



DIOCESE OF YORK

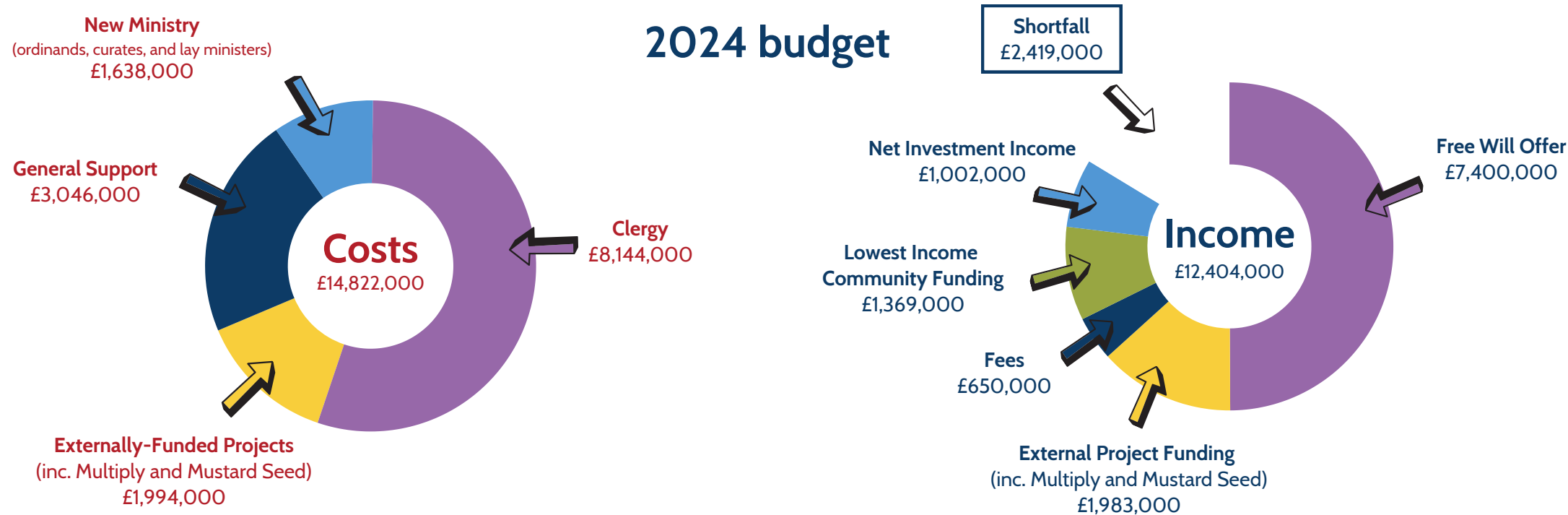
Our Diocesan Synod has affirmed that we believe we can grow as a church, if we:

- Become more like Christ
- Reach out to people who do not yet know Christ
- Grow churches of missionary disciples which are younger and more diverse
- Transform our structures and finances.

Through developing and implementing deanery plans, new patterns of ministry are emerging, but the financial situation of the family of churches that make up the Diocese of York remains challenging.

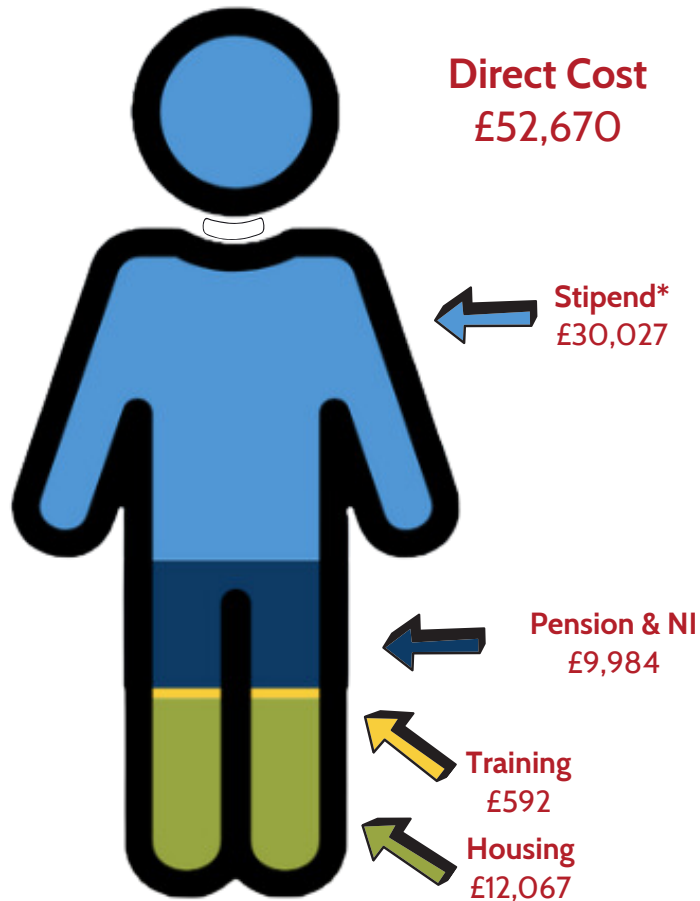
As a diocese, we struggled to maintain paid ministry in every place as costs rose with inflation through the decade before the COVID pandemic, while Free Will Offer remained flat. Before COVID the gap was around £1m per annum; today Free Will Offer has fallen, costs have risen further, and the budget gap is over £2m per annum.

