

BISHOPS' OFFICE AND WORKING COSTS

for the year ended 31 December 2005

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.

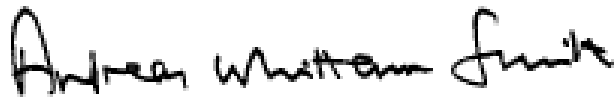
The following pages set out the bishops' office and working costs in the year 2005, with detailed notes of explanation. All these costs were incurred in the course of the work we have described.

The costs of their offices, many diocesan functions and other working costs totalled £10.7 million. The Commissioners' own administrative costs were £324,000 of which £20,000 was for non-departmental staff.

Furthermore, in 2005, the Commissioners spent £4.5 million on the stipends, employer's national insurance and pension contributions of bishops. They also spent £5.5 million on maintaining the houses, office premises 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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ANDREAS WHITTAM SMITH
First Church Estates Commissioner

15 September 2006

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 2005**

	2005	2004
	£	£
Archbishops diocesan and suffragan bishops		
Listed in Part A - pages 6 to 15 :		
Office and support staff	6,576,073	6,304,129
Individual working costs	1,860,695	1,737,856
Listed in Part B - pages 16 to 25 :		
Other diocesan administrative and operational costs	1,415,359	1,336,594
Premises	<u>403,711</u>	<u>385,426</u>
	10,255,837	9,764,005
Other costs applicable to all bishops		
Legal costs (note 29)	302,991	120,666
Overseas travel (note 30)	(88,944)	128,844
Support services (note 31)	<u>220,100</u>	<u>147,519</u>
	434,147	397,029
Exceptional staff costs (note 32)	34,595	58,000
Adjustment for car lease payments etc (note 33)	(37,593)	(136,833)
Total (note 34)	<u>10,686,986</u>	<u>10,082,201</u>

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2005 -
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 - 2004	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 - 2004
TOTAL COSTS	5,432,570	1,010,679	118,829	13,995	6,576,073	6,304,129		343,822	(29,858)	76,711	(2,643)	71,554	299,223		121,473	377,948	496,044	106,421	1,860,695	1,737,856
Applicable to all bishops																				
Specialist advisers (note 26)	326,740	16,514	1,654	68	344,977	402,971	<i>Leased</i>	6,437		1,534					2,588	7,607	1,997		20,162	16,187
Other costs (note 27)		12,483	(613)		11,869	5,009	<i>Owned</i>		(1,049)	1,847					639	64,339			65,777	75,836
Province of Canterbury																				
Archbishop of Canterbury (notes 21,22 & 28)	1,048,951	124,719	7,202	1,718	1,182,590	1,162,244	<i>Leased</i>	3,881		557			11,078	<i>Half-time</i>	1,967	23,889	71,176	24,534	137,080	51,244
Bishop of Ebbsfleet	11,832	5,421	210		17,463	17,413	<i>Leased</i>	4,731		621			10,352	<i>Part-time</i>	2,788	776	1,094	790	21,152	18,996
Bishop of Richborough	14,153	4,901	200		19,254	17,898	<i>Mileage</i>					7,182	852	<i>Occasional</i>		9,387	3,437	121	20,979	12,095
Province of York																				
Archbishop of York	150,016	22,891	34		172,941	201,051	<i>Leased</i>	5,327		768			12,984	<i>Full-time/none</i>	304	3,237	4,322	4,682	31,624	37,838
Bishop of Beverley	13,943	5,639	754		20,336	18,511	<i>Leased</i>	2,973		663			789	<i>Occasional</i>	1,580	5,070	506		11,581	11,824
Bath & Wells	86,198	17,263	1,853		105,313	92,115		7,691		1,290			3,507		2,659	3,935	9,372		28,455	28,445
Bishop of Bath & Wells	68,865	11,948	1,853		82,666	71,643	<i>Leased</i>	4,089		627			3,507	<i>Occasional</i>	1,854	3,109	8,129		21,314	21,191
Bishop of Taunton	17,332	5,315			22,647	20,472	<i>Leased</i>	3,603		663					806	826	1,243		7,141	7,253
Birmingham	86,217	24,218	23		110,458	109,088		6,137	(4,215)	1,945			5,639		2,082	2,499	8,196		22,283	23,228
Bishop of Birmingham	62,206	18,618	48		80,872	79,725	<i>Leased/no car</i>	3,929		967			5,639	<i>Part-time</i>	1,497	1,914	6,152		20,097	16,259
Bishop of Aston (note 2)	24,011	5,600	(25)		29,586	29,363	<i>Leased/no car</i>	2,208	(4,215)	978					585	586	2,044		2,186	6,970
Blackburn	77,115	14,609	1,274		92,998	97,982		11,961	498	2,378			9,711		4,266	7,594	10,682		47,089	51,009
Bishop of Blackburn	51,750	7,784	922		60,456	64,443	<i>Leased</i>	3,583		973			9,711	<i>Half-time</i>	1,491	5,609	4,387		25,753	30,067
Bishop of Burnley	14,981	3,887	352		19,220	18,988	<i>Leased/no car</i>	3,666		746					1,284	1,394	3,209		10,299	11,180
Bishop of Lancaster	10,384	2,938			13,322	14,551	<i>Leased</i>	4,712	498	659					1,490	591	3,087		11,038	9,762
Bradford	66,154	10,719	375		77,247	66,845										5,002	4,712		12,149	10,693
Bishop of Bradford	66,154	10,719	375		77,247	66,845	<i>Mileage</i>									5,002	4,712		12,149	10,693
Bristol	59,148	12,284	6,008	2,040	79,479	56,172		4,826	(42)	1,309	(229)				2,188	3,395	3,795	15,241	30,483	14,722
Bishop of Bristol	51,809	8,996	1,643		62,448	50,723	<i>Leased</i>	3,296	(42)	689	(229)			<i>Part-time/none</i>	1,712	1,662	3,375		10,462	11,562
Bishop of Swindon	7,340	3,288	4,365	2,040	17,031	5,448	<i>No car/leased</i>	1,530		621					476	1,733	421	15,241	20,021	3,159

