

BISHOPS' OFFICE AND WORKING COSTS

for the year ended 31 December 2007

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 2007, 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 £12 million. The Commissioners' own administrative costs were £360,000.

Furthermore, in 2007, the Commissioners spent £5 million on the stipends, employer's national insurance and pension contributions of bishops. They also spent £7.9 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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16 June 2008



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Third 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 2007**

	2007	2006
	£	£
Archbishops diocesan and suffragan bishops		
Listed in Part A - pages 6 to 15 :		
Office and support staff	7,669,392	7,224,569
Individual working costs	1,932,089	1,878,797
Listed in Part B - pages 16 to 25 :		
Other diocesan administrative and operational costs	1,608,696	1,436,956
Premises	<u>71,373</u>	<u>66,791</u>
	11,281,550	10,607,112
Other costs applicable to all bishops		
Legal costs (note 28)	209,706	446,406
Overseas travel (note 29)	179,309	137,844
Support services (note 30)	207,688	238,337
Lambeth Conference (note 31)	<u>113,438</u>	<u>95,000</u>
	710,141	917,586
Exceptional staff costs (note 32)	111,203	86,135
Adjustment for car lease payments etc (note 33)	(144,389)	(332,494)
Total (note 34)	<u>11,958,505</u>	<u>11,278,340</u>

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2007 -
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 - 2006	Basis of car provision (note 5)	Official car - lease costs (note 6)	Official car - lease cost adjustments or 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 - 2006	
TOTAL COSTS	6,311,287	966,066	357,748	34,290	7,669,392	7,224,569		348,695	(13,931)	84,095	(3,969)	57,473	315,839		131,544	416,231	498,400	97,712	1,932,089	1,878,797	
Applicable to all bishops																					
Specialist advisers (note 25)	303,267	14,661	974		318,901	327,107	<i>Leased</i>	3,545		1,856					2,193	10,665	2,597		20,855	20,014	
Other costs (note 26)	(4,107)	4,501	3,045		3,438	46,948	<i>Owned</i>	10,191		2,997					1,282	60,679	1,818		76,968	62,474	
Province of Canterbury																					
Archbishop of Canterbury (notes 21 & 27)	1,271,575	75,432	9,145		1,356,151	1,301,326	<i>Leased</i>	3,910	389	585			11,704	<i>Half-time</i>	1,284	13,514	34,366	5,857	71,610	98,123	
Bishop of Ebbsfleet	22,241	6,619	2,850		31,710	19,515	<i>Leased</i>	4,731		627			9,290	<i>Part-time</i>	2,890	3,831	1,739		23,107	22,871	
Bishop of Richborough	10,865	3,835	1,147		15,847	15,838	<i>Mileage</i>					3,593				6,505	4,149		14,248	13,539	
Province of York																					
Archbishop of York	455,787	52,080	20,067	23,818	551,752	433,027	<i>Leased</i>	5,818	(252)	649			21,940	<i>Full-time</i>	2,844	22,722	10,898		64,618	73,211	
Bishop of Beverley	15,141	4,566	939		20,646	19,529	<i>Leased</i>	3,322	(1,321)	878					1,755	4,643	1,401		10,679	11,442	
Bath & Wells	97,910	21,530	8,546		127,986	125,992		7,734	(818)	747			2,681		2,483	3,628	8,063	1,772	26,291	37,773	
Bishop of Bath & Wells	78,035	12,444	5,940		96,419	100,733	<i>Leased</i>	4,424	(818)	747			2,681	<i>Occasional</i>	1,637	2,898	6,574		18,143	22,031	
Bishop of Taunton	19,875	9,086	2,606		31,567	25,260	<i>No car/leased</i>	3,311							846	730	1,489	1,772	8,148	15,743	
Birmingham	81,261	17,992	9,446		108,699	116,155		4,072		754			6,122		1,070	2,894	8,316		23,227	22,786	
Bishop of Birmingham	72,621	12,516	6,040		91,177	87,110	<i>Leased</i>	4,072		754			6,122	<i>Part-time</i>	1,070	2,894	8,316		23,227	22,786	
Bishop of Aston (note 2)	8,640	5,476	3,406		17,522	29,045	<i>No car</i>														
Blackburn	86,999	17,721	5,768	55	110,543	88,010		11,493		2,215					4,475	7,308	12,807	4,925	43,223	41,054	
Bishop of Blackburn	61,750	9,040	3,831	55	74,676	65,881	<i>Leased</i>	4,544		555					1,919	6,426	5,860	2,792	22,095	20,477	
Bishop of Burnley	15,384	3,776	1,931		21,091	19,991	<i>Leased</i>	3,666		929					1,219	584	4,548		10,947	11,856	
Bishop of Lancaster	9,865	4,905	7		14,777	2,138	<i>Leased</i>	3,282		732					1,336	298	2,399	2,133	10,181	8,721	
Bradford	37,420	8,572	6,290		52,282	52,481						1,545				5,894	2,548		9,988	12,701	
Bishop of Bradford	37,420	8,572	6,290		52,282	52,481	<i>Mileage</i>					1,545				5,894	2,548		9,988	12,701	
Bristol	72,263	14,355	9,628		96,245	100,195		6,218		7,780	(1,627)				2,929	3,529	5,570		24,399	5,662	
Bishop of Bristol	57,867	9,187	6,540		73,594	85,775	<i>Leased</i>	2,640		6,828	(1,407)				1,638	1,804	4,079		15,582	(3,118)	
Bishop of Swindon	14,396	5,167	3,088		22,651	14,420	<i>Leased</i>	3,577		952	(220)				1,291	1,726	1,491		8,817	8,780	

