

BISHOPS' OFFICE AND WORKING COSTS

for the year ended 31 December 2008

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 2008, 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 £16 million. The Commissioners' own administrative costs were £415,000.

Furthermore, in 2008, the Commissioners spent £5.1 million on the stipends, employer's national insurance and pension contributions of bishops. They also spent £7.3 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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15th October 2009



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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 2008

	2008 £	2007 £
Archbishops, diocesan and suffragan bishops		
Listed in Part A - pages 6 to 15 :		
Office and support staff	8,910,312	8,401,824
Individual working costs	2,263,862	2,212,115
Listed in Part B - pages 16 to 25 :		
Other diocesan administrative and operational costs	1,873,163	1,608,696
Premises	79,989	71,373
EOY account balances (note 35)	<u>233,362</u>	
	13,360,688	<u>12,294,007</u>
Other costs applicable to all bishops		
Legal costs (note 27)	361,333	209,706
Overseas travel (note 28)	114,193	179,309
Support services (note 29)	151,245	207,688
Lambeth Conference (note 30)	<u>850,604</u>	<u>113,438</u>
	1,477,376	710,141
Exceptional staff costs (note 31)	83,302	111,203
Lambeth Palace Library running costs (note 37)	700,031	680,372
Lambeth Palace running costs (note 36)	536,914	485,508
Adjustment for car lease payments etc (note 32)	(114,166)	(144,389)
Total (note 33)	<u>16,044,144</u>	<u>14,136,843</u>

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2008 -
Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	Staff training	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2007	Basis of car provision (note 5)	Official car - lease costs & net sale proceeds (note 6)	Insurance and running costs exc. fuel (note 7)	Bishop's contribution for private use (note 8)	Mileage allowance (note 9)	Driver's costs (note 10)	Fuel (note 11)	Other travel and subsistence (note 12)	Hospitality - church meetings and functions (note 13)	Removal, resettlement, consecration and robes (note 14)	Heating, lighting & cleaning (note 15)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2007
TOTAL COSTS	7,650,401	870,087	342,937	40,353	6,534	8,910,312	8,401,824		343,117	66,298	(4,245)	105,694	300,710	142,713	248,001	589,703	119,977	351,894	2,263,862	2,212,115
Applicable to all bishops																				
Specialist advisers (note 24)	341,634	14,088	1,196	1,199	205	358,323	318,901	Leased	3,719	621				2,359	5,752	41,093			53,542	20,855
Other costs (note 25)	37,927	5,183	2,650			45,761	3,438	Owned	(500)	2,944				902	1,656	133			5,135	76,968
Province of Canterbury																				
Archbishop of Canterbury (notes 20 & 26)	1,433,487	83,202	5,208	1,116	2,056	1,525,070	1,356,151	Leased	3,927	621			12,717	1,755	17,996	21,387		28,385	86,787	71,610
Bishop of Ebbsfleet	22,878	8,080	1,241			32,200	31,710	Leased	4,868	621			7,965	3,745	1,623	4,974		337	24,134	23,107
Bishop of Richborough	13,740	3,643	81			17,464	15,847	Mileage				6,868			4,132	4,982		272	16,255	14,248
Province of York																				
Archbishop of York	611,361	41,600	21,392	7,920	332	682,604	660,452	Leased	6,253	777		4,501	17,745	2,343	19,790	14,016	4,607	36,185	106,217	88,468
Bishop of Beverley	18,002	4,686	(174)			22,514	20,646	Leased	3,853	353		44	2,004	1,702	3,701	2,207		330	14,196	10,679
Bath & Wells	144,114	9,354	7,096	246		160,810	171,412		7,965	1,503		171	2,758	2,571	2,446	17,468	225	13,855	48,962	30,534
Bishop of Bath & Wells	118,820	6,121	4,490	246		129,677	139,845	Leased	4,182	877		171	2,758	1,644	1,984	12,239	225	11,935	36,014	22,386
Bishop of Taunton	25,294	3,233	2,606			31,133	31,567	Leased	3,783	627				927	462	5,229		1,920	12,948	8,148
Birmingham	54,259	13,084	6,726			74,069	123,332		4,545	632		1,427	6,275	1,564	1,880	8,941	22,460	6,754	54,478	31,322
Bishop of Birmingham	54,259	11,215	4,120			69,594	105,809	Leased	4,072	632		1,427	6,275	1,491	1,880	8,941		6,754	31,472	31,322
Bishop of Aston (note 2)		1,869	2,606			4,475	17,522	No car/leased	473					73			22,460		23,006	
Blackburn	106,496	12,927	3,706	1,080		124,210	121,508		11,513	1,921		519	1,833	6,594	5,505	14,381		7,585	49,852	47,231
Bishop of Blackburn	82,157	5,899	1,509	1,080		90,646	85,641	Leased	4,544	644		410	1,833	2,248	4,688	6,624		7,136	28,128	26,103
Bishop of Burnley	14,027	3,707	1,098			18,832	21,091	Leased	3,687	674		33		2,608	587	5,679		51	13,318	10,947
Bishop of Lancaster	10,312	3,321	1,099			14,732	14,777	Leased	3,282	603		76		1,738	230	2,078		398	8,405	10,181
Bradford	97,681	8,310	4,490	154	443	111,078	55,720					5,410			3,127	5,392		3,423	17,353	13,682
Bishop of Bradford (note 38)	97,681	8,310	4,490	154	443	111,078	55,720	Mileage				5,410			3,127	5,392		3,423	17,353	13,682
Bristol	99,967	12,567	8,316	20		120,869	97,085		8,082	1,247	(461)	(96)		3,014	3,507	6,449		1,912	23,655	27,349
Bishop of Bristol	71,475	10,896	5,606			87,978	74,434	Leased	4,505	627	(215)	(96)		1,738	1,686	3,066		1,656	12,966	18,532
Bishop of Swindon	28,492	1,670	2,709	20		32,892	22,651	Leased	3,577	621	(246)			1,276	1,821	3,383		256	10,689	8,817

