



2026

Journey of Generosity



 THE CHURCH OF ENGLAND
Diocese of Southwell & Nottingham

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INTRODUCTION AND WELCOME

Welcome to our 2026 Journey of Generosity booklet, which we hope you will find helpful as we seek to bring Living Hope across every context in our Diocese. Firstly, thank you for the generosity you have shown through your life and the life of your parish, which has enabled mission and ministry to be sustained, to grow and to flourish.

We believe generosity lies at the heart of what it means to be a disciple of Christ. It is a spiritual response to the generosity that God has shown each one of us. It's why 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.

In 2025 we continued our conversations with each parish or Parish Share Paying Unit (PSPU). This facilitated mutual understanding of the financial issues that impacted on paying Parish Share and what the journey of generosity might look like in each context. Average weekly giving per parish across the diocese is strikingly varied, ranging from £1.05 per giver per week to £63.56, and it doesn't correlate with levels of wealth or deprivation.

We continued to review the 10-year Parish Share trajectories with parishes, especially during a vacancy. Conversations are ongoing with non-Lowest Income Communities (LInC) parishes where further work is needed to calibrate Parish Share trajectories following new appointments and revitalisation plans. The Parish Share outturn in 2025 was another increase, such that an extra £310,000 had been given over the last two years.

This year will see the launch of new teaching material for churches to use in parishes. Bishop Paul develops the journey of generosity through teaching videos, which you can see with the QR code on page 11.

In 2026 we hope to gather more stories of generosity to encourage one another on our shared journey as we all seek to 'excel in the gift of giving' (2 Corinthians 8 verse 7).



Archdeacon Phil Willams

Chair of the
Parish Share Team

JANE'S STORY

The first few times I tithed, I remember thinking, 'How is this going to balance?' But if you always think like that, you'll never give when you have an abundance, because you'll never actually get there. The invitation in Scripture is simple: "Bring the whole tithe into the storehouse...test me in this" (Malachi 3:10). There is a call to tithe, and there is a call to give.

Obedying God, including in giving, is ultimately about trust. Those early steps felt scary, yet somehow at the end of the month I often had more than when I didn't tithe. That's when the journey of giving beyond my tithe began. I started to see my money as our money. God just seems to enjoy spending it more than I do! And my testimony is this: every time I've given, God has been faithful.

At the start of each month, I sit down to give my tithe and ask God if there's anything else he wants me to give. It has become an act of worship — a moment to acknowledge that everything I have comes from him. Sometimes I sense God nudging me to give far beyond my tithe with a persistent feeling I can't shake, even if I try. Saying "yes" to God has led me to some of my greatest encounters with his outrageous generosity.

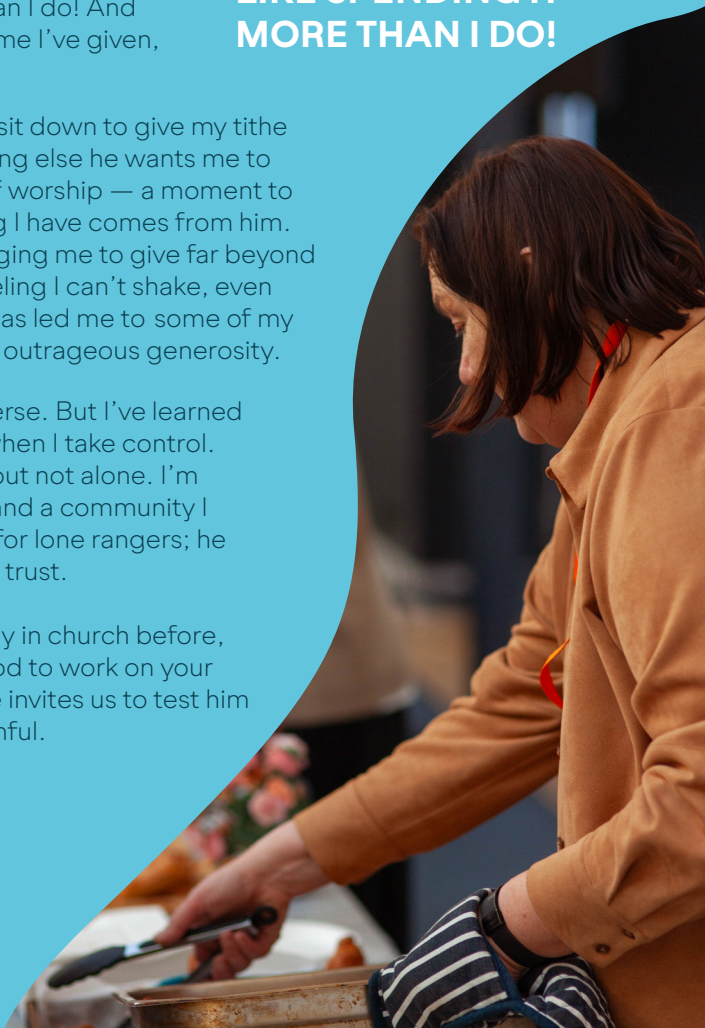
By nature, I'm pretty risk-averse. But I've learned that it's actually more risky when I take control. God calls us to live by faith, but not alone. I'm surrounded by wise friends and a community I walk with. God isn't looking for lone rangers; he invites us into a shared life of trust.


