

Archbishops' Council

2014 Budget

2014 Budget Overview

The recommended Net Expenditure and Apportionment levels for the 2014 budget, together with the changes on the 2013 level are set out below.

Summary of 2014 budget					
		Net Expenditure £	Inc/(dec) vs 2013 %	Diocesan Apportionment £	Inc/(dec) vs 2013 %
Training for Ministry	Vote 1	13,066,150	4.0	12,975,419	3.3
National Church Support	Vote 2	10,088,945	(5.1)	9,897,000	(4.1)
Grants & Provisions	Vote 3	1,269,161	(1.2)	1,235,774	1.2
Mission Agencies Pensions	Vote 4	739,500	14.7	739,500	40.9
Clergy retirement housing	Vote 5	3,953,896	5.0	3,953,896	1.3
Total		<u>29,117,652</u>	0.8	<u>28,801,589</u>	0.9

The above table highlights a total of £29.1 million budgeted to be spent across the Council's five Votes in 2014 – an increase of 0.8% on the 2013 budget. The dioceses are asked to fund this expenditure via a total apportionment request of £28.8 million (an increase of 0.9% on 2013 levels).

The budget has been prepared on the basis of funding £316,000 from reserves in 2014 rather than passing on the entire projected expenditure for Votes 1, 2 and 3 onto the dioceses. The amount requested for Votes 4 & 5 is in line with budgeted net cost.

This booklet sets out the underlying figures and provides details of how the budget is made up and the nature of the work it finances.

Strategic Objectives

The strategic objectives of the Archbishops' Council are:

- (A) To enhance the Church's mission by:
 - (A1) promoting spiritual and numerical growth
 - (A2) enabling and supporting the worshipping Church and encouraging and promoting new ways of being Church
 - (A3) engaging with issues of social justice and environmental stewardship
- (B) To sustain and advance the Church's work in education, lifelong learning and discipleship
- (C) To enable the Church to select, train and resource people, both ordained and lay, to carry out public ministry and to encourage lay people in their vocation to the world
- (D) To encourage the maintenance and development of the inherited fabric of Church buildings for worship and service to the community

A broad analysis of the Council's statutory and discretionary expenditure (funded by the dioceses via the apportionment) across its strategic objectives is shown in the chart below:

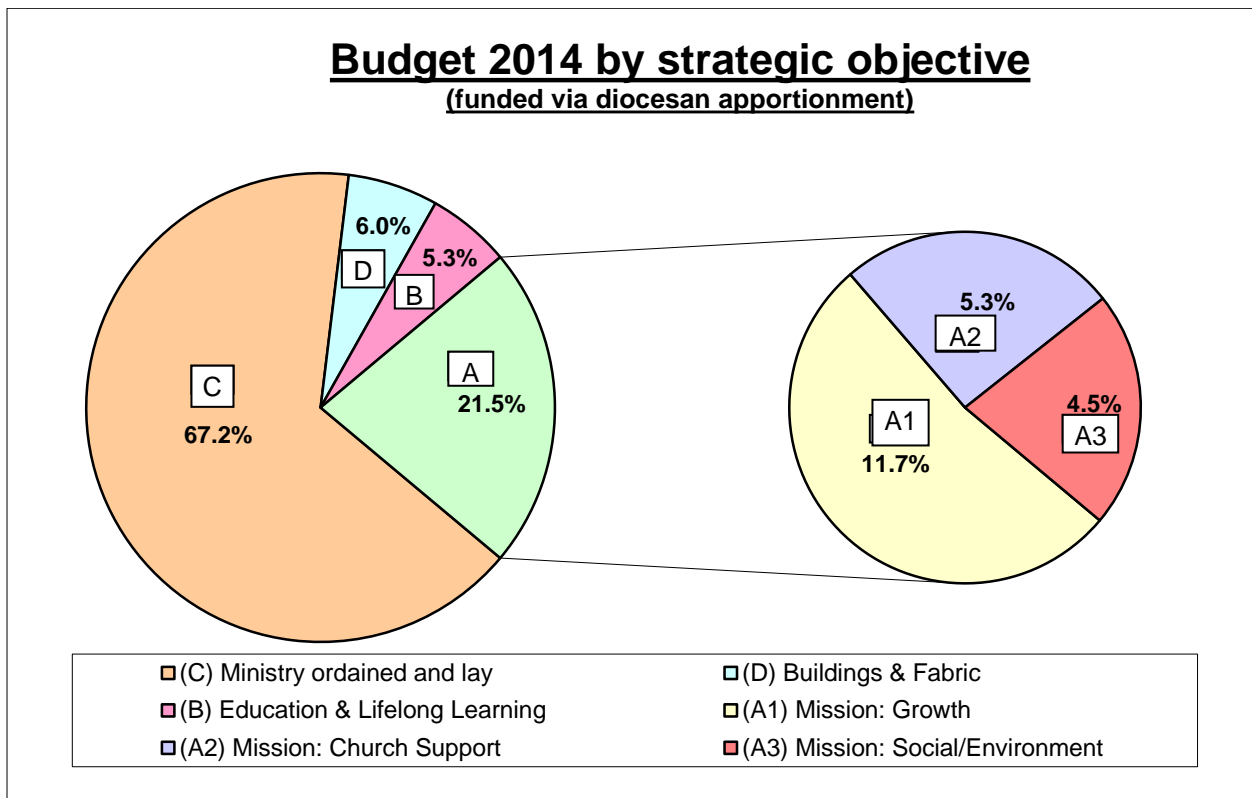


Table of Contents

Page	
2	Budget Overview
3	Strategic Objectives
4	Table of Contents
5	Executive Summary
10	Budget Summary
11	Training for Ministry (Vote 1)
19	National Church Responsibilities (Vote 2)
29	Grants and Provisions (Vote 3)
31	Mission Agencies Clergy Pension Contributions (Vote 4)
32	Clergy Retirement Housing (CHARM, Vote 5)
34	Reserves
35	Tables of Apportionment

Executive Summary

Introduction

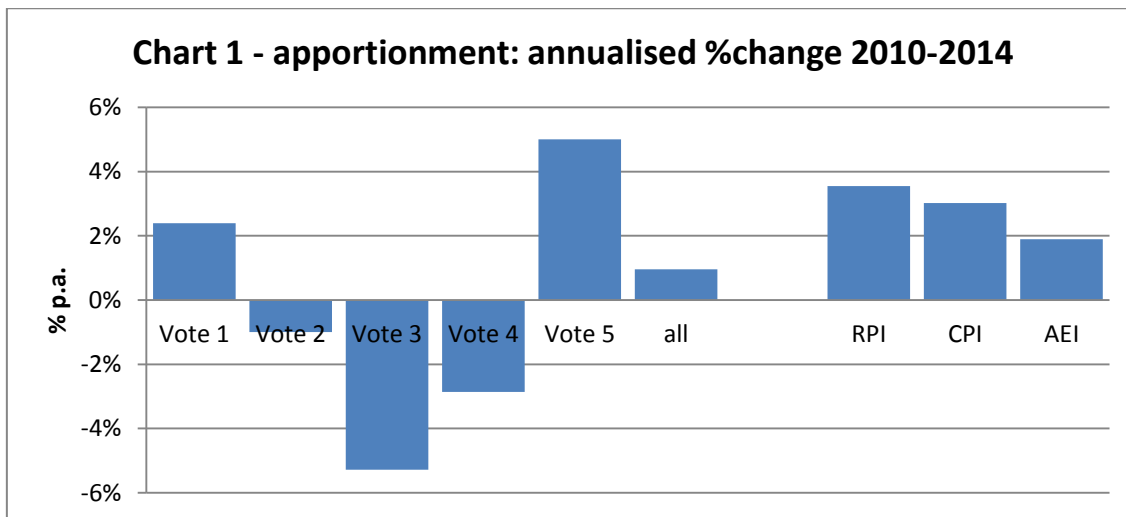
1. This executive summary of the Archbishops' Council's budget for 2014 is followed by an overall budget summary and detailed sections on each vote.
2. Each part of the budget has been reviewed in detail to ensure that budgeted income and expenditure are at realistic and justifiable levels.
3. For Vote 2, each team prepared a business plan which included its achievements in 2012, an update on plans for 2013, and its proposals and targets for 2014. These plans and the budgets that support them were reviewed in detail by the Council's Senior Management Group prior to consideration by the Council and its Finance Committee. The budgets for Shared Services departments have also been reviewed and approved by the Joint Employment and Common Services Board (comprising the Chair of the Council's Finance Committee, the First Church Estates Commissioner and the Chair of the Church of England Pensions Board) and the governing bodies of the Church Commissioners and Church of England Pensions Board.
4. An analysis of net cost of the individual departments that are supported via Vote 2 is available to General Synod members upon request to Simon Florence (Senior Management Accountant, simon.florence@churchofengland.org) or David White (Head of Financial Policy & Planning, david.white@churchofengland.org).
5. The overall budget and the resulting apportionment request to dioceses are commended to the General Synod by the Archbishops' Council which endorsed it after detailed scrutiny from its Finance Committee. The Inter-Diocesan Finance Forum (comprising the Chair of the Diocesan Board of Finance, the Diocesan Secretary and a General Synod representative from each diocese) also had an opportunity to comment on the emerging budget.

2014 budget in the context of the Financial Strategy Review

6. The Council's 2014 budget is the fourth to be prepared within the framework established by the Financial Strategy Review (GS 1731)¹ which set spending priorities for 2010-2015. A key aim within this financial framework was for the overall apportionment funded by the dioceses in 2011 and 2012 to increase by no more than 0.5% below the rate of inflation in each of those years, and by no more than the rate of inflation in 2013-2015.
7. The Council recognises that parishes and dioceses have faced greater financial challenges than anticipated when the review was presented. To that end, each year since the review was endorsed by General Synod in July 2009, dioceses have been asked to fund an apportionment increase lower than what could have been requested had it simply met the demands of the financial framework.
8. The apportionment request for 2014 is 3.9% above the level in 2010. Comparative increases over this period (using consensus forecasts for 2013 and 2014²) are Retail Price Index (RPI): 15.0%; Consumer Price Index (CPI): 12.7% and Average Earnings Index (AEI): 7.6%.
9. The annualised budgetary changes to the apportionment (and the three comparative indices) over this period are shown in the following chart:

¹ <http://www.churchofengland.org/media/39324/gsl731.pdf>

² Source: HM Treasury Forecasts for the UK economy May 2013: RPI: 3.2% and 3.1%, CPI: 2.7% and 2.5%, average earnings: 1.7% and 2.4%.



10. The change in apportionment by Vote across the 2010-2014 timeframe, together with the weighted impact on the change in overall apportionment is shown in Table 1 below:

<u>Table 1: comparison of apportionment 2010-2014</u>	Vote	Change in apportionment		Weighted impact on apportionment	
		%	%p.a.	%	%p.a.
Training for Ministry	1	9.9	2.4	4.2	1.1
National Support	2	(3.9)	(1.0)	(1.5)	(0.3)
Grants and Provisions	3	(19.5)	(5.3)	(1.1)	(0.3)
Mission Agencies Pensions	4	(11.0)	(2.9)	(0.3)	(0.1)
Clergy Retirement Housing	5	21.5	5.0	2.5	0.6
TOTAL		3.9	1.0	3.9	1.0

11. Chart 1 and Table 1 above illustrate that – in line with priorities identified within the Financial Strategy Review – greater emphasis has been placed on funding grants for ordination training (Vote 1) and clergy retirement housing (Vote 5). Taken together, these two Votes have increased the overall apportionment by an average of 1.7% per annum since 2010. Savings in Votes 2,3 and 4 have reduced the overall average apportionment increase to an average of 1.0% per annum over this period.

