



Living Christ's Story



Next steps on our shared financial journey

Agenda

01

**Living Christ's
Story**

02

**The Journey to
2026**

03

**Discussion &
Questions 1**

04

**The Journey to
2031**

05

**Discussion &
Questions 2**

06

Next Steps

Living Christ's Story

'You yourselves are our letter, written on our hearts, to be known and read by all; and you show that you are a letter of Christ, prepared by us, written not with ink but with the Spirit of the living God, not on tablets of stone but on tablets of human hearts.'
(2 Corinthians 3.2-3)

The Goals for Living Christ's Story

- Becoming more like Christ
- Reaching people we currently don't
- Growing missionary disciples who are younger and more diverse
- Transforming our finances and structures



Living Christ's Story

We believe in the parochial model – but recognise revitalisation is needed.

01

Becoming more
like Christ

02

Reimagining
ministry and
mission
everywhere

03

Investing in
growing the
church in places
of potential

04

Sustaining
ministry in
places we are
struggling

05

Nurturing
vocations, lay
and ordained,
so they grow
and are better
supported

06

Simplifying to
focus on mission

What we've seen happen since 2022

-
- Deanery Plans
 - 'Revitalise'
 - Lay Ministry renewal
 - Mustard Seed
 - Multiply
 - Rhythm of Life
 - Heart for Hull (& Middlesbrough)

- Generous Giving Team
- Interim Ministers
- Church Buildings Team
- Schools
- Growing Younger

Attendance stats vary, but most are growing!

The Financial Story

History and Goal

- 2022 – Diocesan deficit of nearly £2m
- 2031 – A balanced budget

Expectation

- 2026 – ‘Ministry Units’ cover the direct costs of parochial clergy
- 2031 – ‘Ministry Units’ & other diocesan income streams cover ‘shared costs’
- Generosity
- Free Will Offer increases in line with inflation

