



2025

Journey of Generosity



 THE CHURCH
OF ENGLAND
Diocese of Southwell & Nottingham

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INTRODUCTION AND WELCOME

Welcome to our new Journey of Generosity booklet, which we hope you will find helpful as we seek to bring Living Hope across every context in our Diocese. At the start of this booklet we firstly want to thank you for the generosity you have shown through your life and the life of your parish, which has enabled mission and ministry to grow and flourish.

We believe generosity lies at the heart of what it means to be a disciple of Christ. It's not a tick-box or a task-to-do, but rather a spiritual response to the generosity that God has first shown each one of us. It's why in our vision refresh, encouraging generosity sits firmly at the centre of our 7 Areas of Focus. Although we may approach generosity from different starting points, Jesus invites each of us to go deeper in our acts of giving, drawing us closer to His example of selfless love.

Back in 2024 our Deanery Roadshows were a helpful opportunity to reflect on our journey and the road ahead. We shared the good news of attendance growth across our Diocese in recent years, but also highlighted the difficult challenge of financial sustainability that we face, both now and into the future. This has been helpfully mapped out through 10 year parish trajectories which have been shared with every parish. Although the challenges are significant, we've encouragingly seen a positive growth in the final 2024 Parish Share total. This helps us to know we're on right track for deepening our generosity together.

As we look out at the landscape for the coming year, we'll be sharing provisions for the journey through inspiring stories of generosity and resources for how we might explain with transparency and teach with clarity. This includes continuing the conversation on the proposed 10 year parish trajectories with every Parochial Church Council or Benefice Council and the dedicated Parish Share Team.

Together, we've made an encouraging start on this journey. Let's be hopeful that this is just the beginning of seeing God at work, changing hearts and minds that follow Jesus' wherever he leads.



Archdeacon Phil Willams
Chair of the
Parish Share Team

JASMINE'S STORY

For me, my first experience of generosity started when I was very young. I grew up in church and during my time in the youth group I was invited to go to a Christian festival. I was excited as I had never been to one before, but there was a cost attached to this. My family didn't have the money for me to attend, but I remember speaking to my vicar and he said the church would pay for my place. That festival was so significant as it was the first time in my life that I experienced the Holy Spirit, and in response committed my life to Jesus. That small moment of generosity from the church put my life on a new trajectory.

A few years later while I was working in Scotland, my sister shared details of the Internship in Southwell & Nottingham and thought it might be something I would consider. I was reluctant at first as I had good work opportunities ahead of me, but as I prayed I knew in my heart that this was an opportunity for me to give back my time and talents. I loved the experience, and after finishing the Internship I'm now training as an LLM and serving and giving to my local church.

These two experiences have taught me to never underestimate how powerful giving can be. So much of my story wouldn't have happened without the generosity of others. Whether it's £5 or 5 minutes, an act of generosity can change someone's life. I'm so grateful for those who were faithfully giving in my church and the way it supported me in my journey of faith. I may not have loads myself, but in response I give financially all I can and I know that in doing that, it can change everything.

Jasmine Clark

Licensed Lay Minister in Training
St Mary Magdalene with
St Leonard, Newark

“SO MUCH OF MY
STORY WOULDN'T
HAVE HAPPENED
WITHOUT THE
GENEROSITY OF
OTHERS

Everything comes from you, and
we have given you only what
comes from your hand.

1 Chronicles 29 v 14
(NIV)

HOW PARISHES ARE SUPPORTED

Local parishes and their churches and schools are at the missional heart of the Diocese of Southwell and Nottingham. At its core the Central Team exists to support, equip and enable parishes through the provision of guidance, resources and expertise so that they can Grow Disciples of Christ with Compassion, Confidence and Courage.

Here's a closer look at how we support your parish in key areas:

DIRECT MINISTRY

Incumbents are appointed to parishes to lead mission and ministry. The remuneration of clergy includes the cost of stipend, housing (including council tax and water rates), pension and National Insurance.

DIRECT MINISTRY SUPPORT

Across the Diocese we work together to nurture and support local churches as we seek to Grow Disciples and reach our local communities with the Living Hope of Jesus. To this we rely on the skills and expertise of colleagues in safeguarding, clergy wellbeing, youth and children's ministry advisors, archdeacons' team, deanery administrators, parish giving advisors, school/workplace chaplains and support for parishes in vacancy through sequestration.

DEVELOPING MINISTRY

We are focused on growing both the present and future generation of ministry leaders. We invest in discerning both lay and clergy vocations, lay and ordinand training and development, curate stipends, housing (including council tax and water rates), pension and National Insurance and the cost of the intern programme.

STATUTORY & GOVERNANCE

As for all charitable companies, we need to comply with statutory requirements. We support local Parochial Church Councils (PCCs) to fulfil their statutory obligations through the Diocesan Advisory Committee (DAC), Registry, Finance Team and Communications Team. We are also required to contribute to the costs of National Church support functions.

