



The Diocese of  
**Southwark**

# Parish Support Fund 2023

Resourcing God's mission  
in the Diocese of Southwark



Parish Support

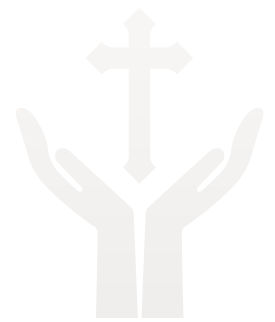
**Fund**

The Diocese of Southwark

*Walking  
Welcoming  
Growing*

# A message from Bishop Christopher

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## Dear Brothers and Sisters in Christ,

I want to express my deep appreciation for how you have responded with your dedication, creativity and zeal to these unpredictable times to serve Christ and our neighbours. Thank you to all who have given, and continue to give, generously with love and devotion in your parishes as well as sustaining the work of our parishes financially. Your commitment has maintained this year's collection rate of the Parish Support Fund (PSF) pledges at over 98% enabling us to continue to resource our vital parish ministry.

We are in a period of convalescence as we emerge from the pandemic into a world where there is much to concern us deeply, both nationally and more widely. The economic price of saving lives and livelihoods in the pandemic, the ramifications of the invasion of Ukraine as well as caring for God's creation, impacts significantly upon us as individuals, parish communities and as a Diocese. However, I rejoice that despite these difficulties you continue to work to proclaim the Gospel including imaginative new services, welcoming and showing hospitality to refugees and supporting those in need through food banks and care. As you prepare to consider your 2023 parish pledge, my prayer is that like the Macedonians, we may all be filled with joy, even during this season of difficulty and suffering, so that we will continue to be generous in spirit and deed.

We intend to deliver Southwark Vision by 2025 but we recognise that, in order to do so, we are going to all need to continue to work together with a strong consensus to help the Diocese build for the future. The well-being of our clergy is a Diocesan and national priority and we will be seeking to increase stipends to help clergy affected by the cost of living crisis and have created a new part-time, time-limited role of Dean of Clergy Well-Being to give a greater focus to our work in this area. In 2023 we will receive the benefit of a reduced pension contribution rate from the Church of England which has been shared fully with our parishes and together with cost control, enabled us to limit our costs to a 2% rise in indicative costs for 2023.

Thank you for taking the first step in rebuilding the PSF during 2022 through your increased pledges. However, in order for us to maintain our clergy numbers we need parishes to at least fund this 2% increase in 2023 costs and strive towards further increases to help us to return over the next two years to pre pandemic PSF levels of £16.4m. I would like to encourage you all to take a further step towards becoming self-financing to help us expand our mutual support of one another across South London and East Surrey and increase the future resilience of funds for our parish mission and ministry. We recognise that for some this may be too great a challenge and others may be able to give more, especially those aiming towards becoming self-financing. Whatever our parishes' resources, may we strive to be generous and "not forget to do good and to share with others" (Hebrews 13:16).

My friends, may we in these challenging times, with the Lord being our helper, continue to walk together with generous hearts, Christ-Centred and Outward-focused.

*Christopher Southwark*



*"Whatever our parish's resources, may we strive to be generous and 'not forget to do good and to share with others.'"*

# The Diocesan Secretary writes...



## Dear Colleagues

My thanks to you, your PCCs and congregations for honouring your Parish Support Fund (PSF) pledges in both 2021 and 2022, enabling us to resource parish ministry across South London and East Surrey. Despite pledges dropping overall as a result of the pandemic, parishes delivered a magnificent 99.4% of what they had pledged in 2021, for which we are most grateful. Last year, the PSF remained the bedrock of our 2021 income and an unexpected, but significant, extra grant from Trust for London and the sale of property, together with careful cost management helped make an operational surplus and fund our work towards the Southwark Vision.



I hope you will be encouraged by the good news stories over the next pages which speak of the impact of your generosity and God's blessing. Please read about the exciting family service growing in Shirley, outreach in St Helier, the Youth Forum in Woolwich and the Vintage Banquet in Norbiton. Join us in giving thanks for those churches like St Barnabas' and St Mark's, whose grace of giving enables us to fund parish clergy in areas who cannot afford their own and spreads the love of God widely. Please share these stories and videos with your PCC to help them celebrate our Diocesan family and display the poster showing the impact of the PSF in your church (on page 11 and found [here](#)).

