

Bruton
and Cary
Deanery
Deployment
of
Stipendiary
Clergy
June 2022



Deployment of Stipendiary Clergy

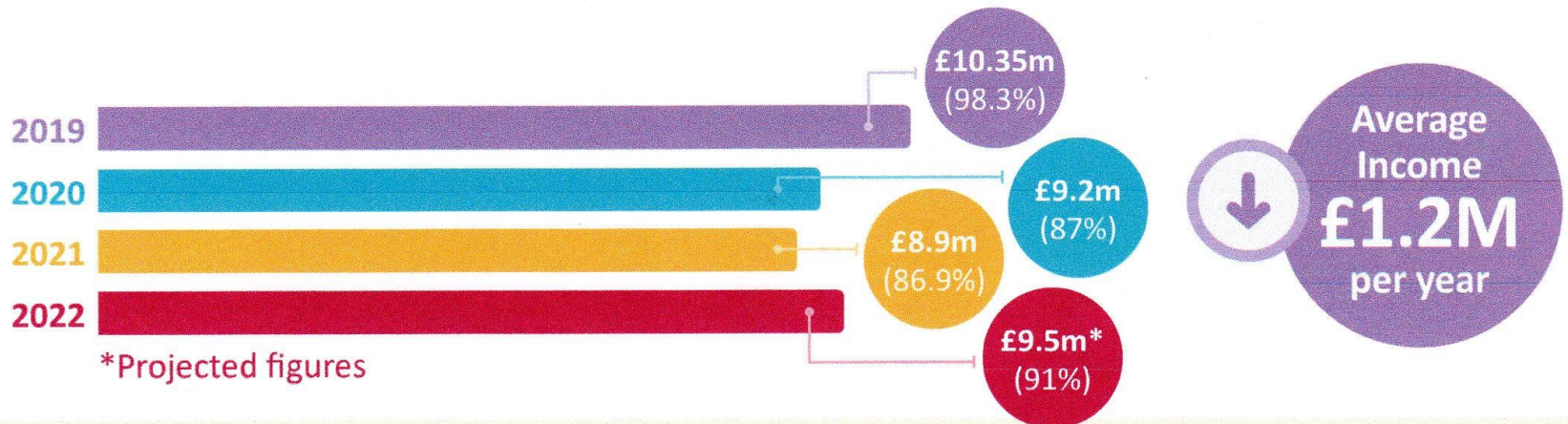
Financial Background

Tackling our financial challenges



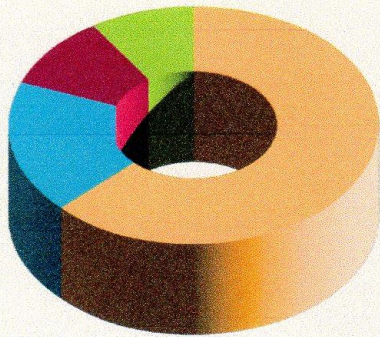
How things stand

The Covid pandemic has greatly impacted our parishes and Parish Share collection rate for our Common Fund has gone down.



Deployment of Stipendiary Clergy

Budgeted income and expenditure 2022

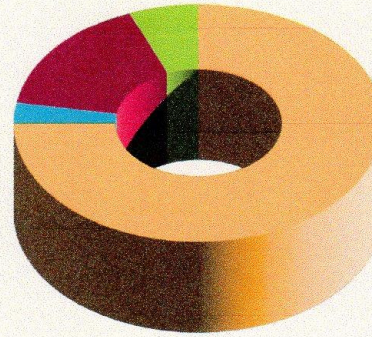


Total budgeted
income
£15M

Budgeted income

- Parish share **63%** (assuming **91%** collection rate)
- Investment and rental income **18%**
- Parochial fees & other **10%**
- Use of reserves **9%**

Historically 75% of the Common Fund came from Parish Share. The remainder came from parochial fees, investments & glebe land rent.



Total budgeted
expenditure
£15M

Budgeted expenditure

- Clergy stipends, housing and training **75%**
- National church **3%**
- Parish support, governance & admin **16%**
- Other **6%**

That income is used to pay all our clergy costs (including stipends, pensions, housing and training), as well as support for mission and ministry in the parishes, education and administration costs.

In 2020, Bath and Wells experienced the 8th largest drop in Parish Share receipts of all 42 dioceses and experienced the 5th largest operating deficit.



Deployment of Stipendiary Clergy

Reduction in stipendiary clergy & curates

- Gradual reduction in stipendiary clergy over five years from 178 to 150.
- Reduction in stipendiary curates from 9 to 7.
- To date Bath and Wells is one of the dioceses who have made the least adjustment to the number of clergy and curates it funds.

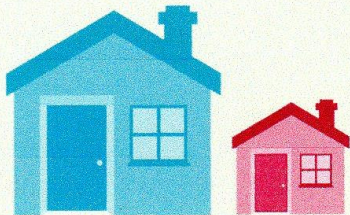


Enabling ministries



There is an increased focus on enabling the bubbling up of a range of ministries and releasing the gifts of all people.

Effective property/land management

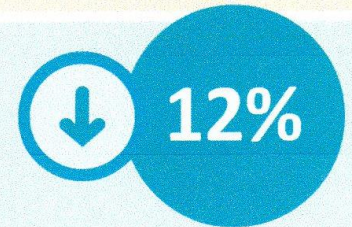


Reducing the number of clergy houses from 252 to 220.



Making our assets work for us and exploring locally appropriate development opportunities.

Support Services staff cost



The reshaping of the Support Services saw a 12% reduction in salary costs. The team now has a greater focus on deanery and parish support.

Deployment of Stipendiary Clergy

2004 Allocation Formula

50% Church Membership + 35% Population +
15% Number of Churches

Result: Bruton & Cary reduced from
10 to 8.5 stipendiary posts

2022 Allocation Formula

45% Regular Worshippers + 30% Population +
15% Number of Churches + 10% Deprivation

Deployment of Stipendiary Clergy

Wells Archdeaconry:

	Current	Proposed	Reduction	% Reduction
Axbridge	9	7	-2	-22 ⁰ %
Bruton & Cary	8.5	7	-1.5	-18%
Frome	7	6	-1	-14 ⁰ %
Glastonbury	6.5	5	-1.5	-23 ⁰ %
Ivelchester	7.5	5	-2.5	-33 ⁰ %
Yeovil	8.5	8	-0.5	-6%
Shepton Mallet	5.5	5.5	0	0%
Total	52.5	43.5	-9	-17⁰%

Bruton and Cary Deanery

- 10 Benefices
- 8½ Stipendiary Posts
- 1 ½-time Post
- 1 HfD Post
- 3 + 1 Vacancies
- 7 Stipendiary Posts?



Deployment of Stipendiary Clergy

Seven Principles

- 1) Mutuality of lay and ordained vocations
- 2) Different needs & responses in different contexts
- 3) Mutual care and support in leadership
- 4) Each post should be possible to “serve with joy”
- 5) Learn from experimentation without fear of failure
- 6) Deployment should be responsive and flexible
- 7) Help and support with change

Deployment of Stipendiary Clergy

Questions & Reflections



Charge for September:

- i) Where are the places in your community that give life and hope? (How are you involved in them?)
- ii) What are the challenges that people face (not specific to church)?
- iii) What gives you energy and hope (as churches, as individuals)?
- iv) Practical ideas for the way ahead. (Balancing clergy and lay responsibilities)