



The Diocese of
Southwark

Parish Support Fund 2024

Resourcing God's mission
in the Diocese of Southwark



Parish Support
Fund
The Diocese of Southwark

*Walking
Welcoming
Growing*

A message from Bishop Christopher



Dear Brothers and Sisters in Christ,

My fellow Bishops and I wish to thank you for your generosity. Parish ministry is made possible by your commitment to the Parish Support Fund (PSF), which is a partnership that resources mission and ministry in every parish across this beautifully diverse Diocese.

May I encourage you to read, celebrate and share the inspiring stories from our parishes in this booklet. They speak of hearts open to God, eager to reach out warmly and transform our communities. Bishop Rosemarie, Bishop Karowei, Bishop Martin and I are very aware that everyday costs are rising – food, fuel, and other necessities – and rising in a way that brings challenges both to parishes and individuals. In this context, it is truly a sign of your faithful commitment that parishes are sending 99% of what has been pledged to the PSF. We are deeply grateful for this giving – which we know will be sacrificial. Without the financial support from the PSF pledges we would not be able to pay for our clergy or provide the support needed for mission and ministry in every parish.

I rejoice that the PSF is a true reflection of how, as John said in his letter, we walk together to “show our love and love each other with actions and in truth.” The fruitfulness we celebrate is a result of God’s blessing, of thankfulness lovingly offered and of service cheerfully given by so many of you. It is our joyful responsibility to hand this precious faith on to the next generation so that they might live life fully in Christ.

Our Diocesan team continues to carefully assess and manage our central costs, provide grants (such as the energy grants to churches and clergy last winter) and seek additional funding, including securing the Strategic Development Funding from the Church Commissioners for a number of parish-based projects. All of these offer more support to our parishes than ever before.

In order to sustain our clergy numbers, resource parish ministry well and enable mission to grow, I am asking parishes to fund at least the 3.3% increase in 2024 costs to ensure we can rebuild the PSF to its pre-pandemic levels. I recognise that asking parishes to increase their pledge will be challenging for many but pray that some parishes may be able to offer more. This increase includes a suggested 4% stipend increase, as clergy well-being is one of our highest priorities and we always seek to provide our ministers with adequate stipends and well-maintained, sustainable homes. In our Diocese we are interdependent: it is vital that congregations with greater financial resources gladly support churches where income levels are lower. The PSF is how we mutually share the resources our generous God has given us to enable all parts of our Diocesan family to flourish and be fruitful, as we seek together to be Christ centred and outward focused.

I invite you, as PCCs and congregations, with God as our helper, to step into the flow of God’s astonishing generosity, whatever your resources, and prayerfully consider how you can contribute with increased financial giving so that we can share our Gospel message with a world in need. “May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit”. (Romans 15:13)

With my prayers and good wishes as ever in Christ.



“The PSF is how we mutually share the resources our generous God has given us to enable all parts of our Diocesan family to flourish and be fruitful.”



<https://bit.ly/3r2yw30>

The Diocesan Secretary writes...



Dear Colleagues

I consider it a great privilege to have served you as your Diocesan Secretary and wish to thank you all for the extraordinary generosity and partnership Southwark parishes have shown over the last eight years of the Parish Support Fund – and for the many parishes who have taken steps towards and beyond self-financing. This generosity enables us to have priests in parishes in some of our most deprived communities who cannot afford to cover their clergy costs – thank you.

Southwark Diocese is committed to transparency and informed generosity. This booklet explains what your parish pledge pays for and enables in our Diocese. Please also reflect upon our Bishops' introductory video, enjoy the parish stories and short videos, all of which celebrate how God blesses your parishes' offerings and grows our collective mission and ministry. Please be assured that the Diocesan staff team is very conscious of the increased inflationary pressures upon individuals, PCCs and congregations and seeks to manage our Diocesan costs carefully to deliver best value while continuing to serve and enable our parishes. The 'indicative costs' rise for 2024 has been controlled to £86,300 – a 3.3% rise on 2023. However, to maintain parish resourcing, we need to return the PSF to at least the pre-pandemic levels of £16.4m – and by funding the 3.3% increase in our costs for 2024, you can help us meet this target.