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FOR THE YEAR ENDED 31 DECEMBER 2007 -
Part A**

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Canterbury	105,737	14,968	9,296		130,001	95,818		7,175		2,328					2,752	1,286	5,690		19,231	21,188
Bishop of Dover	88,220	10,392	5,790		104,402	71,445	Leased	3,920		668					1,202	2,229	4,203		12,222	13,511
Bishop of Maidstone	17,517	4,577	3,506		25,599	24,373	Leased	3,256		1,660					1,550	(943)	1,487		7,009	7,677
Carlisle	94,862	12,540	9,225		116,627	86,153		3,621		805			3,012		1,441	13,074	5,130		27,082	35,107
Bishop of Carlisle	79,876	10,431	5,947		96,254	70,247	Leased	3,621		805			3,012	Part-time	1,441	8,041	3,039		19,959	25,983
Bishop of Penrith	14,987	2,109	3,277		20,374	15,905	Mileage									5,032	2,091		7,123	9,125
Chelmsford	153,437	36,960	(517)	707	190,587	184,491		14,890	(1,634)	3,048			23,273		5,623	2,491	15,411	2,997	66,100	60,166
Bishop of Chelmsford	71,489	13,220			84,710	82,128	Leased	4,605	209	849			23,273	Full-time	2,253	1,159	9,504	2,997	44,851	36,197
Bishop of Barking	30,689	10,182	176		41,048	35,573	Leased	3,756	(876)	638					1,273	166	3,088		8,046	7,592
Bishop of Bradwell	30,094	9,681	(858)		38,917	41,654	Leased	3,277		916					1,317	496	1,302		7,307	8,082
Bishop of Colchester	21,164	3,877	165	707	25,912	25,136	Leased	3,252	(967)	645					780	670	1,517		5,897	8,294
Chester	99,481	13,706	12,902	1,013	127,101	110,401		5,521		655	(118)	5,939	9,941		1,889	2,704	12,588	5,367	44,487	36,261
Bishop of Chester	66,641	6,784	6,790	1,013	81,228	68,762	Mileage					5,460	9,941	Part-time	1,394	10,344	27,139		23,806	
Bishop of Birkenhead	17,775	4,398	2,806		24,979	23,736	Mileage/leased	2,248				480			1,070	524	1,859	5,367	11,547	6,169
Bishop of Stockport	15,064	2,524	3,306		20,894	17,902	Leased	3,273		655	(118)				819	786	385		5,801	6,286
Chichester	105,597	23,102	12,976		141,675	132,974		11,890		3,839	(101)				5,362	11,223	9,186		41,399	36,561
Bishop of Chichester	64,875	8,199	6,514		79,588	73,909	Leased	4,317		942					952	4,607	4,023		14,840	13,545
Bishop of Horsham	21,830	6,703	3,006		31,539	27,940	Leased	3,613		978	(101)				2,299	1,679	2,931		11,399	10,387
Bishop of Lewes	18,892	8,200	3,456		30,547	31,125	Leased	3,960		1,920					2,112	4,938	2,231		15,160	12,629
Coventry	81,690	13,162	1,499		96,351	90,783		6,980		1,122	(66)				2,080	4,507	11,482		26,105	19,576
Bishop of Coventry	62,300	9,260	1,499		73,060	65,310	Leased	3,252		621					865	2,831	8,242		15,810	11,771
Bishop of Warwick	19,390	3,902			23,292	25,473	Leased	3,728		502	(66)				1,216	1,676	3,240		10,295	7,806
Derby	77,171	15,883	5,716		98,771	86,493		5,240	(2,152)	661			6,117		2,181	6,215	15,233	21,930	55,424	30,588
Bishop of Derby	68,231	10,246	3,414		81,891	68,930	Leased	3,375	(2,152)	664			6,117	Occasional	1,410	5,243	14,720		29,377	24,431
Bishop of Repton	8,941	5,637	2,302		16,880	17,563	No car/leased	1,866		(4)					771	972	513	21,930	26,048	6,157
Durham	94,432	18,415	9,046		121,894	95,962		7,602	1,242	1,771			20,596		3,498	22,400	5,959	4,831	67,899	48,101
Bishop of Durham	81,754	12,707	6,440		100,901	65,610	Leased	4,163	11	1,156			20,596	Full-time	2,431	21,835	5,691		55,883	42,792
Bishop of Jarrow	12,678	5,708	2,606		20,992	30,352	Leased	3,439	1,231	615					1,067	564	268	4,831	12,016	5,309
Ely	97,343	18,440	1,827	695	118,304	105,712		7,884		1,491	(115)		11,637		3,211	6,840	11,186		42,134	37,721
Bishop of Ely	88,825	11,772	199	501	101,296	83,206	Leased	4,363		877			11,637	Half-time	1,205	5,292	9,969		33,342	28,418
Bishop of Huntingdon	8,518	6,668	1,628	194	17,008	22,506	Leased	3,520		615	(115)				2,006	1,548	1,217		8,792	9,303
Exeter	94,986	17,515	13,196	1,639	127,337	131,849		11,579	(836)	2,810			19,207		5,688	5,848	10,698	261	55,255	74,263
Bishop of Exeter	72,269	9,415	7,077		88,762	84,154	Leased	4,266		627			19,207	Full-time	1,889	3,136	4,205	687	34,017	43,113
Bishop of Crediton	11,480	3,933	3,506	1,639	20,559	20,813	Leased	3,308	(836)	642					1,606	947	2,419		8,085	9,510
Bishop of Plymouth	11,237	4,166	2,613		18,016	26,882	Leased	4,005		1,542					2,193	1,764	4,074	(426)	13,152	21,640

