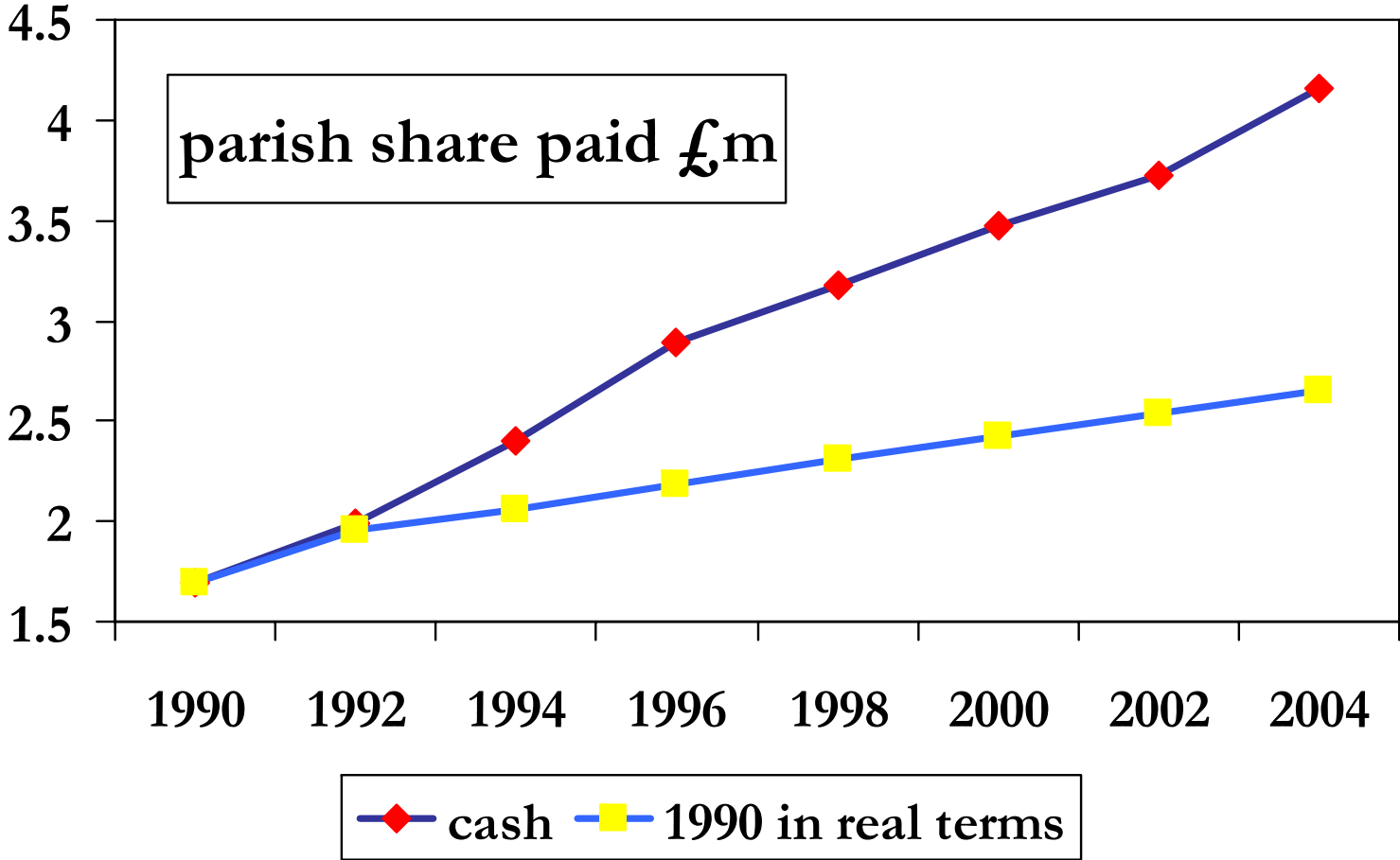


# **Resourcing Revival**

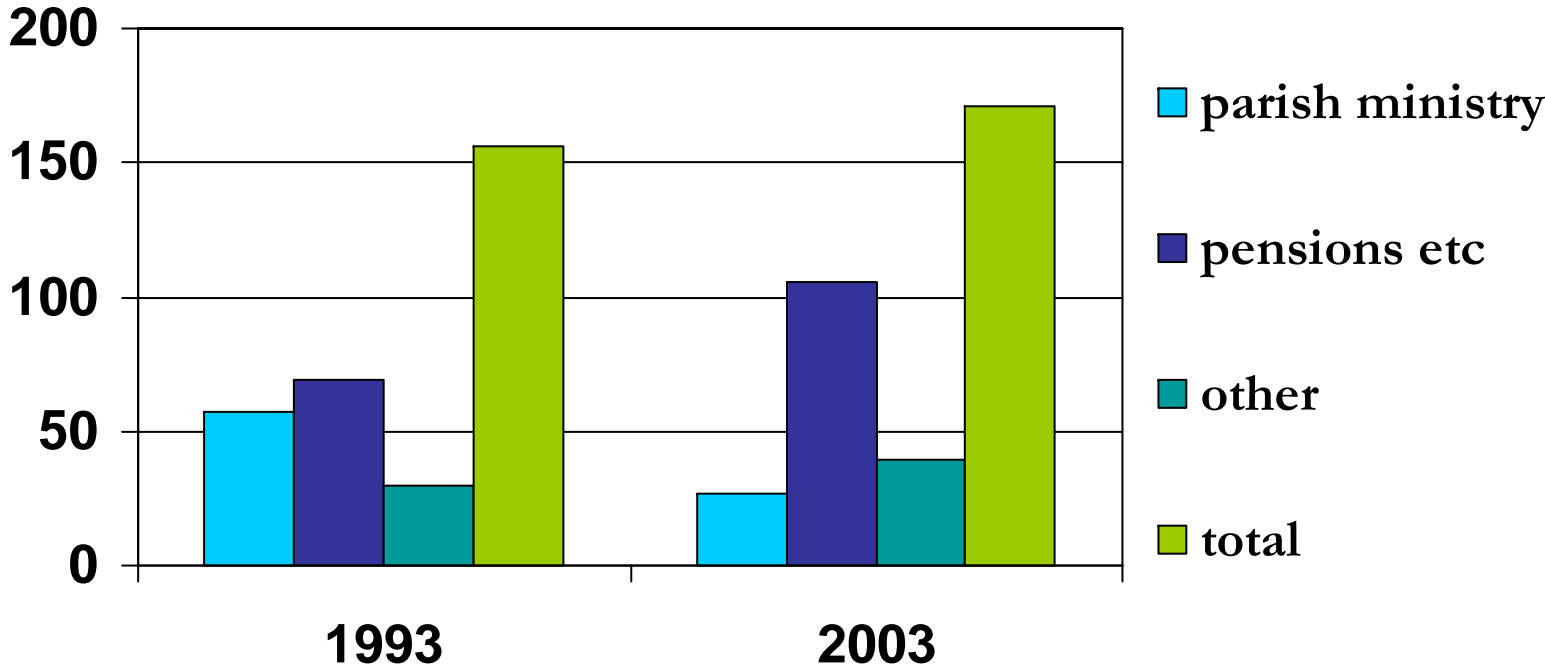
**Carlisle Diocese 2005**

Over the last ten years Parishes have responded generously to the increased costs of ministry in Cumbria...

