

# 2018

## SYNOD REPORTS

The Diocese of Oxford is the Church of England in Oxfordshire, Berkshire, Buckinghamshire and Milton Keynes.

Together, we are the Church, called and sent by God as disciples of Jesus Christ and filled with the Holy Spirit. We are a living, growing network of more than a thousand congregations, chaplaincies and schools.

Together, we are called to become a more Christ-like Church: contemplative, compassionate and courageous for the sake of God's world.

Together, we work with God and with others for the common good in every place in one of the great crossroads of the world.

Together, we are called to proclaim the Christian faith afresh in this generation with joy and hope and love.

Together, we are called to dream dreams and see visions of what could be and see those visions come to birth.

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This publication contains reports to the Diocesan Synod. The Statutory Reports and Accounts of the Oxford Diocesan Board of Finance, the Diocesan Board of Education and the Diocesan Trustees (Oxford) Ltd are available on request.

# The Diocese of Oxford

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**Archdeaconry of  
Berkshire**

**Archdeaconry of  
Dorchester**

**Archdeaconry of  
Buckingham**

**Archdeaconry of  
Oxford**

# Contemplative, Compassionate, Courageous



Nigel Lewis

*Like yeast through a batch of flour, our common vision strategy needs time to work through and lots of kneading. Bishop Steven with the children of St Andrew's, Sonning in January 2018.*

## Foreword by The Bishop Of Oxford

One of my memories of 2018 is that I swallowed a fishbone (in July). It was my own fault entirely: I made the fish pie. My daughter was staying and she took me straight to A&E. It turned out that the bone was large and securely lodged in the larynx. The hospital kept me in overnight, removed it under anaesthetic and sent the bone home with me in a jar. (My apologies if that is too much information.)

Then and in the following months, I had to have a series of tests and examinations of the affected area. The human body never looks quite the same in an X-ray or an ultrasound as it does to the naked eye. The science is amazing but the pictures look different to our view of ourselves and we lose a sense of the whole person.

These reports give a series of snapshots – scans of different kinds – of many facets of the life of the Diocese of Oxford: our governance, our finance, our investments, our Board of Education and our other organisations. There is tremendous detail here of a huge range of activity. I offer my thanks on behalf of the whole Diocese to those who work so hard

in each of these areas of governance, mission and stewardship.

Each of these scans or snapshots is vital. Year on year they build a picture and help us see both opportunities and risks. But, like an ultrasound, each scan gives only a partial view. It's easy to overlook the whole.

That's why it is vital to read them alongside our common vision as a Diocese about the kind of Church we are called to be – a more Christ-like Church: contemplative, compassionate and courageous for the sake of God's World.

I hope you enjoy the granularity and detail of these reports and read them carefully. But I hope you will keep our common vision right at the heart of your reading.

The Rt Revd Steven Croft  
Bishop of Oxford

# Bishop's Council and Standing Committee of the Diocesan Synod and Standing Committee of the Oxford Diocesan Board of Finance

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Membership as at 31 December 2018

## Ex-officio members

The Right Revd Dr Steven Croft  
The Right Revd Colin Fletcher  
The Right Revd Dr Alan Wilson  
The Right Revd Andrew Proud  
The Venerable Martin Gorick  
The Venerable Olivia Graham  
The Venerable Judy French  
The Venerable Guy Elsmore  
The Very Revd Professor Martyn Percy  
The Revd Canon Susan (Sue) Booy  
(Re-elected 17/11/18)  
Mrs Judith Scott to 17/11/18 and  
Mr John Sykes - Elected 17/11/18  
The Revd John Tattersall (re-elected 17/11/18)  
Mr Simon Richards (re-elected 17/11/18)

Bishop of Oxford and President of Diocesan Synod  
Bishop of Dorchester  
Bishop of Buckingham  
Bishop of Reading  
Archdeacon of Oxford  
Archdeacon of Berkshire  
Archdeacon of Dorchester  
Archdeacon of Buckingham  
Dean of Christ Church Cathedral  
Vice President of Diocesan Synod and  
Chair, the House of Clergy  
Vice President of Diocesan Synod and  
Chair, the House of Laity  
Chair, Oxford Diocesan Board of Finance  
Vice Chair, Oxford Diocesan Board of Finance

## Elected members

### Clerical

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#### Archdeaconry of Oxford

The Revd Darren McFarland to 31/07/18  
The Revd Elizabeth (Skye) Denno - Elected 28/09/18

#### Archdeaconry of Dorchester

The Revd Canon Adrian Daffern to 31/07/18  
The Revd Canon Jeffrey (Jeff) West to 26/10/18  
The Revd Canon Verena Breed - Elected 26/10/18  
The Revd Canon Susan (Sue) Booy - Elected 26/10/18

#### Archdeaconry of Berkshire

The Revd Canon Andrew Marsden to 31/07/18  
The Revd Dr Graeme Fancourt to 19/11/18  
The Revd Michael Smith - Elected 28/09/18  
The Revd Richard Lamey - Elected 19/11/18  
One vacancy at 31/12/18

#### Archdeaconry of Buckingham

The Revd Canon Rosie Harper to 19/11/18  
The Revd Camilla Walton to 31/07/18  
The Revd David Meakin - Elected 28/09/18  
One vacancy as at 31/12/18

### Lay

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Ms Jayne Ozanne (re-elected)  
Mr Henry Gibbon (re-elected)

Mr Michael Waring (re-elected)  
Mr Michael Powell (re-elected)  
Mr James Macnamara (re-elected)

Mr Andrew Glaze to 31/07/18  
Mr Martin Chandler to 31/07/18  
Mr John Smith (re-elected)  
Mr Mark Burton - Elected 28/09/18

Mr Gavin Merrylees to 26/10/18  
Mr Graeme Slocombe to 26/10/18  
Mrs Julie Dziegiel (re-elected)  
Mr Allan Whittow - Elected 26/10/18  
Dr Andrew Bell - Elected 26/10/18

## Bishop's nominations

Mrs Susan (Sue) Scane  
Dr Anna Thomas-Betts

## Diocesan Secretary and Synod Secretary

Canon Rosemary Pearce

## Committee Clerk

Mrs Maggie Metaliaj

# Bishop's Council

**Chair:** Bishop of Oxford  
**Secretary:** Diocesan Secretary  
**Costs 2018:** £20,400  
0.1% of the total budget

The Bishop's Council met five times during the year with some new members following the triennium elections. In addition to its regular business, the developing common vision to become a more Christ-like Church for the sake of God's world was the central area of focus and discussion.

**Key issues addressed by Bishop's Council in its role as the Standing Committee of the Diocesan Synod:**

## Common Vision

The work of the seven common vision working groups was reviewed, with initial funding being allocated to projects intended to make a step-change to the Diocese reflecting a more Christ-like Church. A process for assessing proposals for strategic projects was approved and it was agreed that a residential conference be organised in early 2019 to ensure maximum engagement with the common vision at deanery and parish level.

## General Synod Engagement

Two matters for General Synod were considered. The first was the revision and handling of the motion on engagement with, and disinvestment from, companies profiting from fossil fuels. At the request of the national church, the second matter to be considered was the diocesan motion calling for a review of the Crown Nominations Commission. It was agreed not to progress this at this stage.

## GDPR

Progress towards GDPR was closely monitored with the review and approval of both policies and documentation. Most of this work was completed by the end of 2018 with just a few outstanding documents to follow in early 2019.

## Diocesan Synod: Elections and Changes to its Standing Orders

In preparation for the new triennium, consideration of the formulas to be used for the Diocesan Synod elections took place, as well as discussion on

how engagement with new members might be encouraged, including the use of different styles of working. Following the elections, members were briefed on their roles by the Joint Registrar. Some changes to Standing Orders relating to the membership of Bishop's Council were agreed, to be passed to Diocesan Synod for approval.

## Safeguarding and Senior Roles

The new Independent Chair of the Diocesan Safeguarding Panel, Peter Hay, and the new Diocesan Safeguarding Advisor, Stuart Nimmo, presented the annual report on safeguarding. Members affirmed the decision to appoint Darren Oliver as Joint Registrar. Following the news of Bishop Andrew's intention to retire in 2019, members approved a motion to petition the Dioceses Commission to appoint to the See of Reading within the Area Scheme. The Sub-Dean of Christ Church Cathedral presented the Cathedral's Annual Report and gave an update on its work and the position of the Dean.

## Engaging with Developments Across the Organisation

The proposal to replace the Diocesan newspaper, *the Door*, with a quarterly magazine was considered and approved, as were revisions to Oxford Diocesan Scheme for Quinquennial Inspections. The use of the Mission Development Fund was monitored along with current matters of interest in each of the archdeaconries. Members were encouraged to hear the reports on the excellent 'Living Waters' clergy conference.

**Key issues addressed by Bishop's Council in its role as the Standing Committee of the Oxford Diocesan Board of Finance:**

## Financial Monitoring and Appraisal

The 2019 budget and share allocation were reviewed and recommended to Diocesan Synod for approval. Feedback from the financial consultations was shared and members identified the need for communication to be formulated, for the benefit of deaneries, regarding the approach and use of funds generated by Total Return. Revenue (including Parish Share) and expenditure, levels of reserve and loans were monitored. Specific use of funds, such as the allocation of mission development funding to support the Community of St Frideswide and the use



of a house to rent to a refugee family, was approved. Members also monitored the progress of the share review process.

### Statutory and Regulatory Obligations

All statutory and regulatory obligations in terms of company and charity reporting, audit, management of risk, overdrafts and bank signatories, were fulfilled, as well as the appointments process to boards and councils.

### Organisational Workplans

Each department was reviewed throughout the year via an evolving Workplans document for 2018 in which priority areas of work were identified along with the corresponding progress made. 2019 workplans for each department were also considered and approved.



Tom Piston/Diocese of Oxford

*In September the Rt Revd Andrew Proud announced his intention to retire.*



# Mission and Pastoral Committee

**Costs 2018:** £49,600  
0.2% of the total budget

The Berkshire Archdeaconry Sub-committee met three times and the Buckinghamshire and Dorchester Archdeaconry Sub-committees met twice during 2018. The Oxford Archdeaconry Sub-committee, which has less business to discuss, met once.

Discussion continued in the four archdeaconry sub-committees on mission action planning within the framework of the diocesan ministry policy. Pastoral reorganisation cases were considered as follows (figures represent 35 separate cases, compared to 27 in 2017, 19 in 2016, 17 in 2015).

Several of the cases this year have been especially time-consuming. The benefice of White Waltham and Shottesbrooke explored alternative options following the rejection of their previous scheme by the Church Commissioners' Pastoral Committee and are hopeful for a successful resolution in 2019. The future use of Bradfield St Andrew's was identified, and the disposal scheme is well underway but has required complex casework to be carried out for the scheme to work in with the plans of the agreed purchaser. After a formal hearing with the Church Commissioners, the scheme at Theale and Englefield has now come into effect.

Petronella Spivey resigned as Pastoral Secretary in September 2018, at which point Maggie Metaliaj took on this role.

At year end, presentation was suspended to 26 benefices altogether: 12 in Berkshire Archdeaconry, seven in Buckingham, five in Dorchester and two in Oxford (compared to 29 in 2017, 30 in 2016, 34 in 2015, 41 in 2014 and 56 in 2013).

The Closed Churches Committee, a sub-committee of the DMPC, met twice during 2018 and has been considering the future of 13 churches (including three post-disposal cases). Work has included:

- Advising on preliminary enquiries from one new church, formulating diocesan guidance on the church closure process for PCCs and conducting three site visits
- Seeking future use for five churches. One of which (Bradfield) has been determined, two require further work and consultation and the remaining two have been abandoned
- Completing the variations of terms of use at three existing closed churches, completing the lease of two further closed churches and completing the disposal of Highmoor Cross
- Monitoring the progress towards disposal of one church.

Subject matter	Preliminary discussions	Draft proposals or order issued	Draft scheme published	Completed	Abandoned/ Disallowed	Total Cases
<b>Creation of new parish or benefice</b>	1	1				<b>2</b>
<b>Union of benefices or parishes</b>	3		1			<b>4</b>
<b>Team ministry reconstitution</b>		1	1			<b>1</b>
<b>Amendment of boundaries</b>	1	3	n/a	1		<b>3</b>
<b>Churchyard de-consecration</b>	3				2	<b>5</b>
<b>Complex cases covering several aspects</b>	3	2	1	1		<b>4</b>
<b>Closed churches</b>	5	2	1	6	2	<b>13</b>
<b>Initial explorations –outcome currently unclear</b>	2					<b>2</b>
<b>Name and status changes</b>	1					<b>1</b>

# Oxford Diocesan Board of Finance

Overall the results for the year in the management accounts were a surplus of £116K, compared with the budgeted surplus of £105K. The summarised report that follows sets out the overall financial position of ODBF. If further information is required please consult the full annual financial statements, including reports from the trustees and the auditors. These are available on the website ([oxford.anglican.org/finance](http://oxford.anglican.org/finance)) or a printed copy can be obtained from Church House Oxford.

## Introduction

This report to the members of Synod comprises:

1. A comparison between the actual results per 2018

management accounts and the Synod revenue budget for 2018

2. A reconciliation between these results and those shown in the Statement of Financial Activities (SOFA) in the financial statements
3. A summary of the balance sheet at 31 December 2018
4. Major capital transactions during 2018
5. The reserves policy
6. Factors that are likely to affect financial performance in 2019.

## 1. Management Accounts – Performance Against Budget (£M)

2017		2018			
Actual		Actual	Actual	Budget	Variance – Favourable/ (Adverse)
£M	%	£M	%	£M	£M
<b>Expenditure</b>					
19.9	82	20.3	81	20.1	(0.2)
2.7	11	2.9	12	3.1	0.2
1.1	4	1.1	4	1.1	-
0.8	3	0.8	3	0.8	-
<b>24.5</b>	<b>100</b>	<b>25.1</b>	<b>100</b>	<b>25.1</b>	<b>-</b>
<b>Income</b>					
18.8	76	19.0	75	19.0	-
4.0	16	4.2	17	4.2	-
1.7	7	1.7	7	1.7	0.1
0.3	1	0.3	1	0.3	-
<b>24.8</b>	<b>100</b>	<b>25.2</b>	<b>100</b>	<b>25.2</b>	<b>-</b>
<b>0.3</b>		<b>0.1</b>		<b>0.1</b>	<b>-</b>
<b>Net income</b>					

ODBF received 97% of parish share requested for the year. Levels of under payment of share remained consistent with 2017 and totalled £610K (2017:

£606K). The requested rate of increase in share for 2018 was set at an average of 1.75% overall after changes in clergy posts.

Parochial Ministry was £0.2M over budget, of which £0.1M is matched by additional rental income. The remaining overspend is due to additional expenditure on safeguarding and renting property for clergy during building projects. Underspends in stipends due to clergy vacancies were balanced by additional

costs relating to these vacancies – sequestration, service in vacancy and removal costs.

