Doing everything we can to support the mission and growth of the church in London
THANK YOU

The Common Fund is money given by every parish in London to enable, support and further the work across the Diocese.

Your support allows us to:

- Invest in mission opportunities, both in existing parishes and new worshipping communities
- Sustain and grow Christian work and worship in every community

With your generosity and through the grace of God we can continue this work and grasp new opportunities. Thank you for your consistent giving to the Common Fund over the past years.

REFLECTIONS ON THE COMMON FUND

“The generosity of all churches enables us to support the ministry and growth of the church in areas we might not otherwise be able to reach.”

“This model of common fellowship allows us to do more together than we could do alone.”

“Common Fund is the embodiment of a generous spirit.”

“We give above our own costs as a way of sharing our financial strength with less wealthy neighbours.”

“We are very grateful to others who support us and share in our ministry in this area. Without realising it, they are touching lives right here.”

“Common Fund is an expression of love.”
### PARISH STANDARD COST 2020

#### INCREASES

- **Clergy stipendiary costs:** 2% increase
- **Clergy housing costs:** 3.5% increase
- **Training and support costs:** 3.9% increase

#### 2019

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount 2019</th>
<th>Amount 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stipend</td>
<td>£ 27,600</td>
<td>£ 29,500</td>
</tr>
<tr>
<td>National Insurance</td>
<td>£ 2,300</td>
<td>£ 2,400</td>
</tr>
<tr>
<td>Pension</td>
<td>£ 10,000</td>
<td>£ 10,100</td>
</tr>
<tr>
<td>Moving &amp; resettlement grants</td>
<td>£ 900</td>
<td>£ 900</td>
</tr>
<tr>
<td>Ordinand and clergy training</td>
<td>£ 12,500</td>
<td>£ 12,900</td>
</tr>
<tr>
<td>Central diocesan support</td>
<td>£ 5,900</td>
<td>£ 6,000</td>
</tr>
<tr>
<td>National church support</td>
<td>£ 4,600</td>
<td>£ 4,900</td>
</tr>
<tr>
<td>Parish &amp; area support</td>
<td>£ 6,500</td>
<td>£ 6,700</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>£ 84,200</td>
<td>£ 85,200</td>
</tr>
</tbody>
</table>

#### 2020

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stipend</td>
<td>£ 29,500</td>
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</tr>
<tr>
<td><strong>Total</strong></td>
<td>£ 85,200</td>
</tr>
</tbody>
</table>
### CLERGY STIPENDIARY COSTS - 2020

<table>
<thead>
<tr>
<th>Description</th>
<th>Cost</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Stipends</strong> An increase of up to 2% is assumed from 1st April 2020.</td>
<td>£27,600</td>
<td>2%</td>
</tr>
<tr>
<td><strong>National Insurance</strong> An increase of up to 2% is assumed from 1st April 2020.</td>
<td>£2,300</td>
<td></td>
</tr>
<tr>
<td><strong>Pension</strong> Set by National Church at 39.9% of National Minimum Stipend of the previous year.</td>
<td>£10,000</td>
<td></td>
</tr>
<tr>
<td><strong>Grants for moving and resettlement</strong> Grants are related to moving house or taking up a first incumbency.</td>
<td>£900</td>
<td></td>
</tr>
<tr>
<td><strong>Council Tax</strong> The projected cost for council tax on clergy housing.</td>
<td>£2,200</td>
<td></td>
</tr>
<tr>
<td><strong>Quinquennials</strong> By law all parsonages must be inspected every five years and works are carried out accordingly.</td>
<td>£3,800</td>
<td></td>
</tr>
<tr>
<td><strong>Ingoing works</strong> This reflects the expected average cost of work carried out in relation to a new appointment.</td>
<td>£2,400</td>
<td></td>
</tr>
<tr>
<td><strong>Planned and reactive maintenance</strong> Small repairs and reactive maintenance to parsonages e.g. for plumbing and heating.</td>
<td>£3,600</td>
<td></td>
</tr>
<tr>
<td><strong>Other property costs</strong> This includes the cost for the operational property team and insurance costs.</td>
<td>£2,900</td>
<td></td>
</tr>
</tbody>
</table>

**Total:** £40,800 2% increase

### CLERGY HOUSING COSTS - 2020

<table>
<thead>
<tr>
<th>Description</th>
<th>Cost</th>
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<tbody>
<tr>
<td><strong>Council Tax</strong> The projected cost for council tax on clergy housing.</td>
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<td></td>
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<tr>
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<td>£2,900</td>
<td></td>
</tr>
</tbody>
</table>

