

BISHOPS' OFFICE AND WORKING COSTS

for the year ended 31 December 2010

The House of Bishops has asked us to prepare and publish the details of bishops' office and working costs on an annual basis.

This document starts with a brief outline of bishops' work. The range is extensive and it is widely recognised that bishops carry a very heavy workload.

The following pages set out the bishops' office and working costs in the year 2010, with detailed notes of explanation. All these costs were incurred in the course of the work we have described.

The costs of their offices, many diocesan functions and other working costs totalled £16.3 million, which includes £0.8 million of the Commissioners' own administrative costs.

Furthermore, in 2010, the Commissioners spent £5.1 million on the stipends, employer's national insurance and pension contributions of bishops. They also spent £5.4 million on maintaining the houses, office premises and gardens of the archbishops and diocesan bishops, including Lambeth Palace.

Bishops' houses usually include their offices. The housing costs of suffragan bishops are met by dioceses.

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21st October 2011



TIMOTHY WALKER
Third Church Estates Commissioner

WHAT BISHOPS DO

There are 113 bishops in the Church of England - 44 diocesan bishops and 69 suffragan and full-time assistant bishops, including area bishops and provincial episcopal visitors.

A diocesan bishop is the head of his diocese both pastorally and administratively as Bishop in Synod. Suffragan and assistant bishops, including area bishops and provincial episcopal visitors, exercise a bishop's ministry in the name of and under the authority of the diocesan bishop.

They are assisted in all their work by a small but highly dedicated personal staff, whose service and commitment are greatly appreciated.

The bishop's task is summarised in the Declaration made by the archbishop at his consecration. It is the core of a bishop's ministry, underlying a wide range of requirements and activities.

A bishop is called to lead in serving and caring for the people of God and to work with them in the oversight of the Church. As a chief pastor he shares with his fellow bishops a special responsibility to maintain and further the unity of the Church, to uphold its discipline, and to guard its faith.

He is to promote its mission throughout the world. It is his duty to watch over and pray for all those committed to his charge, and to teach and govern them after the example of the Apostles, speaking in the name of God and interpreting the gospel of Christ.

He is to know his people and be known by them. He is to ordain and send new ministers, guiding those who serve with him and enabling them to fulfil their ministry.

He is to baptize and confirm, to preside at the Holy Communion, and to lead the offering of prayer and praise. He is to be merciful, but with firmness, and to minister discipline, but with mercy. He is to have a special care for the outcast and needy; and to those who turn to God he is to declare the forgiveness of sins.

from the Service of Consecration of a Bishop

What bishops do in the parish...

Bishops institute new incumbents, license clergy and other office holders, confirm new Church members, preach at special services, take part in major festivals, consecrate church buildings and burial grounds, dedicate additional places of worship, conduct formal visitations and simply spend time with the people of the parish. Bishops also visit Church schools and other church or non-church organisations.

With the help of archdeacons and rural deans, bishops support the ministry of all clergy in the diocese and provide pastoral support to them. They are often called to act in crises and to resolve pastoral problems in parishes or deaneries.

... in the diocese...

Diocesan bishops have ultimate oversight of several hundred clergy, Readers and lay workers and a diocesan budget and portfolio of assets. This work is shared with the suffragan bishops, archdeacons, cathedral dean, diocesan secretary and, often, the directors of diocesan boards, in the regular senior staff meeting. Bishops also meet with the chairmen of the various committees and boards, all of which ultimately report to the bishop even if he does not personally chair them.

The diocesan bishop chairs his more formal Bishop's Council, usually monthly, and presides over the diocesan synod, which meets three times a year.

Bishops are leading figures at major diocesan celebrations, such as ordinations and pre-ordination retreats, diocesan festivals, anniversaries, pilgrimages and major youth events. The diocesan bishop has a role in the cathedral - of which he is also 'visitor' - and can take part in, but not vote at, meetings of the cathedral council.

As patron of many of the benefices in his diocese, the bishop presents clergy to parishes where there is a vacancy.

Bishops have a duty to administer clergy discipline and a responsibility for issues of child protection.

...regionally...

The bishop may be chairman, patron, governor or committee member of many regional organisations. He is often called to sit on, or visit or speak at, university and college councils, development agencies, housing associations, hospices and a wide range of charitable organisations.

Many bishops are also instrumental in facilitating formal, informal and confidential conversations between different religious bodies, ethnic groups, the police and social services, commercial and development agencies and local government and regional forums of many sorts to improve local conditions. In their role as community leaders, bishops are increasingly involved in the developing debate about regional assemblies in some parts of the country.

... nationally and internationally...

All diocesan bishops and nine elected suffragan bishops are members of the House of Bishops, which meets three times a year by itself and at least once with the remaining suffragan bishops as well. As a House, they also attend the two or three sessions of the General Synod each year. Members of the House of Bishops are also members of the upper house of convocation of their province, which may meet separately.

Many bishops are involved as members of the boards and committees of the Archbishops' Council and the Church Commissioners. They often chair or serve on national and international Church boards and councils, as well as large charities, special commissions or public inquiries.

Internationally, bishops, among others, represent the Church of England in the meetings and affairs of the Anglican Communion and ecumenical bodies like the World Council of Churches and Conference of European Churches. They are involved in the growing work towards visible unity with other denominations and in work with other faiths. Most have personal or diocesan links overseas, including commitments on behalf of the Archbishops, or as leaders of mission societies.

...in the nation

Many bishops work on national and international bodies. Most give lectures in major public forums, write articles for the media and give interviews on radio and television.

Twenty-six diocesan bishops currently sit in the House of Lords: the two Archbishops and the Bishops of London, Durham and Winchester by right of their office, plus 21 others in order of length of service as a diocesan bishop. At least one is present every day and others will attend according to the subjects under debate that day. The Bishop of Sodor & Man sits in the Tynwald. The two Archbishops and the Bishop of London are Privy Councillors.

CHURCH COMMISSIONERS

BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2010

	2010	2009
	£	£
Archbishops, diocesan and suffragan bishops		
Listed in Part A		
Office and support staff	9,447,956	9,029,748
Individual working costs	2,587,867	2,294,870
Listed in Part B		
Other diocesan administrative and operational costs	2,102,772	2,093,053
Premises	97,044	70,405
	14,235,639	13,488,075
Other costs applicable to all bishops		
Legal costs (note 27)	533,600	292,643
Overseas travel (note 28)	131,222	114,276
Support services (note 29)	181,300	206,152
Lambeth Conference (note 30)		17,633
	846,122	630,704
Exceptional staff costs (note 31)	246,033	118,598
Lambeth Palace running costs (note 32)	671,191	622,813
Recoveries from third parties (note 37)	(16,506)	
Total expenditure incurred by and on behalf of bishops	15,982,479	14,860,190
Adjustment for car lease payments etc (note 33)		(33,505)
Unspent Grant (note 35)	(426,048)	125,495
Total expenditure per Commissioners Financial Statements (note 34)	15,556,431	14,952,180

BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2010 - Part A

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	Staff training	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2009	Basis of car provision (note 5)	Official car - lease costs & net sale proceeds (note 6)	Insurance and running costs exc. fuel (note 7)	Bishop's contribution for private use (note 8)	Mileage allowance (note 9)	Driver's costs (note 10)	Fuel (note 11)	Other travel and subsistence (note 12)	Church meetings and functions (note 13)	Removal, resettlement, consecration and robes (note 14)	Heating, lighting & cleaning (note 15)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2009
Canterbury	109,370	5,987	7,454	1,460		124,271	116,328		2,761	1,478		1,512		(948)	5,185	4,169	4,048	4,788	22,992	21,792
Bishop of Dover	98,859	5,382	4,757	1,460		110,458	102,904	Leased	2,761	1,478		1,512		(948)	5,185	3,779	4,048	4,788	22,602	18,733
Bishop of Maidstone	10,511	605	2,697			13,813	13,424	No Car								390			390	3,058
Carlisle	90,306	6,196	6,663	506	353	104,024	113,924					15,025		339	2,183	7,262	1,057	9,659	35,526	31,927
Bishop of Carlisle	68,286	4,154	4,647		353	77,440	97,409	Mileage				14,784		339	2,171	6,874	1,057	9,659	34,885	21,985
Bishop of Penrith	22,020	2,041	2,016	506		26,584	16,515	No Car				241			12	388			641	9,942
Chelmsford	162,102	29,311	8,847	7,085	925	208,270	217,235		15,141	2,966		2,463	23,777	5,205	1,925	15,153	6,033	10,670	83,334	66,983
Bishop of Chelmsford	70,737	8,386	4,444	5,167		88,735	101,245	Leased	4,698	700		2,023	23,777	1,541	509	5,647	6,033	9,645	54,576	40,864
Bishop of Barking	37,925	8,276	1,540		740	48,481	43,610	Leased	3,238	848		327		1,424	104	4,239		411	10,591	9,403
Bishop of Bradwell	32,255	7,088	1,939	1,415	185	42,881	39,436	Leased	3,717	689		68		1,429	330	3,059		425	9,715	8,545
Bishop of Colchester	21,186	5,561	924	503		28,173	32,944	Leased	3,488	729		45		812	982	2,208		189	8,452	8,171
Chester	132,051	15,233	10,428	4,407	59	162,178	155,099		7,787	1,544	(513)	5,297	9,793	3,172	3,145	22,000	575	10,951	63,750	54,569
Bishop of Chester	77,344	7,782	4,761	796		90,683	92,650	Mileage				4,934	9,793	12	1,318	13,053		10,210	39,319	33,828
Bishop of Birkenhead	29,947	5,034	2,544	3,409	59	40,993	33,807	Leased	3,682	868		185		2,024	1,653	5,252	146	371	14,180	11,029
Bishop of Stockport	24,760	2,416	3,123	202		30,501	28,642	Leased	4,105	677	(513)	179		1,136	174	3,694	430	370	10,251	9,712
Chichester	142,457	26,879	10,515	2,598	204	182,652	177,511		12,866	2,269		4,008		4,658	6,799	7,431	3,990	11,837	53,856	50,576
Bishop of Chichester	97,579	10,704	4,841	65	204	113,392	110,462	Leased	4,340	647		2,158		1,076	2,067	2,025		11,156	23,470	22,602
Bishop of Horsham	23,250	6,929	2,977	2,532		35,688	33,012	Leased	4,124	933		1,385		1,381	753	1,155	3,990	178	13,898	17,155
Bishop of Lewes	21,628	9,247	2,697			33,572	34,036	Leased	4,402	689		464		2,201	3,978	4,251		503	16,488	10,819
Coventry	115,014	16,962	1,051	7,169	1,634	141,830	118,408		8,186	2,293		479	1,998	2,011	5,733	19,808	1,417	9,198	51,124	41,268
Bishop of Coventry	88,397	11,850	444	7,169	(866)	106,994	88,532	Leased	4,790	1,246		410	1,998	977	4,485	16,634	1,417	8,694	40,650	33,185
Bishop of Warwick	26,617	5,112	607		2,500	34,836	29,877	Leased	3,397	1,048		69		1,034	1,248	3,175		504	10,474	8,082
Derby	107,323	19,010	7,431	22		133,785	122,666		7,198	1,651		3,976		3,317	6,226	21,131		4,360	47,858	31,403
Bishop of Derby	90,321	14,320	6,201	22		110,864	101,637	Leased	3,904	694		3,865		1,416	4,966	19,850		3,947	38,642	23,511
Bishop of Repton	17,001	4,689	1,230			22,921	21,029	Leased	3,293	957		111		1,901	1,260	1,281		413	9,216	7,892
Durham	111,437	13,583	7,431	14	123	132,589	126,281		3,901	2,199	1,754	2,332	26,228	6,143	5,209	11,319	(2,216)	13,461	70,328	83,075
Bishop of Durham	84,776	10,602	4,734	14	123	100,249	92,738	Leased	200	1,266	1,760	2,332	26,228	4,571	3,396	6,434		13,145	59,331	70,978
Bishop of Jarrow	26,662	2,981	2,697			32,340	33,543	Leased	3,701	933	(6)			1,571	1,813	4,885	(2,216)	316	10,997	12,098
Ely	116,736	18,930	5,254		150	141,070	138,301		3,435	1,472		38		1,539	2,606	10,754		12,464	32,310	38,666
Bishop of Ely	96,521	12,801	3,643		150	113,115	113,569	Leased	(469)	790		38		699	1,164	6,632		12,017	20,871	30,352
Bishop of Huntingdon	20,215	6,130	1,611			27,956	24,732	Leased	3,904	683				841	1,442	4,122		447	11,439	8,314
Exeter	141,064	18,607	10,435	206	243	170,556	160,755		11,122	3,318		637	22,921	6,650	6,711	10,403		9,327	71,090	63,469
Bishop of Exeter	101,303	10,045	4,787		182	116,317	112,456	Leased	5,063	1,385		115	22,921	2,408	3,991	5,413		8,484	49,780	40,943
Bishop of Crediton	19,635	4,471	2,873		61	27,040	24,470	Leased	3,332	718		53		2,140	1,203	805		368	8,618	9,650
Bishop of Plymouth	20,125	4,092	2,776	206		27,199	23,830	Leased	2,727	1,216		469		2,102	1,517	4,185		476	12,692	12,875

BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2010 - Part A		Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	Staff training	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2009		Basis of car provision (note 5)	Official car - lease costs & net sale proceeds (note 6)	Insurance and running costs exc. fuel (note 7)	Bishop's contribution for private use (note 8)	Mileage allowance (note 9)	Driver's costs (note 10)	Fuel (note 11)	Other travel and subsistence (note 12)	Church meetings and functions (note 13)	Removal, resettlement, consecration and robes (note 14)	Heating, lighting & cleaning (note 15)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2009
Norwich	146,791	20,748	7,443	775	3,829	179,586	165,251															
<i>Bishop of Norwich</i>	109,995	13,344	3,266		3,829	130,434	127,937	<i>Leased</i>		4,780	1,204		853	15,057	1,859	4,393	12,063		2,083		42,293	45,671
<i>Bishop of Lynn</i>	15,372	4,217	3,802			23,392	13,128	<i>Leased</i>		3,717	677	(484)	520	1,779	675	1,605		18		8,506	8,095	
<i>Bishop of Thetford</i>	21,424	3,187	375	775		25,761	24,186	<i>Leased</i>		3,956		(169)	1,698		1,138	817	1,592	406	605		10,043	22,944
Oxford	172,811	31,909	14,014	6,075	1,197	226,007	223,937			14,848	3,791		3,026		5,991	4,709	21,485		4,441		58,292	57,627
<i>Bishop of Oxford (note 2)</i>	90,144	15,771	4,647	4,637	954	116,153	116,062	<i>Leased</i>		4,584	677		2,388		1,286	780	10,505		2,053		22,273	22,894
<i>Bishop of Buckingham</i>	25,791	5,333	3,852		244	35,219	31,588	<i>Leased</i>		3,768	1,026				1,110	1,134	3,742		878		11,657	10,903
<i>Bishop of Dorchester</i>	28,722	6,443	2,798	1,357		39,321	38,076	<i>Leased</i>		3,735	663		19		2,025	1,563	4,123		1,199		13,346	13,436
<i>Bishop of Reading</i>	28,154	4,362	2,717	81		35,314	38,210	<i>Leased</i>		2,761	1,406		619		1,570	1,233	3,115		311		11,016	10,394
Peterborough	102,722	6,190	7,739	1,642	366	118,659	115,815			3,813	683		5,977		1,581	3,250	9,689	23,905	10,757		59,653	31,309
<i>Bishop of Peterborough</i>	91,991	4,700	5,039	1,642	366	103,738	98,788	<i>Leased</i>		3,813	683		2,452		1,118	2,961	7,140	23,905	10,488		52,559	25,325
<i>Bishop of Exeter</i>	10,730	1,490	2,700			14,921	17,027	<i>Mileage</i>					3,524		463	289	2,549		269		7,094	5,984
Portsmouth	79,115	10,035	9,800	1,812	480	101,242	91,289			4,520	689	(112)	663	10,356	742	2,464	2,935	4,450	6,171		32,877	29,347
<i>Bishop of Portsmouth</i>	79,115	10,035	9,800	1,812	480	101,242	91,289	<i>Leased</i>		4,520	689	(112)	663	10,356	742	2,464	2,935	4,450	6,171		32,877	29,347
Ripon & Leeds	89,618	7,271	7,443		12	104,344	85,346			4,543	653	(348)	4,418		1,811	4,751	5,084				9,543	24,731
<i>Bishop of Ripon & Leeds</i>	71,451	5,807	4,681		12	81,951	66,683	<i>Mileage</i>					4,522			3,759	4,513				6,606	19,400
<i>Bishop of Knaresborough</i>	18,167	1,464	2,762			22,393	18,663	<i>Leased</i>		4,543	653	(348)	(105)		1,811	992	571				2,937	11,055
Rochester	117,985	13,444	12,271	12,071	48	155,819	120,445			2,382	683		2,428		949	1,545	8,771	6,389	15,949		39,096	35,739
<i>Bishop of Rochester</i>	87,381	10,473	9,817	12,071	48	119,790	90,627	<i>No Car</i>					1,875			436	6,779	6,389	15,533		31,012	26,803
<i>Bishop of Tonbridge</i>	30,604	2,971	2,454			36,029	29,818	<i>Leased</i>		2,382	683		553		949	1,109	1,992		416		8,084	8,936
St Albans	144,960	16,578	4,373	5,609		171,521	168,105			11,683	1,795	(437)	187	418	3,434	2,044	11,474	16,085	3,085		49,769	38,805
<i>Bishop of St Albans</i>	102,909	10,330	567	374		114,180	123,600	<i>Leased</i>		4,454	418	(437)	52	383	1,146	695	6,996	2,434	2,836		18,976	22,361
<i>Bishop of Bedford</i>	11,781	2,596	168			14,545	13,785	<i>Leased</i>		3,471	694		196		1,260	452	2,223		249		8,545	7,321
<i>Bishop of Hertford</i>	30,270	3,652	3,639	5,235		42,796	30,719	<i>Leased</i>		3,759	683		(60)	35	1,029	897	2,255	13,651			22,248	9,123
St Edmundsbury & Ipswich	109,184	13,729	7,344		1,507	131,764	134,398			6,494	1,723		97		1,800	2,930	7,451		3,136		23,631	24,461
<i>Bishop of St Edmundsbury & Ipswich</i>	80,683	10,612	4,647		1,507	97,449	100,049	<i>Leased</i>		3,179	1,041				1,178	2,542	5,151		2,788		15,878	16,595
<i>Bishop of Dunwich</i>	28,501	3,117	2,697			34,315	34,349	<i>Leased</i>		3,315	683		97		622	388	2,300		348		7,753	7,866
Salisbury	141,707	11,177	11,307	1,024	350	165,565	178,664			7,973	1,899	(78)	2,641	10,963	4,742	1,613	18,970	1,551	7,738		58,011	62,320
<i>Bishop of Salisbury</i>	84,762	5,685	5,733		350	96,529	112,614	<i>Leased</i>		4,290	450		1,738	10,963	1,980	228	12,756		5,581		37,987	28,093
<i>Bishop of Ramsbury</i>	29,869	2,854	2,877	1,024		36,624	34,351	<i>Leased</i>		(451)	771		533		945	1,049	3,115		2,156		8,119	10,735
<i>Bishop of Sherborne</i>	27,076	2,638	2,697			32,411	31,699	<i>Leased</i>		4,134	677	(78)	371		1,817	335	3,099	1,551			11,905	23,493
Sheffield	120,904	10,805	7,615	247	491	140,062	131,482			4,417	683	(525)	5,188	1,950	751	3,619	13,208		7,067		36,356	40,415
<i>Bishop of Sheffield</i>	96,208	9,441	4,677	247	491	111,065	105,441	<i>Leased</i>		4,417	683	(525)	1,170	1,950	751	2,553	8,944		6,744		26,686	32,221
<i>Bishop of Doncaster</i>	24,695	1,364	2,938			28,997	26,042	<i>Mileage</i>					4,018			1,065	4,264		323		9,670	8,194
Sodor & Man	75,791	13,763	1,070		100	90,723	73,208			4,680	683	(136)	135		564	4,135	2,662		12,376		25,098	16,478
<i>Bishop of Sodor & Man</i>	75,791	13,763	1,070		100	90,723	73,208	<i>Owned</i>		4,680	683	(136)	135		564	4,135	2,662		12,376		25,098	16,478

BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2010 - Part A																				
	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	Staff training	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2009	Basis of car provision (note 5)	Official car - lease costs & net sale proceeds (note 6)	Insurance and running costs exc. fuel (note 7)	Bishop's contribution for private use (note 8)	Mileage allowance (note 9)	Driver's costs (note 10)	Fuel (note 11)	Other travel and subsistence (note 12)	Church meetings and functions (note 13)	Removal, resettlement, consecration and robes (note 14)	Heating, lighting & cleaning (note 15)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2009
Southwark	212,866	19,932	13,385			246,182	216,276		8,141	2,124	(43)	276		2,494	6,742	11,772	231	4,955	36,694	41,463
<i>Bishop of Southwark</i>	81,463	8,194	5,281			94,939	71,256	<i>Mileage</i>	2,236	712	(43)			454	1,428	4,926		4,955	14,670	23,019
<i>Bishop of Croydon (note 2)</i>	44,282	3,388	2,697			50,368	48,622	<i>Leased</i>	3,016	718				659	1,650	2,191			8,234	7,334
<i>Bishop of Kingston-upon-Thames (note 2)</i>	42,655	3,740	2,709			49,104	45,873	<i>Leased</i>	2,889	694		(50)		413	656	2,711	231		7,544	7,260
<i>Bishop of Woolwich (note 2)</i>	44,466	4,610	2,697			51,772	50,525	<i>Mileage</i>				326		967	3,008	1,944			6,245	3,849
Southwell & Nottingham	112,075	20,592	7,608	1,656	110	142,041	140,338		6,970	2,004		(233)		2,622	2,068	5,671	2,806	7,390	29,298	23,895
<i>Bishop of Southwell & Nottingham</i>	83,959	7,670	4,911	1,656	110	98,305	108,857	<i>Leased</i>	3,354	1,133		(249)		1,302	1,642	4,306	2,806	6,375	20,668	15,130
<i>Bishop of Sherwood (note 2)</i>	28,116	12,922	2,697			43,735	31,481	<i>Leased</i>	3,617	872		16		1,320	426	1,365		1,015	8,630	8,765
Truro	76,386	16,545	2,320	214		95,465	138,594		8,884	1,440	250		17,989	3,967	10,184	6,671	364	5,777	55,526	53,372
<i>Bishop of Truro</i>	61,434	13,439	2,194			77,068	112,169	<i>Leased</i>	5,182	746			17,989	2,040	5,246	6,134	364	5,513	43,215	42,849
<i>Bishop of St Germans</i>	14,952	3,106	125	214		18,397	26,425	<i>Leased</i>	3,702	694	250			1,927	4,938	537		264	12,311	10,523
Wakefield	127,746	18,322	7,673	497	265	154,503	106,242		8,668	1,060		675	11,576	6,725	5,974	11,710		5,005	51,394	57,818
<i>Bishop of Wakefield</i>	112,289	12,775	4,731	497	265	130,060	87,289	<i>Leased</i>	5,549	372		675	11,576	4,229	4,477	8,232		4,579	39,689	48,262
<i>Bishop of Pontefract</i>	15,457	5,547	2,942			24,443	18,954	<i>Leased</i>	3,119	689				2,497	1,497	3,478		426	11,705	9,556
Winchester	161,757	9,312	10,821	1,079		182,969	170,837		7,963	1,436		2,820	4,773	4,645	5,132	8,728	32,359	11,630	79,484	49,906
<i>Bishop of Winchester</i>	113,511	6,700	4,788	742		125,739	112,934	<i>Leased</i>	3,385	712		176	4,773	1,810	4,002	5,192		11,422	31,472	28,879
<i>Bishop of Basingstoke</i>	21,204	1,430	3,337	337		26,307	25,594	<i>Leased</i>	1,702	663		1,261		2,814	716	2,143	10,931		20,250	12,372
<i>Bishop of Southampton</i>	27,043	1,182	2,697			30,922	32,309	<i>Leased</i>	2,876	41		1,384		20	414	1,393	21,428	208	27,763	8,655
Worcester	111,731	11,128	7,492		5	130,357	131,741		7,999	1,360	(138)	1,094	3,051	1,808	6,185	9,970	5,820	3,385	40,534	35,668
<i>Bishop of Worcester</i>	81,973	8,568	4,764			95,305	99,004	<i>Leased</i>	4,326	683		1,031	3,051	1,172	3,623	8,577	5,820	2,811	31,092	28,241
<i>Bishop of Dudley</i>	29,758	2,561	2,728		5	35,052	32,737	<i>Leased</i>	3,673	677	(138)	63		637	2,563	1,393		574	9,441	7,427
York	80,070	13,903	8,201	59		102,233	103,704		12,622	2,327	(228)	222		6,616	4,176	8,349	11,301	1,821	47,207	25,766
<i>Bishop of Hull</i>	31,064	3,309	2,620			36,993	38,285	<i>Leased</i>	4,097	944				2,291	2,150	1,539		847	11,868	8,453
<i>Bishop of Selby</i>	32,251	6,875	2,884			42,011	33,416	<i>Leased</i>	3,761	689	(228)	222		1,588	705	2,450		399	9,586	6,815
<i>Bishop of Whitby</i>	16,755	3,719	2,697	59		23,230	32,003	<i>Leased</i>	4,764	694				2,737	1,322	4,359	11,301	575	25,753	10,498
Gibraltar in Europe	120,139	42,766	7,676	(68)	80	170,594	174,153		8,909	1,610	(32)	(224)		1,975	40,774	4,277		9,008	66,296	58,934
<i>Bishop of Gibraltar in Europe (note 12)</i>	87,643	28,729	7,447	(68)	80	123,831	123,883	<i>Leased</i>	4,841	933	(32)	(224)		597	21,377	3,087		8,554	39,133	31,494
<i>Bishop in Europe (notes 2 & 12)</i>	32,496	14,038	229			46,763	50,270	<i>Leased</i>	4,068	677				1,378	19,396	1,191		454	27,164	27,439

BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2010 - Part B																											
	Patronage of benefices (note 16)	Ordination candidates' retreats (note 17)	Bishops' legal officers (note 18)	Training and retreats (note 19)	Other costs (note 20)	Minor house & garden - Diocesan bishops (note 21)	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS - 2009	Gardener's pay and household equipment (note 22)	Minor house & garden - Suffragan bishops (note 21)	TOTAL PREMISES	TOTAL PREMISES - 2009	TOTAL EXPENDITURE - PART A & B - 2010	TOTAL EXPENDITURE - PART A & B - 2009	Vacancy during year (note 23)	DIOCESAN STATISTICS (per 2010 Church Statistics)											
																Population (000's)	Area (square miles)	Number of full-time stipendiary & non-stipendiary clergy	Number of benefices	Number of parishes	Number of churches						
Canterbury		270		758	23,528		24,556	1,667	2,994	1,634	4,628	3,692	176,447	143,478		878	970	199	152	261	329						
<i>Bishop of Dover</i>		270		758	12,027		13,055	1,640	2,994	1,634	4,628	2,672	150,744	125,949													
<i>Bishop of Maidstone</i>					11,501		11,501	27				1,020	25,704	17,530	12												
Carlisle	3,987	2,964	23,174	1,341	4,076	4,370	39,911	46,665	2,888		2,888	955	182,348	193,471		490	2,477	162	121	263	344						
<i>Bishop of Carlisle</i>	3,987	2,964	23,174	511	3,871	4,370	38,877	45,905					151,202	165,299													
<i>Bishop of Penrith</i>				829	205		1,034	760	2,888		2,888	955	31,146	28,172	12												
Chelmsford	1,797	1,796	27,103	503	3,555	8,470	43,223	46,794	1,048	359	1,407	2,425	336,234	333,438		2,862	1,531	473	324	463	599						
<i>Bishop of Chelmsford</i>		1,310	27,103		2,029	8,470	38,911	36,546					182,222	178,656	9												
<i>Bishop of Barking</i>				185	(138)		47	23	65	65	65	543	59,184	53,579													
<i>Bishop of Bradwell</i>	110	486		145	644		1,385	2,708	397	261	658	1,185	54,639	51,874													
<i>Bishop of Colchester</i>	1,687			173	1,020		2,880	7,517	651	34	684	697	40,189	49,329													
Chester	1,801	6,817	22,994	563	1,352	8,483	42,010	38,528	2,256	4,097	6,353	3,965	274,291	252,160		1,568	1,017	291	226	276	370						
<i>Bishop of Chester</i>	1,801	6,817	22,994		669	8,483	40,763	37,586					170,765	164,065													
<i>Bishop of Birkenhead</i>				305			305	616	1,446	1,055	2,502	2,054	57,980	47,506													
<i>Bishop of Stockport</i>				258	684		941	325	810	3,042	3,852	1,910	45,545	40,589													
Chichester		4,763	30,334	483	4,367	6,325	46,271	51,700	930	464	1,394	1,725	284,174	281,511		1,561	1,459	372	296	370	504						
<i>Bishop of Chichester</i>		4,541	30,334	332	1,616	6,325	43,149	42,813					180,011	175,878													
<i>Bishop of Horsham</i>		159			596		755	5,801	200	150	350	833	50,691	56,801													
<i>Bishop of Lewes</i>		62		151	2,154		2,367	3,085	730	314	1,044	892	53,471	48,833													
Coventry	1,770	6,962	21,768	974	60	9,824	41,357	42,356	807	475	1,282	1,942	235,593	203,974		805	686	149	134	198	241						
<i>Bishop of Coventry</i>	1,770	6,962	21,768	227	321	9,824	40,872	41,570					188,516	163,287													
<i>Bishop of Warwick</i>				747	(262)		485	786	807	475	1,282	1,942	47,078	40,687													
Derby	2,048	9,513	25,611	954	1,195	3,774	43,094	43,992	1,120	1,704	2,824	2,106	227,562	200,167		1,011	997	200	156	253	331						
<i>Bishop of Derby</i>	2,048	9,485	25,611	650	772	3,774	42,340	42,129					191,846	167,276													
<i>Bishop of Repton</i>		28		304	423		754	1,863	1,120	1,704	2,824	2,106	35,715	32,890													
Durham		143	26,489	568	1,965	7,819	36,983	35,779		491	491	831	240,390	245,967		1,454	987	226	192	229	274						
<i>Bishop of Durham</i>			26,489	283	547	7,819	35,137	34,149					194,717	197,864	4												
<i>Bishop of Jarrow</i>		143		286	1,418		1,846	1,630		491	491	831	45,673	48,103													
Ely		545	25,937	1,347	3,459	5,506	36,793	31,609	729	671	1,399	852	211,573	209,428		708	1,507	191	185	307	334						
<i>Bishop of Ely</i>		207	25,937	893	2,637	5,506	35,180	30,568					169,166	174,489	9												
<i>Bishop of Huntingdon</i>		338		453	822		1,613	1,041	729	671	1,399	852	42,407	34,939													
Exeter	1,170	1,105	27,953	612	3,179	6,737	40,756	40,620	630	178	808	1,396	283,210	266,240		1,137	2,575	249	187	492	617						
<i>Bishop of Exeter</i>	1,145	1,010	27,953	187	2,209	6,737	39,241	39,029					205,338	192,428													
<i>Bishop of Crediton</i>		25	95	195	653		968	490		135	135	65	36,761	34,675													
<i>Bishop of Plymouth</i>				231	317		547	1,101	630	43	673	1,331	41,111	39,137													

BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2010 - Part B																							
	Patronage of benefices (note 16)	Ordination candidates' retreats (note 17)	Bishops' legal officers (note 18)	Training and retreats (note 19)	Other costs (note 20)	Minor house & garden - Diocesan bishops (note 21)	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS - 2009	Gardener's pay and household equipment (note 22)	Minor house & garden - Suffragan bishops (note 21)	TOTAL PREMISES	TOTAL PREMISES - 2009	TOTAL EXPENDITURE - PART A & B - 2010	TOTAL EXPENDITURE - PART A & B - 2009	Vacancy during year (note 23)	DIOCESAN STATISTICS (per 2010 Church Statistics)							
																Population (000's)	Area (square miles)	Number of full-time stipendiary & non-stipendiary clergy	Number of benefices	Number of parishes	Number of churches		
Gloucester		1,546	24,928	1,042	5,780	10,068	43,364	31,555	1,556	24	1,580	456	204,029	193,671		627	1,140	225	112	305	388		
<i>Bishop of Gloucester (note 2)</i>		1,480	24,928	414	5,014	10,068	41,904	31,215					168,177	159,633									
<i>Bishop of Tewkesbury</i>		66		628	766		1,460	340	1,556	24	1,580	456	35,852	34,038									
Guildford		1,449	26,569	2,992	798	5,234	37,041	36,027	1,182	964	2,146	1,604	213,550	206,328		999	538	232	141	164	217		
<i>Bishop of Guildford</i>		1,395	26,569	2,683	778	5,234	36,659	35,907					173,498	168,331									
<i>Bishop of Dorking</i>		54		309	20		383	120	1,182	964	2,146	1,604	40,052	37,997									
Hereford		1,067	25,771	1,090	8,873	5,936	42,736	37,359		828	828	1,251	226,624	213,061		306	1,660	136	108	342	416		
<i>Bishop of Hereford</i>		1,067	25,771		8,262	5,936	41,036	35,788					174,595	158,133									
<i>Bishop of Ludlow</i>				1,090	611		1,701	1,571		828	828	1,251	52,029	54,927									
Leicester			22,443	35	1,589	5,334	29,401	38,232					217,279	188,535		955	835	177	110	236	322		
<i>Bishop of Leicester</i>			22,443		(2,624)	5,334	25,153	37,127					185,359	174,133									
<i>Assistant Bishop of Leicester</i>				35	4,213		4,248	1,106					31,920	14,403									
Lichfield	100	958	28,763	8,202	6,786	4,744	49,552	37,909	583	1,801	2,384	4,321	341,787	283,349		2,009	1,744	366	268	422	573		
<i>Bishop of Lichfield</i>		958	28,763	821	2,022	4,744	37,308	34,252					164,274	139,661									
<i>Bishop of Shrewsbury</i>				4,989	4,651		9,640	1,194		727	727	3,284	63,977	56,547									
<i>Bishop of Stafford</i>	100			1,773	118		1,990	1,446		650	650	386	66,055	41,931	3								
<i>Bishop of Wolverhampton</i>				619	(4)		615	1,018	583	425	1,008	651	47,480	45,210									
Lincoln	100	8,488	18,414	2,954	343	3,996	34,295	34,879	1,693	1,746	3,439	2,728	228,608	227,242		1,015	2,673	202	213	492	640		
<i>Bishop of Lincoln</i>	100	8,352	18,414	719	(3)	3,996	31,578	34,094					150,763	153,649									
<i>Bishop of Grantham</i>		136		1,573	347		2,057	219	724	1,027	1,751	1,328	44,582	38,816									
<i>Bishop of Grimsby</i>				661	(1)		660	565	969	719	1,688	1,400	33,263	34,777									
Liverpool		2,000	23,322	1,047	2,535	13,466	42,370	35,075		1,623	1,623	161	242,865	246,395		1,525	389	237	172	203	256		
<i>Bishop of Liverpool</i>		2,000	23,322		1,253	13,466	40,041	33,970					187,930	193,055									
<i>Bishop of Warrington (note 2)</i>				1,047	1,282		2,329	1,105		1,623	1,623	161	54,935	53,340									
London	496	7,623	31,829	592	5,919	8,232	54,691	48,533	2,599	4,058	6,657	3,272	547,522	470,710		3,782	277	681	404	395	477		
<i>Bishop of London (note 1 & 36)</i>		691	31,829		2,580	8,232	43,332	38,211					268,714	199,946									
<i>Bishop of Edmonton</i>	33	1,324		177	92		1,626	1,984		1,976	1,976	54	62,128	56,970									
<i>Bishop of Fulham</i>				(345)	776		431	1,504	80	48	128		40,313	37,630									
<i>Bishop of Kensington</i>		2,181		250	984		3,415	2,853	803	300	1,103	887	68,867	78,825									
<i>Bishop of Stepney</i>		2,080			348		2,428	1,827	160	1,123	1,283	195	48,084	40,951	3								
<i>Bishop of Willesden</i>	464	1,347		510	1,139		3,459	2,154	1,555	611	2,166	2,135	59,416	56,389									
Manchester		366	27,060	1,299	1,515	8,935	39,175	37,034	1,260	3,023	4,283	3,244	289,213	293,925		2,002	415	279	210	258	336		
<i>Bishop of Manchester</i>		115	27,060		682	8,935	37,216	34,643					196,198	183,029									
<i>Bishop of Bolton</i>		200		438	152		789	2,478	495	1,045	1,540	1,465	45,450	45,694									
<i>Bishop of Hulme</i>								832					285	19,514									
<i>Bishop of Middleton</i>		51		179	939		1,169	(919)	765	1,978	2,743	1,494	47,565	45,689									
Newcastle	4,926	2,744	21,215	427	1,344	6,737	37,393	30,063					68	185,586	170,884		795	2,110	163	134	172	236	
<i>Bishop of Newcastle</i>	4,926	2,744	21,215	427	1,344	6,737	37,393	29,648					68	165,995	158,559								
<i>Assistant Bishop of Newcastle</i>								415					68	19,592	12,325	10							

BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2010 - Part B																DIOCESAN STATISTICS (per 2010 Church Statistics)						
	Patronage of benefices (note 16)	Ordination candidates' retreats (note 17)	Bishops' legal officers (note 18)	Training and retreats (note 19)	Other costs (note 20)	Minor house & garden - Diocesan bishops (note 21)	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS - 2009	Gardener's pay and household equipment (note 22)	Minor house & garden - Suffragan bishops (note 21)	TOTAL PREMISES	TOTAL PREMISES - 2009	TOTAL EXPENDITURE - PART A & B - 2010	TOTAL EXPENDITURE - PART A & B - 2009	Vacancy during year (note 23)	Population (000's)	Area (square miles)	Number of full-time stipendiary & non-stipendiary clergy	Number of benefices	Number of parishes	Number of churches	
Norwich	621	1,407	23,055	149	658	13,815	39,704	39,920	1,362	2,809	4,171	3,319	284,304	285,201		871	1,804	219	186	569	638	
<i>Bishop of Norwich</i>		1,407	23,055	52	323	13,815	38,651	36,774					211,377	210,382								
<i>Bishop of Lynn</i>	621				108		729	1,344	474	1,064	1,538	667	34,165	23,234	2							
<i>Bishop of Thetford</i>				97	227		323	1,802	888	1,745	2,633	2,652	38,761	51,585								
Oxford		2,658	22,089	2,844	4,048	4,849	36,488	33,205	2,771	1,283	4,054	1,728	324,842	316,497		2,222	2,221	594	299	620	816	
<i>Bishop of Oxford (note 2)</i>		998	22,089	706	1,234	4,849	29,876	28,250					168,301	167,206								
<i>Bishop of Buckingham</i>		60		1,495	991		2,547	2,147		35	35	420	49,458	45,058								
<i>Bishop of Dorchester</i>				684	1,035		1,719	1,996	2,771	952	3,723	1,216	58,109	54,724								
<i>Bishop of Reading</i>		1,600		(41)	788		2,347	812		296	296	93	48,973	49,508	2							
Peterborough		4,405	28,546	377	5,087	8,393	46,809	33,958	570		570	570	225,691	181,652		842	1,149	173	140	344	378	
<i>Bishop of Peterborough</i>		4,405	28,546		3,482	8,393	44,827	33,818					201,124	157,932	1							
<i>Bishop of Brixworth</i>				377	1,605		1,982	140	570		570	570	24,566	23,721	1							
Portsmouth	75	5,058	24,394	44	3,305	8,068	40,944	31,344					175,063	151,980		752	408	157	128	142	173	
<i>Bishop of Portsmouth</i>	75	5,058	24,394	44	3,305	8,068	40,944	31,344					175,063	151,980	3							
Ripon & Leeds		606	23,038	3,051	525	6,654	33,874	34,816		7	7		168,680	144,894		850	1,359	162	111	166	260	
<i>Bishop of Ripon & Leeds</i>		606	23,038	2,597	378	6,654	33,273	34,646		7	7		134,624	116,091								
<i>Bishop of Knaresborough</i>				454	147		601	171					34,056	28,803								
Rochester		7,987	25,710	307	1,020	8,558	43,583	52,225	808	712	1,520	855	240,017	209,264		1,250	542	263	189	215	265	
<i>Bishop of Rochester</i>		7,987	25,710	85	957	8,558	43,298	51,126					194,100	168,556	11							
<i>Bishop of Tonbridge</i>				222	63		285	1,099	808	712	1,520	855	45,918	40,708								
St Albans		6,939	28,246	908	2,207	8,866	47,167	41,478	629	437	1,066	1,372	269,521	249,760		1,773	1,116	332	202	336	407	
<i>Bishop of St Albans</i>		6,939	28,246	646	161	8,866	44,858	40,310					178,013	186,271								
<i>Bishop of Bedford</i>				150	20		170		285	340	625	400	23,885	21,506								
<i>Bishop of Hertford</i>				113	2,026		2,139	1,168	344	97	441	972	67,624	41,983	4							
St Edmundsbury & Ipswich	1,897	1,138	23,364	447	2,665	4,704	34,214	30,258					608	189,610	189,724		635	1,439	184	130	445	478
<i>Bishop of St Edmundsbury & Ipswich</i>	1,897	1,138	23,364	317	2,618	4,704	34,038	29,923					608	147,366	146,566							
<i>Bishop of Dunwich</i>				130	46		176	335					608	42,244	43,158							
Salisbury		2,267	26,099	(105)	2,848	6,896	38,005	37,715	1,459	1,420	2,879	2,572	264,460	281,270		891	2,046	298	153	453	572	
<i>Bishop of Salisbury</i>		2,267	26,099	315	2,817	6,896	38,394	37,251					172,910	177,958	3							
<i>Bishop of Ramsbury</i>				(600)	11		(589)	114	1,459	820	2,278	1,637	46,433	46,836	1							
<i>Bishop of Sherborne</i>				180	20		200	350		600	600	935	45,117	56,476								
Sheffield	1,536	842	24,184	1,949	284	11,085	39,879	38,919		860	860	8	217,157	210,825		1,214	576	173	151	173	212	
<i>Bishop of Sheffield</i>	1,536	766	24,184	1,507	142	11,085	39,220	37,868					176,971	175,530								
<i>Bishop of Doncaster</i>		76		442	142		659	1,051	860		860	8	40,187	35,295								
Sodor & Man					(208)	955	746	3,248					116,567	92,933		80	221	18	28	28	45	
<i>Bishop of Sodor & Man</i>					(208)	955	746	3,248					116,567	92,933								

BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2010 - Part B																							
	Patronage of benefices (note 16)	Ordination candidates' retreats (note 17)	Bishops' legal officers (note 18)	Training and retreats (note 19)	Other costs (note 20)	Minor house & garden - Diocesan bishops (note 21)	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS - 2009	Gardener's pay and household equipment (note 22)	Minor house & garden - Suffragan bishops (note 21)	TOTAL PREMISES	TOTAL PREMISES - 2009	TOTAL EXPENDITURE - PART A & B - 2010	TOTAL EXPENDITURE - PART A & B - 2009	Vacancy during year (note 23)	DIOCESAN STATISTICS (per 2010 Church Statistics)							
																Population (000's)	Area (square miles)	Number of full-time stipendiary & non-stipendiary clergy	Number of benefices	Number of parishes	Number of churches		
Southwark		1,292	32,414	4,055	5,489	3,345	46,595	40,181	1,440	360	1,800	2,231	331,272	300,150		2,585	317	528	263	291	365		
<i>Bishop of Southwark</i>		1,172	32,414	3,315	4,187	3,345	44,434	39,074					154,042	133,349	9								
<i>Bishop of Croydon (note 2)</i>		120		620	100		840	298		360	360	555	59,802	56,809									
<i>Bishop of Kingston-upon-Thames (note 2)</i>				120	1,171		1,291	683	410		410	363	58,349	54,178									
<i>Bishop of Woolwich (note 2)</i>					30		30	126	1,030		1,030	1,313	59,078	55,814									
Southwell & Nottingham		25	20,393	1,357	12	10,433	32,220	27,327		724	724	223	204,283	191,783		1,082	847	173	168	257	305		
<i>Bishop of Southwell & Nottingham</i>		25	20,393	461	12	10,433	31,324	27,327					150,297	151,314									
<i>Bishop of Sherwood (note 2)</i>				896			896			724	724	223	53,986	40,469									
Truro		106	22,553	360	5,424	5,549	33,991	34,186	1,125		1,125	1,096	186,107	227,248		534	1,390	148	128	221	307		
<i>Bishop of Truro</i>		106	22,553	360	5,421	5,549	33,988	33,633					154,271	188,651									
<i>Bishop of St Germans</i>					3		3	553	1,125		1,125	1,096	31,836	38,597									
Wakefield		247	25,498	1,084	786	7,130	34,744	31,210	638	874	1,511	946	242,151	196,217		1,123	557	184	146	183	239		
<i>Bishop of Wakefield</i>		125	25,498	356	622	7,130	33,731	29,842					203,479	165,393									
<i>Bishop of Pontefract</i>		122		728	163		1,013	1,368	638	874	1,511	946	38,672	30,824									
Winchester			27,122	1,444	1,204	10,584	40,354	35,671	233	8,128	8,361	2,372	311,168	258,785		1,298	1,216	281	186	259	407		
<i>Bishop of Winchester</i>			27,122	1,480	875	10,584	40,061	34,504					197,272	176,317									
<i>Bishop of Basingstoke</i>				(36)	92		56	620		1,413	1,033	48,026	39,619	8									
<i>Bishop of Southampton</i>					237		237	548	233	6,716	6,948	1,339	65,870	42,850	11								
Worcester		5,817	16,125	1,609	2,413	4,910	30,873	42,539	1,350	2,228	3,578	556	205,342	210,504		843	671	165	103	175	286		
<i>Bishop of Worcester</i>		5,817	16,125	889	2,169	4,910	29,910	42,135					156,307	169,380									
<i>Bishop of Dudley</i>				720	244		964	404	1,350	2,228	3,578	556	49,035	41,124									
York	906	(150)		1,653	5,152		7,561	1,531	4,288	3,118	7,406	3,887	164,407	134,888		1,426	2,661	296	259	454	611		
<i>Bishop of Hull</i>				683	1,495		2,178		2,614	695	3,309	2,574	54,348	49,312									
<i>Bishop of Selby</i>				745	2,989		3,734	630	464	107	571	357	55,901	41,218									
<i>Bishop of Whitby</i>	906	(150)		225	668		1,649	901	1,210	2,316	3,526	956	54,157	44,358									
Gibraltar in Europe	27	269	28,822	502	6,422	2,658	38,700	23,474	594		594	289	276,184	256,849				213					
<i>Bishop of Gibraltar in Europe (note 12)</i>	27	269	28,822	291	6,377	2,658	38,443	23,405					201,406	178,783									
<i>Bishop in Europe (notes 2 & 12)</i>				212	46		257	69	594		594	289	74,778	78,067									

OFFICE AND SUPPORT STAFF COSTS

Note 1

Includes salaries, employer's national insurance and pension contributions.

- A **diocesan** bishop is provided funding for staff salaries up to the cost of 2.6 full-time posts. Beyond this, any additional office staff costs are found from other sources, usually the diocese.
- Bishops are free to choose their staffing arrangements, but the usual staff complement is a senior secretary or personal assistant, a part-time assistant secretary, and a chaplain or lay assistant. In a number of cases a part-time press or communications officer is engaged.
- As a result of the national and international responsibilities of the archbishops, their staff complements are larger, as is that of the Bishop of London.
- A **suffragan** bishop is provided funding up to the cost of a full-time secretary. Some bishops prefer to have a part-time secretary and a part-time chaplain.
- The costs of casual or relief assistance to cover periods of leave or sickness are also paid.
- The amount of gardening hours we fund for diocesan bishops depends on the size and nature of the garden. A garden policy was introduced in 2005 designed to help bishops and their families manage see house gardens on a low maintenance basis. Under this policy the gardening hours required for each garden are reviewed and set out in a garden plan.
- The gardeners for Canterbury are included under Lambeth Palace running costs referred to in note 34.
- The costs of advertising and interview expenses for office staff are paid.