Mission in the Diocese was £0.2M underspent for the year, due to a vacant chaplaincy post and a number of smaller underspends, including ordinand grants and project costs.

## 2. Reconciliation between Management Accounts and SOFA

The surplus for the year according to the management accounts above was £0.1M whereas the total net expenditure for all funds in the SOFA for the year before investment gains was £0.8M.

The Synod budget and management accounts relates to general funds income and expenditure only,

whereas the statutory accounts include transactions relating to the designated, restricted and endowment funds, primarily relating to property and trust funds.

A summary is shown below of the reconciliation of the surplus per the management accounts to net income before investment gains in the SOFA:

	£M	Note
Surplus per management accounts	0.1	
Total return transfer from endowment to support glebe income	(0.3)	a
Glebe investment management costs	(0.3)	b
Other property income/costs including surplus/loss on disposal	(0.2)	c
Other designated funds support for development posts	(0.2)	d
Defined benefit pension scheme movements – clergy & staff	0.1	e
<b>SOFA: Net expenditure before investment gains (see page 13 £810K)</b>	<b>(0.8)</b>	

- |  |   |
|--|---|
| <p>a. Transfer from endowment funds to general funds in line with agreed withdrawal under total return: this is within income in the management accounts and in transfers between funds in the statutory accounts.</p> <p>b. Glebe investment management costs are funded by glebe capital under the Endowments and Glebe Measure and excluded from the management accounts results. These are fees paid to Newton Investment Management for managing the glebe investment portfolios.</p> | <p>c. Other property costs are mostly losses on property disposals during 2018.</p> <p>d. Four stipendiary development posts are supported by designated funds previously set aside between 2014 to 2016 for this purpose. At the end of 2018, £1.2M remains in this fund for future support.</p> <p>e. Non cash movements in defined benefit pension schemes resulting from year end in line with UK statutory accounting rules.</p> |
|--|---|

### 3. Balance Sheet

The balance sheet at 31 December 2018 analysed by fund is as follows:

Total		General and designated funds	Tangible Fixed Assets property fund	Restricted funds	Endowment funds	Total
2017						
£M		£M	£M	£M	£M	£M
304.7	Fixed assets	0.2	73.0	-	230.8	<b>304.0</b>
126.5	Investments	0.8	-	0.6	129.0	<b>130.4</b>
25.8	Current assets	15.5	-	2.2	6.2	<b>23.9</b>
(13.0)	Liabilities	(1.3)	(2.2)	(0.1)	(7.5)	<b>(11.1)</b>
<b>444.0</b>	<b>Total Assets</b>	<b>15.2</b>	<b>70.8</b>	<b>2.7</b>	<b>358.5</b>	<b>447.2</b>
Funds						
435.0	At 1 January 2018	11.4	71.8	3.1	357.7	<b>444.0</b>
9.0	Net movement in funds	3.8	(1.0)	(0.4)	0.8	<b>3.2</b>
<b>444.0</b>	<b>At 31 December 2018</b>	<b>15.2</b>	<b>70.8</b>	<b>2.7</b>	<b>358.5</b>	<b>447.2</b>

96% of funds are invested in 452 houses for clergy (valued at £300M), glebe investments (valued at £125M), and a debtor for sale of glebe land (£6M) where the use of capital is restricted and the income

is used to pay stipends. The total funds and assets have increased by £3M during the year, mainly due to the favourable market conditions increasing glebe agricultural land values.

### 4. Capital Transactions

Four Board properties were sold in the year and two purchased. One parsonage house was sold in the year and one built. One house was sold and one

house was bought using glebe funds. No transfers took place resulting from pastoral re-organisations in 2018.

### 5. Reserves Policy

ODBF has very substantial ongoing responsibilities including the remuneration of some 370 stipendiary clergy, the upkeep of 452 houses and the employment of some 80 full or part-time staff. It is considered that, to meet substantial outgoings, the target general reserves at 1 January each year should be equivalent to three months' gross expenditure from general funds in the forthcoming

year. At 31 December 2018, ODBF's free reserves were equivalent to 5.02 months (2017: 4.56 months) of gross expenditure from general funds in the forthcoming year. This includes £3M held for clergy capital housing transactions anticipated to take place in 2019 – after this, reserves will drop to 3.38 months, close to the target of three months.

### 6. Factors Likely to Affect 2019

The 2019 budget was approved by November Synod with a £92K surplus, based on a parish share average rise of 1.75%, stipend increase of 2% and share under-collections rate of 2.4%. Ninety-seven per

cent of parish share was received in 2018, consistent with 2017, so it is possible that the under-collection rate will exceed budget. We continue to work with deaneries to monitor this during the year.

**Summary Statement of Financial Activities**  
**Year ended 31 December 2018**

2017 £000		2018 £000
	<b>Income &amp; Endowments from</b>	
19,379	Donations	19,648
2,006	Charitable activities	2,285
4,189	Investments	4,146
723	Other sources	57
<b>26,297</b>	<b>Total income</b>	<b>26,136</b>
	<b>Expenditure on</b>	
655	Raising and managing funds	693
25,304	Charitable activities	25,972
166	Other property related	281
<b>26,125</b>	<b>Total expenditure</b>	<b>26,946</b>
<b>172</b>	<b>Net expenditure before investment gains</b>	<b>(810)</b>
6,544	Net gains on investments	2,112
<b>6,716</b>	<b>Net income</b>	<b>1,302</b>
	<b>Other recognised gains/(losses)</b>	
126	Gains on the revaluation of fixed assets for the charity's own use	223
2,120	Gain/(loss) on defined benefit pension schemes	1,719
<b>8,962</b>	<b>Net movement in funds</b>	<b>3,244</b>
434,991	Total funds, 1 January 2018	443,953
<b>443,953</b>	<b>Total funds, 31 December 2018</b>	<b>447,197</b>



## Summary Balance Sheet as at 31 December 2018

2017 £000		2018 £000
	<b>Fixed assets</b>	
304,654	Tangible assets	304,040
126,522	Investments	130,406
431,176		434,446
	<b>Current assets</b>	
6,353	Debtors due after more than one year	476
7,451	Debtors due within one year	7,419
229	Pension surplus – staff scheme	832
11,743	Cash at bank and in hand	15,162
25,776		23,889
(1,956)	<b>Creditors</b> falling due within one year	(1,959)
23,820	<b>Net current assets</b>	21,930
454,996	<b>Total assets less current liabilities</b>	456,376
(2,867)	<b>Creditors</b> falling due after more than one year	(2,238)
452,129	<b>Net assets excluding pension scheme</b>	454,138
(8,176)	Defined benefit pension scheme deficits	(6,941)
<b>443,953</b>	<b>Net assets including pension scheme</b>	<b>447,197</b>
	<b>Funds of the charity:</b>	
357,665	Endowment funds	358,505
3,071	Restricted funds	2,733
360,736	Total restricted funds	361,238
71,804	Tangible fixed asset property funds	70,822
1,753	Designated funds	3,833
9,660	General funds	11,304
83,217	Total unrestricted funds	85,959
<b>443,953</b>	<b>Total charity funds</b>	<b>447,197</b>

The financial information given here is a summary extracted and edited from the Oxford Diocesan Board of Finance's audited financial statements for the year ended 31 December 2018 which were approved by the directors on 10 May 2019. The auditor's report on the statutory financial statements is unqualified. A copy of the full statutory financial statements will be submitted to the Registrar of Companies and the Charity Commission.

Revd J H Tattersall, Chair  
For and on behalf of the directors

The summarised financial information may not contain sufficient detail to allow for a full understanding of the Oxford Diocesan Board of Finance's financial affairs. For further information the full annual financial statements, the Auditor's Report on those financial statements and the Directors' Report should be consulted. Copies of these can be obtained from Church House Oxford, Langford Locks, Kidlington, Oxford, OX5 1GF.

## **Independent auditor's statement to the members of Oxford Diocesan Board of Finance**

We have examined the summary financial statement of the Oxford Diocesan Board of Finance for the year ended 31 December 2018 which comprise the Summary Statement of Financial Activities and Summary Balance Sheet, set out on pages 13 and 14.

This report is made to the charity's members, as a body, in accordance with the terms of our engagement. Our work has been undertaken so that we might state to the charity's members those matters that we have agreed to state in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members, as a body, for our work or for this report.

### **Respective responsibilities of directors and auditor**

The directors are responsible for preparing the summary financial statement in accordance with

applicable United Kingdom law. Our responsibility is to report to you our opinion on the consistency of the summary financial statement with the full annual financial statements.

We conducted our work in accordance with Bulletin 2008/3 issued by the Auditing Practices Board. Our report on the charity's full annual financial statements describes the basis of our opinion on those financial statements.

### **Opinion**

In our opinion the summary financial statement is consistent with the full annual financial statements of the Oxford Diocesan Board of Finance for the year ended 31 December 2018.

Buzzacott LLP, Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL





Photo essays tell the story in a new, engaging way. Chrism Mass, March 2018



# Communications Department

## Director of Communications:

Steven Buckley

## Chair of Communications Strategy

**Group:** Archdeacon of Berkshire

**Costs 2018:** £274,900

1.1% of the total budget

2018 was a year of substantial changes in the work of the Communications Department. Following the arrival of the new Director of Communications in October 2017, the team set out to professionalise diocesan communications, both in print and online.

In early 2018 the department worked to improve the visual look and feel of diocesan communications and develop a consistent design language. Publications are now recognisably from the same organisation and have a fresh, modern feel to them.

Improvements in photography and new ways of working followed. The latter included the introduction of a print roster. Partnering with two local suppliers reduced costs and carbon footprint, increased quality and enabled the department to deliver several short-run digital products.

The second of Bishop Steven's study guides, *Abundant Life*, was published just before Easter. For the first time, a podcast accompanied the printed guide: subscribers received a daily reminder for each reflection and an opportunity to listen to the text spoken by Bishop Steven. By the end of the year a total of 6,800 copies of the two study guides had been sold online.

From Easter through to summer the Chrism Mass, clergy conference and Ordination of Deacons each provided an opportunity to showcase the new communications approach to photography, digital channels and storytelling. Behind-the-scenes photos brought the two services to life. Live video streaming from the clergy conference and deaconing service ensured participation in both events for people unable to be there.

Changes to ways of working also provided more time for story gathering and development of online content. By March the Diocese was publishing social

media content most days of the week, a substantial improvement on the previous year that contributed to Facebook follower growth of c.35% during the year (compared to 20% in 2017).

Twitter followers again grew modestly during the year, though it has proven a useful channel for key messages. Social media messaging supported the Oxford amendment at General Synod and tweets accompanying the bishops' pastoral letter in the autumn were seen 23,000 times in one week – driving 1,500 visits to the website in one day, far more than any other traffic source for that story.

*'We watched both ordination services today. Oxford seems to be the only UK cathedral that does the cameras and streaming this well.'*

After 29 years of publication the diocesan newspaper, *the Door*, was published for the final time in September, preparing the way for the development during the autumn of a new quarterly colour magazine to be launched at the start of 2019.

The team received in excess of 150 media enquiries during the year, many of which related to safeguarding or other sensitive matters of national media interest. While time-consuming, the approach championed by the Director has ensured that the media narrative is broadly fair and, more importantly, that our congregations and clergy feel appropriately supported by the Diocese during times of extreme pressure and scrutiny. Notable proactive media successes include a *Financial Times* feature and Bishop Steven's first appearance on Radio 4's Today programme.

While much was achieved in 2018, demands on the Communications Department were such that the website remains in need of focussed attention and Communications Strategy Oversight Group meetings fell into abeyance. Both are areas of focus for the year ahead.

# Diocesan Advisory Committee

**Chair:** Canon Adrian Daffern

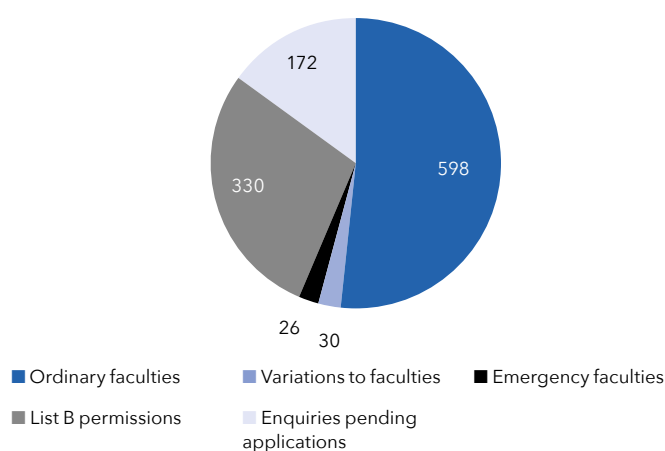
**Secretary:** Liz Kitch

**Costs 2018:** £207,000

0.8% of the total budget

The DAC met six times during 2018, with meetings held every other month. This year saw a new operating structure being trialled, with only major schemes (those which impact the significance or character of a church) being considered at full meetings of the DAC. The rest of the committee's workload, 72%, was reviewed using online sub-committees. This operating structure has been very successful.

## Breakdown of 1,156 cases in 2018 by type



The DAC processed a total of 598 new and returning applications for faculty permission, 30 variations to existing faculty permissions, and 26 emergency faculty permissions. In addition, the team have advised on a further 172 enquiries which are yet to result in applications and advised the archdeacons of four Temporary Reordering Licences. A further 330 List B applications were reviewed by the DAC officers and, from May onwards, by the Revd Derek Witchell, to whom the DAC staff are exceedingly grateful.

This level of casework is a further increase on 2017 and continues a year on year trend in rising application numbers. Notably, the number of large schemes of re-ordering and extension is on the rise.

The staff and members continued to make many site visits to parishes seeking advice on the development and repair of their church buildings. The central roles of the committee remain to provide a free and professional advisory service to parishes on building matters; formal advice to the Chancellor of the Diocese regarding petitions for faculty permission; and to improve communication between specialists (architects, amenity societies, conservators) and non-specialists (parish volunteers). DAC staff continued to be involved in the delivery of training to new churchwardens, incumbents and curates. The DAC team also began offering application 'surgeries', which have been very well received by parishes, and also started a newsletter, which has seen very high open rates.

Senior Church Buildings Officer, Liz Kitch, was invited to join the national user group for the Online Faculty System in the autumn. This provides the Oxford DAC with the opportunity to feed into discussions on the development of this central portal for faculty applications.

The Chair, Canon Adrian Daffern, left the committee in July to take up a role at Cambridge St Mary. Although Adrian had only been Chair of the DAC for six months, he had been a member for many years and the committee thanked him for the energy and determination he brought to the role. Whilst the process of recruitment for a new Chair has begun, an appointment has not yet been made, and the DAC are very grateful to the Revd Derek Witchell, who has kindly acted as Interim Chair since July 2018.



