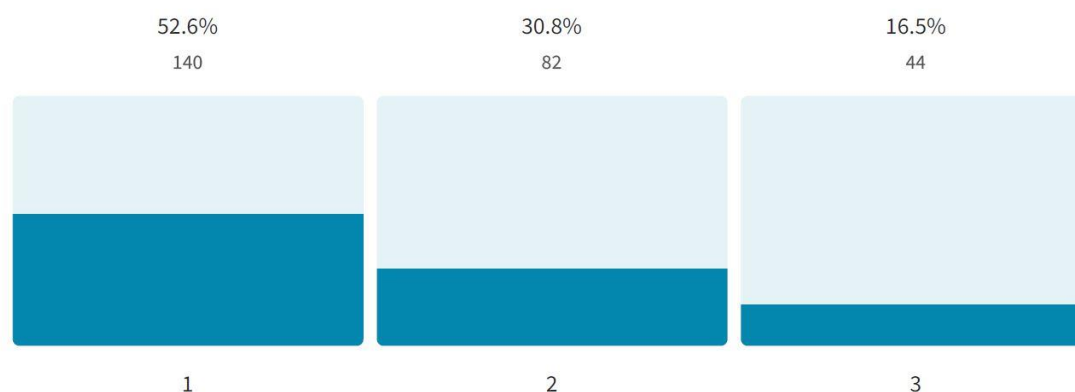
- As we move forward we will explore a hybrid model where parishes in deaneries will have the opportunity to agree how they will collectively meet a deanery parish share ask. However, we will also explore how we can retain some of the benefits of the current model such as providing a parish level share ask which deaneries might use as a starting point, or indeed if parishes in a deanery can't or don't want to agree how they will collectively meet their share ask, they might simply resort to contributing according to the individual parish level asks.
- We also asked participants how we might support deaneries as they meet to negotiate parish share contributions. There were suggestions that demographic and previous share data would be helpful as would neutral facilitation at deanery meetings where it is requested.
- It will be important for us to develop the detail of our approach with those who will be most directly involved in implementation. We will therefore arrange meetings with Area Deans and Archdeacons in the coming weeks to help us develop an effective and practical approach. We will also discuss with Area Deans how best to engage other deanery and parish representatives in developing our approach.

### Figure 1, Preference for a hybrid approach

Source- Appendix 1, survey of consultation meeting participants

In the survey for those who attended the consultation meetings, respondents were asked to preference the different options for who should decide how much each parish is asked to pay. 52.6% of respondents chose the hybrid option as their first preference and 30.8% chose it as their second choice. Retaining the current system where the diocesan office decides how much each parish is asked to pay was the second most popular option (see p11 appendix 1). A similar pattern emerged in the polls taken during the consultation meetings and in the survey of parishes who did not participate in the consultation meetings (see appendix 2).

#### Deaneries should be given an amount to contribute and the parishes (or MMUs) in each deanery should negotiate and agree how much each parish (or MMU) contributes (the hybrid model)





## 2c. Which parishes should receive most support from the mutual support fund?

Having established mutuality as a key principle underpinning our approach, there is much detailed work to be done in developing a parish share scheme that helps us deliver on the principle of mutuality.

One of the key questions we sought to answer through the consultation is 'which parishes should receive most support from the mutual support fund'. In other words, how do we define the parishes that are most in need of mutual support.

Participants in the consultation were given a number of criteria to prioritise:

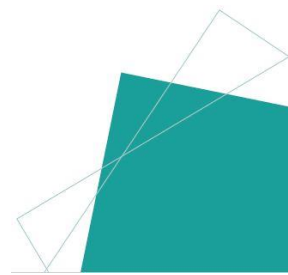
- Community deprivation levels (as defined by published data from the Church Urban Fund or similar organisations.)
- Parish income and unrestricted reserves
- Building maintenance and repair costs
- Missional potential of the parish

### **Summary and direction of travel – which parishes should receive most support from the mutual support fund?**

The responses to this question were less conclusive than the question about who should decide how much each parish is asked to pay. Community deprivation, and income and unrestricted reserves were considered marginally more important than the other criteria, but our direction of travel will clearly need to try to find a balance for these different criteria rather than being significantly weighted towards one or two.

There were also some concerns raised about how easy it is to define some of these criteria and it is worth noting that a hybrid model for share allocation may help (see 2b); that parishes in a deanery are better placed than the diocesan office to recognise a parish that has greater need because of building repair costs or a missional opportunity and can support that through balancing parish share contributions accordingly.

Participants were also asked if parochial fees for weddings and funerals should no longer be returned to parishes, but instead be added to the mutual support fund as they are in many dioceses. Such an approach means the funds are allocated according to need and there was significant support in favour of this approach which we will now seek to incorporate.





## Figure 2 – Support for parochial fees being added to the mutual support fund

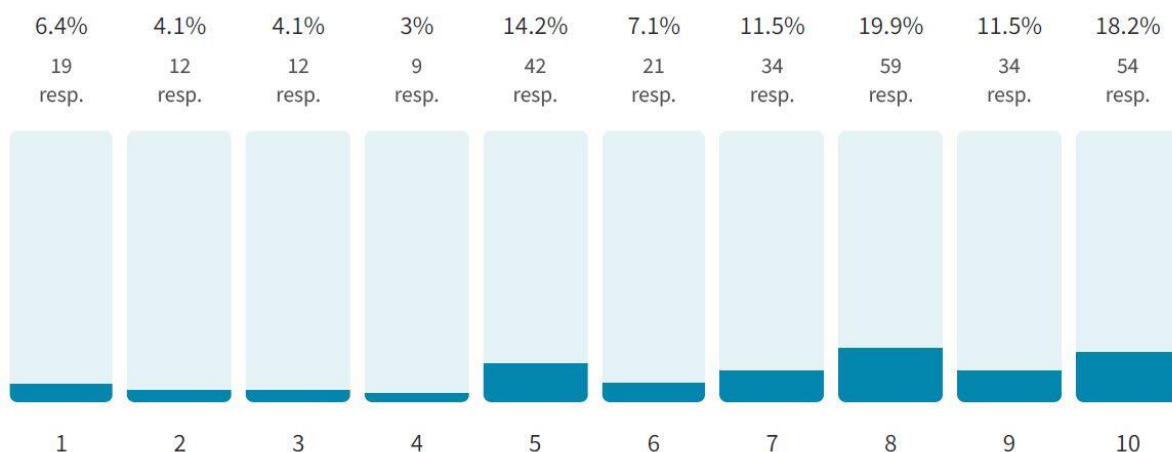
Source- Appendix 1, survey of consultation meeting participants

Participants were asked to rate on a scale of 1 to 10 where 1 is disagree and 10 is strongly agree, how much they agreed with the following statement?

*“Like most other dioceses Chelmsford should adopt the practice of putting parochial fee money into the Mutual Support Fund to benefit parishes that are less affluent and bring down the overall amount parishes are asked to contribute in share”*

296 out of 300 answered

### 6.8 Average rating

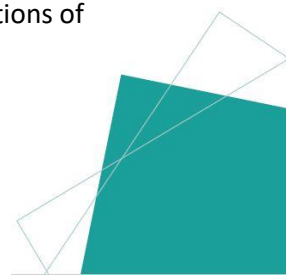


## 2d. Context: challenges and opportunities

As well as asking participants questions about the future, the consultation sought to deepen our understanding of the challenges and opportunities that parishes face in the context of resourcing parish ministry.

### Summary and direction of travel – context: challenges and opportunities

- Whilst many parishes have confidence about their ability to pay parish share in the future, some are less confident.
- Whilst most parishes are meeting their parish share payments from income and giving some are reliant on reserves
- Significant concerns about long term sustainability include a lack of young people, falling congregation numbers, a lack of clergy, insufficient giving and the long-term implications of the COVID-19 pandemic







- A successful shift towards greater mutuality will clearly benefit those parishes who are less able to pay at present and support them as they seek to grow.
- When asked about hope for the future, many respondents talked about the importance of local leadership, prayer, generosity and renewed connection with the local community as a means to sustain and grow parish ministry for the future.

### Figure 3 – How do parishes currently pay their parish share?

Source- Appendix 1, survey of consultation meeting participants

In recent years how have you normally funded you parish share contribution?

265 out of 300 answered



NB a mixture of the above means a mixture of a) income and giving and b) From reserves of selling assets which were positioned as the top two options on the list of responses.

## 2e. How can the Diocesan Office best help parishes implement a new parish share arrangement?

Our approach to developing a new parish share scheme for 2023 is a collaborative one, recognising that we must collectively discern how best to distribute and use the resources God has provided for parish ministry. And that collaboration must continue in the implementation of the 2023 Parish Share. We can only resource parish ministry in Chelmsford Diocese through an effective parish share scheme and that means we need to build trust not only with church leaders but with those who give generously in our congregations.

### Summary and direction of travel – how can the diocesan office best help parishes implement a new parish share arrangement?

- **Communication and transparency** were identified as key to helping people understand how parish share is calculated, how it is spent and why it is vital in resourcing parish ministry.





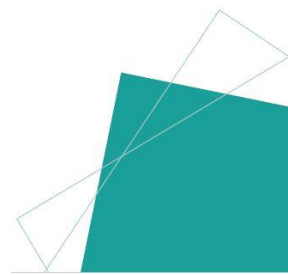
Participants were asked what would be useful in helping them to explain parish share to their own congregations. Simpler explanations of complex matters such as how mutual support is calculated were suggested. Booklets, printed materials and online resources were identified as the most useful resources. This gives us a clear direction of travel. It was also noted that the parish share calculation has been sent to parishes late in recent years and we are committed to reversing that trend so that parishes have time to plan and budget.

- **Support for deanery share discussions.** There were suggestions about how we might support the implementation of a hybrid model for share allocation and in particular, how deaneries might be supported and guided through discussions about individual parish contributions. Section 2b sets out some of the key suggestions that were made in this area and we will further consult Area Deans on the best way forward.
- **Support on giving and generosity.** Throughout the consultation, respondents regularly raised the importance of generosity and giving. As Bishop Guli states in the introduction to the Resourcing Parish Ministry booklet, “I’m immensely grateful for the faithful generosity of so many who’ve made possible the mission of our diocese over the years. Now we must press on further and share that call to generosity with all the people around us in our worshipping communities. It’s in living out our call to be generous disciples that we’ll see transformation in our financial situation.” Our [Generous God, Generous Disciples resources](#) provide and sign post a wide range of resources to support parishes including teaching resources and practical guidelines. As we move forward, we will continue to develop resources to help with this important part of our ministry.
- **A focus on reducing the total parish share ask.** In 2022 we were able to reduce the overall ask to parishes by cutting some central costs, adopting total return accounting and securing funds from other sources. We will continue to work hard to achieve this. However, it is worth noting that parish share will fund 77% of the Diocesan General Fund budget for 2022 and other sources of income or opportunities to cut costs are minimal in comparison. Parish share is our primary means of resourcing local parish ministry and there is no alternative significant source of funding that the diocese can use to resource parish ministry.

### 3. Other ideas collected through the consultation

As well as addressing some of the key questions and issues, the consultation also provided a number of specific ideas that can help give shape to our direction of travel. Specifically:

- There were numerous suggestions about how we might bring parishes together and share stories about how parish share is used to support parish ministry in areas of greatest need so that congregations can see the difference that their giving is making.
- It is important for us to recognise and celebrate the difference that parish share contributions and the generosity of those who give faithfully make to the life of our diocese.
- There was a suggestion that parishes/ deaneries be given a minimum parish share contribution (that would cover the full costs of ministry for their parish) and then a further request for additional funds to help support ministry in other parishes or to cover any overall diocesan shortfall.





- There were suggestions that we re-name Parish Share to better reflect and describe its purpose and function. This may help us undertake the challenging task of communicating how we fund local parish ministry. We would welcome ideas on a new name for Parish Share. Please do email them to [diocese@chelmsford.anglican.org](mailto:diocese@chelmsford.anglican.org)
- There were many good ideas that fall outside the direct scope of the parish share consultation which we have passed on to relevant departments and colleagues.

## 4. Next Steps

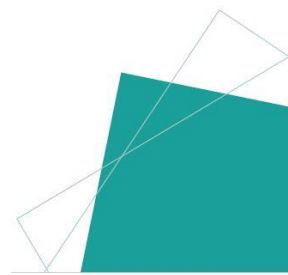
### Direction of travel in summary

We will now start work to develop a detailed parish share scheme. As we do so, we will continue to listen and consult, particularly via our Area Deans, Archdeacons and with members of Diocesan Synod. As we develop the detail, we will explore and be guided by our direction of travel towards a scheme that:

- Is built on mutuality with the most affluent parishes helping to fund ministry in places of greatest need
- Is a hybrid model which retains some of the benefits of the existing approach (see 2b for details)
- As we move forward we are committed to:
  - A relentless focus on serving and supporting parish ministry, scrutinising other costs and reducing the parish share ask wherever possible and helpful to parishes
  - Transparency and clear communication
  - Listening and continuing a collaborative approach.

Our timetable for the development of the 2023 parish share remains on course and is set out in the table below.

Date	Action
January 2022	Archdeacons and Area Deans to be invited to meetings to discuss next steps and in particular the development of the hybrid model
26 February 2022	Initial proposal and key questions for discussion at Diocesan Synod
11 June 2022	Final Parish Share approval at Diocesan Synod

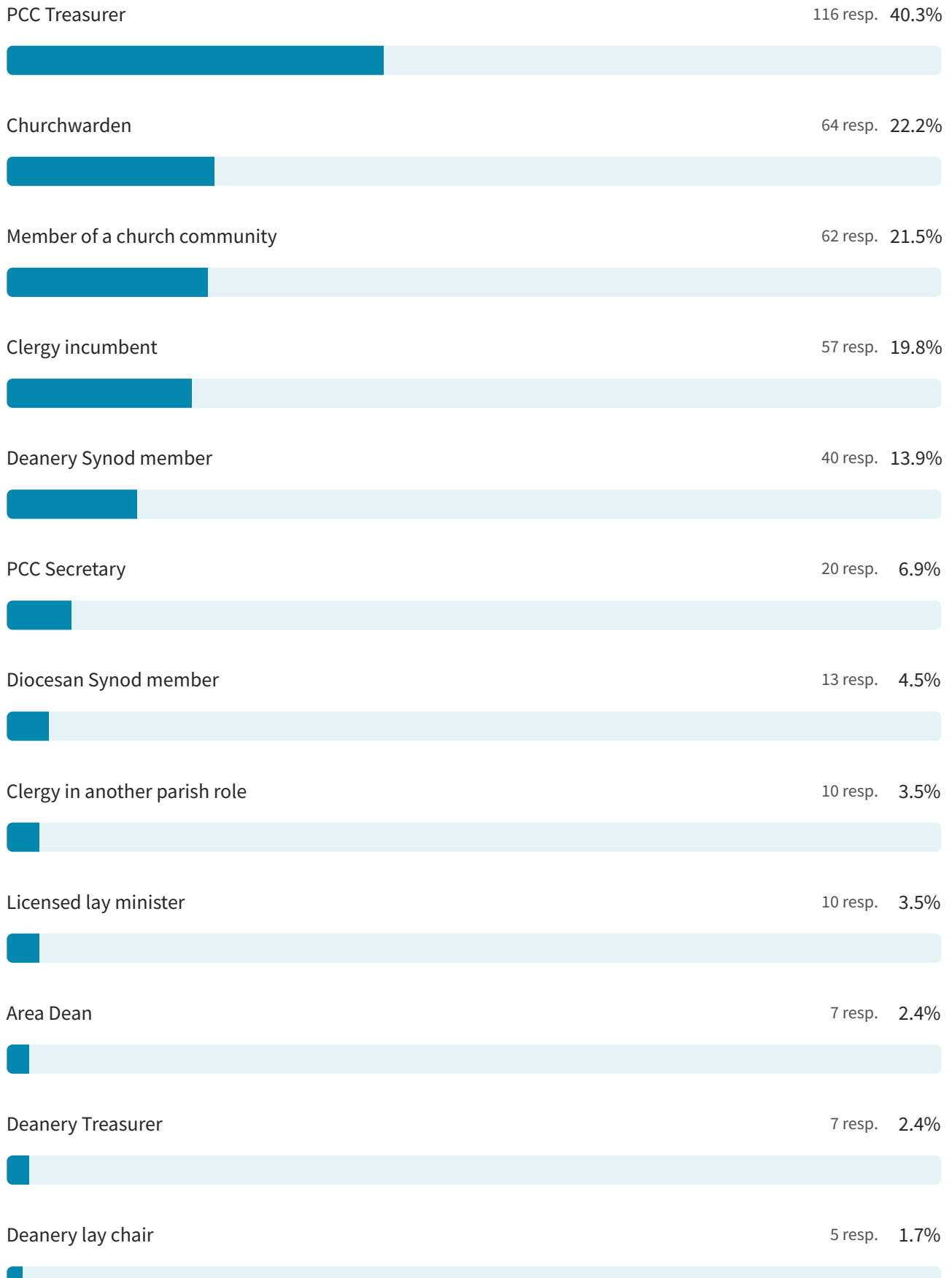


# Parish Share Consultation Survey

300 responses

Which of the following roles do you hold

288 out of 300 answered

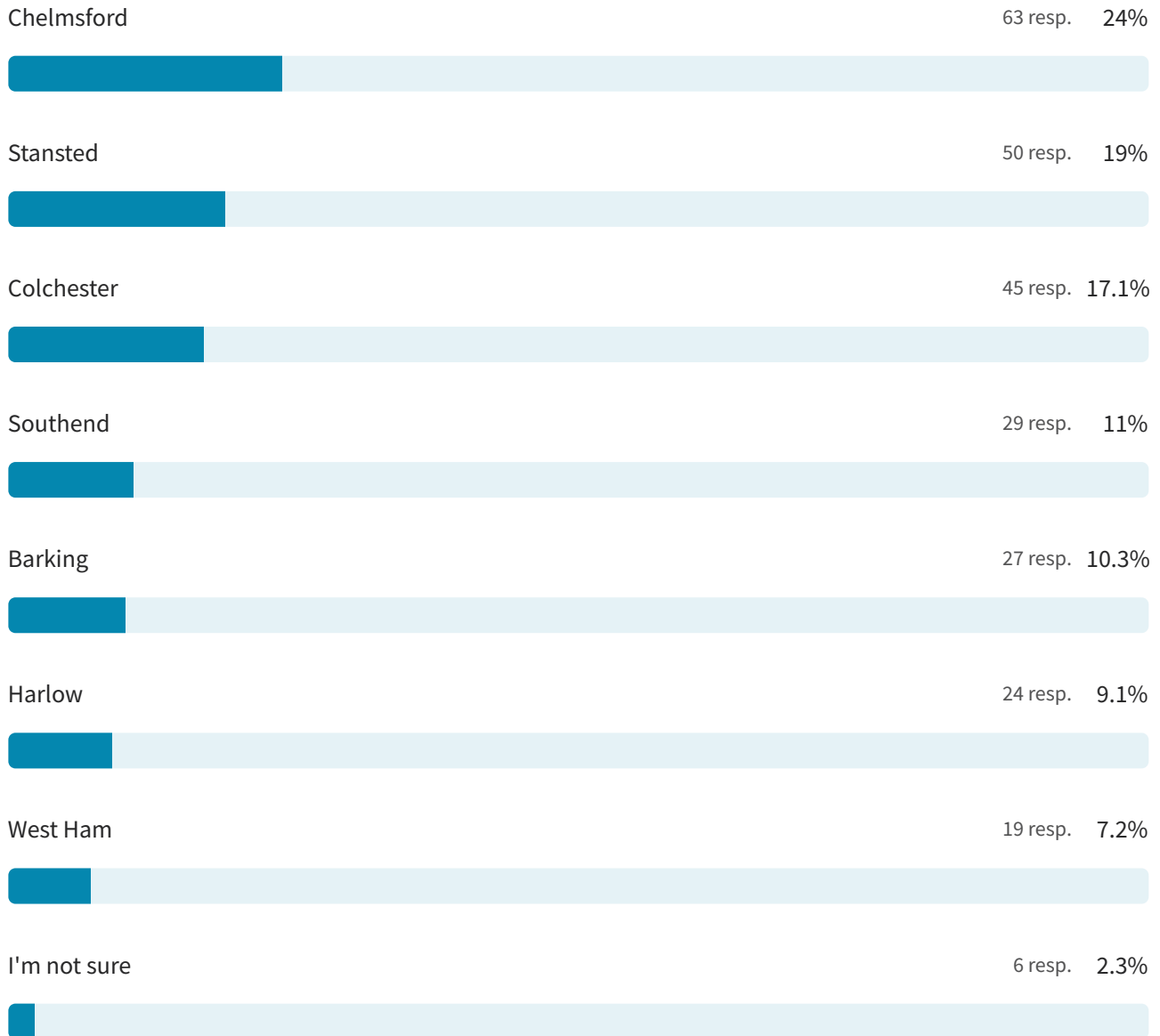




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Which Archdeaconry are you from?