If you've never given regularly in church before, start where you're at. Ask God to work on your heart, and remember that he invites us to test him in this. Give it a go. He is faithful.

Jane Overnell

Head of Operations
Trinity Church Nottingham

**I STARTED TO SEE
MY MONEY AS
OUR MONEY. GOD
JUST SEEMS TO
LIKE SPENDING IT
MORE THAN I DO!**





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

1 Chronicles 29:14
(NIV)

You would lay down
Your life
That I would be set free
Jesus, I sing for
All that You've
done for me

251
175
327
799
239
540

HOW PARISHES ARE SUPPORTED

Local parishes and their churches and schools are at the missional heart of the Diocese of Southwell and Nottingham. The Central Team, based at Jubilee House in Southwell, serves the Diocese by supporting, equipping and enabling parishes through the provision of guidance, resources and expertise in their mission of Growing Disciples of Christ with Compassion, Confidence and Courage. Here's a closer look at how we support your parish in key areas:

DIRECT MINISTRY

Incumbent status clergy are appointed to parishes to lead their mission and ministry. The remuneration of clergy includes the cost of stipend, housing (including council tax and water rates), pension and 'employers' National Insurance. Clergy are paid at a level recommended nationally. We seek to ensure they and their families are provided with well-maintained housing.

DIRECT MINISTRY SUPPORT

Across the Diocese we partner with local churches in Growing Disciples and reaching our local communities with the Living Hope of Jesus. To this end we rely on the skills and expertise of colleagues, including safeguarding advisors, ministerial development and wellbeing experts, youth and children's ministry advisors, Archdeacons' Team, deanery administrators, parish giving advisors, school/workplace chaplains and those providing support for parishes in vacancy.

DEVELOPING MINISTRY

We are focused on growing both the present and future generation of leaders to ensure mission and ministry is sustained and enhanced. We invest intentionally in discerning both lay and clergy vocations, lay and ordinand training and development, curate stipends, housing (including council tax and water rates), pension and 'employers' National Insurance and the cost of the intern programme. Clergy are paid at a level recommended nationally. We seek to ensure they and their families are provided with well-maintained housing.

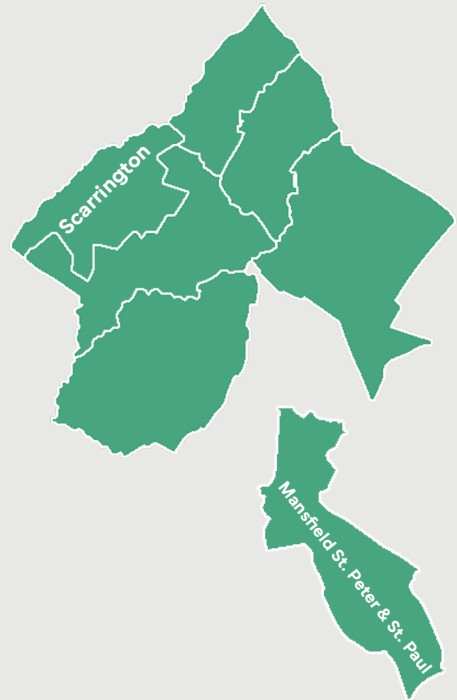
STATUTORY & GOVERNANCE

As with all charitable companies, we need to comply with statutory requirements. We support local Parochial Church Councils (PCCs), most of which are themselves excepted charities, to fulfil their statutory obligations through the Diocesan Advisory Committee (DAC), Registry, Finance Team and Communications Team.

