

## **GENERAL SYNOD**

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### **FEBRUARY GROUP OF SESSIONS 2017**

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#### **SIXTH NOTICE PAPER**

**ITEM 9: PRELIMINARIES TO MARRIAGE (GS 2045A and GS 2045B)**

**ITEM 500-501: DRAFT MISSION AND PASTORAL ETC. AMENDMENT) MEASURE (GS 2014B)**

**ITEM 504: DRAFT LEGISLATIVE REFORM MEASURE (GS 2027A)**

**ITEM 10: CREATION OF SUFFRAGAN SEE FOR THE DIOCESE OF LEICESTER (GS 2052)**

**ITEM 17: *SETTING GOD'S PEOPLE FREE* (GS 2056)**

#### **DEEMED BUSINESS:**

**LEGAL OFFICERS (ANNUAL FEES) ORDER 2016 (GS 2051)**

#### **CONTINGENCY BUSINESS:**

**MISSION AND ADMINISTRATION (GS 2057A and GS 2057B)**

## **Financial statement pursuant to Standing Order 108**

1. Financial Statements under Standing Order 108 set out the estimated financial effect of implementing recommendations of reports and taking forward motions if they are passed by the Synod. In most cases figures provided are approximate, recognising the inherent uncertainty in estimating various factors. Members are asked to take this statement into account alongside non-financial factors when considering these items of business.
2. Estimates of the financial implications of any amendments proposed by Members will be provided either in a subsequent notice paper or in an oral statement from a member of the Archbishops' Council's Finance Committee who is a General Synod member (usually the Chair).
3. As agreed with the Business Committee in 2016, an item is included in this memorandum if (i) the estimated financial impact (either actual costs or savings or the opportunity cost or saving - e.g. the cost of clergy or staff time) is £20,000 or more or (ii) it is thought a statement on the estimated financial impact of a proposal is likely to be helpful to members. These thresholds are applied to the whole of any time-limited project or a period of three years for on-going activities.
4. If the cost of work on any motion, if passed, would fall to the Archbishops' Council, it would be met from within the Council's 2017 budget which Synod approved at the July 2016 Group of Sessions. For any work not already scheduled, the relevant Director, in consultation with others, would consider whether other work of similar cost should be dropped or postponed or if additional, unbudgeted, staff resource could be provided by securing funding from another source. Estimates of staff and clergy time are usually an opportunity cost, illustrating the cost of other work that would need to be dropped or deferred. If it is not possible to drop or defer sufficient other work, there would be an impact on the timescale for delivery of the requested work.
5. All costs are estimated at 2017 levels unless otherwise stated. Costs include relevant salaries, employers' national insurance

and pension contributions. They exclude office costs such as the printing and postage costs involved in the preparation of new legislation, and the opportunity cost of Synodical time.

## **ITEM 9:**

### **PRELIMINARIES TO MARRIAGE (GS 2045A and GS 2045B)**

6. If the motion is approved then the cost of staff time to prepare draft legislation for First Consideration is estimated at £12,000. If the Measure proceeds, the cost of staff time to complete all the subsequent Synodical and Parliamentary stages is estimated at a further £18,000.
7. If the Measure proceeds and is brought into force then the requirement for publication of banns and the issuing of banns certificates would cease, resulting in the loss of associated fee income. Although statistics of the number of marriages conducted according to the rites of the Church of England are held (44,700 marriages in 2015) we do not know how many banns certificates are issued or how many special licences or common licences are granted. So it is not possible to give a precise estimate of the fee income associated with preliminaries to marriage.
8. If it is assumed that banns are called for 90% of Church weddings with banns called in one Church for half of weddings and in two Churches for the remainder then, assuming no other changes to the fee structure, the resulting loss in fee income would be around £2million p.a..
9. In addition the print and on-line materials produced by the national weddings project team would need to be rewritten. The cost of staff time to do this is estimated at £12,000 and the cost of developments and update for the website and redesigning and printing material to publicise the change and altering existing material is estimated at £5,000.
  - Estimated cost of staff time to support the progress of legislation: £30,000, 40% of which relates to bringing the matter for First Consideration.
  - Estimated loss of fee income: around £2 million p.a..
  - Estimated cost of updating printed and on-line resources: £5,000 plus staff time of £12,000.

## **ITEM 500-501:**

### **DRAFT MISSION AND PASTORAL ETC. (AMENDMENT) MEASURE (GS 2014B)**

10. The proposal in Clause 2 to enable dioceses to request the Commissioners to draft a scheme if they wish is likely to be broadly cost neutral for the Church as a whole. But for each scheme there would be clearly a modest saving in staff time for dioceses and a corresponding extra demand on time on Commissioners' staff. Initially it is considered such work will be able to be done within the Commissioners' existing staff complement. But if the casework load were to increase sufficiently, the Commissioners might need to employ an additional staff member on a part or full time basis. The cost of a full time post if it were to be deemed necessary at some point in the future is estimated at up to £40,000 p.a.
11. Clause 6 would make a significant change in the calculation of compensation for loss of office as a result of pastoral reorganisation. The difference in compensation payable by the responsible body (usually the diocese) if these proposals were brought into effect would clearly depend on the circumstances of each case. Under the current arrangements if a displaced office holder was paid at the level of the National Stipend Benchmark and the cost or value of provided housing was £10,000 p.a., the maximum level of compensation they would be entitled to is estimated at around £45,000 p.a.. This would be payable until the earlier of when the office holder reached pensionable age or obtained a similar role, although it could be paid as a lump sum.
12. Under the proposed arrangements under paragraph 3 of the new Schedule 4 to be introduced by clause 6, the amount of compensation for this illustration would be a single payment of £45,000 plus any additional payments the bishop may determine under paragraph 6(1) or determined following a review.
13. The costs of the reviewer to be appointed by the Archbishops under paragraph 6(4) are likely to depend on the volume of applications for a review made to them.