263 out of 300 answered

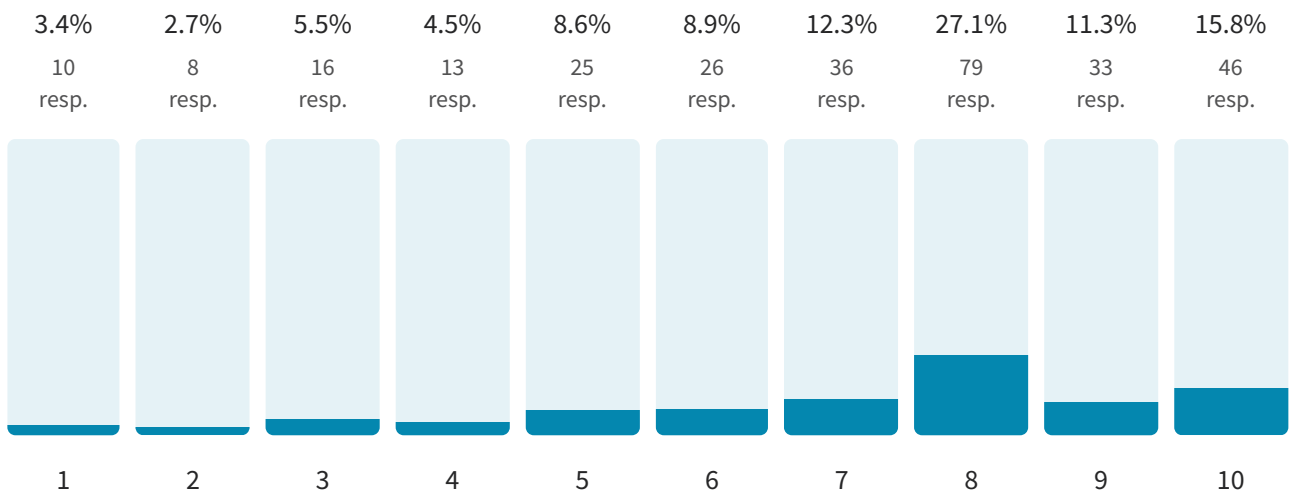


On a scale of 1 to 10, where 10 is strongly agree and 1 is disagree, how strongly do you agree with the following statement?

***“As a diocese we need to move from transaction to mutual support. We need to think of parish share not as paying for ministry in our own parish but across all the parishes that form our diocesan family”***

292 out of 300 answered

## 7.0 Average rating



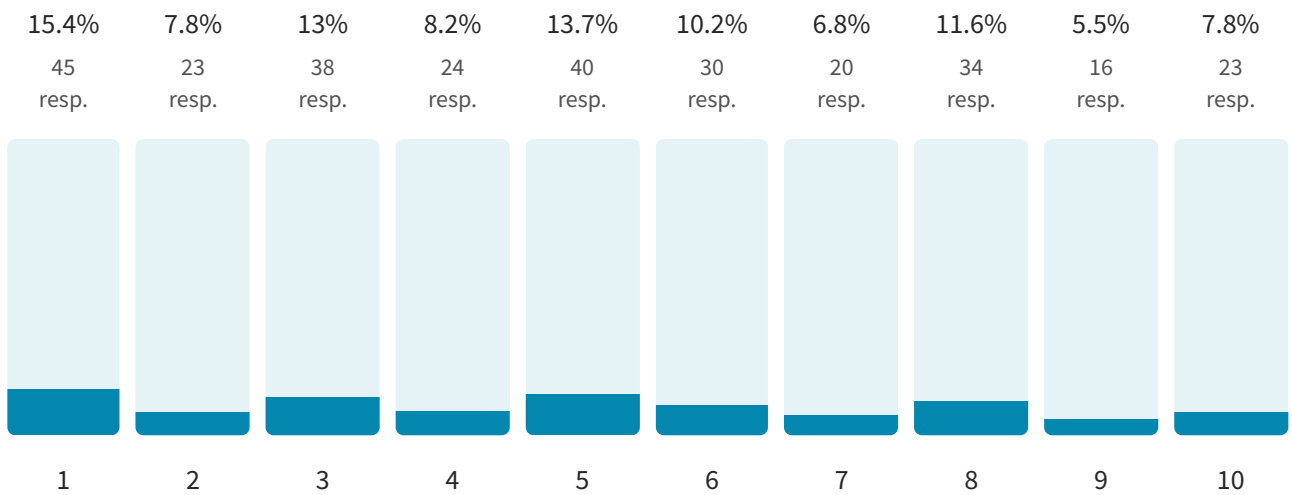


On a scale of 1 to 10, where 10 is strongly agree and 1 is disagree, how strongly do you agree with the following statement?

***“The Diocesan Office should decide how much share each parish is asked to contribute and communicate that to the parish directly”***

293 out of 300 answered

### 5.0 Average rating



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If we continue with an approach where the Diocesan Office decides how much each parish should contribute, how should this differ from the current arrangement?

283 out of 300 answered

There should be more information about how share is calculated 220 resp. 77.7%



More parishes should be asked to pay higher amounts so that those less able to pay can receive a higher subsidy 93 resp. 32.9%



Curates' costs should be allocated to the area they serve rather than shared across the diocese 70 resp. 24.7%



It should be the same as the current arrangement 35 resp. 12.4%



There should be less mutual support (the opposite of option B) 21 resp. 7.4%



Other 23 resp. 8.1%

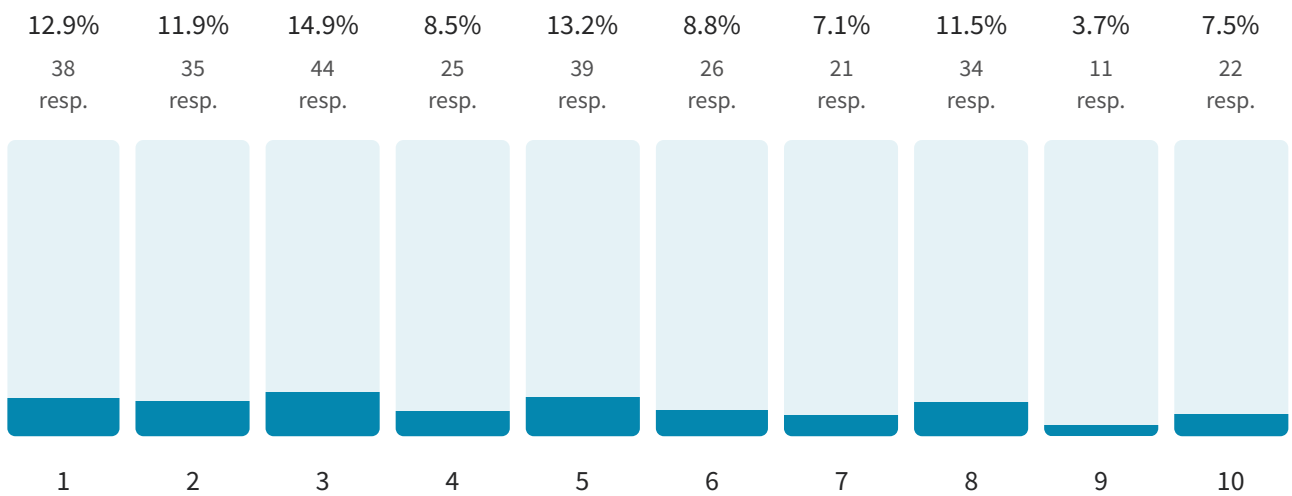


On a scale of 1 to 10, where 10 is strongly agree and 1 is disagree, how strongly do you agree with the following statement?

***“Individual parishes should decide how much they should contribute”***

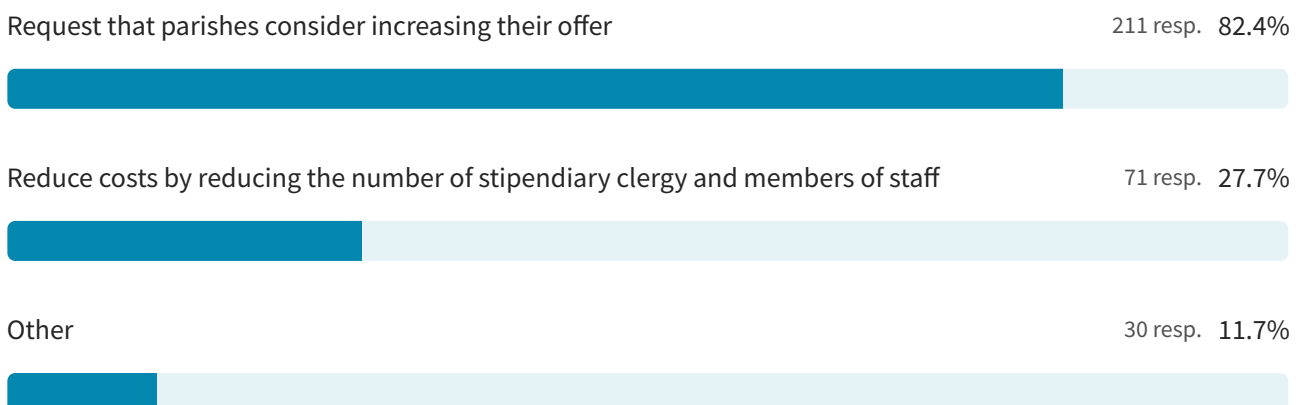
295 out of 300 answered

**4.8 Average rating**



If we adopt an approach where individual parishes are asked to decide how much they should contribute, what should we do if the total amount offered in share is lower than the cost of ministry across the diocese?

256 out of 300 answered

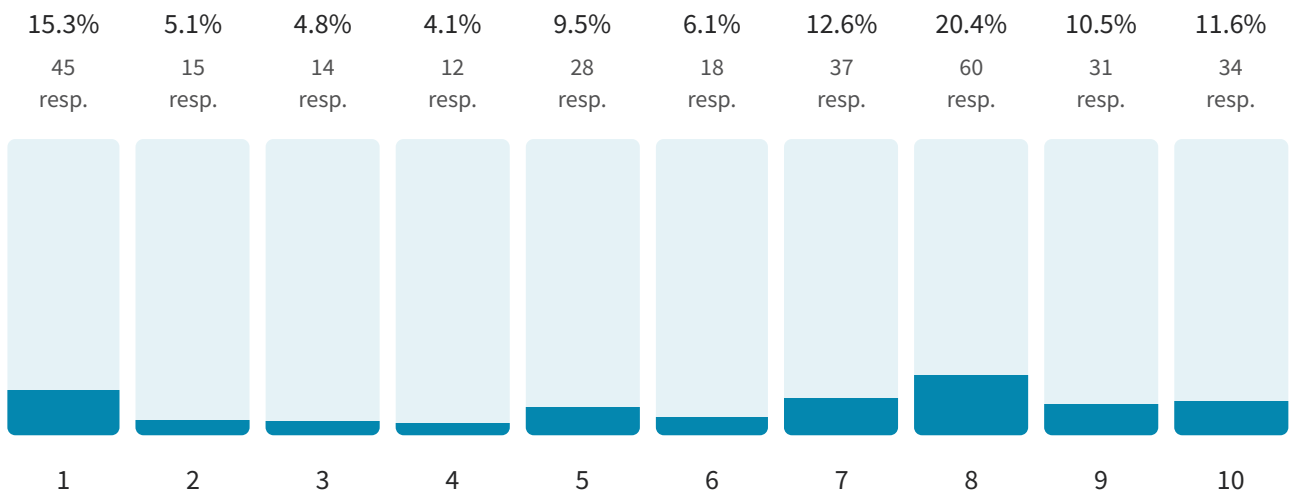


On a scale of 1 to 10, where 10 is strongly agree and 1 is disagree, how strongly do you agree with the following statement?

**“Each deanery should be given an amount to contribute and the parishes or Mission and Ministry Units (MMUs) in the deanery can then negotiate and agree how much each parish or MMU should contribute.”**

294 out of 300 answered

### 6.0 Average rating



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If we adopt the hybrid model, what would be useful for deaneries to support the process of agreeing how much each parish or MMU should contribute?

281 out of 300 answered

A suggested split of the contribution by parish or MMU as a starting point of the discussion 179 resp. 63.7%



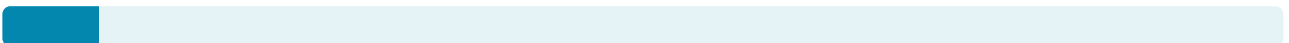
Information on share assessment and contribution for previous years by parish or MMU 179 resp. 63.7%



Facilitated help at the deanery meetings where parish share is discussed 171 resp. 60.9%



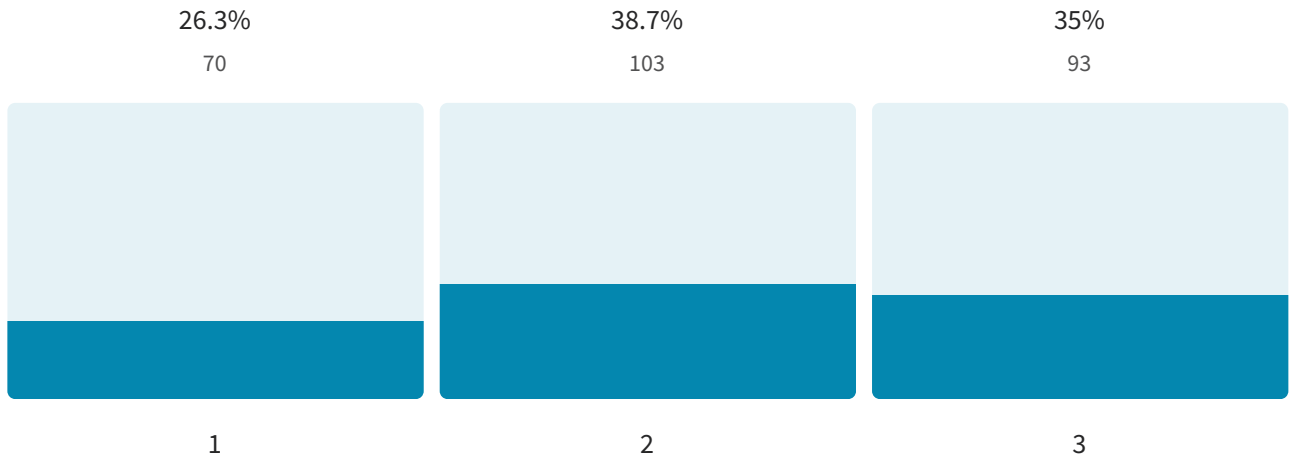
Other 21 resp. 7.5%



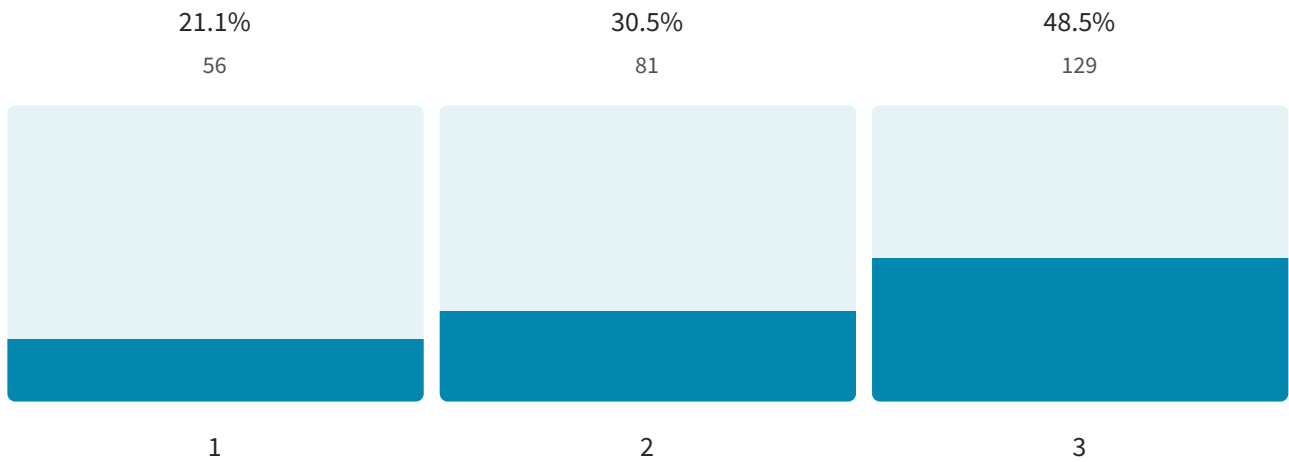
**Who decides how much share each parish is asked to contribute?** Please rank the three options in order of preference

266 out of 300 answered

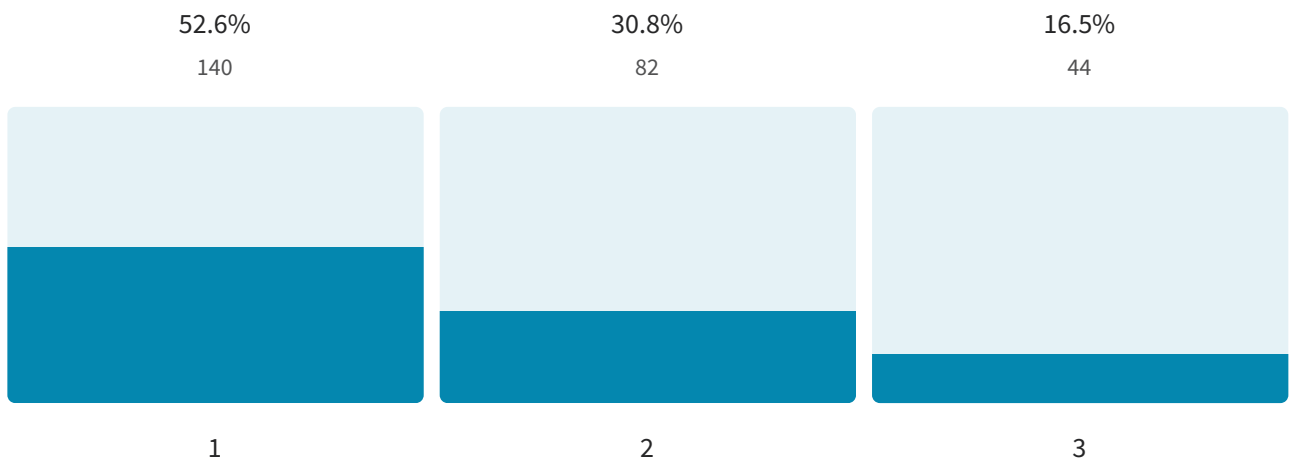
**The diocesan office should decide how much each parish is asked to contribute**



**Individual parishes should decide how much they should contribute**



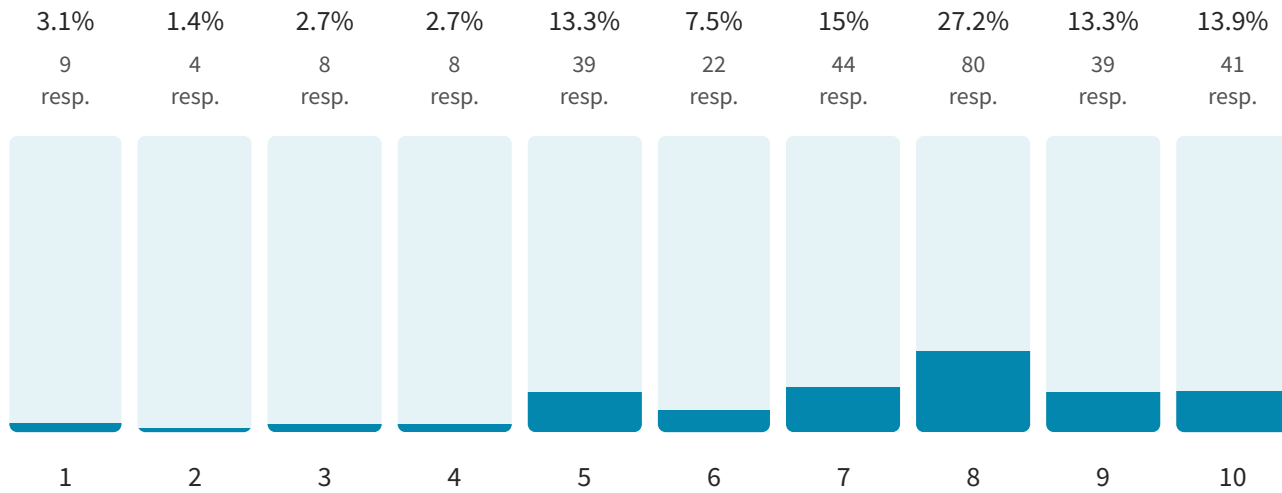
**Deaneries should be given an amount to contribute and the parishes (or MMUs) in each deanery should negotiate and agree how much each parish (or MMU) contributes (the hybrid model)**



On a scale of 1 to 10 where 10 is very important and 1 is not at all important, how important is **community deprivation\*** when deciding which parishes should receive most support from the Mutual Support Fund?

