Team Subs phase-in over three years.
Working explanation

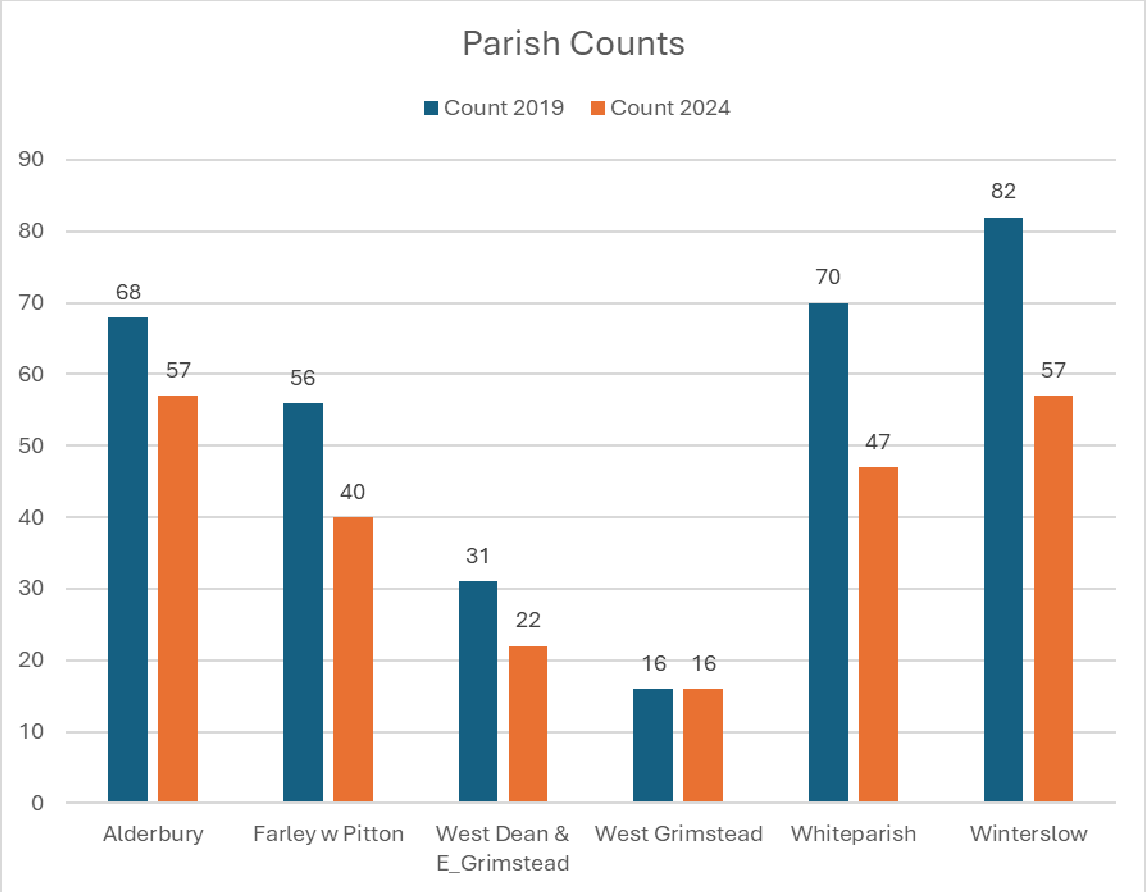
Ver 1: Revd Simon Chambers – 26th March 2024
Ver 2: Updated 8th May – to reflect actual counts submitted to diocese
Ver 3: Updated 16th May – to reflect count adjustments from Alderbury and West Grimstead

Background:

The six parishes of the Clarendon Team contribute to team accounts through their 'subs' which are paid quarterly. These cover expenses, administrator salary, and other expenses related to keeping the team office running. Before 2023, each parish contributed in the ratio of the figures submitted to the diocese in the Diocesan Fairer Share Scheme. By using this count for the Team Subs division, it ensured that 'smaller' parishes contributed less than 'larger' parishes and so it felt fair. A huge thank you to each parish because you have always paid your subs and enabled ministry expenses to be covered.