For 2023, conscious of the uncertain economic climate and pressure upon our parishioners and parishes alike, we have revisited our three-year forecast. Whilst we are thankful for God's provision, especially in difficult times, we are mindful of our responsibility to be careful stewards. There is a strong commitment to maintain the levels of parish ministry; to foster the well-being of our clergy with adequate stipends and energy efficient and well-maintained parsonages; to train clergy, pioneers and the variety of lay ministries as well as to enable and serve our parishes with advice and resources. We need to fund the implementation of Synodically endorsed priorities, in particular the Anti-Racism Charter and the revamped Environment Policy.

We will continue to monitor and control costs carefully. We continue to maintain ordinand, curate and clergy numbers whilst our diocesan staffing levels are still 10% below those in 2019 and lean for a charity of our size. In 2023 we will benefit from reduced Diocesan contributions to the Clergy pension scheme and parish indicative costs are reduced accordingly. We are thankful that, with careful budgeting, the indicative costs have risen by just 2% to £83,500 for 2023. An analysis of the indicative costs can be found on page 10.

However, challenges to our finances remain. In order to maintain clergy numbers and progress the Southwark Vision, we need to return to the 2019 levels of the PSF over the next two years, an approximate rise of 4% on our budget for 2022. Therefore, our request is for all parishes to prayerfully consider at least a 2% rise to match the indicative cost rise. As Bishop Christopher says in his letter "we recognise that for some this may be too great a challenge and others may be able to give more, especially those aiming towards becoming self-financing."

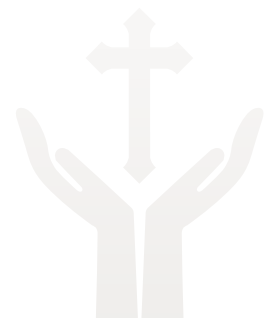
I and my colleagues feel privileged to serve our Diocese and thank you for your generosity.

*Ruth Martin*



PSF pledge collection rates

# Stories from the Diocese



## Following St Barnabas' generous example: St Barnabas, Dulwich

The congregation of St Barnabas in Dulwich is committed to following the example of the saint their church is named after. "St Barnabas as a Saint and character in Scripture was known for his generosity, so it is quite apt that the church, so named in quite a wealthy part of London, has been able to follow that call and that vocation," said Vicar, the Revd John Watson.

He continued, "St Barnabas has always given a lot of money to the Diocese certainly before I arrived in 2014, there has been an attitude and action of generosity for the parish for many years."

The church is currently giving £270,000 to the Parish Support Fund. "There has been a real commitment here to keep that level of support as we know that we have been blessed by God and by many people coming here and giving their time as well as their money. So, it is a good Kingdom principle that we share it with other parishes via the Parish Support Fund," said John.

He explained that being this generous does come at a cost, "We can't employ the numbers of staff that we would love to do. We don't employ a Youth Worker or a Families Worker. We don't have an Assistant Priest so it is a cost to the local church's ministry and life." The church has two full-time temporary Curates and John is thankful for the time and generosity of the volunteers in the parish.

St Barnabas is creative, innovative and intentional with its outreach. Its Messy Church, which featured on BBC's Songs of Praise and in The Bridge, is popular. "We are quite a young community, with the numbers of schools in our reasonably small parish. The potential to reach families is very large," said John.

The Children's Choir has grown to 75 over the last three years. "We are planning to launch a Youth Choir in September for teens. All that is free. We don't charge people for choir or ask for subscription," John explained. The annual Christmas procession through Dulwich draws large crowds from the local community. John continued, "Our desire is to link with the needs of our community. We have an Asylum Seekers early reception centre in the parish so we make contact with them and they come down to us and once a week we provide food and space and conversation."