294 out of 300 answered

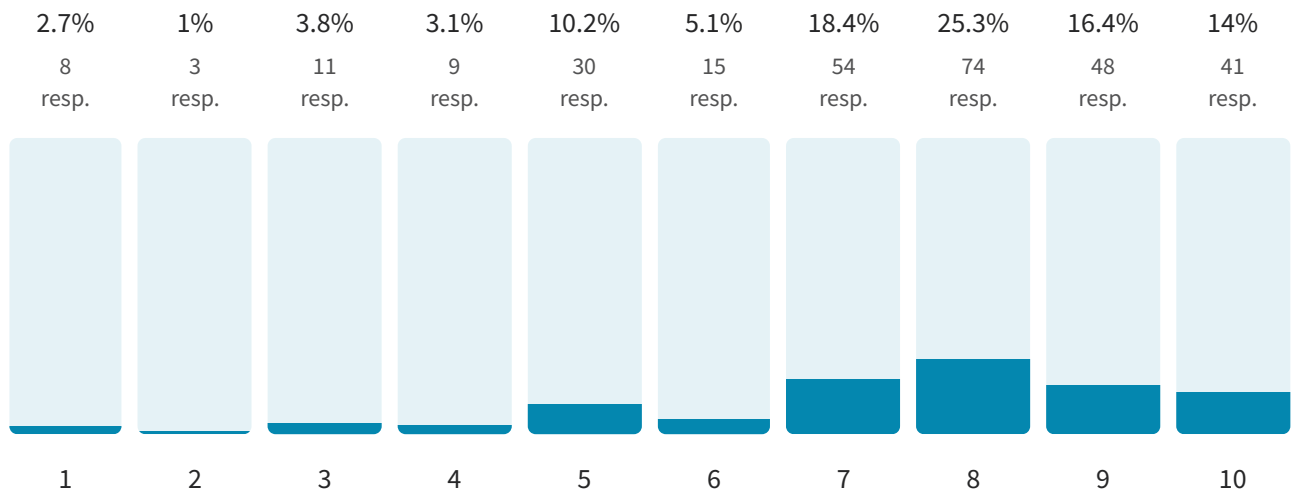
## 7.2 Average rating



On a scale of 1 to 10 where 10 is very important and 1 is not at all important, how important is **parish income and unrestricted reserves** when deciding which parishes should receive most support from the Mutual Support Fund?

293 out of 300 answered

### 7.3 Average rating

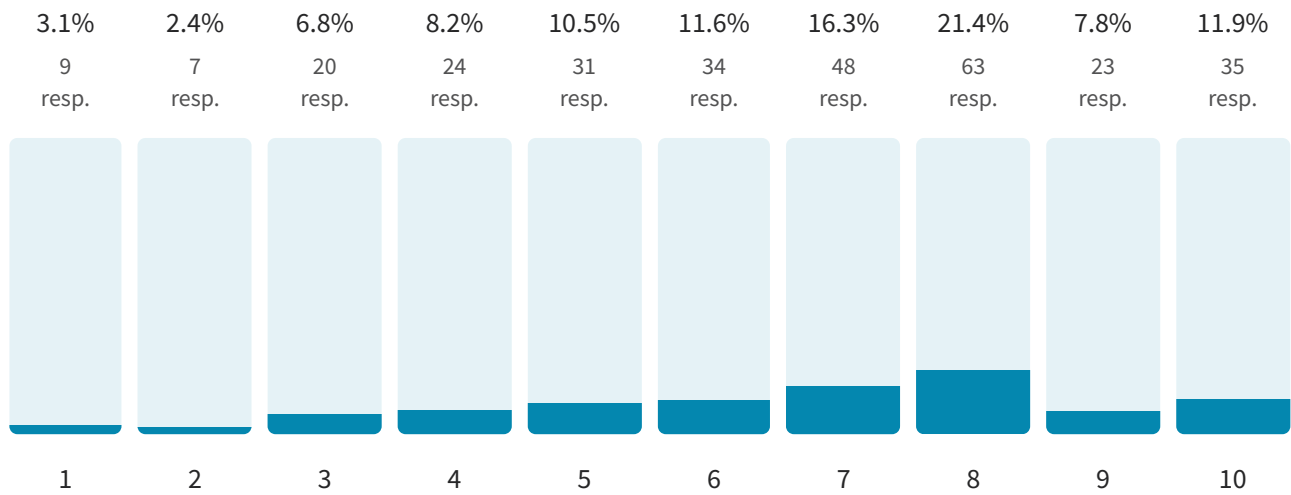




On a scale of 1 to 10 where 10 is very important and 1 is not at all important, how important are **building maintenance and repair costs** when deciding which parishes should receive most support from the Mutual Support Fund?

294 out of 300 answered

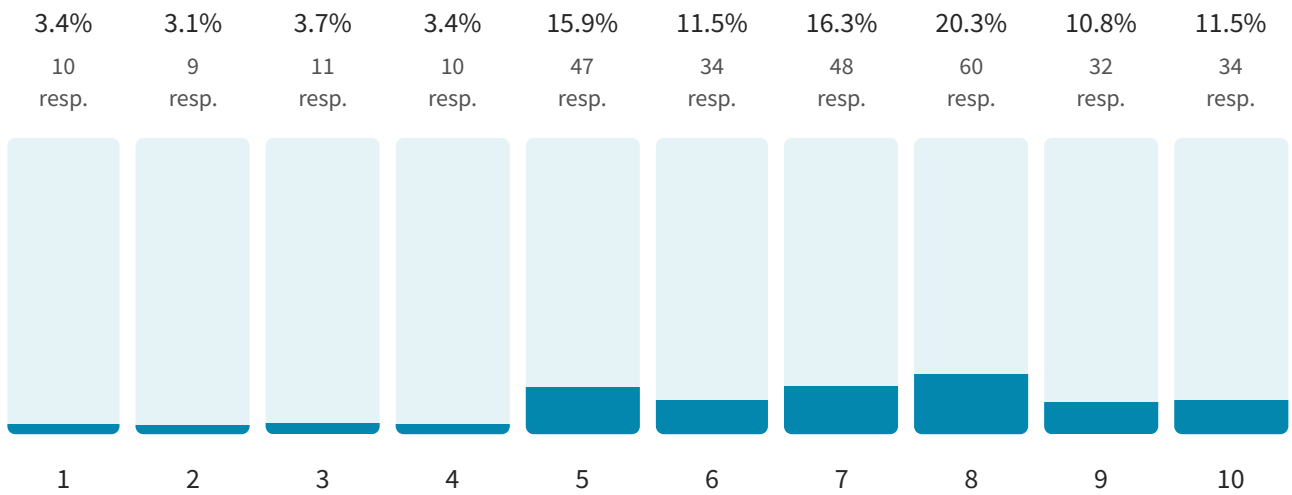
## 6.6 Average rating



On a scale of 1 to 10 where 10 is very important and 1 is not at all important, how important is the **missional potential of the parish** when deciding which parishes should receive most support from the Mutual Support Fund?

295 out of 300 answered

### 6.7 Average rating



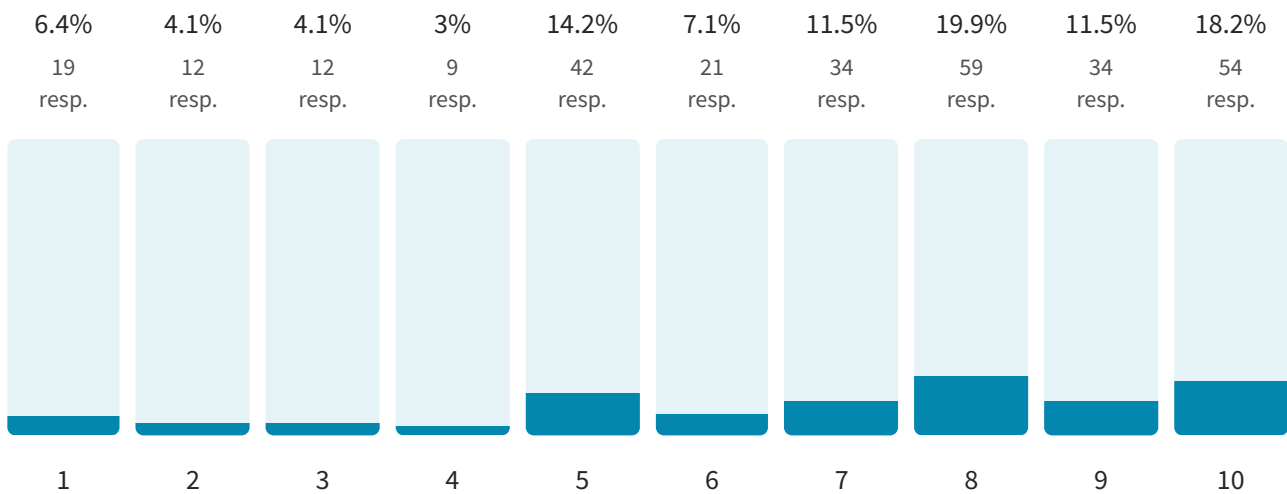
## Parochial fees

Most dioceses don't directly return parochial fees (for weddings and funerals) to parishes but put them into the Mutual Support Fund. On a scale of 1 to 10 where 1 is disagree and 10 is strongly agree, how much do you agree with the following statement?

*"Like most other dioceses Chelmsford should adopt the practice of putting parochial fee money into the Mutual Support Fund to benefit parishes that are less affluent and bring down the overall amount parishes are asked to contribute in share"*

296 out of 300 answered

## 6.8 Average rating

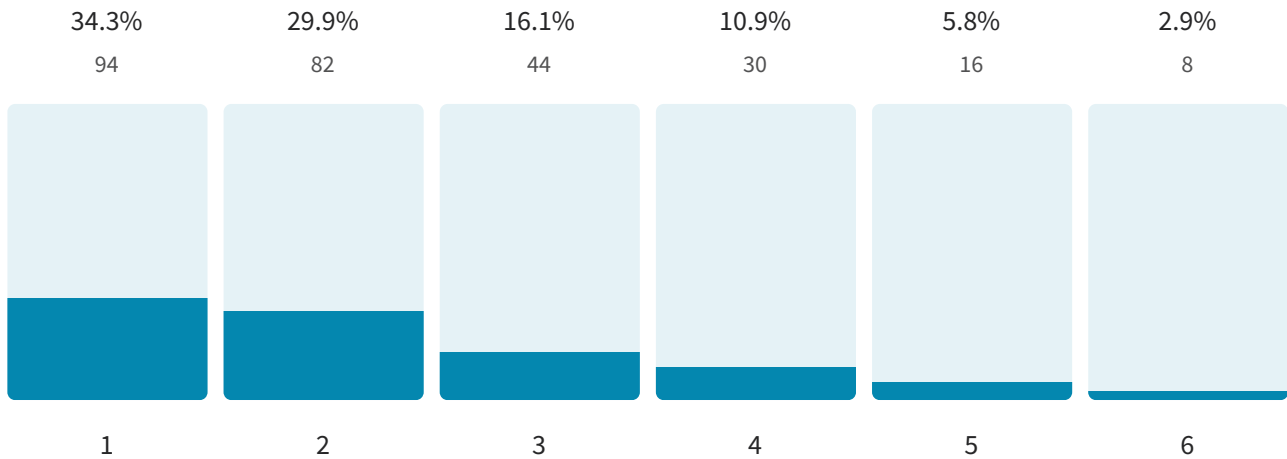


## Communication

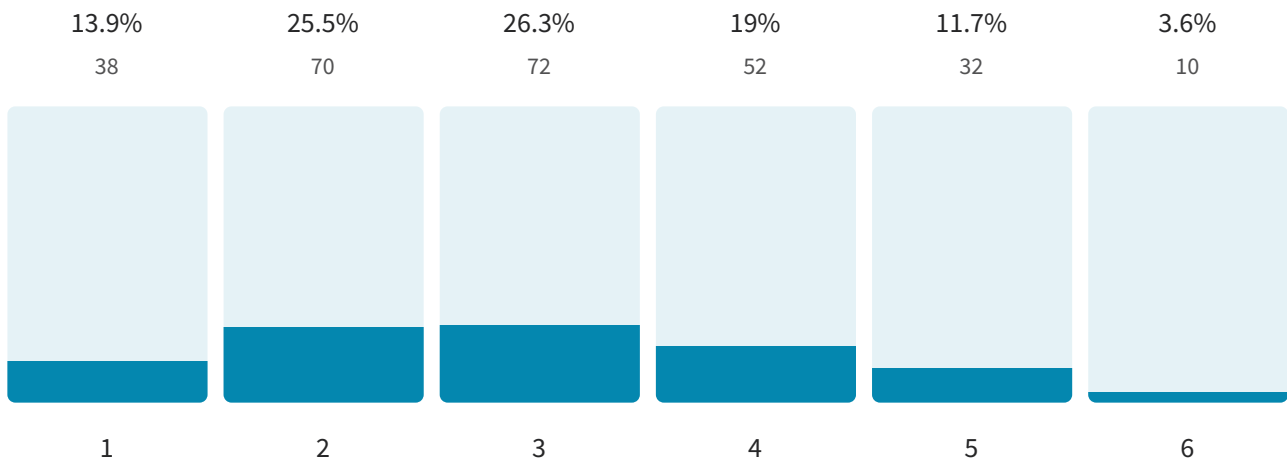
Getting parish share right is essential if we are to build a sound financial base on which to fund parish ministry in the years ahead. This will mean building confidence and increasing knowledge about diocesan and parish finance as well as encouraging stewardship and generosity. How can we best help you to achieve this in your parish?

274 out of 300 answered

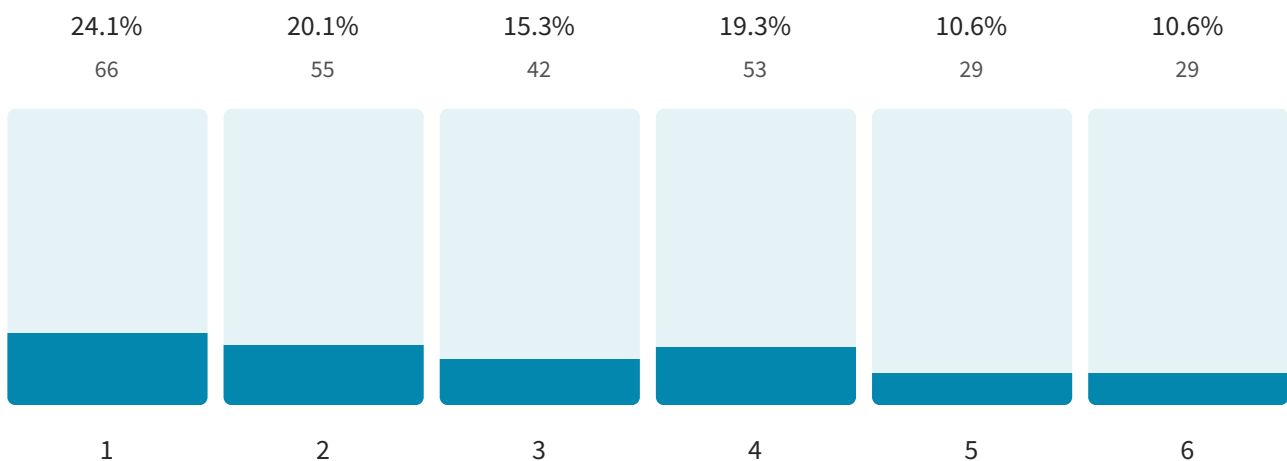
### Booklets and printed materials to share with your congregation



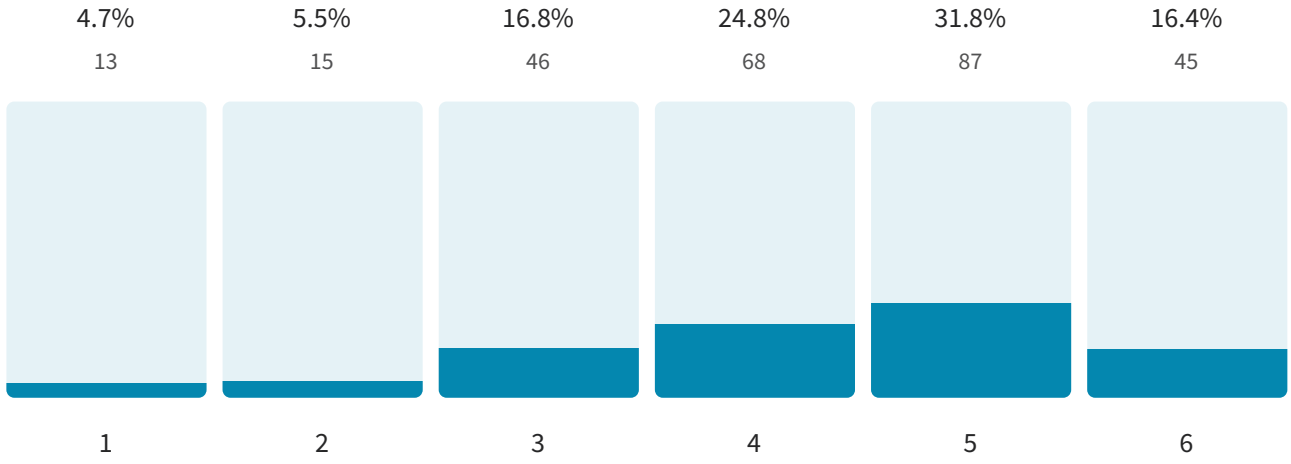
### Website and videos to explain finance and teach about giving



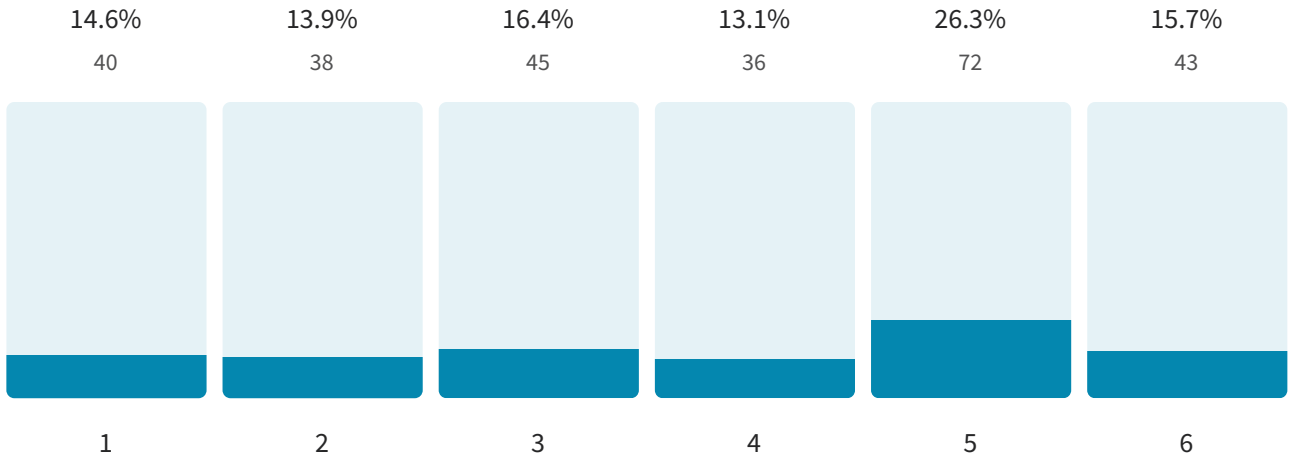
### Visiting speakers to preach about stewardship and giving



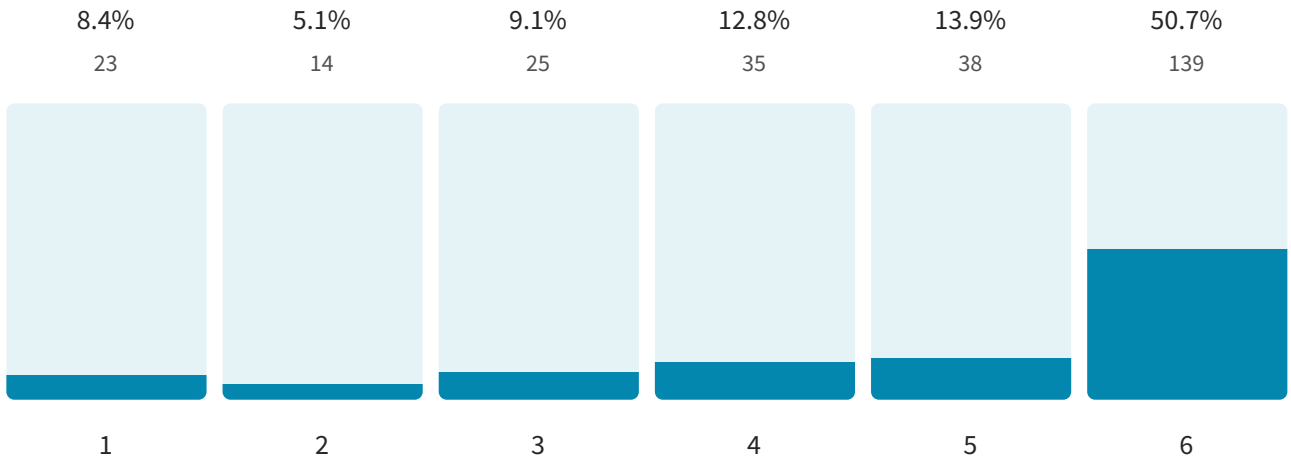
### Diocesan training webinars to which you can invite your congregation



### One to one advice and guidance on stewardship and giving for church leaders



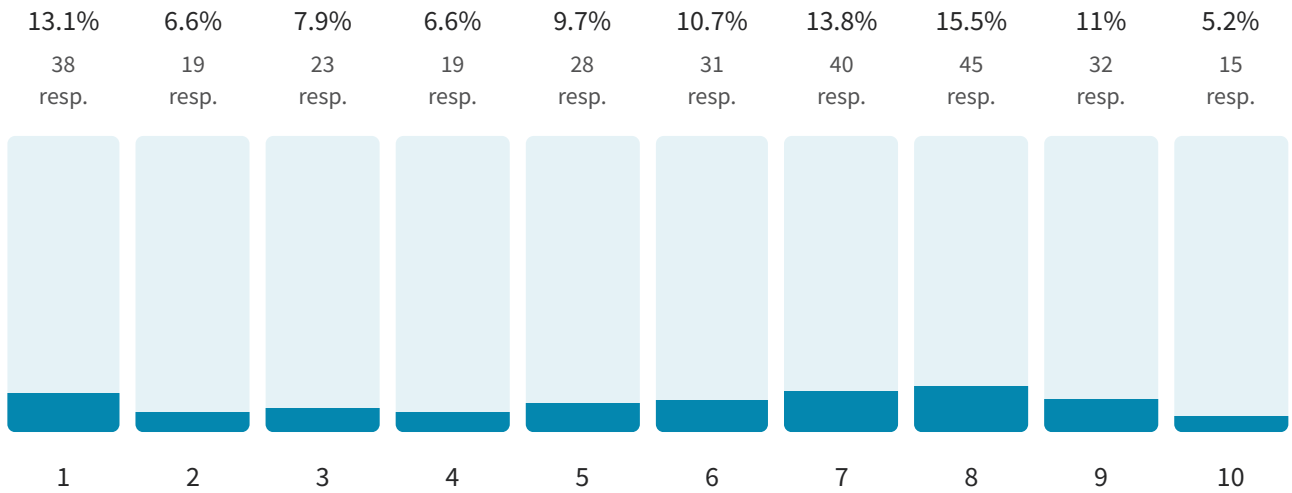
### Diocesan prayer days or events



On a scale on 1 to 10, where 10 is very confident and 1 is not confident at all, how confident are you of your ability to make your parish share contribution over the next five years?