12. A brief summary of the key issues within the 2014 budget, by Vote, is set out below.

Vote 1: Training for Ministry

13. This budget funds costs associated with ordination training, acknowledging that the training of future clergy is a national responsibility. It is the Church’s policy to train all those who are recommended by their Bishop after a process of discernment including a selection panel. The financial systems (including the pooling of additional maintenance costs for ordinands paid by dioceses: £5.3 million in 2012/13) are designed to ensure that dioceses should not suffer financially if they put forward a larger than average number of ordinands.

14. Training for Ministry (Vote 1) expenditure is budgeted to increase by 4.0% in 2014. Around one quarter of this increase is as a result of needing to provide for an increase of almost 19.0% on the university fees budget. It is anticipated that the new “Common Awards” national validation agreement with the University of Durham will provide opportunities for significant cost economies once fully operational - by September 2016. It is also worth noting that to help mitigate the known increase in university fees, from September 2012 it was agreed (see GS 1836) to limit the pooling of maintenance costs for candidates to those candidates who can be ordained by the time they are 50 years of age having completed their normal training.

15. The Archbishops' Council has included a budgeted drawdown of £91,000 from its reserves in 2014 rather than pass on the entire £13.066 million Training for Ministry net expenditure budget to the dioceses via the apportionment.
16. As a result, the sum requested from the dioceses for Vote 1 is £12.975 million – an increase of 3.3% on the 2013 level.

Vote 2: National Church Responsibilities

17. This budget covers the costs of work supporting the Church's ministry and mission to the nation that needs to be undertaken, or is most effectively and/or efficiently carried out, at national level.
18. The net expenditure budget for 2014 is around £550,000 (5.1%) below its equivalent for 2013. In addition to continued tight control of divisional expenditure, there are three main reasons for this reduction. Firstly, the budget sees the introduction of a vacancy provision (of around 3% of departmental expenditure – in line with the average underspend against budget over the past ten years). Secondly, depreciation in 2014 is almost £130,000 lower than in 2013 as 2013 was the final year of depreciation for the SAP Finance system. Thirdly, through a combination of more efficient use of office space and a lower service charge, the accommodation budget has been reduced by £135,000. In addition the 2014 budget includes the planned use of £240,000 from the Council's restricted funds (£42,000 more than the 2013 budget) and a drawdown of £192,000 from reserves (£123,000 less than the 2013 budget).
19. The 2014 net expenditure budget of £10.089 million is 2.1% below the 2010 budget level presented to General Synod alongside the Financial Strategy Review in July 2009. A significant reason for this has been the reduction of 23.3 full-time equivalent posts (FTE) – over 15% of those funded by the Council. 8.6FTE posts were lost as a result of the outsourcing of Church House Publishing in summer 2009 (after the 2010 budget had been finalised). The remaining 14.7FTE posts supported other aspects of the Council's work – representing just over 10% of the staff complement in those divisions at the start of the strategy review period.
20. The sum requested from the dioceses for Vote 2 in 2014 is £9.897 million, 4.1% below the 2013 level – and its lowest level since 2005.

Vote 3: Grants and Provisions

21. This budget comprises contributions to the Anglican Communion, Ecumenical activities, the Council's Legal Costs Fund and other grants.
22. The grant to the Anglian Communion Office is budgeted to increase by 3.0% in 2014 and most other grants are held at the 2013 level.
23. The 2014 budget includes provision for a new £30,000 grant for Fresh Expressions (the equivalent of £40,000 per annum) with effect from April 2014 – following the end of a five year time limited grant from the Church Commissioners.
24. In view of the sizeable balance within the Legal Costs Fund (which includes the Legal Aid Fund that General Synod is required by Measure to maintain to meet the costs of ecclesiastical legal aid awarded by the Legal Aid Commission) the Council considers that it is appropriate to reduce the 2014 contribution to the fund to £30,000 – a decrease of 40% on 2013 budget.
25. In total, the 2014 budget has net expenditure of £1.269 million – a decrease of 1.2% on the 2013 budget.
26. The budgeted call on reserves in 2014 is reduced from £64,000 in 2013 (which included £30,000 for the once in seven years WCC Assembly and £8,000 associated expenses of Church of England representatives) to £33,000 (i.e. effectively funding the provision for the new Fresh Expressions grant). As a result of this lower drawdown from reserves, the sum requested from the dioceses to fund Vote 3 in 2014 is 1.2% more than 2013 at £1.236 million.

Vote 4: Mission Agency Clergy Pension Contributions

27. The Vote 4 budget provides for the pension contributions in respect of clergy who serve with the Partnership for World Mission agencies.
28. For many years the number of clergy whose pension contributions are funded from Vote 4 had been declining (from 128 Full-Time Equivalents (FTE) in 2004 to a low point of 78FTE in early 2012) but this trend reversed in mid-2012 to such an extent that the forecast drawdown from Vote 4 reserves will be around £200,000 in 2013 – some £80,000 more than envisaged when the 2013 budget was put before General Synod last year. Following consultation with the mission agencies it is considered appropriate to budget for the maintenance of the current level (87 FTE) of qualifying clergy in 2014 – still well down from the 2004 FTE numbers peak.
29. Given the substantial use of reserves that is forecast to be required this year it is considered prudent, particularly with the uncertainty over the contribution rate that will be payable once the triennial review of the Church of England Funded Pension scheme is concluded, to plan on the basis of meeting all £0.740 million net expenditure in 2014 (an increase of 14.7%) from the diocesan apportionment (an increase of 40.9%). Despite this significant increase the recommended Vote 4 apportionment in 2014 will be 11% below its 2010 cost peak.

Vote 5: Clergy Retirement Housing

30. The Vote 5 budget provides grant assistance to the Church of England Pensions Board to help fund the cost of the subsidy for the Church's Housing Assistance for the Retired Ministry (CHARM) scheme which ensures that all clergy have access to housing upon their retirement.
31. The Council has committed itself to meeting net expenditure increases of 5.0% per annum to the end of 2015. In 2013 the amount collected from the dioceses will exceed expenditure by around £139,000 to enable reserves to be built up towards their target level. In 2014 expenditure will need to rise by £188,000 to meet the required 5.0% increase in grant to the Pensions Board. The amount requested from the dioceses needs to increase by only 1.3% (around £50,000) so as to ensure all Vote 5 expenditure is funded via the apportionment in 2014.

The pooling adjustment

32. As noted in paragraph 13 above, in addition to the basic maintenance provided from Vote 1, married ordinands and some single ordinands are supported by additional payments from their sponsoring diocese. Such payments made in accordance with Ministry Division guidelines are 'pooled' amongst all dioceses and shared using the apportionment formula. The 'pooling adjustment' to be applied alongside the 2014 budget relates to grants paid by dioceses to ordinands in the academic year 2012/2013.

Apportionment

33. The apportionment of the budget across the dioceses is set out on page 35. It is based on the formula agreed by General Synod in 2001 with minor amendments made following limited reviews in 2005³ and 2008⁴.
34. The 2008 modification saw the imposition of a cap which guarantees that the maximum apportionment increase to be requested from any diocese will be no more than a fixed percentage above the overall apportionment increase (before the pooling adjustment in respect of additional maintenance costs for ordinands). The Archbishops' Council has decided that the cap for 2014 should be set at two percentage points – the same level as has applied in each year since its inception in the 2009 budget.

³ GS Misc 779

⁴ GS Misc 888 - <http://www.churchofengland.org/media/1229440/gsmisc%20888.pdf>

35. Two apportionment tables are provided. Table A is based on the current diocesan structure. Table B covers the situation if the Bradford, Ripon and Leeds and Wakefield reorganisation scheme is approved by the Synod and if articles 3 and 4 (relating to the dissolution of the existing dioceses and the formation of the diocese of Leeds) come into operation during 2014. In this eventuality apportionment table B would be used on a pro rata basis from when articles 3 and 4 come into operation, reflecting the new diocesan structure including the effect of parish transfers.

Reserves

36. The Archbishops' Council reviews its reserves policy ranges annually to ensure that reserves are adequate to manage variations in the pattern of income and expenditure and to provide a modest cushion against unanticipated and unavoidable adverse variations against budget, without being excessive.
37. During the preparation of its 2014 budget, the Archbishops' Council decided to reduce its target reserve level for Vote 1 (from $2\frac{5}{8}$ to $2\frac{1}{4}$ months' net expenditure), and aims to bring all its reserves to their target levels (as set out on page 34) by the end of 2016.

Conclusion

38. General Synod is invited to approve the Archbishops' Council's budgeted expenditure (net of income from sources apart from diocesan contributions) for 2014 as shown in Table 2 below, together with the apportionment to dioceses, as summarised in Table 3 below:

Table 2		2014 budgeted net expenditure	% inc/(dec) vs 2013 budget
Vote 1	Training for ministry	£13,066,150	4.0
Vote 2	National Church responsibilities	£10,088,945	(5.1)
Vote 3	Grants & Provisions	£1,269,161	(1.2)
Vote 4	Mission agency clergy pension contributions	£739,500	14.7
Vote 5	CHARM	£3,953,896	5.0
TOTAL		£29,117,651	0.8

39. This budget would result in the following apportionment to dioceses:

Table 3		2014 budgeted apportionment	% inc/(dec) vs 2013 budget
Vote 1	Training for ministry	£12,975,419	3.3
Vote 2	National Church responsibilities	£9,897,000	(4.1)
Vote 3	Grants & Provisions	£1,235,774	1.2
Vote 4	Mission agency clergy pension contributions	£739,500	40.9
Vote 5	CHARM	£3,953,896	1.3
TOTAL		£28,801,589	0.9

	Actual 2012 £'000s	Budget 2013 £'000s	Forecast 2013 £'000s	Draft Budget 2014 £'000s	Illustrative Forecast 2015 £'000s	inc/(dec) Draft Bud '14 v Bud 2013 %	inc/(dec) illustrative '15 v Draft Bud'14 %
Vote 1 Training for Ministry							
Income	(14)	(15)	(15)	(15)	(15)	-	-
Expenditure	11,960	12,574	12,569	13,081	13,324	4.0	1.9
Net expenditure	11,946	12,559	12,554	13,066	13,309	4.0	1.9
Diocesan Contributions	(12,364)	(12,559)	(12,559)	(12,975)	(13,219)	3.3	1.9
Movement (to)/from Reserves	(418)	-	(6)	91	90		
Vote 2 National Church Responsibilities							
Income	(316)	(275)	(265)	(245)	(230)	(10.9)	(6.1)
Expenditure	10,214	10,911	10,797	10,334	10,547	(5.3)	2.1
Net expenditure	9,899	10,636	10,532	10,089	10,317	(5.1)	2.3
Diocesan Contributions	(10,140)	(10,322)	(10,322)	(9,897)	(9,950)	(4.1)	0.5
Movement (to)/from Reserves	(241)	315	210	192	367		
Vote 3 Grants							
Net Expenditure	1,384	1,285	1,285	1,269	1,264	(1.2)	(0.4)
Diocesan Contributions	(1,376)	(1,221)	(1,221)	(1,236)	(1,264)	1.2	2.3
Movement (to)/from Reserves	8	64	64	33	-		
Vote 4 Mission Agency / Clergy Pensions							
Net Expenditure	671	645	725	740	754	14.7	2.0
Diocesan Contributions	(685)	(525)	(525)	(740)	(754)	40.9	2.0
Movement (to)/from Reserves	(14)	120	200	-	-		
Vote 5 CHARM							
Net Expenditure	3,583	3,766	3,766	3,954	4,152	5.0	5.0
Diocesan Contributions	(3,586)	(3,904)	(3,904)	(3,954)	(4,152)	1.3	5.0
Movement (to)/from Reserves	(3)	(139)	(139)	-	-		
TOTAL Votes 1-5							
Net Expenditure	27,483	28,891	28,861	29,118	29,796	0.8	2.3
Diocesan Contributions	(28,151)	(28,531)	(28,531)	(28,802)	(29,339)	0.9	1.9
Movement (to)/from Reserves	(669)	360	330	316	457		

Training for Ministry budget (Vote 1)

The Vote 1 budget covers the majority of the costs of training clergy for deployment in the Church of England. It excludes the costs of family maintenance grants which are made by dioceses and in 2012/13 amounted to £5.3m.

