

## **MINISTRY AND MISSION CONTRIBUTIONS – Unified scheme**

### Introduction

Within Wessex Synod each of the former five Districts had different starting points on which contributions were based and from which future offers were sought. It is clearly desirable, and only fair, that a unified system is applied across the Synod. This new scheme, approved at the November 2010 and March 2011 Synods, is the outcome of deliberations by the Finance Committee of the Synod. It will inevitably mean that some congregations will be challenged to increase their contribution to reflect the cost of “Ministry” they receive and to share in the total “Mission” of the Church.

For a few congregations it may not be practical to move to the new higher level of giving in one jump and it is therefore proposed that there should be a maximum period of four years within which to “catch up” by appropriate increments.

On the other hand, for a few churches a lower target will be set and it is hoped that they will be able to continue their present level of giving, while their scoping remains unchanged, until the “formula” figure and inflation catches up.

We would also look to those churches who are fortunate to have a regular, or windfall, income on top of their congregational giving to contribute extra in support of others whose finances are severely limited.

In recent years Wessex Synod has been contributing almost £2million per year to the Central M&M Fund’s total annual budget of nearly £23 million and it is vital for the fund that this level of giving is maintained. General Assembly expressed their extreme gratitude for this continuing support from Wessex and the Synod wishes this to be passed on to every congregation.

### Definitions and Explanations

*Scoping* is the proportion of a full-time minister that a church can expect to receive. Scoping is determined by the Area Synod Pastoral Committee.

*Deployment* is the proportion of a stipendiary URC minister that a church or joint pastorate is actually receiving. The maximum deployment of stipendiary ministers for the Synod is set by Central Ministries. Because of vacancies and pastorates served by non-stipendiary ministers and local church leaders, deployment will always be lower than total scoping.

### Methodology

The target contribution for each pastorate contains elements for both ministry and membership which are summed together to determine the final target. Where a pastorate has more than one church, the target is set for the whole pastorate and it will be left to the churches to determine how it is split between them. If the churches cannot agree then the membership and scoping levels will be used to determine the individual targets.

For a URC-only pastorate, the membership element of the target will be based on the total membership as recorded in the latest Synod Directory.

Local Ecumenical Partnerships present their membership in a variety of ways. Unless there are established reasons to apportion differently, for the sake of consistency the total membership of the LEP will be divided by the number of denominations in the partnership. The membership element of the target will be based on the resulting number. In other words it is assumed that the members are distributed evenly amongst the denominations. In an LEP the pastorate will always pay the membership element of the target but will only pay for the ministry element when a URC minister is in post. Normally, however, some contribution will be paid to each of the other denominations for mission. When the ministry changes, the pastorate will be expected to continue to contribute at the previous rate until a new minister is inducted.

As now, for all pastorates, because targets are based on scoping, it is expected that payments will continue in full during a ministerial transition, although there may be some reduction in the case of an unusually long vacancy. When the scoping of a pastorate changes, however, the target will be changed accordingly.

It is important that each pastorate should endeavour to meet the approximate cost of the ministry it receives. Sadly, some congregations have not been making even this basic contribution over a number of years. We are most grateful to others who have generously made up the shortfall. In addition the Synod expects that each pastorate will make a contribution to the Church's essential mission.

### The calculations for 2012

For the purpose of calculating the target figures for 2012 the following costs, as derived from Central Church 2011 budgets, are used:

*Direct costs of a minister:* £32,000 per year per minister.

*Indirect costs of ministry* including Synod Moderators' costs, together with education and training for all ministers: £39 per year per member.

*Costs of Mission* including lay training and youth and children's work: £47 per year per member.

The ministry element of each church's target is calculated by simply multiplying the scoping level by the Direct Ministry cost of £32,000.

In order to assist smaller churches the membership element is on a linear sliding scale as a contribution towards both the Indirect costs of Ministry (£39) and Mission (£47). On this scale a church with one member would contribute little more than just the Mission share of £47. Thereafter, per member, it would be £47 plus a gradually increasing proportion of £39 up to a maximum of £86 per member for 120 members or more. The actual formula for calculating the cost per member is:

$$\text{£ } \frac{m \times 39}{120} + 47$$

### Example

Consider a pastorate of 2 URC churches with memberships of 130 and 35 and scopings of 75% and 25%

Ministry element is (75% +25%) x £32,000	=£32,000
Mission element of 1 <sup>st</sup> church is 130 x £86	=£11,180
Mission element of 2 <sup>nd</sup> church is £(35 x 39)/120 +47 = £58 per member x 35	=£2,030
Total target for pastorate	=£45,210

The pastorate can then decide how to split the £45,210 between the two churches. If they fail to agree then the larger church will be asked to pay 75% of £32,000 plus 130 x £86, that is £35,180, and the smaller church will be asked to pay 25% of £32,000 plus 35 x £58, that is £10,030.

For a pastorate with a single URC church there will be only one Mission element to calculate.

For an LEP with ministry provided by another denomination there will be no Ministry element to calculate.

### Process

In the Spring of 2011 each pastorate will be informed of their target according to the appropriate formula. The pastorate will then be asked to reply to the Convener of the M&M Committee (Graham Gage) before the end of July 2011, either confirming their acceptance and informing Graham how that Assessment is to be shared between the separate congregations within the pastorate or making a counter-offer (for example as the first stage in "catching up"). If that offer cannot be agreed by negotiation then an appeal can be made to the M&M Committee. To enable final figures to be passed to Church House, London, and so that National budgets can be prepared, the process must be completed by October 2011.

Synod Finance and Property Committee. April 2011