

# PARISH SHARE



## 1) Stipend **The Stipend is £29,708**

Clergy receive a stipend (instead of a salary), which is paid by the Church Commissioners but funded by the diocese. It is paid to enable the clergy person to exercise their ministry without the need to take another job in order to earn their living. It is intended to provide adequately for a clergy person to live during their working years.

## 2) National Insurance contributions

Although clergy are not employees, the employer element of National Insurance contributions still needs to be paid. These contributions are a tax on earnings; this helps to build their entitlement towards state benefits such as healthcare, state pension and maternity allowance.

**The National Insurance Contribution by the church is £2,897**



## 3) Pension **The average Pension cost is £7,502**

Clergy pensions provide a typical 'defined benefit' pension. Clergy receive a pension based on their service and the national minimum stipend. The church needs to meet the cost of providing clergy pensions.



## 4) Housing Costs including admin



Being a vicar is a calling from God. When clergy follow this calling, they generally have to move away from where they are to a new parish. Due to this, often they don't own their own house or if they do it isn't in the parish they are working in. It is only fair that the church pays for a house and its maintenance, for the clergy, so that they are able to continue and develop their work. It also includes Council Tax and water rates.

There is also an admin cost for the diocese because there is someone who manages the housing stock. **The Average Housing cost is £15,320**

## 5) Appointment Grants **The Average Appointment Grant is £2,117**

When someone first becomes a vicar or moves to a new appointment, they receive an appointment grant to be able to buy robes and the necessities for setting up in a new situation.

## 6) Curate Cost **The share of Curate Costs is £11,547**

Every curate is supported throughout his or her training. This includes payment of their stipend during the final stage of their training, as a curate in our diocese.

## 7) Diocesan clergy training costs



This is when the diocese either, provides training for clergy in house, or sources external trainers, such as CPAS to deliver specific training. It also includes CMD grants.

**The share of Diocesan Clergy Training is £2,069**

## 8) National Training costs

The national training cost covers the money that the diocese has to contribute to the national church towards the training of new Clergy. This includes curate tuition fees and help with living costs. **The share of National Training cost is £2,724**

**Total cost: £73,884**