

Generous Churches
Making & Nurturing Disciples



Making your Freewill Offer for 2016



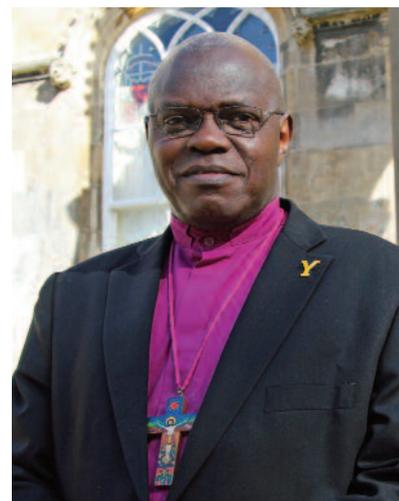
When your PCC is making its offer to the Common Fund for 2016, here are some things to consider...

2014

In 2014, our first year of Freewill Offers, parishes did a great job to stop the decline in giving to the Common Fund. This was a wonderful achievement in our first year of transition. We can now face the future with more confidence and plan for growth.

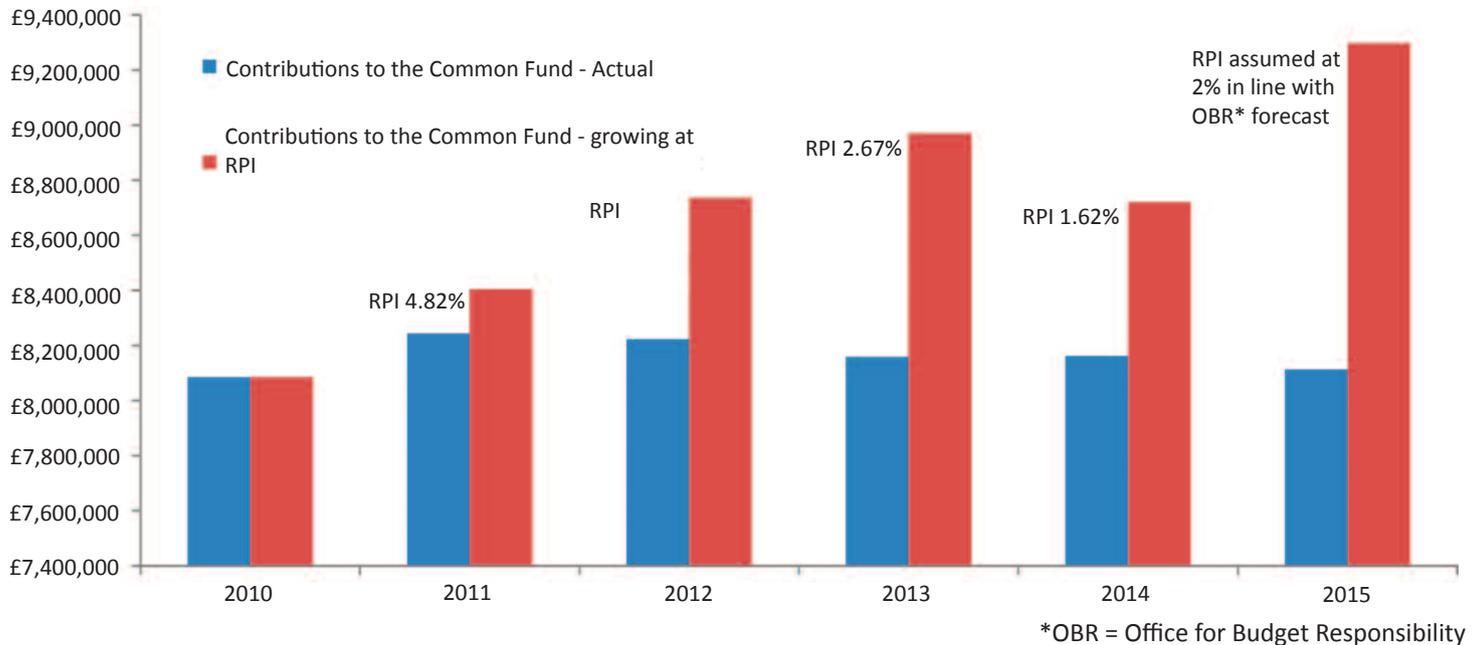
“In our move from Parish Share to Freewill Offers, I have been heartened by the PCC members who have caught the dynamic vision of the Diocese of York and demonstrated the spirit of generosity and mutuality that underpins Generous Churches Making and Nurturing Disciples.”