**Total:** £14,900 3.5% increase
TRAINING AND SUPPORT COSTS - 2020

Ordinand training
Our contribution to the National Church for training ordinands.
£ 3,400

Ordinand grant support
Provision of grants to London sponsored ordinands and colleges.
£ 2,600

Title posts
Training of curates for the three years following ordination.
£ 5,000

Central diocesan support:
Provision for diocesan wide support functions and advice for parishes including: safeguarding, public relations & communications, human resources, financial advice and guidance on governance matters, capped at 2.1% increase.
£ 5,900

Vacancies:
Savings on vacant clergy posts added back.
£ -2,300

Parish & Area support:
Area and deanery support
Provision of area and deanery support and guidance by Archdeacons and Area Offices.
£ 3,300

Parish property support
A team of dedicated parish property support officers for assistance with the management, maintenance and development of parish buildings.
£ 1,700

Chaplaincies and mission
This funds higher education and other chaplaincies, as well as grants to the London Diocesan Board for Schools and mission projects.
£ 2,500

Parish and area grants
Parish and area grants to support parish led project work.
£ 1,300

“Our generosity today will be a blessing for our ministry tomorrow”

The desire of the Church nationally to increase the number of ordinands by 50% - an aim the diocese supports - is resulting in a significant increase in clergy training and ordinand support costs. This is the biggest contributor to the overall 3.9% increase in training and support costs.

3.9% increase
£ 29,500

2.1% increase
£ 4,600

4.2% increase
£ 4,600

2.1% increase
£ 1,500

7.1% increase
£ 3,400

2.1% increase
£ 2,600

2.1% increase
£ 1,500

0% increase
WIDER SUPPORT

Safeguarding

The Diocese of London is committed to safeguarding children, young people and vulnerable adults to enable them to worship and grow in Christ safely. Our policies contained within the ‘Safeguarding in the Diocese of London’ document give further guidance. For more information please visit: www.london.anglican.org/safeguarding

Out of hours advice can be sought from the Churches’ Child Protection Advisory Service (now known as Thirtyone:eight) helpline on:
Telephone: 0303 003 1111

The Diocesan Safeguarding Adviser can be reached on:
Telephone: 020 7932 1224

Disclosure and Barring Service (DBS) applications

All those working with children, young people or vulnerable adults in a regulated activity will require a DBS disclosure as part of the safer recruitment procedures (these apply to both voluntary and paid roles).

Guidance and support are available on:
Telephone: 020 7932 1224
Email: disclosures@london.anglican.org

Human Resources

The Human Resources team will provide support on matters which cover most stages of the employee or volunteer life cycle. For more information please visit: www.london.anglican.org/humanresources

For personalised guidance, contact the HR team:
HR helpline: 020 7932 1200
Email: humanresources@london.anglican.org

Buildings & Property

The buildings and property team provide information and support for church buildings, maintenance and inspections, faculties, changes, repairs and parish property, as well as for clergy housing. For more information please visit: www.london.anglican.org/buildings

The Property Team is here to help:
Telephone: 020 7932 1250
Email: property.enquiries@london.anglican.org

Training, Development & Support

Each Episcopal Area has a Director of Training and Development who works with the Bishop to offer and coordinate a range of opportunities for vocational development, for clergy and lay ministers training and development and for ministry support. Full details can be found at: www.london.anglican.org/training-and-development

Parish Finance

Area Finance Advisers are available as the parishes’ first point of contact for all finance matters: stewardship, grants and loans and financial best practice. For more information please visit: www.london.anglican.org/parishfinance

Westminster and Kensington:
Mary Spredbury
Telephone: 020 7932 1245
Stepney:
Theresa Moses
Telephone: 020 7932 1247

Willesden:
Joshua Townson
Telephone: 020 3837 5014
Edmonton:
Julie Churchyard
Telephone: 020 3837 5015

Email: firstname.secondname@london.anglican.org
WIDER SUPPORT

The Parish Giving Scheme
This is a free-to-parishes Gift Aid administration scheme, improving cash flow to parishes and helping them to offset one of the greatest threats to parish giving, i.e. static giving.

