

# BISHOPS' OFFICE AND WORKING COSTS

## for the year ended 31 December 2004

The House of Bishops has asked us to prepare and publish the details of bishops' office and working costs on an annual basis.

This document starts with a brief outline of bishops' work. The range is extensive and it is widely recognised that bishops carry a very heavy workload.

The following pages set out the bishops' office and working costs in the year 2004, with detailed notes of explanation. All these costs were incurred in the course of the work we have described.

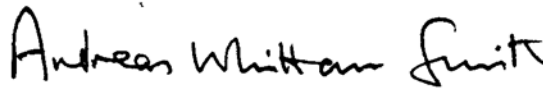
The costs of their offices, many diocesan functions and other working costs total £10.1 million. The Commissioners' administrative costs for this were £298,000 of which £57,000 was for non-departmental staff.

Additionally, in 2004, the Commissioners spent £4.3 million on the stipends, employer's national insurance and pension contributions of bishops. They also spent £4.1 million on maintaining the houses and gardens of the archbishops and diocesan bishops, including Lambeth Palace.

Bishops' houses usually include their offices. The housing costs of suffragan bishops are met by dioceses.

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7 December 2005



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First Church Estates Commissioner

## WHAT BISHOPS DO

There are 113 bishops in the Church of England - 44 diocesan bishops and 69 suffragan and full-time assistant bishops, including area bishops and provincial episcopal visitors.

A diocesan bishop is the head of his diocese both pastorally and administratively as Bishop in Synod. Suffragan and assistant bishops, including area bishops and provincial episcopal visitors, exercise a bishop's ministry in the name of and under the authority of the diocesan bishop.

They are assisted in all their work by a small but highly dedicated personal staff, whose service and commitment are greatly appreciated.

The bishop's task is summarised in the Declaration made by the archbishop at his consecration. It is the core of a bishop's ministry, underlying a wide range of requirements and activities.

*A bishop is called to lead in serving and caring for the people of God and to work with them in the oversight of the Church. As a chief pastor he shares with his fellow bishops a special responsibility to maintain and further the unity of the Church, to uphold its discipline, and to guard its faith.*

*He is to promote its mission throughout the world. It is his duty to watch over and pray for all those committed to his charge, and to teach and govern them after the example of the Apostles, speaking in the name of God and interpreting the gospel of Christ.*

*He is to know his people and be known by them. He is to ordain and send new ministers, guiding those who serve with him and enabling them to fulfil their ministry.*

*He is to baptize and confirm, to preside at the Holy Communion, and to lead the offering of prayer and praise. He is to be merciful, but with firmness, and to minister discipline, but with mercy. He is to have a special care for the outcast and needy; and to those who turn to God he is to declare the forgiveness of sins.*

*from the Service of Consecration of a Bishop*

## What bishops do in the parish...

Bishops institute new incumbents, license clergy and other office holders, confirm new Church members, preach at special services, take part in major festivals, consecrate church buildings and burial grounds, dedicate additional places of worship, conduct formal visitations and simply spend time with the people of the parish. Bishops also visit Church schools and other church or non-church organisations.

With the help of archdeacons and rural deans, bishops support the ministry of all clergy in the diocese and provide pastoral support to them. They are often called to act in crises and to resolve pastoral problems in parishes or deaneries.

## ... in the diocese...

Diocesan bishops have ultimate oversight of several hundred clergy, Readers and lay workers and a diocesan budget and portfolio of assets. This work is shared with the suffragan bishops, archdeacons, cathedral dean, diocesan secretary and, often, the directors of diocesan boards, in the regular senior staff meeting. Bishops also meet with the chairmen of the various committees and boards, all of which ultimately report to the bishop even if he does not personally chair them.

The diocesan bishop chairs his more formal Bishop's Council, usually monthly, and presides over the diocesan synod, which meets three times a year.

Bishops are leading figures at major diocesan celebrations, such as ordinations and pre-ordination retreats, diocesan festivals, anniversaries, pilgrimages and major youth events. The diocesan bishop has a role in the cathedral - of which he is also 'visitor' - and can take part in, but not vote at, meetings of the cathedral council.

As patron of many of the benefices in his diocese, the bishop presents clergy to parishes where there is a vacancy.

Bishops have a duty to administer clergy discipline and a responsibility for issues of child protection.

### ... regionally...

The bishop may be chairman, patron, governor or committee member of many regional organisations. He is often called to sit on, or visit or speak at, university and college councils, development agencies, housing associations, hospices and a wide range of charitable organisations.

Many bishops are also instrumental in facilitating formal, informal and confidential conversations between different religious bodies, ethnic groups, the police and social services, commercial and development agencies and local government and regional forums of many sorts to improve local conditions. In their role as community leaders, bishops are increasingly involved in the developing debate about regional assemblies in some parts of the country.

### ... nationally and internationally...

All diocesan bishops and nine elected suffragan bishops are members of the House of Bishops, which meets three times a year by itself and at least once with the remaining suffragan bishops as well. As a House, they also attend the two or three sessions of the General Synod each year. Members of the House of Bishops are also members of the upper house of convocation of their province, which may meet separately.

Many bishops are involved as members of the boards and committees of the Archbishops' Council and the Church Commissioners. They often chair or serve on national and international Church boards and councils, as well as large charities, special commissions or public inquiries.

Internationally, bishops, among others, represent the Church of England in the meetings and affairs of the Anglican Communion and ecumenical bodies like the World Council of Churches and Conference of European Churches. They are involved in the growing work towards visible unity with other denominations and in work with other faiths. Most have personal or diocesan links overseas, including commitments on behalf of the Archbishops, or as leaders of mission societies.

... in the nation

Many bishops work on national and international bodies. Most give lectures in major public forums, write articles for the media and give interviews on radio and television.

Twenty-six diocesan bishops currently sit in the House of Lords: the two Archbishops and the Bishops of London, Durham and Winchester by right of their office, plus 21 others in order of length of service as a diocesan bishop. At least one is present every day and others will attend according to the subjects under debate that day. The Bishop of Sodor & Man sits in the Tynwald. The two Archbishops and the Bishop of London are Privy Councillors.

**CHURCH COMMISSIONERS****BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2004**

	<b>2004</b>	<b>2003</b>
	<b>£</b>	<b>£</b>
<b>Archbishops diocesan and suffragan bishops</b>		
Listed in Part A - pages 6 to 15 :		
Office and support staff	6,304,129	6,072,906
Individual working costs	1,737,856	1,765,282
Listed in Part B - pages 16 to 25 :		
Other diocesan administrative and operational costs	1,336,594	1,430,671
Premises	<u>385,426</u>	<u>398,804</u>
	<b>9,764,005</b>	<b>9,667,663</b>
<b>Other costs applicable to all bishops</b>		
Legal costs (note 29)	120,666	119,919
Overseas travel (note 30)	128,844	151,548
Support services (note 31)	<u>147,519</u>	<u>179,020</u>
	<b>397,029</b>	<b>450,487</b>
<b>Exceptional staff costs (note 32)</b>		
Redundancy payments	58,000	20,967
Additional pension contributions	<u>-</u>	<u>1,490</u>
	<b>58,000</b>	<b>22,457</b>
<b>Adjustment for car lease payments etc (note 33)</b>	<b>(136,833)</b>	<b>68,067</b>
<b>Total (note 34)</b>	<b><u>10,082,201</u></b>	<b><u>10,208,675</u></b>

**BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2004 - Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2003	Basis of car provision (note 5)	Official car - lease costs (note 6)	Official car - net sale proceeds (note 7)	Insurance and running costs exc. fuel (note 8)	Bishop's contribution for private use (note 9)	Mileage allowance (note 10)	Driver's costs (note 11)	Status of driver (note 12)	Fuel (note 13)	Other travel and subsistence (note 14)	Hospitality - church meetings and functions (note 15)	Removal, resettlement, consecration and robes (note 16)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2003
<b>TOTAL COSTS</b>	<b>5,154,937</b>	<b>987,041</b>	<b>144,228</b>	<b>17,923</b>	<b>6,304,129</b>	<b>6,072,906</b>		<b>360,081</b>	<b>(24,582)</b>	<b>64,255</b>	<b>(1,982)</b>	<b>80,867</b>	<b>306,257</b>		<b>117,985</b>	<b>317,767</b>	<b>392,907</b>	<b>124,301</b>	<b>1,737,856</b>	<b>1,765,282</b>
Applicable to all bishops																				
Specialist advisers (note 26)	343,017	55,342	4,612		402,971	372,403	<i>Leased</i>	6,003		1,142	(12)				2,643	5,545	867		16,187	19,136
Other costs (note 27)		5,009			5,009	5,137	<i>Owned &amp; Leased</i>	2,839	(1,100)	4,379					831	68,887			75,836	31,049
Province of Canterbury																				
Archbishop of Canterbury (notes 21,22)	1,067,563	86,684	7,997		1,162,244	1,079,898	<i>Leased</i>	3,881	(897)	973			11,825	<i>Half-time</i>	1,718	12,294	21,451		51,244	78,094
Bishop of Ebsfleet	13,190	4,192	32		17,413	25,049	<i>Leased</i>	6,369		597			6,460	<i>Part-time</i>	2,390	2,202	978		18,996	19,968
Bishop of Richborough	11,083	4,281	1,478	1,056	17,898	27,365	<i>Mileage</i>					7,060	620	<i>Occasional</i>		2,426	1,990		12,095	16,045
Province of York																				
Archbishop of York	169,462	24,500	7,088		201,051	158,403	<i>Leased</i>	5,327		693			18,653	<i>Full-time</i>	1,272	4,798	7,094		37,838	39,384
Bishop of Beverley	13,679	4,709	123		18,511	15,371	<i>Leased</i>	2,973		875			1,383	<i>Occasional</i>	1,585	3,834	902	272	11,824	9,771
Bath & Wells	74,636	17,202	277		92,115	102,376		7,691		1,208			4,091		2,479	3,074	9,769	132	28,445	26,790
<i>Bishop of Bath &amp; Wells</i>	<i>59,191</i>	<i>12,320</i>	<i>132</i>		<i>71,643</i>	<i>78,159</i>	<i>Leased</i>	<i>4,089</i>		<i>583</i>			<i>4,091</i>	<i>Occasional</i>	<i>1,736</i>	<i>2,356</i>	<i>8,338</i>		<i>21,191</i>	<i>19,562</i>
<i>Bishop of Taunton</i>	<i>15,445</i>	<i>4,882</i>	<i>145</i>		<i>20,472</i>	<i>24,217</i>	<i>Leased</i>	<i>3,603</i>		<i>625</i>					<i>743</i>	<i>719</i>	<i>1,431</i>	<i>132</i>	<i>7,253</i>	<i>7,228</i>
Birmingham	82,410	25,371	1,307		109,088	97,562		7,653		1,358			5,476		2,628	2,989	3,124		23,228	23,895
<i>Bishop of Birmingham</i>	<i>59,085</i>	<i>19,334</i>	<i>1,307</i>		<i>79,725</i>	<i>71,322</i>	<i>Leased</i>	<i>4,041</i>		<i>733</i>			<i>5,476</i>	<i>Part-time</i>	<i>1,592</i>	<i>1,570</i>	<i>2,846</i>		<i>16,259</i>	<i>16,353</i>
<i>Bishop of Aston (note 2)</i>	<i>23,325</i>	<i>6,038</i>			<i>29,363</i>	<i>26,240</i>	<i>Leased</i>	<i>3,612</i>		<i>625</i>					<i>1,036</i>	<i>1,419</i>	<i>277</i>		<i>6,970</i>	<i>7,542</i>
Blackburn	77,226	15,016	5,740		97,982	84,620		11,337	(372)	1,713			8,559		4,841	3,601	11,435	9,894	51,009	39,383
<i>Bishop of Blackburn</i>	<i>52,829</i>	<i>8,277</i>	<i>3,336</i>		<i>64,443</i>	<i>55,855</i>	<i>Leased</i>	<i>3,583</i>		<i>713</i>			<i>8,559</i>	<i>Half-time</i>	<i>1,242</i>	<i>2,276</i>	<i>3,935</i>	<i>9,759</i>	<i>30,067</i>	<i>18,161</i>
<i>Bishop of Burnley</i>	<i>14,274</i>	<i>3,112</i>	<i>1,602</i>		<i>18,988</i>	<i>15,088</i>	<i>Leased</i>	<i>3,656</i>	<i>(372)</i>	<i>375</i>					<i>2,216</i>	<i>614</i>	<i>4,555</i>	<i>135</i>	<i>11,180</i>	<i>11,772</i>
<i>Bishop of Lancaster</i>	<i>10,122</i>	<i>3,628</i>	<i>801</i>		<i>14,551</i>	<i>13,677</i>	<i>Leased</i>	<i>4,098</i>		<i>625</i>					<i>1,384</i>	<i>710</i>	<i>2,945</i>		<i>9,762</i>	<i>9,449</i>
Bradford	58,140	8,515	190		66,845	60,927				(250)		3,590				3,571	3,783		10,693	12,074
<i>Bishop of Bradford</i>	<i>58,140</i>	<i>8,515</i>	<i>190</i>		<i>66,845</i>	<i>60,927</i>	<i>No car</i>			<i>(250)</i>		<i>3,590</i>				<i>3,571</i>	<i>3,783</i>		<i>10,693</i>	<i>12,074</i>
Bristol	46,649	9,522			56,172	75,132		3,754		694	(372)	1,906			1,931	2,545	4,264		14,722	23,619
<i>Bishop of Bristol</i>	<i>43,302</i>	<i>7,421</i>			<i>50,723</i>	<i>58,963</i>	<i>Leased</i>	<i>3,754</i>		<i>694</i>	<i>(156)</i>			<i>Part-time/none</i>	<i>1,931</i>	<i>1,583</i>	<i>3,756</i>		<i>11,562</i>	<i>13,255</i>
<i>Bishop of Swindon</i>	<i>3,347</i>	<i>2,101</i>			<i>5,448</i>	<i>16,169</i>	<i>Mileage/No car</i>				<i>(216)</i>	<i>1,906</i>				<i>961</i>	<i>508</i>		<i>3,159</i>	<i>10,364</i>

**BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2004 - Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2003	Basis of car provision (note 5)	Official car - lease costs (note 6)	Official car - net sale proceeds (note 7)	Insurance and running costs exc. fuel (note 8)	Bishop's contribution for private use (note 9)	Mileage allowance (note 10)	Driver's costs (note 11)	Status of driver (note 12)	Fuel (note 13)	Other travel and subsistence (note 14)	Hospitality - church meetings and functions (note 15)	Removal, resettlement, consecration and robes (note 16)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2003
Canterbury	76,036	15,260	1,353	650	93,299	69,740		7,037		1,500					2,654	1,683	5,156	4,210	22,240	18,614
<i>Bishop of Dover</i>	65,889	7,577		481	73,946	53,811	<i>Leased</i>	4,069		625					1,081	1,643	3,666	4,210	15,295	12,489
<i>Bishop of Maidstone</i>	10,147	7,683	1,353	169	19,352	15,929	<i>Leased</i>	2,968		875					1,573	40	1,490		6,945	6,124
Carlisle	76,608	13,255	2,938		92,801	90,196		4,682		625		6,690	14,683		1,030	3,566	8,941	198	40,415	47,469
<i>Bishop of Carlisle</i>	67,971	11,148	1,667		80,787	72,252	<i>Leased</i>	4,682		625			14,683	<i>Full-time/none</i>	1,030	3,158	6,344		30,524	34,550
<i>Bishop of Penrith</i>	8,636	2,107	1,271		12,015	17,944	<i>Mileage</i>					6,690				408	2,597	198	9,891	12,919
Chelmsford	130,539	30,513	8,878	1,230	171,160	167,843		13,772	(2,000)	2,291			20,922		4,601	4,794	8,231	3,828	56,440	63,517
<i>Bishop of Chelmsford</i>	65,476	14,752	4,642		84,870	71,871	<i>Leased</i>	4,009		690			20,922	<i>Full-time</i>	1,806	3,704	4,325	3,828	39,284	37,826
<i>Bishop of Barking (note 2)</i>	26,167	7,032	1,433	1,139	35,771	47,894	<i>Leased</i>	3,409		625					874	26	761		5,694	11,936
<i>Bishop of Bradwell</i>	21,483	6,368	1,799	91	29,741	28,488	<i>Leased</i>	3,529	(2,000)	593					1,229	246	1,287		4,884	8,284
<i>Bishop of Colchester</i>	17,413	2,361	1,004		20,778	19,589	<i>Leased</i>	2,825		382					693	819	1,859		6,578	5,471
Chester	73,684	16,584	3,841		94,109	115,006		4,628		618	(36)	9,356	8,756		1,259	3,578	8,815	97	37,071	36,538
<i>Bishop of Chester</i>	46,936	8,996	1,802		57,735	79,308	<i>Mileage</i>					4,436	8,756	<i>Part-time</i>		1,613	6,984	97	21,885	23,326
<i>Bishop of Birkenhead</i>	13,093	4,828			17,921	20,821	<i>Mileage</i>					4,920				434	1,332		6,687	6,284
<i>Bishop of Stockport</i>	13,654	2,760	2,039		18,453	14,877	<i>Leased</i>	4,628		618	(36)				1,259	1,531	499		8,499	6,928
Chichester	90,345	24,477	4,586	304	119,713	118,221		12,965	(218)	2,702	(45)				4,549	7,774	9,891	4,858	42,477	36,174
<i>Bishop of Chichester</i>	53,973	12,563	919		67,455	66,782	<i>Leased</i>	4,614		1,125					1,234	2,408	3,973	4,858	18,212	13,224
<i>Bishop of Horsham</i>	19,981	6,588			26,569	26,123	<i>Leased</i>	4,527	(218)	597	(45)				1,397	1,575	2,774		10,607	11,767
<i>Bishop of Lewes</i>	16,391	5,326	3,667	304	25,688	25,316	<i>Leased</i>	3,824		980					1,918	3,791	3,145		13,658	11,183
Coventry	59,330	7,881	267		67,478	79,867		4,502		1,218					1,026	2,409	8,386	130	17,670	18,933
<i>Bishop of Coventry</i>	51,557	8,585	226		60,368	59,768	<i>Leased</i>	2,947		618					531	2,148	8,047	130	14,421	10,919
<i>Bishop of Warwick</i>	7,773	(704)	40		7,110	20,099	<i>Leased/No car</i>	1,555		600					495	260	339		3,249	8,014
Derby	77,599	20,455	1,506		99,560	95,081		7,101	(164)	900			4,206		1,767	8,071	3,924	374	26,180	24,118
<i>Bishop of Derby (note 2)</i>	68,172	14,495	1,506		84,173	80,796	<i>Leased</i>	4,057		625			4,206	<i>Occasional</i>	1,001	6,986	3,507	222	20,604	18,401
<i>Bishop of Repton</i>	9,427	5,959			15,387	14,285	<i>Leased</i>	3,044	(164)	275					766	1,085	418	152	5,576	5,717
Durham	57,995	17,601	745		76,340	70,241		7,755		1,250			18,254		3,551	4,385	8,743	2,057	45,995	55,870
<i>Bishop of Durham</i>	39,965	10,946	232		51,143	48,515	<i>Leased</i>	4,013		625			18,254	<i>Full-time</i>	1,841	4,094	7,747	2,057	38,630	47,913
<i>Bishop of Jarrow</i>	18,030	6,654	513		25,197	21,725	<i>Leased</i>	3,743		625					1,711	290	996		7,365	7,957
Ely	76,117	16,832	276		93,224	90,127		8,258		1,492			10,469		2,145	3,662	10,556	3,372	39,954	42,149
<i>Bishop of Ely</i>	60,187	11,863	151		72,200	72,654	<i>Leased</i>	4,413		867			10,469	<i>Half-time</i>	1,001	3,006	9,223		28,978	25,722
<i>Bishop of Huntingdon</i>	15,930	4,969	125		21,024	17,473	<i>Leased</i>	3,845		625					1,144	656	1,334	3,372	10,976	16,427
Exeter	75,542	12,991	2,805	2,386	93,724	89,907		11,025		1,496	(702)		20,281		3,004	5,183	12,628	12,905	65,820	45,993
<i>Bishop of Exeter (note 15)</i>	60,021	7,030	807		67,858	66,845	<i>Leased</i>	4,681		746			20,281	<i>Full-time</i>	1,432	4,810	11,052		43,002	34,903
<i>Bishop of Crediton</i>	7,328	3,344	1,998	2,347	15,017	10,946	<i>Leased</i>	2,900		375	(702)				939	198	350	12,905	16,965	4,624
<i>Bishop of Plymouth</i>	8,193	2,617		38	10,849	12,116	<i>Leased</i>	3,443		375					634	175	1,226		5,853	6,466

**BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2004 - Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2003	Basis of car provision (note 5)	Official car - lease costs (note 6)	Official car - net sale proceeds (note 7)	Insurance and running costs exc. fuel (note 8)	Bishop's contribution for private use (note 9)	Mileage allowance (note 10)	Driver's costs (note 11)	Status of driver (note 12)	Fuel (note 13)	Other travel and subsistence (note 14)	Hospitality - church meetings and functions (note 15)	Removal, resettlement, consecration and robes (note 16)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2003
Gloucester	53,453	30,073	3,522		87,048	84,753		5,138	(303)	458					1,569	1,672	9,014	16,617	34,165	17,699
<i>Bishop of Gloucester (note 2)</i>	<i>40,421</i>	<i>26,081</i>	<i>3,456</i>		<i>69,957</i>	<i>66,503</i>	<i>Leased</i>	<i>1,949</i>	<i>(303)</i>	<i>(421)</i>					<i>451</i>	<i>1,470</i>	<i>5,297</i>	<i>16,617</i>	<i>25,060</i>	<i>10,001</i>
<i>Bishop of Tewkesbury</i>	<i>13,032</i>	<i>3,992</i>	<i>66</i>		<i>17,090</i>	<i>18,250</i>	<i>Leased</i>	<i>3,190</i>		<i>879</i>					<i>1,118</i>	<i>202</i>	<i>3,717</i>		<i>9,105</i>	<i>7,698</i>
Guildford	82,177	13,249	405	479	96,311	89,579		4,441		375					896	2,557	6,063	7,115	21,448	22,688
<i>Bishop of Guildford</i>	<i>68,171</i>	<i>10,359</i>	<i>405</i>		<i>78,935</i>	<i>71,918</i>	<i>Leased</i>	<i>424</i>		<i>(250)</i>				<i>None</i>	<i>42</i>	<i>1,922</i>	<i>4,235</i>	<i>7,115</i>	<i>13,488</i>	<i>14,826</i>
<i>Bishop of Dorking</i>	<i>14,006</i>	<i>2,891</i>		<i>479</i>	<i>17,375</i>	<i>17,661</i>	<i>Leased</i>	<i>4,017</i>		<i>625</i>					<i>855</i>	<i>636</i>	<i>1,828</i>		<i>7,960</i>	<i>7,863</i>
Hereford	57,564	18,848	6,750		83,162	79,497		4,410	(767)	707		6,418	3,955		402	3,123	4,373	7,413	30,033	30,142
<i>Bishop of Hereford</i>	<i>44,159</i>	<i>14,168</i>	<i>6,750</i>		<i>65,077</i>	<i>49,102</i>	<i>Leased</i>	<i>4,410</i>	<i>(767)</i>	<i>707</i>			<i>3,955</i>	<i>Half-time/none</i>	<i>402</i>	<i>3,123</i>	<i>3,877</i>	<i>7,413</i>	<i>23,119</i>	<i>24,845</i>
<i>Bishop of Ludlow</i>	<i>13,405</i>	<i>4,680</i>			<i>18,085</i>	<i>30,396</i>	<i>Mileage</i>					<i>6,418</i>			<i>496</i>		<i>496</i>		<i>6,914</i>	<i>5,297</i>
Leicester	61,028	12,534	966		74,529	77,096		4,231		625	(50)		10,305		1,105	3,674	9,873		29,762	25,921
<i>Bishop of Leicester</i>	<i>61,028</i>	<i>12,534</i>	<i>966</i>		<i>74,529</i>	<i>77,096</i>	<i>Leased</i>	<i>4,231</i>		<i>625</i>	<i>(50)</i>		<i>10,305</i>	<i>Half-time</i>	<i>1,105</i>	<i>3,674</i>	<i>9,873</i>		<i>29,762</i>	<i>25,921</i>
Lichfield	88,395	22,796	5,368	130	116,689	159,815		14,262	(6,570)	2,223	(68)		2,044		4,355	7,313	14,937	846	39,343	53,652
<i>Bishop of Lichfield</i>	<i>54,557</i>	<i>10,311</i>	<i>5,024</i>		<i>69,891</i>	<i>77,212</i>	<i>Leased</i>	<i>4,469</i>	<i>(3,303)</i>	<i>347</i>			<i>2,044</i>	<i>Half-time / occasional</i>	<i>916</i>	<i>1,997</i>	<i>6,074</i>	<i>532</i>	<i>13,076</i>	<i>29,377</i>
<i>Bishop of Shrewsbury</i>	<i>8,683</i>	<i>4,907</i>	<i>344</i>	<i>130</i>	<i>14,065</i>	<i>23,981</i>	<i>Leased</i>	<i>3,047</i>		<i>625</i>	<i>(60)</i>				<i>1,519</i>	<i>201</i>	<i>3,549</i>	<i>314</i>	<i>9,195</i>	<i>6,389</i>
<i>Bishop of Stafford</i>	<i>12,129</i>	<i>4,304</i>			<i>16,433</i>	<i>30,564</i>	<i>Leased/No car</i>	<i>3,167</i>	<i>(3,267)</i>	<i>611</i>					<i>689</i>	<i>3,945</i>	<i>3,530</i>		<i>8,676</i>	<i>11,207</i>
<i>Bishop of Wolverhampton</i>	<i>13,027</i>	<i>3,274</i>			<i>16,300</i>	<i>28,058</i>	<i>Leased</i>	<i>3,579</i>		<i>640</i>	<i>(8)</i>				<i>1,231</i>	<i>1,169</i>	<i>1,784</i>		<i>8,396</i>	<i>6,679</i>
Lincoln	64,944	11,938	5,056	355	82,292	78,530		7,486	(278)	1,250	(78)	6,132			2,909	5,388	7,344		30,153	28,546
<i>Bishop of Lincoln</i>	<i>48,121</i>	<i>5,325</i>	<i>1,128</i>		<i>54,575</i>	<i>54,146</i>	<i>Leased</i>	<i>3,731</i>		<i>625</i>	<i>(78)</i>				<i>938</i>	<i>3,035</i>	<i>5,163</i>		<i>13,413</i>	<i>12,735</i>
<i>Bishop of Grantham</i>	<i>10,513</i>	<i>2,474</i>	<i>1,312</i>		<i>14,299</i>	<i>11,763</i>	<i>Leased</i>	<i>3,755</i>	<i>(278)</i>	<i>625</i>					<i>1,971</i>	<i>1,461</i>	<i>401</i>		<i>7,936</i>	<i>7,040</i>
<i>Bishop of Grimsby</i>	<i>6,309</i>	<i>4,138</i>	<i>2,615</i>	<i>355</i>	<i>13,418</i>	<i>12,622</i>	<i>Mileage</i>					<i>6,132</i>				<i>892</i>	<i>1,780</i>		<i>8,804</i>	<i>8,772</i>
Liverpool	77,890	18,007	212		96,109	94,232		4,548		625		4,823	10,239		1,356	3,905	10,164	930	36,591	33,948
<i>Bishop of Liverpool</i>	<i>58,674</i>	<i>12,753</i>	<i>212</i>		<i>71,638</i>	<i>69,304</i>	<i>Leased</i>	<i>4,548</i>		<i>625</i>			<i>10,239</i>	<i>Half-time</i>	<i>1,356</i>	<i>3,517</i>	<i>9,716</i>	<i>930</i>	<i>30,931</i>	<i>27,557</i>
<i>Bishop of Warrington (note 2)</i>	<i>19,216</i>	<i>5,255</i>			<i>24,470</i>	<i>24,928</i>	<i>Mileage</i>					<i>4,823</i>			<i>388</i>	<i>448</i>			<i>5,659</i>	<i>6,391</i>
London	215,618	43,925	15,442	999	275,985	286,415		17,118	1,172	3,663	(44)	1,001	24,769		4,832	6,497	16,226		75,235	83,498
<i>Bishop of London (note 1)</i>	<i>91,737</i>	<i>15,260</i>	<i>8,193</i>		<i>115,190</i>	<i>115,744</i>	<i>Leased</i>	<i>6,116</i>	<i>1,172</i>	<i>713</i>			<i>24,769</i>	<i>Full-time</i>	<i>2,455</i>	<i>883</i>	<i>6,746</i>		<i>42,855</i>	<i>41,007</i>
<i>Bishop of Edmonton</i>	<i>25,594</i>	<i>7,225</i>	<i>258</i>	<i>999</i>	<i>34,077</i>	<i>34,835</i>	<i>Leased</i>	<i>3,862</i>		<i>1,207</i>					<i>526</i>	<i>932</i>	<i>2,398</i>		<i>8,925</i>	<i>7,706</i>
<i>Bishop of Fulham</i>	<i>20,499</i>	<i>2,194</i>	<i>1,063</i>		<i>23,757</i>	<i>23,194</i>	<i>Leased</i>	<i>4,098</i>		<i>625</i>					<i>978</i>	<i>959</i>	<i>1,243</i>		<i>7,904</i>	<i>7,863</i>
<i>Bishop of Kensington</i>	<i>26,244</i>	<i>7,321</i>	<i>2,182</i>		<i>35,747</i>	<i>33,076</i>	<i>Leased</i>	<i>3,042</i>		<i>1,119</i>	<i>(44)</i>				<i>872</i>	<i>505</i>	<i>3,384</i>		<i>8,877</i>	<i>7,108</i>
<i>Bishop of Stepney</i>	<i>20,158</i>	<i>5,504</i>	<i>1,383</i>		<i>27,045</i>	<i>41,549</i>	<i>Mileage</i>					<i>1,001</i>				<i>1,368</i>	<i>949</i>		<i>3,317</i>	<i>15,353</i>
<i>Bishop of Willesden</i>	<i>31,386</i>	<i>6,421</i>	<i>2,364</i>		<i>40,170</i>	<i>38,017</i>	<i>No car</i>									<i>1,852</i>	<i>1,507</i>		<i>3,358</i>	<i>4,461</i>
Manchester	103,409	22,275	3,285		128,969	138,885		15,423	(648)	1,462			395		4,285	9,706	13,298		43,922	37,919
<i>Bishop of Manchester</i>	<i>42,720</i>	<i>10,584</i>	<i>1,166</i>		<i>54,471</i>	<i>56,583</i>	<i>Leased</i>	<i>4,307</i>		<i>382</i>			<i>395</i>	<i>Occasional</i>	<i>897</i>	<i>3,483</i>	<i>5,055</i>		<i>14,519</i>	<i>10,517</i>
<i>Bishop of Bolton</i>	<i>18,810</i>	<i>4,007</i>			<i>22,817</i>	<i>24,824</i>	<i>Leased</i>	<i>3,526</i>		<i>375</i>					<i>762</i>	<i>1,877</i>	<i>3,576</i>		<i>10,116</i>	<i>7,556</i>
<i>Bishop of Hulme</i>	<i>23,741</i>	<i>4,791</i>	<i>567</i>		<i>29,099</i>	<i>33,349</i>	<i>Leased</i>	<i>3,596</i>		<i>348</i>					<i>852</i>	<i>3,962</i>	<i>1,674</i>		<i>10,431</i>	<i>11,599</i>
<i>Bishop of Middleton</i>	<i>18,138</i>	<i>2,893</i>	<i>1,551</i>		<i>22,582</i>	<i>24,129</i>	<i>Leased</i>	<i>3,995</i>	<i>(648)</i>	<i>357</i>					<i>1,774</i>	<i>384</i>	<i>2,994</i>		<i>8,856</i>	<i>8,247</i>

**BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2004 - Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2003	Basis of car provision (note 5)	Official car - lease costs (note 6)	Official car - net sale proceeds (note 7)	Insurance and running costs exc. fuel (note 8)	Bishop's contribution for private use (note 9)	Mileage allowance (note 10)	Driver's costs (note 11)	Status of driver (note 12)	Fuel (note 13)	Other travel and subsistence (note 14)	Hospitality - church meetings and functions (note 15)	Removal, resettlement, consecration and robes (note 16)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2003
Newcastle	73,641	13,115	2,311		89,067	82,298		3,783		875		2,303	10,305		1,168	5,371	6,700		30,504	31,323
<i>Bishop of Newcastle</i>	62,626	11,030	2,311		75,967	69,541	<i>Leased</i>	3,783		875			10,305	<i>Half-time</i>	1,168	3,066	5,375		24,571	26,702
<i>Assistant Bishop of Newcastle</i>	11,015	2,085			13,099	12,757	<i>Mileage</i>					2,303				2,306	1,325		5,933	4,621
Norwich	78,028	20,968	1,083	908	100,987	103,262		11,054	(1,167)	2,000			13,256		4,442	3,722	10,579	10,330	54,216	50,788
<i>Bishop of Norwich</i>	61,308	14,266	250		75,824	72,236	<i>Leased</i>	4,538	(1,497)	654			13,256	<i>Part-time</i>	2,291	2,944	9,313		31,500	37,138
<i>Bishop of Lynn</i>	1,935	1,479	942	908	5,263	12,223	<i>Leased</i>	3,097	330	611					758	206	728	10,330	16,058	7,059
<i>Bishop of Thetford</i>	14,786	5,223	(109)		19,900	18,802	<i>Leased</i>	3,419		735					1,394	572	538		6,658	6,591
Oxford	134,424	34,380	6,822	100	175,726	144,173		16,238	(916)	2,176					4,601	3,768	9,781	9,474	45,121	50,789
<i>Bishop of Oxford (note 2)</i>	66,393	12,179	295		78,867	61,426	<i>Leased</i>	5,463	(916)	350					971	2,503	5,820		14,191	17,558
<i>Bishop of Buckingham</i>	21,086	7,384	2,857	100	31,427	24,879	<i>Leased</i>	3,677		464					1,048	490	1,501		7,179	19,075
<i>Bishop of Dorchester</i>	23,703	8,507	1,367		33,578	32,679	<i>Leased</i>	2,973		625					1,478	164	1,253		6,494	8,191
<i>Bishop of Reading</i>	23,241	6,310	2,303		31,854	25,190	<i>Leased</i>	4,125		737					1,104	611	1,207	9,474	17,257	5,965
Peterborough	71,799	8,416	299		80,514	85,261		3,888		625	4,544	99			837	6,723	7,692	2,393	26,801	25,764
<i>Bishop of Peterborough (note 15)</i>	59,462	5,947			65,409	69,779	<i>Leased</i>	3,888		625		99		<i>Occasional</i>	837	5,217	6,388	1,350	18,404	19,016
<i>Bishop of Brixworth</i>	12,337	2,469	299		15,105	15,483	<i>Mileage</i>				4,544					1,507	1,304	1,043	8,398	6,747
Portsmouth	68,272	9,444	108		77,825	78,520		4,091	388	976			10,469		1,717	5,503	7,699		30,843	27,893
<i>Bishop of Portsmouth</i>	68,272	9,444	108		77,825	78,520	<i>Leased</i>	4,091	388	976			10,469	<i>Half-time</i>	1,717	5,503	7,699		30,843	27,893
Ripon and Leeds	56,063	18,692	2,560		77,315	61,701		437		590		9,090				3,284	3,391	2,557	19,349	19,841
<i>Bishop of Ripon and Leeds</i>	48,258	11,769	1,726		61,752	54,659	<i>Mileage</i>					4,860				3,284	2,838		10,982	11,559
<i>Bishop of Knaresborough</i>	7,805	6,923	834		15,563	7,041	<i>Leased/Mileage</i>	437		590		4,231					553	2,557	8,367	8,282
Rochester	77,235	14,960	888		93,084	84,630		8,125		640	(79)		9,533		2,983	2,145	9,180	108	32,633	37,455
<i>Bishop of Rochester</i>	66,597	10,814			77,411	70,998	<i>Leased</i>	4,839		15	(79)		9,533	<i>Half-time</i>	1,936	1,785	7,418		25,446	30,075
<i>Bishop of Tonbridge</i>	10,638	4,146	888		15,673	13,632	<i>Leased</i>	3,286		625					1,046	360	1,762	108	7,187	7,380
St Albans	98,586	17,610	1,320	2,183	119,699	95,216		10,349	(3,162)	1,504	(44)	620	4,899		2,464	1,895	9,388	7,004	34,917	27,809
<i>Bishop of St Albans</i>	71,554	11,233	682		83,469	59,599	<i>Leased</i>	4,220	(3,162)	628			4,899	<i>Part-time</i>	862	1,615	6,235		15,297	16,716
<i>Bishop of Bedford</i>	8,367	3,518		2,183	14,068	10,921	<i>Leased</i>	3,254		625					958	280	269	7,004	12,391	4,210
<i>Bishop of Hertford</i>	18,665	2,859	638		22,162	24,696	<i>Mileage/Leased</i>	2,875		250	(44)	620			644		2,885		7,229	6,884
St Edmundsbury and Ipswich	87,691	17,317	59		105,067	97,709		7,480		1,250					1,173	4,811	7,175	248	22,137	18,315
<i>Bishop of St Edmundsbury and Ipswich</i>	65,435	13,987	59		79,480	71,986	<i>Leased</i>	4,163		625					714	4,020	5,378	248	15,148	14,897
<i>Bishop of Dunwich</i>	22,256	3,331			25,587	25,723	<i>Leased</i>	3,318		625					458	791	1,797		6,989	3,418
Salisbury	97,977	19,469	3,676	4,321	125,443	116,794		11,126	(1,230)	2,216			12,572		5,121	6,505	9,393	475	46,179	60,199
<i>Bishop of Salisbury</i>	66,158	11,301	1,301		78,760	73,983	<i>Leased</i>	3,837	(1,230)	724			12,572	<i>Part-time</i>	1,163	1,644	7,663	475	26,848	39,775
<i>Bishop of Ramsbury</i>	17,355	4,732	100		22,187	24,415	<i>Leased</i>	3,750		583					2,216	2,422	1,025		9,995	13,027
<i>Bishop of Sherborne</i>	14,464	3,436	2,275	4,321	24,496	18,396	<i>Leased</i>	3,540		909					1,742	2,440	705		9,336	7,397

**BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2004 - Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2003	Basis of car provision (note 5)	Official car - lease costs (note 6)	Official car - net sale proceeds (note 7)	Insurance and running costs exc. fuel (note 8)	Bishop's contribution for private use (note 9)	Mileage allowance (note 10)	Driver's costs (note 11)	Status of driver (note 12)	Fuel (note 13)	Other travel and subsistence (note 14)	Hospitality - church meetings and functions (note 15)	Removal, resettlement, consecration and robes (note 16)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2003
Sheffield	71,775	9,197	3,708	1,834	86,513	72,920		106	(350)	586		10,332	1,719			4,291	10,781		27,466	30,437
<i>Bishop of Sheffield</i>	55,861	7,381	1,677		64,919	56,753	<i>Leased/Mileage</i>	106	(350)	586		5,687	1,719	<i>Part-time</i>		3,405	7,298		18,452	20,351
<i>Bishop of Doncaster</i>	15,913	1,816	2,031	1,834	21,594	16,168	<i>Mileage</i>					4,645				887	3,483		9,014	10,086
Sodor and Man	17,764	7,509			25,273	16,784		2,453	(130)	694					498	7,177	2,302	598	13,593	17,446
<i>Bishop of Sodor and Man</i>	17,764	7,509			25,273	16,784	<i>Owned</i>	2,453	(130)	694					498	7,177	2,302	598	13,593	17,446
Southwark	142,831	34,476	1,400		178,707	164,519		7,798	(1,972)	1,875	(64)	921	9,958		2,350	2,773	15,746	337	39,720	46,526
<i>Bishop of Southwark</i>	59,625	17,413	1,400		78,438	72,940	<i>Leased</i>	4,123		628	(64)		9,958	<i>Half-time</i>	1,229	1,695	11,048		28,615	24,145
<i>Bishop of Croydon (note 2)</i>	27,735	6,036			33,772	30,365	<i>Leased</i>			629					797	306	1,085	337	3,154	13,319
<i>Bishop of Kingston-upon-Thames (note 2)</i>	27,735	6,355			34,090	31,874	<i>Leased</i>	3,675	(1,972)	618					324	411	1,403		4,459	5,051
<i>Bishop of Woolwich (note 2)</i>	27,735	4,672			32,407	29,340	<i>Mileage/No car</i>					921				361	2,210		3,492	4,012
Southwell	87,742	16,718	1,431		105,892	106,007		6,435	(518)	1,243	(14)				1,331	2,257	6,765		17,498	25,103
<i>Bishop of Southwell</i>	65,590	9,814	542		75,946	77,543	<i>Leased</i>	3,204		625				<i>Occasional</i>	716	2,065	5,498		12,107	17,773
<i>Bishop of Sherwood (note 2)</i>	22,153	6,905	889		29,946	28,464	<i>Leased/No car</i>	3,231	(518)	618	(14)				614	192	1,267		5,391	7,330
Truro	54,754	15,169	6,277		76,200	82,640		7,359	(1,402)	1,218			13,117		3,017	2,546	4,086		29,941	34,369
<i>Bishop of Truro</i>	44,305	11,277	4,796		60,378	56,622	<i>Leased</i>	4,000		625			13,117	<i>Part-time</i>	1,559	986	3,699		23,987	24,507
<i>Bishop of St Germans</i>	10,449	3,892	1,481		15,822	26,018	<i>Leased</i>	3,359	(1,402)	593					1,458	1,560	386		5,954	9,862
Wakefield	68,927	16,223	2,402		87,552	87,410		4,974	(1,339)	875		6,083	9,354		3,519	4,590	7,577	36	35,667	43,620
<i>Bishop of Wakefield</i>	59,344	11,761	2,402		73,507	72,556	<i>Leased</i>	4,974	(1,339)	875			9,354	<i>Part-time</i>	3,519	3,908	5,992	36	27,318	31,028
<i>Bishop of Pontefract</i>	9,583	4,462			14,045	14,853	<i>Mileage</i>					6,083				682	1,585		8,349	12,592
Winchester	90,175	16,827	5,744		112,746	134,385		10,420		2,012			2,902		2,737	3,994	6,195	10,442	38,700	40,659
<i>Bishop of Winchester</i>	52,500	8,773	4,144		65,417	62,227	<i>Leased</i>	3,353		670			2,902	<i>Occasional</i>	1,013	1,810	3,927		13,675	22,525
<i>Bishop of Basingstoke</i>	14,928	4,121			19,049	43,912	<i>Leased</i>	3,513		716					1,199	1,622	1,587		8,638	8,921
<i>Bishop of Southampton</i>	22,747	3,933	1,600		28,280	28,246	<i>Leased</i>	3,555		625					525	562	680	10,442	16,388	9,213
Worcester	72,235	8,384	3,456		84,075	93,317		8,434	(229)	1,570	(268)		1,729		3,112	726	6,708		21,782	24,686
<i>Bishop of Worcester</i>	50,891	5,512	3,337		59,741	65,086	<i>Leased</i>	4,441		625			1,729	<i>Part-time</i>	977	(406)	5,771		13,136	13,708
<i>Bishop of Dudley</i>	21,344	2,872	119		24,335	28,231	<i>Leased</i>	3,993	(229)	945	(268)				2,135	1,132	937		8,646	10,978
York	59,960	15,814	953	420	77,147	71,818		11,180	(412)	1,215	(17)				6,111	3,657	5,877	4,678	32,290	30,088
<i>Bishop of Hull</i>	13,336	4,444	390		18,171	17,577	<i>Leased</i>	3,615		625					1,875	518	2,291		8,924	8,348
<i>Bishop of Selby</i>	23,387	8,060	298	420	32,165	25,988	<i>No car/Leased</i>	2,816			(17)				1,498	552	727	4,678	10,255	7,493
<i>Bishop of Whitby</i>	23,237	3,310	265		26,811	28,253	<i>Leased</i>	4,748	(412)	590					2,738	2,587	2,859		13,111	14,247
Gibraltar in Europe	89,733	42,514	2,684	569	135,500	124,027		7,744		1,250	(89)				1,191	37,325	3,671	376	51,468	59,576
<i>Bishop of Gibraltar in Europe (notes 2 &amp; 14)</i>	67,514	29,168	1,736		98,417	89,929	<i>Leased</i>	3,984		625	(89)				698	19,487	1,673		26,378	30,852
<i>Bishop in Europe (notes 2 &amp; 14)</i>	22,219	13,347	949	569	37,083	34,098	<i>Leased</i>	3,760		625					493	17,837	1,998	376	25,090	28,724

**BISHOPS' OFFICE AND WORKING COSTS FOR THE YEAR ENDED 31 DECEMBER 2004 - Part B**

	Patronage of benefices (note 17)	Ordination candidates' retreats (note 18)	Bishops' legal officers (note 19)	Training and retreats (note 20)	Other costs (note 21)	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS - 2003	Heating, lighting and cleaning (note 22)	Gardener's pay and household equipment (note 23)	Servicing of garden and household appliances (note 24)	TOTAL PREMISES	TOTAL PREMISES - 2003	Vacancy during year (note 25)	DIOCESAN STATISTICS (per Church Statistics as at end of 2004)	Population (000s)	Area (square miles)	Number of full-time stipendiary & non-stipendiary clergy	Number of benefices	Number of parishes	Number of churches
<b>TOTAL COSTS</b>	<b>16,598</b>	<b>85,687</b>	<b>1,042,994</b>	<b>101,029</b>	<b>90,287</b>	<b>1,336,594</b>	<b>1,430,671</b>	<b>211,604</b>	<b>59,554</b>	<b>114,268</b>	<b>385,426</b>	<b>398,804</b>								
Applicable to all bishops																				
Specialist advisers (note 26)				6,905	(3,533)	3,372	4,060													
Other costs (note 27)				19,727	255	19,982	126,263	(211)			(211)	29,674								
Province of Canterbury			126,576			126,576	124,588													
Archbishop of Canterbury (notes 21,22)		8,478		2,586	27,305	38,369	49,514	5,614		1,978	7,592	14,354								
Bishop of Ebbsfleet		272		1,355	2,928	4,555	5,941		1,140		1,140	720								
Bishop of Richborough				613	557	1,170	1,404		2,678		2,678	190								
Province of York			55,692			55,692	43,816													
Archbishop of York				209	2,583	2,791	4,582	19,735		9,992	29,727	18,981								
Bishop of Beverley				824	710	1,534	1,212		1,886		1,886	1,731								
Bath & Wells	265	432	21,875	1,330	106	24,009	23,018	5,190	818	3,389	9,397	5,788			866	1,614	264	207	477	567
<i>Bishop of Bath &amp; Wells</i>		144		205	2	351	697	5,190		3,389	8,579	5,090								
<i>Bishop of Taunton</i>	265	288		1,126	104	1,782	977		818		818	698								
Birmingham	646	4,830	16,481	1,860	(48)	23,768	28,592	4,404		2,434	6,838	8,245			1,405	292	212	154	163	196
<i>Bishop of Birmingham</i>	646	4,830		1,639	(54)	7,061	11,774	4,404		2,434	6,838	8,245								
<i>Bishop of Aston</i>				221	6	227	435													
Blackburn		4,386	19,592	1,491	3,182	28,652	25,767	3,561	2,020	4,009	9,589	6,826			1,284	878	255	200	211	285
<i>Bishop of Blackburn</i>		4,236		808	1,596	6,640	4,325	3,561		4,009	7,569	4,894	2 months							
<i>Bishop of Burnley</i>				280	584	864	353		2,020		2,020	1,932								
<i>Bishop of Lancaster</i>		150		404	1,002	1,555	1,406													
Bradford	291	(1,496)	19,256	4,229	213	22,493	21,281	3,282		644	3,926	5,563			653	920	123	111	131	166
<i>Bishop of Bradford</i>	291	(1,496)		4,229	213	3,237	2,428	3,282		644	3,926	5,563								
Bristol	128		17,326	220	4,706	22,380	20,589	613	344	776	1,733	3,206			887	474	174	112	167	205
<i>Bishop of Bristol</i>	128			155	4,654	4,937	3,337	613		776	1,389	2,044	4 months							
<i>Bishop of Swindon</i>				65	52	117	175		344		344	1,162	8 months							









## **OFFICE AND SUPPORT STAFF COSTS**

### **Note 1**

#### **Includes salaries, employer's national insurance and pension contributions**

- A **diocesan** bishop's allowance for staff salaries is up to the cost of 2.6 full-time posts. Beyond this, any additional office staff costs are found from other sources, usually the diocese.
- Bishops are free to choose their staffing arrangements, but the usual staff complement is a senior secretary or personal assistant, a part-time assistant secretary, and a chaplain or lay assistant. In a number of cases a part-time press or communications officer is engaged.
- As a result of the national and international responsibilities of the archbishops, their staff complements are larger, as is that of the Bishop of London.
- A **suffragan** bishop's allowance is up to the cost of a full-time secretary. Some bishops prefer to have a part-time secretary and a part-time chaplain.
- The costs of casual or relief assistance to cover periods of leave or sickness are also paid.