# Committee for Interfaith Relations

**Chair:** The Archdeacon of Oxford, the Ven Martin Gorick

**Costs 2018:** £300  
0% of the total budget

## Aims:

- To support, resource and enable individuals, churches and clergy in Presence and Engagement parishes
- To keep members of the Diocese aware of other faith communities, and to enable and encourage constructive engagement with them
- To be a forum in which interfaith concerns, as they affect the Diocese, can be explored.

## Membership Changes

Angie Paterson and Felicity Blair stood down, while Julie Shields joined the committee as the new Diocesan Synod member.

## Meetings

There were three committee meetings in 2018. The April meeting was held at St Luke's, Maidenhead with Sally Lynch, the Area Interfaith Advisor for Berkshire. The committee held an 'away day' event at Christ Church in October where we explored the common vision strategy of the Diocese and what being a Christ-like Church for the sake of God's world meant in a multifaith context. The three values – contemplative, compassionate and courageous – provided fruitful ground for reflection on this. We also re-evaluated the aims as listed above.

## Education and Training

Events throughout the year included the Hard Skills day on Interfaith as part of the IME programme, held in High Wycombe with Muslim guests Shaykh Shams Tameez and Shaista Akhtar. The committee has again undertaken the provision of an annual five-day themed study week on Interfaith Encounter for ordinands at Ripon College Cuddesdon. This included visits to a Hindu temple, the Sikh gurdwara in Maidenhead and a mosque in High Wycombe. The committee supported the South East England Faith Forum conference on Engaging with Intolerance in October with a grant of £250 and also supported Sally Lynch in her sabbatical study programme at the Tantur Institute in Jerusalem, where she participated in a course entitled 'Hakimah, the wisdom of Jewish, Christian and Muslim women'.

## Presence and Engagement

The Area Interfaith Advisors are working with Martin Gorick as Diocesan Interfaith Advisor, giving support to all parishes in the Diocese and especially to the 62 Presence and Engagement parishes. Area Interfaith Advisors are: Sue Burchell (Dorchester), Paul Smith and Hugh Ellis (Buckinghamshire), Sally Lynch (Berkshire).

## Communications

Martin Gorick sends termly newsletters to all those in Presence and Engagement parishes with relevant interfaith related articles and details of any interfaith events in the Diocese. The interfaith pages on the diocesan website have been updated and can be found at:

**[oxford.anglican.org/oxford-diocesan-committee-for-inter-faith-relations](https://oxford.anglican.org/oxford-diocesan-committee-for-inter-faith-relations)**

# Oxford Diocesan Board of Education

**Chair:** The Right Revd Dr Alan Wilson

**Vice Chair:** Maureen Lomas

**Director:** Fiona Craig  
(Tony Wilson from 2 January 2019)

**Costs 2018:** £324,000

1.3% of the total budget

Our CE (Church of England) schools continue to perform well and remain above national averages in both Ofsted and (very significantly above in) Statutory Inspection of Anglican and Methodist Schools (SIAMS). The Christian distinctiveness and ethos of these schools is greatly enhanced by their relationships with the wider Diocese, as it continues to support its schools and their 60,000 pupils.

The current three-year Service Level Agreement concludes in April 2019. Despite the far tougher financial position in which all schools now find themselves, continued development of this income is particularly important work, enabling us to serve our schools in the most effective way possible, and at best value. We are delighted that, to date, 93% of our schools have still chosen to sign up. There are opportunities and invitations to grow this work further, particularly in respect of Multi Academy Trusts (MATs), but the team is now at optimum capacity.

Several other income streams have been successfully developed to increase the team's service provision to schools. Work on headteacher appraisals has continued to generate significant additional income.

Plans are advanced for the recruitment of a second surveyor, due to the success of this new service and increased opportunities for income generation. The Senior Leadership Team has been restructured to help facilitate the continued growth and success of the services to MATs. The Board is conscious that the services they provide need to be carefully costed

but positive impact is clear. Careful management of the advisory team has resulted in a highly qualified, professional team able to meet the Board's statutory commitments to schools and increase effectiveness, although the teams' ability to take on more work is now limited by capacity.

Supporting governance has continued to be a strategic priority and Excellence in Governance (EiG), a two-year modular training programme, now in its fourth year, is successfully addressing this need. EiG offers a highly effective opportunity for governors of both limited and extensive experience to develop new understandings, learn about current trends and practices and share with like-minded individuals. In the year to December 2018, 501 governor training places were taken up, similar to increased figures for the 2016/2017 academic year. This, combined with the previous year, means that over 1,500 governor training places have been accessed since the onset of the programme. Significant improvements in the administration and costing of the training courses EiG (for governors) and Excellence in Schools (EiS) for staff, has resulted in a far more effective system which is now genuinely accountable.

*'We are now partnering in 18 Multi Academy Trusts across the Diocese.'*

We are now partnering in 18 MATs across the Diocese. This is a great privilege and represents a significant new opportunity to work with an increasing number of community schools. Similarly important is a productive and positive relationship with HMG Department for Education (DfE) to ensure that the work of the ODBE is both recognised and valued at national government level. Working in partnership with the Keys and River Learning Trust, bids were submitted to the DfE for new CE designated primary schools in Shinfield, Wokingham and Witney, which if successful will open in 2020.

# Glebe and Buildings Committees

**Chair:** Sue Scane

**Buildings net costs 2018:** £3,684,000

14.7% of total expenditure budget

**Director of Glebe and Buildings:**

David Mason

**Glebe net income 2018:** £3,931,500

15.6% of total income budget

The following committees met on three occasions during the year: The Glebe Committee, the Buildings Management and Strategy Committee, the Berkshire, Dorchester, Oxford and Buckinghamshire Archdeaconry Sub-committees and the New Projects Group. The Glebe Investment Sub-committee met twice.

## Investment Portfolio

With the adoption of a Total Return Accounting approach to the non-real estate investment portfolio, investment fund managers now have regard to capital gains as well as income. The portfolio is reviewed by the Glebe Investment Sub-committee twice a year to review the performance of the fund's growth in capital and income, and the asset allocation. The portfolio as a whole generated a return of 1.2% in 2018. At 31 December 2018 the value of the portfolio was £88.7m (2017: £88.9m).

## Repairs and Maintenance

Ninety-two quinquennial surveys and related works were completed during the year. Works were undertaken on vicarages arising from a total of 86 meetings with clergy either moving in or out. Twenty-two boilers were replaced, 14 kitchens, 17 bathrooms and 8 houses had window replacements. A large proportion of the vicarages that became vacant in 2018 had been occupied for many years. As a result, the work required to update them was more extensive.

## Glebe Transactions

Three transactions completed, generating £5.37 million. The Haddenham site second payment was

the principal element, with one final receipt due in 2019. Bodicote glebe is now under offer to a national housebuilder. We are making progress towards securing vacant possession in late 2019. A further site in South Oxfordshire is under offer to a regional housebuilder, on a 'subject to planning' contract. An outline planning application is being prepared for 70 homes close to Aylesbury, following allocation of part of our glebe in the Neighbourhood Plan.

## Schools Projects

The Development Team worked on a smaller number of school projects for the second year running, but still generated profitable fee income of £106,300 for the department. Staff resource continued to be diverted to glebe and vicarage projects to exploit opportunities in those areas.

## Purchases and Sales

We completed the purchase of three vicarages and sold six properties (larger number due to the timings of transactions). The net cash inflow totalled £1.6 million.

## Office Accommodation

We entered into a three-year lease at the beginning of 2018 with a neighbouring company to provide 30 extra parking spaces to help cope with the increased use of our offices. Over 7,000 visitors were welcomed to Church House Oxford in 2018.

## Housing Development

Planning permissions were secured in four locations. Two extension projects were undertaken on site and one new vicarage constructed, with total capital expenditure of £690,000.

## Asset Valuation

House price indices for our region showed minimal increases in house values in 2018. We have therefore for the second year running adopted a nil increase across the portfolio.

# Board of Mission

**Chair:** The Bishop of Oxford  
**Director:** Andrew Anderson-Gear  
**Costs 2018:** £1,968,000  
7.8% of the total budget

The Board of Mission met twice during this final year of the triennium. The key focus of the Board during 2018 was the emerging diocesan common vision and engaging with the strategy process in the various working groups. Subgroups of the Board met regularly to ensure governance of the wide range of activities undertaken by staff members. Staff continue to work together in an interdisciplinary fashion in pursuit of holistic mission.

In 2018 arrivals and departures of staff included:

**Rhodri Bowen** as the new Parish Development Adviser for the Berkshire Archdeaconry, having been a headteacher in a church primary school

**Phil Cooke** as the Programme Director for the Local Ministry Pathway (LMP) following two years in a temporary post as Co-ordinator for the Pathway

**Diane Soper** as half-time Data Analyst on a one-year contract, thanks to external funding from the Maurice and Hilda Laing Trust

**Paul Moring** as self-supporting Assistant Director of Ordinands for the Buckingham Archdeaconry

**Jonathan de Bernhardt Wood** (formally Farnhill) left to take up the National Stewardship Resources Adviser role (in December). Jonathan was highly appreciated in the parishes and deaneries, led a highly effective launch of the Parish Giving Scheme and developed new and creative resources to support generous giving.

Advisers work across the Diocese engaging with individuals, benefices, parishes, deaneries and archdeaconries and with statutory and civil society organisations as needed/requested. Most are based at Church House Oxford, others work from elsewhere and are often part-time. The Board of Mission monitors, supports and develops work in the areas of:

- mission, evangelism and the deepening of discipleship

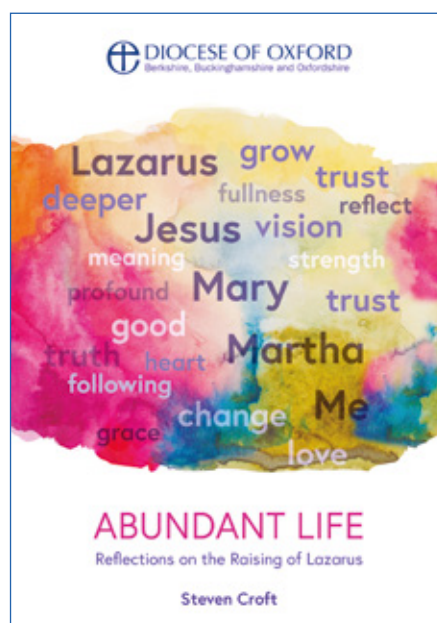
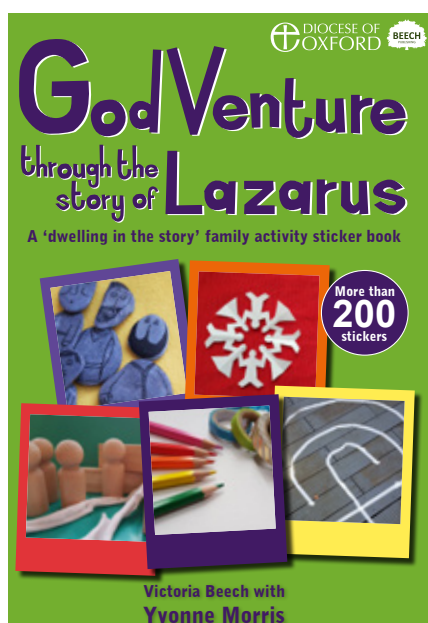
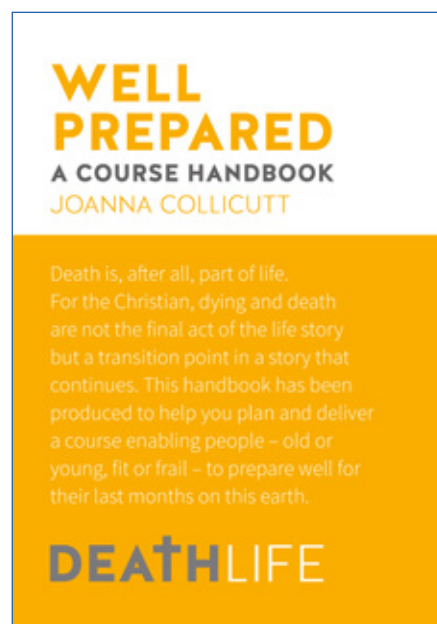
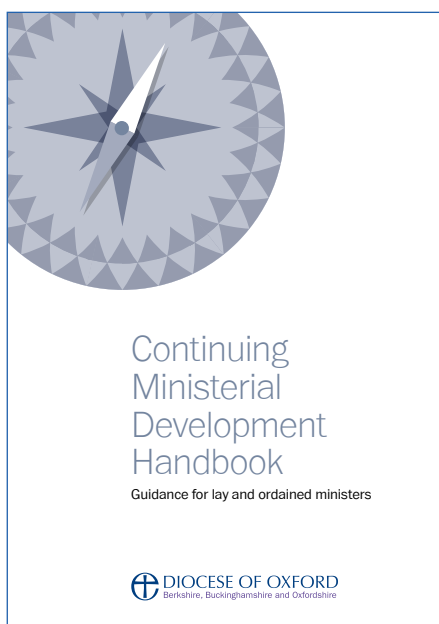
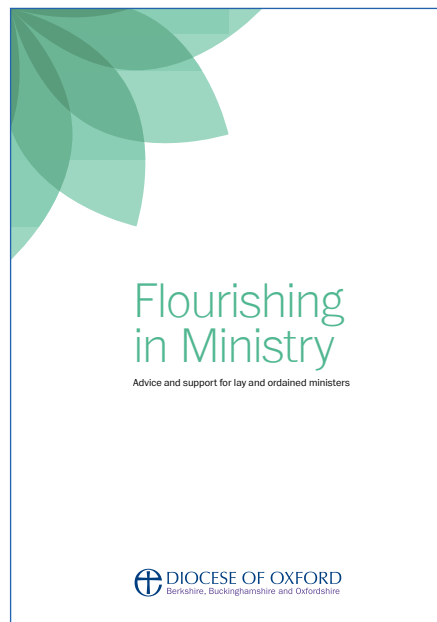
- children's, youth and family ministry and leader training
- generous giving and the Parish Giving Scheme
- adult lay learning and the training and care of Licensed Lay Ministers (LLMs), other authorised lay ministers and candidates for ordination on the Local Ministry Programme (LMP)
- supporting social action, community engagement, and work on pastoral care, spiritual care of older people and health issues
- supporting parish and diocesan engagement with rural affairs, world development, environmental issues and ministry in areas of economic deprivation
- vocations and discernment work and the support of ordinands during their training
- Initial Ministerial Education and Continuing Ministerial Development for licensed and ordained ministers, particularly at times of transition
- supporting parishes in planning, development and management of times of transition and in their wider vision and mission planning.