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Canterbury	107,540	3,180	7,535	2,392		120,647	130,001		7,175	1,318				2,624	3,979	5,639		3,260	23,995	19,231
<i>Bishop of Dover</i>	<i>89,186</i>	<i>1,003</i>	<i>4,929</i>	<i>1,230</i>		<i>96,348</i>	<i>104,402</i>	<i>Leased</i>	<i>3,920</i>	<i>674</i>				<i>1,040</i>	<i>3,736</i>	<i>4,536</i>		<i>2,694</i>	<i>16,599</i>	<i>12,222</i>
<i>Bishop of Maidstone</i>	<i>18,354</i>	<i>2,177</i>	<i>2,606</i>	<i>1,162</i>		<i>24,300</i>	<i>25,599</i>	<i>Leased</i>	<i>3,256</i>	<i>644</i>				<i>1,584</i>	<i>243</i>	<i>1,103</i>		<i>567</i>	<i>7,396</i>	<i>7,009</i>
Carlisle	105,063	13,632	8,796			127,491	135,847		3,621	632		7,457	2,226	1,708	3,248	7,649		12,555	39,096	36,333
<i>Bishop of Carlisle</i>	<i>91,145</i>	<i>11,776</i>	<i>7,511</i>			<i>110,432</i>	<i>115,473</i>	<i>Leased</i>	<i>3,621</i>	<i>632</i>		<i>1,235</i>	<i>2,226</i>	<i>1,708</i>	<i>2,688</i>	<i>5,452</i>		<i>12,293</i>	<i>29,854</i>	<i>29,210</i>
<i>Bishop of Penrith</i>	<i>13,917</i>	<i>1,856</i>	<i>1,285</i>			<i>17,059</i>	<i>20,374</i>	<i>Mileage</i>				<i>6,222</i>			<i>560</i>	<i>2,197</i>		<i>262</i>	<i>9,242</i>	<i>7,123</i>
Chelmsford	178,009	32,619	2,351	50	77	213,105	203,650		16,715	2,699		951	23,814	6,220	2,855	11,689		6,038	70,981	69,634
<i>Bishop of Chelmsford</i>	<i>99,431</i>	<i>11,703</i>	<i>386</i>			<i>111,520</i>	<i>97,773</i>	<i>Leased</i>	<i>5,441</i>	<i>627</i>		<i>261</i>	<i>23,814</i>	<i>2,517</i>	<i>1,949</i>	<i>7,909</i>		<i>5,226</i>	<i>47,743</i>	<i>48,384</i>
<i>Bishop of Barking</i>	<i>30,908</i>	<i>8,256</i>	<i>1,130</i>	<i>50</i>		<i>40,344</i>	<i>41,048</i>	<i>Leased</i>	<i>3,197</i>	<i>627</i>		<i>285</i>		<i>1,294</i>	<i>214</i>	<i>1,684</i>		<i>289</i>	<i>7,588</i>	<i>8,046</i>
<i>Bishop of Bradwell</i>	<i>27,854</i>	<i>7,808</i>	<i>382</i>		<i>77</i>	<i>36,121</i>	<i>38,917</i>	<i>Leased</i>	<i>4,620</i>	<i>576</i>		<i>201</i>		<i>1,728</i>	<i>145</i>	<i>326</i>		<i>363</i>	<i>7,958</i>	<i>7,307</i>
<i>Bishop of Colchester</i>	<i>19,816</i>	<i>4,851</i>	<i>452</i>			<i>25,120</i>	<i>25,912</i>	<i>Leased</i>	<i>3,458</i>	<i>871</i>		<i>204</i>		<i>681</i>	<i>546</i>	<i>1,772</i>		<i>160</i>	<i>7,691</i>	<i>5,897</i>
Chester	116,000	14,304	9,421	20	36	139,780	137,721		7,082	1,224	(246)	5,538	10,066	2,293	1,815	12,512	21,050	8,309	69,642	52,422
<i>Bishop of Chester</i>	<i>80,783</i>	<i>7,306</i>	<i>4,490</i>		<i>36</i>	<i>92,615</i>	<i>91,848</i>	<i>Mileage</i>				<i>4,720</i>	<i>10,066</i>		<i>1,262</i>	<i>9,884</i>		<i>7,964</i>	<i>33,896</i>	<i>35,074</i>
<i>Bishop of Birkenhead</i>	<i>19,759</i>	<i>3,359</i>	<i>2,583</i>			<i>25,700</i>	<i>24,979</i>	<i>Leased</i>	<i>3,609</i>	<i>603</i>		<i>413</i>		<i>1,427</i>	<i>269</i>	<i>2,042</i>	<i>2,221</i>	<i>345</i>	<i>10,928</i>	<i>11,547</i>
<i>Bishop of Stockport</i>	<i>15,457</i>	<i>3,639</i>	<i>2,349</i>	<i>20</i>		<i>21,465</i>	<i>20,894</i>	<i>Leased</i>	<i>3,473</i>	<i>621</i>	<i>(246)</i>	<i>405</i>		<i>867</i>	<i>284</i>	<i>586</i>	<i>18,828</i>		<i>24,818</i>	<i>5,801</i>
Chichester	134,078	23,571	10,274	472		168,395	163,761		13,172	2,401	(84)	2,611		5,496	4,290	11,611	303	8,585	48,385	51,623
<i>Bishop of Chichester</i>	<i>91,150</i>	<i>11,020</i>	<i>4,630</i>	<i>105</i>		<i>106,905</i>	<i>101,674</i>	<i>Leased</i>	<i>4,087</i>	<i>885</i>		<i>1,737</i>		<i>1,450</i>	<i>2,149</i>	<i>5,767</i>	<i>303</i>	<i>6,044</i>	<i>22,422</i>	<i>25,064</i>
<i>Bishop of Horsham</i>	<i>22,593</i>	<i>5,091</i>	<i>2,606</i>	<i>368</i>		<i>30,657</i>	<i>31,539</i>	<i>Leased</i>	<i>5,125</i>	<i>721</i>	<i>(84)</i>	<i>835</i>		<i>1,621</i>	<i>992</i>	<i>1,931</i>		<i>2,169</i>	<i>13,311</i>	<i>11,399</i>
<i>Bishop of Lewes</i>	<i>20,335</i>	<i>7,459</i>	<i>3,038</i>			<i>30,832</i>	<i>30,547</i>	<i>Leased</i>	<i>3,960</i>	<i>795</i>		<i>39</i>		<i>2,425</i>	<i>1,149</i>	<i>3,913</i>		<i>371</i>	<i>12,652</i>	<i>15,160</i>
Coventry	88,360	11,404	3,493	1,299		104,557	100,503		7,003	1,455	(72)	229		1,440	1,578	6,973	10,634	13,705	42,944	34,282
<i>Bishop of Coventry</i>	<i>61,118</i>	<i>7,412</i>	<i>2,275</i>	<i>1,183</i>		<i>71,987</i>	<i>77,212</i>	<i>Leased</i>	<i>3,275</i>	<i>638</i>		<i>177</i>		<i>512</i>	<i>1,443</i>	<i>6,003</i>	<i>10,634</i>	<i>13,502</i>	<i>36,184</i>	<i>23,987</i>
<i>Bishop of Warwick</i>	<i>27,242</i>	<i>3,993</i>	<i>1,218</i>	<i>116</i>		<i>32,570</i>	<i>23,292</i>	<i>Leased</i>	<i>3,728</i>	<i>817</i>	<i>(72)</i>	<i>52</i>		<i>927</i>	<i>135</i>	<i>970</i>		<i>203</i>	<i>6,760</i>	<i>10,295</i>
Derby	97,476	15,473	1,072	75	18	114,114	109,054		7,171	1,253		1,076	1,380	3,077	5,098	14,362		4,228	37,646	59,042
<i>Bishop of Derby</i>	<i>81,307</i>	<i>12,373</i>	<i>1,072</i>			<i>94,753</i>	<i>92,174</i>	<i>Leased</i>	<i>3,760</i>	<i>627</i>		<i>1,002</i>	<i>1,380</i>	<i>1,437</i>	<i>2,975</i>	<i>12,631</i>		<i>3,953</i>	<i>27,765</i>	<i>32,994</i>
<i>Bishop of Repton</i>	<i>16,168</i>	<i>3,100</i>		<i>75</i>	<i>18</i>	<i>19,361</i>	<i>16,880</i>	<i>Leased</i>	<i>3,411</i>	<i>627</i>		<i>74</i>		<i>1,640</i>	<i>2,123</i>	<i>1,731</i>		<i>275</i>	<i>9,880</i>	<i>26,048</i>
Durham	62,199	14,285	7,629			84,112	160,390		8,528	763	(39)	507	21,326	4,842	3,186	13,368	5,295	10,940	68,716	81,165
<i>Bishop of Durham (note 34)</i>	<i>29,016</i>	<i>7,645</i>	<i>4,490</i>			<i>41,151</i>	<i>139,397</i>	<i>Leased</i>	<i>4,871</i>	<i>143</i>	<i>(39)</i>	<i>380</i>	<i>21,326</i>	<i>2,982</i>	<i>2,138</i>	<i>9,874</i>		<i>10,818</i>	<i>52,492</i>	<i>69,149</i>
<i>Bishop of Jarrow</i>	<i>33,183</i>	<i>6,639</i>	<i>3,139</i>			<i>42,961</i>	<i>20,992</i>	<i>Leased</i>	<i>3,657</i>	<i>621</i>		<i>127</i>		<i>1,860</i>	<i>1,048</i>	<i>3,494</i>	<i>5,295</i>	<i>122</i>	<i>16,225</i>	<i>12,016</i>
Ely	97,741	15,107	2,439	4,044		119,332	129,941		7,307	1,444		59	11,907	1,453	3,071	10,838	11,611	10,315	58,004	49,881
<i>Bishop of Ely</i>	<i>70,102</i>	<i>10,096</i>	<i>681</i>	<i>962</i>		<i>81,840</i>	<i>112,933</i>	<i>Leased</i>	<i>4,363</i>	<i>882</i>			<i>11,907</i>	<i>1,297</i>	<i>2,976</i>	<i>10,213</i>	<i>2,458</i>	<i>10,090</i>	<i>44,188</i>	<i>41,089</i>
<i>Bishop of Huntingdon</i>	<i>27,639</i>	<i>5,011</i>	<i>1,758</i>	<i>3,083</i>		<i>37,491</i>	<i>17,008</i>	<i>Leased</i>	<i>2,944</i>	<i>562</i>		<i>59</i>		<i>156</i>	<i>95</i>	<i>625</i>	<i>9,152</i>	<i>225</i>	<i>13,817</i>	<i>8,792</i>
Exeter	135,610	17,312	9,639	399	136	163,095	145,491		11,558	1,901		193	20,409	6,139	634	15,870		6,250	62,954	61,990
<i>Bishop of Exeter</i>	<i>93,865</i>	<i>10,815</i>	<i>3,432</i>			<i>108,112</i>	<i>106,916</i>	<i>Leased</i>	<i>4,266</i>	<i>631</i>			<i>20,409</i>	<i>2,039</i>	<i>262</i>	<i>10,503</i>		<i>5,559</i>	<i>43,668</i>	<i>40,753</i>
<i>Bishop of Crediton</i>	<i>20,872</i>	<i>2,891</i>	<i>3,396</i>		<i>136</i>	<i>27,295</i>	<i>20,559</i>	<i>Leased</i>	<i>3,286</i>	<i>644</i>		<i>94</i>		<i>1,656</i>	<i>104</i>	<i>2,005</i>		<i>334</i>	<i>8,124</i>	<i>8,085</i>
<i>Bishop of Plymouth</i>	<i>20,872</i>	<i>3,606</i>	<i>2,811</i>	<i>399</i>		<i>27,688</i>	<i>18,016</i>	<i>Leased</i>	<i>4,005</i>	<i>627</i>		<i>98</i>		<i>2,444</i>	<i>268</i>	<i>3,363</i>		<i>358</i>	<i>11,162</i>	<i>13,152</i>