### **Note 2**

#### **Excludes the cost of maintaining bishops' houses, in which their offices are usually situated**

- Costs covered are telephone, internet and fax charges; postage; stationery; photocopier rental and other equipment maintenance contracts e.g. telephone system; minor equipment e.g. staplers; standard Church publications e.g. Crockford's Clerical Directory.
- Where the office is not in the bishop's house, the rent payable and/or a proportion of the diocesan office costs attributable to the bishop (e.g. copier charges, telephone lines, parking) is included. This applies to the Bishops of Aston, Barking, Derby, Gloucester, Warrington, Oxford, Sherwood, Gibraltar in Europe and Europe.
- As the office and support costs of the Bishops of Croydon, Kingston-upon-Thames and Woolwich are met by the diocese, the Commissioners make a grant towards them.
- The costs of advertising and interview expenses for office staff are paid.

### Note 3

- A laptop or personal computer and printer are provided for a bishop, and a personal computer and printer for each member of his office staff, together with the requisite software, modems etc., up to a maximum of three personal computers and printers for a diocesan bishop's staff and one personal computer and printer for a suffragan bishop's staff. All costs are shown in full in the year when they are incurred.
- Other major items of equipment include a fax machine, dictating machine, shredder, telephone system and scanner. A photocopier is normally leased but where cost-effective can be purchased.

### Note 4

**These costs are for suffragan bishops only. The costs for diocesan bishops are shown under Bishops' Housing and Office Premises in the Commissioners' financial statements**

- For suffragan bishops, furniture e.g. desks and furnishings (carpets, flooring, curtains and blinds) is provided for the office and study, together with facilities e.g. refrigerator for the use of staff in the preparation of their own refreshments and for visitors attending meetings etc..
- Carpets are also provided for the hall, stairs and/or corridors leading from the entrance to the office and study (and adjacent waiting area and visitors' toilet where provided).

### **INDIVIDUAL WORKING COSTS**

#### Note 5

**Overall, some 97 cars are provided under the central arrangement. Cars are either:-**

- a) **owned by the Church Commissioners, who then pay running costs separately. Such purchases ceased in 1997, but a few cars are still owned; or**
  - b) **leased under a package including running costs (other than insurance and fuel); or**
  - c) **not provided, the bishop then being paid a mileage allowance for travel for Church purposes in his own car**
- Where a car is provided by the Commissioners it is indicated as being either owned or leased. Alternatively, if the bishop uses his own car the payment of a mileage allowance is indicated.
  - Where the provision has changed during the year both are indicated.

- A few cars are kept at Lambeth Palace for operational use and in emergencies.

#### **Note 6**

**Monthly costs for the lease of a car for a period of normally four years including repairs, servicing and road fund licences less an allowance by the leasing company for the expected sale proceeds of the car**

- From mid-2003 Hitachi Capital Vehicle Solutions have managed the bishops' car fleet on a day-to-day basis. They are responsible for the acquisition of the car and deal with the repairs, servicing, breakdown cover, accident management, road fund licences and subsequent sale when it needs to be replaced. Until mid-2003 cars were leased from GE Capital (formerly Avis Fleet Services) who continue to manage those cars.
- Diesel engines are recommended, where cost-effective. A 1.6, 1.8 or 2.0 litre engine is provided as appropriate to a bishop's needs and circumstances.

#### **Note 7**

**Lease cost adjustments and sale proceeds of cars owned by the Commissioners**

- At the end of a leased car's contract, an adjustment payment is made to balance the difference between the actual mileage and that in the lease contract.

#### **Note 8**

- Comprehensive insurance cover is provided. An excess is paid by the Commissioners in respect of claims but bishops were asked to contribute where they were at fault.
- Where the car is still owned by the Commissioners a management charge is made by Hitachi or GE for dealing with repairs, servicing, accident management, road fund licences and subsequent sale.

#### **Note 9**

**If a bishop uses the official car privately as well as for his ministry he is asked to make a contribution to the running costs. He is also liable to pay income tax on this benefit in kind**

- The contribution requested by the Commissioners is based on the additional mileage charge in the contract.
- The taxable benefit of a car owned or leased by the Commissioners is assessed on the list price of the car when new, including delivery

charges, number plates and optional accessories (all inclusive of VAT) combined with a factor representing the level of exhaust emissions.

- If a bishop has signed an embargo on private use the official car is used solely for his ministry and not for private purposes. There is then no contribution for private use and no taxable benefit.

#### **Note 10**

- Where a bishop uses his own car for Church purposes he may claim a mileage allowance. The allowance used is the Inland Revenue's standard rate, which is also used by the National Church Institutions and recommended to dioceses. It is intended to reimburse the depreciation, repairs, road fund licence, insurance, fuel, oil and other expenses incurred in running and maintaining a car.

#### **Note 11**

##### **The costs of a driver include salary, employer's national insurance and pension contributions**

- Drivers who live in staff accommodation have their water charges and council tax paid. Those who live in their own accommodation receive a housing allowance and contribution towards their council tax.

#### **Note 12**

- A driver may be employed on a full-time, half-time or part-time basis. In most cases driving duties will be combined with those of gardening and/or maintenance at the bishop's house. The figures here relate to the time spent on driving duties. In some cases a bishop's use of a driver is occasional. Where there has been a vacancy during the year this is also shown.

#### **Note 13**

- Fuel and oil for use in cars provided by the Commissioners are charged to a fleet fuel card. This enables costs to be paid and monitored more easily.

#### **Note 14**

- Bus, underground, taxi, standard class rail (or first class where there is a need), senior citizen's railcard (aged 60 or over), parking charges (but not fines), road tolls, congestion charges for travel within central London and economy air travel (where cost-effective) for official business in the UK are covered.
- The actual costs incurred on overnight accommodation and meals up to the maximum day or overnight allowances recommended by the

Archbishops' Council can be claimed when a bishop is absent from his diocese.

- The travel and subsistence expenses of a bishop's wife or member of staff can be claimed if carrying out official duties in his/her own right or acting on behalf of the bishop on official business.
- The costs of advertising and interview expenses for a new driver are paid.
- Where a bishop holds other national responsibilities (e.g. as a member of the House of Bishops and committees established by it) his travel expenses will reflect this. The further from London the bishop lives and the more meetings he attends the greater his expenses are likely to be.
- Bishops in the House of Lords sometimes combine travel for the House with travel for Church purposes. The costs of travel to mainland Europe are included for the Bishop of Gibraltar in Europe and the Bishop in Europe.

#### **Note 15**

##### **Church meetings and functions are held mainly at the bishop's house**

- A bishop can claim the actual costs incurred or, if he prefers, according to a tariff. It is intended to be a guide to cover the cost of ingredients and to include some modest recompense for preparation. When necessary the cost of employing caterers or casual help may be included. In most cases where the bishop's wife prepares the food, she does so without remuneration or claims according to the tariff. If, however, she so wishes, she is entitled to make a reasonable charge for the preparation, cooking and serving of the food in addition to the cost of the ingredients.
- For overnight official visitors a tariff is also issued as a guide to cover the cost of laundry and incidental expenses.
- Reasonably-priced wine and/or soft drinks can be claimed at cost.
- Every other year, including 2004, the Bishop of Exeter holds a large number of events for clergy. Each year the Bishop of Peterborough holds a garden party on St Peter's Day; as it is also the Cathedral's Patronal Festival the cost is shared with the Dean and Chapter.

