

■ **The principles behind the new system**

A number of principles undergird this new approach. These are simplicity, transparency, trust, local involvement and Christian Stewardship.

The system retains the fundamental principle of mutual support in that parishes which are stronger financially support those less well off. Similarly those with larger congregations will be asked to make a proportionally larger contribution than the smaller ones.

This approach allows for much greater involvement by the deanery in collecting information from parishes, using local knowledge and working with parishes as the new system is introduced and phased in.

■ **The main factors**

The two main components used in the apportionment of parish share are the AWC (adult worshipping community) and the parish's relative ability to pay assessed by using an independent income database.

■ **Adult Worshipping Community (AWC)**

The AWC is a list of people who have an affiliation to a particular church and regularly worship there. All those people on the list have to be over 18, with husband and wife being counted separately. Members of the electoral roll who do not attend worship on a regular basis are not counted.

The list is compiled by members of your parish and is also a valuable tool for ministry and pastoral care.

Your deanery share group reviews the AWC to ensure it is realistic, being neither over or under inflated. This figure will be used in the share calculation for the years 2006, 2007 and 2008. During 2008 a review of AWC will be carried out for share calculation in future years.

■ **Relative ability to pay**

The second component of the new share system is assessing the parish's relative ability to pay, so that those who are financially stronger make a larger parochial contribution to clergy stipends, pensions and housing and other centrally met costs.

This assessment uses independent data on household incomes at postcode level. Gross income from all sources including wages, salaries, income support and pensions is included. Those on a significantly high income are excluded so as not to distort the averages for a particular parish.

It is important to stress that this independent information is used purely to assess the relative ability to pay of each parish.

■ **The Parish Share calculation**

The above two factors are then combined to apportion the total diocesan share in any one year to deaneries and parishes.

A more detailed explanation is available for those interested, contact Norman Gardner, Financial Secretary on (0113) 200 0550 or e-mail Normang@riponleeds-diocese.org.uk

Phasing in period

When any share system is changed, there will be those who face increases and decreases, both in parishes and deaneries. Those who face significant increases will need time to be able to pay the extra share requested. It was therefore concluded that a three year phasing in period would be appropriate. Those parishes that face reductions are being asked likewise to phase them in over the same period.

In conclusion

The new system was devised over a long period with much debate, deliberation and consultation. Diocesan Synod who commissioned the review, following a request to Bishop's Council, overwhelmingly approved this new approach as addressing the concerns expressed about the operation of the previous system. Synod concluded that this was a simpler and fairer approach and one which retained the basic principle of mutual support.

In implementing these new arrangements, there is need for collaboration within deaneries and with the diocese. There are people ready to help and support parishes in this.

Please contact Norman Gardner, Financial Secretary on (0113) 200 0550 or e-mail Normang@riponleeds-diocese.org.uk.



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The New Share System 2006



Introduction from Bishop John

"They gave" says St Paul "voluntarily according to their means, and even beyond their means", as he describes the first share system in 2 Corinthians, chapter 8. The Church of England has long believed that the principle of the stronger supporting the weaker should be a crucial part of our giving. We respond to God's generosity as he gave himself for us. This leaflet explains how that principle is put into effect in Ripon and Leeds and I am grateful both to those who have worked so hard to devise an appropriate system, and to all who give generously for ministry throughout the diocese as we support one another.

What does parish share pay for?

Parish share is the major income source for the diocese. Together with investment income, contributions from the national Church, fees and grants, it is used to meet the biggest expense which is the stipends, pensions and housing of our parish clergy. Other centrally met costs include the work of specialist resource ministers e.g. Chaplaincy to the Deaf and the two Universities in Leeds, as well as technical support staff in the Diocesan Office.