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2008 -
Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	Staff training	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2007	Basis of car provision (note 5)	Official car - lease costs & net sale proceeds (note 6)	Insurance and running costs exc. fuel (note 7)	Bishop's contribution for private use (note 8)	Mileage allowance (note 9)	Driver's costs (note 10)	Fuel (note 11)	Other travel and subsistence (note 12)	Hospitality - church meetings and functions (note 13)	Removal, resettlement, consecration and robes (note 14)	Heating, lighting & cleaning (note 15)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2007
Gloucester	104,081	13,183	7,957		311	125,532	103,651		7,354	301		832	6,370	3,705	1,823	18,833		3,919	43,137	38,314
<i>Bishop of Gloucester (note 2)</i>	<i>87,613</i>	<i>10,789</i>	<i>5,351</i>		<i>311</i>	<i>104,065</i>	<i>73,313</i>	<i>Leased</i>	<i>3,522</i>	<i>644</i>		<i>832</i>	<i>6,370</i>	<i>2,222</i>	<i>1,722</i>	<i>12,784</i>		<i>3,546</i>	<i>31,642</i>	<i>25,786</i>
<i>Bishop of Tewkesbury</i>	<i>16,468</i>	<i>2,394</i>	<i>2,606</i>			<i>21,467</i>	<i>30,339</i>	<i>Leased</i>	<i>3,832</i>	<i>(343)</i>				<i>1,483</i>	<i>101</i>	<i>6,049</i>		<i>373</i>	<i>11,495</i>	<i>12,528</i>
Guildford	110,408	14,006	7,446	65		131,925	121,467		4,499	890		454		1,460	1,817	12,174		4,777	26,071	30,898
<i>Bishop of Guildford</i>	<i>89,728</i>	<i>8,428</i>	<i>4,840</i>			<i>102,996</i>	<i>95,954</i>	<i>Leased</i>	<i>1,877</i>	<i>371</i>		<i>454</i>		<i>582</i>	<i>1,854</i>	<i>12,047</i>		<i>4,357</i>	<i>21,541</i>	<i>24,234</i>
<i>Bishop of Dorking</i>	<i>20,680</i>	<i>5,578</i>	<i>2,606</i>	<i>65</i>		<i>28,929</i>	<i>25,514</i>	<i>Leased</i>	<i>2,622</i>	<i>519</i>				<i>878</i>	<i>(37)</i>	<i>127</i>		<i>420</i>	<i>4,529</i>	<i>6,663</i>
Hereford	89,917	11,125	2,249	561		103,852	107,289		1,177	621		7,302	9,833	1,433	1,231	5,709		9,937	37,242	45,591
<i>Bishop of Hereford</i>	<i>74,663</i>	<i>6,865</i>	<i>2,086</i>	<i>381</i>		<i>83,995</i>	<i>84,459</i>	<i>Leased</i>	<i>1,177</i>	<i>621</i>		<i>927</i>	<i>9,833</i>	<i>1,433</i>	<i>1,009</i>	<i>4,151</i>		<i>9,440</i>	<i>28,589</i>	<i>37,720</i>
<i>Bishop of Ludlow</i>	<i>15,254</i>	<i>4,260</i>	<i>163</i>	<i>180</i>		<i>19,857</i>	<i>22,830</i>	<i>Mileage</i>				<i>6,375</i>			<i>223</i>	<i>1,557</i>		<i>497</i>	<i>8,652</i>	<i>7,871</i>
Leicester	117,643	17,734	6,011		210	141,598	108,910		4,302	627			11,744	1,396	6,677	17,610		4,096	46,452	44,432
<i>Bishop of Leicester</i>	<i>117,643</i>	<i>17,734</i>	<i>6,011</i>		<i>210</i>	<i>141,598</i>	<i>102,041</i>	<i>Leased</i>	<i>4,302</i>	<i>627</i>			<i>11,744</i>	<i>1,396</i>	<i>6,677</i>	<i>17,610</i>		<i>4,096</i>	<i>46,452</i>	<i>43,171</i>
<i>Assistant Bishop of Leicester</i>							<i>6,869</i>	<i>No Car</i>												<i>1,261</i>
Lichfield	154,759	19,665	18,161	2,718		195,304	171,854		13,532	2,897	(786)	1,328	545	4,245	3,376	18,513	142	6,261	50,053	67,769
<i>Bishop of Lichfield</i>	<i>70,879</i>	<i>7,545</i>	<i>11,621</i>	<i>62</i>		<i>90,108</i>	<i>78,559</i>	<i>Leased</i>	<i>2,931</i>	<i>791</i>		<i>1,366</i>	<i>545</i>	<i>783</i>	<i>1,566</i>	<i>8,240</i>		<i>5,096</i>	<i>21,317</i>	<i>27,846</i>
<i>Bishop of Shrewsbury</i>	<i>28,430</i>	<i>4,179</i>	<i>2,281</i>			<i>34,889</i>	<i>28,316</i>	<i>Leased</i>	<i>4,072</i>	<i>603</i>	<i>(786)</i>	<i>(38)</i>		<i>1,624</i>	<i>298</i>	<i>4,569</i>		<i>204</i>	<i>10,547</i>	<i>9,952</i>
<i>Bishop of Stafford</i>	<i>29,435</i>	<i>4,488</i>	<i>2,431</i>			<i>36,353</i>	<i>34,474</i>	<i>Leased</i>	<i>2,597</i>	<i>650</i>				<i>847</i>	<i>575</i>	<i>2,305</i>		<i>500</i>	<i>7,475</i>	<i>7,157</i>
<i>Bishop of Wolverhampton</i>	<i>26,016</i>	<i>3,452</i>	<i>1,829</i>	<i>2,656</i>		<i>33,953</i>	<i>30,505</i>	<i>Leased</i>	<i>3,932</i>	<i>853</i>				<i>990</i>	<i>937</i>	<i>3,399</i>	<i>142</i>	<i>462</i>	<i>10,714</i>	<i>22,815</i>