#### **Note 16**

- A bishop's removal costs, on appointment, within the UK are covered.
- A resettlement grant, payable on a sliding scale, is provided to assist with the cost of adapting curtains and carpets for the private areas of

the bishop's house. In exceptional cases, furniture can be provided as part of the grant e.g. where a bishop moves from a house with fitted wardrobes to one without.

- A grant is available for the provision of official episcopal robes. In addition a cope and mitre may be provided as see property if none are already available or the bishop does not purchase them as his own property from the grant.
- The arrangements for consecrations are different in the Provinces of Canterbury and York. In both cases, however, the cost of the service is met, after taking account of the collection at the service. In the Northern Province the bishop may entertain family and friends to a private lunch after the service, for which the Commissioners meet the cost of hiring the venue and the cost of up to 20 official guests up to a maximum amount per head. The costs of the Archbishop's lunch for the bishops attending the service and for their wives and other official representatives from the national Church bodies are met by the Archbishop's office directly and included under Hospitality. In the Southern Province the practical arrangements differ but the principle of wishing to meet the Archbishop's costs and a part of the bishop's is the same. There is only one reception at Lambeth Palace for both the official guests and the bishop's family and friends. The Commissioners meet the cost of hiring the coach for travel between the consecration service and Lambeth Palace and the cost of the Archbishop's guests (including up to 20 of the bishop's personal guests) up to the same maximum amount per head.
- Office and travel expenses incurred by the bishop-designate between announcement and taking up appointment are reimbursed.
- The removal costs and resettlement grants for chaplains, on change of appointment, are paid.

#### **OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS**

##### **Note 17**

**For historical reasons practice differs between dioceses for the payment of these costs i.e. in some they are paid by the bishop and in others by the diocese**

- The travel costs of a minister (and spouse if necessary) who has been invited to visit the bishop or a parish directly under the diocesan bishop's patronage with a view to considering an offer of appointment can be claimed.
- In some cases a suffragan bishop may be responsible for exercising the diocesan bishop's patronage of a benefice.

- If no other funds are forthcoming, the same costs may be met where the diocesan bishop is acting in cases of lapse i.e. where the patron has failed to make an appointment within the specified period.

#### **Note 18**

**For historical reasons practice differs between dioceses for the payment of these costs i.e. in some they are paid by the bishop and in others by the diocese**

- These cover bibles for ordination candidates, examinations and other expenses including the printing of an Order of Service for the specific occasion when necessary. Also, an allowance for each candidate while staying at the bishop's house or elsewhere may be claimed.
- The costs of holding ordination services are met by the cathedral or diocese.

#### **Note 19**

**That part of the annual retainers paid to Diocesan and Provincial Registrars which is regarded as being related to their role as diocesan bishops' legal officers**

- The fees are set by the Fees Advisory Commission every year under the Ecclesiastical Fees Measure. Those for 2004 were approved by the General Synod in July 2003.

#### **Note 20**

- These include conference and training expenses, Quiet Days and retreats (other than ordinations).

#### **Note 21**

- Other costs include items such as repair of robes, chapel requisites, provision and replacement of seals for official documents, secretarial and travel expenses incurred by the bishop-designate between when the announcement is made and when he takes up his appointment. Contributions to such costs are deducted from the expenditure: in some cases, due to differences in timing, this may result in negative figures.
- Within the Archbishop of Canterbury's costs are payments to his representatives to the Orthodox, Oriental Orthodox and Roman Catholic Churches.

## **PREMISES**

### **Note 22**

**Includes the costs of heating, lighting and cleaning the part of the house used for official purposes. The bishop pays the costs related to his private use of the house**

- The cost for the Archbishop of Canterbury is for the see house at Canterbury.

### **Note 23**

- These costs are for suffragan bishops only. Their houses are provided and maintained by the diocese. (The costs for diocesan bishops are not shown as they are included within Bishops' Housing and Office Premises)
- For bishops appointed since 1998, help is provided towards the employment of a part-time gardener for routine maintenance on a 50:50 basis up to a maximum contribution of £1,500 pa from the Commissioners. The bishop's contribution qualifies for tax relief.
- For suffragans appointed before 1998, the total cost of a part-time gardener is paid up to a maximum of £1,500 pa.
- Depending on the size and nature of the garden, a lawnmower may be provided in addition to, or substitution for, labour costs.
- In recognition of bishops offering hospitality, some kitchen equipment is provided where required e.g. buffet crockery, food processor, freezer etc..

### **Note 24**

**These costs are for diocesan bishops only. They do not include the costs of maintaining the fabric of their houses, which are included within Bishops' Housing and Office Premises**

- This covers the servicing and repair of garden tools and equipment e.g. lawnmowers; the cost of seeds, plants and fertilisers; a contribution towards the cost of heating the greenhouse, where appropriate, and the provision of safety equipment and protective clothing.
- Minor works to the house may be included e.g. replacement of tap washers, and emergency repairs e.g. replacement of broken panes of glass.
- The servicing and repair of household appliances e.g. vacuum cleaners and fire extinguishers is covered as well as the replacement of individual items of crockery, cutlery etc., and the purchase of cleaning materials.

- Some larger items are covered too, both regular e.g. alarm maintenance contracts and one-offs e.g. the linking of a security alarm system to the police station.
- The costs of advertising and interview expenses for a new gardener are paid.

#### **Note 25**

**The period, if any, during the year in which the diocesan or suffragan see was vacant**

#### **Note 26**

**Includes costs for three specialist advisers and their staff - Archbishops' Appointments Secretary, Clergy Appointments Adviser and Archbishops' Adviser for Bishops' Ministry**

#### **Note 27**

**Includes block payments for House of Bishops' residential expenses, York Synod accommodation and meals, attending meetings of the Archbishops' Council and any of its Boards, Councils and Committees, media training courses etc.**

#### **Note 28**

**Includes costs for the Archbishop's responsibilities as:**

- **Diocesan bishop of the Diocese of Canterbury**
- **Metropolitan of the Province of Canterbury**
- **Primate of All England**
- **A contributor to the public affairs of the nation, with an ex-officio seat in the House of Lords**
- **President of the Anglican Communion**
- **One of the Presidents of Churches Together in England**
- **A contributor to the development of dialogue with other faiths**

#### **Note 29**

**Whole or part of legal costs under the Ecclesiastical Jurisdiction Measure 1963 and other legislation**

- **Charges for work connected with clergy discipline cases do not fall within the retainers for bishops' legal officers and the Commissioners therefore meet the whole or part of these legal costs.**
- **Includes other legal fees e.g. fees on consecration, on election and confirmation and/or on enthronement.**

### **Note 30**

**Overseas visits on ecumenical and Anglican Communion business by the Archbishop of Canterbury and his staff, the Archbishop of York and diocesan and suffragan bishops travelling at the request of the Archbishops and representing the Church of England**

- Travel to link dioceses is funded from alternative sources.
- Where a diocese has organised a conference or retreat at which the bishop's presence is required outside the UK because, say, it is more cost-effective than being held in the UK, travel to and from such an event would then be charged to Other Travel & Subsistence.

### **Note 31**

**Advice and support from staff in the common service departments of the Archbishops' Council i.e. Human Resources, Information Technology, Office Services, Mapping and Printing, Communications and Legal**

### **Note 32**

- In some cases redundancy payments were paid in respect of bishops' staff. No additional pension contributions relating to previous years' service were paid this year.

### **Note 33**

- The lease payment is paid as a lump sum on commencement of the lease and in line with the Commissioners' accounting policies the payment is recorded in the accounts in the year it is incurred. However, as indicated in note 6, the monthly costs spread over a period of normally 4 years are included in this publication. In order therefore to reconcile the lease payments with the Commissioners' accounts an adjustment is included.
- Some items of expenditure are estimated when compiling the Commissioners' accounts. In order to reconcile the actual expenditure with the Commissioners' accounts an adjustment is included.

### **Note 34**

- This is the figure which appears in the Commissioners' financial statements for the year ended 31 December 2004.
- As a result of estimates being used in the compilation of the Commissioners' accounts, some of the sub-heading totals differ slightly from those set out in Note 8 of those accounts. The overall total of office and working costs equals that shown in the accounts.