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Gloucester	70,969	12,975	10,978		94,921	108,178		6,997	59	3,049			5,292		3,290	3,865	14,535	(2,384)	34,703	38,350
<i>Bishop of Gloucester (note 2)</i>	<i>47,519</i>	<i>9,542</i>	<i>7,522</i>		<i>64,582</i>	<i>89,091</i>	<i>Leased</i>	<i>3,522</i>		<i>638</i>			<i>5,292</i>	<i>Part-time</i>	<i>1,868</i>	<i>3,533</i>	<i>9,706</i>	<i>(2,384)</i>	<i>22,175</i>	<i>28,121</i>
<i>Bishop of Tewkesbury</i>	<i>23,450</i>	<i>3,432</i>	<i>3,456</i>		<i>30,339</i>	<i>19,087</i>	<i>Leased</i>	<i>3,475</i>	<i>59</i>	<i>2,410</i>					<i>1,422</i>	<i>333</i>	<i>4,829</i>		<i>12,528</i>	<i>10,229</i>
Guildford	96,273	13,718	8,496		118,488	93,042		5,558		2,009			160		1,511	4,302	11,220		24,760	21,553
<i>Bishop of Guildford (note 35)</i>	<i>76,903</i>	<i>10,181</i>	<i>5,890</i>		<i>92,974</i>	<i>71,560</i>	<i>Leased</i>	<i>2,935</i>		<i>1,371</i>			<i>160</i>	<i>Occasional</i>	<i>548</i>	<i>2,979</i>	<i>10,104</i>		<i>18,096</i>	<i>13,907</i>
<i>Bishop of Dorking</i>	<i>19,370</i>	<i>3,538</i>	<i>2,606</i>		<i>25,514</i>	<i>21,481</i>	<i>Leased</i>	<i>2,622</i>		<i>638</i>					<i>963</i>	<i>1,323</i>	<i>1,116</i>		<i>6,663</i>	<i>7,646</i>
Hereford	77,595	15,691	1,390	573	95,249	95,393		4,146		627		5,758	11,340		1,179	4,720	7,483		35,252	33,082
<i>Bishop of Hereford</i>	<i>60,110</i>	<i>10,346</i>	<i>1,390</i>	<i>573</i>	<i>72,419</i>	<i>70,564</i>	<i>Leased</i>	<i>4,146</i>		<i>627</i>			<i>11,340</i>	<i>Half Time</i>	<i>1,179</i>	<i>3,878</i>	<i>6,212</i>		<i>27,380</i>	<i>25,010</i>
<i>Bishop of Ludlow</i>	<i>17,485</i>	<i>5,345</i>			<i>22,830</i>	<i>24,829</i>	<i>Mileage</i>					<i>5,758</i>				<i>843</i>	<i>1,271</i>		<i>7,871</i>	<i>8,072</i>
Leicester	78,546	18,869	22		97,437	97,948		4,660	(1,839)	1,124		621	11,452		1,392	6,753	13,487		37,649	37,886
<i>Bishop of Leicester</i>	<i>73,681</i>	<i>16,865</i>	<i>22</i>		<i>90,568</i>	<i>83,637</i>	<i>Leased</i>	<i>4,660</i>	<i>(1,839)</i>	<i>1,124</i>			<i>11,452</i>	<i>Half-time</i>	<i>1,392</i>	<i>6,653</i>	<i>12,946</i>		<i>36,388</i>	<i>34,970</i>
<i>Assistant Bishop of Leicester</i>	<i>4,865</i>	<i>2,004</i>			<i>6,869</i>	<i>14,311</i>	<i>Mileage</i>					<i>621</i>				<i>100</i>	<i>541</i>		<i>1,261</i>	<i>2,917</i>
Lichfield	139,799	21,151	5,991	1,024	167,964	162,147		13,922	(247)	1,897	(175)		487		4,613	5,117	15,157	18,411	59,182	44,098
<i>Bishop of Lichfield</i>	<i>63,991</i>	<i>9,037</i>	<i>1,641</i>		<i>74,669</i>	<i>71,338</i>	<i>Leased</i>	<i>4,161</i>		<i>621</i>			<i>487</i>	<i>Occasional</i>	<i>597</i>	<i>2,808</i>	<i>10,069</i>	<i>517</i>	<i>19,259</i>	<i>16,689</i>
<i>Bishop of Shrewsbury</i>	<i>23,342</i>	<i>3,984</i>	<i>991</i>		<i>28,316</i>	<i>24,686</i>	<i>Leased</i>	<i>4,398</i>	<i>1</i>	<i>635</i>	<i>(175)</i>				<i>2,064</i>	<i>841</i>	<i>2,188</i>		<i>9,952</i>	<i>7,693</i>
<i>Bishop of Stafford</i>	<i>27,008</i>	<i>5,185</i>	<i>1,257</i>	<i>1,024</i>	<i>34,474</i>	<i>37,648</i>	<i>Leased</i>	<i>2,597</i>		<i>638</i>					<i>1,333</i>	<i>721</i>	<i>1,866</i>		<i>7,157</i>	<i>7,599</i>
<i>Bishop of Wolverhampton</i>	<i>25,457</i>	<i>2,945</i>	<i>2,102</i>		<i>30,505</i>	<i>28,474</i>	<i>No car/leased</i>	<i>2,766</i>	<i>(248)</i>	<i>4</i>					<i>619</i>	<i>747</i>	<i>1,033</i>	<i>17,894</i>	<i>22,815</i>	<i>12,118</i>
Lincoln	90,844	15,257	12,720	141	118,962	103,237		4,601	(917)	965	(61)	12,485	24		788	4,437	13,206	1,925	37,452	39,160
