DIOCESE OF ST ALBANS

Living God's Love

Diocesan Budget and Stipend Levels 2025

Item 8

National and Diocesan Stipend decisions

Nationally the Archbishops' Council acts as the Central Stipends Authority. This body sets overall parameters and gives guidance to dioceses, which set stipends locally.

National Stipends Benchmark and National Minimum Stipends are set by the Central Stipends Authority

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Incumbent Stipends 2024

St Albans has paid incumbent stipends above the National Minimum Stipend level. Current incumbent stipends are:

National Minimum Stipend	£28,670
Diocese of St Albans	£31,758

10.8% more than National Minimum Stipend, equal second highest amongst dioceses, only Guildford is higher (by £534)

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Incumbent Stipends 2025

Central Stipends Authority have increased the National Minimum Stipend by 5% and the National Stipend Benchmark by 3%

For incumbents the DBF propose a 3% increase from 1 April 2025 to £32,711

This is £2,601 and 8.6% above the National Minimum Stipend

Other dioceses are also likely to increase stipends by less than the National Minimum Stipend increase

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Incumbent Stipends 2025

The DBF is recommending an increase in incumbent stipends of 3% rather than 5% on grounds of affordability

With the DBF proposal today increases in stipend over 2023-25 have been significantly ahead of increases in parish share:

• Stipend increases	5%, 7%, 3%
• Parish Share increases	2%, 1%, 1%

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Incumbent Stipends 2025

A 5% increase in incumbent stipends would cost approximately £123k in a full year - equivalent to a further 0.7% increase in Parish Share request.

Curate Stipends 2025

For stipendiary curates the St Albans DBF has set its stipend at the National Minimum Stipend and this will therefore increase by 5% from 1 April 2025 to £30,110

Consequently, no stipendiary clergy in the Diocese will receive less than the National Minimum Stipend

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Longer Term – looking backward

The Synod decision today is in relation to 2025.

Historically the real value of stipends has reduced (by 4.4% since 2011/12)

There is recognition that many clergy face some financial stress, and that pension concerns are also very significant

The June 2024 Synod received a presentation on Clergy Wellbeing, Stipends, Pensions, Housing and Retirement Housing

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Longer Term – looking forward

Significant decisions about stipends (and clergy pensions) will be driven nationally

A national Review of Diocesan Finances is underway, with some arguing for increasing distributions from the Church Commissioners (by c. 1% or c. £100m p.a.)

Proposals from the Review of Diocesan Finances will go to the Triennium Funding Working Group to consider, including stipend and pension matters

Questions

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Discussion

Motion

That this Synod, noting the recommendation from the Central Stipends Authority that the stipend for this diocese be increased by 3% from 1 April 2025, resolves that the stipends for incumbents and those of incumbent status in this diocese should rise by £953 (3% of £31,758) to £32,711 from 1 April 2025

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Motion

That the estimates of requirements of the Diocesan Common Fund in 2025 in the gross sum of £16,792,105 be approved, and that the Synod authorises the Diocesan Board of Finance to expend in accordance therewith a sum not exceeding £16,792,105 and that the sum of £14,567,000 be requested as parochial contributions in 2025, to be apportioned in accordance with the approved Parish Shares Scheme.