*"We have been blessed by God and by many people coming here and giving their time as well as their money. So, it is a good Kingdom principle that we share it with other parishes via the Parish Support Fund."*

Revd John Watson



St Barnabas' First Communion group

Also see front cover:  
Choristers from  
St Barnabas Dulwich



## Generosity making a difference in Kingston and beyond: St Peter's, Norbiton

When you think of a banquet, what comes to mind? Great food and even greater company, joy, fun and laughter. All of these are in abundance at the Vintage Banquet for people over 60 at St Peter's in Norbiton. Clive Clarke has been coordinating the Vintage Banquet since it started seven years ago. "This was a vision from our previous Vicar, Revd Peter. The name 'The Vintage Banquet' was his idea and then I said I will go for it. I will run with that and that is what we are doing. Each week is different. I try to vary it with jokes and quizzes and games. This afternoon, for instance, we will be doing a Vintage Banquet Bingo. Good fun! When we were closed for a couple of weeks, the feedback I got was people said they had nothing to do and they wanted somewhere to go and really missed the Banquet. That makes my heart feel like I am accomplishing something," said Clive.

Sadly, Revd Peter Holmes died in 2021. St Peter's new Vicar, the Revd Hugo Foxwood, continues to run with Peter's vision. "Our vision for connecting communities is also the underlying vision behind the Vintage Banquet. That those over 60 and the elderly would experience something of God's love, of his companionship. We love the idea of it being a Banquet because Jesus so often spoke about banquets when he was talking about the Kingdom of God. Banquets are places where we celebrate, where often we come together as a family, where we find ourselves refreshed both emotionally through laughter and conversation as well as physically through the food that we eat. It is really exciting to have the Vintage Banquet," said Hugo.

He continued, "The church, somehow, seems to be enabling the generosity of others. We saw this dramatically early on this year when there was a TV and radio programme on fuel poverty and two people who attend our Vintage Banquet and our church were interviewed talking about their own struggles with fuel poverty and not being able to heat their homes. This seemed to unleash a wave of generosity from different people from across the country who contacted me saying they wanted to give donations. It was really exciting, as a church, to feel we were playing a role in enabling that generosity and enabling those who had something to share in other parts of the country to support people living in this part of the world where incomes are often a real struggle for people."

Hugo is appreciative of how the PSF is helping St Peter's, "The Parish Support Fund makes such a difference to us. We would really struggle to pay our full share of the PSF given that we are a small congregation in a relatively poor area of Kingston. A number of members of our congregation don't earn and we have a number of asylum seekers who attend. To feel that there are other churches out there who are supporting us, who are sharing what they have to enable this vision of the Kingdom of God, whereby we love one another and share with one another, is really encouraging and helps give us that extra sense of encouragement to then go out and outreach to others and spread God's love," he said.



*"The Parish Support Fund makes such a difference to us... to feel that there are other churches out there who are supporting us, who are sharing what they have to enable this vision of the Kingdom of God."*

Revd Hugo Foxwood



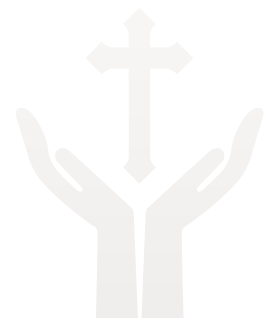
▶ WATCH THE ST PETER'S VIDEO HERE

<https://bit.ly/3R7bgtk>

Serving the Kingston community

# Stories from the Diocese

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## A resourcing church emerging from the pandemic: St John the Divine, Kennington

St John's is one of the Diocese's three new Resourcing Churches helping parishes grow and flourish and fulfil the Southwark Vision. They are working closely with St Faith's, North Dulwich and they were one of eight churches who became self-financing in 2021. The Revd Canon Mark Williams shares the highs and the challenges that this past year has presented.

"It has been a difficult time for many places coming out of the pandemic, though we have been blessed by people returning to church in good numbers since things have opened up again. During the pandemic our Music Director, Ben Vonberg-Clark, did a wonderful job of organising high quality online worship, which also kept all our choristers engaged during the various lockdowns. Since things have opened up, we are seeing new faces every Sunday, so the inevitable churn in the inner-city, with people moving away, is now being refreshed with new people coming."

### Being a blessing to others

"I have always believed that parishes should support each other financially. The reality is that the diverse financial circumstances of our communities in south London mean that some parishes, however vibrant, will never be able to cover the full costs of having a full-time priest because of the demographics of the communities that they serve. It is our Christian duty to share what we have to ensure fully-resourced ministry across the breadth of the Diocese.

It is early days at St Faith's with Revd Nick Quanrud beginning there as the resident priest in Holy Week. It is a place that is full of faith and fun, with huge capacity among the people that are there. St Faith's is also a place of tremendous welcome and the hospitality is second to none. There are lots of children and young people and much potential for collaborating with St John the Divine with music and youth work. We are very conscious that the relationship is not about creating a carbon copy of St John's, but rather sharing the resources that we have to help St Faith's flourish as St Faith's.