<i>Bishop of Lincoln</i>	<i>63,864</i>	<i>5,063</i>	<i>5,690</i>		<i>74,617</i>	<i>67,241</i>	<i>Leased</i>	<i>4,601</i>	<i>(917)</i>	<i>965</i>	<i>(61)</i>		<i>24</i>	<i>Occasional</i>	<i>788</i>	<i>2,857</i>	<i>7,019</i>		<i>15,276</i>	<i>14,208</i>
<i>Bishop of Grantham</i>	<i>16,369</i>	<i>6,124</i>	<i>3,406</i>	<i>141</i>	<i>26,040</i>	<i>21,167</i>	<i>Mileage</i>					<i>5,111</i>				<i>1,579</i>	<i>3,185</i>	<i>1,925</i>	<i>11,800</i>	<i>14,424</i>
<i>Bishop of Grimsby</i>	<i>10,610</i>	<i>4,070</i>	<i>3,624</i>		<i>18,304</i>	<i>14,828</i>	<i>Mileage</i>					<i>7,374</i>					<i>3,003</i>		<i>10,376</i>	<i>10,528</i>
Liverpool	83,030	24,252	474	(2,786)	104,970	116,820		3,548		870		1,346	11,315		2,116	9,864	12,700		41,758	32,310
<i>Bishop of Liverpool</i>	<i>59,038</i>	<i>18,851</i>	<i>185</i>	<i>(2,786)</i>	<i>75,288</i>	<i>87,885</i>	<i>Leased</i>	<i>3,548</i>		<i>870</i>			<i>11,315</i>	<i>Half-time</i>	<i>2,116</i>	<i>4,157</i>	<i>11,703</i>		<i>33,707</i>	<i>25,750</i>
<i>Bishop of Warrington (note 2)</i>	<i>23,992</i>	<i>5,401</i>	<i>289</i>		<i>29,683</i>	<i>28,935</i>	<i>Mileage</i>					<i>1,346</i>				<i>5,707</i>	<i>997</i>		<i>8,051</i>	<i>6,560</i>
London	259,445	55,722	4,132	216	319,515	327,906		13,869		3,616	(104)	801	26,930		4,382	4,909	25,629		80,032	77,903
<i>Bishop of London (note 1)</i>	<i>101,336</i>	<i>16,626</i>	<i>1,555</i>		<i>119,517</i>	<i>141,849</i>	<i>Leased</i>	<i>4,231</i>		<i>918</i>			<i>26,930</i>	<i>Full-time</i>	<i>2,377</i>	<i>(759)</i>	<i>12,371</i>		<i>46,067</i>	<i>41,501</i>
<i>Bishop of Edmonton</i>	<i>36,974</i>	<i>8,985</i>	<i>580</i>		<i>46,539</i>	<i>43,007</i>	<i>Leased</i>	<i>3,398</i>		<i>1,515</i>	<i>(81)</i>				<i>628</i>	<i>593</i>	<i>2,161</i>		<i>8,214</i>	<i>8,443</i>
<i>Bishop of Fulham</i>	<i>23,043</i>	<i>3,558</i>	<i>182</i>		<i>26,783</i>	<i>26,308</i>	<i>Leased</i>	<i>2,837</i>		<i>638</i>					<i>695</i>	<i>1,324</i>	<i>1,877</i>		<i>7,371</i>	<i>8,029</i>
<i>Bishop of Kensington</i>	<i>32,510</i>	<i>10,697</i>	<i>323</i>	<i>216</i>	<i>43,746</i>	<i>39,964</i>	<i>Leased</i>	<i>3,403</i>		<i>545</i>	<i>(23)</i>				<i>683</i>	<i>603</i>	<i>3,287</i>		<i>8,498</i>	<i>10,093</i>
<i>Bishop of Stepney</i>	<i>29,478</i>	<i>6,782</i>			<i>36,261</i>	<i>35,628</i>	<i>Mileage</i>					<i>801</i>				<i>851</i>	<i>2,833</i>		<i>4,486</i>	<i>5,583</i>
<i>Bishop of Willesden</i>	<i>36,104</i>	<i>9,074</i>	<i>1,490</i>		<i>46,669</i>	<i>41,150</i>	<i>No car</i>									<i>2,297</i>	<i>3,100</i>		<i>5,397</i>	<i>4,254</i>
Manchester	128,662	15,599	16,419		160,680	166,136		14,802	(1,036)	2,692					4,185	12,364	10,079	70	43,156	47,830
<i>Bishop of Manchester</i>	<i>79,963</i>	<i>9,159</i>	<i>5,890</i>		<i>95,012</i>	<i>88,658</i>	<i>Leased</i>	<i>4,215</i>	<i>(1,036)</i>	<i>642</i>					<i>806</i>	<i>8,417</i>	<i>5,115</i>		<i>18,159</i>	<i>15,668</i>
<i>Bishop of Bolton</i>	<i>24,108</i>	<i>4,361</i>	<i>3,956</i>		<i>32,426</i>	<i>26,051</i>	<i>Leased</i>	<i>3,162</i>		<i>638</i>					<i>1,124</i>	<i>2,723</i>	<i>2,813</i>		<i>10,462</i>	<i>9,892</i>
<i>Bishop of Hulme (note 26)</i>	<i>3,504</i>	<i>(1,096)</i>	<i>3,367</i>		<i>5,775</i>	<i>26,876</i>	<i>Leased</i>	<i>3,902</i>		<i>785</i>					<i>200</i>	<i>(324)</i>	<i>455</i>	<i>70</i>	<i>5,088</i>	<i>13,062</i>
<i>Bishop of Middleton</i>	<i>21,087</i>	<i>3,174</i>	<i>3,206</i>		<i>27,467</i>	<i>24,550</i>	<i>Leased</i>	<i>3,521</i>		<i>627</i>					<i>2,055</i>	<i>1,549</i>	<i>1,696</i>		<i>9,448</i>	<i>9,209</i>