Lincoln	101,365	11,419	10,093	656	30	123,563	125,364		4,004	603	(70)	10,695		919	3,450	14,800	398	5,986	40,785	42,595
<i>Bishop of Lincoln</i>	<i>76,795</i>	<i>2,920</i>	<i>4,900</i>			<i>84,615</i>	<i>81,019</i>	<i>Leased</i>	<i>4,004</i>	<i>603</i>	<i>(70)</i>			<i>919</i>	<i>1,545</i>	<i>9,146</i>		<i>5,344</i>	<i>21,491</i>	<i>20,419</i>
<i>Bishop of Grantham</i>	<i>13,648</i>	<i>4,369</i>	<i>2,606</i>	<i>255</i>	<i>30</i>	<i>20,907</i>	<i>26,040</i>	<i>Mileage</i>				<i>4,993</i>			<i>846</i>	<i>1,962</i>		<i>210</i>	<i>8,011</i>	<i>11,800</i>
<i>Bishop of Grimsby</i>	<i>10,922</i>	<i>4,130</i>	<i>2,587</i>	<i>402</i>		<i>18,041</i>	<i>18,304</i>	<i>Mileage</i>				<i>5,703</i>			<i>1,058</i>	<i>3,692</i>	<i>398</i>	<i>432</i>	<i>11,283</i>	<i>10,376</i>
Liverpool	114,662	19,070	1,654	4,009	40	139,434	126,620		3,949	603		5,735	11,607	1,247	8,283	19,095		10,795	61,315	51,414
<i>Bishop of Liverpool</i>	<i>88,602</i>	<i>13,777</i>	<i>1,457</i>			<i>103,837</i>	<i>96,937</i>	<i>Leased</i>	<i>3,949</i>	<i>603</i>		<i>76</i>	<i>11,607</i>	<i>1,247</i>	<i>7,980</i>	<i>17,940</i>		<i>10,795</i>	<i>54,197</i>	<i>43,363</i>
<i>Bishop of Warrington (note 2)</i>	<i>26,060</i>	<i>5,292</i>	<i>196</i>	<i>4,009</i>	<i>40</i>	<i>35,597</i>	<i>29,683</i>	<i>Mileage</i>				<i>5,659</i>			<i>304</i>	<i>1,155</i>			<i>7,117</i>	<i>8,051</i>
London	299,189	45,798	4,182	3,017	1,547	353,732	320,310		13,866	2,874	(83)	690	27,264	5,001	4,840	18,677		19,618	92,747	98,596
<i>Bishop of London (note 39)</i>	<i>137,446</i>	<i>14,347</i>	<i>1,742</i>			<i>153,536</i>	<i>120,312</i>	<i>Leased</i>	<i>4,227</i>	<i>399</i>			<i>27,264</i>	<i>3,149</i>	<i>(661)</i>	<i>7,740</i>		<i>17,692</i>	<i>59,810</i>	<i>64,630</i>
<i>Bishop of Edmonton</i>	<i>36,674</i>	<i>8,337</i>	<i>1,336</i>	<i>2,760</i>	<i>1,547</i>	<i>50,654</i>	<i>46,539</i>	<i>Leased</i>	<i>3,398</i>	<i>603</i>	<i>(20)</i>			<i>795</i>	<i>318</i>	<i>692</i>		<i>231</i>	<i>6,017</i>	<i>8,214</i>
<i>Bishop of Fulham</i>	<i>23,848</i>	<i>2,776</i>	<i>826</i>	<i>74</i>		<i>27,524</i>	<i>26,783</i>	<i>Leased</i>	<i>2,837</i>	<i>644</i>				<i>799</i>	<i>1,589</i>	<i>1,522</i>		<i>349</i>	<i>7,741</i>	<i>7,371</i>
<i>Bishop of Kensington</i>	<i>32,657</i>	<i>8,826</i>		<i>183</i>		<i>41,666</i>	<i>43,746</i>	<i>Leased</i>	<i>3,403</i>	<i>1,228</i>	<i>(63)</i>	<i>146</i>		<i>257</i>	<i>513</i>	<i>2,922</i>		<i>404</i>	<i>8,810</i>	<i>8,498</i>
<i>Bishop of Stepney</i>	<i>31,436</i>	<i>3,002</i>	<i>277</i>			<i>34,715</i>	<i>36,261</i>	<i>Mileage</i>				<i>544</i>			<i>367</i>	<i>3,774</i>		<i>402</i>	<i>5,086</i>	<i>4,486</i>
<i>Bishop of Willesden</i>	<i>37,128</i>	<i>8,509</i>				<i>45,637</i>	<i>46,669</i>	<i>No car</i>							<i>2,714</i>	<i>2,027</i>		<i>541</i>	<i>5,282</i>	<i>5,397</i>
Manchester	148,103	18,406	14,234	1,876	151	182,770	181,004		14,423	3,180		100		4,944	18,549	18,748	22,430	5,539	87,913	48,215
<i>Bishop of Manchester</i>	<i>98,284</i>	<i>8,513</i>	<i>4,787</i>			<i>111,583</i>	<i>115,336</i>	<i>Leased</i>	<i>3,890</i>	<i>853</i>		<i>62</i>		<i>895</i>	<i>7,682</i>	<i>8,299</i>		<i>5,127</i>	<i>26,808</i>	<i>23,218</i>
<i>Bishop of Bolton</i>	<i>21,656</i>	<i>3,477</i>	<i>4,301</i>	<i>141</i>		<i>29,574</i>	<i>32,426</i>	<i>Leased</i>	<i>3,162</i>	<i>644</i>		<i>38</i>		<i>1,496</i>	<i>578</i>	<i>2,486</i>	<i>12,269</i>		<i>20,674</i>	<i>10,462</i>
<i>Bishop of Hulme (note 25)</i>	<i>5,833</i>	<i>3,387</i>	<i>979</i>			<i>10,199</i>	<i>5,775</i>	<i>Leased</i>	<i>3,553</i>	<i>812</i>				<i>1,479</i>	<i>9,697</i>	<i>6,833</i>		<i>412</i>	<i>22,787</i>	<i>5,088</i>
<i>Bishop of Middleton</i>	<i>22,330</i>	<i>3,030</i>	<i>4,167</i>	<i>1,735</i>	<i>151</i>	<i>31,413</i>	<i>27,467</i>	<i>Leased</i>	<i>3,818</i>	<i>871</i>				<i>1,074</i>	<i>591</i>	<i>1,130</i>	<i>10,161</i>		<i>17,645</i>	<i>9,448</i>