The major focus of the Board's work in 2018 was:

- Engagement with the emerging diocesan common vision and strategy process. This has required considerable staff time, with all seven working groups having Board advisers as members. The Director has also been a member of the Strategy Steering Group. Support was provided to three archdeaconry consultation days and the Youth Adviser planned and led a significant youth forum for a hundred young people and fifty youth leaders. The Children's Adviser was responsible for the publication of the *God Venture* resource for families on the story of Lazarus. A thousand copies were distributed for free across the Diocese and were very positively received.
- New diocesan strategic priorities were agreed from the Making a Bigger Difference in the World and Discipleship working groups. The former significantly reshapes the work of the Deputy Director of Mission (Social Responsibility) in 2019.

- Planning, preparation, administration and servicing of the diocesan clergy conference in April/May. Entitled 'Living Waters' (from Ezekiel 47), the focus of the four days was on offering an opportunity for clergy to be renewed in their discipleship in a wide variety of ways. 320 clergy, including chaplains, curates and SSMs, participated over the four days. The feedback has been overwhelmingly positive. The Department of Mission had 15 members of staff serving the conference in a variety of administrative and practical ways.
  - Combatting climate change included work with Parish Buying to promote green energy use; an event to encourage churches to become Eco Churches; a pilot scheme on energy audits.
  - A three-year project to enable better conversations about death culminated in the launch of a suite of resources, 'Death and Life: Christian resources for living well in the light of mortality' (see [deathlife.org.uk](http://deathlife.org.uk)).
  - Launch of the *Flourishing in Ministry* publication at the clergy conference. Within the wider strategy for promoting clergy wellbeing across the Diocese, this important new resource was well received.
  - The LMP saw a doubling to 14 of ordinands in training with a new Resourcing Ministerial Education policy for over 55s. We implemented 100% online marking. Online learning resources were developed, and we are working towards combining face-to-face teaching and individual online learning.
  - Continuing Ministerial Development (CMD). A fully revised version of the CMD Handbook was launched and the ministry section of the diocesan website was revised. A regular CMD mailing for clergy and lay ministers was introduced. Residential courses for new incumbents were redesigned under the title 'Flourishing in Your New Role' and the range of training opportunities for area deans enhanced.
  - 11 churches from 3 archdeaconries began Partnership for Missional Church (PMC), which continues to bear significant fruit and shift in culture. The process is now benefitting the wider Diocese through the adoption of some of the central values and spiritual practices, e.g. Dwelling in the Word. We pioneered engagement in PMC by children and young people as active participants in the process and created a Godly Play approach to the Luke 10 passage.
  - The National Parish Giving Scheme was effectively launched across the Diocese. All 29 deaneries were visited by the Generous Giving Adviser. At the end of 2018, 323 churches had expressed interest, of which 195 PCCs had formally adopted the scheme.
  - We continued to make good progress on the many recommendations contained in the Diocesan Rural Strategy. Two rural leader's days were held and we began a joint piece of work with the DAC considering the creative use of church buildings. There was positive feedback from participants on the national Geminate programme.
- Other highlights of the year included:
- The submission rate for the online national returns for mission statistics increased to 95% from 90%.
  - A group formed to enable conversations about mental health in parishes and deaneries.
  - The Learning for Discipleship programme has seen approximately 200 lay learners participating in courses.
  - A 37% increase in LLMs entering training in the past three years, with 12 new LLMs starting training in 2017, making a total of 37.
  - In academic year 2017/18, 40 people went to Bishops' Advisory Panels, with 34 recommended for training, exceeding the target set of an additional five candidates per annum. A number of key vocations events and enquirers groups took place in each of the archdeaconries.
  - The second year of the RME Block Grant formula. We utilised the flexibility of the formula in choosing training pathways for candidates. The nationally published surpluses for the Diocese (of 11%) do not reflect the actual year-on-year financial costs, which indicate a break even situation.
  - 22 new deacons started on the IME2 Programme in September 2018. The total number in the programme at the end of 2018 was 87.
  - Co-ordinating a new group for curates with aspirations to be involved in training at parish, diocesan or national level, or to engage with the academic study of theology.
  - 253 people attended CMD days or courses during 2018 and a further 425 participated in the Bishop of Oxford's Study Days on Catechesis.
  - Parish development advisers have been responding to a significant increase in the number of clergy vacancies. They play a key role in supporting and facilitating benefices/parishes as they explore mission needs as part of the production of profiles.
  - Consultations and training with parishes and deaneries in mission, youth, children's and family ministry, generous giving, rural issues, social justice and community engagement.





# Council for Partnership in World Mission

**Chair:** The Bishop of Reading  
**Secretary:** The Revd Canon Robert Teare  
**Costs 2018:** £30,900  
0.1% of the total budget

The Council for Partnership in World Mission (PWM) held four council meetings in 2018. We seek to enable mission partnerships for mutual growth in Christ, especially through our diocesan links.

## Kimberley and Kuruman

There were several parish to parish visits, going in both directions, within our Kimberley and Kuruman (K&K) link; one formalised a new partnership between Lacey Green and Kuruman. We continue to explore how best to sustain parish links over time – and to encourage new ones. Several Oxford parishes and our K&K project fund have offered financial and prayer support to two K&K parishes' outreach ministries. Committee member Shirley Hoy spent time in Kimberley helping the Diocese to think through possibilities for a new centre of prayer and reflection. Bishop Ossie and Archdeacon Aaron Morake spoke on contemplation and courage at our clergy conference. We have begun planning a youth exchange, exploring the possibility of another joint summit, and working towards a covenant for the link.

## Europe

While Britain's political relationships within Europe are uncertain, we remain united in mission with European Christians. The Revd Tony Price and Canon Verena Breed have begun looking at ways of strengthening our European partnerships, including joining in with civic twinning arrangements. Our link with the Diocese of Växjö, now chaired on our side by the Revd Hugh White, involves both parish-level partnerships, which share visits, and diocesan co-operation. At diocesan level, representatives from each diocese attended the other's clergy conference, and Bishop Steven was a main speaker at the Växjö conference. Växjö also hosted a shared conference on the rural church and a course for Oxford curates on the Swedish Church. The Youth Choir of the

Sofia Church, Jönköping, sang at our cathedral and other venues in the Oxford Diocese. Bishop Alan led a study tour on the Swedish Reformation, with Professor Diarmaid MacCulloch as Guest Lecturer.

## Nandyal

Within our Nandyal link, Bishop Andrew and his wife Janice, Relief and Programmes Manager for the Anglican Alliance, visited Nandyal to reflect on episcopal ministry and to visit women's empowerment programmes, as we consider whether we can offer these effective support. Two Nandyal clergy, the Revd Abraham Prem Chand and the Revd Chandra Sekhar, attended our clergy conference, where they spoke about their own contemplative practices and what it means to have a courageous faith at a time of increasing religious tensions.

## Mothers' Union

The Mothers' Union has five Wave of Prayer links. Kinshasa Diocese was a focus again this year, during a challenging time for the Democratic Republic of the Congo. The Kinshasa Mothers' Union's courage and care is inspiring, and we are grateful to Rosemary Peirce and the Revd Gertrude Mbongo for helping us support each other in prayer. We also thank Marion Gunning for the overall Wave of Prayer materials.

## Lambeth Hosting Initiative

We look forward to welcoming bishops from around the Communion in 2020 as part of the Lambeth Hosting Initiative and have begun planning the programme.

## Communications

PWM provides regular communications about our activities and world mission through its Twitter account (@livingfaithww).

# Board of Patronage

**Chair:** The Revd Chris Leslie

(retired on 1 January 2019)

**Hon. Secretary:** The Revd Prof Brian Griffiths

**Costs 2018:** Nil

## Board Membership

The Board is constituted under provisions of the Patronage (Benefices) Measure 1986.

It has five lay and three clerical members, elected for six years. The present Board took office on 1 January 2013. The Bishop of Oxford is, ex-officio, a member of the Board. The archdeacon, area dean and Lay Chair of the relevant deanery synod are members of the Board for the purpose of transacting business relating to a particular benefice within their archdeaconry or deanery.

## Meetings

The elected members of the Board met twice, on 22 March and 15 November.

## Board Patronage

The Board has the sole patronage of 17 benefices and the joint patronage of 30. These are broken down as:

- Berks: 11 sole, 4 joint, total 15 (comprising 22 parishes)
- Bucks: 4 sole, 8 joint, total 12 (comprising 23 parishes)
- Dorchester: 1 sole, 18 joint, total 19 (comprising 77 parishes)
- Oxford: 1 sole, 0 joint, total 1 (comprising 1 parish)

## Appointments

During the year the following appointments were made:

- Woodley, Emmanuel is now a separate parish. Incumbent: the Revd Sean Riordan.
- The Revd Janice Collier appointed to Bampton with Clanfield. Licensed on 9 September 2018.
- The Revd Jane Wright appointed to Westcote Barton *et al.* Licensed on 15 October 2018.
- The Revd Lawrence Smith appointed to Southlake, St James. Licensed on 26 September 2018.
- The Revd Jane Manley appointed to Aldermaston and Woolhampton. Licensed on 5 September 2018.
- The Revd Catherine Morris appointed to Warfield. Licensed on 3 January 2018.

The following vacancy procedures were initiated but were still ongoing at the end of 2018:

- Berinsfield
- Nettlebed
- Hermitage
- Hook Norton
- Cherwell Valley.

The Board has been consulted about various developments, reorganisation schemes, etc. in several parishes where it has an interest. The Board has been represented on the archdeaconry Mission and Pastoral Committees by various members of the Board. Members of the Board seek to keep in general contact with those parishes where it has patronage through informal links.

## Finance

Expenses vary according to the number of vacancies in a year. These consist of the expenses of members attending meetings of the Board, attending meetings in connection with appointments and the administrative costs of printing, postage and telephone, etc.

# Diocesan Trustees (Oxford) Ltd

**Chair:** Peter Bridges  
(to 12 November 2018);  
His Honour Charles Elly  
(from 12 November 2018)  
**Secretary:** Rosemary Pearce  
**Trusts Administrator:** Caroline Dyer  
**Costs 2018:** £106,400  
0.4% of the total budget

Diocesan Trustees (Oxford) Ltd [DT(O)L] is a charitable company established to hold property on behalf of ecclesiastical charities as the diocesan authority under the Parochial Church Councils (Powers) Measure 1956 and the Incumbents and Churchwardens (Trusts) Measure 1964, both as amended by the Ecclesiastical Property Measure 2015. Under these measures, the diocesan authority holds interests in land and personal property that is permanent endowment. In respect of this, managing trustees may not sell, lease, let, exchange, charge or take legal proceedings in relation to such property without the consent of the diocesan authority, unless the transaction attracts a premium payment of £250,000 or less. A wide variety of property is vested in the diocesan authority. The management of such trusts lies with parish trustees. Additionally, DT(O)L might be appointed to be the Custodian Trustee by a Trust Deed or a Charity Commission Scheme. Financial trusts in all these categories totalled 669 at 31 December 2018 (686 at 31.12.17) with a total value of £53.3m (2017: £54.5m).

DT(O)L is the sole trustee of the trust fund for church schools in the Diocese of Oxford, called the Church Schools Uniform Statutory Trust and set up under Sections 2 and 86 of the Education Act 1944, Section 2 of the 1973 Act and Section 554 of the 1996 Act.

The trust funds arise from the sale proceeds or rent of closed schools and schoolhouses in the Diocese. DT(O)L regularly reviews the investments of this trust in line with the Statement of Investment Principles, which is usually subject to annual review. DT(O)L has a duty to consult the Oxford Diocesan Board of Education (ODBE) on the expenditure of this trust fund, reviewing applications for grant support of the work of ODBE and grants to support building projects of Voluntary Aided Schools in the Diocese. In 2018, grants to support ODBE totalled £362,587 and there was a grant to Oxford Diocesan Bucks School Trust (ODBST) of £100,000 (2017: ODBE £345,357; ODBST £170,000). Building grants totalled £14,666 (2017: £0). DT(O)L is also sole trustee of eight small parochial or educational trusts. The total value of the trusts under sole trusteeship at 31.12.18 was £8,951,000 (2017: £9,015,000) which is included in DT(O)L's Statutory Report and Accounts. Managing trustees of the other trusts for which DT(O)L is the custodian or diocesan authority are responsible for annual reporting and accounts; they receive an annual Statement of Funds.

The Trusts Administrator carries out the day to day administration and is available to assist managing trustees to meet their legal obligations in respect of property trusts. Members of the Finance Department provides accountancy work on a part-time basis.

In 2018 DT(O)L met four times and its investment committee met twice.

A full set of statutory accounts for 2018 is available via the diocesan website or on request from the Trusts Administrator.

# Council for the Deaf and Hard of Hearing

**Chair:** The Revd Tim Edge

**Finance Sub-committee Vice-Chair:**  
Christopher Emery

**Chaplains:** Lead Chaplain - Vacancy  
(candidate selected in December)  
The Revd Ben Whitaker (part-time)  
The Revd Vera Hunt (Honorary Chaplain)

**Pastoral Finance and Administrative Officer:** Fiona McNally  
(almost half-time)

**Costs 2018:** £6,700  
0% of the total budget

Our aims and objectives are to promote the spiritual, social and general well-being of deaf and hard of hearing people in the Diocese (achieved through the work of the chaplains), and to support chaplains in their ministry for the deaf and hard of hearing. The chaplains, together with LLMs and volunteers, lead worship, support deaf and hard of hearing people pastorally, and work with hearing people to develop strategies to raise awareness and implement inclusion of deaf and hard of hearing people into the life of the church.

The chaplaincy team is assisted by a small team of volunteers who maintain the ongoing spiritual and pastoral care of the deaf, hard of hearing, deafened and deaf-blind people. When appropriate we lobby government and synods on behalf of the deaf and hard of hearing. We hold a respected partnership with the social services in all three counties, though in recent years social services have reduced their commitment to pursuing concerns for the deaf, due to cuts, so their call on our volunteers is greatly reduced.

The ODCD officers and staff clergy meet regularly to oversee day to day activities, whilst the full council meets three times a year in venues across the Diocese. We have been able to maintain worship services and some pastoral care, adding a new Deaf Church congregation in Newbury. However, we have struggled to develop our outreach to the younger D/deaf (profoundly deaf and partially deaf or deafened) as we had hoped. Fiona McNally is both our Finance Officer, overseeing the general finance and preparing our annual accounts, and does the day to day administration of ODCD, including training and co-ordination of volunteers (overseen by chaplains).

In line with other dioceses, we had struggled to find an appropriate chaplain to fill the vacant post of Lead Chaplain, despite several attempts to advertise both half and full-time roles over recent years, with no appointments possible. We teamed up with the Department of Mission to share the post as half-time Lead Chaplain and a new half-time Disabilities Adviser. Advertising this post produced a number of strong candidates, and in December Katie Tupling was appointed. This gives us great hope for the future!