#### **ITEM 504:**

#### **DRAFT LEGISLATIVE REFORM MEASURE (GS 2027A)**

14. If the Measure proceeds and is brought into force, the cost of staff time to prepare an Order and complete all the necessary stages to see it brought into force would be less than the cost of staff time incurred in connection with a Measure having the same legislative effect. But it is not possible to predict the extent of the saving, which would depend on the circumstances of the particular case.
15. There should also be a saving in Synodical time, given that, in contrast to the position in relation to Measures, the Synod would only need to consider an Order on a single stage procedure. But it is again not possible to predict the extent of the saving, not least in view of the proposal that the Synod should be able to refer an order back to the Scrutiny Committee for further consideration.

#### **ITEM 10:**

#### **CREATION OF SUFFRAGAN SEE FOR THE DIOCESE OF LEICESTER (GS 2052)**

16. An estimate of the financial effect of the creation of a suffragan see for the Diocese of Leicester is set out in Annex 1 of the Dioceses Commission's statement in GS 2052.

#### **ITEM 17:**

#### ***SETTING GOD'S PEOPLE FREE (GS 2056)***

17. It is envisaged that there will be a need for extra staff resource to oversee and coordinate the implementation plan set out as Annex 1 of GS 2056 including supporting the development of a robustly developed theology and vision for whole life discipleship. The estimated annual cost of this, together with associated governance and non-staff costs is estimated at £100,000. The 2017 budget approved by Synod last July included a provision of £50,000 for lay leadership work, so the estimated additional annual cost is £50,000.
18. The estimated set-up cost of a national portal for whole life discipleship is up to £30,000. This would be met from within the

£2 million set aside for the pilot digital church project in 2017-2019. The Council is able to fund this project due to the Church Commissioners part funding mission agency pension contributions over this period. The portal would be built into the core Church of England website hosting and infrastructure so on-going maintenance and development costs would be minimal.

19. National funding will be required for the learning community of five or more “pilot dioceses” prioritising the culture shifts promoted in GS 2056. The actual cost will depend on the specification of the work, but as a guide the cost of the first inter-diocesan learning community was £40,000 over three years. It is envisaged that the cost of the new learning community will be met from the Strategic Development Funding grant scheme that the Archbishops’ Council and Church Commissioners have established from 2017 when £24 million is available for investment in growth opportunities.
20. Plans to deliver the eight levers of cultural change identified in section 4 of GS 2056 are not yet sufficiently advanced to make a reliable estimate of the resource that might be required. If significant additional resources are required it is expected that an application could be made for Strategic Development Funding.
21. The report also recommends re-modelling the selection, training and on-going ministerial development of clergy in line with the priority of lay formation and discipleship. The cost of staff time to carry out this work, including engagement with and training of Diocesan Directors of Ordinands and those involved with Bishops Advisory Panels is estimated at £25,000.
  - Estimated additional costs for staff resource and governance oversight: £50,000 p.a..
  - Estimated set up costs for national portal for whole life discipleship: up to £30,000 to be met from within the sum already allocated for the pilot digital church project.
  - Funding for the learning community of pilot dioceses and, potentially, also to help resource the work on cultural change: to be met from the sum available for Strategic Development Funding.

- Estimated cost of staff time to re-model the selection training and on-going ministerial development of clergy: £25,000.

### **DEEMED BUSINESS:**

#### **LEGAL OFFICERS (ANNUAL FEES) ORDER 2016 (GS 2051)**

22. As stated in GS 2051X the proposed retainers in 2017 are £230,000 above the 2016 level. £133,000 of this increase will be met by dioceses and £97,000 by the Church Commissioners in respect of diocesan bishops' legal costs.

### **CONTINGENCY BUSINESS:**

#### **MISSION AND ADMINISTRATION (GS 2057A and GS 2057B)**

23. As noted in GS2057B, working with others within the Church the national Church has progressed initiatives in several areas to reduce costs and centralise some administration and others are under consideration. The evaluation work has been funded from within existing resources but once services have been established they have charged to users on a cost basis.
24. It is considered that work reviewing further aspects of diocesan and parish administration which could benefit from a more centralised approach as envisaged in part (b) of Mr Oldham's motion could be carried out from within existing resources. Such work would include a cost / benefit analysis of each specific proposal. Services would be charged for on a cost basis but with the expectation they would only be offered if there was a prospect of savings to the end users resulting from economies of scale.

Canon John Spence  
Chair, Archbishops' Council's Finance Committee

February 2017