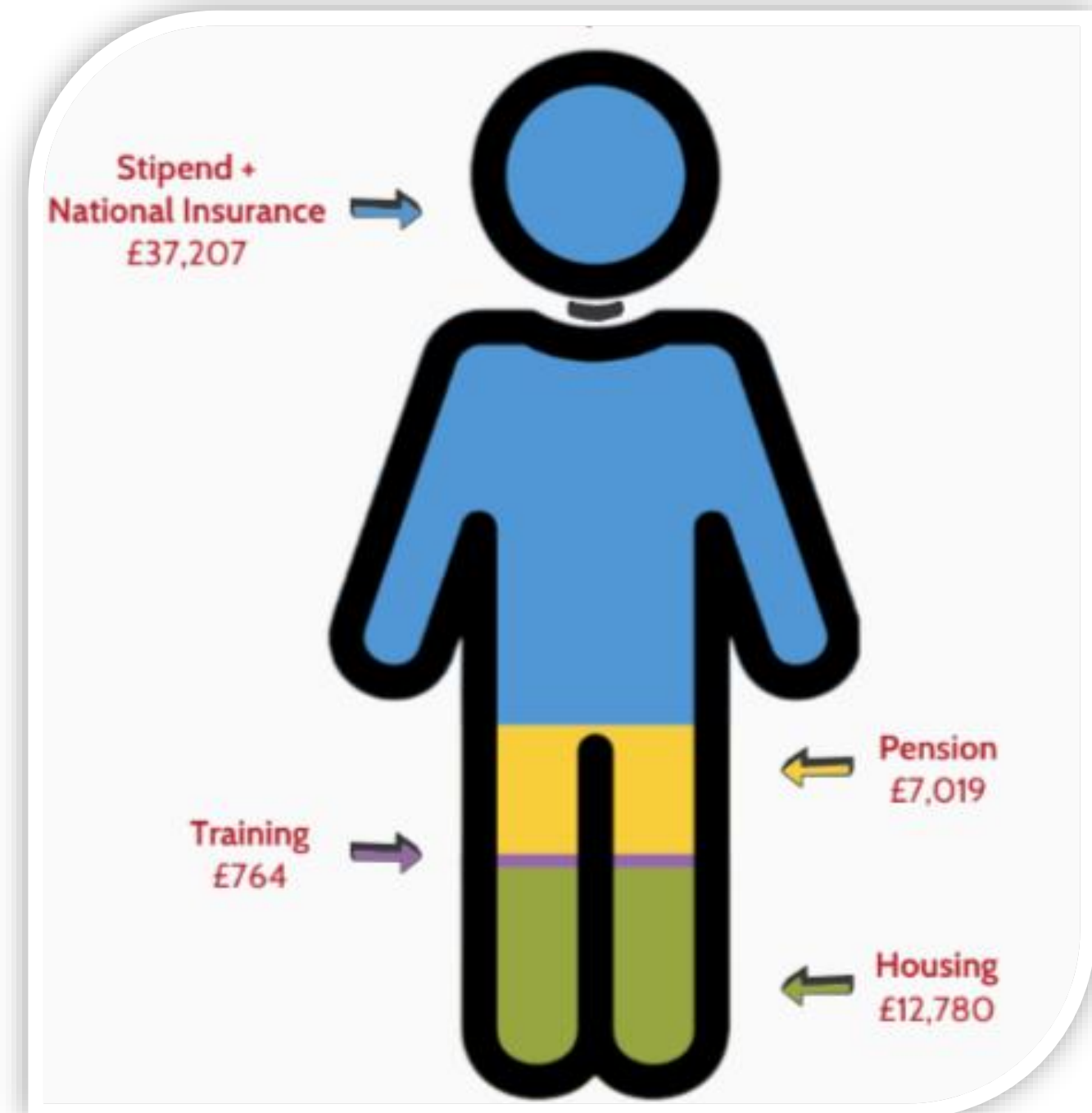


2026 Direct Costs of Ministry

Full Time Total Direct Cost of Ministry £ 57,770

Half Stipend Total Direct Cost of Ministry £ 35,656

House for Duty Total Direct Cost of Ministry £ 13,543



Where we are today

Thank you

- Many PCC's responded to the expectation
 - Many have been generous and have gone beyond expectation
 - 7 Rural Churches had a Free Will Offer of £25,000 in 2022; to £45,000 in 2025.
 - “Our attitude has changed from *‘what is the least we can give’* to *‘what is the most we can give’*”
 - Re-organized clergy provision to make it affordable
-
- ***BUT, the deficit has grown...***



The Big Diocesan Picture

2025 Budget: £2.4m deficit

Reasons

- Lingering impact of Covid
- Energy costs
- Unexpectedly high inflation
- National insurance increase
- Age profile