<u>Budget 2014:</u>	£12,975,419	Diocesan Contributions
	£13,066,150	Net Expenditure

The scope of the Vote 1 budget

40. The Vote 1 budget covers the tuition costs, university fees, colleges and personal maintenance, book and travel costs of sponsored students prior to ordination.
41. From September 2012, institutions are funded on a fee per student basis, with a standard amount being paid per full time equivalent ordinand. Full time equivalence for this purpose is based on the standard training pathway at the college or regional course. For the 2012/3 academic year only, a transitional arrangement is in place to protect institutions from experiencing large swings in their funding due to the introduction of the fee per student system.
42. Students undertaking full time residential college training receive a means tested maintenance and personal grant from the Vote 1 budget at differential rates depending on whether they occupy college or privately-owned accommodation. The sponsoring dioceses meet the additional cost of the means tested family support for married students and some supplementary maintenance for single persons whilst at college. This additional expenditure (£5.3 million in 2012/3 which includes an adjustment of £150,000 in respect of the previous academic year) is pooled and apportioned across the dioceses provided it is in accordance with guidelines issued by the Ministry Division, as explained below.
43. Students training on regional courses are supported with book and travel grants paid from the Vote 1 budget. Ordained Local Ministry (OLM) schemes are now fully incorporated into regional courses for funding purposes.

Re-imagining Ministry

44. In 2010, the General Synod agreed three linked priorities for the next five years in the life of our Church: serving the common good; growing the Church; and re-imagining ministry both lay and ordained. In the words of the then Archbishop of Canterbury we are called: “To re-shape or re-imagine the Church’s ministry for the century coming so as to make sure that there is a growing and sustainable Christian witness in every local community”.
45. As the principles of Re-imagining Ministry articulate and shape the direction of ministry, future budgets will need to ensure that adequate resources are made available to support this direction.

Common Awards

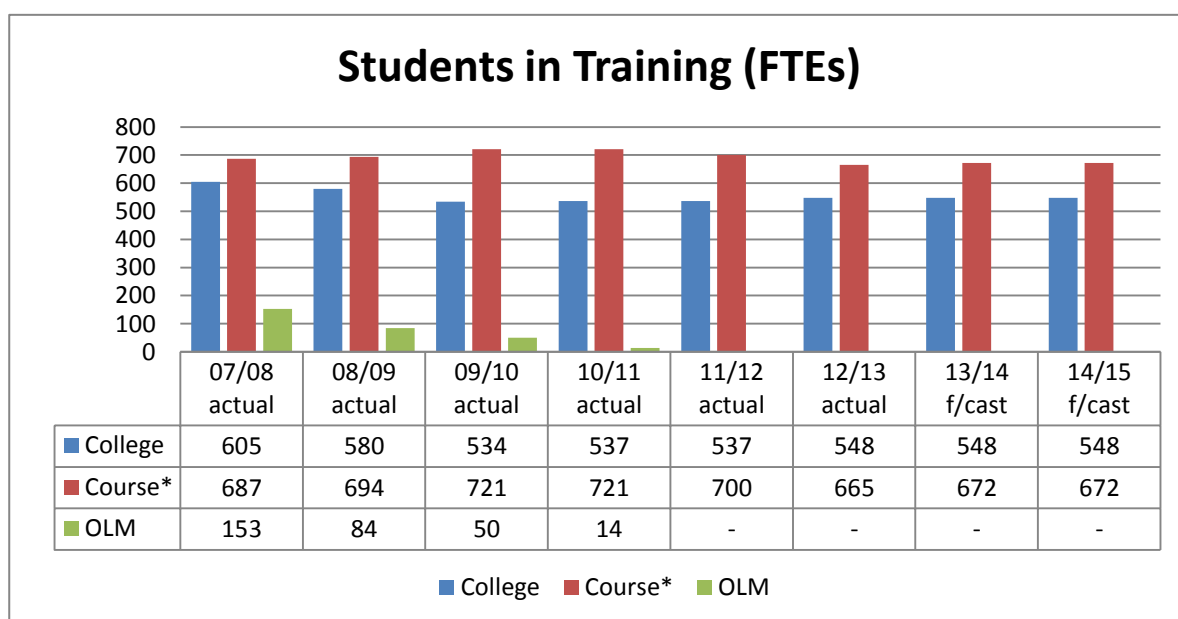
46. The Sheffield Report of 2011⁵ made a number of recommendations aimed at reducing the impact of rising university validation and tuition fees. These have been developed, and in April 2013 the Archbishops’ Council signed a contract with the University of Durham to provide a national validation service to all Church of England ordinands other than those studying on pathways which are recognised as being eligible for exception. This national validation agreement has become known as the “Common Awards”.

⁵ GS1836

47. This has been a very major piece of work for Ministry Division and the colleges and courses, and has only been achieved through the whole-hearted support and participation of the theological education institutions. Ministry Division is immensely grateful to all of its colleagues in the colleges and courses who continue to commit very significant amounts of time and effort to ensuring the successful implementation of the Common Awards programme.
48. The first courses to be taught under Common Awards will commence in September 2014. While this is a year later than originally intended, the delay is justified by the extra time it allows all involved in Common Awards to prepare thoroughly for their introduction. Students already in training at September 2014 may have the opportunity to transfer to the Common Awards if they meet certain criteria, and it is expected that by September 2016 all ordinands will be studying under Common Awards unless they are following a recognised excepted pathway.
49. Common Awards have the potential to provide significant cost benefits once fully operational. Ordinands should experience a greater degree of commonality in the academic training they receive (whilst allowing institutions to exercise flexibility in how the programmes are delivered) which will be of benefit to dioceses in planning post-ordination training (IME4-7).

Methodology used in drawing up the training budget

50. In order to prepare the training budget it is necessary to estimate the numbers entering training at the start of the next two academic years and the training pathways they will follow.
51. Recommended candidates may enter training at the start of the next academic year provided they attend a Bishops Advisory Panel (BAP) by the cut off date – from 2012 this date was extended to 30th June in order to accommodate the workloads of DDOs, as well as the expected increase in the number of candidates being presented for BAPs. Until December 2012 the intake for each college was restricted to a Bishops’ Agreed Maximum (BAM) (applicable to Church of England ordinands only⁶). Following review by the House of Bishops this restriction was abolished with effect from September 2013.
52. Analysis of full-time equivalent (FTE) students in training in recent years is shown in the chart below.



*Course numbers include those candidates undertaking diocesan pre-theological training. It is estimated that eight students will fall into this category in the two forthcoming academic years.

⁶ i.e. there is no restriction on the number of independent students that a college or course can recruit

Costs

53. The cost of training is based on the average cost for each type of training in the previous academic year adjusted for expected cost increases. The following assumptions have been made in arriving at the 2014 budget:
- Tuition costs are expected to increase by 2.4% for colleges and by 2.1% for courses in 2013/2014 and 2014/2015. These projections take account of the increase in the National Stipend Benchmark of 2.0% from April 2013 and an estimated 2.0% from April 2014.
 - Maintenance grants and allowances to students are projected to increase by 2.5% in both 2013/2014 and 2014/2015 due to cost inflation.
 - OLM schemes have reduced in number in recent years, and are now fully incorporated into regional courses for funding purposes.
 - Pre-theological education costs are projected to remain stable at around £5,000 per annum.
54. As noted last year, university fees will increase substantially from September 2012 as a result of the forthcoming changes to the funding of Higher Education. The Bishop of Sheffield's Working Group (set up to look into the Church's response to this) calculated that, on the basis of information received from training institutions in early 2011, the additional cost to Vote 1 could be in excess of £600,000. It recognised that such increases were not tenable and identified a number of proposals, adopted by General Synod in July 2011, to mitigate the increase as far as practicable.
55. Under these proposals, from September 2012 the amount paid for university validation fees has been limited to £700 per FTE student (£469 for those studying on part-time courses based on the same total fee being paid for a two year residential course of study as for a three year non-residential course). This applies to all ordinands in training at September 2012 for the duration of their training. Common Awards will be introduced from 2014 which should reduce the validation fee per student to below £700 per FTE.
56. By adopting the Sheffield Working Party proposals, the full year impact of higher university fees on Vote 1 would be in the region of £400,000. This increase will be phased in over three academic years – £70,000 was added to the Vote 1 budget for 2012, a further £134,000 was added for 2013 and £140,000 is being added in 2014. It should be noted that the Sheffield Report provided for the mitigation of the increase in Vote 1 through the introduction of restrictions on eligibility for pooled diocesan family support. These restrictions came into force in September 2012, and their effectiveness will be seen in forthcoming years.

Average Cost

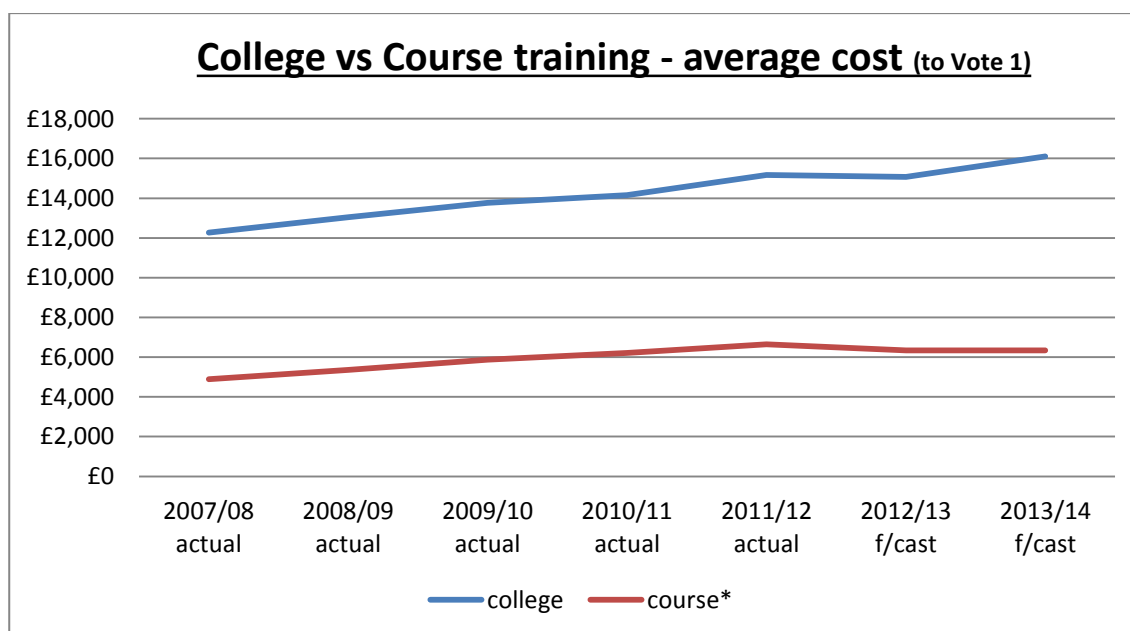
57. The budgeted average annual cost per ordinand to Vote 1 in 2013/14 of the different types of training are shown in the following table:

	Course (£)	Mixed mode (£)	Residential (£)
Tuition fees	5,510	6,612	7,890
University fees ⁷	244	920	1,589
Maintenance grants and allowances ⁸	827	2,680	6,303
Total	6,581	10,212	15,782

⁷ The figure for mixed-mode and residential includes fees for recognised high-cost pathways, which may be up to £4,500 per ordinand per year

⁸ This is a composite figure - single and married ordinands receive maintenance grants at differential rates

58. It should be noted that the figures in the above table are based on averages and standard payments across the entire cohort of ordinands, and the funding made available to or on behalf of any individual ordinand may vary from these figures depending on personal circumstances.
59. The length of college training may be 2 or 3 years – the average being 2.5 years. Thus the average total training costs to Vote 1 of college-based students is £39,455 based on current costs. An additional average of £11,900 (for the 2012/13 academic year) is paid by sponsoring dioceses in poolable Additional Maintenance Grants for married ordinands. An additional average of £1,330 (2012/13) is payable by sponsoring dioceses in poolable Additional Maintenance Grants for single ordinands.
60. In comparison the average length of regional course training is currently 2.7 years, the average total training costs therefore being £17,769.
61. The comparative training costs to Vote 1 of different types of training in each budget year since 2007/08 are shown in the graph below. (It should be noted that in most cases married ordinands in college training also receive a diocesan family maintenance grant at an average of £1,330).



* Course costs include mixed mode training.

62. It is important to note that the above chart shows arithmetic averages only. The cost of individual students can be significantly higher or lower depending on the level of university fees and other factors. In general, the cost of training an ordinand residentially is within the range £13,400 to £19,600 per annum depending upon personal circumstances and the course of study followed. The equivalent cost for non-residential training is within a £6,300 to £13,000 range. In very exceptional cases, the cost of training may fall outside these ranges if the ordinand has specific requirements that can be met within the terms of Vote 1.

Tuition Fees

63. Until September 2012 institutions were funded by means of block grants to meet the tuition costs of students. From September 2012 funding has been on a “fee-per-student” basis, whereby the institutions receive a set amount per student irrespective of the number of students they have. For the academic year 2013/2014 the annual fee per student has been set at £7,890 for colleges and £5,510 for courses. Mixed mode training undertaken non-residentially attracts a tuition fee of 1.2x the standard non-residential course fee.

64. The move to the fee-per-student basis was intended to be broadly cost-neutral. In this first year of operation a transitional adjustment has been made whereby only 50% of the difference between what an institution would get under the old and new systems has been applied. From the academic year 2013/14 no further transitional allowances will be applied.

University Fees

Taught pathways

65. A small percentage of ordinands are enrolled directly as students of a university as part of their training and receive part or all of their teaching directly from the university - either by its own staff or college staff in their roles as university staff. The fees charged by the universities in respect of students following these pathways have risen in line with the general rise in tuition fees (for some pathways more than doubling the costs to the Church). However in most cases there is a partial flow back of fees from the university to the training institution in recognition of the amount of teaching done by the college's own staff.

66. The costs are uneven across the sector, with many universities charging the maximum £9,000 per student per year, while others are charging less. The Sheffield Report recommended that the payment of university tuition fees be capped at 50% of the maximum chargeable, thereby limiting the amount payable from Vote 1 to £4,500 per ordinand. This restriction has been applied from September 2012. This has meant that some for some pathways Vote 1 does not cover the entire tuition cost. Therefore we are very grateful to an external charity which is funding the shortfall between the fee chargeable and the Vote 1 contribution, thus enabling ordinands to study on these pathways.

Validated pathways

67. The majority of students are enrolled in courses which are taught by a theological college or course but validated by a university. Validation fees are charged by universities in different ways. Some charge a block fee for the whole course. Others have a set charge per student. Others have a fixed charge per module or Higher Education (HE) credit unit.

68. Again, different training routes have been affected in different ways. In some places costs have not risen significantly, especially where students have not been within a university's numbers as defined for funding purposes by the Higher Education Funding Council for England (HEFCE). In others, costs have started to rise significantly, because the university is compensating for the loss of HEFCE funding for students on validated programmes through a much larger validation fee. The restrictions outlined above provide some protection to the Vote 1 budget.

Deployment of Ordinands into training posts

69. The numbers deployed into training posts in 2012 and so far in 2013, together with the expected numbers seeking title posts in 2014, are set out below. It is expected that the vast majority of candidates trained for stipendiary ministry will find suitable training posts.

Deployment to Title posts

	2012	2013	2014
Stipendiary*	272	299	314
Self Supporting & OLM	210	174	206

*Reflects some candidates deferring from earlier years

70. Forecasts show a steep decline (given present trends) in the number of stipendiary clergy in the next 10 years. Work will be needed to assess workforce needs and consider how these may be best met through a combination of paid and self-supporting ministries. It is clear that investment in the training of priests remains a strategic priority.

Vote 1 Budget

	Academic Year Forecast 2012/13	Revised Forecast 2013	Academic Year Forecast 2013/14	Draft Budget 2014	Academic Year Forecast 2014/15
GS1872					
2013					
£		£	£		
TUITION COSTS					
Colleges	4,169,560	4,225,400	4,323,700	4,364,555	4,427,800
Courses	3,558,570	3,594,900	3,658,600	3,684,066	3,735,000
Pre Theological Education	5,100	5,135	5,200	5,305	5,514
7,873,300	7,733,230	7,825,435	7,987,500	8,053,926	8,168,314
UNIVERSITY FEES					
Colleges	748,600	809,700	870,800	934,900	999,000
Courses	124,200	143,100	162,000	181,950	201,900
941,140	872,800	952,800	1,032,800	1,116,850	1,200,900
ORDINAND ALLOWANCES AND MAINTENANCE					
Colleges	3,331,300	3,372,200	3,454,000	3,482,875	3,540,600
Courses	535,800	540,300	549,100	553,766	563,100
Disability and Dyslexia Grants	39,400	39,732	40,400	40,733	41,400
3,922,900	3,906,500	3,952,232	4,043,500	4,077,374	4,145,100
(163,000)	(160,100)	(161,700)	(165,000)	(167,000)	(168,800)
12,574,340	12,352,430	12,568,767	12,898,800	13,081,150	13,345,514
(15,000)	(15,000)	(15,000)	(15,000)	(15,000)	(15,000)
12,559,340	12,337,430	12,553,767	12,883,800	13,066,150	13,330,514

Details of tuition grants paid to Colleges in the academic year 2012/13

College	FTE Ordinands	Total Tuition Funding £
Cranmer Hall Durham	40	301,767
Mirfield	23.6	179,050
Oak Hill	44	336,894
Queen's College Birmingham	24.5	162,507
Ridley Hall Cambridge	71	536,830
Ripon College Cuddesdon	65	496,125
St John's College Nottingham	63.25	489,384
St Stephen's House Oxford	25	164,433
Trinity College Bristol	71	563,856
Westcott House Cambridge	67.5	522,701
Wycliffe Hall Oxford	52.3	408,309
St Michael's Llandaff	1	7,704
	548.15	4,169,560

These numbers do not include a further 7 ordinands in excess of Colleges' Bishops' Agreed Maximum and not in receipt of tuition grants from Vote 1.

The total maintenance fees and personal grants paid to residential students (including mixed-mode students) in 2012/13 was £3,331,300.

The total university fees paid in respect of ordinands following college based training in 2012/13 was £748,600.

Details of block grants paid to Courses in the academic year 2012/13

Course	FTE Ordinands	Total Block Funding £
Bristol OLM pathway (based at Trinity College)	11.1	59,954
Lincoln School of Theology	33	159,135
Eastern Region Ministry Course	53	290,380
Lancs and Cumbria Training Partnership	21	113,694
Lindisfarne RTP	17	85,666
St Mellitus College *	121.7	629,535
Oxford Ministry Course	34.25	188,650
South North West Training Partnership	62	341,372
South Central Regional Training Partnership	15.3	71,283
Southern Theological Education and Training Scheme	58.2	346,939
South East Institute for Theological Education	62.6	342,991
South West Ministerial Training Scheme	39	207,094
Queen's Foundation (Course)	44	228,022
West of England Ministerial Training Course (WEMTC)		
**	26.25	146,558
Yorkshire Ministry Course	51.7	286,873
Wycliffe Hall p/t pathway	4.2	22,659
St John's College Nottingham p/t pathway	7	37,765
	661.3	3,558,570

* incorporating North Thames Ministerial Training Course

** WEMTC is now incorporated into the Oxford Ministry Course

The total amount of travel and book grants paid to ordinands on regional courses during 2012/13 was £535,800.

The total university fees paid in respect of ordinands following course based training in 2012/13 was £124,200.

Pooling of additional maintenance grants for students

71. In addition to the basic maintenance provided from Vote 1, married students and some single students are supported by additional payments from their sponsoring diocese. If additional payments are made following the guidelines issued by the Ministry Division then the cost is pooled amongst all dioceses and shared in accordance with the apportionment formula that includes an element of mutual support.
72. As noted earlier, the General Synod in July 2011 accepted the Sheffield Report's recommendation to "limit the pooling of maintenance costs for candidates to those candidates who can be ordained by the time they are 50 years of age having completed their normal training". This new policy came into effect in September 2012.
73. The pooling of additional maintenance grants was further changed in 2011, moving to an academic year basis from a calendar year basis - 2011 representing the transitional year from previous to new arrangement. Pooled expenditure in the 2012/13 academic year, reflected in the apportionment for 2014, is £5.3million (including the adjustment in respect of the previous year). The pooling adjustment will continue to be made alongside the apportionment for administrative convenience.