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2008 -
Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	Staff training	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2007	Basis of car provision (note 5)	Official car - lease costs & net sale proceeds (note 6)	Insurance and running costs exc. fuel (note 7)	Bishop's contribution for private use (note 8)	Mileage allowance (note 9)	Driver's costs (note 10)	Fuel (note 11)	Other travel and subsistence (note 12)	Hospitality - church meetings and functions (note 13)	Removal, resettlement, consecration and robes (note 14)	Heating, lighting & cleaning (note 15)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2007
Newcastle	104,181	10,881	361			115,424	108,823		3,763	1,124		2,400	11,744	2,029	6,431	6,707		2,848	37,046	37,038
<i>Bishop of Newcastle</i>	85,514	8,915	361			94,790	94,654	<i>Leased</i>	3,763	1,124		446	11,744	2,029	3,421	5,530		2,848	30,905	30,858
<i>Assistant Bishop of Newcastle</i>	18,667	1,967				20,634	14,169	<i>Mileage</i>				1,954			3,010	1,177			6,141	6,180
Norwich	126,347	21,956	2,533		137	150,974	156,135		7,715	2,182	(169)	598	15,080	4,833	3,891	13,888		6,639	54,658	52,906
<i>Bishop of Norwich</i>	99,915	14,480	2,737		137	117,269	118,187	<i>Leased</i>	2,932	807		327	15,080	2,257	2,706	11,947		6,312	42,369	41,285
<i>Bishop of Lynn</i>	7,807	3,059	(223)			10,643	17,514	<i>Leased</i>	1,555	621	(169)			884	666	924			4,481	5,024
<i>Bishop of Thetford</i>	18,625	4,417	19			23,061	20,435	<i>Leased</i>	3,229	754		271		1,691	519	1,017		327	7,808	6,597
Oxford	161,499	33,323	19,222	2,599	172	216,815	184,031		13,824	2,472		1,797	25	5,370	2,568	20,090	27	3,748	49,920	52,646
<i>Bishop of Oxford (note 2)</i>	85,865	15,028	6,653	2,000		109,546	82,796	<i>Leased</i>	2,760	621		1,797		1,032	965	9,815	27	2,263	19,279	22,074
<i>Bishop of Buckingham</i>	23,638	6,376	4,029	54	172	34,269	32,855	<i>Leased</i>	3,655	668				1,274	(75)	3,331		541	9,393	7,746
<i>Bishop of Dorchester</i>	26,934	5,394	4,812	316		37,456	36,627	<i>Leased</i>	3,591	632		25		1,622	572	4,151		663	11,257	11,954
<i>Bishop of Reading</i>	25,062	6,525	3,728	229		35,544	31,752	<i>Leased</i>	3,818	552				1,442	1,106	2,793		280	9,991	10,873
Peterborough	100,717	8,178	8,827		275	117,997	108,991					8,312	249		2,029	12,019		8,907	31,516	26,892
<i>Bishop of Peterborough</i>	87,610	6,216	6,221		275	100,322	91,210	<i>Mileage</i>				2,843	249		1,576	10,983		8,687	24,338	21,881
<i>Bishop of Brixworth</i>	13,107	1,963	2,606			17,675	17,780	<i>Mileage</i>				5,469			453	1,036		221	7,179	5,012
Portsmouth	75,445	13,314	4,594	223		93,575	90,461		3,458	621	(202)	511	12,874	1,610	627	4,539		4,679	28,717	26,666
<i>Bishop of Portsmouth</i>	75,445	13,314	4,594	223		93,575	90,461	<i>Leased</i>	3,458	621	(202)	511	12,874	1,610	627	4,539		4,679	28,717	26,666
Ripon & Leeds	73,219	9,863	7,096	100		90,278	111,895		4,071	350	(439)	5,422		1,749	1,463	9,420		5,638	27,675	19,465
<i>Bishop of Ripon & Leeds</i>	59,277	8,553	4,490			72,320	93,317	<i>Mileage</i>				5,422			1,400	8,985		5,465	21,273	11,789
<i>Bishop of Knaresborough</i>	13,942	1,310	2,606	100		17,958	18,578	<i>Leased</i>	4,071	350	(439)			1,749	63	435		173	6,403	7,676
Rochester	107,714	6,965	2,919		28	117,626	136,130		7,544	1,329	(106)	(1,065)	8,306	2,979	1,262	1,302		9,085	30,637	38,988
<i>Bishop of Rochester</i>	84,124	3,838	2,007		28	89,997	111,090	<i>Leased</i>	4,642	685	(106)	(1,065)	8,306	2,071	186	(1,448)		8,654	21,924	30,816
<i>Bishop of Tonbridge</i>	23,590	3,126	912			27,628	25,040	<i>Leased</i>	2,903	644				909	1,076	2,749		432	8,713	8,173
St Albans	138,127	18,625	4,346	1,157		162,255	168,093		10,225	2,127	(187)	556	4,509	3,656	2,819	14,530	186	5,050	43,473	37,763
<i>Bishop of St Albans</i>	102,989	10,291	1,613			114,893	115,839	<i>Leased</i>	4,074	621		314	4,509	1,130	1,079	9,151		4,459	25,338	22,359
<i>Bishop of Bedford</i>	9,818	2,732				12,550	15,477	<i>Leased</i>	3,440	609		196		1,369	438	2,222		216	8,489	6,567
<i>Bishop of Hertford</i>	25,320	5,602	2,733	1,157		34,813	36,777	<i>Leased</i>	2,711	898	(187)	47		1,157	1,302	3,156	186	375	9,646	8,836
St Edmundsbury & Ipswich	103,986	14,232	8,495			126,713	121,479		6,169	1,259		28		1,731	2,855	8,293	617	2,492	23,443	32,666
<i>Bishop of St Edmundsbury & Ipswich</i>	76,940	11,088	5,460			93,489	80,811	<i>Leased</i>	3,071	627				982	2,283	5,658	617	2,218	15,456	24,404
<i>Bishop of Dunwich</i>	27,046	3,144	3,034			33,224	40,668	<i>Leased</i>	3,098	632		28		749	572	2,634		274	7,987	8,261
Salisbury	144,508	16,811	9,702			171,021	157,314		12,190	1,657		805	6,374	5,076	2,883	13,004		4,660	46,649	54,976
<i>Bishop of Salisbury</i>	91,421	7,507	4,490			103,418	88,779	<i>Leased</i>	4,248	627		636	6,374	1,517	1,889	8,680		4,660	28,632	36,313
<i>Bishop of Ramsbury</i>	29,416	5,313	2,606			37,335	37,908	<i>Leased</i>	3,901	632		169		1,447	616	3,346			10,111	8,850
<i>Bishop of Sherborne</i>	23,671	3,990	2,606			30,267	30,628	<i>Leased</i>	4,041	398				2,112	378	978			7,906	9,812