Managing the deficit

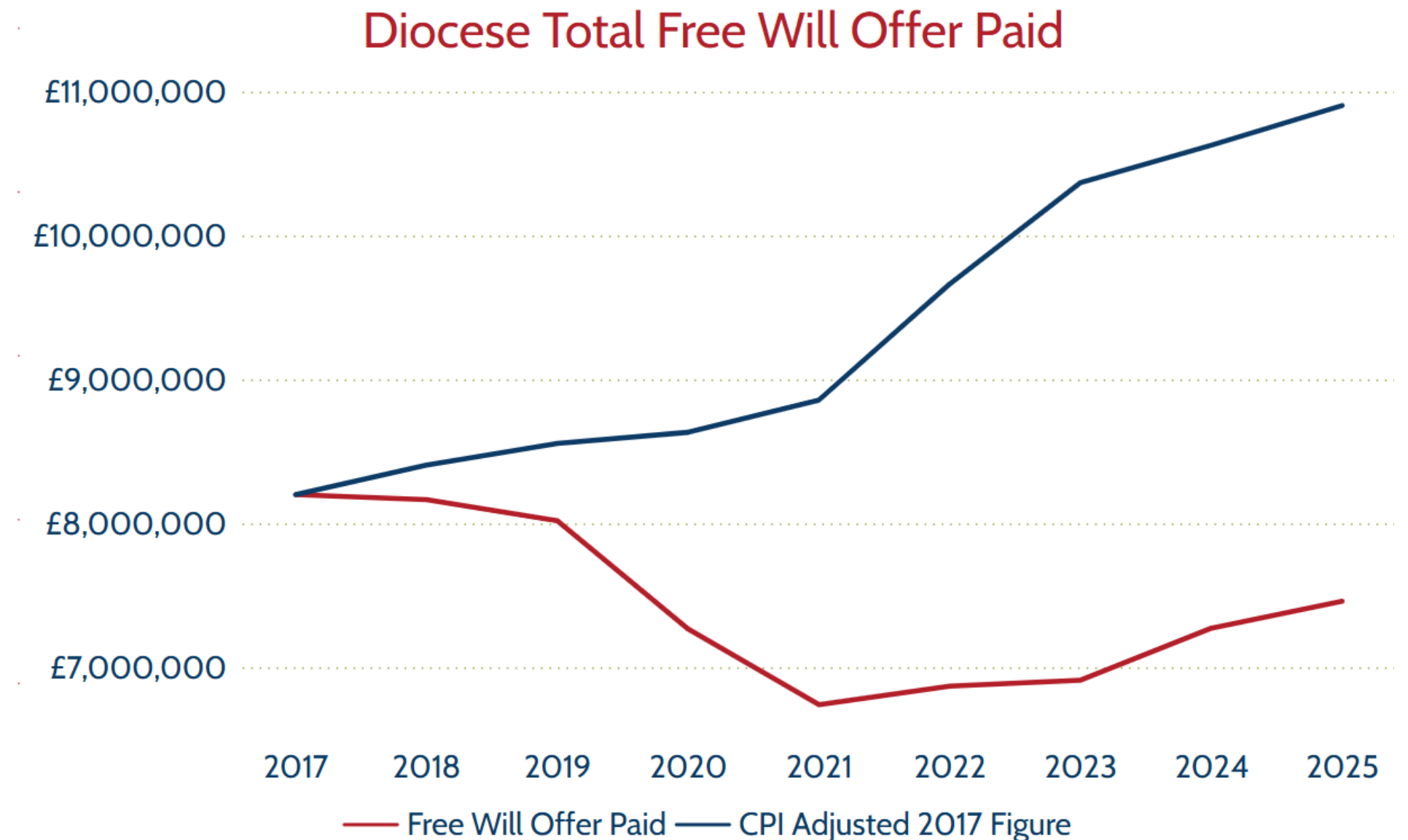
- Readily available reserves
- Property Sales
- Development Opportunities
- Total Return
- Savings on 'Shared Costs'

Ultimately, an unsustainable deficit

The Big Diocesan Picture

Parish share vs Free Will Offer

- Personal giving levels are one of the lowest nationally
- Culture of Low Giving
- Talk about money and giving
- Generosity – Living Christ's Story





Your thoughts, reflections or questions

The 2031 Expectation

A break-even budget

Direct Cost of Ministry + Diocesan 'Shared Costs' = Free Will Offer + Other Diocesan Income Streams

New Ministry

- Stipend, NI & Housing for curates
- Grants to ordinands
- Vocations team
- Training for lay ministers, curates, and ordinands

Other Shared Costs

- National Church & Statutory Fees
- Clergy relocations & standard grants
- Mission & Ministry
- Safeguarding
- Pastoral Care & Parish Resourcing
- Education
- Children & Youth
- Archdeacons
- Diocesan Operations & Support

Reflections on the Shared Costs

- Resources and Services for every church
- Parishes do not have to find their own resources at higher costs
- Focussed mission & ministry provision
- Legal requirements from being the C of E
- Despite savings, costs have gone up
- Independent Review indicated our Diocesan Office is are relatively small
- External funding for new posts