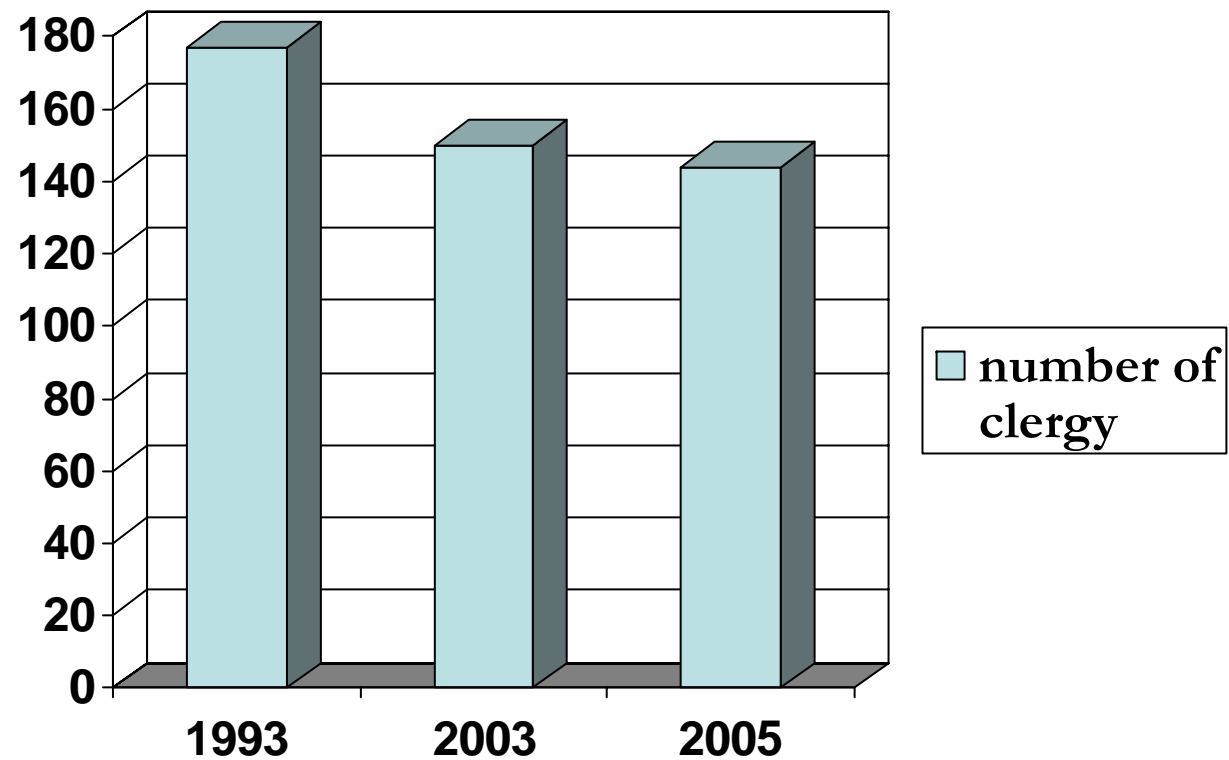


...in response to Church Commissioners' money being spent on clergy pensions instead of parish support.