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 constitute one PSPU for the sake of comparison.

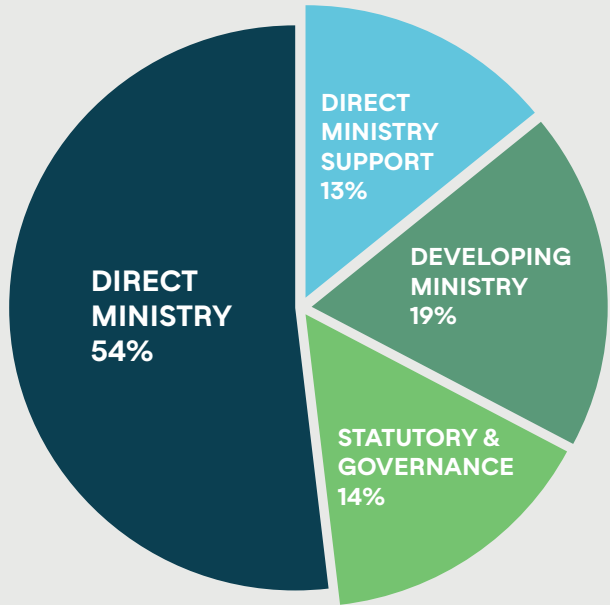


HOW THE DIOCESE IS FUNDED

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 2026

Full Ministry costs per PSPU for 2026 are **£103,164**. Following the Parish Share Review, the full ministry costs have been split into 4 clear sections:



DIRECT MINISTRY COST (54%) £55,907

DIRECT MINISTRY SUPPORT (13%) £13,158

DEVELOPING MINISTRY (19%) £19,530

STATUTORY & GOVERNANCE (14%) £14,569

The ministry costs above are based on the 2026 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 (40%)

Parish Share is a voluntary contribution towards mission and ministry across the Diocese. Initial 10-year Parish Share trajectories to 2035 were communicated in December 2024. Over this period the intention is for parishes to increase share towards a greater proportion of their ministry costs as we seek to grow mission and ministry sustainably. This work is overseen by the Parish Share Team, Chaired by the Archdeacon of Nottingham, Phil Williams. Trajectories are routinely reviewed as part of the vacancy process.

ARCHBISHOP'S COUNCIL (37%)

We are fortunate to receive substantive funds from the national church to support mission and ministry across the diocese through several funding streams, the majority of which are time-limited. The most significant are Lowest Income Communities (LInC) funding, which helps support mission and ministry in the 25% most deprived parishes nationally, and the Strategic Mission and Ministry Investment Board (SMMIB), which has given funding until 2030 to help revitalise and grow parish churches. The Church Commissioners pay for Bishops' stipends, their office and working costs, most cathedral stipends and grants to cathedrals. These costs are NOT included in the diocesan budget.

RETURNS ON INVESTMENTS (9%)

Income is earned from our historic assets of agricultural Glebe land and direct financial investments in bonds and equities.

OTHER INCOME (14%)

This income includes rents from residential properties not immediately required for ministerial purposes, gains on disposal of property, statutory parochial fees and grants from external funders. The Board is grateful for external grant funding from Benefact Trust, which is applied towards the cost of our intern programme.

ST MICHAEL'S, FARNSFIELD STORY

When we first arrived in Farnsfield six and a half years ago, there was a sense of real opportunity. One of the things that we saw was that giving hadn't really been spoken about for a while and our Parish Share was low. So, from the off, we knew that encouraging generosity would be vital for the church's long-term ministry in the community.


One of our first steps as a church was to set our vision and values. We have a 10 in 10 vision that we are working together as a church to achieve: "10% of the people in Farnsfield living as devoted followers of Jesus within 10 years". Our values of praying, sowing, serving and growing support the vision. Being generous as a church is part of our sowing. We preach on giving and generosity regularly, deepening our discipleship in this area.