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2008 -
Part A**

	Staff costs (note 1)	Office expenses (note 2)	Office equipment (note 3)	Office furnishings (note 4)	Staff training	TOTAL OFFICE AND SUPPORT STAFF COSTS	TOTAL OFFICE AND SUPPORT STAFF COSTS - 2007	Basis of car provision (note 5)	Official car - lease costs & net sale proceeds (note 6)	Insurance and running costs exc. fuel (note 7)	Bishop's contribution for private use (note 8)	Mileage allowance (note 9)	Driver's costs (note 10)	Fuel (note 11)	Other travel and subsistence (note 12)	Hospitality - church meetings and functions (note 13)	Removal, resettlement, consecration and robes (note 14)	Heating, lighting & cleaning (note 15)	TOTAL INDIVIDUAL WORKING COSTS	TOTAL INDIVIDUAL WORKING COSTS - 2007
Sheffield	107,729	6,709	7,206	705		122,349	120,340					8,372	1,801		5,076	13,204	791	4,167	33,410	36,381
<i>Bishop of Sheffield</i>	88,321	5,486	4,596	705		99,107	96,109	<i>Mileage/no car</i>				3,965	1,801		3,590	9,756	791	3,915	23,818	28,574
<i>Bishop of Doncaster</i>	19,409	1,223	2,610			23,242	24,231	<i>Mileage</i>				4,407			1,485	3,448		252	9,592	7,806
Sodor & Man	38,021	2,550	4,051		(79)	44,543	36,089			1,437					1,759	3,070	11,851		18,117	15,732
<i>Bishop of Sodor & Man</i>	38,021	2,550	4,051		(79)	44,543	36,089	<i>Owned/mileage</i>		1,437					1,759	3,070	11,851		18,117	15,732
Southwark	217,461	19,089	18,838	26	190	255,605	186,822		9,263	1,903	(47)	2,589	6,681	2,898	4,592	15,409		6,623	49,911	51,142
<i>Bishop of Southwark</i>	116,315	12,141	5,038			133,494	94,474	<i>Leased</i>	3,847	638	(47)	1,129	6,681	1,498	995	7,748		6,623	29,113	33,753
<i>Bishop of Croydon (note 2)</i>	34,099	1,993	4,599		190	40,882	30,373	<i>Leased</i>	2,999	644				840	1,314	2,629			8,425	7,271
<i>Bishop of Kingston-upon-Thames (note 2)</i>	30,862	2,534	4,602	26		38,024	31,314	<i>Leased</i>	2,417	621		80		560	634	3,593			7,904	5,636
<i>Bishop of Woolwich (note 2)</i>	36,185	2,420	4,599			43,204	30,661	<i>Mileage</i>				1,380			1,649	1,439			4,468	4,482
Southwell & Nottingham	123,922	8,725	7,172	906		140,726	148,016		6,620	1,577		308		3,390	1,956	9,589		7,036	30,476	34,127
<i>Bishop of Southwell & Nottingham</i>	96,175	6,184	4,490	906		107,755	108,796	<i>Leased</i>	3,288	956		308		1,713	1,700	7,935		6,902	22,803	27,242
<i>Bishop of Sherwood (note 2)</i>	27,747	2,541	2,682			32,970	39,220	<i>Leased</i>	3,332	621				1,676	256	1,654		134	7,673	6,885
Truro	135,282	11,908	6,802	99		154,091	119,830		6,501	1,249		213	8,030	2,625	2,352	4,377	830	3,606	29,782	40,674
<i>Bishop of Truro</i>	114,412	7,472	5,541	90		127,515	92,118	<i>Leased</i>	3,348	628		213	8,030	567	1,132	2,615	830	3,368	20,730	30,681
<i>Bishop of St Germans</i>	20,869	4,436	1,261	10		26,576	27,712	<i>Leased</i>	3,153	621				2,058	1,220	1,762		238	9,052	9,993
Wakefield	102,274	15,539	7,692			125,505	126,935		3,705	1,777		7,554	11,639	3,657	4,067	12,077	1,383	3,557	49,416	48,449
<i>Bishop of Wakefield</i>	87,115	12,203	4,490			103,808	107,277	<i>Leased</i>	3,705	1,777		349	11,639	3,540	3,155	8,345	1,383	3,271	37,164	37,967
<i>Bishop of Pontefract</i>	15,159	3,336	3,202			21,697	19,658	<i>Mileage</i>				7,205		116	912	3,732		286	12,252	10,481
Winchester	124,943	14,800	10,149	60		149,952	175,792		10,367	1,927		105	2,962	4,856	5,791	13,199		9,355	48,563	41,374
<i>Bishop of Winchester</i>	82,711	7,696	4,490	60		94,957	117,536	<i>Leased</i>	3,312	638		54	2,962	1,694	3,569	5,183		8,731	26,143	22,127
<i>Bishop of Basingstoke</i>	18,285	3,481	3,053			24,819	28,425	<i>Leased</i>	3,792	644		52		1,964	1,303	4,970		218	12,943	11,176
<i>Bishop of Southampton</i>	23,947	3,623	2,606			30,176	29,831	<i>Leased</i>	3,264	644		()		1,197	918	3,047		407	9,476	8,071
Worcester	126,648	17,186	7,709	687		152,230	137,643		6,728	1,183	(757)	2,548	649	2,079	3,643	10,346	5,138	2,521	34,076	32,402
<i>Bishop of Worcester</i>	97,411	14,376	5,082	687		117,557	110,633	<i>Leased</i>	3,520	621	(376)	2,548	649	1,245	2,468	8,222	5,138	2,034	26,067	25,036
<i>Bishop of Dudley</i>	29,236	2,810	2,627			34,674	27,010	<i>Leased</i>	3,208	562	(381)			834	1,175	2,124		487	8,009	7,366
York	79,202	16,520	8,220			103,942	95,652		13,200	2,233	(466)	40		6,517	1,007	7,150		1,374	31,056	29,553
<i>Bishop of Hull</i>	26,153	7,894	2,606			36,653	30,410	<i>Leased</i>	3,950	627				1,753		1,266		487	8,082	9,132
<i>Bishop of Selby</i>	23,760	4,542	2,929			31,231	30,720	<i>Leased</i>	4,372	986	(466)	40		1,892	186	874		279	8,163	6,611
<i>Bishop of Whitby</i>	29,289	4,084	2,685			36,057	34,521	<i>Leased</i>	4,878	621				2,872	822	5,010		608	14,811	13,809
Gibraltar in Europe	115,427	54,898	440	400	220	171,385	152,322		7,110	967	(31)			1,470	40,013	1,396		5,753	56,679	62,799
<i>Bishop of Gibraltar in Europe (note 12)</i>	85,199	39,212	318	400		125,129	117,960	<i>Leased</i>	4,011	585	(31)			524	21,089	293		5,753	32,224	38,477
<i>Bishop in Europe (notes 2 & 12)</i>	30,228	15,686	122		220	46,256	34,362	<i>Leased</i>	3,099	382				946	18,923	1,103			24,455	24,322

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2008 -
Part B**

	Patronage of benefices (note 16)	Ordination candidates' retreats (note 17)	Bishops' legal officers (note 18)	Training and retreats (note 19)	Other costs (note 20)	Minor house & garden - Diocesan bishops (note 21)	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS - 2007	Gardener's pay and household equipment (note 22)	Minor house & garden - Suffragan bishops (note 21)	TOTAL PREMISES	TOTAL PREMISES - 2007	Vacancy during year (note 23)	DIOCESAN STATISTICS (per Church Statistics as at end of 2008)					
														Population (000's)	Area (square miles)	Number of full-time stipendiary & non-stipendiary clergy	Number of benefices	Number of parishes	Number of churches
Canterbury		(146)	20,207	235	1,598		21,894	22,843	2,280	1,811	4,091	4,895		865	970	194	155	262	329
<i>Bishop of Dover</i>		(146)		100	1,309		1,263	2,111	755	1,575	2,330	2,955							
<i>Bishop of Maidstone</i>				135	289		424	1,291	1,525	236	1,762	1,940							
Carlisle	971	3,611	21,307	40	1,321	8,626	35,876	27,223	51	1,125	1,176	1,080		491	2,477	191	126	264	345
<i>Bishop of Carlisle</i>	890	3,271			1,129	8,626	13,916	6,356											
<i>Bishop of Penrith</i>	81	340		40	192		653	254	51	1,125	1,176	1,080							
Chelmsford	2,551	1,713	25,212	60	3,336	3,733	36,604	33,953	1,206	1,529	2,735	1,783		2,810	1,531	488	329	474	608
<i>Bishop of Chelmsford</i>		855			1,990	3,733	6,577	3,459											
<i>Bishop of Barking</i>					5		5	(305)	291	858	1,149	395							
<i>Bishop of Bradwell</i>	1,062	858		60	1,008		2,987	1,142	130	672	802	647							
<i>Bishop of Colchester</i>	1,489				334		1,822	5,383	785		785	740							
Chester		6,617	21,320	1,001	1,071	2,449	32,458	32,851	6,815	1,270	8,085	2,544		1,562	1,017	310	226	277	371
<i>Bishop of Chester</i>		6,617			32	2,449	9,098	10,426											
<i>Bishop of Birkenhead</i>				1,001	220		1,221	1,398	1,911	280	2,191	2,269							
<i>Bishop of Stockport</i>					819		819	426	4,904	991	5,894	275	6 months						
Chichester		4,871	28,236	412	3,070	1,544	38,132	37,191	282	2,759	3,041	2,212		1,537	1,459	381	295	385	513
<i>Bishop of Chichester</i>		3,942		77	2,694	1,544	8,256	6,206											
<i>Bishop of Horsham</i>		72			114		185	3,009	282	1,610	1,892	1,246							
<i>Bishop of Lewes</i>		857		335	263		1,455	553		1,149	1,149	966							
Coventry	2,099	5,486	24,148	650	3,226	2,361	37,970	31,015	689	97	786	490		788	686	150	135	198	241
<i>Bishop of Coventry</i>	2,099	4,935		520	2,315	2,361	12,230	6,569					5 months						
<i>Bishop of Warwick</i>		551		130	911		1,592	1,230	689	97	786	490							
Derby	812	6,448	23,752	1,882	5,024	2,312	40,229	32,951	296	1,556	1,852	1,486		1,014	997	203	160	253	332
<i>Bishop of Derby</i>	812	6,231		1,757	900	2,312	12,010	7,731											
<i>Bishop of Repton</i>		217		125	4,125		4,467	2,285	296	1,556	1,852	1,486							
Durham		481	25,376	500	396	1,701	28,453	23,357	65	1,519	1,584	757		1,461	987	236	188	230	283
<i>Bishop of Durham</i>		285			17	1,701	2,004	1,107											
<i>Bishop of Jarrow</i>		196		500	378		1,074	1,857	65	1,519	1,584	757							
Ely	(85)	902	23,824		1,933	2,684	29,258	23,867		212	212	1,980		683	1,507	199	197	308	334
<i>Bishop of Ely</i>		902			550	2,684	4,136	477											
<i>Bishop of Huntingdon</i>	(85)				1,383		1,298	349		212	212	1,980	6 months						
Exeter		849	25,625	1,752	2,055	2,086	32,366	28,165	914	595	1,509	2,869		1,134	2,575	286	193	495	616
<i>Bishop of Exeter</i>		505		1,252	975	2,086	4,817	2,614											
<i>Bishop of Crediton</i>				500	315		815	809		95	95	310							
<i>Bishop of Plymouth</i>		344			765		1,109	(204)	914	500	1,414	2,559							