No church has applied for a grant towards installation of loop systems. Our budget was marginally in deficit, with no need to call on reserve funds, whilst preserving our service to deaf people, making grants and donations and receiving the same. The ODBF contribution is £6,700 per annum, plus stipend and employment expenses for the Lead Chaplain post (vacant since June 2016).

There remain the two vacancies from Diocesan Synod to join our council, and further expertise would be welcome.



**Diocesan President:** Alison Bennett  
**Costs 2018:** Nil

2018 was the 130th Anniversary of Mothers' Union in this Diocese. It was celebrated in several ways by the membership: some made a pilgrimage to the Cathedral and enjoyed a tour, tea and an evening service; we held reflective afternoons during our spring diocesan meeting sessions; and we met at Dorchester Abbey in July for a celebratory service at which we were delighted to welcome Bishop Steven, who preached.

This was also the year when the global membership began a listening exercise to hear what we do and what we should be doing in our communities. Over a third of our members took part in this during our spring meetings. It was exciting to hear of new initiatives that are happening and the 'wish list' of who else we could support was enormous. This fitted in with the theme for the year: 'In the Footsteps of Mary Sumner'.

Some of the women's refuges and many hospitals in the Diocese benefit from our donations of toiletries. We have begun a 'Shawl Ministry' for the JR Hospital. We continue to knit and sew for babies and the elderly and responded enthusiastically when Ronald McDonald House at the JR requested blankets for the cots they have for use by siblings of patients. It is almost impossible to know how many lives we touch in this way - but it is probably thousands each year.

Members again supported the Bucks Show tea tent by running craft tables for children - we have been doing this for several years.

We have continued our good connection with The Balsam Family Project and have given them comestibles for their events and sent several of their families on holiday. Our Away From It All scheme is open to anyone who has not had a holiday for over five years. Our website has more details if you would like to refer someone to be considered for one of our holidays.



*Ronald McDonald House thanked Mothers' Union by placing a plaque on their Supporters' Tree*

We were delighted to lead a session on parenting at the clergy conference and appreciated the positive feedback from that.

On a domestic note we have updated the tools that branches need to help them run more efficiently and this is now web based. I am very grateful to those trustees who have worked hard to make this happen; it's been a long process. We have also begun to update our website (it was completely revamped two years ago) and put in place mechanisms for this to happen more regularly.

Our Membership Secretary was on maternity leave for much of this year and so trustees have had to learn many new skills to continue to run our organisation efficiently.

The Trustee Board has had several vacancies for the past triennial but I am pleased to report that for the next three years all the posts are filled. Maureen Weston will be the next Diocesan President. Please hold her and all our trustees in your prayers as they lead us forward.

# Parents and Children Together (PACT): The Oxford Diocesan Council for Social Work

**Chair of Trustees:** Jim Brown  
**Chief Executive:** Jan Fishwick OBE  
**Costs 2018:** £95,000  
0.4% of the total budget

## Annual Summary

Supporting vulnerable families has been at the core of PACT's services since it was set up by the Diocese of Oxford in 1911, and remains the focus today through adoption services, therapeutic support and community projects.

## Adoption Services

- 92 UK children were placed with 66 families
- 81 adoption orders were made with 53 families (children placed within the UK)
- 63 couples or single people were approved to adopt
- Of these, 13 couples or single people have black, mixed or minority ethnic heritage
- Of 92 children who were placed, 56 are boys and 36 are girls
- Of these, 51 children are in sibling groups, seven children are over five years old, and 28 children have black, mixed or minority ethnic heritage
- 78 families received therapeutic support from PACT's award-winning Family and Children Therapeutic Support services
- 74 PACT families attended family fun days to meet and share experiences with other adoptive families.

*It's the best thing but also the hardest thing I have ever done. I would never go back, and even on the days when things are hard, I know how lucky I am and I wouldn't change things for the world.'*

**A PACT adopter**

## Community Projects

PACT's award-winning community project for women continues to receive new referrals from women with complex needs who have reached crisis point. In 2018, 225 women accessed Alana House for groups, courses, drop-ins and one-to-one support.

PACT's Bounce Back 4 Kids and Recovery Toolkit programmes support children, young people and parents who have been victims or witnesses of domestic abuse. In 2018, 21 children and 17 adults affected by domestic abuse were supported by these two programmes.

*'To be honest, the way I was, if I hadn't found Alana House I think something very bad would have happened. Everything was going wrong and I couldn't see a way out, but I was determined and I got the help I needed to rebuild. Through doing that it has actually made me realise how strong I am. I am still determined to do great things.'*

**An Alana House service user**

We are all part of the Body of Christ working to increase the life chances of individuals, children and families across the Diocese.

# Appendix 1:

## Summary of Parish Share 2018

	2018				2017		
	Share apportionment £	Contributions received £	% received	Balance unpaid £	Contributions received £	% received	Balance unpaid £
Archdeaconry of Berkshire							
Bracknell	851,771	821,608	96.5	30,163	794,714	93.6	54,379
Bradfield	583,631	567,723	97.3	15,908	553,602	96.1	22,699
Maidenhead	976,036	976,036	100.0	0	940,433	100.0	0
Newbury	937,055	937,055	100.0	0	917,677	100.0	0
Reading	1,388,989	1,388,989	100.0	0	1,406,929	100.0	0
Sonning	1,159,915	1,044,479	90.0	115,436	1,065,094	92.0	93,139
Total	5,897,397	5,735,890	97.3	161,507	5,678,448	97.1	170,218
Archdeaconry of Buckingham							
Amersham	1,517,215	1,517,215	100.0	0	1,457,496	100.0	0
Aylesbury	778,831	778,831	100.0	0	713,844	95.3	35,032
Buckingham	259,884	233,711	89.9	26,173	223,507	89.4	26,461
Burnham & Slough	913,537	826,689	90.5	86,848	851,057	90.1	93,300
Claydon	304,592	250,586	82.3	54,006	238,688	81.5	54,189
Milton Keynes	622,722	576,701	92.6	46,021	556,040	96.1	22,841
Mursley	320,242	282,901	88.3	37,341	293,071	93.8	19,385
Newport	335,360	316,620	94.4	18,740	327,907	96.2	12,990
Wendover	609,860	609,860	100.0	0	596,470	100.0	0
Wycombe	1,202,476	1,174,449	97.7	28,027	1,202,535	97.0	37,661
Total	6,864,719	6,567,563	95.7	297,156	6,460,615	95.5	301,859
Archdeaconry of Dorchester							
Abingdon	802,813	802,813	100.0	0	757,528	100.0	0
Aston & Cuddesdon	846,687	846,687	100.0	0	847,994	100.0	0
Bicester & Islip	445,723	397,913	89.3	47,810	394,405	90.9	39,576
Chipping Norton	399,554	388,512	97.2	11,042	395,467	94.9	21,414
Deddington	488,082	488,082	100.0	0	493,012	100.0	0
Henley	644,583	599,722	93.0	44,861	595,646	92.2	50,228
Vale of White Horse	313,532	313,532	100.0	0	309,007	100.0	0
Wallingford	501,135	501,135	100.0	0	487,646	100.0	0
Wantage	297,865	297,865	100.0	0	300,523	100.0	0
Witney	628,311	628,311	100.0	0	604,145	100.0	0
Woodstock	447,372	431,714	96.5	15,658	422,671	95.0	22,245
Total	5,815,657	5,696,286	97.9	119,371	5,608,044	97.7	133,463
Archdeaconry of Oxford							
Cowley	481,568	481,568	100.0	0	534,570	100.0	0
Oxford	1,106,775	1,075,206	97.1	31,569	1,065,568	100.0	0
Total	1,588,343	1,556,774	98.0	31,569	1,600,138	100.0	0
Total	20,166,116	19,556,512	97.0	609,604	19,347,244	97.0	605,541

# Appendix 2:

## Parish Share 2018, detail

Archdeaconry of Berkshire				
	Share apportionment £	Contributions received £	% received	Balance unpaid £
<b>Bracknell Deanery</b>				
Ascot Heath	83,394	83,394	100.0	0
Binfield	79,825	79,825	100.0	0
Bracknell	80,526	80,526	100.0	0
Cranbourne	35,868	35,868	100.0	0
Easthampstead	93,630	93,630	100.0	0
South Ascot	22,811	22,811	100.0	0
Sunningdale	82,997	82,997	100.0	0
Sunninghill	68,475	68,475	100.0	0
Warfield	191,730	191,730	100.0	0
Winkfield	82,352	74,352	90.3	8,000
Bracknell Deanery	30,163	8,000	26.5	22,163
<b>Deanery Totals</b>	<b>851,771</b>	<b>821,608</b>	<b>96.5</b>	<b>30,163</b>
<b>Bradfield Deanery</b>				
Aldermaston w Wasing	27,279	27,279	100.0	0
Aldworth	11,206	11,206	100.0	0
Ashampstead	13,507	13,507	100.0	0
Basildon	35,551	35,551	100.0	0
Beenham Valence	17,276	17,276	100.0	0
Bradfield	29,420	29,420	100.0	0
Brimpton St Peter	11,820	11,820	100.0	0
Bucklebury	40,502	40,502	100.0	0
Burghfield	56,699	56,699	100.0	0
Midgham	14,548	14,548	100.0	0
Mortimer West End	7,325	1,100	15.0	6,225
Padworth	14,097	16,660	118.2	(2,563)
Pangbourne w Tidmarsh, Sulham	68,966	68,966	100.0	0
Purley	62,513	62,513	100.0	0
Stanford Dingley	12,608	12,608	100.0	0
Stratfield Mortimer	46,843	46,843	100.0	0
Sulhamstead w Ufton Nervet	15,649	15,649	100.0	0
Englefield	24,498	24,498	0.0	0
Theale	31,800	31,800	0.0	0
Woolhampton	20,004	20,004	100.0	0
Bradfield Deanery	21,520	9,274	43.1	12,246
<b>Deanery Totals</b>	<b>583,631</b>	<b>567,723</b>	<b>97.3</b>	<b>15,908</b>
<b>Maidenhead Deanery</b>				
Bray St Michael w Braywood	59,006	59,006	100.0	0
Clewer St Andrew	34,000	34,000	100.0	0

## Archdeaconry of Berkshire

	Share apportionment £	Contributions received £	% received	Balance unpaid £
Cookham Dean St John The Baptist	58,079	58,079	100.0	0
Cookham Holy Trinity	106,382	106,382	100.0	0
Dedworth All Saints	61,672	61,672	100.0	0
Burchetts Green	67,820	67,820	100.0	0
Maidenhead All Saints	67,759	67,759	100.0	0
Maidenhead St Andrew & St Mary	96,053	96,053	100.0	0
Maidenhead St Luke	60,898	60,898	100.0	0
Maidenhead St Peter	72,561	72,561	100.0	0
Cox Green, The Good Shepherd	35,000	35,000	100.0	0
New Windsor Team	93,510	93,510	100.0	0
Old Windsor St Peter	42,032	42,032	100.0	0
Shottesbrooke	12,722	12,722	100.0	0
Waltham St Lawrence	32,215	32,215	100.0	0
White Waltham St Mary	28,772	28,772	100.0	0
Maidenhead Deanery	47,555	47,555	100.0	0
<b>Deanery Totals</b>	<b>976,036</b>	<b>976,036</b>	<b>100.0</b>	<b>0</b>

Newbury Deanery				
Beedon	7,094	7,094	100.0	0
Boxford	7,094	7,094	100.0	0
Brightwalton w Catmore	9,929	9,929	100.0	0
Chaddleworth	11,482	11,482	100.0	0
Chieveley w Winterbourne & Oare	36,447	36,447	100.0	0
Combe St Swithun	3,452	3,452	100.0	0
East Garston	11,243	11,243	100.0	0
Eastbury	11,243	11,243	100.0	0
Enborne	8,128	8,128	100.0	0
Farnborough	7,803	7,803	100.0	0
Fawley	5,314	5,314	100.0	0
Great Shefford	16,159	16,159	100.0	0
Greenham	47,664	47,664	100.0	0
Hamstead Marshall	8,969	8,969	100.0	0
Hermitage Team	103,852	103,852	100.0	0
Hungerford w Denford	57,512	57,512	100.0	0
Inkpen	20,466	20,466	100.0	0
Kintbury w Avington	33,634	33,634	100.0	0
Lambourn	33,732	33,732	100.0	0
Leckhampstead Berks	9,899	9,899	100.0	0
Newbury St George	67,594	67,594	100.0	0
Newbury St John	46,285	46,285	100.0	0
Newbury St Nicolas & St Mary	159,679	159,679	100.0	0
Peasemore	9,222	9,522	103.3	(300)
Shaw Cum Donnington	45,422	45,422	100.0	0
Speen	22,778	22,778	100.0	0
Stockcross	9,931	6,000	60.4	3,931
Thatcham	93,686	93,686	100.0	0
Welford w Wickham	9,753	9,753	100.0	0
West Ilsley	5,675	5,675	100.0	0
West Woodhay	6,729	6,729	100.0	0
Newbury Deanery	9,185	12,816	139.5	(3,631)
<b>Deanery Totals</b>	<b>937,055</b>	<b>937,055</b>	<b>100.0</b>	<b>0</b>

