



Diocese of Bristol | Financial Review 2007



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Bishop Mike | Introduction

The mission of God is effected by people. It was not by accident that God came to this world in the person of Jesus Christ. So, amidst the institutional hoops of our faith and Church, when we talk about the Diocese of Bristol what we are really talking about is people seeking to create communities of wholeness with Christ at the centre.


Our financial accounts give a window onto all of this, but can only paint part of the picture. For every pound accounted for by paid activity, there will be someone else giving of themselves to sow a seed, to shine a light, to act as seasoning or yeast in our society for the sake of the Kingdom of God.

Our accounts do very often allude to some of the effort that aims to release the energy of the whole people of God. The work of stipendiary clergy, Church House staff to free parishes from specialist, regulatory or administrative tasks and the Parish Development Team to support the development of ministry and mission locally all go towards enabling local church communities to become signs of God's Kingdom.

But the Kingdom of God is also being made a reality outside of the local church. The Diocese supports the creation of Christ-centred community in workplaces, institutions and the world of education through the work of the Churches' Council for Industry and Social Responsibility and the Diocesan Board of Education.

This leaflet aims to highlight some of this work in the Diocese that you might not know so much about. I hope you find it inspiring and encouraging to you in your ministry.

+Mike

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David Hargrave | 2007 in a nutshell

In financial terms the overall results for 2007 were encouraging, but were made so only by the profits made when we disposed of some of the diocese's assets. There was a deficit on the General Fund's income and expenditure, as explained later in this document. Some of the reasons were those we had anticipated and were able to manage throughout the year. But the reversal in the trend of the overall collection rate on Parish Share is a cause of considerable concern and one which will be addressed during 2008.

In common with all charities, we do not place a figure on the value of voluntary service, from those serving on Boards and Committees, from self-supporting and lay ministers, nor from staff working outside their contracted hours.

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WHERE'S THE MONEY TO?
WHOS SPENDING IT?
...AND IN 2008?

SMALL PRINT:

These reports and accounts are not the statutory financial statements of The Bristol Diocesan Board of Finance Limited. Statutory financial statements for the year ended 31 December 2007 were approved by the Board on 1 April 2008. A report by the Board's auditors under Section 205 of the Companies Act 1985, which was not qualified nor contained a statement under Section 237(2) or (3) of the Act, is attached to the statutory accounts. The statutory accounts will be delivered to the Registrar of Companies and to the Charity Commissioners. Copies of the statutory accounts may be obtained upon request to the Diocesan Secretary, Church House, 23 Great George Street, Bristol, BS1 6GT.

2007 Finance | Overview

The General Fund of the Diocese is managed through its working budget. In 2007 the Budget deficit was agreed at £158,000. The actual result, before the profits on disposals and revaluations of assets, was a deficit of £548,000.

NOT TOO GOOD...

£147,000 extra was spent in helping to make good the deficit on the Clergy Pension Scheme;
£231,000 extra was spent in maintaining clergy and other housing;
There was a shortfall of £480,000 in Parish Share;

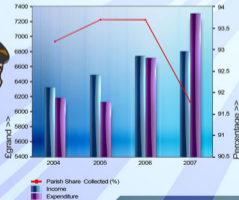
— balanced by —

...BUT THIS HELPED!!

£196,000 savings in clergy and parochial staff, mainly through vacancies;
£30,000 extra income from letting vacant property;
£228,000 additional income from grants and investments;
£14,000 savings on other expenditure heads.

HEY, THAT DOESN'T LOOK TOO GOOD...

There are many other funds, most of which (in value terms) are endowment funds and whose capital cannot be spent, but whose income forms part of the General Fund income. The graphs below reflect only the General Fund.



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2007 Finance | Income

The majority of the Diocese's income comes from parishes through Share. 136 of 182 Parishes or Churches gave in full the amount requested of them in 2007, but with an overall collection rate of 91.8%, a drop from 2006's rate of 93.7%. The Diocese has a large portfolio of investments and collects cash from short-term leasing (when houses are vacant for a while), wedding and funeral fees to go towards the stipends of ministers.



- Parish Share
- National Church institutions
- Other donations & grants
- Parsonage rental income
- Investment income
- Local fee income
- Grants & course fees

INCOME... EXPENDITURE... AM I BOTHERED?



- Ministry in parishes
- Support & Training
- ISR
- Education
- Higher Education
- Other
- Governance costs
- Generating Funds
- National Church
- Grants

2007 Finance | Expenditure

The majority of our expenditure is to provide ministry in parishes; detail below (follow the massive blue arrow).

We make an annual grant towards the costs of supporting the national church institutions, including provision for the housing needs of some retired clergy. Support and training for clergy in all stages of their working life, from selection through and after ordination is given by the Parish Development Team. As with any organisation, there is a central administrative/governance function which is carried out at Church House. As noted elsewhere, we do not account for the voluntary service given in time spent.