Archbishop Sentamu



2015 offerings

The offers made by parishes for 2015 are generous at £8.1million, but are marginally lower than those for 2014. The column chart below shows we are flatlining on income and falling further and further behind on inflation, even at current modest levels.



2016 budget

In support of the Diocesan vision to be Generous Churches Making and Nurturing Disciples, Diocesan Synod committed to maintain the level of clergy numbers in 2015. Synod has made a bold move by signing off a deficit budget of £280,000, meaning we can afford to fill 180 parochial clergy posts in 2015 to support growth and mission across the Diocese.

Last year some parishes asked for a steer on Offers. This is counter-

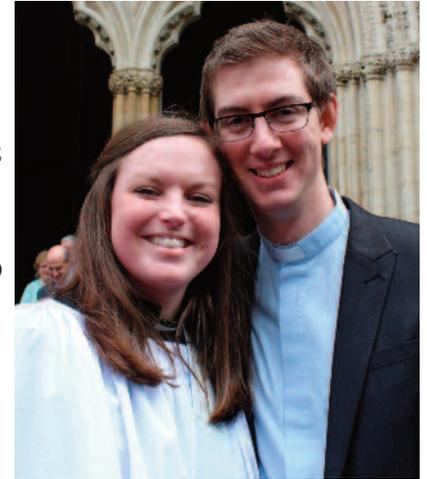
intuitive under a Freewill Offer system but a pragmatic response would be to say that if parishes can raise their offers for 2016 by 5%, this would represent stipend increases which we have not covered for the last three years. Please do not stop at 5% if you can afford to be even more generous!



2015 - 180 posts

Signs of growth

- Clergy numbers are no longer in decline. We are committed to maintaining current numbers identified as vital to the delivery of our Mission and we have an aspiration to grow these
- There are 12 sponsored stipendiary (and 9 self-supporting) ordinands completing their courses in 2015 – this number is higher than recent years, and the age profile is getting younger. There are another 12 ordinands in 2016, and 8 recommended for 2017 – the numbers keep growing
- 16 new Readers were licensed in 2014
- Over 100 clergy have taken part in the York Leadership Course, and over 150 people have completed the Recognised Parish Assistants course
- 42% of our parishes are experiencing numerical growth. We're investing in that growth by holding a pilot course on Leading Your Church Into Growth in 2015, for 100 people to attend from across the Diocese
- 150 people came to the Diocesan launches of the Pilgrim course, a major new teaching and discipleship resource from the Church of England



Working together

In response to feedback from Deaneries, in 2015 the Board of Finance will be introducing new ways to support mutual resourcing:

- A generous grant system
- A Diocesan loan system
- Sharing the idea of a Deanery Service of Thanksgiving for Treasurers, as pioneered by Howden Deanery
- A regular pattern of support meetings for Rural Deans, Lay Chairs, and Deanery Financial Advisers, and support from David Butterfield as Archdeacon for Generous Giving and Stewardship
- Sound, targeted communications, including a well communicated diary structure to support fixed time lines, with no increase in papers printed and posted
- Survey of skills for lay people across the Diocese, to ensure we're making best use of the gifts of our congregation membersardship.

Costs of being church

As you plan your offer, you may want to look at where your parish sits in the context of the rest of the Diocese. There's the local context – do you live in a richer or poorer area of the Diocese? How many clergy are deployed in your parish or benefice? The figures below show what it costs to supply one full time clergy person in Diocesan housing in a benefice which is supported by the central functions of the Diocese. The costs in red are directly related to having a clergy person in post, and the costs in green are the shared costs that need to be met, whether a parish has stipendiary clergy or not.

