Common Fund 2022
Doing everything we can to support the mission and growth of the church in London
The Common Fund is money given by every parish in London to enable, support and further the work across the Diocese. In 2022 despite the ongoing level of uncertainty, we are again holding the total Parish Standard Cost figures level. For those parishes with one stipend and house, the overall figures remain the same. This booklet explains the changes that contribute to the overall total.

Your support allows us to:
- Fund the costs of the clergy in your parish.
- Invest in mission opportunities, both in existing parishes and new worshipping communities.
- Sustain and grow Christian work and worship in every community.

The past two years have been an exceptionally difficult for us all as we have together responded to the Covid-19 pandemic. PCCs have faced challenges on many fronts including organising worship, serving our communities, and managing parish finances. The Diocese of London is extremely grateful to all parishes for their ongoing generosity in supporting the work of our ministry in London through your continued Common Fund contributions, and we hope, that by working together, we will continue to share the love of God throughout London in 2022.
Clergy stipendiary costs: 1% increase
Clergy housing costs: 3% increase
Training and support costs: 3% decrease
NO OVERALL CHANGE

PARISH STANDARD COST 2022
NO OVERALL CHANGE

For each Diocesan house used by clergy
- Council tax: £2,310
- Quinquennials: £3,910
- Ingoing works: £2,470
- Planned & reactive maintenance: £3,700
- Other property costs: £2,960

Training and Support for each parish
- Ordinand and clergy training: £12,400
- Safeguarding: £1,200
- Central diocesan support: £4,900
- National church support: £4,600
- Parish & area support: £5,550

Stipend related costs for each Common Fund post
- Stipend: £27,900
- National Insurance: £2,325
- Pension: £10,000
- Moving & resettlement grants: £975

NO OVERALL CHANGE

2022
- Stipendiary costs: £41,200
- Housing costs: £15,350
- Training and support costs: £28,650
- Parishes: £85,200

2021
- Stipendiary costs: £40,800
- Housing costs: £14,900
- Training and support costs: £29,500
- Parishes: £85,200
### Clergy Stipendiary Costs: 2022

<table>
<thead>
<tr>
<th>Description</th>
<th>Cost</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stipends</td>
<td>£ 27,900</td>
<td>With no changes in the number of stipends, the planned cost of living increase of 1.0% from April 2022 is the only variation.</td>
</tr>
<tr>
<td>National Insurance</td>
<td>£ 2,325</td>
<td>With no changes in the number of stipends, the planned cost of living increase of 1% from April 2022 is the only variation.</td>
</tr>
<tr>
<td>Grants for moving and resettlement</td>
<td>£ 975</td>
<td>Grants are related to moving house or taking up a first incumbency.</td>
</tr>
<tr>
<td>Pension</td>
<td>£ 10,000</td>
<td>Set by National Church at 39.9% of National Minimum Stipend of the previous year. Held at 2020 level for PSC.</td>
</tr>
</tbody>
</table>

### Clergy Housing Costs: 2022

<table>
<thead>
<tr>
<th>Description</th>
<th>Cost</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Council Tax</td>
<td>£ 2,310</td>
<td>The projected cost for council tax on clergy housing is rising by 5% given that most local authorities are taking the maximum allowed increase under central government limits.</td>
</tr>
<tr>
<td>Quinquennials</td>
<td>£ 3,910</td>
<td>By law all parsonages must be inspected every five years and works are carried out accordingly. The overall cost for Clergy Housing continues to rise. The charge to Parish Standard Cost is only limited to 3% by a one-off subsidy of £1.1m that will exhaust the sinking fund.</td>
</tr>
<tr>
<td>Ingoing works</td>
<td>£ 2,470</td>
<td>This reflects the expected average cost of work carried out in relation to a new appointment.</td>
</tr>
<tr>
<td>Planned and reactive maintenance</td>
<td>£ 3,700</td>
<td>Small repairs and reactive maintenance to parsonages e.g. for plumbing and heating.</td>
</tr>
<tr>
<td>Other property costs</td>
<td>£ 2,960</td>
<td>This includes the cost for the operational property team and insurance costs.</td>
</tr>
</tbody>
</table>