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FOR THE YEAR ENDED 31 DECEMBER 2005 -
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Canterbury	48,883	14,405		2,677	65,964	93,299		8,083	80	1,600					3,501	2,882	6,504		22,649	22,240
<i>Bishop of Dover</i>	36,312	6,057		2,592	44,961	73,946	<i>Leased</i>	4,441	(967)	888					1,877	2,751	4,957		13,947	15,295
<i>Bishop of Maidstone</i>	12,571	8,348		84	21,003	19,352	<i>Leased</i>	3,641	1,047	712					1,624	131	1,547		8,702	6,945
Carlisle	73,982	12,040	2,236		88,259	92,801		5,036	(1,287)	902		6,093	8,761		1,284	5,909	8,224	115	35,038	40,415
<i>Bishop of Carlisle</i>	64,745	8,653	2,236		75,635	80,787	<i>Leased</i>	5,036	(1,287)	902			8,761	<i>Part-time</i>	1,284	4,275	5,737		24,709	30,524
<i>Bishop of Penrith</i>	9,237	3,387			12,624	12,015	<i>Mileage</i>					6,093				1,634	2,487	115	10,329	9,891
Chelmsford	143,749	32,037	6,446		182,232	171,160		13,520		2,940			21,853		5,294	3,513	7,626	149	54,894	56,440
<i>Bishop of Chelmsford</i>	73,679	13,633	5,462		92,774	84,870	<i>Leased</i>	4,009		719			21,853	<i>Full-time</i>	1,929	1,810	3,534		33,855	39,284
<i>Bishop of Barking</i>	26,989	7,544	223		34,756	35,771	<i>Leased</i>	3,409		913					1,178		1,407		6,907	5,694
<i>Bishop of Bradwell</i>	25,502	7,251	89		32,842	29,741	<i>Leased</i>	3,277		621					1,249	448	1,336		6,930	4,884
<i>Bishop of Colchester</i>	17,578	3,609	672		21,860	20,778	<i>Leased</i>	2,825		686					938	1,255	1,349	149	7,202	6,578
Chester	85,754	18,438	2,676		106,867	94,109		3,273		621	(160)	8,294	8,950		1,024	2,325	12,580		36,908	37,071
<i>Bishop of Chester</i>	55,268	9,909	1,064		66,240	57,735	<i>Mileage</i>					4,578	8,950	<i>Part-time</i>	1,419	1,419	9,597		24,544	21,885
<i>Bishop of Birkenhead</i>	16,401	5,415	685		22,501	17,921	<i>Mileage</i>					3,716			246	2,243			6,205	6,687
<i>Bishop of Stockport</i>	14,085	3,114	927		18,126	18,453	<i>Leased</i>	3,273		621	(160)				1,024	660	740		6,158	8,499
Chichester	91,318	24,982	7,601		123,900	119,713		11,537	(1,540)	2,047	(78)				4,573	9,344	10,043	260	36,187	42,477
<i>Bishop of Chichester</i>	55,340	10,400	1,048		66,789	67,455	<i>Leased</i>	4,341	(1,669)	774					901	3,067	4,317	260	11,991	18,212
<i>Bishop of Horsham</i>	20,579	7,060	4,429		32,068	26,569	<i>Leased</i>	3,613		621	(78)				1,627	1,909	3,194		10,886	10,607
<i>Bishop of Lewes</i>	15,398	7,521	2,124		25,044	25,688	<i>Leased</i>	3,583	129	652					2,044	4,369	2,533		13,310	13,658
Coventry	67,479	10,841	2,014		80,333	67,478		2,947		797		1,304			572	2,672	11,663	11,034	30,988	17,670
<i>Bishop of Coventry</i>	54,176	8,254	318		62,748	60,368	<i>Leased</i>	2,947		686					572	2,281	9,608		16,095	14,421
<i>Bishop of Warwick</i>	13,303	2,587	1,696		17,585	7,110	<i>No car/mileage</i>			110		1,304				391	2,054	11,034	14,893	3,249
Derby	70,258	17,139	4,794	1,228	93,419	99,560		7,094	(2,910)	1,461			4,013		1,726	9,487	5,101	9,443	35,416	26,180
<i>Bishop of Derby (note 2)</i>	60,548	11,319	3,856	1,228	76,951	84,173	<i>Leased</i>	4,050	(2,910)	663			4,013	<i>Occasional</i>	857	8,503	4,174	9,443	28,794	20,604
<i>Bishop of Repton</i>	9,710	5,820	938		16,468	15,387	<i>Leased</i>	3,044		798					869	984	927		6,622	5,576
Durham	68,769	32,802	339		101,910	76,340		7,755		1,447			20,523		3,831	4,893	8,425	571	47,446	45,995
<i>Bishop of Durham</i>	49,033	25,538			74,572	51,143	<i>Leased</i>	4,013		723			20,523	<i>Full-time</i>	2,231	4,807	7,586	571	40,453	38,630
<i>Bishop of Jarrow</i>	19,736	7,264	339		27,339	25,197	<i>Leased</i>	3,743		724					1,600	87	839		6,993	7,365
Ely	78,296	17,266	1,623		97,185	93,224		7,640	(1,704)	1,334			10,771		2,839	5,093	8,599	521	35,093	39,954
<i>Bishop of Ely</i>	61,239	13,081	1,623		75,943	72,200	<i>Leased</i>	4,413		706			10,771	<i>Half-time</i>	1,243	4,360	5,387		26,880	28,978
<i>Bishop of Huntingdon</i>	17,057	4,185			21,242	21,024	<i>Leased</i>	3,227	(1,704)	628					1,596	733	3,212	521	8,213	10,976
Exeter	101,683	17,139	324	1,061	120,207	93,724		11,074	(1,925)	2,258	(112)		20,887		3,846	4,703	11,764	6,121	58,616	65,820
<i>Bishop of Exeter</i>	83,917	8,861	266		93,044	67,858	<i>Leased</i>	5,539	297	689			20,887	<i>Full-time</i>	1,896	3,957	9,536	235	43,036	43,002
<i>Bishop of Crediton</i>	11,746	4,815		1,061	17,622	15,017	<i>Leased</i>	2,900		726	(112)				1,510	329	423	853	6,629	16,965
<i>Bishop of Plymouth</i>	6,020	3,463	59		9,542	10,849	<i>Leased</i>	2,634	(2,222)	843					441	417	1,805	5,033	8,951	5,853