PSPUs

To allow comparison across the Diocese it is necessary to have a similar unit of measurement. For this purpose we have created a Parish Share Paying Unit (PSPU). A PSPU is the parish or parishes that are overseen by an incumbent status priest.

The two benefices shown are each one PSPU. The Cranmer Group is made up of 6 parishes overseen by an incumbent; Mansfield St. Peter & St. Paul's is a single parish with an incumbent – both are one PSPU for the sake of comparison.

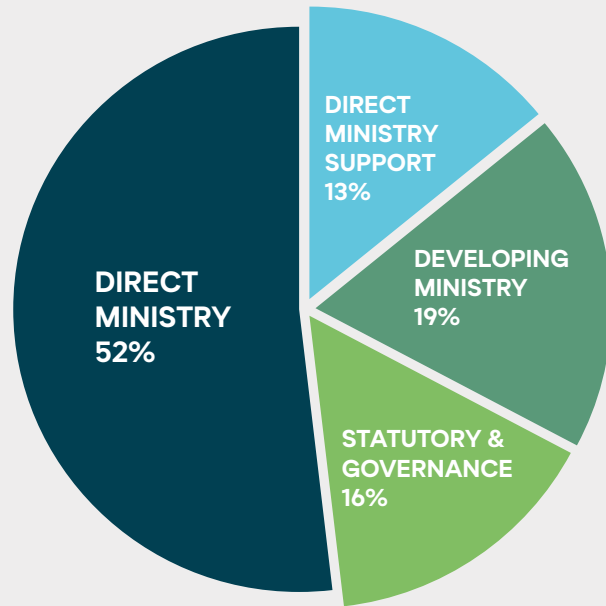


HOW THE DIOCESE IS FUNDED

Our Diocese is fortunate, through the generosity of those who have gone before, to have income generating assets through financial investments and agricultural landholdings. The income from these assets reduces the amount of funding that is needed from Parish Share. The composition of the Diocesan Income and Expenditure is illustrated on the next pages.

MINISTRY COSTS 2025

Full Ministry costs per PSPU for 2025 are **£99,541**. Following the Parish Share Review, the full ministry costs have been split into 4 clear sections:



DIRECT MINISTRY (52%) £51,437

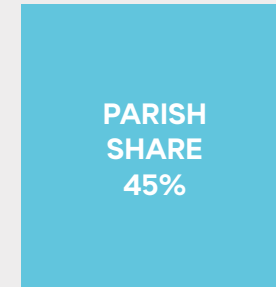
DIRECT MINISTRY SUPPORT (13%) £12,927

DEVELOPING MINISTRY (19%) £19,351

STATUTORY & GOVERNANCE (16%) £15,826

The ministry costs above are based on the 2025 diocesan budget. Ministry costs between 2026 and 2035 are assumed to increase by 3% per year as a best estimate at this stage. On this basis full ministry cost is estimated to be £133,000 in 2035. They will be reviewed annually as part of the budget.

WHERE THE MONEY COMES FROM



PARISH SHARE (45%)

Following the Parish Share Review, Parish Share contributions are calculated for each individual parish. The formation of a Parish Share Team (including Chief Executive, Archdeacons and Finance Director) enable decisions to be made in line with the refreshed diocesan vision and strategy.



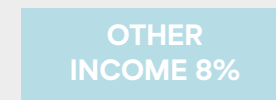
CHURCH COMMISSIONERS (24%)

The Church Commissioners pay for the Bishops' stipends, their office and working costs, most cathedral stipends and grants to cathedrals. These costs are NOT included in the Diocesan budget. The Church Commissioners provide direct support to dioceses through a number of funding streams.



RETURNS ON INVESTMENTS (23%)

The Diocese earns income from its historic investments. Investment is split between property in the form of agricultural land and commercial property and direct financial investments in bonds and equities. Annually we receive rents and dividend income.



OTHER INCOME (8%)

As a Diocese we are fortunate to receive grants from third parties such as C of E Ministry Experience Scheme (CEMES) who provide an annual grant towards the costs of the Intern Programme. We also receive income from strategic partnerships with schools, activity-based income from parochial fees and other charities such as Benefact Trust.

ST WILFRID'S, CALVERTON STORY

Our parish journey of generosity started with a crucial change in the language we used to talk about money —shifting from focusing on fundraising to embracing generous giving. This simple change helped us re-frame how we approached financial support, transforming it from a transactional task into an ongoing spiritual practice. By shifting the narrative, we encouraged our church to see giving as part of their discipleship, rather than a reaction to financial shortfalls. This language shift also helped align our teaching and practices around generosity, ensuring it wasn't just about meeting a need but about cultivating a heart of giving year-round.

One of the significant steps in this journey was making the offering an integral part of worship. By weaving it into our worship experience, we helped people recognise that giving is not separate from their spiritual life, but an important act of worship and devotion to God. This transformation reinforced the idea that giving is ultimately our response to God's generosity to each one of us.