### Summary Costs

- **Stipends**: £ 27,900
- **National Insurance**: £ 2,325
- **Grants for moving and resettlement**: £ 975
- **Pension**: £ 10,000
- **Council Tax**: £ 2,310
- **Quinquennials**: £ 3,910
- **Ingoing works**: £ 2,470
- **Planned and reactive maintenance**: £ 3,700
- **Other property costs**: £ 2,960

**Total**: £ 41,200 (1% increase)

**Total**: £ 15,350 (3% increase)
Parish and area grants
Parish and area grants to support parish-led project work are made from balances held by each area. These have sufficient money left to continue funding grants and loans during 2022 without the need to be topped up by the centre, so a temporary saving is being made.

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.
£ 1,800

Chaplaincies and mission
This funds higher education and other chaplaincies, as well as grants to the London Diocesan Board for Schools and mission projects. It includes 50% of the total cost of dedicated Vision 2030 activity, the balance being raised from outside the Diocese, including National Church (see pages 18-19).
£ 2,750

Vacancy savings
Savings on vacant clergy posts added back.
- £ 2,300

£ 28,650 3% decrease

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£ 28,650 3% decrease

Ordinand training & grant support
Our contribution to the National Church for training ordinands and provision of grants to London sponsored ordinands and colleges.
£ 5,850

Title posts
Training of curates for the three years following ordination.
£ 5,050

Central diocesan support:
Provision for diocesan wide support functions and advice for parishes including: public relations & communications, human resources, financial advice and guidance on governance matters. Reduced by 2% through cost savings that outweighed pay awards and other inflationary costs.
£ 4,900

£ 5,050
£ 12,400
£ 1,500
£ 28,650
£ 5,550

3% decrease
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. For more information please visit: www.london.anglican.org/safeguarding

The Diocesan Safeguarding Team can be reached on:
Tel: 020 7932 1224
Email: safeguarding@london.anglican.org

Out of hours safeguarding advice can be sought from Thirtyone:Eight (formerly CCPAS) on:
Tel: 0303 003 1111 (option 2)

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

Guidance and support with the safer recruitment process is available on:
Tel: 020 7932 1224
Email: safeguarding@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

Housing and Investment Property
The buildings and property team provide information and support for clergy housing. For more information please visit: www.london.anglican.org/buildings

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

Parish Property
Parish Property can help you with your church buildings including church buildings, maintenance and inspections, faculties, changes, repairs and parish property. We can support your PCC with the appointment of professional advisers for your property as well as application for DAC Advice and property matters relating to buildings in parish use, from regeneration, repair as well as releasing income through hire.

Tel: 020 3837 5054
Email: ppsinfo@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

Kensington:
Contact: Mary Spredbury
Tel: 020 7932 1245

Stepney and Two Cities:
Contact: Martin Hornbuckle
Tel: 020 7932 5018

Willesden:
Email: willesdenafa@london.anglican.org

Edmonton:
Contact: Julie Churchyard
Tel: 020 3837 5015

The Parish Giving Scheme
This is a 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
Tel: 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, and equipment contracts. A short video introducing the service is available at: www.parishresources.org.uk/buying-smarter

Compassionate Communities
Offering support advice around social action/ community outreach by churches: e.g. homelessness response, loneliness, dementia support, modern slavery, asylum seekers & refugees, debt, benefit supports, food insecurity, domestic violence, mental health. www.compassionatecommunitieslondon.org.uk

Contact: Alison Tsang
Tel: 07732 729936

Caring for God’s Creation / 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 www.compassionatecommunitieslondon.org.uk/themes-of-work/caring-for-gods-creation

Contact: Brian Cuthbertson / Alison Tsang
Tel: 020 7932 1229 / 07732 729936
Email: brian.cuthbertson@london.anglican.org

Fundraising
The Parish Fundraising Manager offers information, advice and guidance about the many different fundraising streams to parishes by email, phone and occasional 1:2:1 consultation for the more complex queries. Information on grants to fund projects can be found on our website.