The Shared Costs at Work

- **Revitalise Programme**
Churches being encouraged to grow and flourish



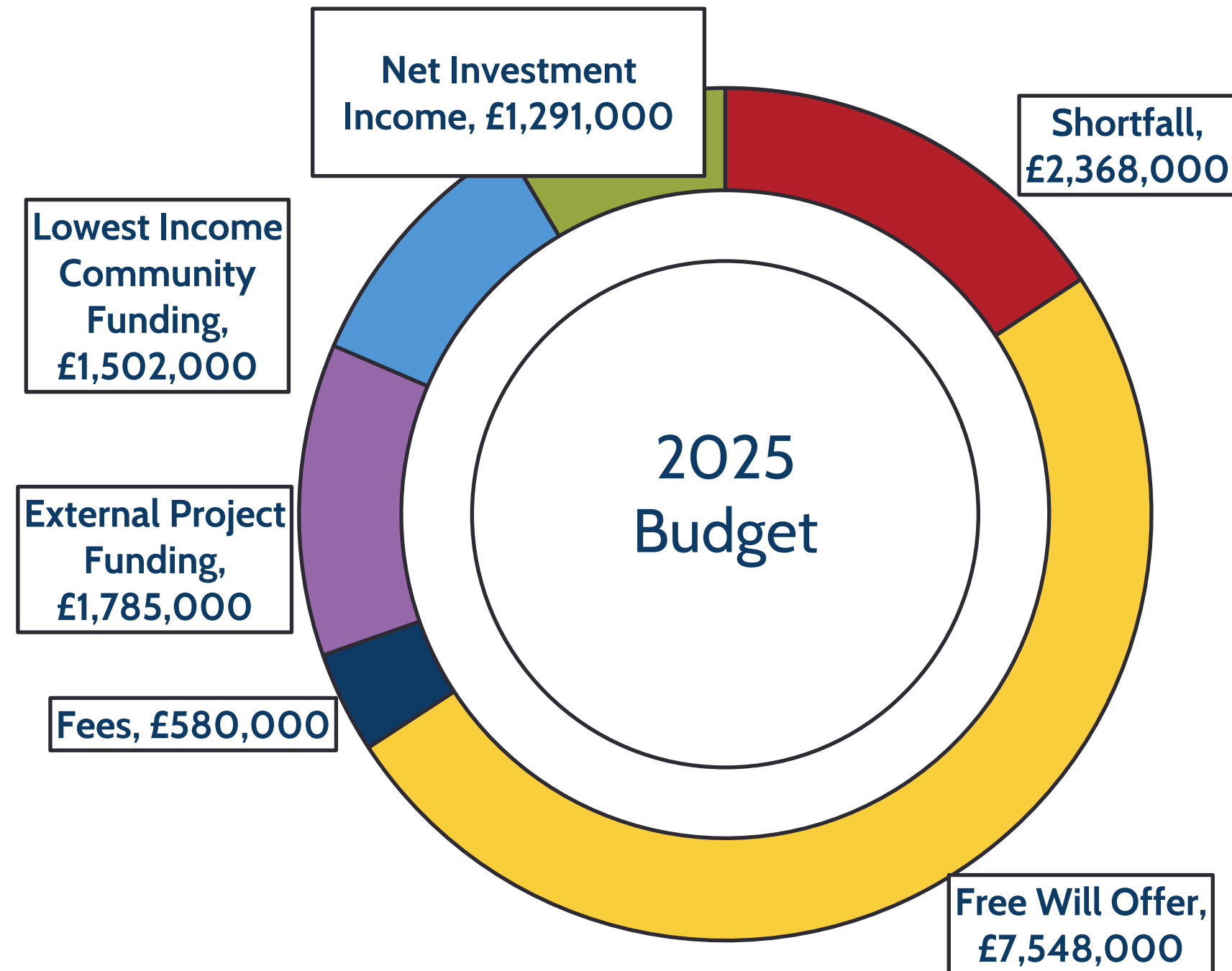
- **Church Buildings Team**
Expert advice shaping, & funding, our buildings for the future



- **Growing Younger**
Helping young people to find faith in our schools and churches

Shared Costs are enabling mission and ministry across the diocese

What are the 'other Diocesan income streams'?