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2008 -
Part B**

	Patronage of benefices (note 16)	Ordination candidates' retreats (note 17)	Bishops' legal officers (note 18)	Training and retreats (note 19)	Other costs (note 20)	Minor house & garden - Diocesan bishops (note 21)	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS - 2007	Gardener's pay and household equipment (note 22)	Minor house & garden - Suffragan bishops (note 21)	TOTAL PREMISES	TOTAL PREMISES - 2007	Vacancy during year (note 23)	DIOCESAN STATISTICS (per Church Statistics as at end of 2008)						
														Population (000's)	Area (square miles)	Number of full-time stipendiary & non-stipendiary clergy	Number of benefices	Number of parishes	Number of churches	
Gloucester		428	23,054	8	2,124	1,502	27,115	25,626	796	395	1,191	742		621	1,140	221	121	314	396	
<i>Bishop of Gloucester</i>		375			2,083	1,502	3,960	2,703												
<i>Bishop of Tewkesbury</i>		53		8	41		102	661	796	395	1,191	742								
Guildford		431	24,194	1,775	1,100	1,230	28,729	27,464	1,048		1,048	1,404		974	538	254	140	164	217	
<i>Bishop of Guildford</i>		222		1,775	1,004	1,230	4,230	3,552												
<i>Bishop of Dorking</i>		209			97		306	487	1,048		1,048	1,404								
Hereford		1,662	23,824		6,742	6,842	39,070	25,195	325	276	601	567		320	1,660	135	116	344	424	
<i>Bishop of Hereford</i>		1,662			6,089	6,842	14,593	1,417												
<i>Bishop of Ludlow</i>					653		653	793	325	276	601	567								
Leicester			20,954		1,602	4,219	26,775	18,014						933	835	189	120	237	321	
<i>Bishop of Leicester</i>					1,602	4,219	5,821	(9,725)												
<i>Assistant Bishop of Leicester</i>							7,547													
Lichfield		1,613	26,660	322	1,076	1,824	31,495	32,477	878	861	1,739	3,848		1,998	1,744	358	274	423	578	
<i>Bishop of Lichfield</i>		489		322	20	1,824	2,655	981												
<i>Bishop of Shrewsbury</i>		45			659		704	2,101		927	927	74								
<i>Bishop of Stafford</i>		766		()	250		1,015	1,743	616		616	513								
<i>Bishop of Wolverhampton</i>		314			147		460	1,568	262	(67)	195	3,262								
Lincoln		3,436	17,124	112	2,159	954	23,784	24,611	2,376		2,376	3,256		1,011	2,673	208	213	507	640	
<i>Bishop of Lincoln</i>		3,636		73	1,927	954	6,589	7,064												
<i>Bishop of Grantham</i>		(200)		39	496		335	1,146	1,242		1,242	1,389								
<i>Bishop of Grimsby</i>					(263)		(263)	(149)	1,134		1,134	1,867								
Liverpool		896	21,270	95	(2,198)	4,448	24,510	23,986	418		418	365		1,522	389	240	172	207	258	
<i>Bishop of Liverpool</i>		533		10	(3,148)	4,448	1,842	2,919												
<i>Bishop of Warrington</i>		363		85	950		1,398	646	418		418	365								
London	1,398	6,556	29,398	1,010	17,922	6,146	62,430	38,844	2,609	606	3,214	3,327		3,671	277	692	407	396	476	
<i>Bishop of London</i>					15,976	6,146	22,122	75												
<i>Bishop of Edmonton</i>		1,314			15		1,329	1,122	24	6	30	65								
<i>Bishop of Fulham</i>	177				1,870		2,047	832	143	230	372									
<i>Bishop of Kensington</i>		2,141			(1)		2,140	2,845	113		113	1,182	8 months							
<i>Bishop of Stepney</i>	517	1,219			62		1,798	3,835	431	370	801	507								
<i>Bishop of Willesden</i>	704	1,882		1,010			3,596	1,728	1,898		1,898	1,574								
Manchester		1,145	25,537	6	3,458	864	31,010	27,714	1,529	2,908	4,437	2,660		1,970	415	290	220	282	345	
<i>Bishop of Manchester</i>		889			3,007	864	4,760	2,406												
<i>Bishop of Bolton</i>					1,448		1,448	454	381	658	1,039	565	3 months							
<i>Bishop of Hulme (note 25)</i>		140			(2,242)		(2,102)	(78)	1,148	705	1,853	895								
<i>Bishop of Middleton</i>		116		6	1,246		1,368	435		1,545	1,545	1,201	4 months							