## Archdeaconry of Berkshire

	Share apportionment £	Contributions received £	% received	Balance unpaid £
<b>Reading Deanery</b>				
Beech Hill	8,732	8,732	100.0	0
Caversham Thameside & M'durham	124,865	124,865	100.0	0
Caversham St Andrew	61,096	61,096	100.0	0
Caversham Emmer Grn St Barn	60,342	60,342	100.0	0
Caversham Park	1,258	1,258	100.0	0
Earley St Nicolas	70,286	70,286	100.0	0
Earley St Peter	81,440	81,440	100.0	0
Earley Trinity Ch (Lower Earley)	61,625	61,625	100.0	0
Reading St Marks & All Saints	47,564	47,564	100.0	0
Reading Christ Church	32,754	32,754	100.0	0
Reading Greyfriars	162,305	162,305	100.0	0
Reading Holy Trinity	6,750	6,750	100.0	0
Reading St Agnes w St Paul & St Barn	55,943	55,943	100.0	0
Reading St Giles	46,017	46,017	100.0	0
Reading St John The Evangelist	43,003	43,003	100.0	0
Reading St Laurence	57,687	57,687	100.0	0
Reading St Luke w St Bartholom	20,994	20,994	100.0	0
Reading St Mary	17,912	17,912	100.0	0
Reading St Matthew	34,223	34,223	100.0	0
Shinfield	30,076	30,076	100.0	0
Spencers Wood & Grazeley	21,344	21,344	100.0	0
Swallowfield	19,404	19,404	100.0	0
Tilehurst St Catherine	57,688	57,688	100.0	0
Tilehurst St George	12,210	12,210	100.0	0
Tilehurst St Mary Magdalen	28,424	28,424	100.0	0
Tilehurst St Michael	72,513	72,513	100.0	0
Woodley Southlake St James	65,761	65,761	100.0	0
Woodley St John	63,268	63,268	100.0	0
Woodley Emmanuel Church	51,285	51,285	100.0	0
Reading Deanery	(27,780)	(27,780)	0.0	0
<b>Deanery Totals</b>	<b>1,388,989</b>	<b>1,388,989</b>	<b>100.0</b>	<b>0</b>
<b>Sonning Deanery</b>				
Arborfield w Barkham Benefice	88,922	52,421	59.0	36,501
Crowthorne	80,543	80,543	100.0	0
Finchampstead w California	160,642	160,642	100.0	0
Hurst	25,444	25,444	100.0	0
Owlsmoor	59,831	34,000	56.8	25,831
Ruscombe And Twyford	56,610	56,610	100.0	0
Sandhurst	72,539	72,539	100.0	0
Sonning	95,627	80,000	83.7	15,627
Wargrave	88,828	88,828	100.0	0
Christ Church Wokingham	11,231	0	0.0	11,231
Winnersh w Bearwood	60,522	34,276	56.6	26,246
Wokingham All Saints	133,030	133,030	100.0	0
Wokingham St Paul	90,862	90,862	100.0	0
Wokingham St Sebastian	90,996	90,996	100.0	0
Woosehill L.e.p.	44,288	44,288	100.0	0
Sonning Deanery	0	0	0.0	0
<b>Deanery Totals</b>	<b>1,159,915</b>	<b>1,044,479</b>	<b>90.0</b>	<b>115,435</b>
<b>Archdeaconry Totals</b>	<b>5,897,397</b>	<b>5,735,890</b>	<b>97.3</b>	<b>161,507</b>



## Archdeaconry of Buckingham

	Share apportionment £	Contributions received £	% received	Balance unpaid £
<b>Amersham Deanery</b>				
Amersham On The Hill	73,165	73,165	100.0	0
Amersham w Coleshill	97,052	97,052	100.0	0
Beaconsfield St Mary, Mich, Thomas	233,603	233,603	100.0	0
Chalfont St Giles	78,775	78,775	100.0	0
Chalfont St Peter	83,328	83,328	100.0	0
Chenies & Little Chalfont	70,053	70,053	100.0	0
Chesham Bois	85,571	85,571	100.0	0
Denham	69,080	69,080	100.0	0
Flaunden	19,623	19,623	100.0	0
Gerrards Cross & Fulmer	224,616	224,616	100.0	0
Great Chesham	233,928	233,928	100.0	0
Latimer	16,955	16,955	100.0	0
Penn	45,360	45,360	100.0	0
Penn Street w Holmer Green	68,894	68,894	100.0	0
Seer Green	74,487	74,487	100.0	0
Tylers Green	42,725	42,725	100.0	0
Amersham Deanery	0	0	0.0	0
Amersham Deanery No 2	0	0	0.0	0
<b>Deanery Totals</b>	<b>1,517,215</b>	<b>1,517,215</b>	<b>100.0</b>	<b>0</b>

<b>Aylesbury Deanery</b>				
Ashendon	4,549	4,549	100.0	0
Aston Sandford	5,640	5,640	100.0	0
Aylesbury St Mary	52,446	52,446	100.0	0
Aylesbury Quarrendon St Peter	4,937	4,937	100.0	0
Aylesbury Bierton	27,650	27,650	100.0	0
Aylesbury Hulcott All Saints	6,293	6,293	100.0	0
Bedgrove	71,671	71,671	100.0	0
Bledlow, Saunderton & Horsenden	17,525	17,525	100.0	0
Boarstall	3,409	3,409	100.0	0
Brill	20,038	20,038	100.0	0
Broughton (Aylesbury)	26,141	26,141	100.0	0
Chearsley	14,664	14,664	100.0	0
Chilton St Mary	5,124	5,124	100.0	0
Cuddington	26,897	26,897	100.0	0
Dorton	3,757	3,757	100.0	0
Haddenham	65,368	65,368	100.0	0
Ickford	11,698	11,698	100.0	0
Kingsey	4,753	4,753	100.0	0
Lacey Green	28,171	28,171	100.0	0
Long Crendon	27,072	27,072	100.0	0
Ludgershall	7,962	7,962	100.0	0
Monks Risborough	62,174	62,174	100.0	0
Nether Winchendon	8,868	8,868	100.0	0
Oakley	7,283	7,283	100.0	0
Princes Risborough w Ilmer	89,613	89,613	100.0	0
Shabbington	5,734	5,734	100.0	0
Southcourt The Good Shepherd	20,478	20,478	100.0	0
Stone w Dinton & Hartwell	26,114	26,114	100.0	0

## Archdeaconry of Buckingham

	Share apportionment £	Contributions received £	% received	Balance unpaid £
Walton Holy Trinity	108,915	108,915	100.0	0
Worminghall	7,551	7,551	100.0	0
Wotton Underwood	6,334	6,334	100.0	0
Aylesbury Deanery	2	2	0.0	0
<b>Deanery Totals</b>	<b>778,831</b>	<b>778,831</b>	<b>100.0</b>	<b>0</b>

### Buckingham Deanery

Adstock	6,712	6,712	100.0	0
Akeley	1,700	1,700	100.0	0
Beachampton	5,641	5,641	100.0	0
Biddlesden	2,243	0	0.0	2,243
Buckingham	81,041	81,041	100.0	0
Gawcott	7,563	1,520	20.1	6,043
Leckhampstead	6,798	6,798	100.0	0
Hillesden	6,625	6,625	100.0	0
Lillingstone Dayrell	6,109	6,109	100.0	0
Lillingstone Lovell	6,798	6,798	100.0	0
Maids Moreton w Foscott	31,719	31,719	100.0	0
Padbury	14,161	12,993	91.7	1,168
Radclive Cum Chackmore	3,590	3,590	100.0	0
Shalstone	4,670	2,500	53.5	2,170
Stowe	17,821	17,821	100.0	0
Thornborough	8,009	8,009	100.0	0
Thornton w Nash	8,500	8,500	100.0	0
Tingewick	12,326	3,000	24.3	9,326
Turweston	6,723	6,723	100.0	0
Water Stratford	4,670	4,670	100.0	0
Westbury	6,723	1,500	22.3	5,223
Whaddon	9,742	9,742	100.0	0
Buckingham Deanery	0	0	0.0	0
<b>Deanery Totals</b>	<b>259,884</b>	<b>233,711</b>	<b>89.9</b>	<b>26,173</b>

### Burnham & Slough Deanery

Burnham	72,250	72,250	100.0	0
Colnbrook	7,700	7,700	100.0	0
Datchet	45,000	45,000	100.0	0
Dorney	11,000	11,000	100.0	0
Dropmore	3,500	3,500	100.0	0
Eton	21,000	21,000	100.0	0
Farnham Royal & Farnham Common	53,143	53,143	100.0	0
Hedgerley	23,500	23,500	100.0	0
Hitcham	48,672	48,672	100.0	0
Horton	7,900	7,900	100.0	0
Iver	63,500	63,500	100.0	0
Iver Heath	27,000	27,540	102.0	(540)
Langley Marish	106,300	106,300	100.0	0
Slough St Paul	76,975	76,975	100.0	0
Stoke Poges	70,488	70,488	100.0	0
Taplow	48,562	48,562	100.0	0
Slough St Mary	13,520	13,520	100.0	0
Upton St Laurence	8,840	8,840	100.0	0

## Archdeaconry of Buckingham

	Share apportionment £	Contributions received £	% received	Balance unpaid £
Chalvey St Peter	8,840	8,840	100.0	0
Britwell St George	17,780	17,780	100.0	0
Cippenham St Andrew	19,482	19,482	100.0	0
St Johns & St Michaels Church Cou	12,000	12,000	100.0	0
Wexham	30,000	30,000	100.0	0
Wraysbury	29,197	29,197	100.0	0
Burnham & Slough Deanery	87,388	0	0.0	87,388
Burnham & Slough Deanery No 2	0	0	0.0	0
<b>Deanery Totals</b>	<b>913,537</b>	<b>826,689</b>	<b>90.5</b>	<b>86,848</b>

### Claydon Deanery

Addington	3,968	3,968	100.0	0
Barton Hartshorn	669	669	100.0	0
Chetwode	1,432	1,432	100.0	0
Dunton	1,312	1,312	100.0	0
Edgcott	3,579	3,579	100.0	0
Granborough	11,160	11,160	100.0	0
Great Horwood	8,577	8,577	100.0	0
Grendon Underwood	17,432	17,432	100.0	0
Hardwick (Schorne)	13,216	5,500	41.6	7,716
Hoggeston	1,894	1,894	100.0	0
Marsh Gibbon	18,346	18,346	100.0	0
North Marston	10,654	10,654	100.0	0
Vale Of Aylesbury Methodist	1,184	0	0.0	1,184
Oving w Pitchcott	9,706	3,600	37.1	6,106
Preston Bissett	6,613	6,613	100.0	0
Quainton	25,312	25,312	100.0	0
The Claydons	51,856	36,856	71.1	15,000
Twyford	14,132	14,132	100.0	0
Waddesdon w Over Winchenden	8,576	8,576	100.0	0
Whitchurch (Schorne)	16,793	16,793	100.0	0
Winslow	54,181	54,181	100.0	0
Claydon Deanery	24,000	0	0.0	24,000
<b>Deanery Totals</b>	<b>304,592</b>	<b>250,586</b>	<b>82.3</b>	<b>54,006</b>

### Milton Keynes Deanery

Bletchley	77,300	77,300	100.0	0
Fenny Stratford	25,125	16,000	63.7	9,125
Milton Keynes St Mark's	5,400	5,400	100.0	0
Mk Mission Partnership	381,419	367,345	96.3	14,074
Stony Stratford w Calverton	61,661	40,000	64.9	21,661
Water Eaton	13,279	13,279	100.0	0
Wolverton Holy Trinity	17,982	17,981	100.0	1
Wolverton St George	27,974	27,974	100.0	0
Milton Keynes Deanery	12,582	11,422	0.0	1,160
<b>Deanery Totals</b>	<b>622,722</b>	<b>576,701</b>	<b>92.6</b>	<b>46,021</b>

## Archdeaconry of Buckingham

	Share apportionment £	Contributions received £	% received	Balance unpaid £
<b>Mursley Deanery</b>				
Aston Abbotts	5,162	5,162	100.0	0
Bow Brickhill	11,835	11,835	100.0	0
Cheddington	22,580	11,580	51.3	11,000
Cublington	5,198	5,198	100.0	0
Drayton Parslow	8,148	6,348	77.9	1,800
Great Brickhill	25,615	15,000	58.6	10,615
Ivinghoe w Pitstone	34,016	29,600	87.0	4,416
Little Brickhill	5,022	5,022	100.0	0
Little Horwood	10,424	7,424	71.2	3,000
Marsworth	18,736	18,000	96.1	736
Mentmore	7,527	5,527	73.4	2,000
Mursley	16,952	16,952	100.0	0
Newton Longville	21,579	21,579	100.0	0
Slapton	12,020	12,020	100.0	0
Soulbury	4,200	4,200	100.0	0
Stewkley	41,023	38,500	93.8	2,523
Stoke Hammond	11,454	11,454	100.0	0
Swanbourne	9,751	8,500	87.2	1,251
Wing w Grove	29,000	29,000	100.0	0
Wingrave w Rowsham	20,000	20,000	100.0	0
Mursley Deanery	0	0	0.0	0
<b>Deanery Totals</b>	<b>320,242</b>	<b>282,901</b>	<b>88.3</b>	<b>37,341</b>

<b>Newport Deanery</b>				
Astwood	0	0	0.0	0
Castlethorpe	28,201	28,201	100.0	0
Chicheley	5,945	5,945	100.0	0
Clifton Reynes	7,622	7,622	100.0	0
Cold Brayfield	1,525	1,525	100.0	0
Emberton	15,854	15,854	100.0	0
Gayhurst	3,049	3,049	100.0	0
Hanslope	32,774	21,959	67.0	10,815
Haversham w Little Linford	36,889	36,889	100.0	0
Lathbury	2,450	2,450	100.0	0
Lavendon	13,720	13,720	100.0	0
Moulsoe	2,450	1,525	62.2	925
Newport Pagnell	56,071	56,071	100.0	0
Newton Blossomville	7,622	7,622	100.0	0
North Crawley	8,536	8,536	100.0	0
Olney	60,975	60,975	100.0	0
Ravenstone	7,622	7,622	100.0	0
Sherington	16,006	16,006	100.0	0
Stoke Goldington	12,195	5,195	42.6	7,000
Tyringham w Filgrave	8,232	8,232	100.0	0
Weston Underwood	7,622	7,622	100.0	0
Newport Deanery	0	0	0.0	0
<b>Deanery Totals</b>	<b>335,360</b>	<b>316,620</b>	<b>94.4</b>	<b>18,740</b>

## Archdeaconry of Buckingham

	Share apportionment £	Contributions received £	% received	Balance unpaid £
<b>Wendover Deanery</b>				
Aston Clinton	45,936	45,936	100.0	0
Buckland	14,814	14,814	100.0	0
Cholesbury	6,702	6,702	100.0	0
Drayton Beauchamp	11,714	11,714	100.0	0
Ellesborough	18,610	18,610	100.0	0
Great Hampden	19,178	19,178	100.0	0
The Kimbles	20,483	0	0.0	20,483
Great Missenden	106,800	75,000	70.2	31,800
Halton	7,465	6,000	80.4	1,465
Hawridge	7,198	7,198	100.0	0
Little Missenden	61,700	61,700	100.0	0
Prestwood	63,161	63,161	100.0	0
St Leonards	18,740	18,740	100.0	0
Stoke Mandeville	22,607	3,720	16.5	18,887
The Lee	29,061	29,061	100.0	0
Wendover	119,432	119,432	100.0	0
Weston Turville	61,700	38,000	61.6	23,700
Wendover Deanery	(25,441)	70,894	(278.7)	(96,335)
<b>Deanery Totals</b>	<b>609,860</b>	<b>609,860</b>	<b>100.0</b>	<b>0</b>
<b>Wycombe Deanery</b>				
Bledlow Ridge	13,680	13,680	100.0	0
Bourne End	27,677	27,677	100.0	0
Bradenham	10,079	3,000	29.8	7,079
Cadmore End	10,023	8,000	79.8	2,023
Marlow Team Ministry	199,817	199,817	100.0	0
Hambleden Valley Group	95,523	95,523	100.0	0
Hazlemere	125,251	125,251	100.0	0
Hedsor	22,644	22,644	100.0	0
High Wycombe St Anne & St Peter	19,000	19,000	100.0	0
High Wycombe All Saints	75,077	75,077	100.0	0
High Wyc Hatters Ln St Andrew	69,610	69,610	100.0	0
H/W Christ The Servant King	64,866	64,866	100.0	0
High Wycombe Downley St James	21,070	21,070	100.0	0
H/W Sands Ss Mary & George	5,000	5,000	100.0	0
Hughenden	75,093	75,093	100.0	0
Ibstone	9,568	9,568	100.0	0
Lane End	30,072	30,072	100.0	0
Flackwell Heath	66,541	66,541	100.0	0
Loudwater	84,701	84,701	100.0	0
Radnage	21,599	21,599	100.0	0
Stokenchurch	28,701	28,701	100.0	0
Terriers	41,855	41,855	100.0	0
West Wycombe	26,639	10,000	37.5	16,639
Wooburn	58,390	30,363	52.0	28,027
Wycombe Deanery	0	25,741	0.0	(25,741)
<b>Deanery Totals</b>	<b>1,202,476</b>	<b>1,174,449</b>	<b>97.7</b>	<b>28,027</b>
<b>Archdeaconry Totals</b>	<b>6,864,719</b>	<b>6,567,563</b>	<b>95.7</b>	<b>297,156</b>