Approximately 60% of the indicative costs go towards the direct costs of stipendiary parish ministry – that includes not just stipends, national insurance and pensions, but also the cost of providing clergy with decent housing, covering their water rates and council tax bills. An additional 20% pays for training and ministry support. This includes our curates' stipends, as well as training for lay and ordained ministers and supporting those exploring vocations, through ordination and beyond. We are offering an increasing number of pathways for commissioned and authorised ministers such as the new *Aurora* course for children and families in 2022. The pioneering and mission teams support traditional and new ways of being church, encouraging collaboration by people and parishes across theological traditions, Archidiaconal and Episcopal Area boundaries. Our children and young people's team are enabling parish faith communities to grow younger congregations, in line with the Church of England's national priorities.

The remaining 20% is for vital parish support and covers the costs of crucial work such as safeguarding, church buildings advice, our commitments to racial and environmental justice, HR, our Archdeacons and Area teams, our synods and more. As a Diocese, we do not receive any money from the government and we contribute financially to National Church costs, too. Your pledges directly support parish ministry, your congregations and the unique communities you serve. Southwark glories in its diversity – as Bishop Christopher wrote earlier this year, it is truly God's gift to us.

As you prayerfully consider next year's pledge, please share the PSF materials with your PCC and congregations. A breakdown of the indicative costs can be found on page 10, and new for this year is a slide pack to help your PCC understand the figures behind the pledge.

May we continue to help each other to cherish the gifts that surround us so that we can be cheerful givers to the PSF sharing the blessings God has given us with our brothers and sisters.



PSF pledge collection rates



<https://bit.ly/3XAE15i>

Stories from the Croydon Area



A new curate helping grow younger generations in church: St John, Upper Norwood

At St John, Upper Norwood a new ministry is focused on children and young families. The church has gone from strength-to-strength post-pandemic to grow its younger generation of church through initiatives such as *Toddlers@PlayTime!* open to children aged zero to five and the parents and carers. The church is a net-receiver.

The Revd Rachael Gledhill, Curate at St John said, "We launched *Toddlers@PlayTime!* at St John's, in February, not really knowing what to expect. Like many churches, our ministry to children and young families has been affected by the COVID-19 pandemic, and, after much prayer, we decided that reaching out to under-5s and their grown-ups would be a good place to start.

"*PlayTime!* is a faith-based playgroup that involves an hour of creative worship and play, during which children are encouraged to explore a scriptural theme through sensory play, sand, water, craft, followed by the Bible story, then song-time. The session takes place in the main body of the church itself, with the pews moved to the sides. Christ-centred hospitality is at the heart of *PlayTime!* and so there are home-baked treats and fresh coffee for grown-ups, with healthy snacks for children."

Since launching *PlayTime!* the team of volunteers who coordinate the sessions have seen hundreds of young families return each week and even welcome a few at the Sunday service and for Baptism.

The Revd John Pritchard, Vicar at St John said, "One of the great things about this place and this Diocese, is that we are open and welcoming. St John's is open everyday for daily prayer, morning and evening and in being open, the community always feel invited to come and share with us in not only prayer, but activities that serve this community."

In talking about the importance of the PSF he said, "It's hugely important to us because not only does it help resource our parish, but we are committed to always increasing our giving year-in and year-out, until we can't anymore... because we know that it pays dividends and benefits not only to places like St John's but other places who can't quite raise the money. We have incredible running costs, as all churches do and yet we still carve out of our income, sufficient to be able to give back, to give thanks for and support the ministry of the church in this Diocese."



"The PSF is hugely important to us because not only does it help resource our parish, but it pays dividends and benefits to other parishes who can't quite raise the money."

Revd John Pritchard



The thriving 'PlayTime!' faith-based playgroup

▶ WATCH THE ST JOHN'S VIDEO HERE

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



Emerging from the pandemic together and returning to self-financing: The Good Shepherd, Carshalton Beeches

The Good Shepherd, Carshalton Beeches have taken great steps to support neighbouring parishes to do ministry. They had been a generous net-giver for many years until major emergency heating repairs forced them to reduce their pledge. A payment plan helped them through cashflow difficulties until they could once again pledge their indicative costs in 2023.