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Part A**

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Gloucester	74,156	15,657	10,968		100,781	87,048		6,455		1,623			5,784		2,479	2,358	13,550	100	32,349	34,165
<i>Bishop of Gloucester (note 2)</i>	<i>60,386</i>	<i>11,907</i>	<i>9,523</i>		<i>81,816</i>	<i>69,957</i>	<i>Leased</i>	<i>3,266</i>		<i>710</i>			<i>5,784</i>	<i>None/part-time</i>	<i>1,270</i>	<i>2,146</i>	<i>9,387</i>	<i>100</i>	<i>22,662</i>	<i>25,060</i>
<i>Bishop of Tewkesbury</i>	<i>13,770</i>	<i>3,750</i>	<i>1,445</i>		<i>18,965</i>	<i>17,090</i>	<i>Leased</i>	<i>3,190</i>		<i>913</i>					<i>1,209</i>	<i>213</i>	<i>4,162</i>		<i>9,687</i>	<i>9,105</i>
Guildford	67,187	14,222	1,286		82,695	96,311		6,769	(1,180)	1,266			130		1,496	4,312	11,813		24,606	21,448
<i>Bishop of Guildford Note 15)</i>	<i>51,529</i>	<i>10,458</i>	<i>1,286</i>		<i>63,273</i>	<i>78,935</i>	<i>Leased</i>	<i>2,935</i>		<i>621</i>			<i>130</i>	<i>Occasional</i>	<i>453</i>	<i>3,516</i>	<i>9,957</i>		<i>17,611</i>	<i>13,488</i>
<i>Bishop of Dorking</i>	<i>15,658</i>	<i>3,764</i>			<i>19,422</i>	<i>17,375</i>	<i>Leased</i>	<i>3,834</i>	<i>(1,180)</i>	<i>645</i>					<i>1,043</i>	<i>796</i>	<i>1,856</i>		<i>6,995</i>	<i>7,960</i>
Hereford	71,727	15,135	1,163	182	88,207	83,162		4,146		621		6,146	10		1,143	4,105	8,386		24,556	30,033
<i>Bishop of Hereford</i>	<i>50,120</i>	<i>9,532</i>	<i>272</i>		<i>59,924</i>	<i>65,077</i>	<i>Leased</i>	<i>4,146</i>		<i>621</i>			<i>10</i>	<i>None</i>	<i>1,143</i>	<i>3,606</i>	<i>7,589</i>		<i>17,115</i>	<i>23,119</i>
<i>Bishop of Ludlow</i>	<i>21,607</i>	<i>5,603</i>	<i>891</i>	<i>182</i>	<i>28,283</i>	<i>18,085</i>	<i>Mileage</i>					<i>6,146</i>				<i>498</i>	<i>797</i>		<i>7,441</i>	<i>6,914</i>
Leicester	62,383	16,341			78,724	74,529		4,231		913		292	10,607		1,336	6,882	9,492		33,753	29,762
<i>Bishop of Leicester</i>	<i>60,479</i>	<i>14,626</i>			<i>75,105</i>	<i>74,529</i>	<i>Leased</i>	<i>4,231</i>		<i>913</i>			<i>10,607</i>	<i>Half-time</i>	<i>1,336</i>	<i>6,700</i>	<i>9,489</i>		<i>33,276</i>	<i>29,762</i>
<i>Assistant Bishop of Leicester</i>	<i>1,904</i>	<i>1,716</i>			<i>3,619</i>		<i>Mileage</i>					<i>292</i>				<i>182</i>	<i>3</i>		<i>477</i>	<i></i>
Lichfield	150,972	19,160	6,136	353	176,622	116,689		12,330		3,235	(99)		413		3,199	4,099	14,908	16,756	54,840	39,343
<i>Bishop of Lichfield</i>	<i>52,157</i>	<i>9,069</i>	<i>2,754</i>		<i>63,980</i>	<i>69,891</i>	<i>Leased</i>	<i>4,161</i>		<i>980</i>			<i>413</i>	<i>Occasional</i>	<i>671</i>	<i>2,530</i>	<i>7,284</i>	<i>5,014</i>	<i>21,053</i>	<i>13,076</i>
<i>Bishop of Shrewsbury</i>	<i>30,730</i>	<i>3,709</i>	<i>1,402</i>		<i>35,842</i>	<i>14,065</i>	<i>Leased</i>	<i>3,236</i>		<i>971</i>	<i>(54)</i>				<i>605</i>	<i>72</i>	<i>4,786</i>	<i>458</i>	<i>10,074</i>	<i>9,195</i>
<i>Bishop of Stafford</i>	<i>35,045</i>	<i>2,821</i>	<i>1,335</i>	<i>353</i>	<i>39,554</i>	<i>16,433</i>	<i>No car/leased</i>	<i>1,354</i>		<i>621</i>					<i>674</i>	<i>433</i>	<i>958</i>	<i>11,284</i>	<i>15,323</i>	<i>8,676</i>
<i>Bishop of Wolverhampton</i>	<i>33,040</i>	<i>3,560</i>	<i>645</i>		<i>37,246</i>	<i>16,300</i>	<i>Leased</i>	<i>3,579</i>		<i>663</i>	<i>(45)</i>				<i>1,248</i>	<i>1,064</i>	<i>1,880</i>		<i>8,390</i>	<i>8,396</i>
Lincoln	70,406	11,905	1,592		83,903	82,292		5,870		1,498	(70)	6,144			2,335	8,193	8,580		32,549	30,153
<i>Bishop of Lincoln</i>	<i>52,369</i>	<i>5,089</i>	<i>363</i>		<i>57,822</i>	<i>54,575</i>	<i>Leased</i>	<i>3,731</i>		<i>852</i>	<i>(70)</i>				<i>1,072</i>	<i>5,203</i>	<i>6,419</i>		<i>17,208</i>	<i>13,413</i>
<i>Bishop of Grantham</i>	<i>9,018</i>	<i>2,533</i>	<i>614</i>		<i>12,166</i>	<i>14,299</i>	<i>Leased/no car</i>	<i>2,138</i>		<i>645</i>					<i>1,263</i>	<i>2,166</i>	<i>596</i>		<i>6,809</i>	<i>7,936</i>
<i>Bishop of Grimsby</i>	<i>9,018</i>	<i>4,283</i>	<i>614</i>		<i>13,915</i>	<i>13,418</i>	<i>Mileage</i>					<i>6,144</i>				<i>824</i>	<i>1,564</i>		<i>8,532</i>	<i>8,804</i>
Liverpool	84,409	19,718	2,538		106,665	96,109		4,548		924		5,361	10,804		1,676	4,903	10,725		38,941	36,591
<i>Bishop of Liverpool</i>	<i>60,679</i>	<i>14,437</i>	<i>1,021</i>		<i>76,138</i>	<i>71,638</i>	<i>Leased</i>	<i>4,548</i>		<i>924</i>			<i>10,804</i>	<i>Half-time</i>	<i>1,676</i>	<i>4,649</i>	<i>9,841</i>		<i>32,442</i>	<i>30,931</i>
<i>Bishop of Warrington (note 2)</i>	<i>23,730</i>	<i>5,281</i>			<i>30,527</i>	<i>24,470</i>	<i>Mileage</i>					<i>5,361</i>				<i>253</i>	<i>885</i>		<i>6,499</i>	<i>5,659</i>
London	218,539	49,291	1,391	3,309	272,531	275,985		14,809	(735)	3,281	(171)	632	25,257		4,532	8,244	25,009		80,858	75,235
<i>Bishop of London (note 1)</i>	<i>82,617</i>	<i>13,231</i>	<i>406</i>		<i>96,255</i>	<i>115,190</i>	<i>Leased</i>	<i>4,231</i>		<i>627</i>			<i>25,257</i>	<i>Full-time</i>	<i>2,271</i>	<i>1,220</i>	<i>10,778</i>		<i>44,383</i>	<i>42,855</i>
<i>Bishop of Edmonton</i>	<i>31,570</i>	<i>6,794</i>	<i>18</i>		<i>38,382</i>	<i>34,077</i>	<i>Leased</i>	<i>3,980</i>		<i>744</i>	<i>(79)</i>				<i>589</i>	<i>780</i>	<i>2,641</i>		<i>8,655</i>	<i>8,925</i>
<i>Bishop of Fulham</i>	<i>21,114</i>	<i>3,393</i>		<i>3,154</i>	<i>27,662</i>	<i>23,757</i>	<i>Leased</i>	<i>3,556</i>	<i>(735)</i>	<i>951</i>					<i>909</i>	<i>1,772</i>	<i>2,429</i>		<i>8,882</i>	<i>7,904</i>
<i>Bishop of Kensington</i>	<i>28,949</i>	<i>9,542</i>	<i>536</i>		<i>39,026</i>	<i>35,747</i>	<i>Leased</i>	<i>3,042</i>		<i>960</i>	<i>(92)</i>				<i>763</i>	<i>1,105</i>	<i>3,249</i>		<i>9,028</i>	<i>8,877</i>
<i>Bishop of Stepney</i>	<i>21,636</i>	<i>7,834</i>	<i>358</i>	<i>155</i>	<i>29,983</i>	<i>27,045</i>	<i>Mileage</i>					<i>632</i>				<i>1,325</i>	<i>3,988</i>		<i>5,945</i>	<i>3,317</i>
<i>Bishop of Willesden</i>	<i>32,653</i>	<i>8,496</i>	<i>74</i>		<i>41,223</i>	<i>40,170</i>	<i>No car</i>									<i>2,040</i>	<i>1,924</i>		<i>3,964</i>	<i>3,358</i>
Manchester	128,664	25,748	4,373		158,785	128,969		13,238	(553)	3,733					4,390	11,452	11,082	188	43,529	43,922
<i>Bishop of Manchester</i>	<i>62,695</i>	<i>12,484</i>	<i>2,434</i>		<i>77,612</i>	<i>54,471</i>	<i>Leased</i>	<i>3,117</i>		<i>700</i>				<i>Occasional</i>	<i>773</i>	<i>5,715</i>	<i>4,227</i>		<i>14,532</i>	<i>14,519</i>
<i>Bishop of Bolton</i>	<i>19,232</i>	<i>5,220</i>	<i>207</i>		<i>24,660</i>	<i>22,817</i>	<i>Leased</i>	<i>3,526</i>		<i>931</i>					<i>915</i>	<i>1,524</i>	<i>2,456</i>		<i>9,352</i>	<i>10,116</i>
<i>Bishop of Hulme</i>	<i>27,504</i>	<i>4,050</i>	<i>1,052</i>		<i>32,605</i>	<i>29,099</i>	<i>Leased</i>	<i>3,073</i>	<i>(553)</i>	<i>1,448</i>					<i>863</i>	<i>2,722</i>	<i>3,763</i>	<i>188</i>	<i>11,503</i>	<i>10,431</i>
<i>Bishop of Middleton</i>	<i>19,232</i>	<i>3,995</i>	<i>680</i>		<i>23,908</i>	<i>22,582</i>	<i>Leased</i>	<i>3,521</i>		<i>654</i>					<i>1,839</i>	<i>1,491</i>	<i>636</i>		<i>8,143</i>	<i>8,856</i>