The 2025 budget process is about to begin and your PCC is asked to let the diocesan Finance Team know by 23rd September what your parish can pledge in Free Will Offer for next year. This will help our Diocesan Synod to agree a budget which is realistic but also hopeful.



The Direct, Shared, and Total Costs of Ministry

This example shows a full-time, stipendiary, housed minister.



*The budget for 2024 includes 9 months at the new 2024/25 stipend rate of £30,390.

How these costs are broken down, per our 2024 budget::

Direct Costs	Direct Costs	£52,670
Shared Costs per ministry unit	New Ministry	
	<ul style="list-style-type: none"> Stipend, NI & Housing for curates Grants to ordinands Vocations team Training for lay ministers, curates, and ordinands 	£9,581
	Other Shared Costs	
	<ul style="list-style-type: none"> National Church & Statutory Fees Clergy relocation & standard grants Mission & Ministry Safeguarding Pastoral Care & Parish Resourcing Education Children & Youth Archdeacons Diocesan Operations & Support 	£17,814
	All Shared Costs subtotal	£27,395
Total Cost of Ministry		£80,065

The Direct Cost of Ministry for other ministers is as follows:

- 0.5 FT: £32,665
- House-for-duty: £12,659

In the Diocese of York we believe we are called to live Christ's story; to be part of God's mission of love in and for the world today, and we need a flourishing and sustainable church of followers of Jesus for this to happen.

A flourishing and sustainable church

We strive to enable every person to grow in their discipleship and for every church community to be a place of learning and encouragement and prayer for disciples. In order to do this, and to reach out to those who do not yet know Christ, we need ordained and lay ministers equipped and available to serve the church and oversee this ministry.

To serve the church

Ordained and lay ministers – self-supporting and stipendiary, housed or living in their own housing – are sustained almost entirely by the generous giving of parishioners, shared through Free Will Offers made by each parish to our Diocesan Common Fund.

Those who minister are selected, trained, supported and sustained by our ministry, safeguarding, and other teams, to minister in parishes across the Diocese where the need is greatest, or where they are able.

Our Diocesan Common Fund

The amount collected from parishes in Free Will Offerings to our Common Fund is less than the cost of providing ministry across the Diocese of York.

When the Common Fund doesn't cover the cost of parish ministry and shared diocesan support, we have used reserves to meet the shortfall; this cannot continue.

So our Diocesan Synod agreed in 2022 that to support our shared call to Living Christ's Story:

- those able to contribute more than their direct cost of ministry to help support others should continue to do so, and those offerings need to increase annually with inflation
- by 2026 every **Ministry Unit** (a single church or group of churches, typically served by one incumbent or priest-in-charge) should at least meet the annual direct cost of the ministry it receives (after accounting for Lowest Income Communities Funding)
- by 2031 every **Ministry Unit** should also contribute a fair share of our shared support costs.

If we meet these targets, the budget will balance and the deficit will end.

“
Each of you must give as you have made up your mind, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work.
”

2 Corinthians 9.7-8

Our shared call

Thank you for all you are able to give in Free Will Offer - none of us could manage without you, and every penny of your generous contributions finds its way back to parishes.

Your PCC, led where possible by your incumbent, is asked to pray together and discuss what Free Will Offer you are called and able to make to the Common Fund in 2025.

Then in the autumn Diocesan Synod will be able to decide how much we can spend to provide and support Parish Ministry in 2025.

We have committed to reviewing the strategy in 2026 and the pledges we receive for 2025 budget will inform the future shape of ministry across the diocese.

Every Deanery is represented on Diocesan Synod, and you can talk with your Deanery's Diocesan Synod reps about the process and the budget.

Every church is welcome to ask for help from:

- the Diocesan Generous Giving Team - generous.giving@yorkdiocese.org
- Growing Healthy Churches and Revitalise - john.day@yorkdiocese.org
- the Church Buildings team - dac@yorkdiocese.org
- your deanery financial adviser (DFA) - contact your treasurer for their information
- your Archdeacon:
 - **Cleveland** - adcl@yorkdiocese.org
 - **East Riding** - ader@yorkdiocese.org
 - **York** - adyk@yorkdiocese.org

Please enter your parish's Free Will Offer pledge for 2025 at: surveymonkey.com/r/FWO2025.

For more information please visit dioceseofyork.org.uk/FWO.