POOLING TOTALS 1.9.2012 TO 31.8.2013					
	DIocese	Married	Unmarried	Adjust *	2012/13 Total
1	Bath and Wells	83,156	1,000	-3,443	80,713
2	Birmingham	63,958	2,860	520	67,338
3	Blackburn	138,375	0	4,597	142,972
4	Bradford	38,651	1,430	-1,400	38,681
5	Bristol	115,366	5,319	0	120,685
6	Canterbury	86,487	2,860	7,114	96,461
7	Carlisle	9,746	1,430	-5,575	5,601
8	Chelmsford	182,093	10,957	3,936	196,986
9	Chester	166,134	8,466	-479	174,121
10	Chichester	350,882	6,280	17,842	375,004
11	Coventry	30,710	2,860	0	33,570
12	Derby	80,952	0	-20,296	60,656
13	Durham	50,904	6,998	1,219	59,121
14	Ely	159,023	7,624	350	166,997
15	Exeter	105,013	16,698	-1,949	119,762
16	Gloucester	131,739	1,430	-4,338	128,831
17	Guildford	111,733	4,290	48	116,071
18	Hereford	42,075	2,623	535	45,233
19	Leicester	45,522	5,720	0	51,242
20	Lichfield	£162,322	9,576	35,772	207,670
21	Lincoln	0	0	0	0
22	Liverpool	129,485	4,290	-453	133,322
23	London	761,095	22,342	59,942	843,379
24	Manchester	188,454	8,580	1,999	199,033
25	New castle	45,570	4,290	-3,654	46,206
26	Norw ich	17,945	2,860	172	20,977
27	Oxford	283,505	17,160	11,597	312,262
28	Peterborough	30,012	2,860	0	32,872
29	Portsmouth	32,678	0	1,147	33,825
30	Ripon	59,664	3,148	4,335	67,147
31	Rochester	134,584	4,090	5,786	144,460
32	St Albans	168,265	17,246	9,335	194,846
33	St Edm and Ips	50,250	4,290	-370	54,170
34	Salisbury	153,827	2,860	-297	156,390
35	Sheffield	95,914	0	10,563	106,477
36	Sodor and Man	0	0	0	0
37	Southw ark	257,002	13,791	11,451	282,244
38	Southw ell	96,498	1,430	1,328	99,256
39	Truro	13,488	2,860	0	16,348
40	Wakefield	66,528	0	0	66,528
41	Winchester	104,919	5,720	1,030	111,669
42	Worcester	0	2,308	0	2,308
43	York	51,625	8,580	290	60,495
44	Europe	34,155	4,790	1,501	40,446
45	Armed Forces	5,407	0	0	5,407
	TOTAL	4,935,711	231,916	150,155	5,317,782

* Adjust show s the difference betw een estimated and actual expenditure for 2011/12

NATIONAL CHURCH RESPONSIBILITIES (VOTE 2)

	Budget 2012 £'000s	Actual 2012 £'000s	Budget 2013 £'000s	Forecast 2013 £'000s	Budget 2014 £'000s	Jan '14 Staffing FTE
AC main divisions						
Central Secretariat	1,828,011	1,823,942	1,837,289	1,837,927	1,838,068	22.2
Ministry Division	1,351,285	1,341,615	1,403,813	1,391,223	1,397,551	19
Education	717,706	697,115	749,481	739,578	730,605	8.5
Mission & Public Affairs	1,201,769	1,049,793	1,285,786	1,283,444	1,264,449	17.1
Cathedral & Church Buildings	845,715	825,407	844,162	845,545	859,217	14.3
Projects & Development	99,996	218,634	102,963	102,221	103,787	1
Shared Services departments *						
AC managed depts						
Communications	425,945	458,324	453,169	444,625	450,141	5.5
Human Resources	386,246	375,119	407,835	429,129	391,971	5.3
Legal	634,890	639,444	654,329	642,169	635,497	6.4
CC managed depts						
Finance & Resources	871,583	871,878	880,474	889,541	886,626	15.1
IT & Office Services	472,230	478,225	479,861	499,913	501,058	7.6
Records	189,909	189,795	204,341	204,930	209,487	2.8
PB managed dept						
Internal Audit	77,463	70,151	76,484	78,151	78,285	1.1
Other National Support costs						
Church House Publishing	(57,685)	(67,683)	(42,778)	(52,245)	(40,640)	1.6
Accommodation	1,230,518	1,065,022	1,287,554	1,139,050	1,174,507	-
Depreciation	161,665	161,666	161,665	161,665	33,335	-
Vacancy Provision	-	-	-	-	(280,000)	-
Contingency	100,000	16,042	125,000	160,000	100,000	-
	10,537,249	10,214,489	10,911,428	10,796,865	10,333,945	127.5
General Income	(305,000)	(315,786)	(275,000)	(265,000)	(245,000)	
Expenditure (net of general income)	10,232,249	9,898,703	10,636,428	10,531,865	10,088,945	
Less Diocesan Contributions	(10,140,000)	(10,140,000)	(10,321,700)	(10,321,700)	(9,897,000)	
Movement (to)/from Reserves	92,249	(241,297)	314,728	210,165	191,945	

* Staffing numbers shown for Shared Service departments represent the FTE equivalent of posts that the Archbishops' Council finances - i.e. NOT total staff within those departments

National Church Responsibilities (Vote 2)

This budget covers the costs of work in support of the Church's ministry and mission to the nation that needs to be undertaken, or is most effectively and / or efficiently carried out, at national level.

<u>Budget 2014:</u>	£9,897,000	Diocesan Contributions
	£10,088,945	Net Expenditure

74. The 2014 budget has been prepared alongside divisional work plans that focus on working towards the achievement of the Council's strategic objectives within the context of the three quinquennial themes that were considered to provide a robust framework for the work of the Church of England at national level over the 2011-2015 lifetime of this Synod⁹, i.e.:

- contributing as the national Church to the common good;
- facilitating the growth of the Church;
- re-imagining the Church's ministry.

Central Secretariat

(including Council for Christian Unity, Research & Statistics and the Secretary General of the Archbishops' Council)

<u>Director:</u>	Dr Jacqui Phillips (Clerk to the Synod)
<u>Number of Staff:</u>	24 staff (22.2 FTE)
<u>Budget 2014 (net):</u>	£1,838,068

75. As well as supporting the work of bodies such as the General Synod, The Archbishops' Council and the House of Bishops, the main anticipated focusses of work in 2014 are:

- completion of the Dioceses' Commission's work on the Yorkshire dioceses (subject to General Synod's approval) and undertaking work on the provincial boundary;
- supporting the synodical process for alternative Baptism texts;
- facilitating completion and publication of the Faith & Order Commission's Senior Church Leadership programme;
- establishing working relations with the Black Majority Churches to enable the start of theological conversations;
- establishing clear plans and structures for the next phase of the Church of England's relations with the Methodist Church;
- undertaking a church census with ecumenical partners;
- establishing a diocesan interface with centrally held databases.

⁹ GS1815

Ministry

<u>Chair:</u>	The Rt Revd Steven Croft, The Bishop of Sheffield
<u>Director:</u>	The Ven. Julian Hubbard
<u>Number of Staff:</u>	22 (19.0 FTE) and 4 (1.4 FTE) Honorary staff
<u>Budget 2014 (net):</u>	£1,397,551

76. The **Ministry Division** has set itself a number of objectives for 2014, including:

- To ensure a successful transition to the common suite of validated awards for ordinands including aiming to extend their scope to Readers and IME 4-7;
- To increase the number of young vocations and extend the strategy to the encouragement of vocations from Black & Minority Ethnic communities;
- To develop the provision of data and consultancy for dioceses on ministerial deployment and strategic planning in light of changing patterns of ministry;
- To implement the proposals made in the light of the Continuing Ministerial Development (CMD) review in order to improve its quality and take-up in dioceses;
- To use the results from the Experiences of Ministry survey and information from dioceses to address how to support the ministry of incumbents;
- To encourage the deeper integration of Fresh Expressions and Pioneer ministry with planning for traditional ministry in vocations, selection training and deployment;
- To review the fields of lay witness, discipleship, ministry and participation in church life and make proposals for “turning the rhetoric of lay involvement into reality”;
- To develop and launch online provision to encourage the Reimagining Ministry process and the sharing of experience, insights and good practice in ministry.

Education

<u>Chair:</u>	The Rt Revd John Pritchard, The Bishop of Oxford
<u>Director:</u>	The Revd Jan Ainsworth
<u>Number of Staff:</u>	12 (8.5 FTE) staff
<u>Budget 2014 (net):</u>	£730,605

77. Major work planned for 2014 includes:

- Development work on the role and resourcing of Diocesan Boards of Education including regional collaboratives, a framework for quality assurance of DBEs, developing a consistent professional development offer for diocesan education staff
- Implementation of revised subscription / service agreements with DBEs and schools;
- Completing revision of the National Society Charter and constitution in line with agreement reached with Archbishops’ Council;
- Focused support for Church schools on improving attainment of disadvantaged pupils, including extending the research project on the use of pupil premium;

- Pilot project with independent schools with an Anglican foundation to review Christian foundation issues;
- Completing Anglican Identity project (Church of England Universities and University Colleges);
- Launching the Teaching Christianity materials;
- Provide guidance and resources for school and college chaplains to improve their capacity to meet the needs of staff and students;
- Extending the work of the Communication and Marketing manager across the whole division
- **Going for Growth:** support national events building on the development of activities increasing participation of children and young people and developing a Manifesto for Youth with networks to enable policy engagement with government and DfE.

Mission and Public Affairs (MPA)

<u>Chair:</u>	Philip Fletcher
<u>Director:</u>	The Revd Dr Malcolm Brown
<u>Number of Staff:</u>	20 (17.3 FTE) staff
<u>Budget 2014 (net):</u>	£1,264,449

Pursuing the Common Good

78. MPA's **Public Affairs** work will include continuing to monitor and respond to the government's legislative programme and seek to represent the Church's views on social and ethical matters, using every opportunity to fight back against aggressive secularism. It will develop support for local community action by churches, including further development of the interactive website (www.how2help.net). Support will be provided for internal church working groups, including follow up work on Sexuality, and for Archbishop Justin to put the church "on the front foot" in public debate.

79. The **Parliamentary Unit** will continue to provide expert guidance and support for the Lords Spiritual, working with the NCIs to raise the Church's Parliamentary profile in both Houses. It will also organise events where MPs and Lords can meet church leaders, and become aware of the importance of the Church of England in national life.

Numerical and Spiritual Growth

80. MPA will pursue the outcomes of current work to develop Mission Strategies for the church. This will include identifying local mission initiatives which, with some central support and encouragement, could be replicated or develop into national projects. There will be a focus on youth evangelism and on ways to express the imperative of growth across different church traditions. The Division will work closely with Lambeth staff to ensure that MPA's work is responsive to the new Archbishop's priorities.

81. On **international mission** MPA will work with mission agencies, companion links and development agencies to implement recommendations of *World Shaped Mission*. This will include fostering better communication and cooperation; initial liaison for hosting/working with overseas bishops at next Lambeth Conference and work with international church networks (e.g. WCC, CEC) to focus on building mission capacity.

Reimagining Ministry

82. The **CMEAC officer** will work to address issues of minority ethnic (ME) Anglicans within the church, alongside work on issues of racism and exclusion of minorities in society. The work with Ministry Division to encourage ME vocations will be developed further.
83. Research is under way to examine the developing profile of chaplaincy across different sectors, how chaplains relate to the institutions in which they are set and to the Church of England, the impact of equality legislation and other changes in the context of this ministry, and how chaplaincy can contribute to mission. The report will include recommendations on how chaplaincy can be better supported in the church and MPA will consider how to implement these. MPA's existing work to support healthcare chaplaincy will continue and possibly be incorporated into more comprehensive chaplaincy support.

Cathedral and Church Buildings (CCB)

<u>Chair:</u>	The Rt Revd & Rt Hon Richard Chartres, The Bishop of London
<u>Director:</u>	Janet Gough
<u>Number of Staff:</u>	15 (14.3 FTE) staff
<u>Budget 2014 (net):</u>	£859,217

84. The Division aim to raise and distribute £700,000 pa for fabric and conservation grants for parish churches. It will scope treasures at risk in parish churches as a fundraising campaign for conservation grants. It will launch a fundraising campaign for cathedral grants to complement/substitute original funders. It will seek funding to develop and expand the energy audit and further funding from English Heritage to create a national heritage database of church buildings to help resource parishes and dioceses. It will also aim to develop private donations and legacy giving.
85. It will provide expert advice complementing casework including developing the ChurchCare website, running training events and conferences (including a seminar at St George's Windsor to better engage with evangelical churches). It will develop the open and sustainable churches initiative and contribute to the *World War 1 and the Church* event. Work to simplify the Faculty process will continue.
86. Following the success of the Church chairs and art competitions, CCB will explore other ways of using competitions to add value from the centre. The Division will also encourage innovation in sustainable use, efficient retrofit of buildings and other ways to help the Church to reduce its carbon footprint. There are likely to be responsive targeted campaigns on topical issues such as HS2, Metal theft, Bats, Green issues and Planning.