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2005 -
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 - 2004	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 - 2004
Newcastle	76,516	11,181	1,993		89,691	89,067		3,783		445		1,699	10,607		1,242	8,563	6,383		32,720	30,504
<i>Bishop of Newcastle</i>	65,184	9,598	1,993		76,775	75,967	<i>Leased</i>	3,783		445			10,607	<i>Half-time</i>	1,242	5,494	5,179		26,749	24,571
<i>Assistant Bishop of Newcastle</i>	11,332	1,583			12,915	13,099	<i>Mileage</i>					1,699				3,069	1,204		5,971	5,933
Norwich	84,698	21,555	2,689		108,942	100,987		11,046	(851)	2,270	(205)		13,889		4,243	3,626	15,807		49,824	54,216
<i>Bishop of Norwich (note 15)</i>	64,726	13,045	1,382		79,153	75,824	<i>Leased</i>	4,226		621			13,889	<i>Part-time</i>	2,051	2,799	13,770		37,356	31,500
<i>Bishop of Lynn</i>		3,264			3,264	5,263	<i>Leased</i>	3,531		884	(205)				1,140	244	431		6,026	16,058
<i>Bishop of Thetford</i>	19,972	5,245	1,307		26,525	19,900	<i>Leased</i>	3,288	(851)	765					1,051	584	1,606		6,443	6,658
Oxford	136,622	26,802	3,208	1,076	167,708	175,726		15,093	(2,435)	2,835					5,395	2,785	12,713	102	36,487	45,121
<i>Bishop of Oxford (note 2)</i>	64,054	5,680	674		70,408	78,867	<i>Leased</i>	4,057		871				<i>Occasional</i>	785	254	7,590		13,557	14,191
<i>Bishop of Buckingham</i>	21,486	8,252	82		29,820	31,427	<i>Leased</i>	3,677		663					1,097	585	1,541		7,563	7,179
<i>Bishop of Dorchester</i>	28,400	6,323	194		34,917	33,578	<i>Leased</i>	2,973		663					1,699	398	1,110		6,843	6,494
<i>Bishop of Reading</i>	22,683	6,548	2,258	1,076	32,564	31,854	<i>Leased</i>	4,386	(2,435)	638					1,815	1,548	2,471	102	8,524	17,257
Peterborough	73,269	10,931	766		84,966	80,514		1,890	(701)	1,448		3,973	101		460	6,779	10,716		24,667	26,801
<i>Bishop of Peterborough (note 15)</i>	61,275	6,477	471		68,223	65,409	<i>Leased</i>	1,890	(701)	1,448			101	<i>Occasional</i>	460	5,189	9,738		18,126	18,404
<i>Bishop of Brixworth</i>	11,994	4,454	295		16,743	15,105	<i>Mileage</i>					3,973				1,590	979		6,541	8,398
Portsmouth	71,532	9,057	2,141		82,729	77,825		4,140		621			10,771		1,198	6,230	4,523		27,483	30,843
<i>Bishop of Portsmouth</i>	71,532	9,057	2,141		82,729	77,825	<i>Leased</i>	4,140		621			10,771	<i>Half-time</i>	1,198	6,230	4,523		27,483	30,843
Ripon & Leeds	59,254	15,392	752		75,399	77,315		4,229	(711)	1,075	(22)	4,933			1,580	4,337	5,956		21,378	19,349
<i>Bishop of Ripon & Leeds</i>	48,960	12,297			61,257	61,752	<i>Mileage</i>					4,933				2,617	4,677		12,228	10,982
<i>Bishop of Knaresborough</i>	10,293	3,096	752		14,141	15,563	<i>Leased</i>	4,229	(711)	1,075	(22)				1,580	1,719	1,279		9,150	8,367
Rochester	82,840	13,348	1,410	179	97,777	93,084		8,227		1,983	(228)		9,373		2,519	2,853	11,325		36,052	32,633
<i>Bishop of Rochester</i>	68,963	9,760	798		79,521	77,411	<i>Leased</i>	4,941		1,320	(228)		9,373	<i>Half-time</i>	1,705	2,406	9,610		29,127	25,446
<i>Bishop of Tonbridge</i>	13,877	3,588	612	179	18,256	15,673	<i>Leased</i>	3,286		663					814	447	1,715		6,925	7,187
St Albans	103,945	18,324	2,445		124,714	119,699		10,897		2,350	(577)		5,123		2,971	1,459	11,219		33,443	34,917
<i>Bishop of St Albans</i>	75,293	10,891	2,398		88,582	83,469	<i>Leased</i>	4,074		627			5,123	<i>Part-time</i>	1,050	1,259	6,283		18,416	15,297
<i>Bishop of Bedford</i>	9,427	3,079			12,506	14,068	<i>Leased</i>	3,254		686					1,079	151	1,425		6,596	12,391
<i>Bishop of Hertford</i>	19,225	4,355	47		23,626	22,162	<i>Leased</i>	3,568		1,037	(577)				843	48	3,512		8,431	7,229
St Edmundsbury & Ipswich	93,901	19,790	3,816		117,508	105,067		7,480		1,463					1,279	5,197	7,545		22,965	22,137
<i>Bishop of St Edmundsbury & Ipswich</i>	70,270	15,414	2,439		88,123	79,480	<i>Leased</i>	4,163		800					731	4,300	5,608		15,601	15,297
<i>Bishop of Dunwich</i>	23,631	4,376	1,377		29,384	25,587	<i>Leased</i>	3,318		663					548	897	1,938		7,364	6,989
Salisbury	106,317	20,527	1,822	105	128,771	125,443		8,001		2,041		950	6,828		5,725	1,991	11,199		36,736	46,179
<i>Bishop of Salisbury</i>	65,497	10,306	172		75,976	78,760	<i>Leased</i>	3,837		913			6,828	<i>None/full-time</i>	1,290	1,614	9,625		24,106	26,848
<i>Bishop of Ramsbury</i>	22,148	5,565	770		28,482	22,187	<i>Mileage/no car</i>	625		621		950			2,570	630			5,396	9,995
<i>Bishop of Sherborne</i>	18,672	4,656	880	105	24,313	24,496	<i>Leased</i>	3,540		507					1,866	378	944		7,234	9,336