**BISHOPS' OFFICE AND WORKING COSTS
FOR THE YEAR ENDED 31 DECEMBER 2008 -
Part B**

	Patronage of benefices (note 16)	Ordination candidates' retreats (note 17)	Bishops' legal officers (note 18)	Training and retreats (note 19)	Other costs (note 20)	Minor house & garden - Diocesan bishops (note 21)	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS	TOTAL OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS - 2007	Gardener's pay and household equipment (note 22)	Minor house & garden - Suffragan bishops (note 21)	TOTAL PREMISES	TOTAL PREMISES - 2007	Vacancy during year (note 23)	DIOCESAN STATISTICS (per Church Statistics as at end of 2008)	Population (000's)	Area (square miles)	Number of full-time stipendiary & non-stipendiary clergy	Number of benefices	Number of parishes	Number of churches
Newcastle	530	3,470	19,538	220	1,664	1,680	27,103	22,387							781	2,110	169	133	175	241
<i>Bishop of Newcastle</i>	530	3,470		160	1,682	1,680	7,523	3,419												
<i>Assistant Bishop of Newcastle</i>				60	(18)		42	10												
Norwich	2,007	1,816	21,063	35	54	3,714	28,690	27,070	2,502	325	2,827	2,724			862	1,804	234	183	569	642
<i>Bishop of Norwich</i>	1,977	1,911		35	156	3,714	7,793	5,383												
<i>Bishop of Lynn</i>	30				(35)		(5)	(761)	934	111	1,045	830								
<i>Bishop of Thetford</i>		(95)			(66)		(161)	2,142	1,568	214	1,782	1,894								
Oxford		4,075	20,578	1,064	2,760	3,932	32,410	24,454	2,332	1,520	3,852	2,717			2,191	2,221	567	291	623	819
<i>Bishop of Oxford</i>		1,763		642	(1,068)	3,932	5,269	2,723												
<i>Bishop of Buckingham</i>		365			2,056		2,421	726		1,520	1,520	334								
<i>Bishop of Dorchester</i>		1,886		382	1,471		3,738	397	1,976		1,976	2,383								
<i>Bishop of Reading</i>		62		40	302		404	681	356		356									
Peterborough		1,001	26,334		257	1,136	28,728	29,708	500	733	1,233	533			837	1,149	179	142	348	383
<i>Bishop of Peterborough</i>		619			39	1,136	1,794	3,608												
<i>Bishop of Brixworth</i>		382			218		600	788	500	733	1,233	533								
Portsmouth		3,430	22,621	112	478	1,582	28,223	26,492							741	408	168	129	144	174
<i>Bishop of Portsmouth</i>		3,430		112	478	1,582	5,602	4,761												
Ripon & Leeds		2,980	21,455	446	747	1,874	27,502	24,401				52			822	1,359	167	113	167	264
<i>Bishop of Ripon & Leeds</i>		2,980		125	737	1,874	5,717	3,571												
<i>Bishop of Knaresborough</i>				321	10		331	179												
Rochester	(650)	6,962	23,673	1,111	24,300	687	56,083	37,137	2,134	71	2,205	1,952			1,238	542	274	190	216	265
<i>Bishop of Rochester</i>	(650)	6,912		81	24,190	687	31,220	13,182												
<i>Bishop of Tonbridge</i>		50		1,030	110		1,190	1,022	2,134	71	2,205	1,952								
St Albans	40	2,649	26,085	283	951	4,698	34,705	33,084	422	1,626	2,048	1,211			1,731	1,116	349	208	334	406
<i>Bishop of St Albans</i>		2,649			205	4,698	7,552	5,973												
<i>Bishop of Bedford</i>				125			125	569	282	580	862	126								
<i>Bishop of Hertford</i>	40			158	746		943	1,573	140	1,046	1,186	1,085								
St Edmundsbury & Ipswich	224	258	21,691	3,353	(99)	883	26,310	1,297	520		520	289			631	1,439	188	129	446	477
<i>Bishop of St Edmundsbury & Ipswich</i>	224	258		3,243	125	883	4,733	4,385												
<i>Bishop of Dunwich</i>				110	(224)		(114)	(129)	520		520	289								
Salisbury		7,493	24,127	1,179	1,053	402	34,252	29,993		1,127	1,127	952			888	2,046	273	161	457	576
<i>Bishop of Salisbury</i>		6,865		782	504	402	8,552	6,135												
<i>Bishop of Ramsbury</i>		628		132	115		875	129		972	972	952								
<i>Bishop of Sherborne</i>				265	434		698	312		155	155		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.
- The amount of gardening hours we fund for diocesan bishops depends on the size and nature of the garden. A garden policy was introduced in 2005 designed to help bishops and their families manage see house gardens on a low maintenance basis. Under this policy the gardening hours required for each garden are reviewed and set out in a garden plan. At the end of 2008 11 gardens were yet to be reviewed.
- In 2007 these costs were included in bishops' housing and office premises costs and were not shown in the publication. The 2007 total office & support staff comparative has been restated to include £0.7 million in gardeners costs for 2007.
- The gardeners for Canterbury are included under Lambeth Palace running costs referred to in note 36.
- The costs of advertising and interview expenses for office staff are 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, Gloucester, Warrington, Oxford, Sherwood 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.

Note 3

- 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 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.
- 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 96 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.
- 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.
- 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 7

- 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 8

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 9

- Where a bishop uses his own car for Church purposes he may claim a mileage allowance. The allowance used is Her Majesty's Revenue & Customs 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 10

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 11

- 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 12

- 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.
- 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 13

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.

Note 14

- 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.

Note 15

- In previous years the costs of HLC were included in Bishops' housing and office premises. The 2007 total individual working costs comparative has been restated to include £0.3 million in HLC costs.
- We pay a proportion of diocesan bishops HLC costs, at least half, depending on the square footage of the residence. The remaining proportion is paid by the bishop and qualifies for tax relief.
- HLC includes gas, electricity, oil, Chimney cleaning, window cleaning and ordinary domestic cleaning.
- 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.

OTHER DIOCESAN ADMINISTRATIVE AND OPERATIONAL COSTS

Note 16

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 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.

- 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 18

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 2008 were approved by the General Synod in July 2007.

Note 19

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

Note 20

- 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.

Note 21

- Minor house and garden items are now included as part of the office and working costs for bishops. Previously they formed part of Bishops' Housing and Office Premises.
- The costs for diocesan bishops are included in other diocesan admin and operational costs whilst those for suffragan bishops are included in premises.

PREMISES

Note 22

- These costs are for suffragan bishops only. Their houses are provided and maintained by the diocese.
- 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 p.a. 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 period, if any, during the year in which the diocesan or suffragan see was vacant.

Note 24

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

Note 25

Includes block payments for House of Bishops' residential expenses, York Synod accommodation and meals, medicals, insurance 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 26

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 27

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 28

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 29

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 30

As part of the Commissioners' financial support for the Lambeth Conference in 2008, the event costs e.g. marquees, catering, were paid during the year. The employment costs and expenses of the conference manager and her assistant were met, with the attendance fees for Bishops and their spouses also being paid.

Note 31

- In some cases redundancy payments were paid in respect of bishops' staff. In addition a share of pension deficit related to bishops' staff was paid during the year.

Note 32

- 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.

Note 33

- This is the figure which appears in the Commissioners' financial statements for the year ended 31 December 2008. The 2007 figures have been restated, as indicated in note 1,15,36 &37.
- 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 34

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

Note 35

- This represents the cash balances held in bishops working cost accounts at the end of 2008 and not yet spent. At the beginning of 2008 a new policy was introduced whereby bishops are able to retain any savings made on their budget during the year. The balance is carried forward and will be spent by bishops in the 2009 year.
- In line with the Commissioners accounting policies these cash balances are required to be expensed as they have been funded by them in the 2008 year.

Note 36

- This includes the costs of running Lambeth Palace which are separate from the cost of the Archbishop of Canterbury (see note 26).
- The running costs include the salary costs for gardeners and domestic staff. It also includes garden equipment, maintenance, and heating, lighting and cleaning for those parts of the palace that are not the Archbishop's residence.

- These costs were previously included within Bishops' Housing and Office Premises. The 2007 comparative has been restated to include £0.5 million for Lambeth Palace Running costs.

Note 37

- In prior years the costs for Lambeth Palace Library have been included within Bishops' Housing and Office Premises. The 2007 comparative has been restated to include £0.7 million in costs related to the library.
- The costs for Lambeth Palace Library include salaries and running expenses, such as conservation costs, insurance, IT and general costs.
- The total represents net costs after contributions from the Lambeth Palace Library Trustees.

Note 38

The apparent increase in Staff costs is due to the inclusion of 2007 costs totalling £33,755.

Note 39

HLC costs include an amount which is to be rebated in 2009.