290 out of 300 answered

### 5.6 Average rating



In recent years how have you normally funded your parish share contribution?

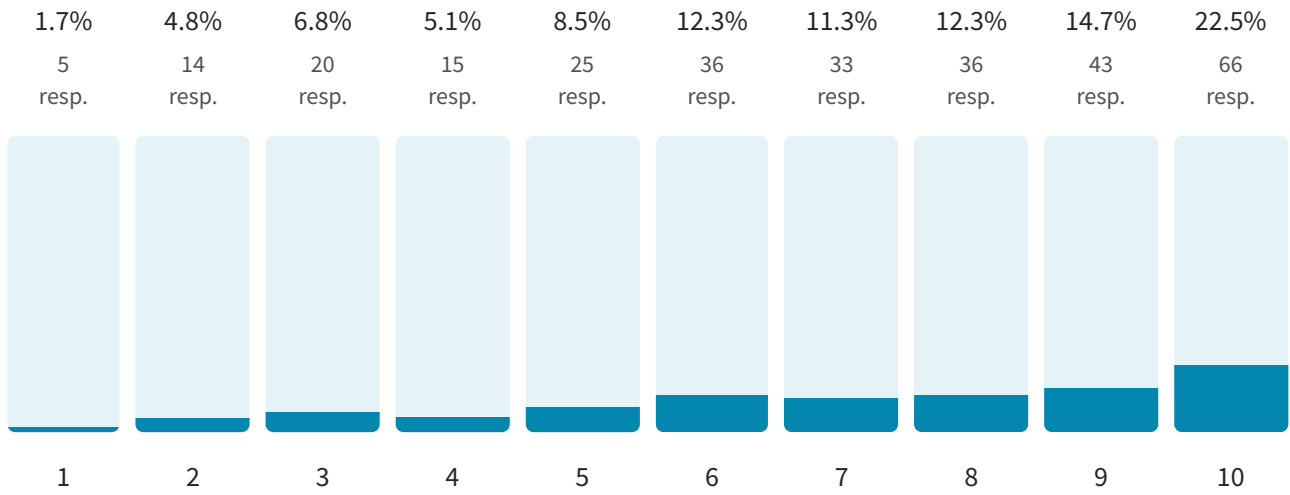
265 out of 300 answered



On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **falling congregation numbers** as a threat to the sustainability of your parish?

293 out of 300 answered

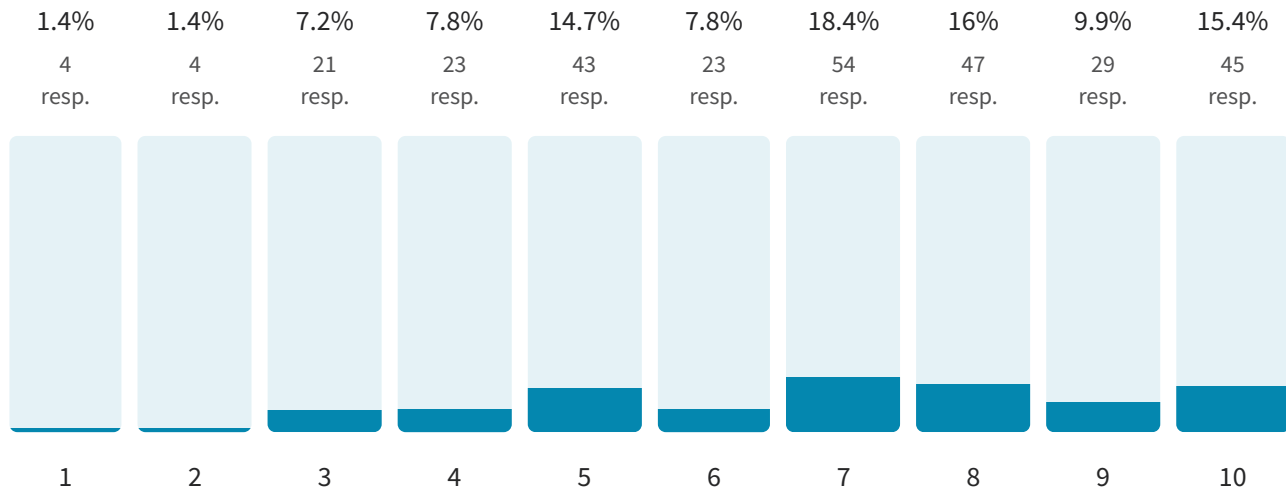
### 7.0 Average rating



On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **insufficient giving** as a threat to the sustainability of your parish?

293 out of 300 answered

## 6.8 Average rating

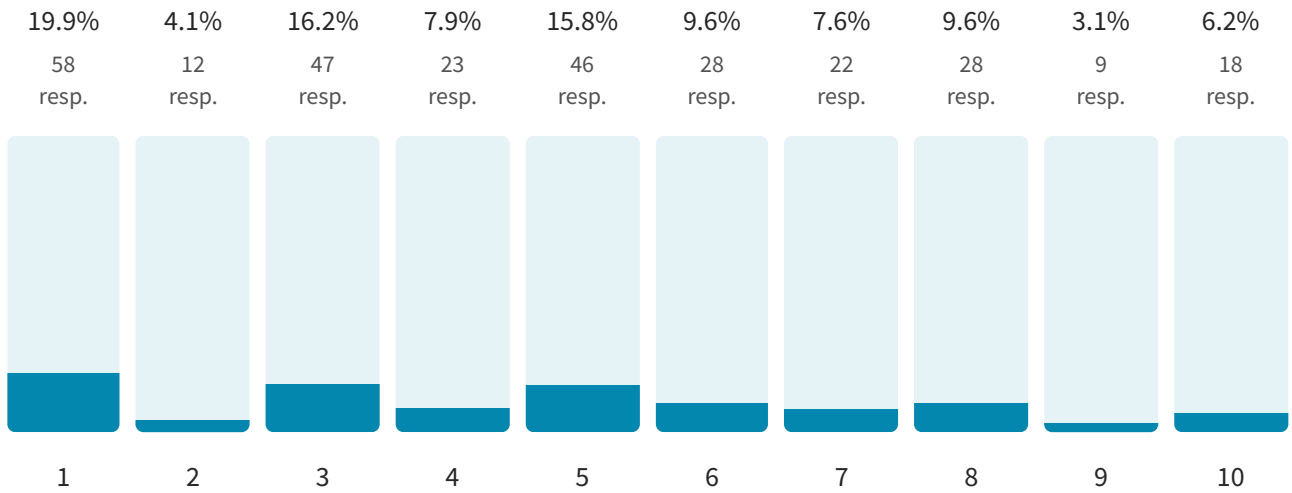




On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **falling commercial income** as a threat to the sustainability of your parish?

291 out of 300 answered

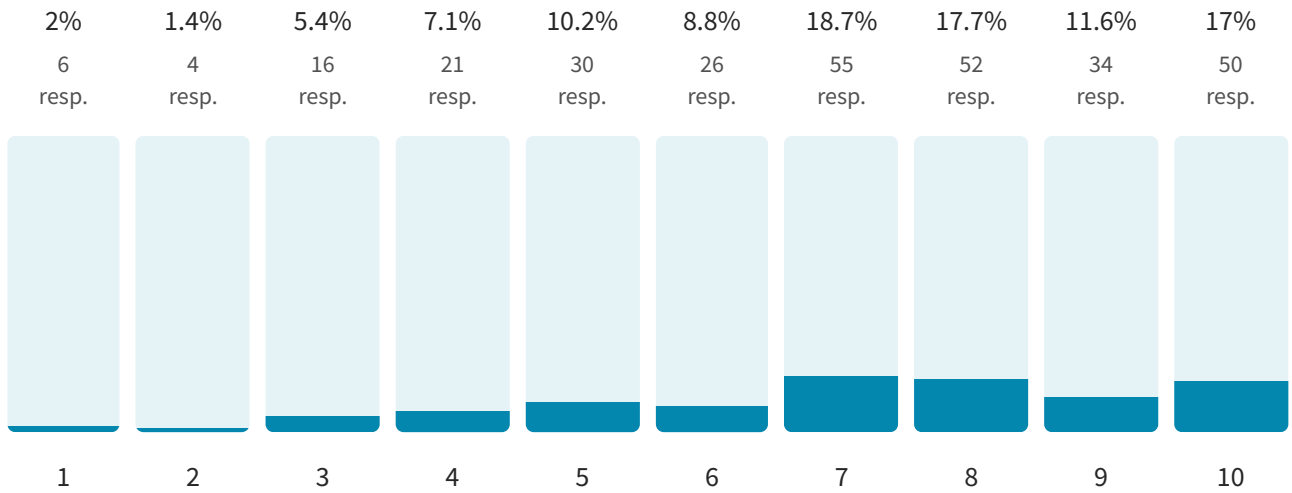
### 4.6 Average rating



On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **rising costs including building maintenance** as a threat to the sustainability of your parish?

294 out of 300 answered

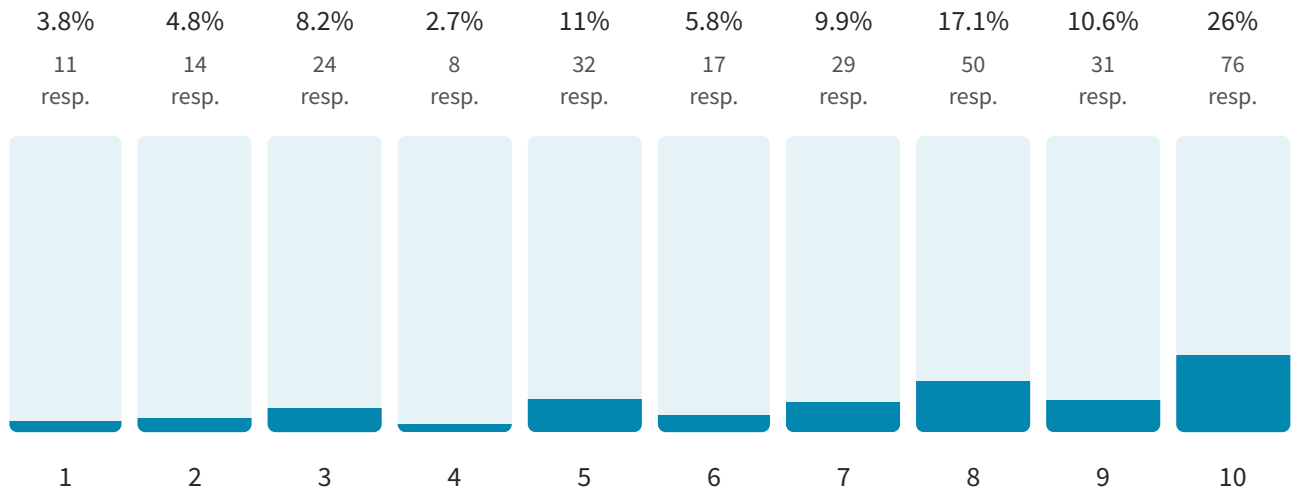
### 7.0 Average rating



On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **lack of clergy** as a threat to the sustainability of your parish?

292 out of 300 answered

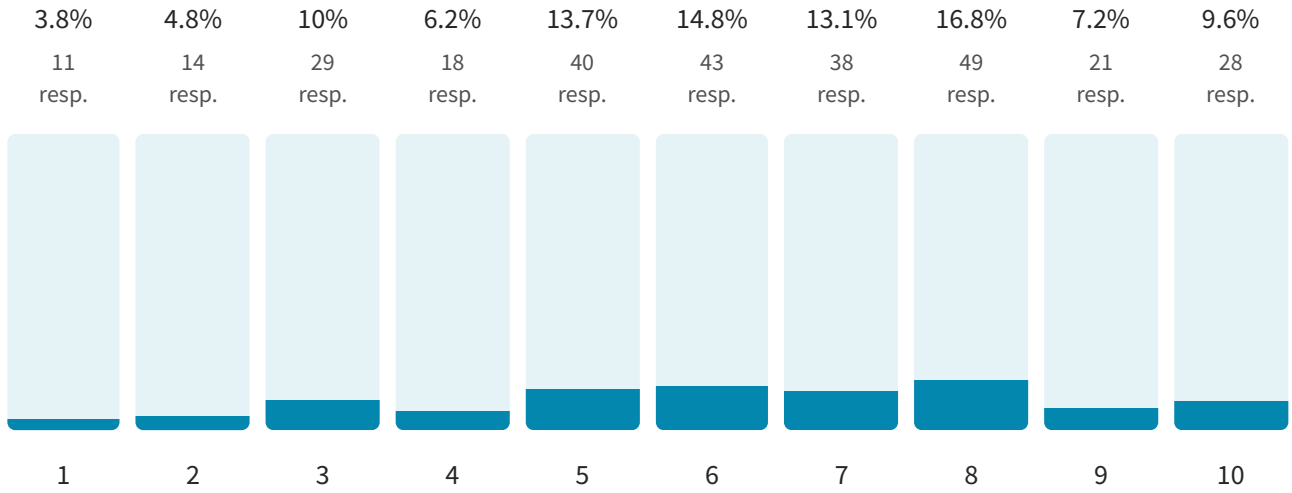
### 7.0 Average rating



On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **lack of people in lay leadership roles** as a threat to the sustainability of your parish?

291 out of 300 answered

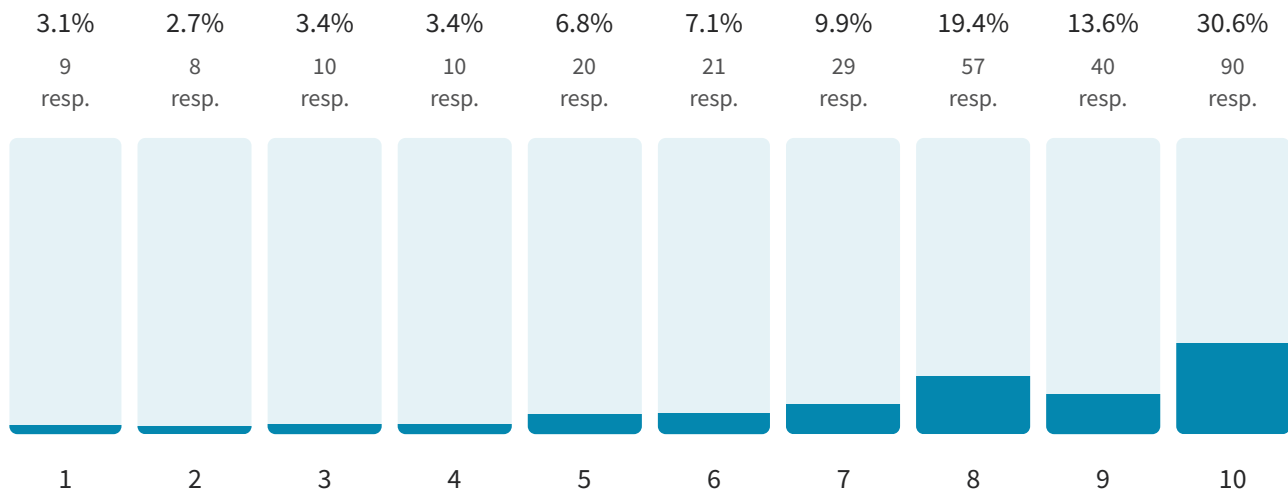
### 6.1 Average rating



On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **a lack of young people** as a threat to the sustainability of your parish?