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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 - 2004	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 - 2004
Sheffield	74,609	9,192	1,335		85,136	86,513						9,160	1,713			5,934	9,806		26,612	27,466
<i>Bishop of Sheffield</i>	57,022	7,331	1,117		65,470	64,919	<i>Mileage</i>					4,952	1,713	<i>Part-time</i>		5,307	6,667		18,639	18,452
<i>Bishop of Doncaster</i>	17,587	1,861	218		19,666	21,594	<i>Mileage</i>					4,208				627	3,139		7,973	9,014
Sodor & Man	24,885	6,059			30,944	25,273		2,453		1,122					1,033	4,564	1,831	437	11,440	13,593
<i>Bishop of Sodor & Man</i>	24,885	6,059			30,944	25,273	<i>Owned</i>	2,453		1,122					1,033	4,564	1,831	437	11,440	13,593
Southwark	149,285	21,108	11,405		181,798	178,707		9,896		3,103	(67)	1,208	9,977		2,506	5,500	15,831	9,864	57,818	39,720
<i>Bishop of Southwark</i>	66,485	15,927	2,350		84,762	78,438	<i>Leased</i>	4,123		1,820	(67)		9,977	<i>Half-time</i>	1,263	2,055	11,371		30,541	28,615
<i>Bishop of Croydon (note 2)</i>	27,600	1,576	3,018		32,194	33,772	<i>Leased</i>	3,162		663					729	1,004	3,671		9,229	3,154
<i>Bishop of Kingston-upon-Thames (note 2)</i>	27,600	2,055	3,018		32,673	34,090	<i>Leased</i>	2,611		621					422	388	687		4,727	4,459
<i>Bishop of Woolwich (note 2)</i>	27,600	1,550	3,018		32,168	32,407	<i>No car/mileage</i>					1,208		<i>4 months</i>	93	2,054	103	9,864	13,322	3,492
Southwell & Nottingham	90,875	14,132	427		105,435	105,892		3,204		663					753	3,425	6,034		14,079	17,498
<i>Bishop of Southwell & Nottingham</i>	67,962	9,660	427		78,049	75,946	<i>Leased</i>	3,204		663				<i>Occasional</i>	753	3,098	5,224		12,942	12,107
<i>Bishop of Sherwood (note 2)</i>	22,913	4,473			27,386	29,946	<i>No car</i>								327	810			1,137	5,391
Truro	79,544	12,641	461		92,646	76,200		7,608	(193)	1,523			13,568		2,897	6,447	5,329		37,179	29,941
<i>Bishop of Truro</i>	64,853	8,658	461		73,972	60,378	<i>Leased</i>	4,517	(193)	902			13,568	<i>Part-time</i>	1,457	2,688	4,579		27,517	23,987
<i>Bishop of St Germans</i>	14,691	3,983			18,674	15,822	<i>Leased</i>	3,091		621					1,440	3,759	751		9,663	5,954
Wakefield	81,173	16,627	1,120		98,919	87,552		4,005		714		5,750	8,496		2,622	9,159	10,445	2,405	43,595	35,667
<i>Bishop of Wakefield</i>	70,187	12,082	1,120		83,389	73,507	<i>Leased</i>	4,005		714			8,496	<i>Part-time</i>	2,622	7,047	7,673	2,080	32,637	27,318
<i>Bishop of Pontefract</i>	10,986	4,544			15,531	14,045	<i>Mileage</i>					5,750				2,112	2,772	325	10,958	8,349
Winchester	98,486	22,130	2,024		122,640	112,746		10,485	(626)	1,964			3,243		4,096	7,930	8,468	265	35,823	38,700
<i>Bishop of Winchester</i>	64,537	11,397	1,712		77,647	65,417	<i>Leased</i>	3,353		663			3,243	<i>Occasional</i>	1,451	4,938	5,001		18,648	13,675
<i>Bishop of Basingstoke</i>	13,772	6,688			20,460	19,049	<i>Leased</i>	3,513		663					1,359	2,228	1,498	243	9,503	8,638
<i>Bishop of Southampton</i>	20,176	4,045	311		24,533	28,280	<i>Leased</i>	3,620	(626)	638					1,286	764	1,969	22	7,672	16,388
Worcester	93,152	18,050	1,651		112,853	84,075		6,857	(1,896)	1,385	(336)		1,860		1,811	2,019	8,093		19,793	21,782
<i>Bishop of Worcester</i>	70,301	14,503	1,079		85,882	59,741	<i>Leased</i>	3,667	(1,896)	732			1,860	<i>Part-time</i>	776	1,196	7,200		13,535	13,136
<i>Bishop of Dudley</i>	22,851	3,547	572		26,971	24,335	<i>Leased</i>	3,190		654	(336)				1,035	823	893		6,258	8,646
York	62,238	15,799	1,089		79,126	77,147		11,299		2,429	(246)				5,649	4,899	5,799		29,829	32,290
<i>Bishop of Hull</i>	17,033	4,863	229		22,125	18,171	<i>Leased</i>	3,615		663					1,490	941	1,912		8,622	8,924
<i>Bishop of Selby</i>	21,373	5,129	722		27,224	32,165	<i>Leased</i>	3,100		645	(246)				1,397	194	1,100		6,190	10,255
<i>Bishop of Whitby</i>	23,832	5,807	138		29,776	26,811	<i>Leased</i>	4,584		1,121					2,762	3,765	2,787		15,017	13,111
Gibraltar in Europe	90,347	52,108	1,802		144,256	135,500		8,911	(5,882)	1,865	(43)				1,361	42,151	3,656	2,723	54,742	51,468
<i>Bishop of Gibraltar in Europe (notes 2 & 14)</i>	67,279	34,952	1,802		104,032	98,417	<i>Leased</i>	4,487	(3,786)	1,227	(43)				411	24,786	1,904	2,010	30,995	26,378
<i>Bishop in Europe (notes 2 & 14)</i>	23,067	17,156			40,224	37,083	<i>Leased</i>	4,424	(2,096)	638					949	17,365	1,752	713	23,746	25,090