Communications

<u>Director:</u>	The Revd Arun Arora
<u>Number of Staff:</u>	9 full-time (AC share: 5.5 FTE)
<u>Budget 2014 (net):</u>	£738,728
<u>NCIs costs:</u>	AC share - £450,141 CC share - £206,500 PB share - £82,086

20. Key objectives of the year will include the continued outworking of the *Into the New Quinquennium* objectives:

- Playing a central part in the Church's public affairs activities;
- Developing people to speak for the Church at national level;
- Developing the Church's use of digital communications technology;
- Improving communications surrounding the activities of General Synod, including media training for new members and the development of new media;
- Strengthening communications between the NCIs and the dioceses;
- Taking forward media policy work.

Projects and Development

<u>Head:</u>	The Revd Dr Sandra Millar
<u>Number of Staff:</u>	1 full-time
<u>Budget 2014 (net):</u>	£103,787 plus additional funding allocated from unrestricted legacies

87. The main area of focus will be to roll out the *Christenings and Funeral Projects* to dioceses. The completion of research in pilot dioceses in 2013 will have led to a formulated strategy for a programme which will enhance the welcome offered by the Church at the birth of a child and its ministry to those who are bereaved and ensure that the missional aspects can be fully harnessed within the objective of spiritual and numerical growth. The team will continue to maintain the www.yourchurchwedding.org website, provide literature, and answer couples' queries.

Church House Publishing

<u>Head:</u>	Thomas Allain-Chapman
<u>Number of Staff:</u>	2 staff (1.6 FTE)
<u>Budget 2014 (net surplus):</u>	£40,640

88. The core regular publications – including the *Lectionary, Reflections for Daily Prayer & The Church of England Year Book* – will be produced. Other plans for 2014 include the further expansion of CHP's app & ebook programme, publication of the *Pilgrim* course, launch of a new, fully-online (and therefore cross platform) version of *Visual Liturgy* integrated with the re-launched Transforming Worship website. It is also planned to launch a new, fast-response "Digital-only" imprint, that would allow CHP to commission short essays on matters where the Church can "contribute as the national Church to the common good."

Human Resources

<u>Director:</u>	Su Morgan
<u>Number of Staff:</u>	9 full-time and 2 part-time posts (AC share: 5.5 FTE)
<u>Budget 2014 (net):</u>	£805,090
<u>NCIs costs:</u>	AC share - £391,971 CC share - £247,871 PB share - £165,248

89. The main activities will be:

- Bishops' training programme - dealing with people and risk management;
- Redefinition of RACSC agenda for clergy terms of service in support of Ministry Council strategy for Re-imagining Ministry and continued support for dioceses with common tenure issues;
- Completion of review, with Pastoral Department, of clergy compensation;
- Review and possible establishment of new e-learning provider plus conversion of some existing mandatory training requirements into e-learning format;
- Review, with Communications Department, of advertising and branding strategy and implementation of electronic recruitment system to increase diversity of candidates;
- Continued support for restructurings, capability, disciplinary and grievance cases for NCIs and diocesan bishops;
- Trial use of development centres to improve senior employee personal awareness in relation to people management, communication and leadership competence.

Legal

<u>Director:</u>	Stephen Slack
<u>Number of Staff:</u>	12 full-time and 1 part-time post (AC share: 6.4 FTE)
<u>Budget 2014 (net):</u>	£1,149,948
<u>NCIs costs:</u>	AC share - £635,497 CC share - £502,277 PB share - £12,174

90. The Legal Office will support the legislative function of the General Synod, including by supporting the progress of legislation on women in the episcopate and a range of other matters, including safeguarding. It will also work with the Central Secretariat in servicing groups of sessions of the General Synod, especially by ensuring their procedural integrity.

91. It will provide advice and related legal services to the House of Bishops, Committees and Commissions of the General Synod, Archbishops' Council, Church Commissioners, the Church of England Pensions Board and statutory commissions of the Church of England, especially the Dioceses Commission and the Fees Advisory Commission. It will produce general advice for dioceses and their registrars on current legal issues, especially new legislation. As far as resources permit, it will provide informal advice, on request, to registrars and others to whom it is proper for the Legal Office to provide such advice.

92. The Legal Office will undertake some transactional property work and provide property-related advice and other legal services for the Church Commissioners. It will also undertake the services required to be performed by the Designated Officer under the Clergy Discipline Measure 2003 and to support the operation of that Measure generally.

Finance & Resources

<u>Director:</u>	Ian Theodoreson
<u>Number of Staff:</u>	52 full-time and 9 part-time posts (AC share: 15.1 FTE)
<u>Budget 2014 (net):</u>	£3,609,166
<u>NCIs costs:</u>	AC share - £886,626 CC share - £1,911,459 PB share - £811,081

93. The **Finance & Resources Department** will further streamline its SAP Finance system and develop reporting tools to improve efficiency and effectiveness. It will continue to roll out the church-wide procurement strategy and negotiate national purchasing contracts with the aim of saving parishes and dioceses £10 million p.a. to invest in church growth. As some dioceses cut back on their stewardship network, the stewardship team will attempt to plug some of the gaps through additional stewardship material, an improved Parish Resources website and continuing to roll out the Legacy Giving Scheme. The Strategy and Development Unit will continue to provide support and consultancy to dioceses.

IT & Office Services

<u>Director:</u>	Declan Kelly
<u>Number of Staff:</u>	21 full-time posts (AC share: 7.6 FTE)
<u>Budget 2014 (net):</u>	£1,418,773
<u>NCIs costs:</u>	AC share - £501,058 CC share - £640,683 PB share - £277,031

94. There will be a review of staffing and structure of the **IT Department** during 2013 to ensure that support across the NCIs is cost-efficient and structured to support their business needs. Implementation of any changes will then be effected during 2014.

Records

<u>Director:</u>	Declan Kelly
<u>Number of Staff:</u>	6 full-time and 7 part-time / part-funded posts (AC share: 3.0 FTE)
<u>Budget 2014 (net):</u>	£746,546 (including £368,000 accommodation charges)
<u>NCIs costs:</u>	AC share - £209,487 CC share - £486,657 PB share - £50,402

95. The **Records Centre** will support the efficient management of the NCIs' records in both paper and electronic forms. It will:

- increase archival cataloguing, working on the NCIs' common archival catalogue
- continue the appraisal of un-appraised material
- continue to deliver archival and records management advice and support to the wider church through records management guides, factsheets and training to clergy, diocesan and episcopal staff.

Internal Audit & Risk Management

<u>Director:</u>	Michael Cole
<u>Number of Staff:</u>	6 full-time posts (AC share: 1.1 FTE)
<u>Budget 2014 (net):</u>	£444,917
<u>NCIs costs:</u>	AC share - £78,285 CC share - £227,459 PB share - £139,174

96. The main activities in risk management will involve work with senior management and staff to embed the risk management framework by:

- facilitating the regular updating of risk registers with risk owners and the maintenance of a dynamic risk register for each area.
- continuing to develop, maintain and monitor the strategic risk registers for each NCI.
- providing regular risk reporting to the respective management groups, audit committees, relevant board sub committees and the trustee bodies to allow them to discharge their respective responsibilities around risk management.

30. The main activities in internal audit will be:

- Continue to deliver an efficient and effective internal audit function which meets the assurance needs of the Trustee bodies and management.
- Ensure prompt follow up of recommendations and management actions;

Accommodation

<u>Budget 2014:</u>	£2,650,000
<u>Share of costs:</u>	AC share - £1,174,507
	CC share - £953,470
	PB share - £389,020
	Others - £133,004

97. The Archbishops' Council pays rent and service charge to The Corporation of the Church House in respect of the area it occupies. The costs of rent and service charge and other building-related costs are shared out according to the space occupied by each tenant of Church House.

Depreciation

<u>Budget 2014:</u>	£33,335
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98. The SAP Finance system will have been fully depreciated by the end of 2013, thus the 2014 budget solely includes the annual charge in respect of capital expenditure on the 2007 office relocation project.

Grants and provisions (Vote 3)

This budget is for national Church of England contributions to Anglican Communion and Ecumenical activities, the Legal Costs Fund and other grants. ‘Minor grants’ were the only new category to be added to the budget since the Council’s inception, but a new grant for Fresh Expression is budgeted for in 2014.

<u>Budget 2014:</u>	£1,235,774	Diocesan Contributions
	£1,269,161	Net Expenditure

99. The Inter Anglican Budget is the Church of England’s contribution to the Anglican Communion Office (which also provides the secretariat for the Lambeth Conference, the Anglican Consultative Council and the Primates’ meetings). The 2014 grant is budgeted at 3.0% above the 2013 level.
100. The Church of England actively supports, both financially and through involvement in their activities, the home ecumenical instruments of Churches Together in England (CTE) and Churches Together in Britain and Ireland (CTBI), the Conference of European Churches (CEC) and the World Council of Churches (WCC). The Council’s decisions for 2014 grants are summarised below:
- The Archbishops’ Council’s contribution towards CTE has been maintained at £245,000 – the same level as the three-year funding agreement reached in 2010, but a reduction of £15,000 is planned for 2015.
 - The grant to CTBI has been maintained at £15,000.
 - In 2004 the Archbishops’ Council decided that its core contributions to the WCC should be frozen for the foreseeable future. The 2014 budget maintains this freeze. In 2012 and 2013 additional grants (of £25,000 and £30,000 respectively) were made from reserves to support the WCC Assembly which is held every seven years.
 - The Council continues to support the on-going reform of CEC. It is hoped that this will, in time, lead to a more efficient and cost-effective organisation. As this process is not yet concluded the budget includes provision for the grant to CEC to be maintained at the 2013 level.
101. National support, through Vote 3, is also provided to the Church Urban Fund (CUF). The Council’s 2014 budget contribution has been held at £203,000 – the same level as in the previous four years.
102. Provision for a new grant of £30,000 (the equivalent of £40,000 p.a. as it is budgeted to begin in April 2014) for Fresh Expressions has been included following the ending of time limited support from the Church Commissioners.
103. The Council’s contribution towards the Legal Costs Fund is budgeted to decrease by 40% to £30,000.
- This Fund (which includes the Legal Aid Fund) has been built up substantially over recent years to create a reserve for potential additional costs following the enactment of the Clergy Discipline Measure 2003 and at the end of 2012 stood at almost £1.6 million.