294 out of 300 answered

## 7.6 Average rating



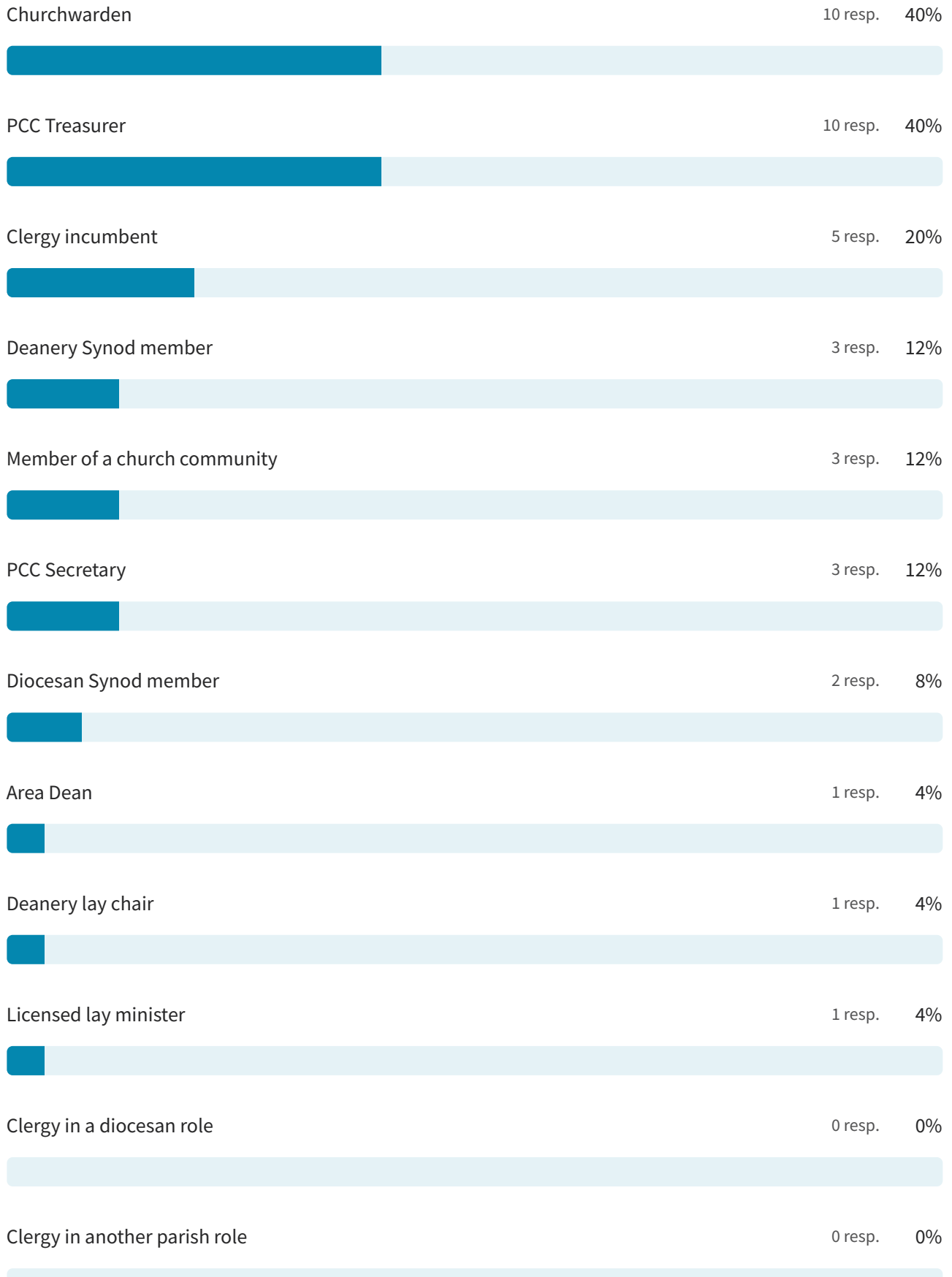
# Parish Share Consultation Survey 2023

25 responses

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Which of the following roles do you hold

25 out of 25 answered



Clergy in another role

0 resp. 0%

Deanery Treasurer

0 resp. 0%

None of the above

0 resp. 0%

Other

1 resp. 4%

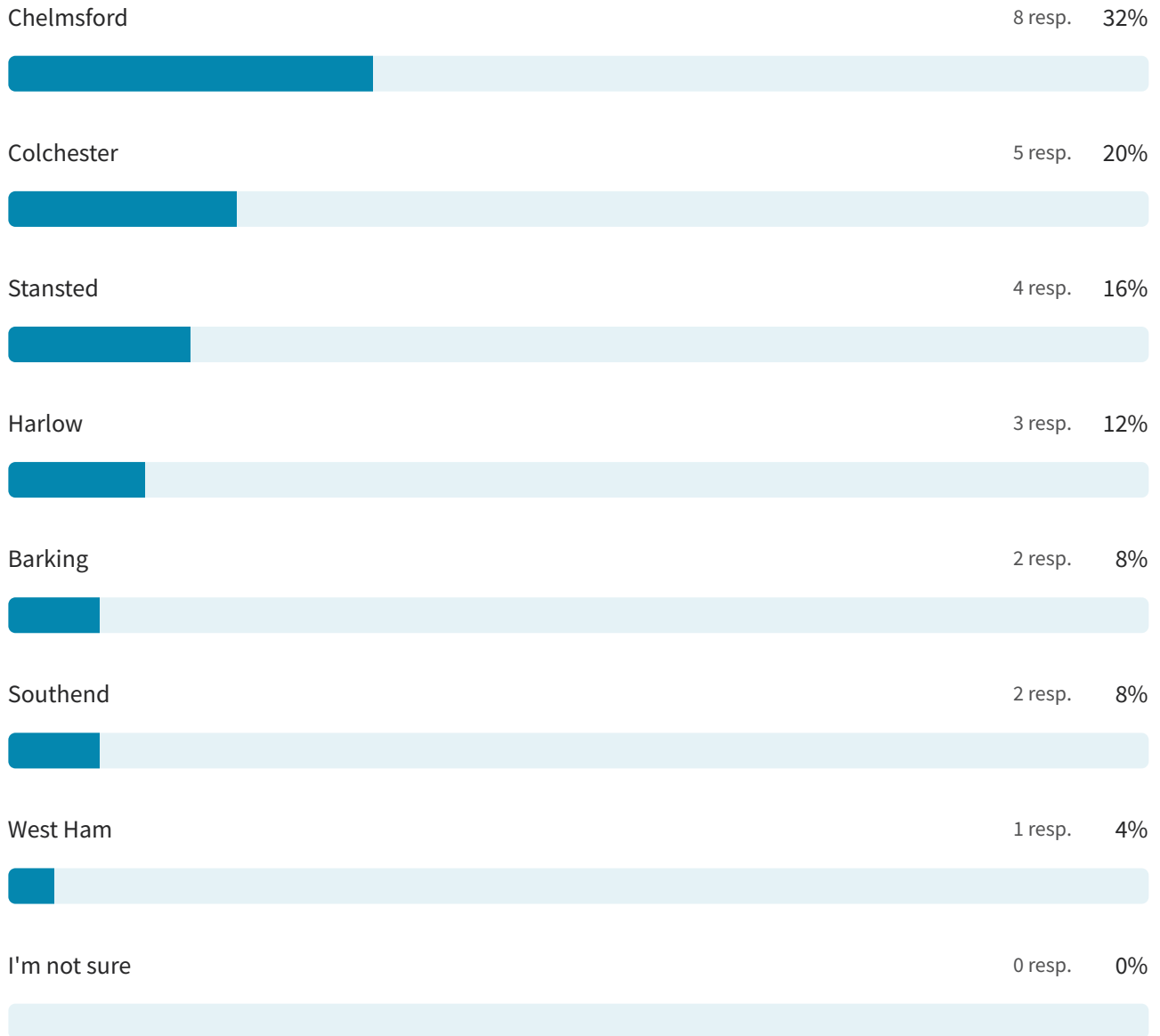




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Which Archdeaconry are you from?

25 out of 25 answered

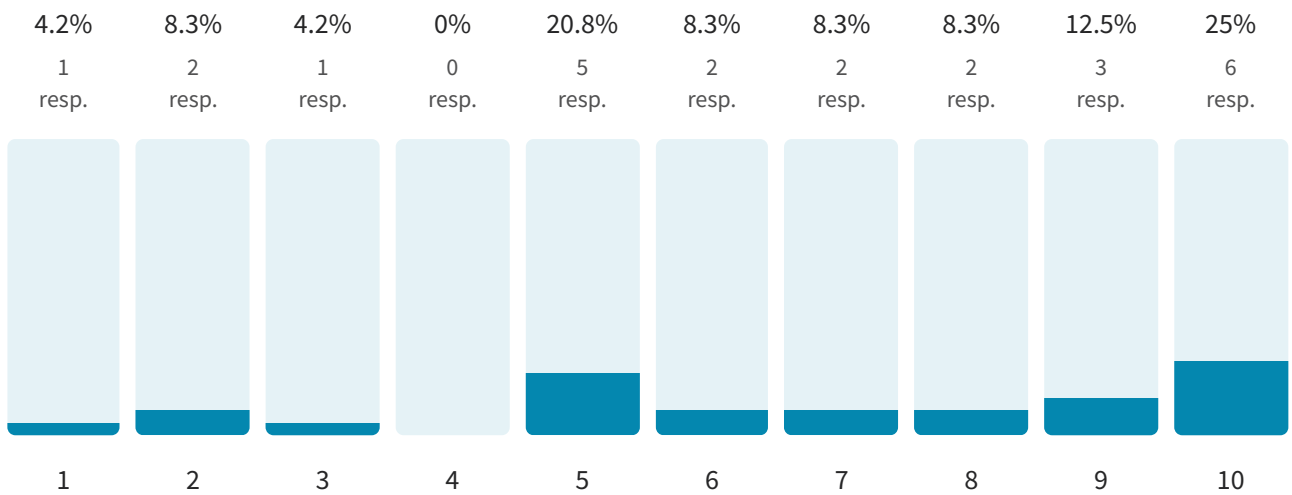


On a scale of 1 to 10, where 10 is strongly agree and 1 is disagree, how strongly do you agree with the following statement?

***“As a diocese we need to move from transaction to mutual support. We need to think of parish share not as paying for ministry in our own parish but across all the parishes that form our diocesan family”***

24 out of 25 answered

### 6.8 Average rating

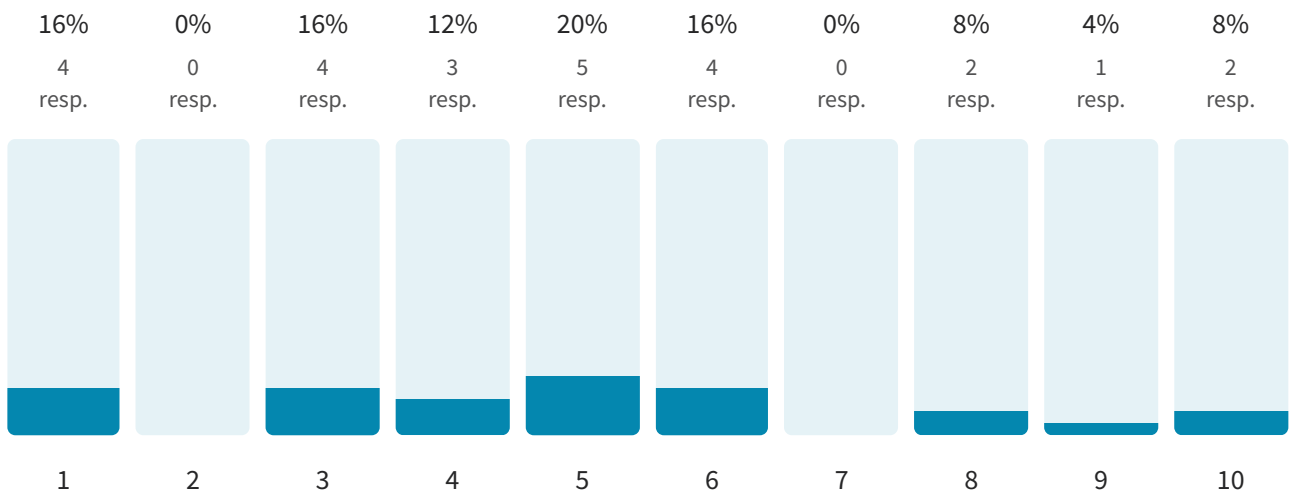


On a scale of 1 to 10, where 10 is strongly agree and 1 is disagree, how strongly do you agree with the following statement?

***“The Diocesan Office should decide how much share each parish is asked to contribute and communicate that to the parish directly”***

25 out of 25 answered

### 4.9 Average rating



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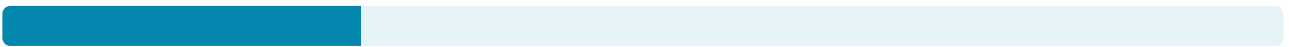
If we continue with an approach where the Diocesan Office decides how much each parish should contribute, how should this differ from the current arrangement?

25 out of 25 answered

There should be more information about how share is calculated 18 resp. 72%



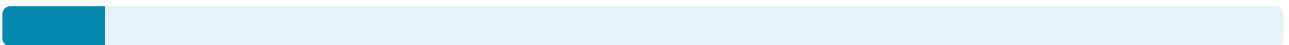
More parishes should be asked to pay higher amounts so that those less able to pay can receive a higher subsidy 7 resp. 28%



Curates' costs should be allocated to the area they serve rather than shared across the diocese 5 resp. 20%



It should be the same as the current arrangement 2 resp. 8%



There should be less mutual support (the opposite of option B) 2 resp. 8%



Other 6 resp. 24%

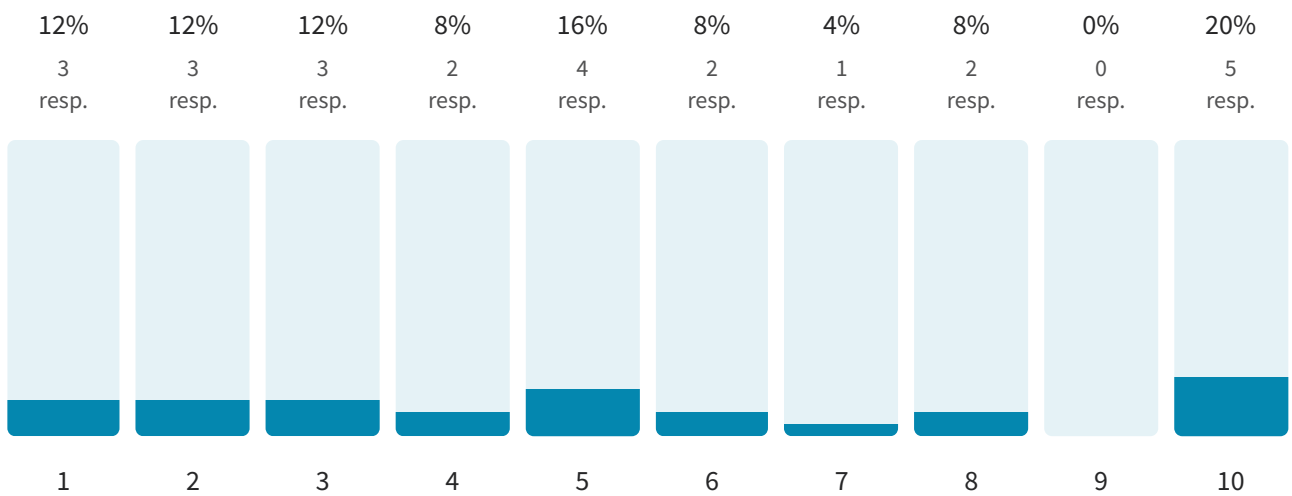


On a scale of 1 to 10, where 10 is strongly agree and 1 is disagree, how strongly do you agree with the following statement?

***“Individual parishes should decide how much they should contribute”***

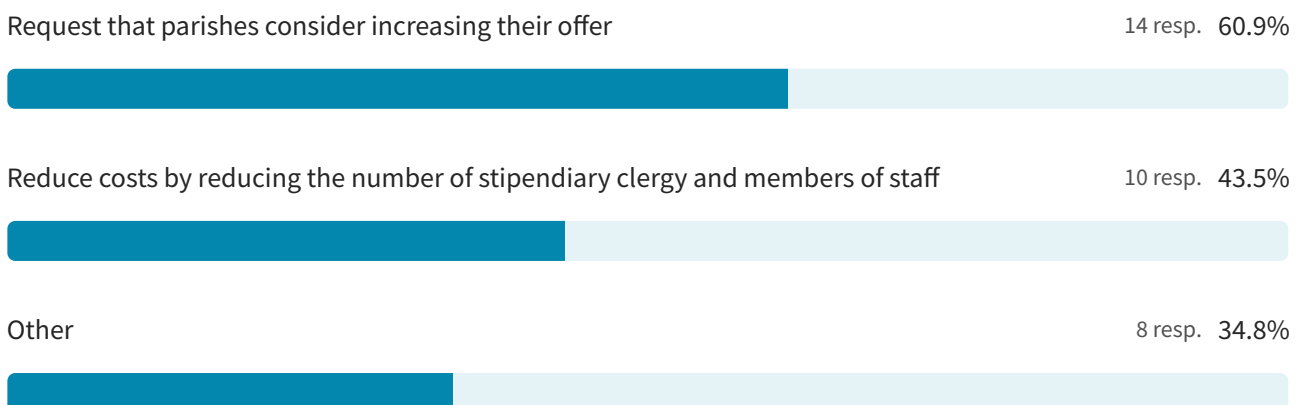
25 out of 25 answered

## 5.2 Average rating



If we adopt an approach where individual parishes are asked to decide how much they should contribute, what should we do if the total amount offered in share is lower than the cost of ministry across the diocese?

23 out of 25 answered

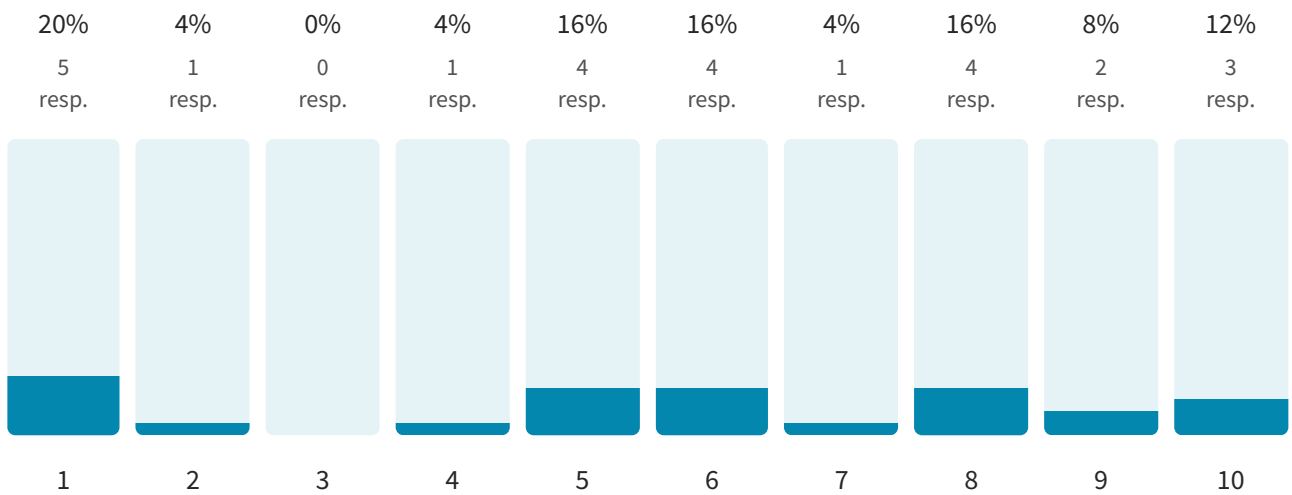


On a scale of 1 to 10, where 10 is strongly agree and 1 is disagree, how strongly do you agree with the following statement?

**“Each deanery should be given an amount to contribute and the parishes or Mission and Ministry Units (MMUs) in the deanery can then negotiate and agree how much each parish or MMU should contribute.”**

25 out of 25 answered

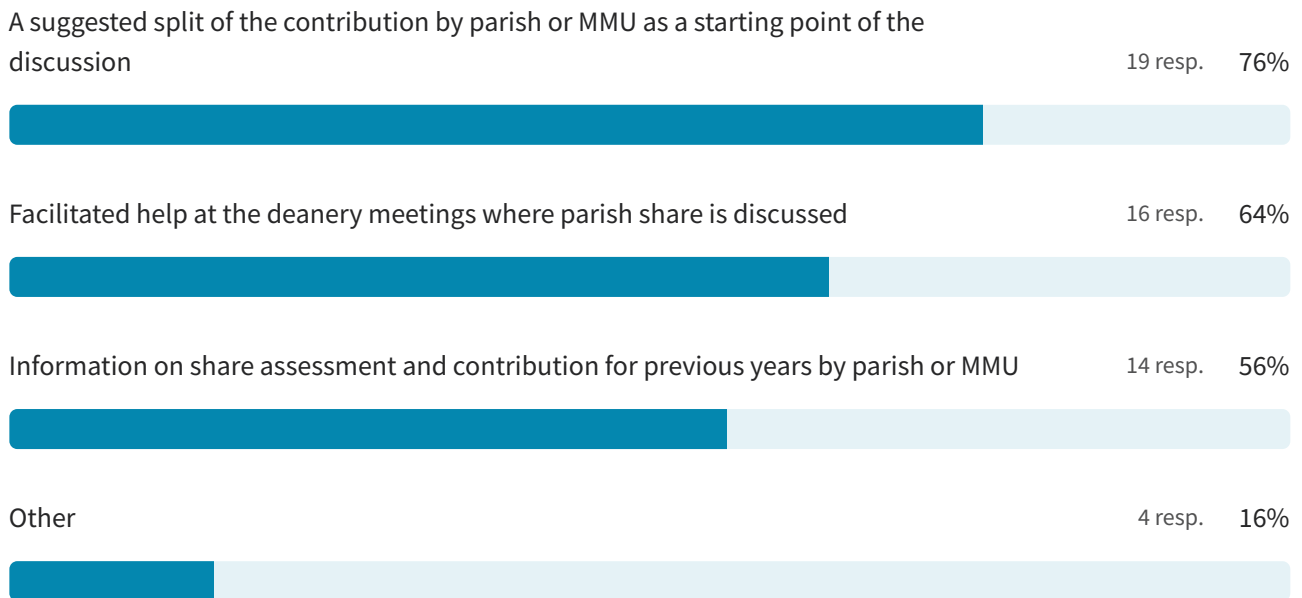
### 5.7 Average rating



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If we adopt the hybrid model, what would be useful for deaneries to support the process of agreeing how much each parish or MMU should contribute?