The Diocese has now reviewed its method of calculating their share. The figure now used is the 'Worshipping Community' submitted through the Statistics for Mission collected by Central church of England. (Although it has since become evident that the Statistics for mission include children that the diocese does not expect to financially contribute, so we will have to submit independently) So there is not only this new system of calculation, but with no counts being taken since 2019 due to the pandemic, there is also a five year gap in counts. This means that for some of our parishes there will be a step in their share payment, and in the payment of Team Subs to come

The difference between the 2019 counts and our collected 2024 counts can be seen in the following chart:



In November 2023 Team Council set a budget for Team Subs for 2024 to be a flat 1.5% increase using the original 2019 counts. This ensured there was no shock to parishes this year.

In the March meeting, Team Council decided that in order to adjust to the new system, there should be a three year adjustment period which will spread the impact of any changes, giving parishes time to plan for change.

This document explains just what those changes may mean to the Team Subs, and aims to be as transparent as possible for PCCs and treasurers.

What happened back in 2023?

In 2023, Team Council requested £15,500 from the parishes, and used the counts given in 2019. This meant the following requests from each parish

2023	Total Subs request:		**£ 15,500**
	Count Used (2019)	100% of 2019 Count	Total Request
Alderbury	68	21.1%	£ 3,263.15
Farley w Pitton	56	17.3%	£ 2,687.30
West Dean & E Grimstead	31	9.6%	£ 1,487.61
West Grimstead	16	5.0%	£ 767.80
Whiteparish	70	21.7%	£ 3,359.12
Winterslow	82	25.4%	£ 3,934.97
	323	**100%**	**£ 15,500**

What is happening in 2024

This year the Subs request has increased by 1.5% across the board from £15,500 to £15,740. This gives the total request as shown in the following table, and uses the same 2019 counts.

2024			Total Subs request:	**£ 15,740**		
	Count Used (2019)	%of Total Count for this year	100% of 2019 Count	Total Request	Difference from previous year	% increase from previous year
Alderbury	68	21.1%	21.1%	£ 3,313.68	£ 50.53	1.5%
Farley w Pitton	56	17.3%	17.3%	£ 2,728.92	£ 41.62	1.5%
West Dean & E Grimstead	31	9.6%	9.6%	£ 1,510.65	£ 23.04	1.5%
West Grimstead	16	5.0%	5.0%	£ 779.69	£ 11.89	1.5%
Whiteparish	70	21.7%	21.7%	£ 3,411.15	£ 52.02	1.5%
Winterslow	82	25.4%	25.4%	£ 3,995.91	£ 60.94	1.5%
	323	**100%**	**100%**	**£ 15,740**		

What if we just used the new counts for 2025?

If we just switched over to the new 2024 counts in 2025 with the same Total Subs request, this would result in the following Subs requests.

2025 no plan	Total Subs request:		**£15,740**		
	count	%of Total Count for this year	Total Request	Difference from previous year	% increase from previous year
Alderbury	57	23.8%	£3,753.89	£440.21	11.7%
Farley w Pitton	40	16.7%	£2,634.31	-£94.61	-3.6%
West Dean & E Grimstead	22	9.2%	£1,448.87	-£61.78	-4.3%
West Grimstead	16	6.7%	£1,053.72	£274.03	26.0%
Whiteparish	47	19.7%	£3,095.31	-£315.84	-10.2%
Winterslow	57	23.8%	£3,753.89	-£242.02	-6.4%
	239	**100%**	**£15,740**	**£0**	

For Alderbury, which has decreased in count from 68 to 57, because collectively other parishes have reduced further, they would see an additional £440 increase which is just over 11% increase of their subs. West Grimstead which although remains the same count at 16 would see a 26% to their Subs due to other parish numbers falling. In order to smooth out these increases, Team Council have taken the decision to phase in the change over a three year period.