Having emerged from the practical challenges faced during the COVID pandemic and major projects, Chris Nutting, their Treasurer for 25 years, introduced contactless giving. Chris said, "At our weekly *Twiglets* group we would collect in small coins about £65 per quarter, now we are regularly collecting £20 per week. A lot of difference!" The machines have more than repaid their purchase cost.

The Revd Kevin Lewis, Vicar at The Good Shepherd and Area Dean, Sutton Deanery said, "The PSF is the way we resource our churches, and it is so important to think about it positively. Having been vicar of an estate parish that gave well below indicative costs, and now being vicar of church that historically gives above, I can't overstate the importance of being as generous as we can. The money we give flows back to us in all the ways that enable us and our neighbouring parishes to do ministry. It is encouraging to know we can support other parishes to have clergy, and for all of us to have safeguarding, finance, building, and mission support and all that goes on behind the scenes. This is what enables us to safely run our Bereavement Journey courses, our *Twiglets* toddler group, our children and youth activities, our community meals and our worship services.

"When we do our stewardship appeals, we talk about giving generously in time, compassion, resources and money, because our giving is not just about finance, but about our whole lives. And it isn't about the numbers, but the attitude of our hearts."



Revd Kevin Lewis (and prop!)

"The PSF is the way we resource our churches, and it is so important to think about it positively... the money we give flows back to us in all the ways that enable us and our neighbouring parishes to do ministry"

Revd Kevin Lewis



Community meals



The 'Twiglets' toddler group

Stories from the Kingston Area



A real team effort in 'Korea Town': St James, New Malden

At St James, New Malden they strive to contribute and raise their parish giving each year. This is done through their diverse ministry leading a choir, holding book clubs, and building strong relationships with their Korean community.

"Generosity is a key value for our community at St James; we see giving as the natural outworking of faith. This includes our support for the PSF. We are delighted to support our Diocese in this way as we are also supported when we need help. It really feels like a team effort here in Southwark and I think we are very blessed," said Vicar, The Revd Katie Thomas.

She continued, "St James sits right next door to the A3 into London and within what is affectionately termed "Korea Town" also known as New Malden.

"We are proud to be home to the largest number of Koreans (North and South) living outside of Korea. The numerous Korean restaurants are famous and attract tourists from all over London. The BBC drama *Killing Eve* was filmed here for the Korean connections."

Having built their own connections with the Korean community over the past five years the church has sung with the Korean Choral Society, regularly host a South Korean crafting group, language classes and counselling for North Korean refugees.

Katie was made guest of honour at Korean New Year held at the Korean Cultural Centre on the High Street.

"This year we are looking forward to hosting the first Anglican Korean speaking service in the area. This has been made possible by the hard work of the Diocese securing SDF funding and will make an enormous difference to our outreach and evangelism in this part of London.

"We have many Muslim neighbours in New Malden too and we have been pleased to host street parties for the Queen and the new King which have brought our communities together." Katie has also been invited to speak at the annual Muslim Women's Conference for the past three years.

St James is not attached to a church school but Katie is a Governor at the local state school and the church has strong links with local Scouting and Guiding groups.

The church community of St James is focused on ministry involving music and the arts, and despite being a medium sized church, choral evensong is held every week "fondly enjoyed by many and 96 people came to our Evensong for the King and heard a brilliant rendition of Zadok the Priest" said Katie.

The church run regular meetings of 'Parish in the Park' for our members of the congregation who own dogs (allowed in all services), as well as theological book clubs, quiet days and craft afternoons. The drama society put on three plays a year – including pantomime, described by Katie as "the best in London! Oh yes, it is..."



Revd Katie Thomas

"We see giving as the natural outworking of faith – this includes our support for the PSF. We are delighted to support our Diocese in this way as we are also supported when we need help."