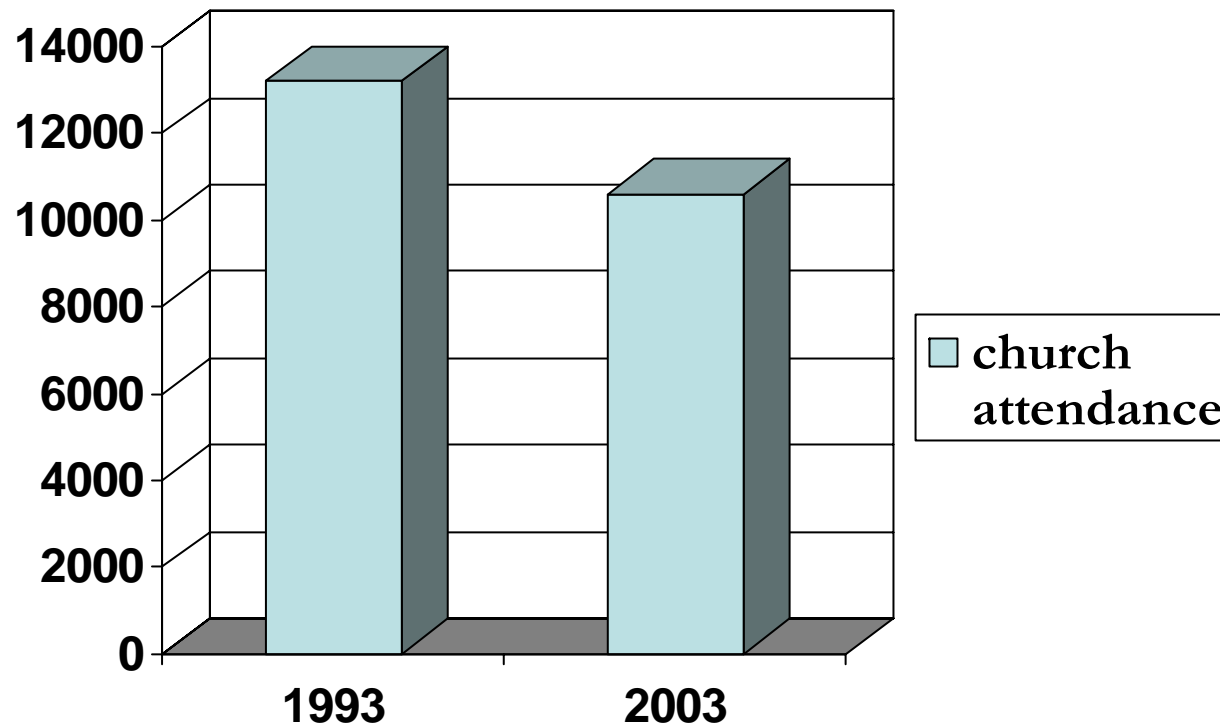
church commissioners expenditure £m



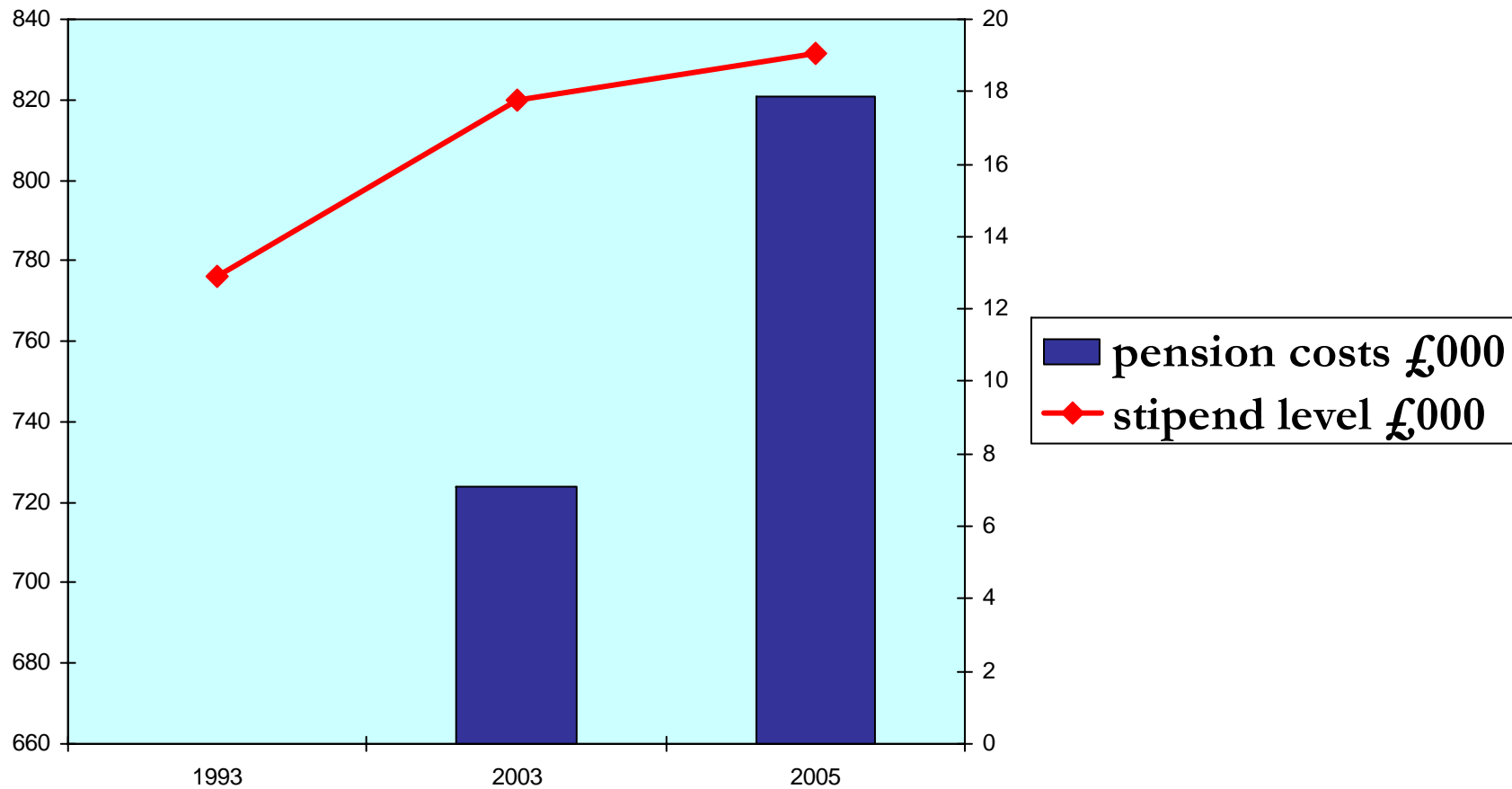
At the same time, the number of clergy has fallen by 15%...