**BISHOPS' OFFICE AND WORKING COSTS
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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 - 2004	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 - 2004	Vacancy during year (note 25)	DIOCESAN STATISTICS (per Church Statistics as at end of 2005)	Population (000's)	Area (square miles)	Number of full-time stipendiary & non- stipendiary clergy	Number of benefices	Number of parishes	Number of churches
TOTAL COSTS	14,429	84,930	1,076,118	108,024	131,857	1,415,359	1,336,594	228,138	63,999	111,573	403,711	385,426								
Applicable to all bishops																				
Specialist advisers (note 26)				10,269	1,396	11,665	3,372													
Other costs (note 27)				14,602	30,228	44,830	19,982					(211)								
Province of Canterbury			135,499			135,499	126,576													
Archbishop of Canterbury (notes 21,22 & 28)		7,176		2,948	25,102	35,225	38,369	7,760		914	8,673	7,592								
Bishop of Ebbsfleet				1,380	2,834	4,214	4,555		1,509		1,509	1,140								
Bishop of Richborough				222	731	954	1,170		226		226	2,678								
Province of York			53,136			53,136	55,692													
Archbishop of York		75		1,000	18,311	19,386	2,791	18,479		16,677	35,156	29,727	7 months							
Bishop of Beverley				378	638	1,015	1,534		1,854		1,854	1,886								
Bath & Wells			22,519	711	483	23,713	24,009	4,450	853	1,638	6,941	9,397		873	1,614	287	213	476	567	
<i>Bishop of Bath & Wells</i>				510	413	923	351	4,450		1,638	6,088	8,579								
<i>Bishop of Taunton</i>				201	70	271	1,782		853		853	818								
Birmingham	1,317	4,080	16,954	2,137	822	25,310	23,768	6,389	(45)	1,171	7,515	6,838		1,406	292	206	158	163	194	
<i>Bishop of Birmingham</i>	1,317	4,080		2,075	822	8,294	7,061	6,389		1,171	7,560	6,838	3 months							
<i>Bishop of Aston</i>				62		62	227		(45)		(45)		4 months							
Blackburn		4,222	20,070	2,099	1,845	28,236	28,652	3,297	2,366	2,155	7,818	9,589		1,290	878	258	193	230	281	
<i>Bishop of Blackburn</i>		4,001		1,431	489	5,921	6,640	3,297		2,155	5,452	7,569								
<i>Bishop of Burnley</i>				370	677	1,047	864		2,396		2,396	2,020								
<i>Bishop of Lancaster</i>		221		299	679	1,199	1,555		(30)		(30)		1 month							
Bradford	100	2,275	19,783	2,138	130	24,425	22,493	3,647		904	4,551	3,926		657	920	131	111	128	165	
<i>Bishop of Bradford</i>	100	2,275		2,138	130	4,642	3,237	3,647		904	4,551	3,926								
Bristol			18,178	798	2,372	21,348	22,380	2,371	1,525	1,320	5,215	1,733		893	474	172	115	166	205	
<i>Bishop of Bristol</i>				300	1,961	2,262	4,937	2,371		1,320	3,690	1,389								
<i>Bishop of Swindon</i>				498	410	908	117		1,525		1,525	344	5 months							