104. There are two minor grants schemes where modest grants may be made available for a limited period to clergy returning from overseas or clergy between posts on the recommendation of the Clergy Appointments Adviser.
105. Taking account of the above changes means that the total Vote 3 expenditure budget for 2014 is 1.2% below the 2013 budget.
106. The 2013 budget was drawn up on the basis of using £64,000 from reserves rather than passing on the whole cost to dioceses via the apportionment. The 2014 budget plans to use £34,000 from reserves with the aim of bringing the reserve to its target level (the mid-point of its policy range) by the end of 2014. As a result of this year-on-year budgeted reduction in use of reserves, the increase in apportionment is 1.2%.
107. The detailed analysis of grants is as follows:

	Actual 2012 £	Budget 2013 £	Budget 2014 £
<u>Anglican Communion Activities</u>			
Inter Anglican Budget	473,900	492,900	507,687
	473,900	492,900	507,687
<u>Ecumenical Activities</u>			
Churches Together in England	245,000	245,000	245,000
Churches Together in Britain & Ireland	15,000	15,000	15,000
World Council of Churches	133,000	138,000	108,000
Conference of European Churches	88,700	90,474	90,474
Expenses of representatives	15,397	28,400	20,000
	497,097	516,874	478,474
<u>Other grants</u>			
Church Urban Fund	203,000	203,000	203,000
Legal Costs Fund	200,000	50,000	30,000
Fresh Expressions	-	-	30,000
Minor grants	13,314	22,000	20,000
	416,314	275,000	283,000
TOTAL	1,387,311	1,284,774	1,269,161

Mission Agencies

Clergy Pension Contributions (Vote 4)

Vote 4 provides funding for the pension contributions in respect of clergy employed by qualifying Partnership in World Mission (PWM) mission agencies. The Council took on financial responsibility for these contributions from the Church Commissioners (who retain the statutory responsibility for the contributions under the Pensions Measure 1997) on a phased basis between 1999 and 2004. This enabled the Commissioners to release a similar sum for parish mission and ministry support grants which would not otherwise be made. This mechanism increases the amount of mutual support flowing from the arrangement between the national Church and the dioceses.

<u>Budget 2014:</u>	£739,500	Diocesan Contributions
	£739,500	Net Expenditure

108. The key factors determining the level of Vote 4 are the rate of pension contributions and the number of qualifying clergy employed by the PWM mission agencies. For many years the number of clergy whose pension contributions are funded from Vote 4 had been declining (from 128 in 2004 to a low point of 78 in early 2012) but this trend reversed in mid 2012 to such an extent that the forecast draw from Vote 4 reserves in 2013 is now nearly £80,000 more than envisaged when the 2013 budget was put before General Synod last year.
109. For the purposes of drawing up the 2014 budget, it has been assumed that the contribution rate will remain at 38.2% of the pensionable stipend. Planning on the basis of current numbers and no change to the current level of pension contribution will result in expenditure in 2014 being 14.7% more than the 2013 budget.
110. The reduction of reserves drawdown from the 2013 budget level of £120,000 to nil in 2014 – meaning net expenditure in this area is fully funded via diocesan contributions - results in an apportionment increase of 40.9%. However, the 2014 Vote 4 apportionment request will still be 11% below the peak reached in 2010.
111. Future expenditure in this area does depend to a very significant extent on the number of clergy the qualifying mission agencies choose to employ. They have to absorb the salary costs and national insurance contributions for such decisions but are absolved from the associated pension contributions.
112. The table below shows the average numbers (full-time equivalents) of qualifying clergy employed by the Mission Agencies across the 2009-2013 period

	2009 Ave FTE	2010 Ave FTE	2011 Ave FTE	2012 Ave FTE	2013 (Q1) Ave FTE
CCE – Papua New Guinea Church Partnership	1.0	1.0	1.0	1.0	1.0
Church Army	6.0	5.0	5.0	6.0	5.0
CMS	13.0	13.0	15.0	15.3	16.0
CPAS	7.5	9.8	8.4	3.8	5.0
Crosslinks	26.0	24.3	21.5	20.3	21.0
Inter-Continental Church Society	6.0	6.0	6.0	6.0	6.0
Jerusalem & Middle East CA	0.5	1.0	0.8	0.0	4.0
Mission to Seafarers	15.5	16.0	14.0	13.5	19.0
SOMA	1.0	2.0	1.0	1.0	1.0
South American Mission Society	12.0	9.5	10.3	9.5	10.0
USPG	8.0	5.5	4.0	3.0	3.0
TOTAL	96.5	93.1	87.0	79.4	87.0

CHARM (Vote 5)

The Church's Housing Assistance for the Retired Ministry (CHARM) scheme, in its current form, was introduced in 1983. Its purpose is to provide housing for those retiring from stipendiary ordained and lay ministry with insufficient financial resources of their own.

The scheme is administered by the Church of England Pensions Board which also provides some financial assistance for the scheme from its charitable funds. The remaining subsidy was originally funded by the Church Commissioners. Since 2005 the Council has met this part of the subsidy, which enabled the Commissioners to make an equivalent additional sum available to dioceses as parish mission and ministry support grants. In 2010 the Pensions Board obtained a new commercial loan facility, and since when their charitable funds have met a greater proportion of the overall subsidy.

<u>Budget 2014:</u>	£3,953,896	Diocesan Contributions
	£3,953,896	Net Expenditure

113. Clergy approaching retirement seeking access to CHARM scheme housing may apply to the Pensions Board, which will assess the individual's eligibility, taking their financial circumstances into account.
- Applicants with sufficient capital resources to invest in a portion of their retirement property may use the shared ownership option of the scheme (which replaced the mortgage arm of the scheme in April 2008) where the Pensions Board's maximum contribution is £150,000.
 - Applicants with insufficient capital for the shared ownership scheme may be eligible for the rental scheme. Under this scheme, the Pensions Board purchases properties for up to £200,000 (£225,000 for properties in the South East) in value, or uses an existing vacant property. The beneficiary is granted an Assured Shorthold Tenancy to occupy the property. The contribution towards costs payable by beneficiaries is limited to 30% of their total income.
114. In recent years the number of properties in management has steadily decreased. At the end of 2012 there were 2,350 properties in the scheme (value-linked mortgages 1,045, shared ownership 112 and rented 1,193. This is 17.4% less than the 2,846 properties (mortgage 1,482 and rented 1,364) as at the start of 2005, when Vote 5 began. In 2012 an independent survey commissioned by the Pensions Board indicated that around 30% of retiring clergy expected to need assistance under the scheme in the coming year, in line with the long term average.
115. Since the scheme's inception, the Pensions Board has used its charitable funds to purchase some properties and at the end of 2012 held a 100% interest in 490 properties (representing 42% of rental scheme properties within the scheme). For loans granted before the end of June 2010, the Pensions Board does not charge interest on the capital it has invested and this represents additional support of around £1.5 million p.a.
116. Until mid 2010, the remaining finance was obtained from the Church Commissioners on a 'value-linked' basis. Finance has subsequently been obtained through an external commercial provider.
- When Commissioners' loans are repaid, they receive the same proportion of the sale proceeds as their original investment related to the purchase price (adjusted for any additional loans or part repayments during the life of the loan). To help smooth the transition to the new financing arrangements, the Commissioners will, until July 2020, continue to make a contribution to the cost of capitalised improvements in respect of those properties for which they originally provided finance.

- For loans post July 2010 the Pensions Board has access (via a commercial provider) to a loan facility of £50 million, of which £22 million had been drawn down by the end of 2012. It is estimated that this facility will meet capital requirements for the next two to three years. The cost of running the CHARM scheme under these post July 2010 arrangements does exceed that under the previous arrangements due to current market interest rates and the additional costs involved in sourcing and maintaining the availability of external loan finance. The Pensions Board plans to manage interest rate risk by taking out some loans on a fixed rate or inflation-linked basis. It entered into an inflation linked loan in 2011 and has been exploring transacting index linked SWAPs as a more cost efficient way of managing this risk.
117. Under the revised financing arrangements the Pensions Board retains the full risks and rewards of future capital appreciation on the property acquired. Recognising this, the Pensions Board has agreed that, by giving increased support from its charitable funds, it will endeavour to smooth the level of support required for the scheme from dioceses.
118. With this increased support from the Pensions Board's charitable funds the increase in planned expenditure from Vote 5 in 2014 has again been limited to the 5% p.a. agreed in the Council's Financial Strategy Review for 2010-2015. However the Pensions Board will need to regularly review its ability to maintain this arrangement in the light of events and the cost of running the scheme each new tranche of borrowing including factors such as interest charges, maintenance and repair works, insurance and salary costs, borrowing facility and arrangement fees.
119. Under the 2010 financing arrangement the Pensions Board must meet various loan covenants including one relating to the ratio between its income (including realised profits on sale of CHARM properties purchased from its charitable funds) and expenditure. If there were doubts about the Pensions Board's ability to meet this covenant in any year the Council would need to provide a greater proportion of the overall CHARM subsidy and such a request could come at quite short notice. An additional contribution from the Council in such circumstances would help avoid the situation where the covenant was breached, resulting in an increase in the on-going costs of the scheme.
120. There are no immediate concerns about the Pensions Board's ability to meet the key loan covenants, but it is dependent on property sales, which could dry up for a period without much warning.
121. The 2013 budget was prepared on the basis that diocesan contributions would exceed expenditure by around £139,000 enabling reserves to be built up towards their target level. Matching the £188,000 (5.0%) increase in Vote 5 expenditure via diocesan contributions in 2014 results in a £49,000 (1.3%) increase in apportionment.
122. In 2012 the support provided for clergy retirement housing from the Pensions Board's charitable funds included £0.3 million in respect of costs relating to refinancing. The total cost to the Church of the housing support provided for retired clergy in 2012 was £7.0 million, £1.2 million of which related to supported housing and housing care homes, analysed as follows:

	£m
Grant support for CHARM from Vote 5	3.6
Pensions Board support for costs of establishing and maintaining new CHARM loan facility (including set up costs amortised over 15 years)	0.3
Pensions Board support for other CHARM costs	0.4
Pensions Board support for Supported Housing and Housing Care Homes	1.2
Support for clergy retirement housing per financial statements	5.5
Pensions Board interest foregone	1.5
Total support for clergy retirement housing	7.0

Reserves

123. The Archbishops' Council has a reserves policy under which it holds only such levels of reserves as are necessary to meet its day to day needs and expenditure which may fall to be met before sufficient income is received to finance it. This is to maintain sufficient working capital, to maintain liquidity and to give the Council some modest flexibility to smooth year-on-year apportionment increases should there be significant additional expenditure pressures.
124. In 2010 the Archbishops' Council approved revised guidelines to bring consistency to the reserve policy for all Votes – namely a minimum of 1.5 month's net expenditure and a maximum of 3 month's net expenditure. In addition last year it decided to set reserves targets for each Vote. For Votes 1-4 these targets are the mid-point of the reserves range. For Vote 5, the reserves target is mid way between the mid-point and maximum of the range (the '75% level'). This will give the Council some extra capacity to respond to any request for additional help to support the on-going financial stability of the clergy retirement housing scheme.
125. The minimum, maximum and medium term target levels under the Council's policy, together with forecast reserves at the beginning and end of 2014, are set out below.

	Policy		Forecast		
	Minimum (1.5 months net expenditure as at end 2014) £000s	Maximum (3 months net expenditure as at end 2014) £000s	Start 2014 £000s	End 2014 £000s	Medium- term Target £000s
Vote 1	1,634	3,269	2,634	2,544	2,452
Vote 2	1,330	2,659	2,599	2,407	1,994
Vote 3	159	317	275	241	238
Vote 4	92	185	129	129	139
Vote 5 (including designated fund)	494	938	788	788	865

Apportionment

126. The recommended apportionment table for 2014 using the usual formula is shown on the following page.
127. One of the recommendations implemented in 2008, following the Apportionment Limited Review Group's report (GS Misc 888), was for a cap which would guarantee that the maximum apportionment increase to be requested from any diocese would be no more than a fixed percentage above the overall apportionment increase. The Council has set this cap at two percentage points for the 2014 budget (the level set each year since the 2009 budget). Thus in 2014, with the overall recommended apportionment increase at 0.9%, the maximum increase for any diocese (before the pooling adjustment) is 2.9%. Three dioceses (London, Peterborough and Southwark: the same dioceses as last year) face increases at the maximum level.
128. Two apportionment tables are provided. Table A is based on the current diocesan structure. Table B covers the situation if the Bradford, Ripon and Leeds and Wakefield reorganisation scheme is approved by the Synod and if articles 3 and 4 (relating to the dissolution of the existing dioceses and the formation of the diocese of Leeds) come into operation during 2014. In this eventuality apportionment table B would be used on a pro rata basis from when articles 3 and 4 come into operation, reflecting the new diocesan structure including the effect of parish transfers.