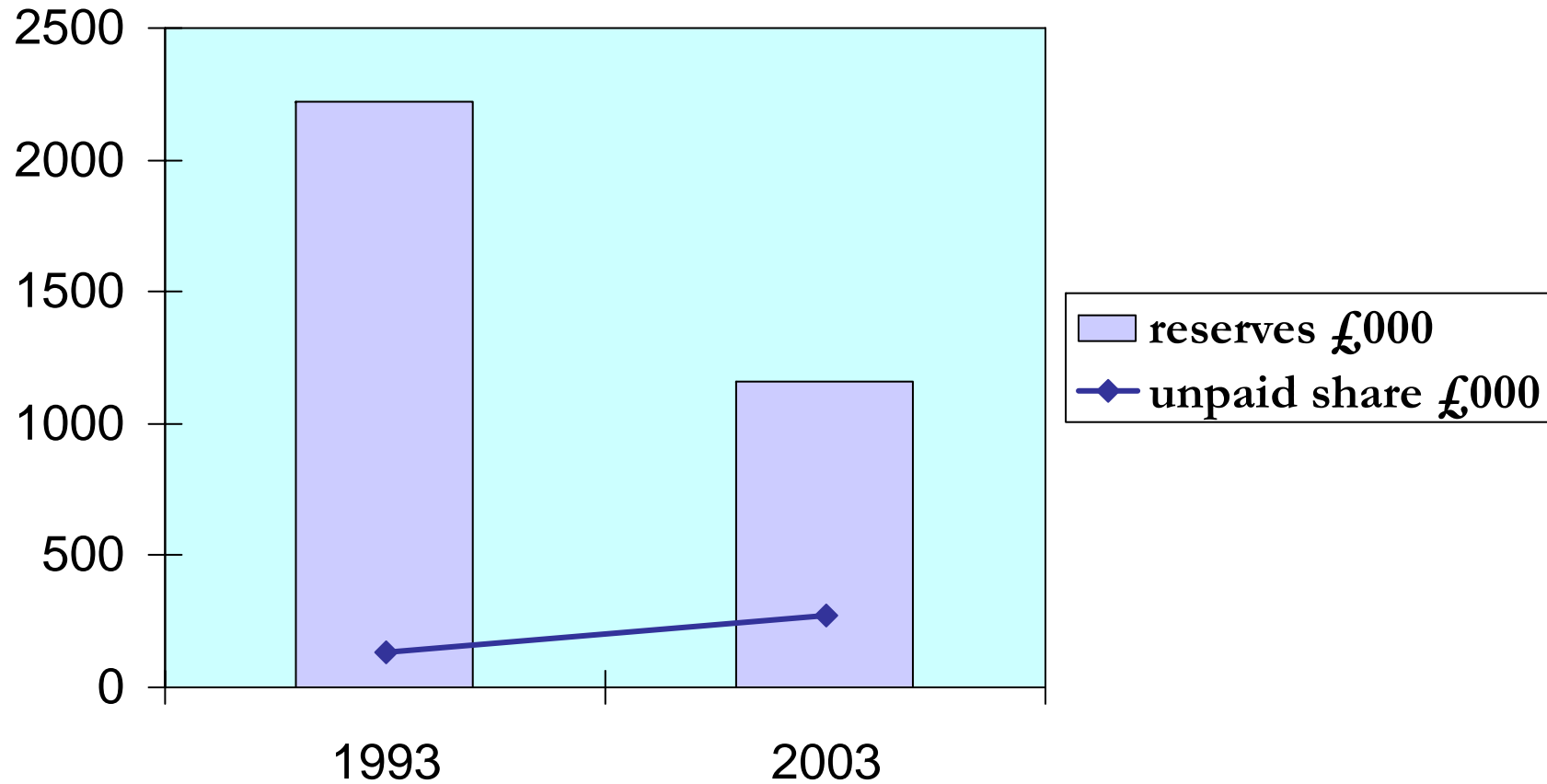
...and church attendance has dropped by  
20%...