Stipend costs per clergy person	£25,312
National Insurance and pension costs per clergy person	£11,147
Housing costs per stipendiary or house for duty clergy person	£10,597
Annualised training costs per licensed clergy (including SSMs)	£1,782
Vocations and curates per benefice	£7,015
Other shared national costs per benefice	£1,567
Other shared diocesan costs per benefice	£10,586
Total	£68,006

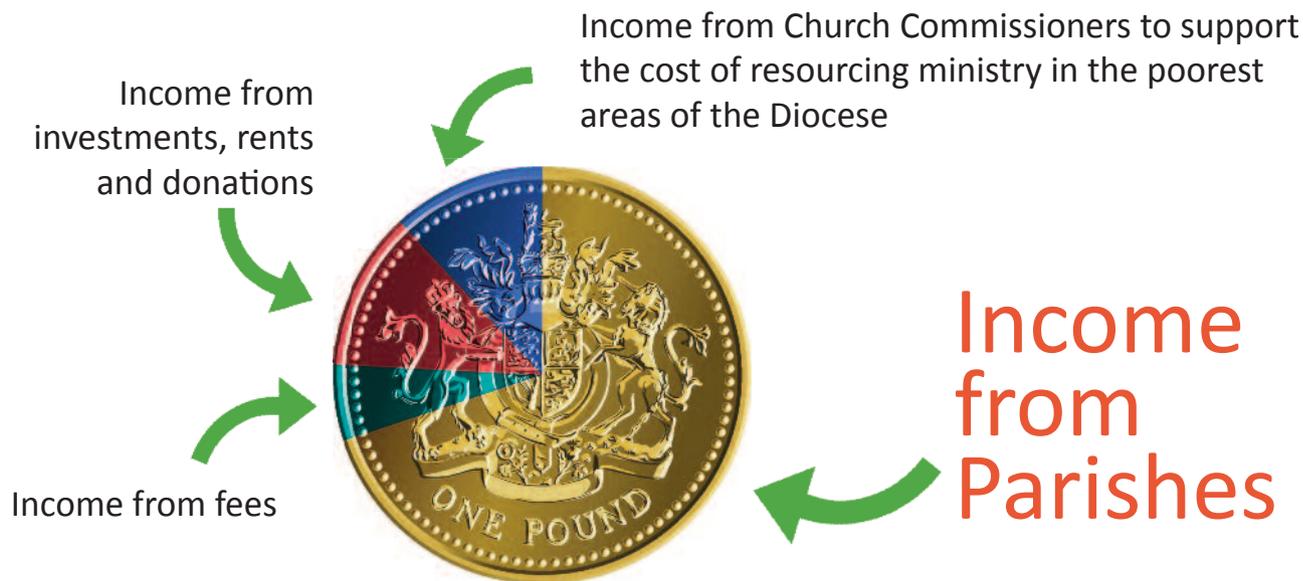
These costs of deploying a priest are shared not so you can simply work out the cost of your own, but in order to help understand the bigger picture.

If you compare these to last year's costs (available on the website) you'll see that there is an overall increase of 4.21%. The largest single increase is on training costs, as the Diocese is investing in sending people to the Leading Your Church Into Growth courses. We're also supporting more curates and ordinands in training, which is further strengthening for the church for the future.