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	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 - 2004	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 - 2004	Vacancy during year (note 25)	DIOCESAN STATISTICS (per Church Statistics as at end of 2005)	Population (000's)	Area (square miles)	Number of full-time stipendiary & non-stipendiary clergy	Number of benefices	Number of parishes	Number of churches
Canterbury	679	17,855	1,089	1,705	21,329	23,170					2,390	2,862			846	970	211	157	262	330
<i>Bishop of Dover</i>	479		750	2,893	4,123	4,730			1,488		1,488	1,960								
<i>Bishop of Maidstone</i>	200		339	(1,188)	(649)	1,110			902		902	902								
Carlisle	1,806	2,561	19,137	795	447	24,746	23,000	9,974	764	3,211	13,949	12,979			489	2,447	180	137	264	347
<i>Bishop of Carlisle</i>	1,806	2,560		70	144	4,580	4,252	9,974		3,211	13,185	11,837								
<i>Bishop of Penrith</i>		1		725	304	1,030	273		764		764	1,142								
Chelmsford	3,882	2,650	22,482	3,436	970	33,420	33,850	5,607	1,418	3,824	10,848	10,153			2,742	1,531	498	332	473	617
<i>Bishop of Chelmsford</i>		2,588		2,608	(80)	5,117	4,999	5,607		3,824	9,431	8,979								
<i>Bishop of Barking</i>	619			75	148	842	362					332								
<i>Bishop of Bradwell</i>	332	62		685	368	1,447	2,518		625		625	163								
<i>Bishop of Colchester</i>	2,931			69	533	3,533	3,879		793		793	679								
Chester	(367)	7,293	18,960	1,234	1,655	28,775	28,645	7,110	1,694	1,820	10,624	12,643			1,554	1,017	305	228	276	370
<i>Bishop of Chester</i>	(367)	7,293		567	730	8,223	8,939	7,110		1,820	8,930	11,062								
<i>Bishop of Birkenhead</i>				249	926	1,175	797		1,514		1,514	1,582								
<i>Bishop of Stockport</i>				419	(2)	417	424		180		180									
Chichester	2,399	25,476	2,110	8,163	38,147	39,234	7,704	824	2,428	10,956	12,278				1,509	1,459	394	307	389	518
<i>Bishop of Chichester</i>	2,399			1,689	3,067	7,155	8,258	7,704		2,428	10,132	10,246								
<i>Bishop of Horsham</i>				25	3,099	3,124	3,716		420		420	732								
<i>Bishop of Lewes</i>				395	1,997	2,392	2,508		404		404	1,300								
Coventry	40	2,754	21,377	1,916	1,586	27,673	25,459	6,885	4,245	2,868	13,998	7,096			784	686	165	141	198	243
<i>Bishop of Coventry</i>	40	2,770		1,484	364	4,658	4,381	6,885		2,868	9,753	6,656								
<i>Bishop of Warwick</i>		(16)		432	1,222	1,638	386		4,245		4,245	440	4 months							
Derby	750	4,447	21,128	1,764	3,308	31,397	28,002	1,452	1,854	253	3,558	2,968			999	997	208	167	253	333
<i>Bishop of Derby</i>	750	4,447		1,698	3,257	10,152	6,519	1,452		253	1,704	1,102	2 months							
<i>Bishop of Repton</i>				66	51	117	929		1,854		1,854	1,866								
Durham		2,881	18,420	353	4,615	26,269	24,050	10,960		2,162	13,121	12,993			1,451	987	247	203	233	291
<i>Bishop of Durham</i>		2,881		328	4,566	7,775	4,937	10,960		2,162	13,121	12,993								
<i>Bishop of Jarrow</i>				25	49	74														
Ely	152	248	21,480	1,018	304	23,203	24,439	8,078	449	2,597	11,124	10,602			662	1,507	184	202	308	334
<i>Bishop of Ely</i>	152	248		329	28	757	2,519	8,078		2,597	10,675	9,500								
<i>Bishop of Huntingdon</i>				690	277	966	1,097		449		449	1,101								
Exeter	390	733	23,401	673	1,555	26,752	25,726	5,144	2,599	3,189	10,931	9,458			1,100	2,575	279	199	495	618
<i>Bishop of Exeter</i>	390	548		345	39	1,322	1,428	5,144		3,189	8,333	8,165								
<i>Bishop of Crediton</i>		120		328	(20)	429	697		62		62	568								
<i>Bishop of Plymouth</i>		65			1,536	1,601	1,091		2,537		2,537	725	4 months							