This leaflet contains a few examples of stories from the main groups we contribute to - including ISR and the Board of Education, to give some tangible idea of what's happening on the ground rather than having to guess from some pie charts...

Expenditure | Ministry in parishes

In addition to the stipends, pensions and other National Insurance costs of the clergy, most are provided with housing, which has to be insured and maintained and Council Tax and Water Rates paid. Housing costs includes regular inspections, repairs and improvements.

The costs of the Bishops and their staff are mostly met by the Church Commissioners, but some costs, together with those for Archdeacons and Area Deans, are met by the Diocese.



- Staff costs
- Housing costs
- Direct support costs
- Indirect support costs

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Dan Jones | Share and Prayer Breakfasts

Youth and children's work is challenging. Volunteers and paid workers need particular support to help keep them motivated and encouraged. Being aware of the challenges, excitements and problems faced by both leaders and volunteers, Dan Jones (DBE) has started a supportive outreach.

Dan holds Share and Prayer Breakfasts around the Diocese free for anyone working with children and young people in parishes. These offer an opportunity for people to get together and meet others in their area, to share stories, discuss current issues and pray together, to explore and browse through new books and resources and all over breakfast and a coffee. This initiative is a valuable vehicle to ensure that our volunteers and leaders have the necessary support in order to continue their mission.



George Rendell | Equipped to Grow Conferences

Following a series of deanery conferences to launch the Growth Programme over 500 people, clergy and lay, attended two Equipped to Grow conferences in Swindon and Bristol organised by the Parish Development Team.

At each conference 20 workshops were delivered by members of PDT, ISR, The Board of Education and a wide range of people from the diocese. The workshops focussed on different aspects of growth and began to unpack the many resources that are available. These workshops led to work with a large number of individuals and parishes during the year. The aim of the Growth Plan workshops in the autumn was to help parishes begin the process of setting their plans on paper. Thanks to their success, the Equipped to Grow Conferences are due to be repeated early next year (17th Jan, 24th Jan, and 14th Feb 2009) to help parishes do more work with their Growth plans.



Derek Chedzey | LLM training and development

Over the last few years a great deal of extra time and money has been given to the development of Licensed Lay Ministry (LLM) within the Diocese. This has been seen in three key areas:

- (1) Increased vocation to LLM ministry.** In the recent Ministry Division report we were commended for the high quality and enthusiasm of our new ministers. In real terms over 100 new LLMs have been added to our number in four years. This makes Bristol the Diocese with the biggest growth in Reader ministry within the Church of England.
- (2) Development and support for existing Lay Ministers.** Over 100 LLMs spent a weekend at Brunel Manor in Devon with teaching and worship provided by Rt Rev Bob Evers the Bishop of Crediton and the Lee Abbey Community respectively. A second conference is being planned for 2010.
- (3) Leadership development.** In partnership with Church Pastoral Aid Society (CPAS) 40 Lay ministers are receiving leadership training using 'Growing Leaders' resources. This is part of an ongoing programme of offering to all Lay Ministers the opportunity to develop their leadership skills.

Simon Bale | Community cohesion

The Bristol Partnership draws together the major players in the city of Bristol, to enable long term and strategic planning to happen. Typically this involves local government, the business world, health organisations and others. It also includes Christian communities, both through the Bristol Faith Forum which is chaired by David Maggs of ISR, and also through Simon Bale of ISR.

In December 2007, the Bristol Partnership hosted a conference exploring how faith communities can help build community cohesion across the city. The conference was built around examples of how different faiths are able to bring people together, to address inequality and to promote a greater understanding of our diversity and to nurture strong, safe communities.

Both Simon and David played significant roles in the planning and hosting of the conference and both are currently engaged in helping to ensure that the discussions held on the day are used to promote cohesion. A conference is only as good or useful as the changes it makes to subsequent ways of working and ISR is firmly committed to ensuring that social justice issues are dealt with effectively.



PLEASE!

Finance | Looking towards 2008

The collection rate for Parish Share is a real concern which must be addressed, as Share is such a large proportion of the Diocese's total income. One of the prime focuses of the Strategy Group is to identify the potential for leadership in both lay and clergy, paid and unpaid, throughout the Diocese and to reinforce that leadership through training and support.

The Diocese's primary objective remains; to be the visible and ever-present face of the Church of England in this part of the country, and to work towards the Kingdom. That objective will be achieved by continuing to do what we do well and by having the courage to change those things which are not working at present.



THEY WANT ME TO GIVE A WHOLE POUND?!!

2008 Budget | For every £1 spent:

- 55p to go to Parochial Staff
- 14p Housing
- 6p National Church
- 4p Industrial and Social Responsibility (ISR)
- 3p Diocesan Board of Education (DBE)
- 7p Parish Development Team (PDT)
- 1p Higher Education (HE) - Chaplains etc
- 10p Central Support Services
 - Diocesan Advisory Committee (DAC)
 - Communications
 - Administration

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