Another way St John's has been generous is in supporting a new initiative around ministry in the Latino community, recruiting an outreach worker, Kristiam, from Peru. This now sees over 60 people of Spanish and Portuguese speaking backgrounds engaging with the church – with regular mother tongue masses led in Spanish by our assistant priest, Revd Stuart Labran, and in Portuguese by Revd Joabe Cavalcanti from Mitcham. We have now been awarded a Fresh Expressions grant to help sustain this ministry for the future."

### Children and Youth making a joyful noise

"Music is something that has developed significantly at St John the Divine over the last eight or nine years. Every week over 100 children and young people come to sing in three different choirs – boys and girls choirs of primary school age and a choir of those in secondary school. Each choir takes a turn at singing for the Sunday mass, and this has not only brought the children but also their families into church. Many of the children have since been admitted to Holy Communion and parents have been confirmed. The choirs have become quite naturally a real work of mission, a serious piece of youth work, and a wonderful contribution to the worship life of the parish."



*"It is our Christian duty to share what we have to ensure fully-resourced ministry across the breadth of the Diocese."*

Revd Canon Mark Williams



St John's choir



## Woolwich Youth Forum

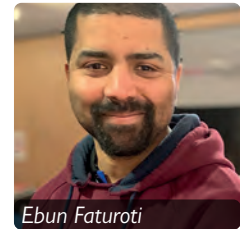
The Woolwich Youth Forum is a thriving part of the ministry of the Diocese and was set up by the Children and Youth Department with Bishop Karowei. Its young people are active and empowered. They have shared their thoughts, passions and concerns to leadership across the Diocese, alongside young people in the Croydon and Kingston Youth Forums. In total, the Woolwich Youth Forum has seen 55 young people from 25 churches attend at various times over the nearly four years it has been running.

Here, East Greenwich Team Ministry's Youth Worker, Ebum Faturoti, talks about how the PSF has empowered the young people in the Woolwich Area and how it has also helped leaders across the Diocese understand their concerns.

"We love to give our young people a voice. Sometimes we as youth leaders may think we have all the answers. As we were young once we've lived it and know better kind of attitude but, especially after the last couple of years that we and they have lived through, they are the ones 'on the ground' as it were. They are the ones living it. The best thing we can do is listen to them and gatherings and initiatives like the Woolwich Youth Forum are perfect tools to allow young people to have a voice.

It is very important for us to hear exactly what is on the minds of the young people on these subjects. And not just at local level but on Synod level. I believe it is vital that we hear from our young people on matters that affect them in their every day lives, things that they are passionate about, things that concern them.

Young people from the Woolwich Youth Forum shared their thoughts on Racism and Racial Justice on a video alongside young people from the Croydon Youth Forum. This was presented to the Diocesan Synod in March 2021. They felt empowered, they had a voice and people actually wanted to listen to their opinions instead of being ignored or passed over. For those listening, it was an opportunity to hear from the horse's mouth exactly what young people are dealing with as they navigate growing up in their respective areas at this time."



Ebum Faturoti

*"Gatherings and initiatives like the Woolwich Youth Forum are perfect tools to allow young people to have a voice."*

Ebum Faturoti



Members of the Woolwich Youth Forum

▶ WATCH THE YOUTH FORUM'S VIDEO HERE

<https://bit.ly/3ORexL9>

# Stories from the Diocese

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## New life being breathed into mission and partnerships: St Helier Parish

The parish of St Helier and the Church Army's North Sutton Centre of Mission are working together on the St Helier Estate to share Christ and His love in practical ways in the community.

The Revd Tracy Marlow is Vicar of the two churches, St Peter's and Bishop Andrewes, and works with two Pioneer Evangelists, Hayley Humphries and Rachel Marlow. All are new this year. Supported by the Parish Support Fund and the Church Army, their work includes Messy Church and two drop in coffee spaces.

Here, Tracy writes about the journey so far.

"We celebrated the launch of our Centre of Mission on the same weekend the church celebrated 90 years, so that was particularly full on with a street party and BBQ at both sites. It was a time of great joy where neighbours and community members were fully engaged and volunteered in various roles.