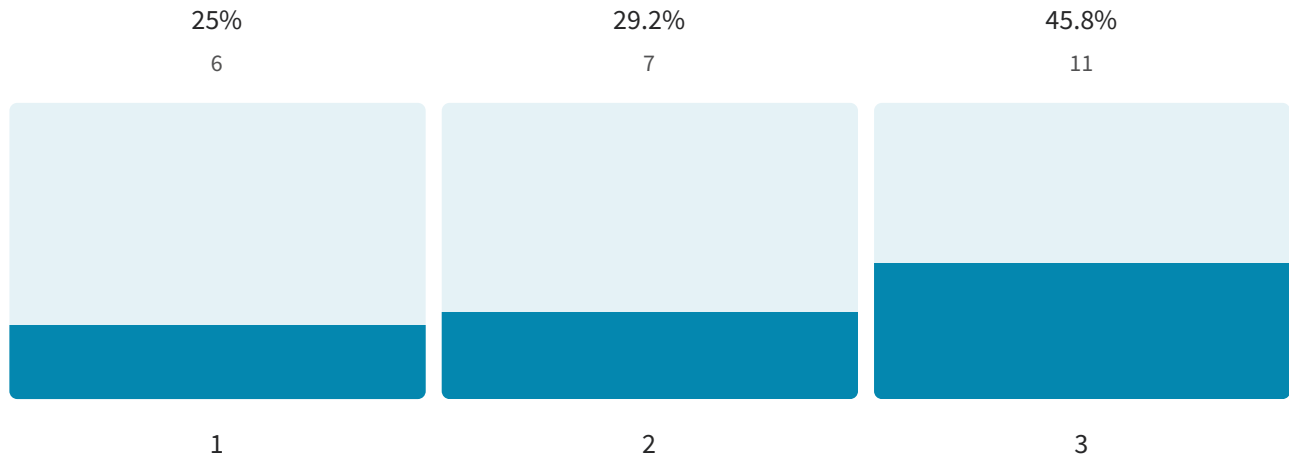
25 out of 25 answered



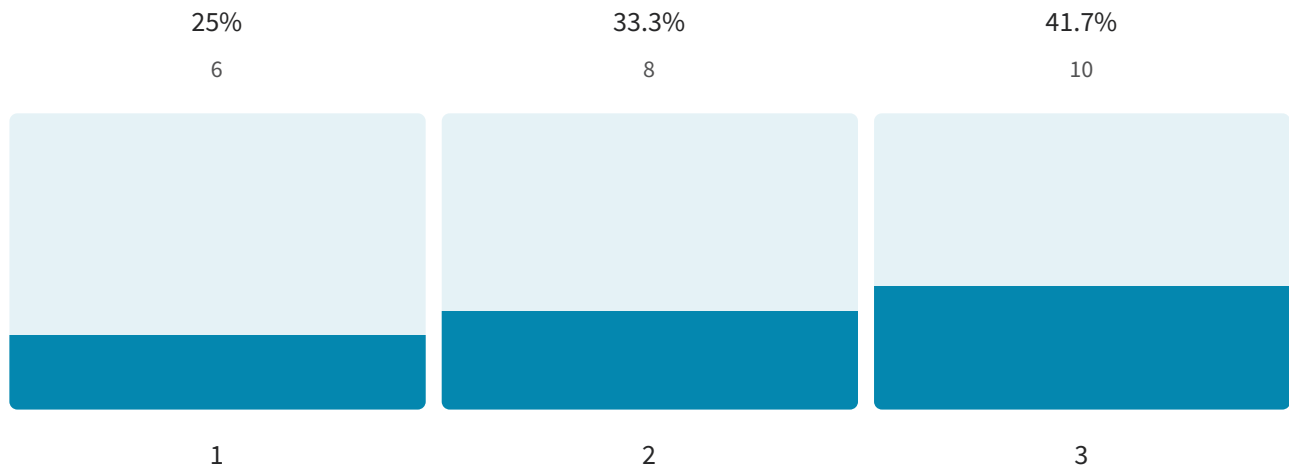
**Who decides how much share each parish is asked to contribute?** Please rank the three options in order of preference

24 out of 25 answered

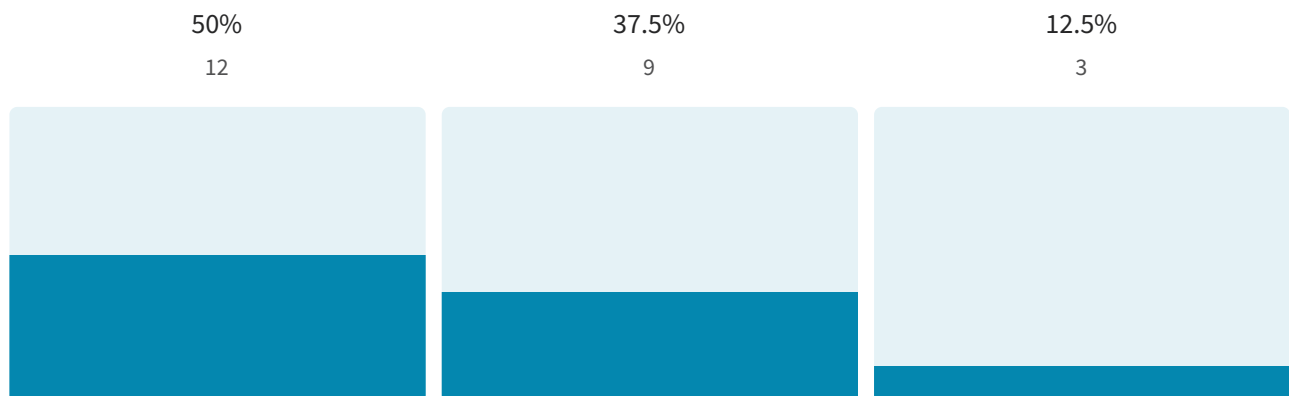
**The diocesan office should decide how much each parish is asked to contribute**



**Individual parishes should decide how much they should contribute**



**Deaneries should be given an amount to contribute and the parishes (or MMUs) in each deanery should negotiate and agree how much each parish (or MMU) contributes (the hybrid model)**



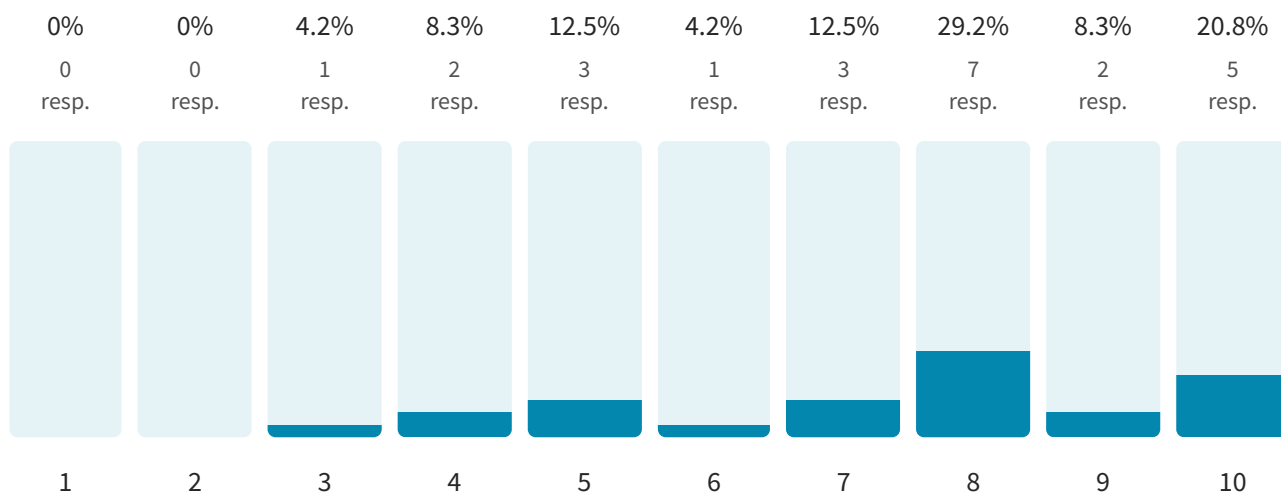


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On a scale of 1 to 10 where 10 is very important and 1 is not at all important, how important is **community deprivation\*** when deciding which parishes should receive most support from the Mutual Support Fund?

24 out of 25 answered

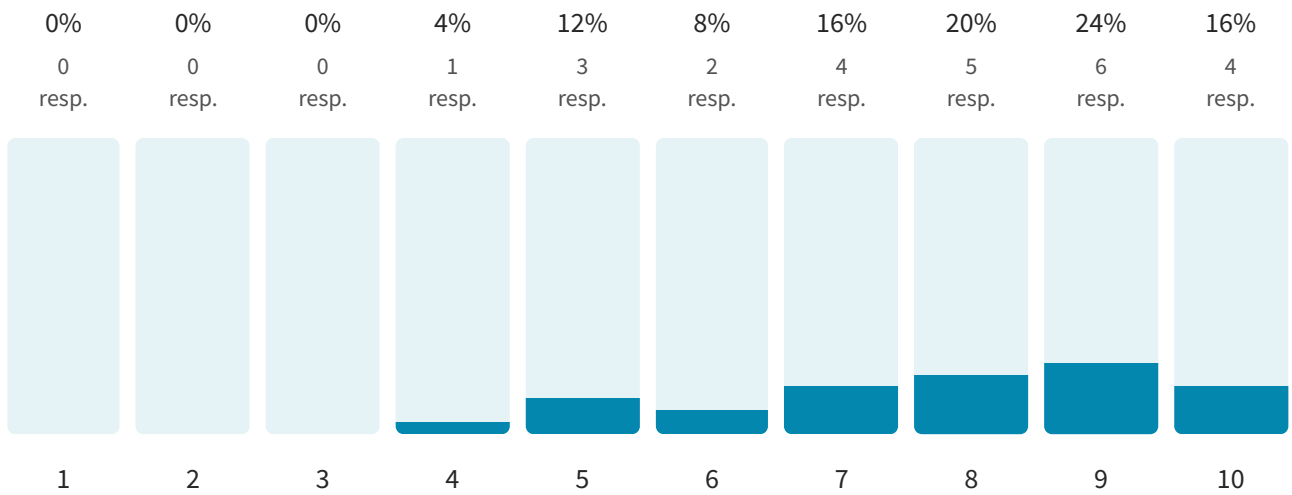
## 7.4 Average rating



On a scale of 1 to 10 where 10 is very important and 1 is not at all important, how important is **parish income and unrestricted reserves** when deciding which parishes should receive most support from the Mutual Support Fund?

25 out of 25 answered

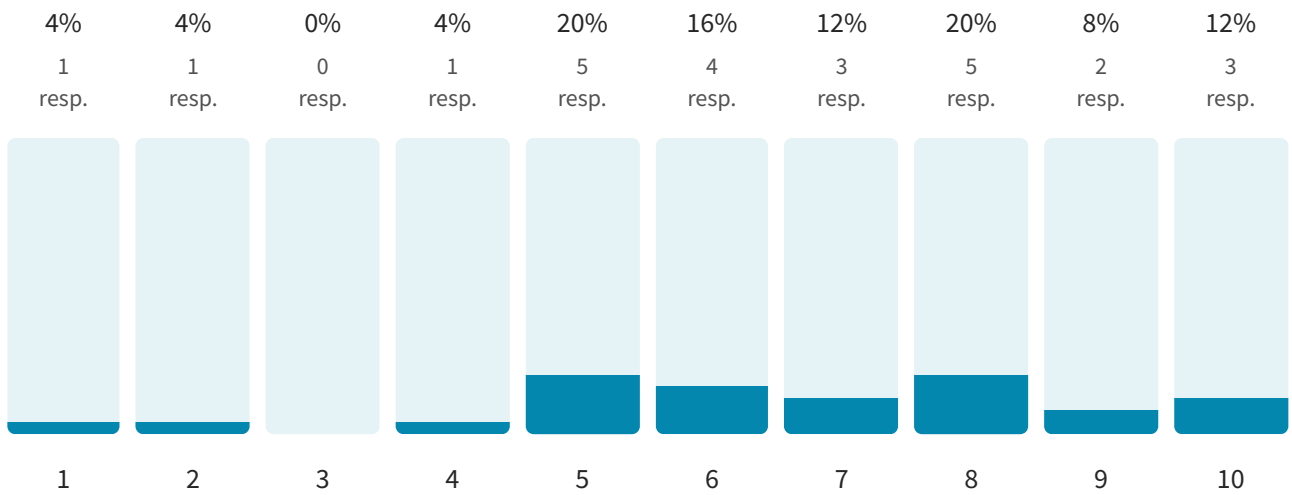
### 7.7 Average rating



On a scale of 1 to 10 where 10 is very important and 1 is not at all important, how important are **building maintenance and repair costs** when deciding which parishes should receive most support from the Mutual Support Fund?

25 out of 25 answered

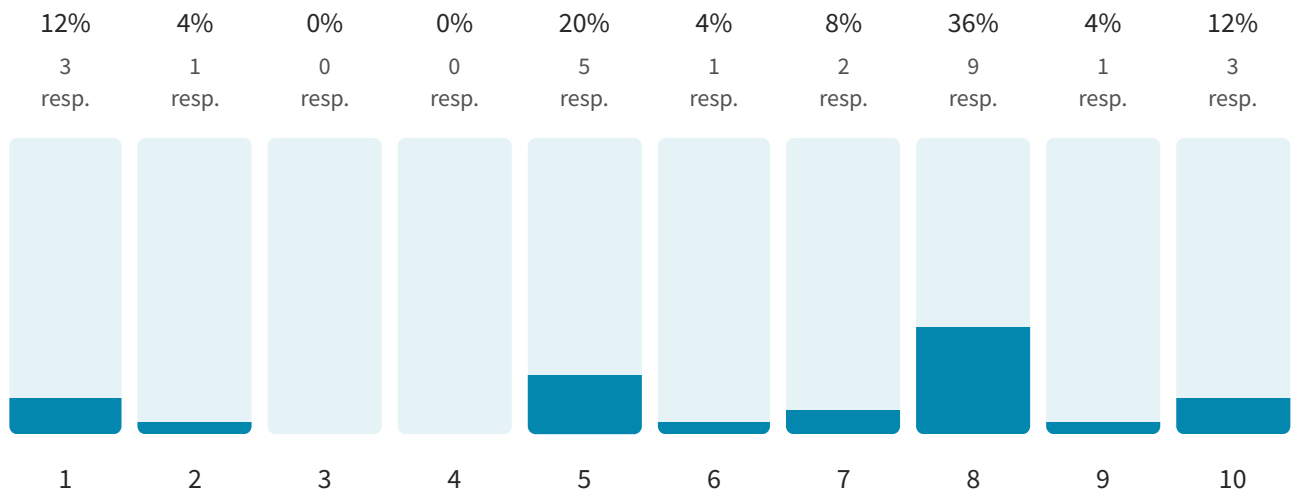
### 6.6 Average rating



On a scale of 1 to 10 where 10 is very important and 1 is not at all important, how important is the **missional potential of the parish** when deciding which parishes should receive most support from the Mutual Support Fund?

25 out of 25 answered

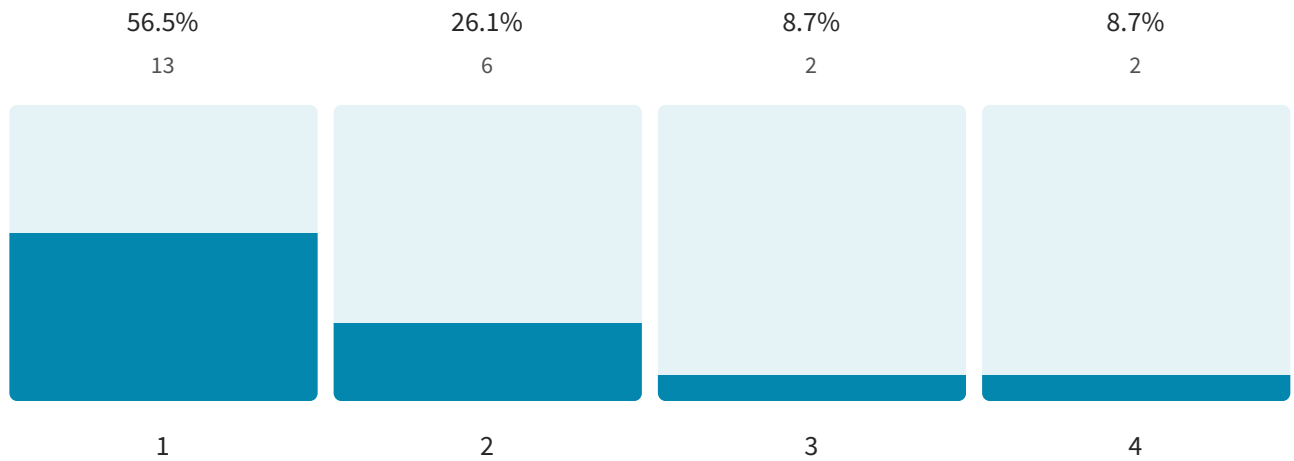
### 6.4 Average rating



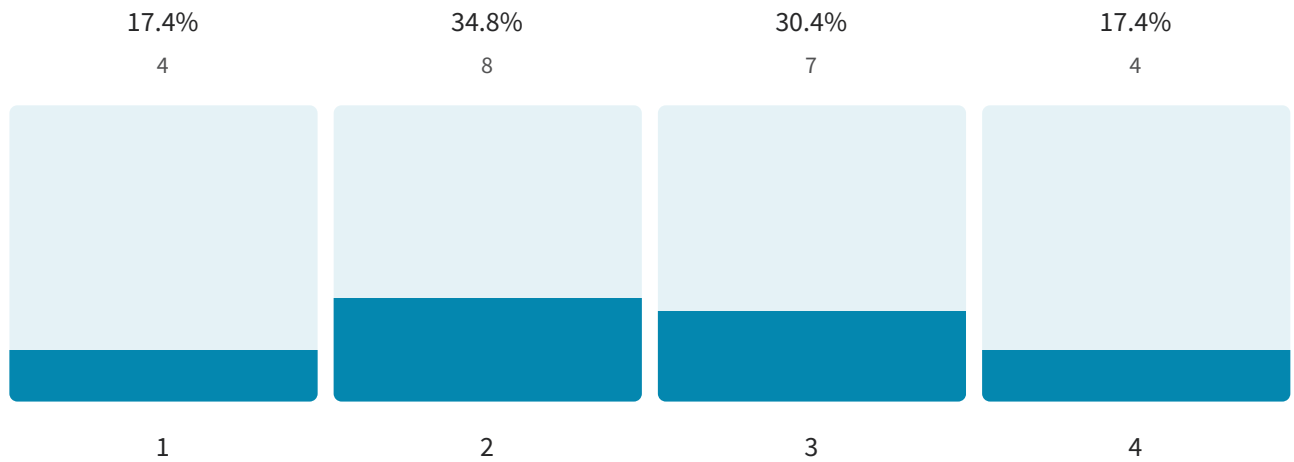
Which criteria are most important when considering which parishes should receive most support from the Mutual Support Fund?