We also decided to move away from traditional fundraising events, which often focused on raising money rather than fostering community. Instead, we began hosting community events aimed at building relationships and growing together in faith. These events allowed us to grow together as a community, which naturally led to increased generosity as people saw our heart and focus.

WE DECIDED TO INCREASE OUR CONTRIBUTION BY £10,000, TRUSTING THAT GOD WOULD PROVIDE FOR OUR NEEDS.

A pivotal moment in our journey came five years ago when we took a bold step of faith. We recognised that our Parish Share allocation didn't feel right—it seemed too low, considering our potential and responsibilities. We decided to increase our contribution by £10,000 initially, with the proposal to continue to increase significantly each year, trusting that God would provide for our needs. This step was met with God's faithfulness, as we witnessed a growth in giving that not only met our commitment but also deepened the sense of community and shared purpose within our parish. We've been able to continue our increase in giving.

Through all of this, we've continued to nurture a culture of generosity. Each year, we focus on opportunities for one-off gifts to support specific growth projects, enabling us in our mission of Growing Disciples and furthering God's work. Our yearly focus on generosity is reinforced through thank-you letters sent to everyone who is a regular giver and a thank you note in the notice sheet to those who give in other ways, celebrating what we've accomplished together, sharing our hopes for the year ahead, and inviting people to consider increasing their support for the upcoming year. This approach has helped us build a thriving community rooted in generosity, faith, and shared purpose.



Rev Sam Hustwayte
Vicar
St Wilfrid's Calverton



FAQS AND SUPPORT

Our journey of generosity is one we are all on together, and every step we take is a shared one. Your participation, reflections, and feedback are essential as we move forward. Wherever you feel your parish is on this journey, your voice is valuable in shaping the route ahead.

From the feedback at Deanery Roadshows we have compiled a collection of questions (FAQs) which you can find on our website with the link and QR code below. Questions received so far include:

Why should Parish Share be paid when we are in a vacancy?

How can churches in deprived areas be expected to achieve full ministry costs?

Why do the central diocesan costs at 'Southwell/Jubilee House' continue to increase but parishes are expected to 'pick up the tab'?

How can you expect multi-church benefices to pay the full costs of ministry when they have all the costs related to buildings on top of Parish Share?

These sit alongside a set of helpful documents and resources that are designed to support you and your Parish as you Grow Disciples of Christ.

We encourage you to explore the website, where you'll find these answers, inspiring stories, and deeper insights into living a generous life as a church. As we journey together, the Parish Share Team intend to respond to any questions that arise, you can also send these direct to parishshareteam@southwell.anglican.org



Further Support

Please visit our Journey of Generosity webpage for further support. You can do this by scanning the QR code or by visiting: southwell.anglican.org/journey-of-generosity

OUR JOURNEY SO FAR

2023 - Summer Deanery Financial Conversations

Meetings with every Deanery to discuss the current financial situation and support required.

2024 - May Parish Share Review Group Report Published

Following the findings of the Parish Share Review Group, a report was published which outlines 13 recommendations.

2024 December Parish Share 10 year Trajectories are sent to every Parish to clergy, churchwarden and treasurers.

2025 March- June 1-1 Meetings with Parishes in each Deanery. This includes Gedling (05/03), West Bingham (20/03), Nottingham South (25/03), Nottingham North (01/04), East Bingham (02/04), Mansfield (07/05), Newstead (19/05), Newark and Southwell (22/05), Bassetlaw & Bawtry (09/06).

2023 - December Parish Share Review Group

Chaired by the Archdeacon of Nottingham. The group (included lay and ordained members) met together for the first time to begin the review of Parish Share.

2024 - September/October Journey of Generosity Deanery Roadshows

Meetings across the Diocese to launch the Journey of Generosity, share the findings of the Parish Share Review Report and discuss questions together with parishes.

2025 March Journey of Generosity booklets

This booklet is shared to help communicate vision to all PCCs including Ministry Costs.

2025 Summer

New teaching resources and video stories developed to help encourage generosity in every context.

A PRAYER FOR THE JOURNEY

Generous God,
who gave your all for us,
and call us to share your blessing with others,
Inspire us on our journey of generosity
that we may lay aside our selfishness, fear and greed
and with open hearts are ready to respond to your
prompts of love.
That through our generosity others may come
to know your Living Hope and experience your
abundant generosity in their lives.

Amen

“the world of the generous gets
larger and larger”

Proverbs 11:24
(The Message)

A MESSAGE FROM THE BISHOPS

‘We are so encouraged by and grateful for the generosity shown by all who faithfully give of their time, spiritual gifts, and finances across the Diocese. It is our prayer that as we continue this journey of generosity together, we would increasingly see and reflect the abundance of God’s generosity to His people and that this would further enable us to bring His living hope.’



Bishop Paul Williams



Bishop Andy Emerton



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