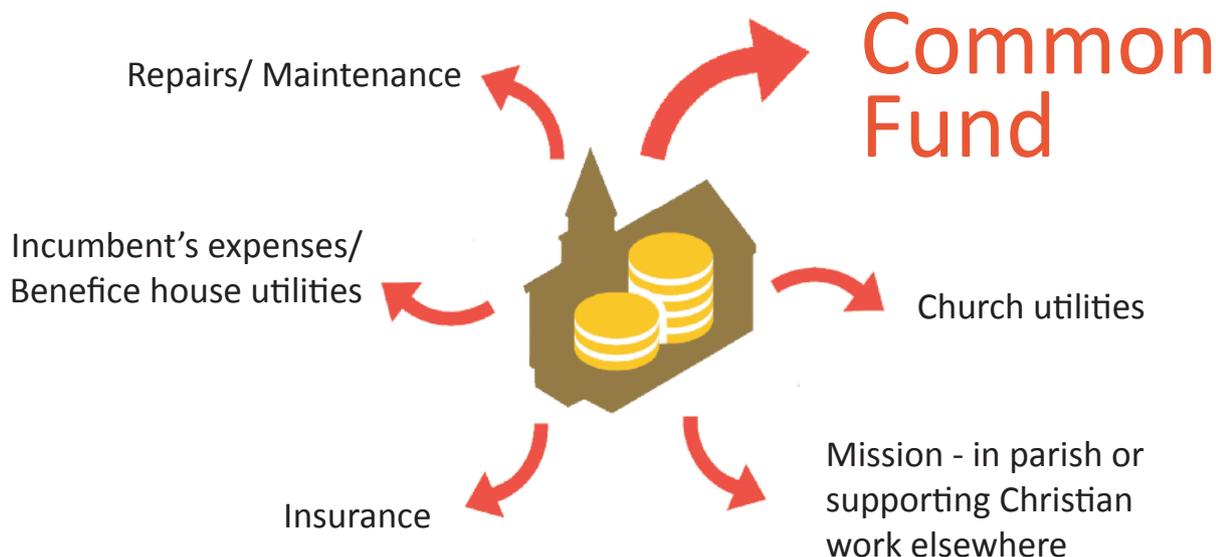
The other shared diocesan costs per benefice (£10,586) include legal responsibilities such as safeguarding, HR for all our clergy and employees, our synodical governance, Church Schools, patronage, pastoral and mission work, and the faculty system. It also provides professional advice on areas like youth and children's work, looking after church buildings, advice for PCCs on their property and investment trusts, lay training, dealing with the media, and the costs of the Archdeacons.

The Common Fund

Generous giving from parishes is the main source of income into the Common Fund.



Giving to the Common Fund should be the priority of every PCC, but it is only part of the costs involved in running a parish. A typical church in the Diocese might spend money on...



Sharing with your congregation

As your PCC meets to discuss its offer from May to July, we'd like to encourage you to engage your congregation in Freewill Offers. It may not be appropriate for whole congregations to make the decision on what is given to the Common Fund, but the whole church can understand the process and pray for the PCC as they make the decision.

Some churches have watched the video about Freewill Offers produced in 2013, but some haven't – could you show this as part of a Sunday service? Where this is not possible, is there a social event at which it could be shown - could your PCC meet in someone's home where it could be screened? In a small church could you ask someone to share in on their laptop or tablet, pass the DVD around members of the

congregation who can watch it at home, or get together to watch it in someone's home over a cup of coffee? There are other resources at www.dioceseofyork.org.uk/freewilloffer.

Sharing the video isn't (of course) a replacement for teaching and preaching on giving. There are some great resources available at www.givingingrace.org and www.parishresources.org.uk.

Also, don't forget to:

- Have standing order/ pledge forms available for people to commit to regular giving
- Have gift aid envelopes available
- Say thank you to all donors, especially those people who give regularly to the church.

Making your offer - timetable

- May to July - Time for PCCs to reflect on their offer for 2016. Many PCCs have found it helpful to schedule one or two meetings during this period to discuss their offer. As you meet, please pray for God's guidance, and listen to God. If you'd like resources to help you pray, David Butterfield has produced some available at www.dioceseofyork.org.uk/freewilloffer.
- **Friday 31 July - All 2016 offers need to be submitted to Diocesan House by this date.** The 2016 Budget is then put together by the Finance Team at Diocesan House and the approval process goes from September to October, with reviews of the budget by the Finance Sub-Committee, Diocesan Board of Finance, and Diocesan Synod. On Saturday 7 November Diocesan Synod will vote on the final 2016 budget.



Thank you