Table A

2014 Table of Apportionment

Diocese	Training for Ministry	National Church Responsibilities	Grants & Provisions	Inter-diocesan support of Mission Agency clergy pension contributions	CHARM	Apportionment 2014	% change 2014 on 2013	Pooling	votes 1 to 5 post pooling
	VOTE 1	VOTE 2	VOTE 3	VOTE 4	VOTE 5	VOTE 1-5			
	£	£	£	£	£	£	%		
Bath & Wells	345,814	263,770	32,935	19,709	105,634	767,862	1.3	62,060	829,922
Birmingham	179,221	136,701	17,069	10,214	54,745	397,951	-2.0	6,075	404,026
Blackburn	275,289	209,976	26,218	15,689	84,091	611,263	-0.3	- 29,734	581,529
Bradford	103,995	79,322	9,905	5,927	31,766	230,916	0.1	- 4,133	235,049
Bristol	199,705	152,325	19,019	11,382	61,003	443,435	0.5	- 38,388	405,047
Canterbury	208,869	159,315	19,893	11,904	63,802	463,783	1.2	- 10,255	453,528
Carlisle	181,881	138,730	17,322	10,366	55,558	403,858	1.5	69,532	473,390
Chelmsford	489,409	373,296	46,611	27,892	149,497	1,086,705	0.8	4,837	1,091,542
Chester	431,000	328,745	41,049	24,563	131,656	957,014	1.2	3,783	960,797
Chichester	569,049	434,043	54,196	32,432	173,824	1,263,544	0.6	-140,426	1,123,118
Coventry	198,986	151,777	18,952	11,341	60,783	441,840	1.5	48,623	490,463
Derby	180,835	137,932	17,223	10,306	55,238	401,534	-1.8	13,449	414,983
Durham	194,166	148,099	18,493	11,066	59,310	431,134	0.6	20,909	452,043
Ely	234,094	178,555	22,295	13,341	71,507	519,792	1.1	- 70,389	449,403
Exeter	300,203	228,979	28,591	17,109	91,700	666,582	2.2	4,424	671,006
Gloucester	259,056	197,594	24,672	14,764	79,133	575,219	1.2	- 21,893	553,326
Guildford	432,901	330,195	41,229	24,672	132,235	961,233	2.2	63,026	1,024,259
Hereford	155,631	118,707	14,822	8,870	47,539	345,569	1.9	19,105	364,674
Leicester	164,828	125,722	15,698	9,393	50,349	365,991	-1.0	16,443	382,434
Lichfield	390,027	297,494	37,147	22,228	119,139	866,035	-1.1	- 47,547	818,488
Lincoln	299,978	228,808	28,569	17,096	91,632	666,084	-1.0	123,177	789,261
Liverpool	251,009	191,458	23,906	14,305	76,674	557,352	0.2	- 29,944	527,408
London	1,145,243	873,534	109,072	65,270	349,831	2,542,951	2.9	-347,138	2,195,813
Manchester	294,978	224,995	28,094	16,811	90,105	654,983	0.1	- 77,601	577,382
Newcastle	150,573	114,850	14,340	8,582	45,995	334,339	0.8	15,888	350,227
Norwich	231,559	176,621	22,054	13,197	70,732	514,163	-0.9	74,127	588,290
Oxford	802,080	611,787	76,390	45,713	245,006	1,780,976	1.2	18,849	1,799,825
Peterborough	254,020	193,754	24,193	14,477	77,594	564,039	2.9	72,461	636,500
Portsmouth	157,392	120,051	14,990	8,970	48,078	349,482	0.7	31,071	380,553
Ripon & Leeds	175,199	133,633	16,686	9,985	53,517	389,020	0.1	4,992	394,012
Rochester	359,838	274,467	34,271	20,508	109,918	799,001	1.0	3,995	802,996
St Albans	487,610	371,924	46,441	27,790	148,947	1,082,711	0.5	6,090	1,088,801
St Eds & Ips	230,804	176,046	21,982	13,154	70,503	512,488	0.9	41,026	553,514
Salisbury	407,943	311,159	38,853	23,250	124,612	905,817	1.3	12,020	917,837
Sheffield	163,733	124,886	15,593	9,332	50,014	363,558	0.4	- 39,014	324,544
Sodor & Man	28,959	22,088	2,758	1,650	8,846	64,300	0.5	11,933	76,233
Southwark	622,164	474,556	59,255	35,458	190,049	1,381,481	2.9	- 21,775	1,359,706
S'well & Notts	190,246	145,111	18,119	10,843	58,113	422,432	0.7	- 20,828	401,604
Truro	140,438	107,119	13,375	8,004	42,898	311,836	-0.4	41,405	353,241
Wakefield	172,029	131,215	16,384	9,805	52,549	381,982	-0.3	4,226	386,208
Winchester	371,216	283,145	35,355	21,157	113,394	824,266	0.6	41,350	865,616
Worcester	195,981	149,485	18,665	11,169	59,865	435,165	0.1	78,378	513,543
York	315,954	240,995	30,091	18,007	96,513	701,560	0.5	69,696	771,256
Europe	-	-	-	-	-	-	-	- 40,446	- 40,446
Armed Forces (AF)	31,512	24,035	3,001	1,797	-	60,345	0.9	-	60,345
AF & other Pooling	-	-	-	-	-	-	-	- 51,705	- 51,705
Totals	12,975,419	9,897,000	1,235,774	739,500	3,953,896	28,801,589	0.9	-	28,801,589

Table B

Table of Apportionment for 2014

Diocese	Training for Ministry	National Church Responsibilities	Grants & Provisions	Inter-diocesan support of Mission Agency clergy pension contributions	CHARM	Apportionment 2014	% change 2014 on 2013	Final Pooling 2012/2013	votes 1 to 5 post pooling
	VOTE 1	VOTE 2	VOTE 3	VOTE 4		VOTE 5	VOTE 1-5		
	£	£	£	£	£	£	%	£	£
Bath & Wells	345,814	263,770	32,935	19,709	105,634	767,862	1.3	62,060	829,922
Birmingham	179,221	136,701	17,069	10,214	54,745	397,951	-2.0	6,075	404,026
Blackburn	275,633	210,239	26,252	15,709	84,196	612,029	-0.2	- 29,734	582,295
Bristol	199,705	152,325	19,019	11,382	61,003	443,435	0.5	- 38,388	405,047
Canterbury	208,869	159,315	19,893	11,904	63,802	463,783	1.2	- 10,255	453,528
Carlisle	181,881	138,730	17,322	10,366	55,558	403,858	1.5	69,532	473,390
Chelmsford	489,409	373,296	46,611	27,892	149,497	1,086,705	0.8	4,837	1,091,542
Chester	431,000	328,745	41,049	24,563	131,656	957,014	1.2	3,783	960,797
Chichester	569,049	434,043	54,196	32,432	173,824	1,263,544	0.6	-140,426	1,123,118
Coventry	198,986	151,777	18,952	11,341	60,783	441,840	1.5	48,623	490,463
Derby	180,835	137,932	17,223	10,306	55,238	401,534	-1.8	13,449	414,983
Durham	194,166	148,099	18,493	11,066	59,310	431,134	0.6	20,909	452,043
Ely	234,094	178,555	22,295	13,341	71,507	519,792	1.1	- 70,389	449,403
Exeter	300,203	228,979	28,591	17,109	91,700	666,582	2.2	4,424	671,006
Gloucester	259,056	197,594	24,672	14,764	79,133	575,219	1.2	- 21,893	553,326
Guildford	432,901	330,195	41,229	24,672	132,235	961,233	2.2	63,026	1,024,259
Hereford	155,631	118,707	14,822	8,870	47,539	345,569	1.9	19,105	364,674
Leicester	164,828	125,722	15,698	9,393	50,349	365,991	-1.0	16,443	382,434
Lichfield	390,027	297,494	37,147	22,228	119,139	866,035	-1.1	- 47,547	818,488
Lincoln	299,978	228,808	28,569	17,096	91,632	666,084	-1.0	123,177	789,261
Liverpool	251,009	191,458	23,906	14,305	76,674	557,352	0.2	- 29,944	527,408
London	1,145,243	873,534	109,072	65,270	349,831	2,542,951	2.9	-347,138	2,195,813
Manchester	294,978	224,995	28,094	16,811	90,105	654,983	0.1	- 77,601	577,382
Newcastle	150,573	114,850	14,340	8,582	45,995	334,339	0.8	15,888	350,227
Norwich	231,559	176,621	22,054	13,197	70,732	514,163	-0.9	74,127	588,290
Oxford	802,080	611,787	76,390	45,713	245,006	1,780,976	1.2	18,849	1,799,825
Peterborough	254,020	193,754	24,193	14,477	77,594	564,039	2.9	72,461	636,500
Portsmouth	157,392	120,051	14,990	8,970	48,078	349,482	0.7	31,071	380,553
Rochester	359,838	274,467	34,271	20,508	109,918	799,001	1.0	3,995	802,996
St Albans	487,610	371,924	46,441	27,790	148,947	1,082,711	0.5	6,090	1,088,801
St Eds & Ips	230,804	176,046	21,982	13,154	70,503	512,488	0.9	41,026	553,514
Salisbury	407,943	311,159	38,853	23,250	124,612	905,817	1.3	12,020	917,837
Sheffield	163,844	124,971	15,604	9,338	50,048	363,806	0.5	- 39,014	324,792
Sodor & Man	28,959	22,088	2,758	1,650	8,846	64,300	0.5	11,933	76,233
Southwark	622,164	474,556	59,255	35,458	190,049	1,381,481	2.9	- 21,775	1,359,706
S'well & Notts	190,246	145,111	18,119	10,843	58,113	422,432	0.7	- 20,828	401,604
Truro	140,438	107,119	13,375	8,004	42,898	311,836	-0.4	41,405	353,241
Winchester	371,216	283,145	35,355	21,157	113,394	824,266	0.6	41,350	865,616
Worcester	195,981	149,485	18,665	11,169	59,865	435,165	0.1	78,378	513,543
York	315,954	240,995	30,091	18,007	96,513	701,560	0.5	69,696	771,256
Leeds	450,768	343,822	42,931	25,691	137,693	1,000,905	-0.2	13,351	1,014,256
Europe	-	-	-	-	-	-	-	- 40,446	- 40,446
Armed Forces (AF)	31,512	24,035	3,001	1,797	-	60,345	0.9	-	60,345
AF & other Pooling	-	-	-	-	-	-	-	- 51,705	- 51,705
Totals	12,975,419	9,897,000	1,235,774	739,500	3,953,896	28,801,589	0.9	-	28,801,589

The 2014 apportionment for Leeds is compared with that for the aggregate of the 2013 apportionments for Bradford, Ripon and Leeds and Wakefield.