23 out of 25 answered

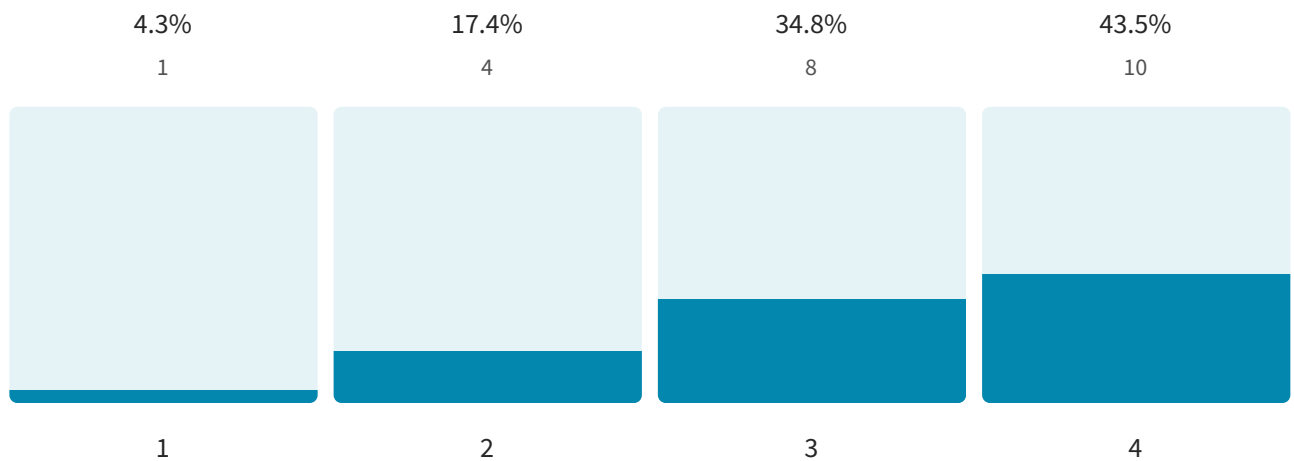
### Community deprivation



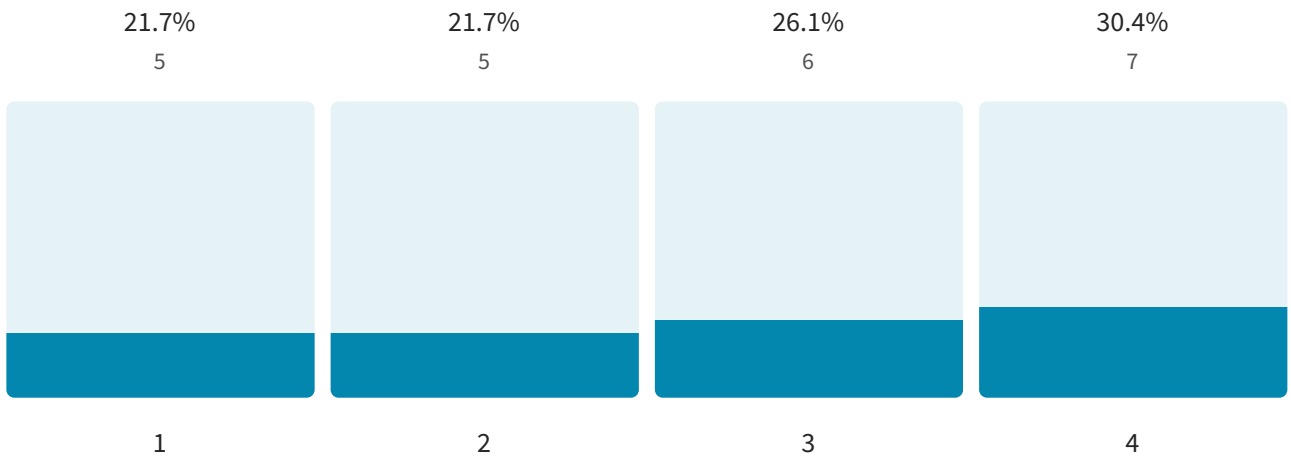
### Parish income and money in unrestricted reserves



### Building maintenance and repair costs



### Missional potential of the parish



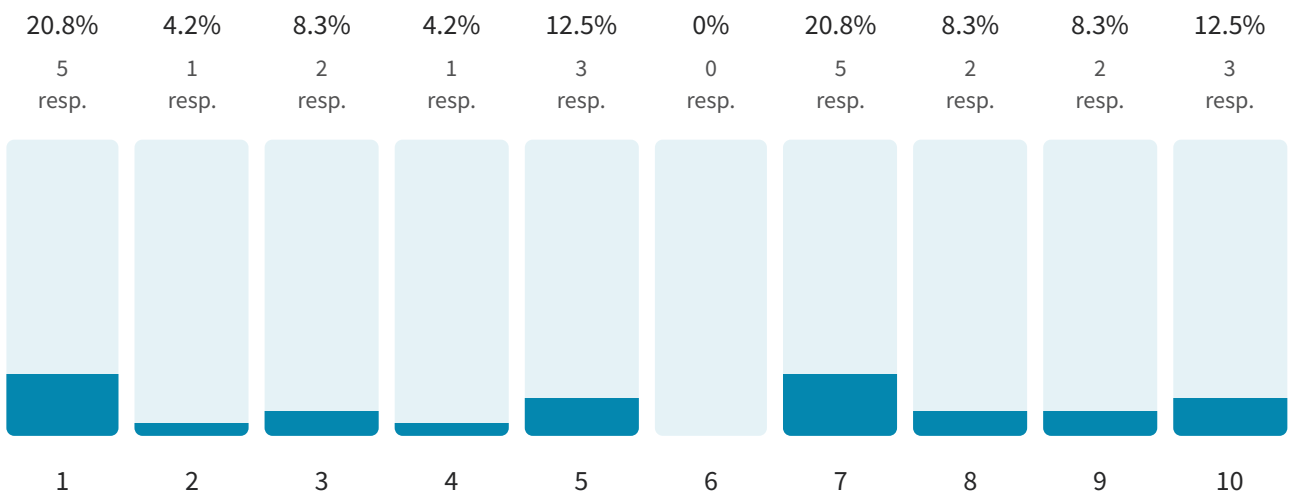
**Parochial fees**

Most dioceses don't directly return parochial fees (for weddings and funerals) to parishes but put them into the Mutual Support Fund. On a scale of 1 to 10 where 1 is disagree and 10 is strongly agree, how much do you agree with the following statement?

*"Like most other dioceses Chelmsford should adopt the practice of putting parochial fee money into the Mutual Support Fund to benefit parishes that are less affluent and bring down the overall amount parishes are asked to contribute in share"*

24 out of 25 answered

**5.5 Average rating**

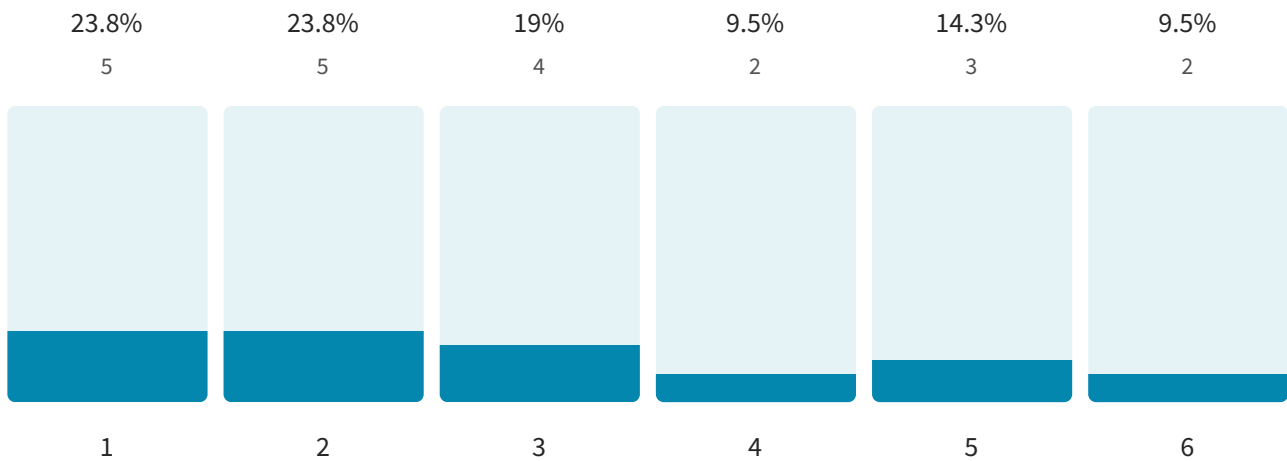


## Communication

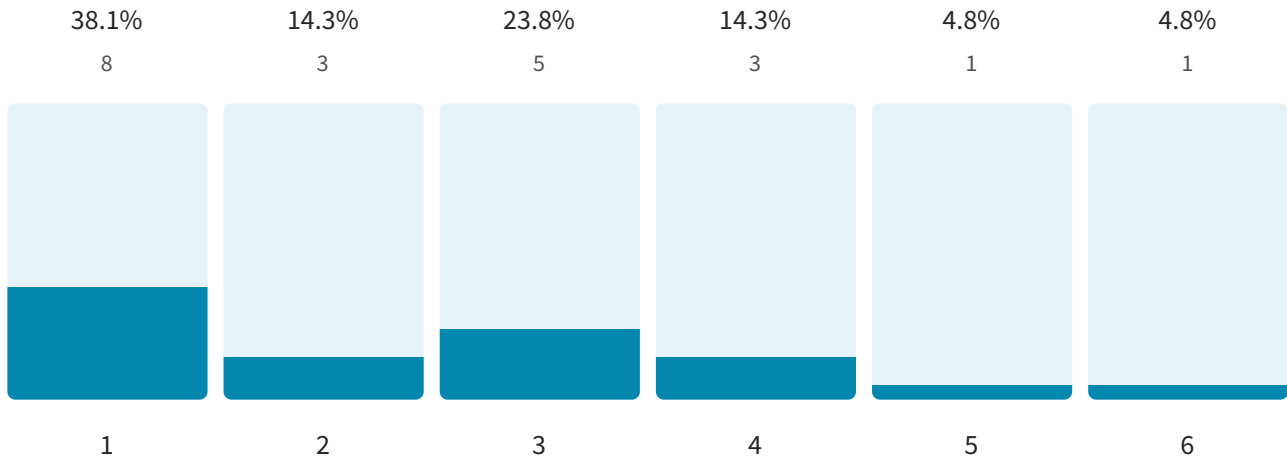
Getting parish share right is essential if we are to build a sound financial base on which to fund parish ministry in the years ahead. This will mean building confidence and increasing knowledge about diocesan and parish finance as well as encouraging stewardship and generosity. How can we best help you to achieve this in your parish?

21 out of 25 answered

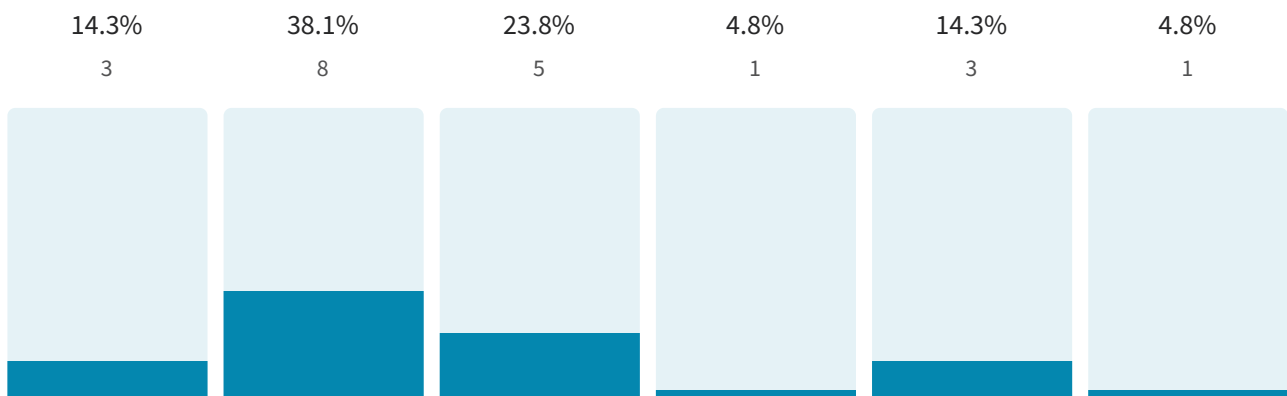
### Booklets and printed materials to share with your congregation



### Website and videos to explain finance and teach about giving



### Visiting speakers to preach about stewardship and giving



1 2 3 4 5 6  
**Diocesan training webinars to which you can invite your congregation**

0% 19% 19% 38.1% 19% 4.8%  
 0 4 4 8 4 1



1 2 3 4 5 6  
**One to one advice and guidance on stewardship and giving for church leaders**

9.5% 4.8% 9.5% 28.6% 19% 28.6%  
 2 1 2 6 4 6



**Diocesan prayer days or events**

14.3% 0% 4.8% 4.8% 28.6% 47.6%  
 3 0 1 1 6 10



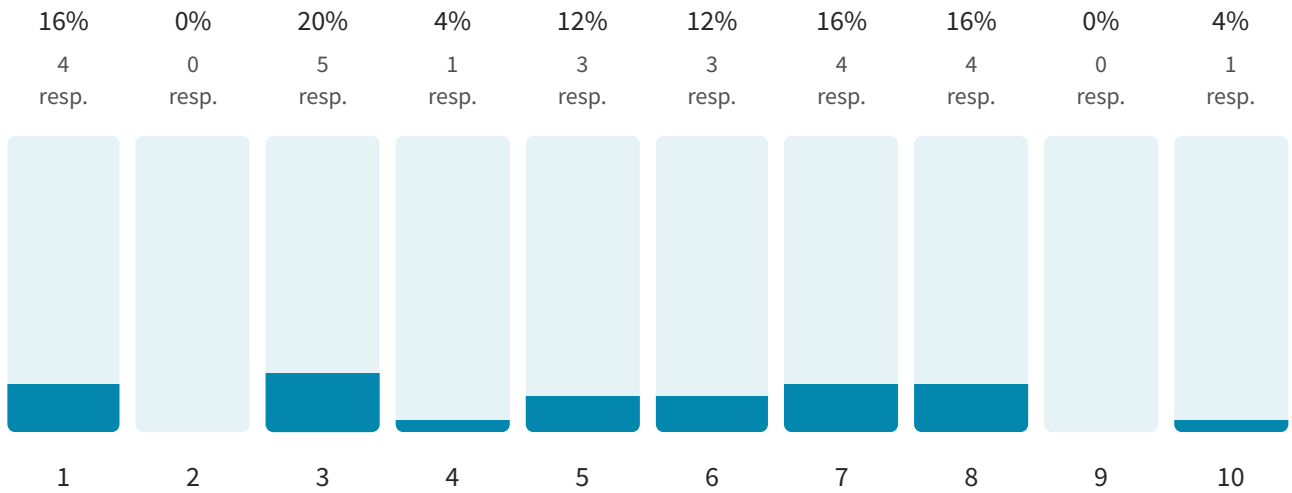
1 2 3 4 5 6



On a scale on 1 to 10, where 10 is very confident and 1 is not confident at all, how confident are you of your ability to make your parish share contribution over the next five years?

25 out of 25 answered

### 5.0 Average rating



In recent years how have you normally funded you parish share contribution?

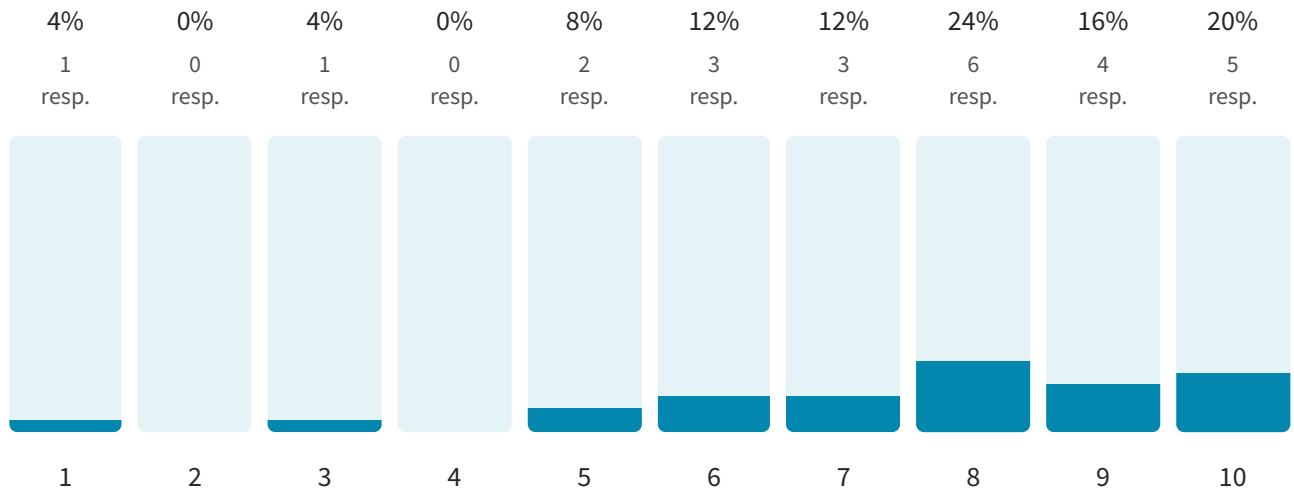
23 out of 25 answered



On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **falling congregation numbers** as a threat to the sustainability of your parish?

25 out of 25 answered

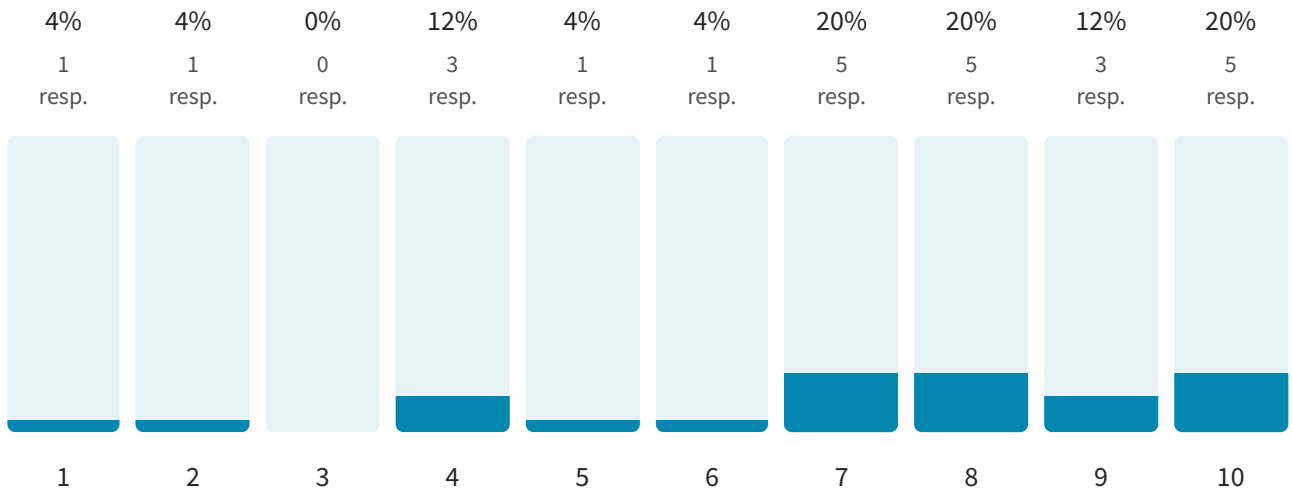
### 7.5 Average rating



On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **insufficient giving** as a threat to the sustainability of your parish?

25 out of 25 answered

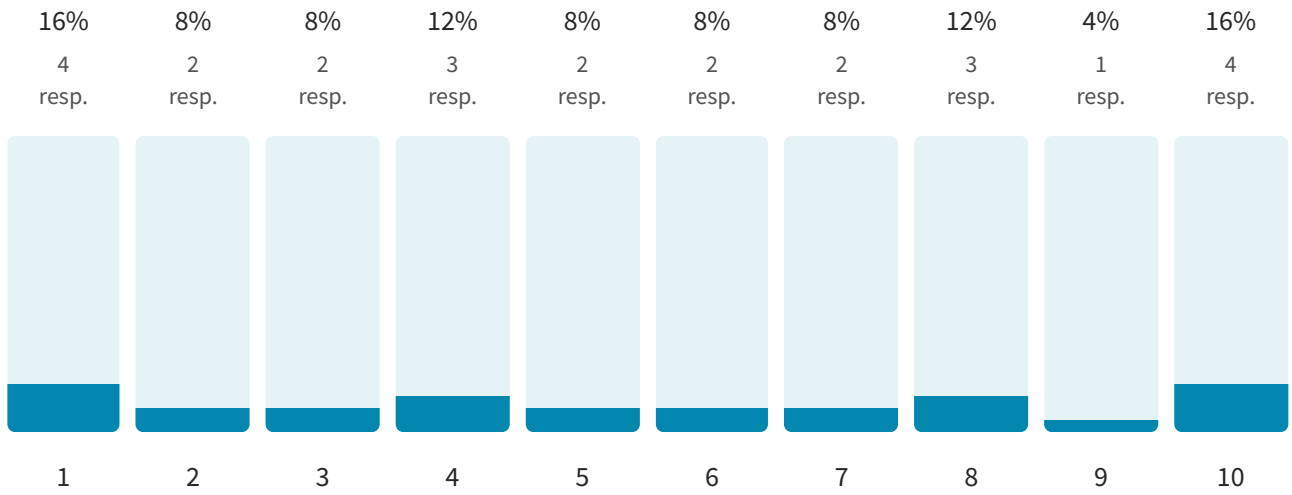
### 7.1 Average rating



On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **falling commercial income** as a threat to the sustainability of your parish?

25 out of 25 answered

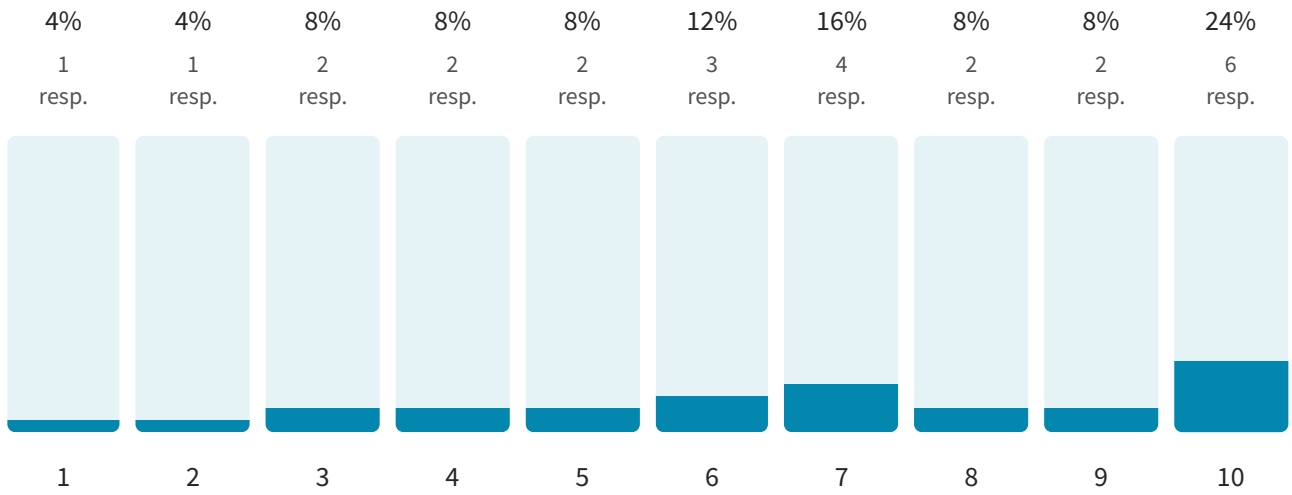
### 5.4 Average rating



On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **rising costs including building maintenance** as a threat to the sustainability of your parish?