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2007 -
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 - 2006	Basis of car provision (note 5)	Official car - lease costs (note 6)	Official car - lease cost adjustments or 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 - 2006
Newcastle	84,167	13,182			97,350	91,166		3,752		621		2,638	11,473		1,964	5,440	8,690		34,577	34,018
<i>Bishop of Newcastle</i>	71,886	11,295			83,181	76,890	<i>Leased</i>	3,752		621			11,473	<i>Half-time</i>	1,964	3,016	7,572		28,397	27,426
<i>Assistant Bishop of Newcastle</i>	12,282	1,887			14,169	14,276	<i>Mileage</i>					2,638				2,424	1,117		6,180	6,592
Norwich	98,415	17,922	12,375	1,030	129,742	104,070		7,065		2,106	(79)		14,740		3,514	3,340	16,664	313	47,662	49,460
<i>Bishop of Norwich</i>	73,911	11,853	5,690	339	91,793	78,674	<i>Leased</i>	2,864		656			14,740	<i>Part-time</i>	2,141	1,906	13,420	313	36,041	35,330
<i>Bishop of Lynn</i>	10,788	2,406	3,629	691	17,514	2,463	<i>Leased</i>	1,815		829	(79)				178	648	1,633		5,024	5,912
<i>Bishop of Thetford</i>	13,716	3,663	3,056		20,435	22,933	<i>Leased</i>	2,386		621					1,194	786	1,611		6,597	8,219
Oxford	126,072	38,020	4,782	3,723	172,597	169,349		15,086	(2,021)	3,145					5,157	5,738	15,700	7,447	50,253	50,082
<i>Bishop of Oxford (note 2)</i>	52,437	13,455	1,857	3,613	71,362	73,645	<i>Leased</i>	2,781		562					608	1,917	6,746	7,067	19,680	19,707
<i>Bishop of Buckingham</i>	22,087	9,460	1,198	110	32,855	29,029	<i>Leased</i>	3,866	(2,433)	790					1,526	992	3,005		7,746	12,273
<i>Bishop of Dorchester</i>	26,927	7,974	1,727		36,627	36,709	<i>Leased</i>	4,621	413	708					1,527	1,154	3,531		11,954	8,302
<i>Bishop of Reading</i>	24,621	7,131			31,752	29,966	<i>Leased</i>	3,818		1,085					1,496	1,675	2,418	380	10,873	9,800
Peterborough	73,743	6,306	8,260		88,309	89,647						4,324	193			5,211	10,183		19,910	20,002
<i>Bishop of Peterborough (note 15)</i>	61,012	4,277	5,240		70,529	73,619	<i>Mileage</i>					2,961	193	<i>Occasional</i>		1,856	9,889		14,899	15,850
<i>Bishop of Brixworth</i>	12,730	2,029	3,020		17,780	16,027	<i>Mileage</i>					1,362				3,355	294		5,012	4,152
Portsmouth	60,275	12,853	5,097		78,225	84,578		4,140		757			12,236		945	1,822	2,684		22,585	25,289
<i>Bishop of Portsmouth</i>	60,275	12,853	5,097		78,225	84,578	<i>Leased</i>	4,140		757			12,236	<i>Half-time</i>	945	1,822	2,684		22,585	25,289
Ripon & Leeds	72,285	8,794	8,596		89,675	74,932		4,071		828	(385)	1,489			1,687	6,977	3,317		17,984	17,557
<i>Bishop of Ripon & Leeds</i>	58,790	7,017	5,290		71,097	59,751	<i>Mileage</i>					1,489				6,198	2,621		10,308	10,823
<i>Bishop of Knaresborough</i>	13,495	1,777	3,306		18,578	15,181	<i>Leased</i>	4,071		828	(385)				1,687	780	696		7,676	6,734
Rochester	90,218	17,588	30		107,836	107,868		7,544		1,265	(106)		2,880		2,800	3,268	10,373	2,833	30,856	42,830
<i>Bishop of Rochester</i>	68,968	13,805	23		82,796	85,198	<i>Leased</i>	4,642		627	(106)		2,880	<i>Part-time</i>	1,724	2,116	7,969	2,833	22,683	34,994
<i>Bishop of Tonbridge</i>	21,250	3,784	7		25,040	22,670	<i>Leased</i>	2,903		638					1,075	1,152	2,404		8,173	7,837
St Albans	123,610	19,801	1,433		144,845	131,382		11,075	(372)	2,049	(243)		5,335		3,463	3,278	9,646		34,232	33,317
<i>Bishop of St Albans</i>	80,818	10,364	1,409		92,591	89,436	<i>Leased</i>	4,074		668			5,335	<i>Part-time</i>	1,216	2,224	5,311		18,828	17,505
<i>Bishop of Bedford</i>	11,959	3,504	14		15,477	12,530	<i>Leased</i>	3,432	(372)	631					1,114	640	1,121		6,567	6,173
<i>Bishop of Hertford</i>	30,834	5,933	9		36,777	29,416	<i>Leased</i>	3,568		750	(243)				1,134	414	3,213		8,836	9,638
St Edmundsbury & Ipswich	91,590	17,394	8,096	1,087	118,167	107,097		6,169		1,268					1,259	4,987	9,646	5,717	29,046	19,455
<i>Bishop of St Edmundsbury & Ipswich</i>	58,397	12,925	5,090	1,087	77,499	76,378	<i>Leased</i>	3,071		642					601	3,655	7,099	5,717	20,785	12,985
<i>Bishop of Dunwich</i>	33,193	4,469	3,006		40,668	30,719	<i>Leased</i>	3,098		627					658	1,332	2,547		8,261	6,469
Salisbury	110,479	21,181	12,645	170	144,475	138,437		11,972	(300)	2,294			12,676		4,920	1,879	14,066	2,930	50,436	66,233
<i>Bishop of Salisbury</i>	60,113	9,704	6,023	100	75,940	76,597	<i>Leased</i>	4,189	(868)	764			12,676	<i>Part-time</i>	1,467	387	10,230	2,930	31,774	31,346
<i>Bishop of Ramsbury</i>	27,328	7,094	3,416	70	37,908	34,277	<i>Leased</i>	3,589		627					1,565	498	2,571		8,850	25,967
<i>Bishop of Sherborne</i>	23,038	4,383	3,206		30,628	27,564	<i>Leased</i>	4,194	569	904					1,888	993	1,265		9,812	8,919

