



RENEWING
Ministry

Interim Guidance in Costing MMAs

At its meeting on June 23rd 2004, the Bishop's Council approved the financial proposals, set out here, for the funding of stipendary ministry and mission projects in MMAs.



Diocese
of Derby



June 2004

Plans should primarily be shaped by mission and pastoral considerations. If, at a later date, the cost should turn out to be beyond the combined resources of the neighbourhood and the DBF's budget, a plan would then be adjusted.

The total local budget for Churches in some MMAs will be able to resource many ministries, lay and ordained, and many expressions of mission and nurture.

What the Diocesan Synod decided in May 2003

- The Synod "accepts in principle that the costs of a stipendiary unit should be met by local partnerships of parishes accepting responsibility together with financial support given in accordance with criteria agreed by the Bishop's Council."
- Subject to the stipendiary clergy being available, deaneries with the parishes are being asked to establish their needs. The new arrangement is that the share will be apportioned to the partnership, the Mission and Ministry Area (MMA), and linked to the post.
- This link means in a given MMA two posts would require twice as much share as one. The larger the MMA the more parishes there would be to contribute.
- Local giving can also support particular mission projects and personnel. Renewing Ministry is about options.
- The diocesan provision is for:
 - funding core stipendiary ministry
 - and through a Mission Fund, making specific grants.

Financial Ingredients

Six elements of expenditure will continue to be included in the share:

- Actual stipend
- Essential stipend support (pension, NI, housing maintenance, council tax, training)
- National church costs (eg. the training of ordinands, and the resourcing nationally of mission)
- Support and Sector ministry costs in the diocese
- Stipends and essential stipend support for training posts (curates) in the diocese.
- Resource Management (diocesan administration)

There are also elements related to need and opportunity:

- The many variables making up the current share formula, eg: attendance, socio-economic factors. This recognises the needs of Urban Priority Areas and their rural equivalents.
- Mission opportunities, particularly where there is ecumenical partnership.

Shaping a System

- Using 2008 projected figures, £54,700 is given as the total cost of the six elements.
- The Renewing Ministry Report does not endorse any specific financial system; it establishes some principles: that there be a clearer link between ministry received and ministry paid for financial support for need and opportunity
- With non-share income at about 25% of total income, across the diocese as a whole in broad terms there will be neither more nor less support available for needy places than currently.
- There is confidence in the existing system for allocating parish share. Nearly 100% of what is asked for is actually delivered. Any new arrangement should not undermine this. Existing share figures for parishes can therefore be a guide for MMA share figures
- A proper response to financial need or mission opportunity may mean there needs to be exceptional provision for rare situations where a plan, approved by the Diocesan Pastoral Committee, is beyond the immediate means of the MMA.

Proposal A: Parish Share – Core Costs – Ceilings and Floors

- The new element is that there would be a “ceiling” (maximum) and a “floor” (minimum). The DBF proposes the ceiling should be the full cost per stipendiary post budgeted (2008: £54,700). The floor would be a percentage (to be agreed) of the ministerial cost (stipend and essential stipend support costs); as a provisional working figure, 50% is proposed which would currently be £16,000 and by 2008 around £19,000.
- To reduce the floor below 50%, in the interests of mutual support, would lead to some increase for those above the floor.
- Within an MMA it will be a local responsibility to determine how much each constituent parish should contribute. Again the proportions within the existing share assessment could be a basis for agreement, but the challenge of flexibility and generosity should be faced.

Proposal B: The Mission Fund – Further Support

- This relates to areas of deeper need and of distinctive mission opportunity.
- It is now clear the Church Commissioners’ Parish Mission Fund will continue; this has the potential to be a source of exceptional funding or relief where the assessment is deemed, by the Diocesan Pastoral Committee, to be unattainable.
- Grants will be made from this fund towards mission opportunities. Criteria for such discernment have already been published in the Diocesan Pastoral Committee’s report on Mission Areas.

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