Note 2

Excludes the cost of maintaining bishops' houses, in which their offices are usually situated.

- Costs covered are telephone, internet and fax charges; postage; stationery; photocopier rental and other equipment maintenance contracts e.g. telephone system; minor equipment e.g. staplers; standard Church publications e.g. Crockford's Clerical Directory.
- Where the office is not in the bishop's house, the rent payable and/or a proportion of the diocesan office costs maybe attributable to the bishop (e.g. copier charges, telephone lines, parking) is included. This applies to the Bishops of Aston, Warrington, Oxford, Sherwood and Europe.
- As the office and support costs of the Bishops of Croydon, Kingston-upon-Thames and Woolwich are met by the diocese, the Commissioners make a grant towards them.

Note 3

- The day-to-day financial administration of IT and other office equipment needs for the bishops in 28 dioceses was transferred to diocesan offices from January 2007, with annual grants being paid by the Commissioners to the dioceses. 16 dioceses have opted to maintain the status quo until the end of 2010.
- The minimum standard of IT provision is a laptop or personal computer and printer for a bishop, and a personal computer and printer for each member of his office staff, together with the requisite software, modems etc., up to a maximum of three personal computers and printers for a diocesan bishop's staff and one personal computer and printer for a suffragan bishop's staff. All costs are shown in full in the year when they are incurred. Other major items of equipment include a fax machine, dictating machine, shredder, telephone system and scanner. A photocopier is normally leased but where cost-effective can be purchased.

Note 4

- Furniture e.g. desks and furnishings (carpets, flooring, curtains and blinds) is provided for the office(s) and study, together with facilities e.g. refrigerator for the use of staff in the preparation of their own refreshments and for visitors attending meetings etc.
- For suffragan bishops, carpets are also provided for the hall, stairs and/or corridors leading from the entrance to the office and study (and adjacent waiting area and visitors' toilet where provided). These costs for diocesan bishops are not shown as they are included within Bishops' Housing and Office Premises.

INDIVIDUAL WORKING COSTS

Note 5

Overall, some 98 cars are provided under the central arrangement. Cars are either:-

- a) owned by the Church Commissioners, who then pay running costs separately. Such purchases ceased in 1997, but two are still owned; or**
 - b) leased under a package including running costs (other than insurance and fuel); or**
 - c) not provided, the bishop then being paid a mileage allowance for travel for Church purposes in his own car.**
- Where a car is provided by the Commissioners it is indicated as being either owned or leased. Alternatively, if the bishop uses his own car the payment of a mileage allowance is indicated.
 - Where the provision has changed during the year both are indicated.
 - A car is kept at Lambeth Palace for operational use and in emergencies.

Note 6

Monthly costs for the lease of a car including repairs, servicing and road fund licences less an allowance by the leasing company for the expected sale proceeds of the car.

- From mid-2003 Hitachi Capital Vehicle Solutions have managed the bishops' car fleet on a day-to-day basis. They are responsible for the acquisition of the car and deal with the repairs, servicing, breakdown cover, accident management, road fund licences and subsequent sale when it needs to be replaced. The lease agreements normally cover a period of four years
- Bishops are recommended to choose petrol-electric 'hybrid' cars or diesel engines in order to reduce CO₂ emissions and increase miles per gallon. At the end of the year the fleet had an average CO₂ emissions of 130g/km and average combined 57mpg.
- At the end of a leased car's contract, an adjustment payment is made or received to balance the difference between the actual mileage and that in the lease contract.

Note 7

- Comprehensive insurance cover is provided. An excess is paid by the Commissioners in respect of claims.
- Where the car is still owned by the Commissioners but managed by Hitachi a management charge is made by Hitachi for dealing with repairs, servicing, accident management, road fund licences and subsequent sale.

Note 8

If a bishop uses the official car privately as well as for his ministry he is asked to make a contribution to the running costs. He is also liable to pay income tax on this benefit in kind.

- The contribution requested by the Commissioners is based on the additional mileage charge in the contract.
- The taxable benefit of a car owned or leased by the Commissioners is assessed on the list price of the car when new, including delivery charges, number plates and optional accessories (all inclusive of VAT) combined with a factor representing the level of exhaust emissions.
- If a bishop has signed an embargo on private use the official car is used solely for his ministry and not for private purposes. Therefore no contribution for private use and no taxable benefit are applicable.

Note 9

- Where a bishop uses his own car for Church purposes he may claim a mileage allowance. The allowance used is Her Majesty's Revenue & Customs standard rate, which is also used by the National Church Institutions and recommended to dioceses. It is intended to reimburse the depreciation, repairs, road fund licence, insurance, fuel, oil and other expenses incurred in running and maintaining a car.

Note 10

The costs of a driver include salary, employer's national insurance and pension contributions.

- Drivers who live in staff accommodation have their water charges and council tax paid. Those who live in their own accommodation receive a housing allowance and contribution towards their council tax.

Note 11

- Fuel and oil for use in cars provided by the Commissioners are charged to a fleet fuel card. This enables costs to be efficiently paid and monitored. Bishops using an official car for private use are required to refund fuel costs for private mileage.

Note 12

- Bus, underground, taxi, standard class rail (or first class where there is a need), senior citizen's railcard (aged 60 or over), parking charges (but not fines), road tolls, congestion charges for travel within central London and economy air travel (where cost-effective) for official business in the UK are covered.
- The actual costs incurred on overnight accommodation and meals up to the maximum day or overnight allowances recommended by the Archbishops' Council can be claimed when a bishop is absent from his diocese.
- The travel and subsistence expenses of a bishop's wife or member of staff can be claimed if accompanying the bishop or acting on his behalf on official business.
- Where a bishop holds other national responsibilities (e.g. as a member of the House of Bishops and committees established by it) his travel expenses will reflect this. The further from London the bishop lives and the more meetings he attends the greater his expenses are likely to be.
- Bishops in the House of Lords sometimes combine travel for the House with travel for Church purposes. The costs of travel to mainland Europe are included for the Bishop of Gibraltar in Europe and the Bishop in Europe.

Note 13

Church meetings and functions are held mainly at the bishop's house.

- A bishop can claim the actual costs incurred or, if he prefers, according to a tariff. It is intended to be a guide to cover the cost of ingredients and to include some modest recompense for preparation. When necessary the cost of employing caterers or casual help may be included. Where the bishop's wife prepares the food she is entitled to make a reasonable charge for the preparation, cooking and serving of the food in addition to the cost of the ingredients.
- For overnight official visitors a tariff is also issued as a guide to cover the cost of laundry and incidental expenses.
- Reasonably-priced wine and/or soft drinks can be claimed at cost.

Note 14

- A bishop's removal costs, on appointment, within the UK are covered.
- A resettlement grant, payable on a sliding scale, is provided to assist with the cost of adapting curtains and carpets for the private areas of the bishop's house. In exceptional cases, furniture can be provided as part of the grant e.g. where a bishop moves from a house with fitted wardrobes to one without.
- A grant is available for the provision of official episcopal robes. In addition a cope and mitre may be provided as see property if these are not available or the bishop does not purchase them as his own property from the grant.
- The arrangements for consecrations are different in the Provinces of Canterbury and York. In both cases, however, the cost of the service is met, after taking account of the collection at the service. In the Northern Province the bishop may entertain family and friends to a private lunch after the service, for which the Commissioners meet the cost of hiring the venue and the cost of up to 20 official guests up to a maximum amount per head. The costs of the Archbishop's lunch for the bishops attending the service and for their wives and other official representatives from the national Church bodies are met by the Archbishop's office directly and included under Hospitality. In the Southern Province the practical arrangements differ but the principle of wishing to meet the Archbishop's costs and a part of the bishop's is the same. There is only one reception at Lambeth Palace for both the official guests and the bishop's family and friends. The Commissioners meet the cost of hiring the coach for travel between the consecration service and Lambeth Palace and the cost of the Archbishop's guests (including up to 20 of the bishop's personal guests) up to the same maximum amount per head.
- The removal costs and resettlement grants for chaplains, on change of appointment, are paid.

