

Portsmouth Diocese – Proposed Parish Share Review

The events of 2020 and the impact of restrictions in October mean that for 2022, the DBF will not have the usual Average Weekly Attendance data to feed into the formula which means that an alternative solution needs to be decided upon in 2021 to enable the allocations for 2022 to be decided by the end of the year.

In addition, the development of Live|Pray|Serve and the ongoing conversations in deaneries mean that over the next five years there will be changes to parish structures and our approach to deployment. This builds on the changes which have been happening since 2016 through which there are more fresh expressions of church as well as new worshipping communities through church plants. It is therefore appropriate to undertake a review of parish share.

The proposition, draft Terms of Reference and the proposed timetable have been considered by the Finance Committee which made the recommendation to Bishop's Council to proceed in this way. **Bishop's Council have approved the timetable and the terms of reference and now bring the motion to Synod that:**

- a) **Parish Share be reviewed in 2 stages such that an immediate solution is found for 2022 and then a full review undertaken to establish a system**
- b) **Synod approves the Terms of Reference and the Timetable for the Process**

It is to be noted that the Diocesan Giving and Stewardship Strategy is being developed by Chris Parker, the Stewardship Adviser to enhance and enrich the Parish Share Review process.

Terms of Reference

Terms of reference for a review of the system for determining and apportioning contributions to the shared ministry for mission financial responsibilities in the diocese of Portsmouth from 2022 onwards.

Aims:

- To review the historic effectiveness of the current system
- To identify and consider relevant evidence of other systems in use across the church of England in terms of rates of contribution but also as far as is possible, as to the culture of giving and generosity in the diocese.
- To consider all existing diocesan policies in relation to parish share
- To assess whether any future system will apply fairly and effectively to church plants and fresh expressions of church

- To produce findings and recommendations for future apportionment arrangements for the Bishop's Council to consider, bringing agreed recommendations to the Diocesan Synod as soon as possible.

Background:

The underlying principles of the current apportionment system have been in existence in Portsmouth Diocese for several decades: potential to pay taken from proxy indicators of wealth, and numbers of regular worshippers.

The last review of the apportionment system was conducted in 2014, agreed by Bishop's Council and Diocesan Synod in 2015 and implemented over three years from 2016 to 2018. Essentially that review affirmed the historic principles of the scheme but changed to use Experian data for the levels of affluence and changed the weight factor from 1:5 to 1:3.

The events of 2020 and the impact of restrictions in October mean that for 2022, the DBF will not have the usual Average Weekly Attendance data to feed into the formula which means that an alternative solution needs to be decided upon in 2021 to enable the allocations for 2022 to be decided by the end of the year.

In addition, the development of Live|Pray|Serve and the resulting conversations in deaneries mean that over the next five years there will be changes to parish structures and how we deploy resources. This builds on the changes which have been happening since 2016 through which there are more fresh expressions of church as well as new worshipping communities through church plants.

Task group objectives:

1. To review the performance, clarity, fairness and mission impact of the current system of apportionment at parish, deanery and diocesan level.
2. To consult with interested parties and appropriate advisers
3. To reference systems in place in other dioceses and their relative 'success' in terms of achieving their target levels of funding for mission and ministry and how different systems influence and shape a culture of generosity.
4. To recommend the apportionment system for use in Portsmouth diocese, modelled to demonstrate its application and any phasing in as may be appropriate and necessary.
5. To consider and review the policies in existence to support the system, while considering the following questions: -
 - a) Should there be a minimum parish share contribution?
 - b) Should there be a cap on share?
 - c) What should be the policy for introducing church plants into parish share?
 - d) How do we deal with fresh expressions and parish share?
 - e) How do we handle parish share after the formation of new parishes?

- f) How do we handle parish share in the interim period between church closure and either a new planting community starting up or sale of the building?
6. To consider how any new system could best be rolled out and embedded across the diocese and how principles stewardship and generosity can support that process.
7. To produce and present initial recommendations and findings to a meeting of the Bishop's Council in accordance with the timetable provided

Task group membership:

- Chair – to be the Finance Chair, Philip Poulter
- At 3 representatives from each Archdeaconry – lay or clergy [membership to provide as far as practicable a balance representative of the diocese in all its richness]
- An Archdeacon

In attendance at meetings:

- Diocesan Secretary
- Finance Director or representative
- Head of Mission and Social Transformation
- Such others as the Diocesan Secretary, Finance Chair or wider Task Group may determine are required to advise either throughout or at individual meetings

Proposed Timetable

By end March 2021	If approved by Diocesan Synod, Review Group forms and begins meeting
19 th April 2021	Review Group final report to DDFC for 2022 share allocations for recommendation to Bishop's Council
5 th May 2021	Bishop's Council consider DDFC recommendation
12 th June 2021	Diocesan Synod consider proposal for 2022 share allocations
June 2021 onwards	Review group look at system from 2023 onward
July 2021	Mid point report to DDFC
September 2021	DDFC makes recommendations to Bishop's Council
November 2021	Bishop's Council decides whether to take the proposal to Diocesan Synod
February 2022	Diocesan Synod considers the proposals for 2023 onwards