Revd Katie Thomas



St James, building connections with the Korean community



A generous hub church resourcing estates and Farsi communities: Christ Church, Gipsy Hill

Christ Church, Gipsy Hill, a net-giver to the PSF, is among several hub churches in the Diocese who demonstrate the value of support through resourcing other local churches. At Christ Church they have formed a partnership with Emmanuel Church, West Dulwich, a smaller church in the neighbouring parish. Focusing on estates ministry, clergy provide support in the absence of a Vicar to lead services and work alongside the PCC to help develop new ministries.

By the two churches working together, they have set up three ministries in the last few years. This includes a homework club for primary school children, a youth club for secondary school children and a food hub, for the local community to get food, receive confidential advice and help with anything affecting their daily life.

The Revd Luke Whiteman, Curate at Christ Church said, "The PSF helps larger churches support smaller churches in their ministry. This has been really beneficial in our area and is a real blessing to the community."

Growing diverse church communities and bringing people closer to God is at the heart of the Diocese. When two young Iranian men, housed in a nearby hotel, arrived at Christ Church's Sunday morning worship in September 2021, it was the start of the Farsi Ministry, the main language spoken in Iran. Since then, church has gone on to support more than 100 Iranian men, women and children seeking asylum in the UK to grow in their Christian faith.

The Revd Emma Lowth, Associate Vicar at Christ Church said, "It has been a real privilege for us to spend time and get to know the Jesus story that is already underway in their lives. Many have already become Christian or have been exposed to Christian faith in Iran."

The church offers discipleship and preparation for baptism, provides bilingual resources and offers space for people to express their culture through food and celebration. Emma said, "One of the things we are hoping to do is to be a church that can support other churches in accessing and creating bilingual resources for discipleship and for other ways of interacting and growing in faith together; doing church, where we can integrate people who speak a different language from the one that's commonly spoken by the majority of the congregation."



"Christ Church is among several churches in the Diocese who resource other local churches. We have formed a partnership with a smaller church in a neighbouring parish, Emmanuel Church, West Dulwich focusing on estates ministry."

Revd Luke Whiteman



Revd Emma Lowth

▶ WATCH THE CHRIST CHURCH VIDEO HERE

<https://bit.ly/46c84E2>



Christ Church – growing diverse church communities

Stories from the Woolwich Area



Loving our neighbour in practical ways: St Paul, Herne Hill and St Saviour, Ruskin Park

In the parish of Herne Hill, giving generously is something that The Revd Ben Goodyear, Vicar of St Paul and St Saviour, hopes to continue. During the pandemic income generated from hall hire was no longer possible due to the national lockdown and parish giving was reduced. Despite that, the parish is recovering and is a generous giver to the PSF. Ben said, "I'm glad that we are starting to build back up our levels of giving to what we could give before the pandemic, and we hope to give more in the near future."

Sharing Jesus through practical ways in helping the community, is at the heart of their vision and the parish run several initiatives for all ages. The *Hope Café* includes a Job Club running in partnership with the Beacon CAP partnership (Christians Against Poverty), money courses and debt coaching and is aimed at anyone in the local area in need of support. For children and young people, a Saturday football academy, *Milkwood Kick* held at Milkwood Community Park brings youngsters together to enjoy sports and other activities, including a youth group held on Wednesdays. Some of the children attend church services and since becoming more involved in the church community, have gone on to join the youth worship band.

Reflecting on PSF's support given to his previous parish in Brixton, Ben said, "We were very grateful to get donations from other churches so we could have a full-time vicar."

Julia Daniel, CAP Job Club Manager leads on money courses to help people in the local community with their finances, to manage any debt and help anyone who is out of employment to get back into work, volunteer or into a routine. Julia said, "We run out of a group of local churches and most of our volunteers come from church, with amazing experience. We offer ongoing support and the feedback that we get is often so humbling. I just love to see people full of hope, build their confidence and have a purpose about what they are doing. Ultimately, we love to see people who attend the Job Club come to church and come to know Jesus, if that's something that they wish to do."



"I'm glad that we are starting to build back up our levels of giving to what we could give before the pandemic, and we hope to give more in the near future."