For support contact:
Mary Spredbury
Telephone: 020 7932 1245
Email: mary.spredbury@london.anglican.org

Parish Buying
This helps to save time and money on key areas of spend e.g. energy, office supplies, equipment contracts. A short video introducing the service is available at: www.parishresources.org.uk/buying-smarter

Environment and Sustainability
Provides advice on energy, water and waste, sustainable buildings, reducing our carbon footprint and environmental impact. For more information please visit: www.london.anglican.org/environment

Or contact:
Brian Cuthbertson
Telephone: 020 7932 1229
Email: brian.cuthbertson@london.anglican.org

Fundraising
The fundraising team can help you with both revenue and capital fundraising requirements. Support will be tailored to your needs and it includes fundraising strategy advice, templates and lists of trust funders to contact. Follow the Fundraising team on twitter @fundmychurch or look at the online fundraising toolkit at: www.london.anglican.org/fundmychurch

For support contact:
Elizabeth Dulley
Telephone: 020 3837 5027
Email: elizabeth.dulley@london.anglican.org

Carol Ward
Telephone: 020 7932 1264
Email: carol.ward@london.anglican.org

Capital Vision
Capital Vision 2020 is the Diocese of London’s ongoing campaign, mission and strategic framework to serve the city in which we live and work. For more information visit: www.london.anglican.org/CV2020

For support contact:
Angus Stephenson
Telephone: 020 3837 5113
Email: angus.stephenson@london.anglican.org

Joseph Diwakar
Telephone: 020 3837 5129
Email: joseph.diwakar@london.anglican.org
WIDER SUPPORT

Children’s and Youth Ministry

As a Diocese we are committed to becoming a place where youth and children’s ministry thrives.

Capital Youth
Capital Youth is the response to calls to be more radical, for people across the Diocese to spend an increasing amount of time focussed on young people as part of our ministry. Capital Youth means we will increase our focus on evangelism and discipleship within our youth work.

www.london.anglican.org/capitalyouth

There are many resources available to support and develop your ministry among children and young people. These include newsletters, blogs, consultancy and resources. You can find out more at:

www.london.anglican.org/childrenyouth

We have a team of part time specialist advisers to offer help to parishes and training.

For support contact:
Under 5s: Katie O’Conor - katie.o’conor@london.anglican.org
5-11s: Katie O’Conor - katie.o’conor@london.anglican.org
11-18: James Fawcett - james@concreteonline.org

Communications

Our support includes the parish communications toolkit, our Twitter and Facebook profiles, Ministry Matters publications, and our website. The core communications team is made up of staff at London Diocesan House, supported by a media team. For more information please visit:

www.london.anglican.org/communications

Communications team: 020 7932 1125
Press, media and public affairs enquiries: 020 7618 9106

For support contact:
Matthew Hall
matthew.hall@london.anglican.org
Telephone: 020 7932 1125

Joseph Diwakar
joseph.diwakar@london.anglican.org
Telephone: 020 3837 5129

Governance

The Synodical Department provides advice on governance matters, including issues relating to PCCs and Annual Meetings, elections and data protection, and more widely on the synods and councils that make up the governance framework of the diocese. For more information please visit:

www.london.anglican.org/governance

For data protection specific resources, including a toolkit for parishes and a GDPR parish workshop video, please visit:

www.london.anglican.org/GDPR
or email GDPR@london.anglican.org

For support contact:
Monica Bolley
Telephone: 020 7932 1228
Email: monica.bolley@london.anglican.org
ARCHDEACONS’ OFFICES

The Archdeacon’s offices are there to support the parishes in their work and mission. They can be used as a first port of call for any questions or problems relating to the life of the parish, for example: faculty, annual returns and church quinquennial works.

### The Archdeacon of London’s Office

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email</th>
<th>Telephone</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Ven Luke Miller</td>
<td>The Archdeacon of London</td>
<td><a href="mailto:archdeacon.london@london.anglican.org">archdeacon.london@london.anglican.org</a></td>
<td>020 3837 5204</td>
</tr>
<tr>
<td>Martin Sargeant</td>
<td>Head of Operations</td>
<td><a href="mailto:martin.sargeant@london.anglican.org">martin.sargeant@london.anglican.org</a></td>
<td>020 3837 5203</td>
</tr>
<tr>
<td>Georgina Graham</td>
<td>Operations Manager</td>
<td><a href="mailto:georgina.graham@london.anglican.org">georgina.graham@london.anglican.org</a></td>
<td></td>
</tr>
<tr>
<td>Beth Green</td>
<td>Archdeaconry Assistant</td>
<td><a href="mailto:beth.green@london.anglican.org">beth.green@london.anglican.org</a></td>
<td>020 3837 5202</td>
</tr>
<tr>
<td>Tracey McLeavey</td>
<td>PA to Archdeacon of London</td>
<td><a href="mailto:tracey.mcleavey@london.anglican.org">tracey.mcleavey@london.anglican.org</a></td>
<td>020 3837 5201</td>
</tr>
<tr>
<td>Katharine Phillips</td>
<td>TOD (The Old Deanery) Receptionist and Administrator</td>
<td><a href="mailto:katharine.phillips@london.anglican.org">katharine.phillips@london.anglican.org</a></td>
<td>020 3837 5206</td>
</tr>
</tbody>
</table>