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	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 - 2006	Basis of car provision (note 5)	Official car - lease costs (note 6)	Official car - lease cost adjustments or 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 - 2006
Sheffield	85,491	8,032	9,359	160	103,042	92,911						8,584	1,922			8,223	12,146		30,875	28,642
<i>Bishop of Sheffield</i>	66,625	6,334	5,853		78,812	72,600	<i>Mileage</i>					4,789	1,922	<i>Part-time</i>		7,174	9,183		23,068	18,855
<i>Bishop of Doncaster</i>	18,867	1,698	3,506	160	24,231	20,311	<i>Mileage</i>					3,795				1,049	2,963		7,806	9,787
Sodor & Man	26,056	5,405			31,461	33,056				762						482	10,908	515	12,667	9,135
<i>Bishop of Sodor & Man</i>	26,056	5,405			31,461	33,056	<i>Owned</i>			762						482	10,908	515	12,667	9,135
Southwark	132,780	20,720	17,408		170,908	179,378		10,422	(1,243)	2,368	(55)	1,424	10,829		2,878	5,602	13,793		46,019	46,273
<i>Bishop of Southwark</i>	60,878	10,492	7,190		78,560	82,814	<i>Leased</i>	4,518	(533)	878	(55)		10,829	<i>Half-time</i>	1,740	2,609	8,645		28,631	27,890
<i>Bishop of Croydon (note 2)</i>	23,968	2,999	3,406		30,373	31,630	<i>Leased</i>	3,294	(710)	642					771	793	2,481		7,271	6,510
<i>Bishop of Kingston-upon-Thames (note 2)</i>	23,968	3,941	3,406		31,314	32,265	<i>Leased</i>	2,611		849					367	362	1,447		5,636	5,902
<i>Bishop of Woolwich (note 2)</i>	23,968	3,287	3,406		30,661	32,670	<i>Mileage</i>					1,424				1,839	1,219		4,482	5,971
Southwell & Nottingham	100,199	18,351	9,696		128,246	115,799		6,911	(525)	1,264					2,258	2,532	12,572	3,070	28,081	26,090
<i>Bishop of Southwell & Nottingham</i>	74,329	8,407	6,290		89,026	82,316	<i>Leased</i>	3,585	(525)	649					1,037	2,064	11,317	3,070	21,196	13,907
<i>Bishop of Sherwood (note 2)</i>	25,871	9,943	3,406		39,220	33,483	<i>Leased</i>	3,326		615					1,221	468	1,255		6,885	12,183
Truro	83,648	13,192	736	496	98,072	91,875		6,439		2,158			14,916		3,585	5,670	5,565		38,333	35,800
<i>Bishop of Truro</i>	59,868	10,101	391		70,359	69,445	<i>Leased</i>	3,348		1,371			14,916	<i>Part-time</i>	1,426	2,756	4,523		28,340	26,467
<i>Bishop of St Germans</i>	23,780	3,091	345	496	27,712	22,430	<i>Leased</i>	3,091		788					2,158	2,914	1,042		9,993	9,333
Wakefield	82,572	19,012	9,995		111,578	106,563		4,005		673		6,926	11,216		2,510	5,353	10,975	3,189	44,849	39,922
<i>Bishop of Wakefield</i>	71,748	13,584	6,589		91,921	88,355	<i>Leased</i>	4,005		673			11,216	<i>Half-time</i>	2,510	4,655	8,118	3,189	34,368	31,244
<i>Bishop of Pontefract</i>	10,824	5,428	3,406		19,658	18,207	<i>Mileage</i>					6,926				698	2,857		10,481	8,678
Winchester	124,933	14,677	11,359		150,969	130,888		10,544	(542)	2,006			2,797		4,442	7,764	6,596		33,607	38,067
<i>Bishop of Winchester</i>	81,542	5,523	5,647		92,713	82,185	<i>Leased</i>	3,488	(542)	730			2,797	<i>Occasional</i>	1,259	3,275	3,353		14,360	19,542
<i>Bishop of Basingstoke</i>	20,539	5,281	2,606		28,425	21,125	<i>Leased</i>	3,792		638					1,913	3,662	1,170		11,176	9,904
<i>Bishop of Southampton</i>	22,852	3,873	3,106		29,831	27,579	<i>Leased</i>	3,264		638					1,269	827	2,073		8,071	8,621
Worcester	93,199	17,110	9,943		120,253	101,012		6,134		1,374	(401)		1,932		1,342	3,187	7,553	4,312	25,433	20,465
<i>Bishop of Worcester</i>	74,192	13,161	5,890		93,243	73,328	<i>Leased</i>	2,944		812			1,932	<i>Part-time</i>	219	1,789	6,059	4,312	18,067	13,070
<i>Bishop of Dudley</i>	19,007	3,949	4,053		27,010	27,684	<i>Leased</i>	3,190		562	(401)				1,123	1,398	1,494		7,366	7,395
York	68,211	15,992	10,918	531	95,652	93,050		10,760	435	2,692	(287)				6,555	5,173	4,226		29,553	29,526
<i>Bishop of Hull</i>	22,216	4,036	3,806	352	30,410	29,549	<i>Leased</i>	3,496	435	1,272					1,341	1,705	885		9,132	7,851
<i>Bishop of Selby</i>	20,444	6,721	3,556		30,720	30,254	<i>Leased</i>	3,100		694	(287)				2,013	150	940		6,611	7,199
<i>Bishop of Whitby</i>	25,550	5,236	3,556	179	34,521	33,247	<i>Leased</i>	4,163		726					3,201	3,318	2,401		13,809	14,476
Gibraltar in Europe	102,820	40,746	3,387		146,953	143,947		7,087		1,997	(46)		174		1,399	41,147	3,161	1,939	56,859	53,282
<i>Bishop of Gibraltar in Europe (notes 2 & 14)</i>	82,477	28,129	1,986		112,592	100,476	<i>Leased</i>	3,988		871	(46)		174	<i>Occasional</i>	446	23,445	1,720	1,939	32,537	30,655
<i>Bishop in Europe (notes 2 & 14)</i>	20,343	12,618	1,401		34,362	43,471	<i>Leased</i>	3,099		1,127					953	17,702	1,441		24,322	22,627