Rachel heads up Messy Church and initially the team wasn't sure how many would come. When 50 people came in we were bowled over! It has now been running for over three months and it is consistent in numbers and those attending are becoming regulars.

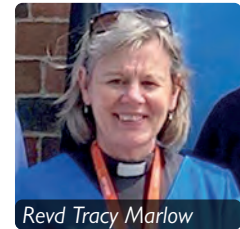
Obviously, there are challenges, a fair bit of our time has been spent ensuring our policies and procedures are up to date and we've had lots of support from the Diocesan Safeguarding Team along the way. With the support of the Diocese we know we are not on our own because at the end of the phone is the Diocesan Safeguarding team to listen to us. This gives us permission and confidence to step out in our mission. We are grateful, particularly to Safeguarding, for their continued support and advice.

New life is being breathed into the ministry at St Helier. The team is making partnerships with external groups. For example, Sutton Council is hosting parenting groups at St Peter's and the NHS is interested in working with us. We also received a grant from Sport England to host a Zumba class.

When we started here, because of the pandemic and interregnum, there were 20 people coming to both churches. That has grown. We are seeing people coming to faith and asking for baptism. We are continuing to do lots of listening in the community, and to God, to discern what God is doing and join in with that! We know that we are standing on the shoulders of those who have gone before us and the work they have done before us and we get to reap the harvest.

People are coming and they want to do something straight away. They are serving the teas and coffees in their first or second week in church and we will be running a volunteer training day to get them more involved. This is what we want. We are encouraging them to get on board.

We are so excited. We are crying when we are praying because we can't believe the amazing things that God is doing."



Revd Tracy Marlow

*"With the support of the Diocese we know we are not on our own because at the end of the phone is the Diocesan Safeguarding team to listen to us. This gives us permission and confidence to step out in our mission."*

Revd Tracy Marlow







## Generous giving enabling a new worshipping congregation: St John, Shirley

St John, Shirley has made stepped increases to its Parish Support Fund pledge over the last couple of years as well raising funds for repairs to their shingle tower due to damage by parakeets. The Rev Lu Gale tells of how, during COVID, they launched a successful appeal for funds to help them return to church and have the technology to enhance their worship, including the new tots service. "As a result of that, we've been able not only to stay online, but make amazing contact with people all over the world," she said. They have pulled a team together, with people setting up the service and "a stream team" and, as Lu said, "people are giving so much of their time."

The Informal Family Service at St John, Shirley is proving to be very popular with families in the area. Lu believes this is because the leafy suburb of Croydon's demographic is starting to change. "It is undergoing quite a lot of change. It is green, lots of Woodland Park land. Not so many years ago, unless you were earning vast amounts of money, you could never afford to buy a house here. We just had a report outlining that a lot of the bigger houses, that the older residents of Shirley lived in, are now being sold and turned into flats. It means that we are getting younger families moving in and we've got a fantastic church school which is really popular," said Lu.

New members include the sons and daughters of the older congregation who are attending the informal tots service with their families. "They are seeing how wonderful it is. Others have never come before, but have decided that that's their place to worship. To watch adults and children singing together, dancing together, doing activities together is just beautiful," Lu continued.

The informal service is specifically aimed at enabling people with children under five to worship with their children, "but everyone is welcome to come to it. It's not just a tots service," Lu explained. Parents feel relaxed at the service as they don't have to worry about their children making noise. One such mother was so overcome with emotion and told Lu that her tears were happy tears. She explained that for the first time she felt like she was able to worship properly with her child.

Also, parents are hearing about the service and checking it out before they attend, "One Sunday, I noticed there was a guy in his thirties sitting in the congregation with one of our welcomers and I was thinking, oh, poor guy, he should probably have come to the 8 or 10 o'clock service. Our welcomer introduced him to me and he told me he heard about the service and wanted to see whether it was true that his children could come and be a part of it. They are now members of the congregation," said Lu.



*"Others have never come before but have decided that St John's is their place to worship. To watch adults and children singing together, dancing together, doing activities together is just beautiful."*

Revd Lu Gale

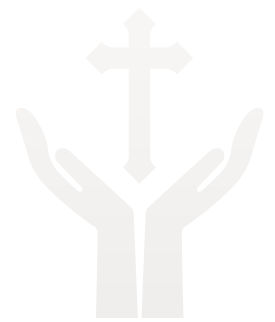


▶ WATCH THE ST JOHN'S VIDEO HERE

<https://bit.ly/3P3T81z>

St John's informal family service

# The cost of ministry



The PSF enables us to ensure that our parishes, whether they can afford a full-time member of clergy or not, are resourced to bring the Good News to people around the Diocese. That is why it is so important that each parish considers its 2023 pledge prayerfully.