Over these last six and a half years of a missional vision and regular teaching, the church's giving has tripled. This has allowed us to employ a children & families minister, a youth minister, a charity shop manager and a parish assistant, all in a church that had never before had an employed staff team. Grant funding initially supported us in creating these roles, but we have paid more of our staff's salaries ourselves over the years and we aim to be completely self-sustaining in the longer term.

We can now engage with children and youth in a much more tailored and effective way than we could without a staff team. There are around 40 children here on a Sunday morning in their own dedicated groups, whereas when we started we'd have half a dozen or so gathered in the back room.

AS WE GROW AS A CHURCH, WE WANT TO OVERFLOW IN OUR GIVING AND BE GENEROUS WITH WHAT WE HAVE.





We also have 25 to 30 young people engaged in a midweek youth group that we've started. Many come on Sundays and others attend our after-school church, Connect. It's been such a joy to see young people come to faith, their lives changed eternally. Collectively, we can see the impact our staff team is having and understand that we need to step up together if we want to see it continue.

As a church, we want our mission to be self-sustaining, which includes paying the full salaries of our staff members in the short term, but another commitment at the start of our journey was to increase our parish share by 10% every year. Our aim is to pay our way going forward and to bless others across the diocese.

As we grow as a church, we want to overflow in our giving and be generous with what we have. That includes being welcoming and generous in our parish, as well as giving to missional partners and other Christian organisations. This reminds us that we are part of something bigger. We're concerned for the Kingdom and the worldwide church, not just what's happening here.

Part of our journey as a church has been recognising the hold that money can have on us, but if we want to give our lives to God that includes our resources, our money – everything. We want to hold things lightly that the world holds tightly. Giving is something that Jesus often spoke about in the gospels and God's generosity is seen in all that Jesus has done for us and in his free gift of redemption. Everything we have is a gift from God, therefore we want to live in a way that honours him with everything.



Rev. Chris Pearse
Priest-in-Charge
St Michael's Farnsfield

FAQS & ENCOURAGING GENEROSITY

We are all on this journey of generosity 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 FAQ responses sit alongside our new **Encouraging Generosity** resources, which include a teaching series recorded by Bishop Paul. Find more details with the QR code at the bottom of the page.

As we journey together, the Parish Share Team intends to respond to any questions that arise. You can also send questions direct to parishshareteam@southwell.anglican.org



Access all of our resources

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

Deanery Financial Conversations & Parish Share Review Group

Meetings with every Deanery and with the Parish Share Review Group to assess the current financial situation and review 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

The first booklet is shared to help communicate vision to all PCCs, including ministry costs.

2025 - Spring-Autumn

1-1 meetings with parishes across the Diocese to proactively engage on our shared Journey of Generosity and identify where support is required.

2026 - Summer

Conversations with ordained and lay leaders of the 25% most financially deprived communities in the diocese to discuss Lowest Income Communities Funding and Parish Share trajectories.

2024 - May

Parish Share Review Group Report Published

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

2024 - December


Parish Share 10 year trajectories are sent to clergy, churchwardens and treasurers in every parish.

2025 - March-June

1-1 meetings with parishes across the Diocese to proactively engage on our shared Journey of Generosity and identify where support is required

2026 - Spring

A series of teaching videos featuring Bishop Paul, together with new teaching resources are launched to help encourage generosity in every context.

A woman with long, wavy brown hair is seen from behind, wearing a red patterned top. Her arms are raised in a gesture of praise or prayer. She is wearing a light blue smartwatch on her left wrist and a gold bracelet on her right. The background is a church interior with several stained glass windows in the upper part of the frame. The entire image has a dark blue overlay.

“store up for yourselves
treasures in heaven”

Matthew 6:20
(NIV)

A PRAYER FOR THE JOURNEY

Generous God,
you 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, be ready to respond to your
prompts of love.
Through our generosity may others come to know
your Living Hope and experience your abundant
generosity in their lives.

Amen

A MESSAGE FROM THE BISHOPS

‘The faithful generosity of everyone across the Diocese who has given their finances, time and gifts continually encourages us. We have seen God bless the sacrificial offerings that have been made this year, turning our vision of living hope into reality for more of our families, friends and neighbours. We pray that our ongoing generosity will contribute to more lives transformed by the gospel and more disciples growing in faith and fellowship.’



Bishop Paul Williams



Bishop Andy Emerton



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