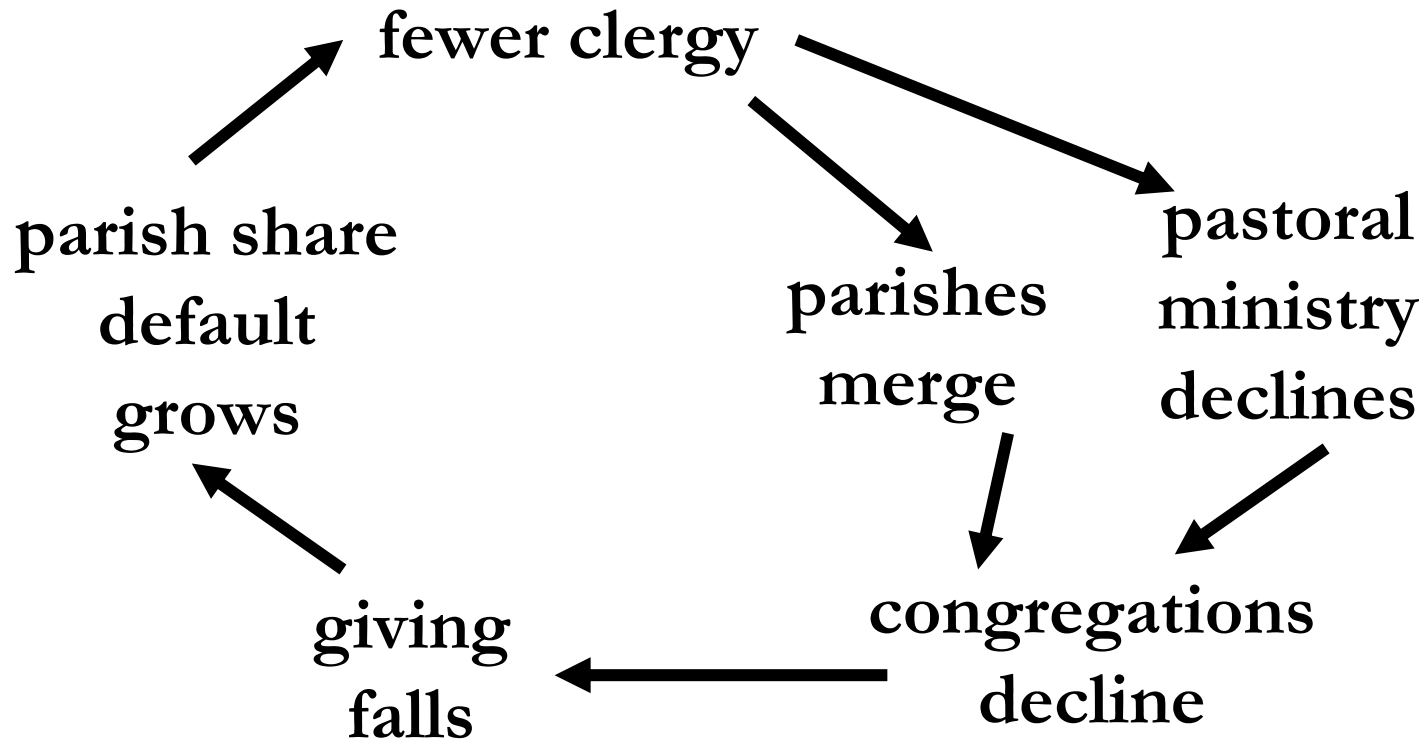
...while stipends and pension costs continue to rise, increasing overall clergy costs.