Revd Ben Goodyear

▶ WATCH THE PARISH OF
HERNE HILL VIDEO HERE

<https://bit.ly/442FQtu>

*Also see front cover:
Members of the Saturday
football academy
enjoying refreshments.*



CAP Job Club helping people to get back into work



Thank you for the generous giving of other churches: Thamesmead Team Ministry

Thamesmead is one of the parishes that benefits most from the PSF and without generosity from other parishes it would not be able to serve a vast parish of four churches with a population of 55,000, located at the far eastern end of the Diocese.

The Revd Patrick Eggleston, Team Rector, Thamesmead Team Ministry writes about the life of the parish supported by generous giving:

"Although Thamesmead is not the most deprived parish in the Diocese, it is by no means prosperous either. Most of its residents are in social housing or renting privately. Much of the housing stock is 1960s/1970s council blocks coming to the end of their life. Child poverty is high and much of the adult population are in low paid jobs, often involving shift work/irregular hours. In many families, both parents are working – often one during the day and the other at night. And perhaps not surprisingly, the local food bank is very busy.

"So yes, life is challenging, especially in these difficult times and all our churches do their bit to support and help those in need. The community café in West Thamesmead that provides free soup and a food bank to local residents is a good example of that. Just as importantly, we are missional too. William Temple Church runs a Friday evening youth club and *Tuesday Evening Chill* as part of its youth evangelism project; our church plant in West Thamesmead runs a weekly messy church for unchurched families. And all our churches are blessed with large numbers of children and youth – at St Paul's we regularly have over 70 under 16s attending on a Sunday.

"None of this would be possible without the generous giving of other churches through the PSF and I would like to express my gratitude to all those churches who give so generously. And to encourage you to continue to be generous in these difficult times.

"And by way of further encouragement, I would also like to share with you what we are doing to give to the PSF too. We know in Thamesmead that we will never be able to cover our ministry costs on our own. But we know too that every extra pound we can give to the PSF means that another parish can benefit from that money.

"So, at St Paul's Thamesmead, the largest of the four Thamesmead churches, we have increased our giving every year for the past eight years, including during the pandemic, and for 2023 we increased our pledge by 5%. Two of our churches, St Paul's and William Temple, have signed up to the Parish Giving Scheme and St Paul's currently has 68 of its members in the scheme. And both of those churches make use of contactless devices as well.

In conclusion Patrick said, "thank you to all those churches who enable us to do what we do. We really appreciate you. And as you support us, we will continue to do our best to support the PSF."



"Life is challenging and all our churches do their bit to support and help those in need... Thank you to all those churches who enable us to do what we do... And as you support us, we too will continue to do our best to support the PSF."

Revd Patrick Eggleston



Our shared costs of ministry



The pledges made to the PSF enable us to ensure that our parishes, whether they can afford a full-time member of clergy or not, are resourced to be a transforming presence in their community.

Mindful of the rising costs of living, our finance team have updated the 2023 budget approved by Diocesan Synod last November and the 2024 indicative costs are based upon these figures. The budget includes a provisional increase in stipends and salaries of 4% for 2024 and affirms parish ministry by maintaining the numbers of parochial clergy. The indicative costs of ministry for one priest in a parish are estimated as £86,300 for 2024, an increase of 3.3% or £2,800 per parish.

All of the money received through the PSF goes directly towards funding ministry in parishes, whether yours or your neighbour's. We continue to do all that we can to control costs at the same time as serving and supporting our parishes through training, lay and clerical, safeguarding, pioneer ministry, children and young people's (CYP) work and more. This year we are offering you a new resource to help your PCC discussions – a Powerpoint slide deck explaining the indicative costs – which includes Bishop Christopher's video address.

May we repeat Bishop Christopher's invitation "to step into the flow of God's astonishing generosity, whatever your resources and prayerfully consider how you can contribute with increased generosity" and "at least fund this 3.3% increase in 2024 costs to ensure we can rebuild the PSF to pre-pandemic levels." Please submit your pledges online by **15 September**, or inform us of any delay (see page 12).