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Newcastle	399	3,269	17,549	513	88	21,818	21,291	1,650		1,743	3,393	3,371			774	2,110	164	138	173	245
<i>Bishop of Newcastle</i>	399	3,269		455	94	4,217	4,411	1,650		1,743	3,393	3,371								
<i>Assistant Bishop of Newcastle</i>				58	(6)	52	(22)													
Norwich	2,327	1,914	18,887	2,687	922	26,737	27,089	2,728	2,354	5,143	10,225	10,504			838	1,804	219	198	570	645
<i>Bishop of Norwich</i>	1,124	1,914		2,129	157	5,324	5,662	2,728		5,143	7,871	7,119								
<i>Bishop of Lynn</i>	1,203			355	76	1,634	2,568		416		416	1,235								
<i>Bishop of Thetford</i>				203	689	892	633		1,939		1,939	2,150								
Oxford		392	18,431	2,331	1,741	22,895	20,493	965	1,416	454	2,835	10,143			2,131	2,221	586	303	623	818
<i>Bishop of Oxford</i>				340	862	1,202	(1,194)	965		454	1,419	6,309								
<i>Bishop of Buckingham</i>		3		655	189	847	1,466					624								
<i>Bishop of Dorchester</i>		250		1,108	694	2,051	742		1,416		1,416	1,264								
<i>Bishop of Reading</i>		139		229	(3)	365	1,487					1,946								
Peterborough		73	23,509	1,545	107	25,234	24,773	5,446	385	1,398	7,229	7,300			800	1,149	182	156	350	382
<i>Bishop of Peterborough</i>		73		1,380	49	1,502	1,858	5,446		1,398	6,845	6,824								
<i>Bishop of Brixworth</i>				165	58	223	152		385		385	476								
Portsmouth		4,748	19,874	446	748	25,817	24,880	3,882		2,476	6,358	6,084			727	408	170	132	143	174
<i>Bishop of Portsmouth</i>		4,748		446	748	5,943	5,638	3,882		2,476	6,358	6,084								
Ripon & Leeds	30	2,319	18,729	2,964	643	24,685	22,998	2,980		2,177	5,157	5,063			783	1,359	164	118	167	266
<i>Bishop of Ripon & Leeds</i>	30	2,319		2,710	261	5,321	4,907	2,980		2,177	5,157	3,525								
<i>Bishop of Knaresborough</i>				254	382	636						1,538								
Rochester		2,574	21,001	3,893	1,183	28,651	27,337	6,593	2,576	1,424	10,593	12,974			1,217	542	266	194	218	264
<i>Bishop of Rochester</i>		2,539		3,023	1,178	6,741	6,296	6,593		1,424	8,017	11,598								
<i>Bishop of Tonbridge</i>		35		870	4	910	756		2,576		2,576	1,376								
St Albans	261	3,870	23,103	428	2,451	30,113	29,049	4,009	1,680	2,935	8,623	8,183			1,686	1,116	362	218	335	410
<i>Bishop of St Albans</i>	225	3,870		11	123	4,228	5,161	4,009		2,935	6,943	8,419								
<i>Bishop of Bedford</i>	36			222	40	298	443		205		205	(1,157)								
<i>Bishop of Hertford</i>				195	2,289	2,484	1,284		1,474		1,474	921								
St Edmundsbury & Ipswich	746	1,511	22,358	2,593	1,539	28,747	27,594	2,307		957	3,264	2,755			608	1,439	189	141	448	474
<i>Bishop of St Edmundsbury & Ipswich</i>	746	1,511		1,948	1,523	5,728	4,651	2,307		957	3,264	2,755								
<i>Bishop of Dunwich</i>				645	16	661	1,481													
Salisbury		1,634	21,628	963	927	25,152	25,532	2,815	1,503	2,217	6,535	6,228			876	2,046	289	166	458	581
<i>Bishop of Salisbury</i>		1,634		630	1,107	3,371	4,080	2,815		2,217	5,032	4,365								
<i>Bishop of Ramsbury</i>				28	28	179			780		780	288								
<i>Bishop of Sherborne</i>				334	(208)	126	396		723		723	1,575								

2 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, 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.
- For suffragan bishops, in recognition of the costs of heating, lighting and cleaning the secretary's office a 10% contribution towards the total cost of heating, lighting and cleaning the house is made.

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 95 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 car is 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 and dispose of them when replaced.
- Diesel engines are recommended, where cost-effective. The size of 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 as none.

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 can be claimed if accompanying the bishop on official business.
- The travel and subsistence expenses of a member of a bishop's staff can be claimed if accompanying the bishop or acting on his behalf 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 2005, the Bishops of Guildford and Norwich hold a large number of events for clergy and other people during one week in the summer. 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.
- 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 2005 were approved by the General Synod in February 2005.

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

These costs are for diocesan bishops only. 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, 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

- Due to a change in accounting method, this figure includes a credit of £196,614 representing the funds which were advanced in previous years and which were held at Lambeth Palace, where overseas visits are administered. The actual expenditure in the year was £107,670.
- 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 is 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.

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 four years are included in this publication. In order therefore to reconcile the lease payments with the Commissioners' financial statements an adjustment is included.
- Some items of expenditure are estimated when compiling the Commissioners' financial statements. In order to reconcile the actual expenditure with the Commissioners' financial statements an adjustment is included.

Note 34

- This is the figure which appears in the Commissioners' financial statements for the year ended 31 December 2005.

- As a result of estimates being used in the compilation of the Commissioners' financial statements, some of the sub-heading totals differ slightly from those set out in Note 8 of those financial statements. The overall total of office and working costs equals that shown in the financial statements.