25 out of 25 answered

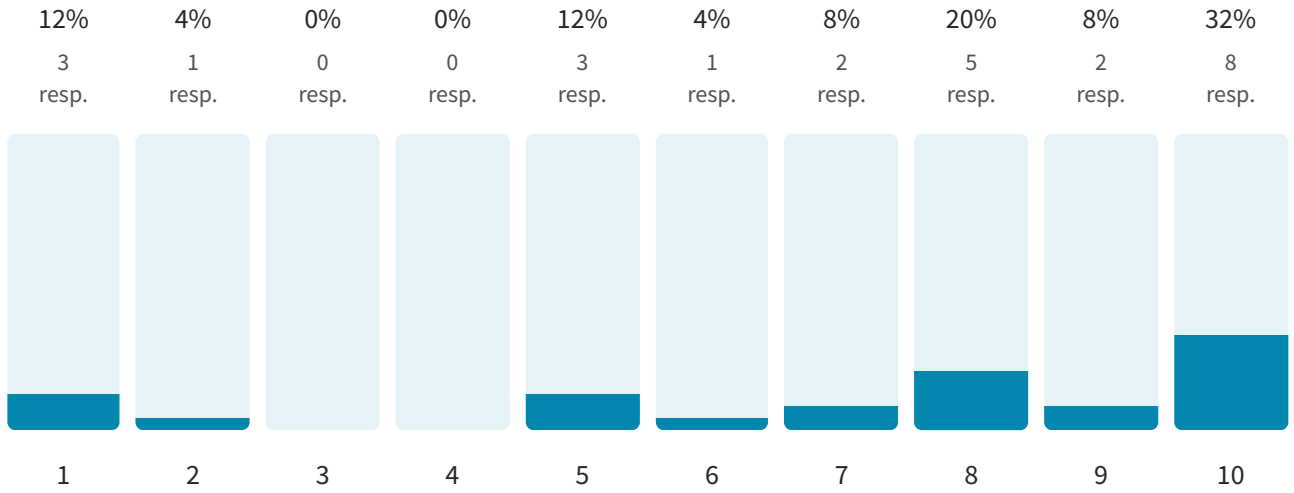
### 6.7 Average rating



On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **lack of clergy** as a threat to the sustainability of your parish?

25 out of 25 answered

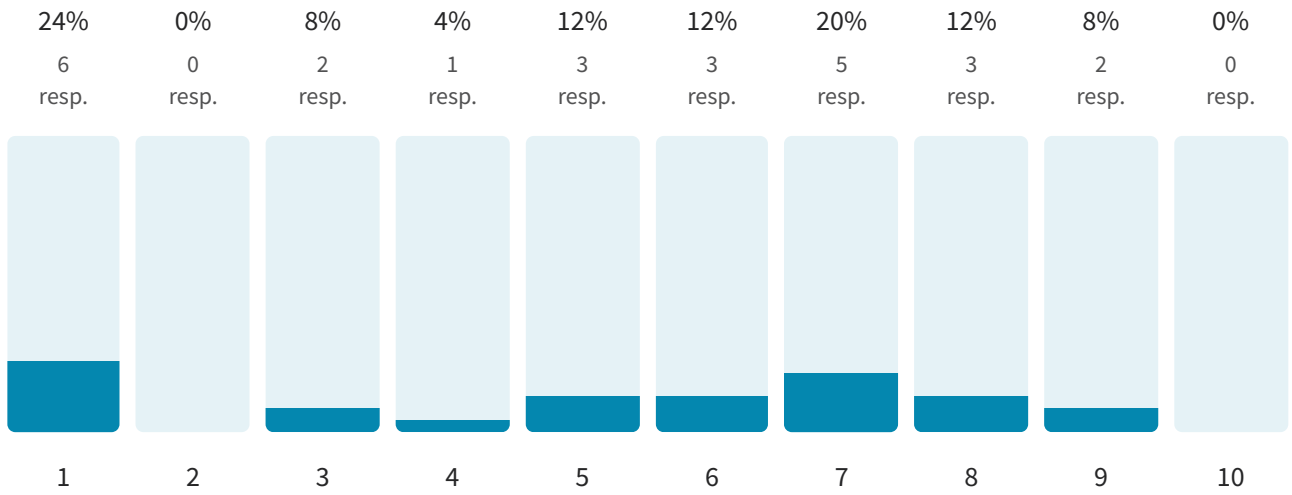
### 7.1 Average rating



On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **lack of people in lay leadership roles** as a threat to the sustainability of your parish?

25 out of 25 answered

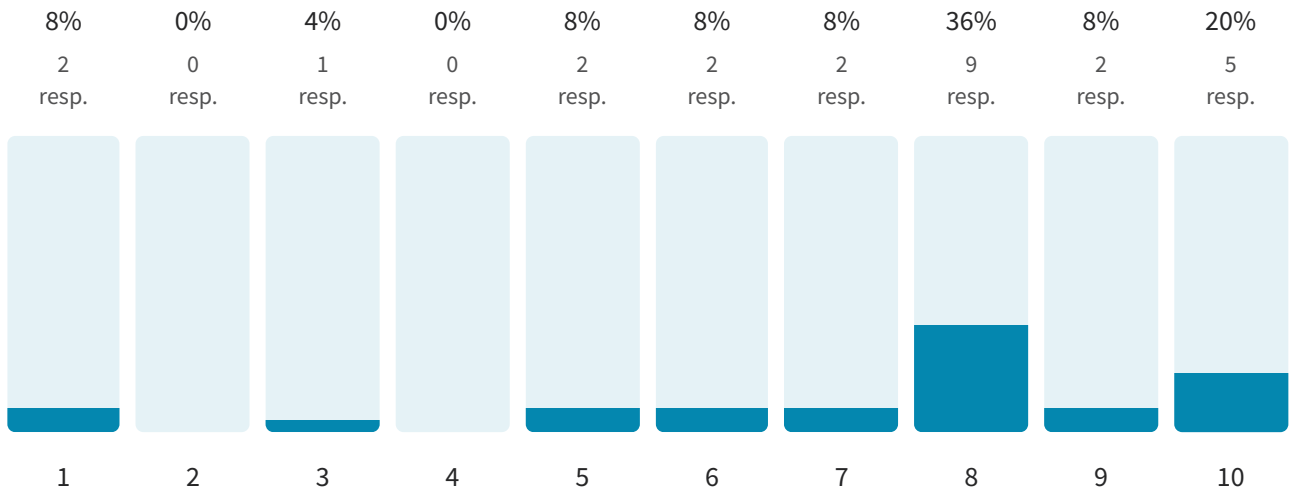
### 5.0 Average rating



On a scale of 1 to 10 where 10 is very concerned and 1 is not concerned at all, how concerned are you about **a lack of young people** as a threat to the sustainability of your parish?

25 out of 25 answered

## 7.2 Average rating

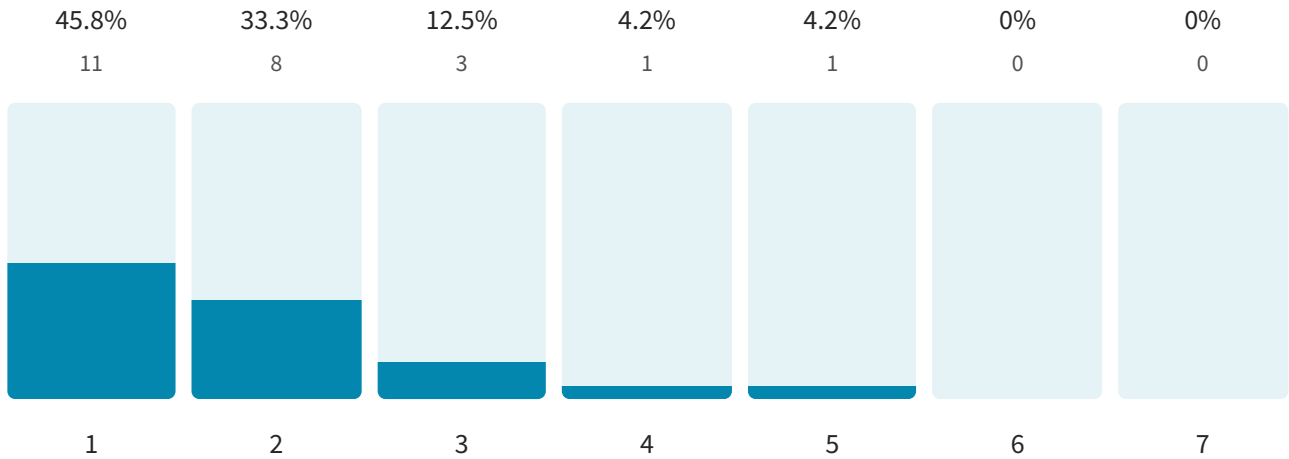




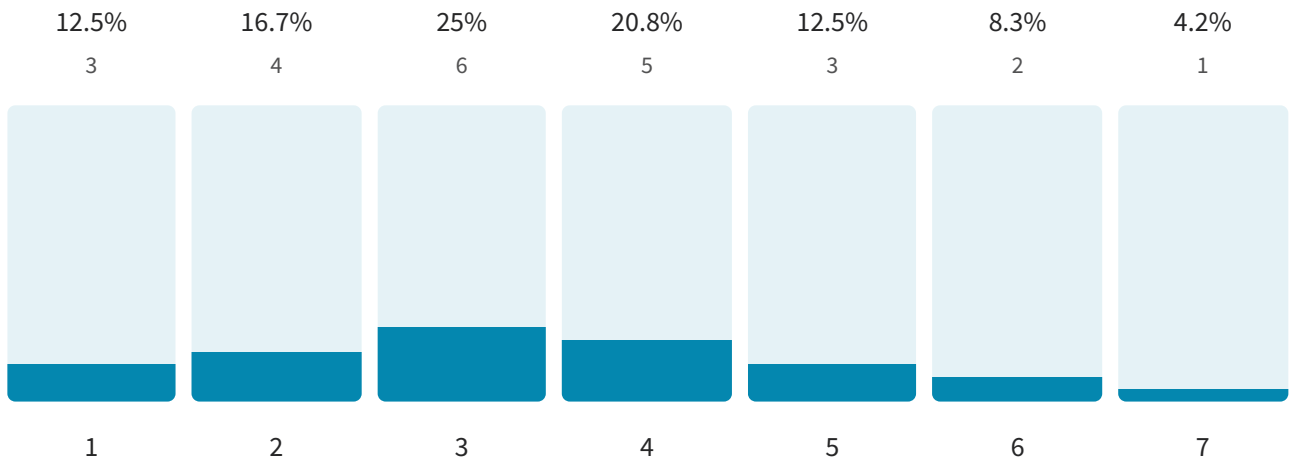
Please rank the issues below in order of the degree of concern that they cause you when thinking about the long term sustainability of your parish

24 out of 25 answered

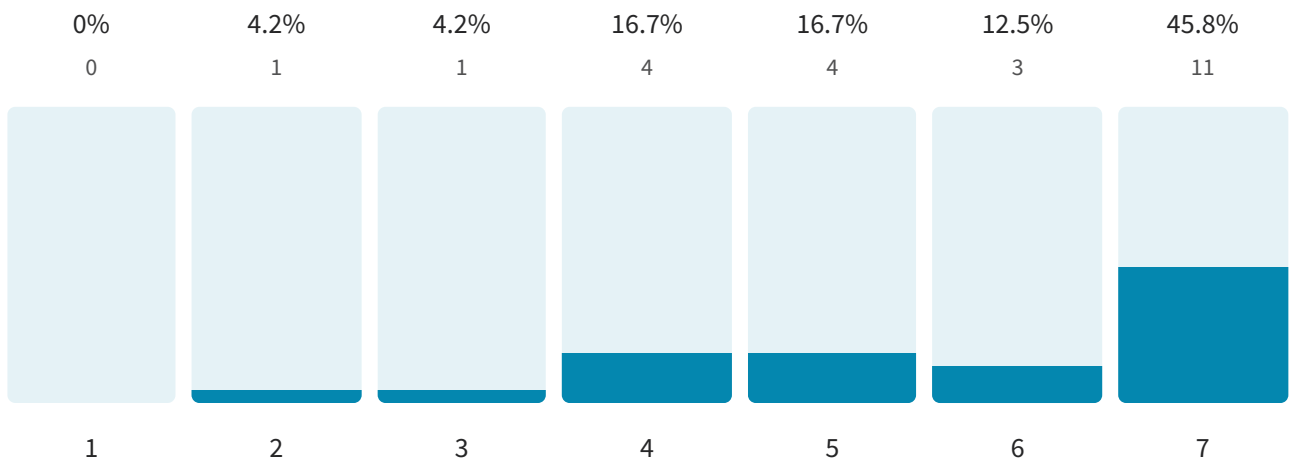
**Falling congregation numbers**



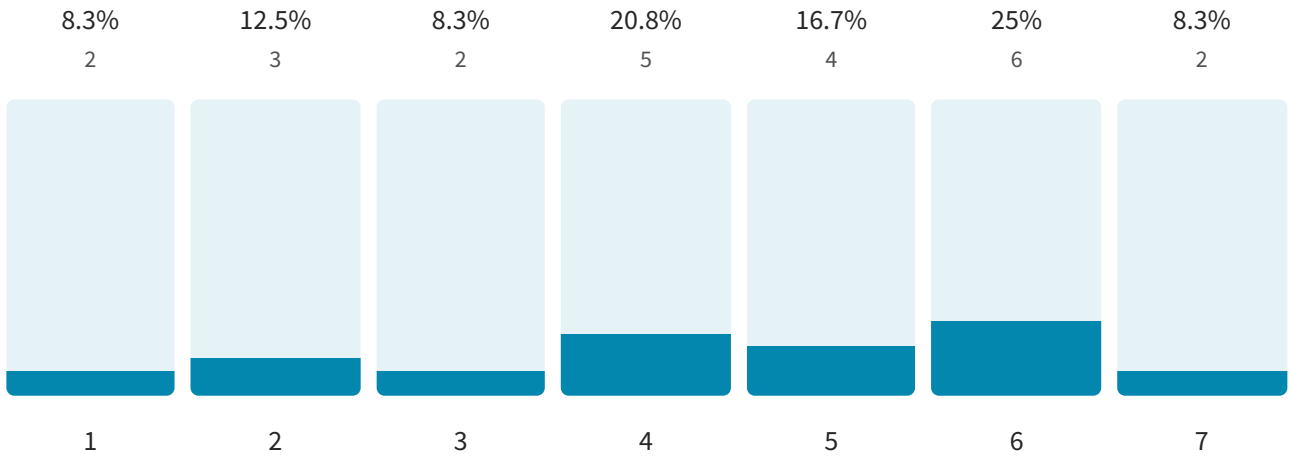
**Insufficient giving**



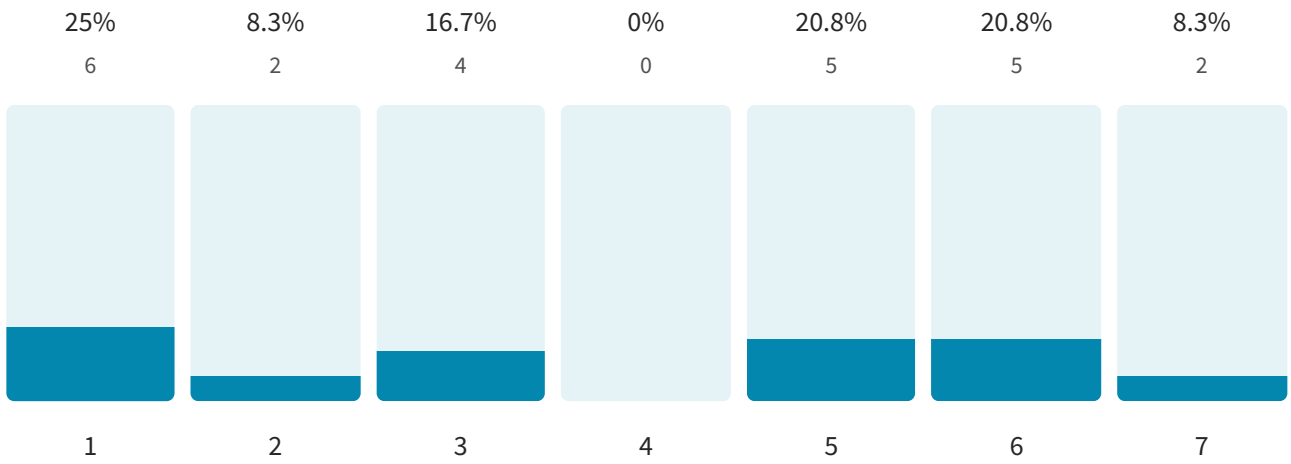
**Falling commercial income**



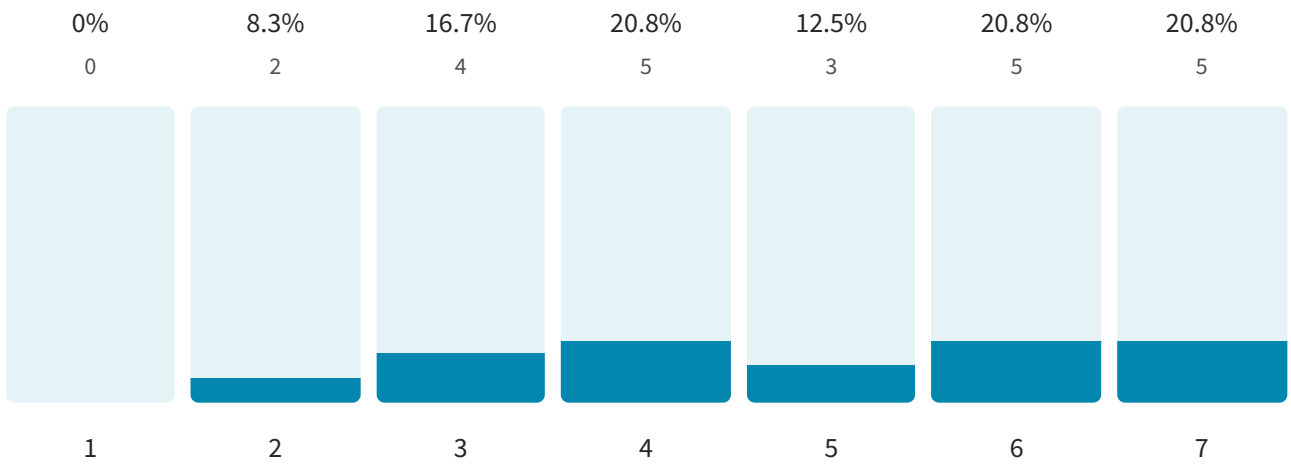
**Rising costs, including building maintenance**



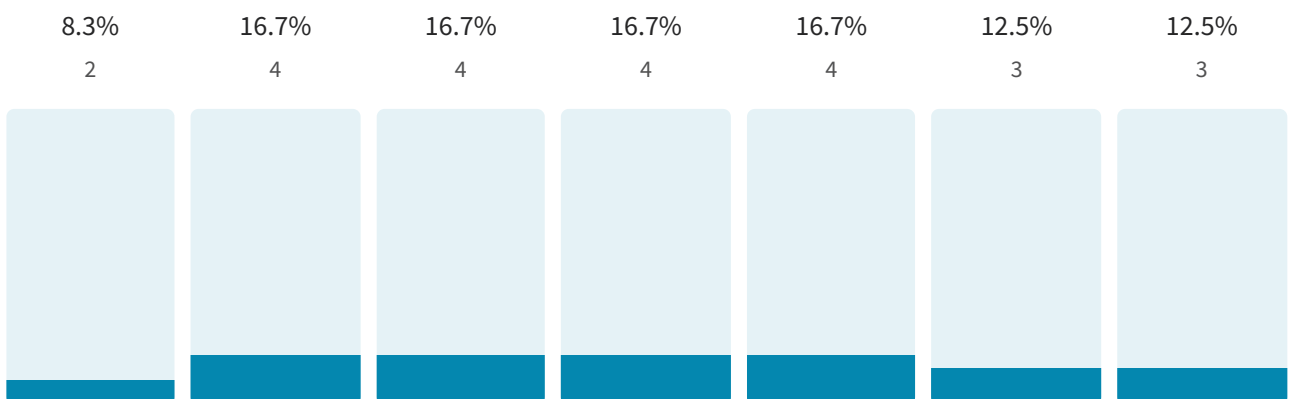
**Lack of clergy**



**Lack of people in lay leadership roles**



**Lack of young people**



1

2

3

4

5

6

7