# Parish share default is rising, while reserves are falling.



What are we going to do?  
Can we continue with reducing clergy numbers  
and increasing parish share?



Is there a way forward?



**We have a clear vision and plan...**



...and parishes' aims were offered up at the  
**Cathedral in November 2004.**

**A DIOCESAN  
SERVICE OF  
THANKSGIVING  
AND COMMITMENT**

Carlisle Cathedral

13<sup>th</sup> November 2004

From Survival to  
***Revival***



**In order to deliver our shared plans,  
the big decisions we need advice about are ...**

**...how many ministers do we need?  
...and how many are we prepared to pay for?**

**... how and where should they be working?**

**... who should decide?**

# Question 1

How many ministers do we need?

- for Parish ministries
  - Sunday services - work in schools – visiting
  - teaching - baptisms, weddings and funerals
  - ..... plus administration!
- for Specialist ministries
  - youth work and youth congregations
  - fresh expressions of church – training
  - mission - social responsibility
  - ..... plus administration!

## ... still Question 1

To maintain existing numbers of ministers, parish share would have to increase at slightly above the rate of inflation (say 5% a year)

To increase numbers of ministers, parish share would have to increase by significantly more than inflation (say 10% a year)

To keep parish share near the current level, we would need to reduce the number of paid ministers each year

**... and still Question 1**

**...how many are we prepared to pay for?**

**(at about £33,000 a year each)**

- What can we realistically afford?**
- Is there an alternative to stipendiary priests?**
- Can we adjust the workload?**

## Question 2

**To deliver our plans, how and where should our ministers be working?**

- **As individual priests in single (larger) parishes or united benefices of smaller parishes?**
- **In teams serving groupings of parishes/mission units with individual pastoral responsibilities?**
- **As members of deanery teams with individual specialised roles, perhaps sharing pastoral responsibilities?**
- **At the diocesan level as providers of specialist services?**

## ... still Question 2

### New initiatives are being taken around the diocese

- deanery missionary in Kendal
- fresh expressions of church for young people in Appleby deanery
- training officers in each deanery - paid from the diocese
- youth workers in several parishes – paid by the parishes
- urban officers in Barrow, Workington and Carlisle
- team ministries in the Kendal deanery – planned locally



## ... and still Question 2

A variety of ways of working...

...should they develop independently, or do we need some form of co-ordination?

If so, at what level?

- parish/benefice/team
- deanery
- archdeaconry
- diocese

# Question 3

## Who should decide?

These decisions have to be taken somewhere.

At the moment most decisions are taken by the diocese ... in the future should they be taken in:

- individual parishes and benefices
- teams and mission units
- deaneries
- archdeaconries
- the diocese

...or in some mixture of these

## ... still Question 3

But think on...

...with the authority to make decisions  
goes the responsibility of paying for them

...if a parish/group/deanery etc decides on a  
staffing level, it must know how it is going to pay  
for those staff!

... and we mustn't forget our responsibility for  
mutual support

**What difference will this make?**

**For 2007 your views will strongly influence...**

**...how many clergy we have...**

**...how they are deployed...**

**...and the overall Diocesan budget.**

## What difference will this make?

We want your views by November...

...so that Bishop's Council can consider them in January 2006...

...Diocesan Synod can make decisions in March...

...and the overall Budget can then be set for 2007.

Your views will also influence longer term plans.

**The light shines in the darkness  
and the darkness has not  
overcome it.**

**John 1.5**