## Archdeaconry Of Dorchester

	Share apportionment £	Contributions received £	% received	Balance unpaid £
<b>Abingdon Deanery</b>				
Abingdon Christ Church	179,517	179,517	100.0	0
Abingdon St Helen's	84,846	84,846	100.0	0
Abingdon St Michael	36,899	36,899	100.0	0
Abingdon St Nicolas	34,448	34,448	100.0	0
Appleton	25,176	25,176	100.0	0
Besselsleigh	0	0	0.0	0
Cumnor	68,737	68,737	100.0	0
Damascus	104,578	104,578	100.0	0
Dry Sandford	2,938	2,938	100.0	0
Fyfield w Tubney	13,828	13,828	100.0	0
Kennington	37,147	37,147	100.0	0
Kingston Bagpuize	41,766	41,766	100.0	0
Marcham w Garford	50,534	50,534	100.0	0
Radley	45,940	45,940	100.0	0
Shippon	13,798	13,798	100.0	0
Sunningwell	18,924	18,924	100.0	0
Wootton	35,145	35,145	100.0	0
Abingdon Deanery	8,592	8,592	100.0	0
<b>Deanery Totals</b>	<b>802,813</b>	<b>802,813</b>	<b>100.0</b>	<b>0</b>

<b>Aston &amp; Cuddesdon Deanery</b>				
Adwell	2,108	2,108	100.0	0
Albury	6,040	6,040	100.0	0
Beckley	12,692	12,692	100.0	0
Benson	54,695	54,695	100.0	0
Berinsfield	11,222	11,222	100.0	0
Berrick Salome	14,332	14,332	100.0	0
Brightwell Baldwin	3,014	3,014	100.0	0
Britwell Salome	4,908	4,908	100.0	0
Chalgrove	38,923	38,923	100.0	0
Chinnor w S'ham,/Ast Row/Cr'll	76,290	76,290	100.0	0
Clifton Hampden	8,808	8,808	100.0	0
Cuddesdon	14,726	14,726	100.0	0
Culham	2,868	2,868	100.0	0
Cuxham w Easington	1,913	1,913	100.0	0
Dorchester	49,142	49,142	100.0	0
Drayton St Leonard	9,184	9,184	100.0	0
Ewelme	12,503	12,503	100.0	0
Forest Hill	11,668	11,668	100.0	0
Garsington	22,821	22,821	100.0	0
Great Haseley	15,719	15,719	100.0	0
Great Milton	21,510	21,510	100.0	0
Holton	4,491	4,491	100.0	0
Horspath	21,015	21,015	100.0	0
Horton Cum Studley	12,852	12,852	100.0	0
Lewknor	4,495	4,495	100.0	0
Little Milton	11,691	11,691	100.0	0
Long w Little Wittenham	11,677	11,677	100.0	0
Marsh/Toot Baldon & N Court	15,608	15,608	100.0	0
Newington	2,378	2,378	100.0	0



## Archdeaconry Of Dorchester

	Share apportionment £	Contributions received £	% received	Balance unpaid £
Pyrton & Shirburn	8,607	8,607	100.0	0
South Weston	1,985	1,985	100.0	0
Stadhampton w Chiselhampton	18,545	18,545	100.0	0
Stanton St John	12,814	12,814	100.0	0
Stoke Talmage	2,404	2,404	100.0	0
Swyncombe	16,888	16,888	100.0	0
Tetsworth	4,894	4,894	100.0	0
Thame St Mary	82,000	82,000	100.0	0
Thame Barley Hill	56,917	56,917	100.0	0
Towersey	10,168	10,168	100.0	0
Warborough	28,166	28,166	100.0	0
Waterperry	3,551	3,551	100.0	0
Waterstock	3,234	3,234	100.0	0
Watlington	30,747	30,747	100.0	0
Wheatfield	2,001	2,001	100.0	0
Wheatley	59,473	59,473	100.0	0
Aston & Cuddesdon Deanery	25,000	25,000	100.0	0
<b>Deanery Totals</b>	<b>846,687</b>	<b>846,687</b>	<b>100.0</b>	<b>0</b>

### Bicester & Islip Deanery

Ambrosden	18,532	16,100	86.9	2,432
Bicester Benefice No 2 Account	0	5,440	0.0	(5,440)
Bicester Benefice	102,362	88,097	86.1	14,265
Bicester Emmanuel Convent Dis	59,577	59,577	100.0	0
Bletchington	11,210	11,210	100.0	0
Charlton On Otmoor	12,600	12,600	100.0	0
Cherwell Valley Benefice	61,156	60,000	98.1	1,156
Chesterton	11,210	11,210	100.0	0
Cottisford w Hardwick	6,613	6,613	100.0	0
Finmere	9,878	1,000	10.1	8,878
Fringford	7,878	7,878	100.0	0
Hampton Gay	1,223	700	57.2	523
Hethe	6,551	6,551	100.0	0
Islip	18,941	18,941	100.0	0
Kirtlington	16,512	16,512	100.0	0
Merton	5,931	5,931	100.0	0
Middleton Stoney	6,935	6,935	100.0	0
Mixbury	8,479	8,479	100.0	0
Newton Purcell w Shelswell	2,680	2,680	100.0	0
Noke	4,825	4,825	100.0	0
Oddington	4,930	4,930	100.0	0
Piddington	5,931	3,431	57.8	2,500
Rousham	2,200	2,000	90.9	200
Stoke Lyne	6,822	6,822	100.0	0
Stratton Audley & Godington	12,419	12,419	100.0	0
Wendlebury	5,810	5,810	100.0	0
Weston On The Green	8,256	8,256	100.0	0
Woodeaton	2,966	2,966	100.0	0
Bicester & Islip Deanery	23,296	0	0.0	23,296
<b>Deanery Totals</b>	<b>445,723</b>	<b>397,913</b>	<b>89.3</b>	<b>47,810</b>

## Archdeaconry Of Dorchester

	Share apportionment £	Contributions received £	% received	Balance unpaid £
<b>Chipping Norton Deanery</b>				
Ascott Under Wychwood	10,536	10,536	100.0	0
Chadlington	12,827	12,827	100.0	0
Charlbury	56,803	56,803	100.0	0
Chipping Norton	57,078	57,078	100.0	0
Churchill	25,197	25,197	100.0	0
Enstone	13,681	13,681	100.0	0
Fifield w Idbury	8,157	8,157	100.0	0
Finstock w Fawler	15,521	12,000	77.3	3,521
Great Tew	7,217	7,217	100.0	0
Heythrop	2,406	2,406	100.0	0
Hook Norton/Gt Roll'rt/Swer	46,674	46,674	100.0	0
Kingham	22,013	22,013	100.0	0
Leafield	15,521	8,000	51.5	7,521
Lt Comptn w Chastletn, C'll	15,423	15,423	100.0	0
Little Tew	2,406	2,406	100.0	0
Milton Under Wychwood	25,075	25,075	100.0	0
Ramsden	15,521	15,521	100.0	0
Shipton Under Wychwood	27,189	27,189	100.0	0
Spelsbury	8,726	8,726	100.0	0
Wigginton	7,597	7,597	100.0	0
Chipping Norton Deanery	3,986	3,986	100.0	0
<b>Deanery Totals</b>	<b>399,554</b>	<b>388,512</b>	<b>97.2</b>	<b>11,042</b>

<b>Deddington Deanery</b>				
Adderbury	49,650	49,650	100.0	0
Balscote	4,766	4,766	100.0	0
Banbury St Francis (Lep)	12,760	12,760	100.0	0
Banbury St Hugh	15,349	15,349	100.0	0
Banbury St Leonard	18,847	8,000	42.4	10,847
Banbury St Mary	39,634	39,634	100.0	0
Banbury St Paul	34,057	34,057	100.0	0
Barford St Michael & St John	12,359	12,359	100.0	0
Bloxham	52,112	45,000	86.4	7,112
Bodicote	70,595	70,595	100.0	0
Broughton w North Newington	12,020	12,020	100.0	0
Claydon	5,489	3,500	63.8	1,989
Cropredy	13,071	13,071	100.0	0
Deddington	49,438	49,438	100.0	0
Drayton St Peter	5,243	5,243	100.0	0
Epwell	7,102	7,102	100.0	0
Great Bourton	8,095	8,095	100.0	0
Hanwell	4,766	4,766	100.0	0
Horley	8,580	8,580	100.0	0
Hornton	7,150	7,150	100.0	0
Milcombe	5,937	5,937	100.0	0
Milton	5,517	5,517	100.0	0
Mollington	7,503	7,503	100.0	0
Shenington w Alkerton	8,580	8,580	100.0	0
Shutford	7,649	7,649	100.0	0
Sibford	14,205	14,205	100.0	0

## Archdeaconry Of Dorchester

	Share apportionment £	Contributions received £	% received	Balance unpaid £
South Newington	7,915	4,915	62.1	3,000
Swalcliffe	6,010	6,010	100.0	0
Tadmarton	7,649	7,649	100.0	0
Wardington	8,490	8,490	100.0	0
Wroxton (Dcc)	8,579	6,300	73.4	2,279
Deddington Deanery	(31,035)	(5,808)	0.0	(25,227)
<b>Deanery Totals</b>	<b>488,082</b>	<b>488,082</b>	<b>100.0</b>	<b>0</b>

### Henley Deanery

Bix	17,144	13,000	75.8	4,144
Checkendon	30,768	30,768	100.0	0
Goring	63,744	63,744	100.0	0
Harpsden	38,797	34,917	90.0	3,880
Henley Holy Trinity	46,584	35,000	75.1	11,584
Henley St Mary Virgin	77,374	77,374	100.0	0
Ipsden	10,994	10,994	100.0	0
Kidmore End And Sonning Comm.	45,089	45,089	100.0	0
Nettlebed w Highmoor	20,573	0	0.0	20,573
North Stoke	9,106	9,106	100.0	0
Nuffield	8,896	6,417	72.1	2,479
Pishill	8,275	8,275	100.0	0
Remenham	25,799	25,799	100.0	0
Rotherfield Greys (St N'las)	25,203	23,000	91.3	2,203
Rotherfield Peppard	47,016	47,016	100.0	0
Shiplake w Dunsden	56,126	56,126	100.0	0
South Stoke	17,714	17,714	100.0	0
Stoke Row	6,786	6,786	100.0	0
Streatley	36,599	36,599	100.0	0
Whitchurch	24,636	24,636	100.0	0
Woodcote	27,632	27,632	100.0	0
Henley Deanery	(272)	(270)	0.0	(2)
<b>Deanery Totals</b>	<b>644,583</b>	<b>599,722</b>	<b>93.0</b>	<b>44,861</b>

### Vale Of White Horse Deanery

Ashbury	10,551	10,551	100.0	0
Baulking	9,349	9,349	100.0	0
Buscot	3,236	3,236	100.0	0
Charney Bassett	8,258	8,258	100.0	0
Coleshill	3,236	3,236	100.0	0
Compton Beauchamp	3,223	3,223	100.0	0
Eaton Hastings	3,236	3,236	100.0	0
Faringdon	65,497	65,497	100.0	0
Gainfield	29,360	29,360	100.0	0
Great Coxwell	6,475	6,475	100.0	0
Hinton Waldrist	7,157	7,157	100.0	0
Little Coxwell	5,494	5,494	100.0	0
Longcot w Fernham	8,806	8,806	100.0	0
Longworth	14,191	14,191	100.0	0
Lyford	2,202	2,202	100.0	0
Shellingford	10,283	10,283	100.0	0

## Archdeaconry Of Dorchester

	Share apportionment £	Contributions received £	% received	Balance unpaid £
Shrivenham	46,957	46,957	100.0	0
Stanford In The Vale	48,910	48,910	100.0	0
Uffington	17,295	17,295	100.0	0
Woolstone	9,816	9,816	100.0	0
Vale Of White Horse Deanery	0	0	0.0	0
<b>Deanery Totals</b>	<b>313,532</b>	<b>313,532</b>	<b>100.0</b>	<b>0</b>

### Wallingford Deanery

Aston Tirrold	10,766	10,766	100.0	0
Blewbury	28,251	28,251	100.0	0
Brightwell Cum Sotwell	33,186	33,186	100.0	0
Chilton	25,167	25,167	100.0	0
Cholsey	51,571	51,571	100.0	0
Crowmarsh	24,693	24,693	100.0	0
Didcot All Saints	48,100	48,100	100.0	0
Didcot Ladygrove (Lep)	47,958	47,958	100.0	0
Didcot St Peter	38,350	38,350	100.0	0
Hagbourne	28,251	28,251	100.0	0
Harwell	50,333	50,333	100.0	0
Moulsford	10,278	10,278	100.0	0
North Moreton	11,703	11,703	100.0	0
South Moreton	3,768	3,768	100.0	0
Upton	10,359	10,359	100.0	0
Wallingford	67,944	67,944	100.0	0
Wallingford Deanery	10,457	10,457	100.0	0
<b>Deanery Totals</b>	<b>501,135</b>	<b>501,135</b>	<b>100.0</b>	<b>0</b>

### Wantage Deanery

Ardington w Lockinge	17,071	17,071	100.0	0
Childrey w West Challow	14,161	14,161	100.0	0
Denchworth	1,041	1,041	100.0	0
East Challow	12,514	12,514	100.0	0
East Hendred	24,000	20,000	83.3	4,000
Grove	90,263	90,263	100.0	0
Hanney	14,980	14,980	100.0	0
Letcombe Bassett	4,099	4,099	100.0	0
Letcombe Regis	15,070	15,070	100.0	0
Sparsholt w Kingston Lisle	10,853	10,853	100.0	0
Wantage	85,812	85,812	100.0	0
West Hendred	8,000	8,000	100.0	0
Wantage Deanery	1	4,001	0.0	(4,000)
<b>Deanery Totals</b>	<b>297,865</b>	<b>297,865</b>	<b>100.0</b>	<b>0</b>