Note 15

- We pay a proportion of diocesan bishops HLC costs, at least half, depending on the square footage of the residence. The remaining proportion is paid by the bishop and qualifies for tax relief.
- HLC includes gas, electricity, oil, Chimney cleaning, window cleaning and ordinary domestic cleaning.
- For suffragan bishops, in recognition of the costs of heating, lighting and cleaning the secretary's office a 10% contribution towards the total cost of heating, lighting and cleaning the house is made.

OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS

Note 16

For historical reasons practice differs between dioceses for the payment of these costs i.e. in some they are paid by the bishop and in others by the diocese.

- The travel costs of a minister (and spouse if necessary) who has been invited to visit the bishop or a parish directly under the diocesan bishop's patronage with a view to considering an offer of appointment can be claimed.
- In some cases a suffragan bishop may be responsible for exercising the diocesan bishop's patronage of a benefice.
- If no other funds are forthcoming, the same costs may be met where the diocesan bishop is acting in cases of lapse i.e. where the patron has failed to make an appointment within the specified period.

Note 17

For historical reasons practice differs between dioceses for the payment of these costs i.e. in some they are paid by the bishop and in others by the diocese.

- These cover bibles for ordination candidates, examinations and other expenses including the printing of an Order of Service for the specific occasion when necessary. Also, an allowance for each candidate while staying at the bishop's house or elsewhere may be claimed.
- The costs of holding ordination services are met by the cathedral or diocese.

Note 18

That part of the annual retainers paid to Diocesan and Provincial Registrars which is regarded as being related to their role as diocesan bishops' legal officers.

- The fees are set by the Fees Advisory Commission every year under the Ecclesiastical Fees Measure. Those for 2010 were approved by the General Synod in July 2009.
- Prior to 2010, a portion of the Bishops legal fees for the Archbishops were assigned to the relevant Suffragan bishop's area of the report. This has been adjusted as all legal fees are directly attributable to the Diocesan Bishop, or Archbishop under the The Legal Officers Order. As a result of this reporting structure change, the Bishops' legal officers costs for the Archbishop of Canterbury and Archbishop of York show a significant increase in 2010, however an offsetting decrease is shown in the legal fees of the Canterbury and York Suffragan Bishops.

Note 19

- These include conference and training expenses, Quiet Days and retreats (other than ordinations).

Note 20

- Other costs include items such as repair of robes, chapel requisites, provision and replacement of seals for official documents, secretarial and travel expenses incurred by the bishop-designate between when the announcement is made and when he takes up his appointment. Contributions to such costs are deducted from the expenditure: in some cases, due to differences in timing, this may result in negative figures.
- Within the Archbishop of Canterbury's costs are payments to his representatives to the Orthodox, Oriental Orthodox and Roman Catholic Churches.

Note 21

- The costs for diocesan bishops are included in other diocesan admin and operational costs whilst those for suffragan bishops are included in premises.
- This includes Council Tax and Water expenses totalling £222,610 for all of the diocesan bishops. Prior to 2009, these items were reported as a cost of the See Houses Department.

PREMISES

Note 22

- These costs are for suffragan bishops only. Their houses are provided and maintained by the diocese.
- For bishops appointed since 1998, help is provided towards the employment of a part-time gardener for routine maintenance on a 50:50 basis up to a maximum contribution of £1,553 p.a. from the Commissioners. The bishop's contribution qualifies for tax relief.
- For suffragans appointed before 1998, the total cost of a part-time gardener is paid up to a maximum of £1,553 pa.
- Depending on the size and nature of the garden, a lawnmower may be provided in addition to, or substitution for, labour costs.
- To assist bishops offering hospitality, some kitchen equipment is provided where required e.g. buffet crockery, food processor, freezer etc.

Note 23

The period, during the year in which the diocesan or suffragan see was vacant.

Note 24

Includes costs for three specialist advisers and their staff - Archbishops' Appointments Secretary, Clergy Appointments Adviser and Archbishops' Adviser for Bishops' Ministry.

- The increase in staffing costs for 2010 reflect the appointment of the Archbishops' Adviser for Bishops' Ministry after an extended vacancy.

- Staff training includes the costs of the bishop's national learning and development training

Note 25

Expenditure on College of Bishops, House of Bishops, Diocesans with Archbishops and York Synod accommodation and meals have now been allocated to the Church meetings and functions category from the Other costs column. The comparative figure for 2009 has also been transferred. This heading also includes expenditure for medicals, insurance, etc.

Note 26

Includes costs for the Archbishop's responsibilities as:

- **Diocesan bishop of the Diocese of Canterbury**
- **Metropolitan of the Province of Canterbury**
- **Primate of All England**
- **A contributor to the public affairs of the nation, with an ex-officio seat in the House of Lords**
- **President of the Anglican Communion**
- **One of the Presidents of Churches Together in England**
- **A contributor to the development of dialogue with other faiths**

Note 27

Whole or part of legal costs under the Ecclesiastical Jurisdiction Measure 1963 and other legislation.

- Charges for work connected with clergy discipline cases do not fall within the retainers for bishops' legal officers and the Commissioners therefore meet the whole or part of these legal costs.
- Includes other legal fees e.g. fees on consecration, on election and confirmation and/or on enthronement.

Note 28

Overseas visits on ecumenical and Anglican Communion business by the Archbishop of Canterbury and his staff, the Archbishop of York and diocesan and suffragan bishops travelling at the request of the Archbishops and representing the Church of England.

- Travel to link dioceses is normally funded from alternative sources, as are costs where a diocese has organised a conference or retreat at which the bishop's presence is required outside the UK.

Note 29

Advice and support from staff in the common service departments of the Archbishops' Council i.e. Human Resources, Information Technology, Office Services, Mapping and Printing, Communications and Legal.

Note 30

The final portion of the Commissioners' financial support for the Lambeth Conference held in 2008. Support given covered event costs e.g. marquees

and catering, employment costs and expenses of the conference manager and her assistant and attendance fees for Bishops and their spouses.

Note 31

- In some cases redundancy payments were paid in respect of bishops' staff. In addition a share of pension deficit related to bishops' staff was paid during the year.

Note 32

- This includes the costs of running Lambeth Palace which are separate from the cost of the Archbishop of Canterbury (see note 26).
- The running costs include the salary costs for gardeners and domestic staff. It also includes garden equipment, maintenance, and heating, lighting and cleaning for those parts of the palace that are not the Archbishops residence.

Note 33

- The lease payment is paid as a lump sum on commencement of the lease. In 2005 and previous years the payment was recorded in the accounts in the year it was incurred. However, as indicated in note 6, the monthly costs spread over a period of normally 4 years are included in this publication and from 2006, in line with the Commissioners' accounting policies, the costs of leasing are now capitalised and written off to expenditure over the length of the lease. In order therefore to reconcile the lease payments with the Commissioners' accounts an adjustment is included. No further entries of this nature will be made after 2009.

Note 34

- This total sum of Bishops' ministry office and working costs, £11.1 million, and the Archbishops office and working costs, £4.4 million in the Commissioners' financial statements for the year ended 31 December 2010, excluding Support Costs of £0.8 million.
- As a result of different reporting structures being used in the compilation of the Commissioners' accounts, some of the sub-heading totals from that report will differ slightly from those shown in the body of this publication . The overall total for office and working costs equals that shown in the accounts.
- Lambeth Palace Library costs have been excluded from the 2009 Office and working costs in Note 4 of the Commissioners' Financial Statements.

Note 35

- The Bishops Office and Working Cost report shows the actual cash expenditure during the year whereas the Commissioners Financial Statements are based on the grant payments made during the year. In 2010 the Bishops spent £52,033 in respect of unused grants they received in previous years. As 2010 was the end of the triennium

the Commissioners Statements also include a refund of £374,015 which is the balance of unused grants made in prior years.

Note 36

HLC costs include a partial reversal of a 2009 recharge.

Note 37

This includes a 22.5% contribution received from the Leicester DBF towards the workings costs of the Assistant Bishop of Leicester.