### The Archdeacon of Hackney’s Office

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email</th>
<th>Telephone</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Ven Liz Adekunle</td>
<td>The Archdeacon of Hackney</td>
<td><a href="mailto:archdeacon.hackney@london.anglican.org">archdeacon.hackney@london.anglican.org</a></td>
<td>020 3837 5232</td>
</tr>
<tr>
<td>PA to the Archdeacon</td>
<td>PA to the Archdeacon of Hackney</td>
<td><a href="mailto:pa.adhackney@london.anglican.org">pa.adhackney@london.anglican.org</a></td>
<td>020 3837 5232</td>
</tr>
</tbody>
</table>

### The Archdeacon of Middlesex’s Office

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email</th>
<th>Telephone</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Ven Stephan Welch</td>
<td>The Archdeacon of Middlesex</td>
<td><a href="mailto:archdeacon.middlesex@london.anglican.org">archdeacon.middlesex@london.anglican.org</a></td>
<td>020 8742 8308</td>
</tr>
<tr>
<td>Olivia Malhotra</td>
<td>Kensington Area Administrator</td>
<td><a href="mailto:olivia.malhotra@london.anglican.org">olivia.malhotra@london.anglican.org</a></td>
<td>020 7932 1182</td>
</tr>
</tbody>
</table>

### The Archdeacon of Hampstead’s Office

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email</th>
<th>Telephone</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Ven John Hawkins</td>
<td>The Archdeacon of Hampstead</td>
<td><a href="mailto:archdeacon.hampstead@london.anglican.org">archdeacon.hampstead@london.anglican.org</a></td>
<td>020 7932 1190</td>
</tr>
<tr>
<td>Maura Roni</td>
<td>PA, Area Administrator, and Area Director of Ordinands Administrator</td>
<td><a href="mailto:maura.roni@london.anglican.org">maura.roni@london.anglican.org</a></td>
<td>020 7932 1190</td>
</tr>
</tbody>
</table>

### The Archdeacon of Northolt’s Office

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Email</th>
<th>Telephone</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Ven Duncan Green</td>
<td>The Archdeacon of Northolt</td>
<td><a href="mailto:archdeacon.northolt@london.anglican.org">archdeacon.northolt@london.anglican.org</a></td>
<td>020 7932 1274</td>
</tr>
<tr>
<td>Anne Davies</td>
<td>PA and Willesden Area Administrator</td>
<td><a href="mailto:anne.davies@london.anglican.org">anne.davies@london.anglican.org</a></td>
<td>020 7932 1273</td>
</tr>
</tbody>
</table>
SUMMARY OF RESTRICTED GRANT FUNDS FROM THE CHURCH COMMISSIONERS

100 New Worshipping Communities:
Establish 100 New Worshipping communities by 2020.
£ 1m
Duration: 6 years
2015-2020

Capital Youth Strategy:
Double the number of 11 – 18 year olds engaging with existing or fresh expressions of church.
£ 1.9m
Duration: 6 years
2017-2022

In recent years we have made three successful bids to the Church Commissioners for grants to fund a number of work programmes.

This includes funding some extra staff for the duration of the programmes.

These are not monies that would otherwise be available for our core activity of funding clergy stipends, clergy housing and training & support.

Church Growth:
a) 100 churches participating in Church Growth Learning Communities over 6 years.
£ 1m

b) 15 new resource churches in the Diocese of London.
£ 3.8m

c) 15 new City Centre Resource Churches across England.
£ 3.9m
Duration: 6 years
2018-2023
Thank you:

for sustaining the mission of the Church in word and action;
for your prayers;
for helping to proclaim the Gospel of Jesus Christ to each new generation.