### Witney Deanery

Alvescot	6,855	6,855	100.0	0
Asthall & Swinbrook w Widford	15,118	15,118	100.0	0
Bampton w Clanfield	63,855	63,855	100.0	0
Black Bourton	7,206	0	0.0	7,206
Brize Norton	14,898	10,858	72.9	4,040
Broadwell	6,038	6,038	100.0	0
Broughton Poggs w Filkins	7,346	7,349	100.0	(3)

## Archdeaconry Of Dorchester

	Share apportionment £	Contributions received £	% received	Balance unpaid £
Burford	59,641	59,641	100.0	0
Carterton	53,179	53,179	100.0	0
Cogges	75,063	75,063	100.0	0
Ducklington w Hardwick	36,422	36,422	100.0	0
Fulbrook	12,522	12,522	100.0	0
Holwell	3,605	3,605	100.0	0
Kelmscott	3,663	538	14.7	3,125
Kencot	5,999	5,999	100.0	0
Langford	8,898	4,531	50.9	4,368
Little Faringdon	6,098	6,098	100.0	0
Minster Lovell	21,614	21,614	100.0	0
North Leigh	33,079	33,079	100.0	0
Northmoor	12,923	12,923	100.0	0
Shill Valley and B'shire Ben	0	0	0.0	0
Shilton	8,797	8,797	100.0	0
South Leigh	9,225	9,225	100.0	0
Standlake	26,622	26,622	100.0	0
Stanton Harcourt	19,033	19,033	100.0	0
Taynton	9,828	9,828	100.0	0
Westwell	4,197	4,197	100.0	0
Witney	109,127	109,127	100.0	0
Yelford	3,495	3,495	100.0	0
Witney Deanery	(16,035)	2,701	(16.8)	(18,736)
<b>Deanery Totals</b>	<b>628,311</b>	<b>628,311</b>	<b>100.0</b>	<b>0</b>

### Woodstock Deanery

Begbroke	13,384	10,707	80.0	2,677
Bladon	25,390	25,390	100.0	0
Cassington	15,552	15,552	100.0	0
Combe Longa	18,686	18,686	100.0	0
Duns Tew	9,759	9,759	100.0	0
Eynsham	62,207	62,207	100.0	0
Freeland	23,286	23,286	100.0	0
Hanborough	49,484	49,484	100.0	0
North Aston	8,066	8,066	100.0	0
Over Worton w Nether Worton	4,473	4,473	100.0	0
Sandford St Martin	8,540	8,540	100.0	0
Shipton On Cherwell	5,103	5,103	100.0	0
Steeple Aston	26,887	26,887	100.0	0
Steeple Barton	10,573	10,573	100.0	0
Stonesfield	39,799	39,799	100.0	0
Tackley	18,821	12,000	63.8	6,821
Westcote Barton	7,320	7,320	100.0	0
Woodstock	51,162	51,162	100.0	0
Wootton, Glympton, Kid'ton	14,137	14,137	100.0	0
Yarnton	34,826	21,900	62.9	12,926
Woodstock Deanery	(83)	6,683	0.0	(6,766)
<b>Deanery Totals</b>	<b>447,372</b>	<b>431,714</b>	<b>96.5</b>	<b>15,658</b>

<b>Archdeaconry Totals</b>	<b>5,815,657</b>	<b>5,696,286</b>	<b>97.9</b>	<b>119,371</b>
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## Archdeaconry Of Oxford

	Share apportionment £	Contributions received £	% received	Balance unpaid £
<b>Cowley Deanery</b>				
Blackbird Leys	6,817	6,817	100.0	0
Cowley St James & St Francis	48,857	48,857	100.0	0
Cowley St Mary & John & St Albans	55,400	55,400	100.0	0
Elsfield	1,454	1,454	100.0	0
Headington St Andrew	47,578	47,578	100.0	0
Headington Quarry	66,935	66,935	100.0	0
Headington St Mary	7,568	7,568	100.0	0
Highfield	31,553	31,553	100.0	0
Iffley	54,390	54,390	100.0	0
Littlemore	11,240	11,240	100.0	0
Marston	58,683	58,683	100.0	0
New Marston	23,211	23,211	100.0	0
Oxford St Clement	40,275	40,275	100.0	0
Sandford On Thames	11,569	11,569	100.0	0
Cowley Deanery	16,038	16,038	100.0	0
<b>Deanery Totals</b>	<b>481,568</b>	<b>481,568</b>	<b>100.0</b>	<b>0</b>
<b>Oxford Deanery</b>				
Kidlington	88,000	99,000	112.5	(11,000)
North Hinksey	43,766	44,436	101.5	(670)
Oxford St Aldate	132,082	132,082	100.0	0
Oxford St Andrew	110,788	110,788	100.0	0
Oxford SS B'bas & Paul w St Thomas	55,120	55,120	100.0	0
Oxford St Ebbe	100,358	100,358	100.0	0
Oxf. St Frideswide & Binsey	19,000	19,330	101.7	(330)
Oxford St Giles	53,125	53,125	100.0	0
Oxford St Mary Magdalen	60,320	60,320	100.0	0
Oxford St Mary The Virgin	81,408	81,408	100.0	0
Oxford St Matthew & St Luke	67,403	67,403	100.0	0
Oxf St Michael, Martin, All Saints	38,480	38,480	100.0	0
Oxf. SS Philip, James, Margaret	50,738	50,738	100.0	0
South Hinksey St Laurence	21,632	21,632	100.0	0
Summertown	67,478	67,478	100.0	0
Wolvercote	67,552	67,552	100.0	0
Wytham	5,956	5,956	100.0	0
Oxford Deanery	43,569	0	0.0	43,569
<b>Deanery Totals</b>	<b>1,106,775</b>	<b>1,075,206</b>	<b>97.1</b>	<b>31,569</b>
<b>Archdeaconry Totals</b>	<b>1,588,343</b>	<b>1,556,774</b>	<b>98.0</b>	<b>31,569</b>

# Appendix 3:

## Board Members

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### **Bishop's Council/Diocesan Mission and Pastoral Committee** *See page 6.*

The role of Chair of the Closed Churches Committee was taken over by Basil Eastwood in September 2018. This concluded a period of vacancy following Alistair Hunter's resignation in March 2017, the Venerable Judy French having acted as Chair during the interim period.

### **Buildings Management and Strategy Committee:**

Mrs Sue Scane (Chair), the Revd Christopher Bull, the Revd Clare Sykes, the Revd Verena Breed, the Revd Jason St John Nicolle, Prof John Missenden, Ms Caroline Kallipetis, Mr Henry Gibbon, Mr Michael Hardman, Mr Edward Weiss, Mr James Macnamara, the Rt Revd Steven Croft, the Rt Revd Alan Wilson, the Rt Revd Andrew Proud, the Rt Revd Colin Fletcher, the Ven Martin Gorick, the Ven Guy Elsmore, the Ven Olivia Graham, the Ven Judy French, the Revd John Tattersall, Mr Simon Richards.

### **Communications Strategy Oversight Group**

**(CSOG):** Reflecting the scale and scope of change within the communications function, the CSOG fell into abeyance from mid-2018 onwards. However, the Communications Director maintained regular discussion with the Archdeacon of Berkshire throughout the year. CSOG will be reconstituted with new members and revised terms of reference in 2019.

**Committee for Interfaith Relations:** the Ven Martin Gorick, the Revd Sue Burchell, the Revd Sally Lynch, Dr Hugh Boulter, Dr Anna Thomas-Betts, the Revd Richard Christopher, Mr Martin Hughes, Mr Chris Knollys, Mr David Sparrow, Mrs Anne Andrews, the Revd Paul Smith, Ms Anne Bowker, Mrs Julie Shields.

### **Council for Partnership in World Mission:**

Chairman: the Rt Revd Andrew Proud, Bishop of Reading; Secretary: the Revd Canon Robert Teare; Elected members: the Revd Canon Sue Booy, the Revd Dr Elizabeth Carmichael, Mr John Davies, the Revd Skye Denno, Dr Anna Thomas-Betts, Miss Joan Walker (Treasurer), the Revd Hugh White; Agency representatives: Dr Elizabeth Taylor (USPG), Mrs Su McClellan (Embrace the Middle East), Ms Heather Ramsey (CMS); In attendance: the Revd Canon Tony Dickinson, the Revd Dr Graeme Fancourt, the Revd Canon Nick Molony, Canon Rosemary Pearce, and Mrs Maranda St John Nicolle.

**Diocesan Advisory Committee:** the Revd Derek Witchell (Acting Chair), Mrs Liz Kitch (Secretary), the Ven Martin Gorick, the Ven Guy Elsmore, the Ven Olivia Graham, the Ven Judy French, the Revd Dr Allan Doig FSA, Mr Bryan Martin RIBA, Mr Julian Munby FSA, Ms Geraldine O'Farrell C.Eng, Mr David Clark FSA, the Revd Valerie Plumb, the Revd Canon Jeff West, Ms Joyce Christie, Prof John Missenden, the Ven Christine Allsopp, Mr Henry Gibbon and Mrs Helen Ensor.

**Diocesan Board of Mission:** Canon Andrew Anderson-Gear (Secretary), the Ven Guy Elsmore, the Rt Revd Alan Wilson, the Rt Revd Andrew Proud, the Rt Revd Colin Fletcher, the Rt Revd Steven Croft, the Revd David Heywood, Mr Gavin Merrylees, the Revd Heather Parbury, Mrs Maranda St John Nicolle, Dr Anna Thomas-Betts, Ms Alison Webster, the Revd Geoff Bayliss, Mrs Judith Scott, the Revd Andrew Lightbown, the Revd David Salter, Mrs Lin Mills, the Revd Skye Denno, the Revd John Goodman, Mrs Polly Falconer and Miss Sheila Townsend.

**Diocesan Trustees (Oxford) Ltd:** Mr Gordon Anderson, Mr Jonathan Annelay (from 19.11.18), the Revd Andrew Bond (from 19.11.18), Mr Peter Bridges (Chair until 13.11.18), the Rt Revd Steven Croft, Mr Simon Downer (from 19.11.18), His Honour Charles Elly (Chair), the Ven Guy Elsmore (until 13.11.18), the Ven Judy French (until 13.11.18), the Ven Martin Gorick (until 13.11.18), the Ven Olivia Graham (until 13.11.18), Mr Michael Hardman (until 28.9.18), the Revd Dr Canon Simon Jones (until 5.7.18), Mr David Lillycrop (from 28.9.18), Mr Michael Powell, the Revd Jason St John Nicolle (from 28.9.18), the Revd John Tattersall and Mr Edward Weiss.

**The Glebe Committee:** Mrs Sue Scane (Chair), Mr James Macnamara, Mr Stuart Atkinson, Mr Gordon Gill, Mr Luke Stacey, Mr Jeremy Twynam, Mr Adrian Hopkinson, the Ven Martin Gorick, the Ven Guy Elsmore, the Ven Olivia Graham, the Ven Judy French, the Revd John Tattersall, Mr Simon Richards and Mr Michael Hardman.

**Mothers' Union:** Mrs Christine Beynon, the Revd Lady Denise Brown (Chaplain), Mrs Rachel Buckley, the Revd Louise Butler, Mrs Rennie Buxton, Mrs Norma Clarke, Mrs Maureen Weston, Mrs Jean Vaughan and Mrs Alison Bennett.

**Oxford Diocesan Board of Education:** the Right Revd Dr Steven Croft, the Right Revd Dr Alan Wilson (Chair), Mr Gordon Anderson, the Revd Mark Bennet, Mr Andrew Browne (from 09.03.18), Ms Helen Crolla, Ms Nicola Flower, the Ven Judy French, the Revd Canon Tim Harper, the Revd Mary Harwood, Mrs Patricia Hudson, Ms Sally-Anne Jarvis, Mrs Maureen Lomas, the Revd Darren McFarland, Ms Joanna Moriarty, Mr Peter Norman, Mr Kieran Salter, the Revd Sarah Sharp, Mr Geoffrey Strutt, Mrs Kathy Winrow, Mrs Carol Worthington.

**Oxford Diocesan Board of Patronage:** Mr James Adam, Mr Jonathan Anelay, Mr Martin Chandler, the Revd Dr Brian Griffiths, the Revd Canon Rosie Harper, Mr Paul Hiron, the Revd Chris Leslie, the Revd Tony Price and Mrs Susan Small. The Bishop of Oxford is, ex-officio, a member of the board. The Archdeacon,

Area Dean and Lay Chair of the relevant Deanery Synod are members of the board for the purpose of transacting business relating to a particular benefice within their Archdeaconry or Deanery.

**Oxford Diocesan Council for the Deaf and Hard of Hearing:** the Right Revd Steven Croft (President), the Revd Tim Edge (Chairperson), Mrs Teresa Carter, the Revd Heather Carter, Mr Ken Dyson, Mr Christopher Emery, the Revd Joan Hicks, Mrs Anna Knaggs and Mrs Diane Donohoe (from 25.9.18).

**Parents and Children Together:** Mr Jim Brown, Mr Guy Davies, Mr Philip Sapwell, Mrs Diana Hasting MBE, the Revd Tim Edge, His Honour Anthony King, Mrs Stephanie Gibbons, Mrs Elizabeth McAuley and Mr Philip Lewis.

# Acronyms

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CE	Church of England
CMD	Continuing Ministerial Development
CSOG	Communications Strategy Oversight Group
DAC	Diocesan Advisory Committee
DMPC	Diocesan Mission and Pastoral Committee
DT(O)L	Diocesan Trustees (Oxford) Ltd
EiG	Excellence in Governance
EiS	Excellence in Schools
GDPR	General Data Protection Regulation
HMG	Her Majesty's Government
IME	Initial Ministerial Education
LLM	Licensed Lay Minister
LMP	Local Ministry Pathway (the Local Ministry Programme is part of the Pathway)
MAT	Multi Academy Trust
ODCD	Oxford Diocesan Council for the Deaf and Hard of Hearing
ODBE	Oxford Diocesan Board of Education
ODBF	Oxford Diocesan Board of Finance
ODBST	Oxford Diocesan Bucks School Trust
Ofsted	Office for Standards in Education
PACT	Parents and Children Together
PCC	Parochial Church Council
PMC	Partnership for Missional Church
PWM	Partnership for World Mission
RME	Resourcing Ministerial Education
SIAMS	Statutory Inspection of Anglican and Methodist Schools
SOFA	Statement of Financial Activities
SSM	Self-Supporting Minister









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