What will probably be happening in 2025

In 2025 we will start to see the impact of the new counts, but only a third of this new count will be combined with two thirds of the 2019 count so as to spread their effects over three years. The first column of the following table shows the new counts, with the 2nd column the actual percentage of that total count. However calculating 2/3rd of the 2019 count and only 1/3rd of the new count gives an effective count in the third column. With the same total subs request, this produces the total request given in the fifth column.

2025			Total Subs request:		**£15,740**		
	Count (2024)	%of Total Count for this year	Effective Count (2/3 2019 + 1/3 2024)	Effective % Total for this year	Total Request	Difference from previous year	% increase from previous year
Alderbury	57	23.85%	64.3	21.8%	£3,432.56	£118.88	3.6%
Farley w Pitton	40	16.74%	50.7	17.2%	£2,703.37	-£25.55	-0.9%
West Dean & E Grimstead	22	9.21%	28.0	9.5%	£1,493.97	-£16.68	-1.1%
West Grimstead	16	6.69%	16.0	5.4%	£853.69	£74.00	9.5%
Whiteparish	47	19.67%	62.3	21.1%	£3,325.85	-£85.30	-2.5%
Winterslow	57	23.85%	73.7	25.0%	£3,930.55	-£65.36	-1.6%
	239	**100%**	**295.00**	**100%**	**£15,740**	**£0**	

What may happen in 2026 and 2027?

If we assume the budget for Team Council remains the same (not guaranteed) and the count numbers for our parishes in 2025 remain the same (also not guaranteed) we will see a change in

Subs to the team council as in 2026 there will be only 1/3 of the count from 2019 and 2/3rds from the count in 2026.

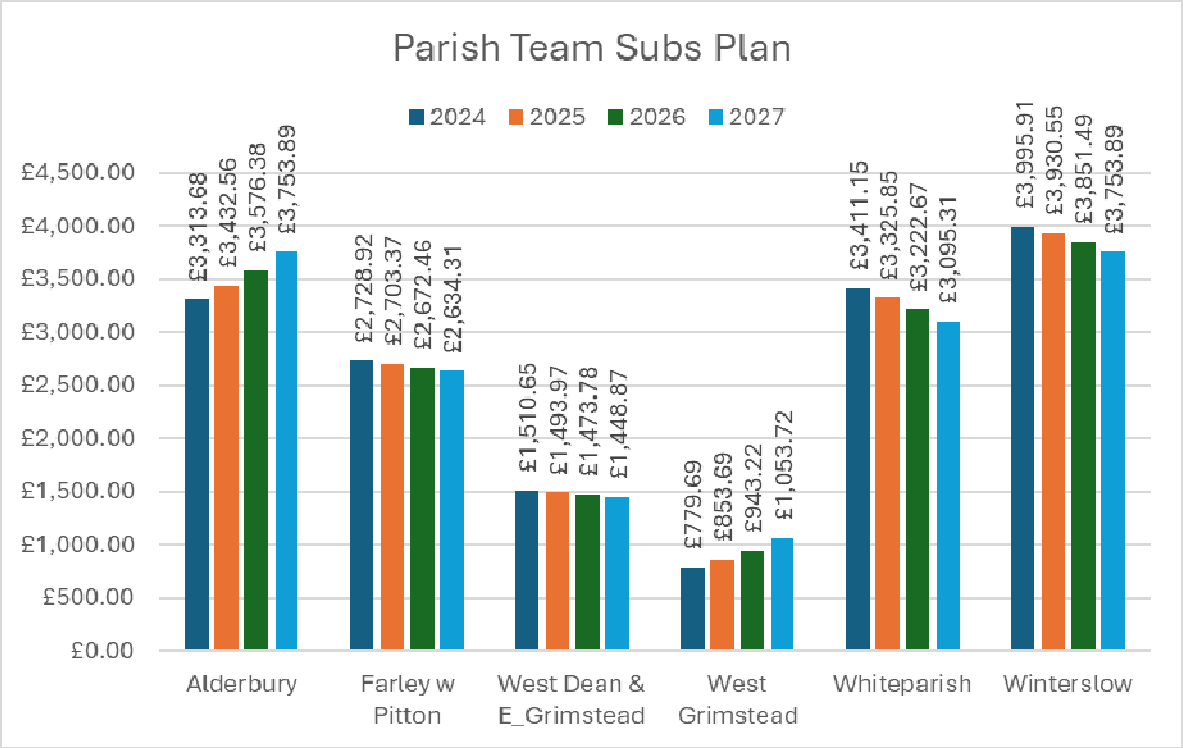
Therefore the effective count will change as shown the 3rd Column which affects the total request.