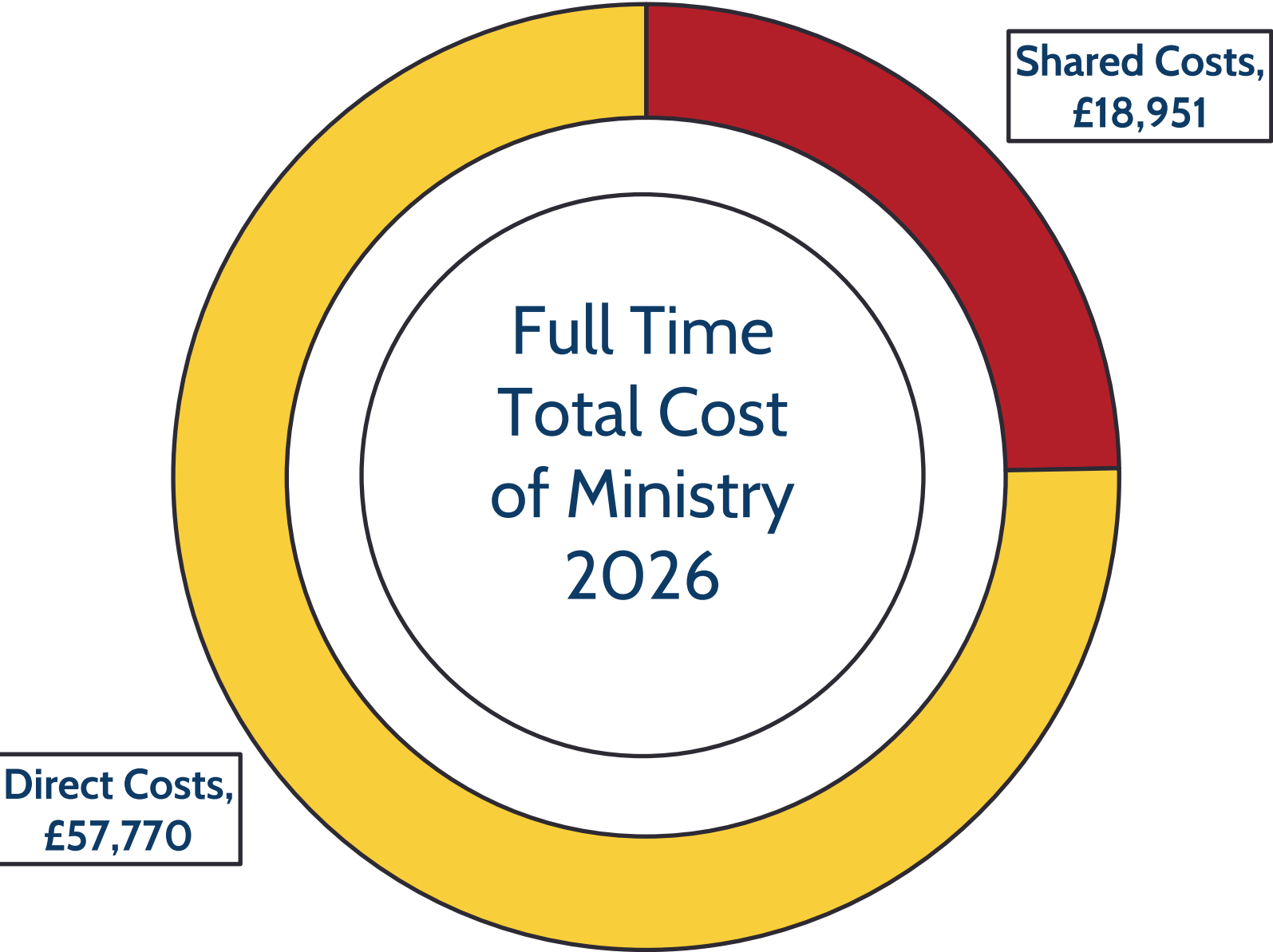


Key External Funding Sources and Updates

- Church Commissioners Funding
- Low Income Community Funding (£1.9M)
- Transition Funding (£2.8M over 7 years – provisionally)
- Reduced Contributions to the National Church (£0.4M)
- External Project Funding (£1.8M)
- Bishop's Costs, Bishopthorpe & York Minster