<https://bit.ly/43J0kl6>



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

Indicative ministry costs 2024 for one priest £86,300

£40,700		£10,500		£17,900		£17,200	
							
Stipend, NI and pension		Ministry housing		Training and ministry support		Wider support for parishes	
£40,700		£10,500		£17,900		£17,200	
Stipend	£30,500			Diocesan and National Training, including Ordinands and Mission teams	£8,600	Contributions to National Church	£1,800
National Insurance	£2,700			Curates' stipends and other ministry support	£ 9,300	Episcopal Area Teams	£1,700
Pension contributions	£7,500					Parish support, HR, DAC, IT and Governance	£8,900
						Grants to Board of Education and Welcare	£1,800
						Communications	£1,200
						Safeguarding	£1,800

Please note: In addition, we are investing £600,000 in Strategic Development Funding (SDF) projects which are currently funded by our SDF grants and the Southwark Vision Development Fund and not by the PSF. In 2022 Diocesan Synod added an additional 1% to stipends and salaries than that accrued in 2023 indicative costs so a comparison will show a 5% movement year on year.

The PSF contributes to...



16 deacons and
22 priests ordained,
10 new Pioneer
Curates... and a
growing number of UKME curates



43% of
churches in the
Diocese are registered for
Eco Church – **44** Bronze and
16 Silver status awards



£325,000 mission grants
given to individuals and parishes.

96 active Fresh Expressions
of Church

Supporting our **510** clergy
including **285**
counselling sessions
supporting **37** clergy



Council tax and
rates paid on
more than **250**
clergy properties



9% increase in parish
DBS applications
processed. Southwark
piloting new
national casework
safeguarding system



Seven people training on new Aurora
training course for Children's and Families
ministers in 2022/23



Next steps...



Submitting your 2024 pledge

Please use our online system to submit your pledge. The system has an option for advising of any delay if you are not able to meet the **15 September** deadline but please note that the Diocesan Council of Trustees meet on 5 October to debate and recommend the budget. Parishes should pledge in advance of this date.

Getting started: your parish's personal link

In early July your Incumbent, PCC/DCC secretary and treasurer will receive an email headed '*Your Parish's Link to the new Online Pledge System*', with your parish's personal link to the online system for one of you to submit the pledge. Where a parish is in vacancy the email will also be sent to the Churchwardens.

Click the link to go to a page with your parish name, code and a welcome message. This gives two choices – whether to:

- **Submit your pledge**

You will need your pledge amount, the date the PCC approved your pledge, the name and role of the person submitting the pledge. If your 2024 pledge is lower than 2023 please explain why this is the case. In addition, we ask for estimates of your congregation's total giving for 2024, the income generated from other areas and what proportion of your income is included in your pledge and whether you are using your reserves to supplement the pledge.

You will receive confirmation of your submission. If there are any questions about the content your Archdeacon or the Director of Giving will contact you directly. Once your Archdeacon has accepted your parish's pledge they will write to your PCC with their thanks.

- **Advise of a delay**

Please supply the date by which you expect to submit your pledge, a reason for the cause of delay and the name and role of the person providing the information.

Should you need assistance with anything relating to your 2024 pledge or the system, please email Gabby Parikh directly at: psf@southwark.anglican.org

Generosity Week

Generosity Week is a chance for churches to celebrate God's generosity, and to consider their own generous response. This year, the week is running from Sunday 24 September to Sunday 1 October, but we're called to be generous all year round, so feel free to choose your own week!

With resources for two Sunday services, themed around generosity and gratitude, fun daily challenges and children's and young people's activities, there's plenty to get a church inspired: bit.ly/3CvnSEp

Southwark's Giving Team – Gabby, Hannah and Jenny – want to help churches grow in confidence in talking about money. Gabby says "Giving generously is a natural part of the Christian life, and our grateful response to a generous God. Sometimes churches feel awkward about a 'money talk', but Jesus certainly wasn't shy about it! Generosity Week can provide a helpful nudge to open up conversations." Do get in touch with the team if you'd like to hold a Generosity Week, or for any advice on encouraging generous giving.



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