2026				Total Subs request:	**£15,740**		
	Count (2025)	%of Total Count for this year	Effective Count (1/3 2019 + 2/3 2025)	Effective % Total for this year	Total Request	Difference from previous year	% increase from previous year
Alderbury	57	23.85%	60.7	22.7%	£3,576.38	£143.81	4.2%
Farley w Pitton	40	16.74%	45.3	17.0%	£2,672.46	-£30.91	-1.1%
West Dean & E Grimstead	22	9.21%	25.0	9.4%	£1,473.78	-£20.18	-1.4%
West Grimstead	16	6.69%	16.0	6.0%	£943.22	£89.53	10.5%
Whiteparish	47	19.67%	54.7	20.5%	£3,222.67	-£103.18	-3.1%
Winterslow	57	23.85%	65.3	24.5%	£3,851.49	-£79.07	-2.01%
	239	**100%**	**267.00**	**100%**	**£15,740**	**£0**	

In 2027 the Subs will be calculated purely on the Count from the Parishes taken in 2026:

2027				Total Subs request:	**£15,740**		
	Count (2026)	%of Total Count for this year	Effective Count	Effective % Total for this year	Total Request	Difference from previous year	% increase from previous year
Alderbury	57	23.85%	57.0	23.8%	£3,753.89	£177.51	5.0%
Farley w Pitton	40	16.74%	40.0	16.7%	£2,634.31	-£38.15	-1.4%
West Dean & E Grimstead	22	9.21%	22.0	9.2%	£1,448.87	-£24.91	-1.7%
West Grimstead	16	6.69%	16.0	6.7%	£1,053.72	£110.50	11.7%
Whiteparish	47	19.67%	47.0	19.7%	£3,095.31	-£127.36	-4.0%
Winterslow	57	23.85%	57.0	23.8%	£3,753.89	-£97.59	-2.5%
	239	**100%**	**239.00**	**100%**	**£15,740**	**£0**	

It may help to see this visually: Based on the Budget staying the same and Counts staying the same you can see the three year phase in over 2025-2027 of the differences.



Summary

In my experience, most PCC members don't like to talk about the cost of running a church let alone the cost of being part of a team of churches or part of the diocese. But ministry has a cost, and we live by faith. We congratulate those parishes that have grown in number, and while they end up contributing more as they are larger, it does seem a disincentive to grow if there is a larger bill at the end.

The current system is simple in that everybody counts equal and each member has the same contribution. It would take a much more complex system to take into account a parish's abilities to contribute compared to all the other parishes, or how many of your members in your count are able to financially contribute, and I am not sure there is an appetite for such a system within the team. Simple is clearer, and so easier to be fair and transparent, and the planned adjustment over the next three years will smooth out the effect of the change we are facing.

These Subs figures are not fixed, and it will certainly be that your count figures will change next year, and so the Subs request will also change in the next year to reflect that. Remember that Team Council have the capacity to change the system on how the cost of team operations is collected, and looking at future financial contributions for your parish should be done together with the future plans for the Diocesan Share which are a much larger factor for your parish. Also remember that all the money given in Subs to the team, is for local ministry within the team, and it is the Team Subs that enable the administrator to collect fees on your behalf, often leading to a balance where the team pays the parish.

Should you have any questions or concerns do contact your team council member who can bring them to the next meeting.

Revd Simon Chambers – 16th May 2024 (Ver 3)