Sharing the costs of being York Diocese



Full Time Total Cost of
Ministry

£ 76,721

Half Stipend Total Cost of
Ministry

£ 47,027

House for Duty Total Cost
of Ministry

£ 21,123

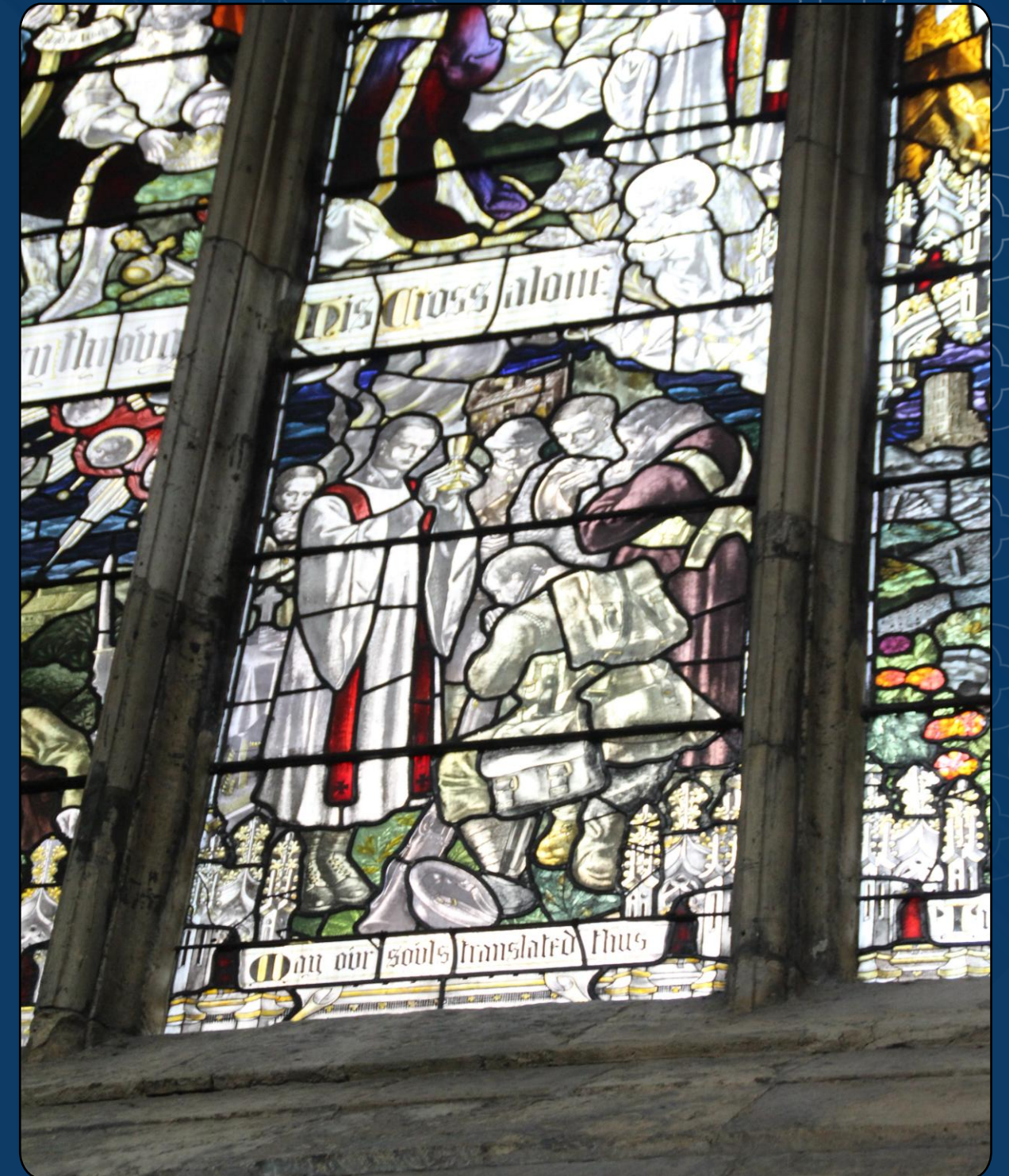
Start working towards 2031



Your thoughts, reflections or questions

Next Steps

- Pew leaflet for all
- PCC's & the 2026 Pledge
- Generosity & Thank You
- Work towards 2031
- Pass on your thoughts





Together, let's live Christ's story



DIOCESE OF YORK

June 2025