The indicative costs of ministry for one priest in a parish are estimated as £83,500 for 2023, an increase of 2% or £1,600 per parish. With the current economic uncertainty, we have re-examined and amended the three year forecast, approved by Diocesan Synod last November, on which the indicative costs are based. This includes a provisional increase in stipends and salaries of 4%; affirming parish ministry by maintaining the numbers of parochial clergy and investing in training, lay and clerical, and supporting Southwark Vision including Fresh Expressions, Pioneer Ministry and Resourcing Churches. We have passed the full decrease in the clergy pension contribution to parishes and continue to do all that we can to control costs at the same time as serving and enabling our parishes in key areas such as DAC, Governance and Safeguarding. As Bishop Christopher encouraged in his letter, "in order for us to maintain our clergy numbers we need parishes to at least fund this 2% increase in 2023 costs and strive towards further increases". We hope that, although we are in a period of convalescence, you will feel able to pledge as generously as possible for 2023.

Thank you.



## Indicative total ministry costs 2023

**£83,500**



Stipend, NI & pension	£39,200
Stipend	£29,000
National Insurance	£2,900
Pension contributions	£7,300

Ministry housing	£10,300
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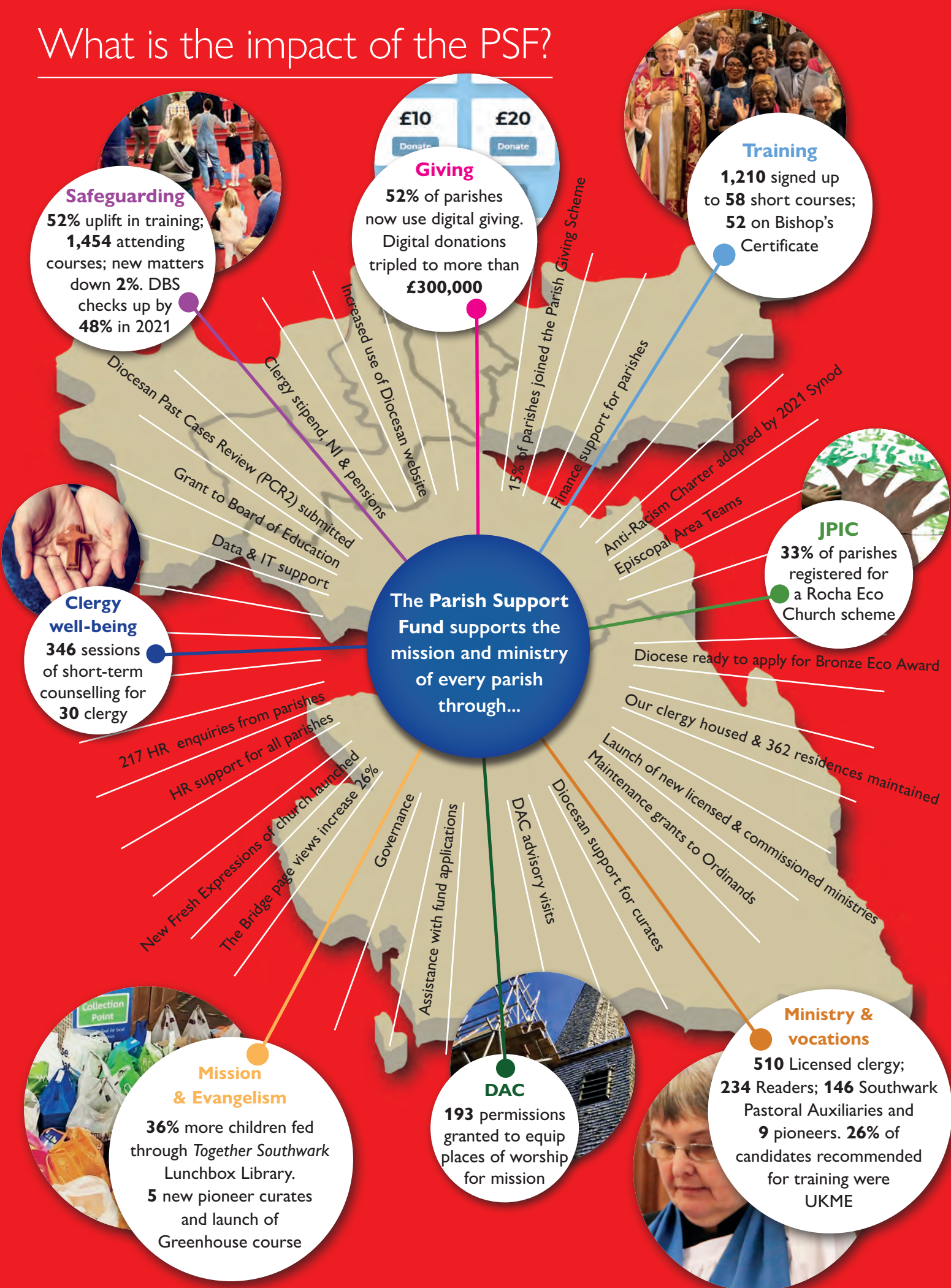
Training & ministry support	£17,300
Diocesan and National Training, including Ordinands and Mission teams	£8,300
Curates' stipends and other ministry support	£9,000