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2007 -
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 - 2006	Gardener's pay and household equipment (note 22)	TOTAL PREMISES	TOTAL PREMISES - 2006 (note 23)	Vacancy during year (note 24)	DIOCESAN STATISTICS (per Church Statistics as at end of 2006)					
												Population (000's)	Area (square miles)	Number of full-time stipendiary & non- stipendiary clergy	Number of benefices	Number of parishes	Number of churches
Canterbury	217		19,441	746	2,440	22,843	21,304	4,895	4,895	5,252		852	970	200	157	262	331
<i>Bishop of Dover</i>	217			646	1,249	2,111	1,440	2,955	2,955	3,527							
<i>Bishop of Maidstone</i>				100	1,191	1,291	1,372	1,940	1,940	1,725							
Carlisle	2,530	2,403	20,612	400	1,277	27,223	24,891	1,080	1,080	876		493	2,447	184	138	264	346
<i>Bishop of Carlisle</i>	2,530	2,403		228	1,195	6,356	4,276										
<i>Bishop of Penrith</i>				172	82	254	680	1,080	1,080	876							
Chelmsford	5,159	360	24,273	477	3,683	33,953	35,875	1,783	1,783	1,138		2,759	1,531	491	332	472	608
<i>Bishop of Chelmsford</i>		80		230	3,149	3,459	2,911										
<i>Bishop of Barking</i>					(305)	(305)	2,639	395	395								
<i>Bishop of Bradwell</i>	291	280		120	451	1,142	2,063	647	647	547							
<i>Bishop of Colchester</i>	4,869			127	388	5,383	4,780	740	740	591							
Chester	486	6,193	20,601	3,801	1,769	32,851	29,132	2,544	2,544	1,525		1,554	1,017	307	227	278	370
<i>Bishop of Chester</i>	486	6,193		3,031	715	10,426	7,859										
<i>Bishop of Birkenhead</i>				342	1,056	1,398	1,169	2,269	2,269	1,500	2 months						
<i>Bishop of Stockport</i>				428	(2)	426	347	275	275	25	2 months						
Chichester		3,448	27,423	459	5,862	37,191	37,301	2,212	2,212	1,181		1,516	1,459	395	306	386	515
<i>Bishop of Chichester</i>		3,448		300	2,458	6,206	6,268										
<i>Bishop of Horsham</i>				65	2,944	3,009	3,859	1,246	1,246	540							
<i>Bishop of Lewes</i>				94	460	553	827	966	966	641							
Coventry	2,582	2,559	23,216	2,067	590	31,015	28,357	490	490	2,513		792	686	161	140	198	240
<i>Bishop of Coventry</i>	2,582	2,559		1,367	60	6,569	5,267										
<i>Bishop of Warwick</i>				700	529	1,230	694	490	490	2,513							
Derby	83	3,991	22,935	602	5,340	32,951	25,130	1,486	1,486	2,073		1,001	997	201	167	253	333
<i>Bishop of Derby</i>	83	3,991		410	3,247	7,731	2,395										
<i>Bishop of Repton</i>				192	2,093	2,285	666	1,486	1,486	2,073	5 months						
Durham		159	20,393	1,406	1,400	23,357	22,104	757	757	288		1,456	987	238	202	232	289
<i>Bishop of Durham</i>		159		427	521	1,107	1,492										
<i>Bishop of Jarrow</i>				979	879	1,857	592	757	757	288	6 months						
Ely	48	322	23,041	364	92	23,867	23,885	1,980	1,980	1,031		673	1,507	192	202	308	334
<i>Bishop of Ely</i>	48	322		25	82	477	807										
<i>Bishop of Huntingdon</i>				339	10	349	805	1,980	1,980	1,031	1 month						
Exeter	25	370	24,946	1,549	1,275	28,165	26,934	2,869	2,869	1,167		1,108	2,575	286	199	493	616
<i>Bishop of Exeter</i>		370		1,219	1,025	2,614	2,547										
<i>Bishop of Crediton</i>	25			330	454	809	114	310	310								
<i>Bishop of Plymouth</i>					(204)	(204)	113	2,559	2,559	1,167							