Visit the Fundraising Training Resources page to view a range of fundraising masterclasses. www.london.anglican.org/support/fundraising

For assistance contact: Carol Ward
Tel: 020 7932 1264
Email: parishfundraisingsupport@london.anglican.org
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 a call to be more radical, for people across our Diocese to spend an increasing amount of time and resources focused on young people. Capital Youth includes a number of diocese-led initiatives, but is primarily a parish-led movement. www.london.anglican.org/capitalyouth

There are many resources from the diocese team available to support you in developing work with children and young people, including training content, consultancy, signposting and resources.

Find out more about the support available at: www.london.anglican.org/youth

Communications
The communications team run the diocesan website and social media, send the ‘Virtual Parish News’ e-newsletter, and provide training and resources to support our churches. For more information please visit: www.london.anglican.org/communications

For support contact:
Email: communications@london.anglican.org

Media support
If there is an issue in your parish that you think might attract media interest, please contact our media team, Luther Pendragon, as early as possible.

Tel: 020 7618 9106
Email: dioceseoflondon@luther.co.uk

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

Email: GDPR@london.anglican.org

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

The Archdeacons’ 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
The Ven Luke Miller
The Archdeacon of London
Tel: 020 3837 5204
Email: archdeacon.london@london.anglican.org

The Ven Adam Atkinson
The Archdeacon of Charing Cross
Tel: 07780 992112
Email: archdeacon.cx@london.anglican.org

Georgina Graham
Operations Manager
Tel: 020 3837 5208
Email: georgina.graham@london.anglican.org

Chloe Hobbs
PA to Archdeacon of London
Tel: 020 3837 5209
Email: pa.adlondon@london.anglican.org

Matilda (Tilly) Metcalf
Archdeaconry Administrator (Two Cities)
Tel: 020 3837 5215
Email: twocities.admin@london.anglican.org

The Archdeacon of Hackney’s Office
Vacant
Archdeacon of Hackney
Tel: 020 3837 5232
Email: archdeacon.hackney@london.anglican.org

Christine Owusu-Ansah
PA to the Archdeacon of Hackney
Tel: 020 3837 5232
Email: pa.aahackney@london.anglican.org

Sara Black
Stepney Area Administrator
Tel: 020 3837 5231
Email: sara.black@london.anglican.org

The Archdeacon of Middlesex’s Office
The Ven Richard Frank
The Archdeacon of Middlesex
Tel: 020 3837 5135
Email: archdeacon.middlesex@london.anglican.org

Vacant Post
P.A. to the Archdeacon of Middlesex
Olivia Malhotra
Kensington Area Administrator
Tel: 020 7932 1182
Email: olivia.malhotra@london.anglican.org

The Archdeacon of Hampstead’s Office
The Ven John Hawkins
The Archdeacon of Hampstead
Tel: 020 7932 1190
Email: archdeacon.hampstead@london.anglican.org

Maura Roni
Personal Assistant, Area Administrator & Discernment Administrator
Tel: 020 7932 1190
Email: maura.roni@london.anglican.org

The Archdeacon of Northolt’s Office
The Ven Catherine Pickford
The Archdeacon of Northolt
Tel: 020 7932 1274
Email: archdeacon.northolt@london.anglican.org

Anne Davies
Personal Assistant and Willesden Area Administrator
Tel: 020 7932 1273
Email: anne.davies@london.anglican.org
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.

“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.”

“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 the embodiment of a generous spirit”

“Common Fund is an expression of love.”

### 100 New Worshipping Communities
Establish 100 New Worshipping communities by 2021.

**Duration:** 6 years 2015-2021

**Fund:** £1m

### Capital Youth Strategy
Double the number of 11 – 18 year olds engaging with existing or fresh expressions.

**Duration:** 6 years 2017-2022

**Fund:** £1.9m

### Church Growth
a) 100 churches participating in Church Growth Learning Communities over 6 years.

**Fund:** £1m

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

**Fund:** £3.8m

c) 15 new City Centre Resource Churches across England.

**Fund:** £3.9m

**Duration:** 6 years 2018-2023
The London Diocesan Fund includes the Bishop of London’s Fund and Associated Organisations. The London Diocesan Fund is a Company Limited by Guarantee, registered in England Number 150856, Charity Registration Number 241083. Registered Office as above.

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.