Wider support for parishes	£16,700
Contributions to National Church	£1,900
Episcopal Area Teams	£1,700
Parish support, HR, DAC, IT and Governance	£8,900
Grants to Board of Education and Welcare	£1,800
Communications	£1,100
Safeguarding	£1,300

*Please note: In addition, we are investing £700,000 in Strategic Development Funding (SDF) projects which are currently funded by our SDF grants and the Southwark Vision Development Fund and not by the Parish Support Fund.*

*Last year Diocesan Synod added an additional 1% to stipends and salaries than that accrued in 2022 indicative costs so a comparison will show a 5% movement year on year.*

# What is the impact of the PSF?



# Submitting your 2023 pledge

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Please use our online system to submit your pledge. The system has an option for advising of a delay if you are not able to meet the 15 September deadline.

## Getting started: your parish's personal link

In early July your Incumbent and PCC/DCC secretary will receive an e-mail headed 'Your Parish's Link to the new Online Pledge System', which will include your parish's personal link to the online system. Where a parish is in vacancy the link e-mail will also be sent to the Churchwardens. This link can be used by either of these parish officers or shared with the Treasurer or Churchwarden if you wish them to complete the pledge form.

When you click the link you will go to a page with your parish name, code and a welcome message. This gives two choices – whether to submit a pledge or to advise of a delay.

## Submitting your pledge

You will need the following information about your pledge:

- your pledge amount
- the date the PCC approved your pledge
- if your 2023 pledge is lower than 2022 an explanation of why this is the case
- details of your estimate of your congregation's total giving for 2023, the income generated from other areas and what these two add up to. You will be asked what proportion of these are included in your pledge and whether you are using your reserves to supplement the pledge
- the name and role of the person submitting the pledge.

Parishes have the ability to upload one supporting document; space to identify one-off or restricted income; and have the details of your submission e-mailed to you as a record of what has been written. Once you are happy that the pledge form has been completed and that the information is correct, please press 'submit'.

You will receive confirmation of your submission and, if there are any questions about the content, your Archdeacon or the Director of Giving will contact you directly. The other parish officers with a link will also receive an e-mail advising them that the pledge/delay notification has been made. Once your Archdeacon has accepted your parish's pledge they will write to your PCC with their thanks.

## Advising of a delay

In order to fill in the form you need the following two pieces of information:

- the date by which you expect to submit your pledge
- a reason for the delay. This may include wishing to talk to our Giving Team or your Archdeacon before you make your pledge.

If your parish is not able to make its pledge by **15 September** then your link will be renewed when you advise us of the delay so that you can make your pledge by your advised date. Please note that the Diocesan Council of Trustees' meet on **22 October** to debate and recommend the budget. We hope that, as in previous years, parishes will pledge in advance of this date.

Should you need assistance with anything relating to your 2023 pledge, or have questions about the online pledge system, please email Gabby Parikh directly at [psf@southwark.anglican.org](mailto:psf@southwark.anglican.org)