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, for example, cover for maternity leave at the Bishop of London's office.

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, 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

- Following consultation with bishops and diocesan offices during the year, the day-to-day financial administration of IT and other office equipment needs for the bishops in 28 dioceses was transferred to diocesan offices from January 2007, with annual grants being paid by the Commissioners to the dioceses. 16 dioceses have opted to maintain the status quo for the time being.
- The minimum standard of IT provision is 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

- Furniture e.g. desks and furnishings (carpets, flooring, curtains and blinds) is provided for the office(s) 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. (In 2005 and previous years the costs for diocesan bishops were shown under Bishops' Housing and Office Premises in the Commissioners' financial statements).
- For suffragan bishops, 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). These costs for diocesan bishops are not shown as they are included within Bishops' Housing and Office Premises.

INDIVIDUAL WORKING COSTS

Note 5

Overall, some 98 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 two 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, petrol electric 'hybrid' cars and cars which run on liquid petroleum gas (lpg) 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 or received 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.
- Where the car is still owned by the Commissioners a management charge is made by Hitachi 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 or member of staff can be claimed if accompanying the bishop on official business.

- The travel and subsistence costs 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. Where the bishop's wife prepares the food 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 2007, 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 these are not 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 2006 were approved by the General Synod in July 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 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.
- To assist bishops offering hospitality, some kitchen equipment is provided where required e.g. buffet crockery, food processor, freezer etc..

Note 23

The costs of heating, lighting and cleaning and equipment maintenance for diocesan bishops from 2007 are included within Bishops' Housing and Office Premises rather than, as in previous years, in bishops' office and working costs

Note 24

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

Note 25

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

Note 26

Includes block payments for House of Bishops' residential expenses, York Synod accommodation and meals, media training courses etc. and the proportion of staff salaries and working costs attributable to the Bishop of Hulme's responsibilities as the Bishop for Urban Life and Faith

Note 27

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 28

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 29

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 30

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 31

As part of the Commissioners' financial support for the Lambeth Conference in 2008, the employment costs and expenses of the conference manager and her assistant were met

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. In 2005 and previous years the payment was recorded in the accounts in the year it was incurred. However, as indicated in note 6, the monthly costs spread over a period of normally 4 years are included in this publication and from 2006, in line with the Commissioners' accounting policies, the costs of leasing are now capitalised and written off to expenditure over the length of the lease. 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 2007. The 2006 figures have been restated, as indicated in note 33.
- 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.

Note 35

- The apparent increase in expenditure is largely due to an accounting technicality.