# 2025 Draft Budget – Overview

With regard to 2024 finances, I would like to highlight two elements.

Firstly, we were pleased to be advised by the Church of England Pensions Board in December of a reduction in the cost of the clergy pension scheme. Contributions have reduced to 25% of the national minimum stipend, without reducing the level of benefits. As a consequence, like most other dioceses, Bishop's Council was able to agree a higher stipend (and salary) level than had been budgeted and a 6% increase was implemented on 1 April 2024, recognising the lower than inflation increases that had been paid in recent years. This has been done whilst maintaining the parish share increase to deaneries at an average of 3%, as communicated last summer.

Secondly, as you are aware, we ended 2023 with a surplus and expect to do so again in 2024. In consequence, our reserves at the end of 2023 are comfortably above our targeted level. We are deploying this surplus in the ways set out in the budget paper.

In relation to the 2025 budget it does mean we are departing from our normal practice of a breakeven budget and showing a deficit which will be covered from those reserves.

In terms of key features, the draft 2025 budget assumes a 3% increase in stipends, salaries and aggregate increase in parish share. It has also been possible to bring onto the core budget the cost of three staff posts, which have been accounted for (due to the effect of the pandemic) under our total return methodology since 2020.

The Finance Committee has additionally decided, rather than deaneries due under the new parish share methodology to be paying less parish share seeing an increase of 1% in both 2024 and 2025, that in each year there should be no increase for those deaneries. This decision comes at a cost of £479,000. It should also be noted that there will probably be two more years of deficit budgets to return the reserves to target.

A further limited review of parish share has been conducted over the last few months, focusing on those issues raised most strongly by deanery treasurers. This has resulted in some changes to the allocation of training costs and fees, an increase to the community support allowance, a reduction in parish share during the long term absence or maternity leave of an incumbent and the establishment of deanery recovery plans. Conscious of all that is involved in changes in methodology, it is not intended to make further changes to the parish share methodology for at least three years. The various changes are being communicated to all parishes this month and they are reflected in the schedule that follows. *On the Money* is being updated and further parish share materials will be available later this year.

We continue to be very grateful for our active and essential partnership with parishes and deaneries as we seek to be wise stewards of the resources God gives to the diocese and to parishes, and for the work that takes place to raise the parish share that funds the mission and ministry across the diocese.

Mark Humphriss Diocesan Secretary May 2024

### **Draft 2025 Outline Revenue Budget**

#### A Introduction

The 2025 revenue budget is below (with the 2024 forecast as a comparator, given the material changes to the 2024 budget – stipend/salary increases and a reduction in clergy pension scheme contributions). Based on the assumptions listed below, the 2025 budget currently shows a deficit of £235K.

The deficit is primarily caused by the reduction of the Parish Share floor from 1% to 0%. The impact of this change on reserves is noted in Section M. The ODBF Finance Committee and Bishop's Council have recommended this budget to Diocesan Synod.

Unapplied Total Return expenditure is excluded from the revenue budget as this is funded separately via a designated fund set aside specifically for this purpose as a consequence of our investment returns. The rolling 5-year projection will be reviewed at the September meeting of the Finance Committee and a summary presented, as last year, to Diocesan Synod in November.

## **B 2025 budget assumptions**

The following parameters that have been used as a start point for setting the budget. These are shown in comparison to the 2024 budget assumptions:

- Stipends increase 3.0% (2024: actual level paid 6%)
- Share increase 3% (2024: 3%)
- Share under collection 5% (2024: 5.5%)
- Clergy vacancies 28 (2024: 26)
- Buildings repairs increase 2% on raw materials (2024: 2%)
- Stipendiary clergy posts 309.75 (2024: 309.75)
- Curates in training average posts 56 (2023: 59)

## C Changes to clergy numbers

The share scheme allows for changes in stipendiary post numbers to be confirmed over the summer for the final budget to be presented to October Bishop's Council. This draft 2025 budget assumes no change in post numbers. Post numbers will be reviewed in detail with the Archdeacons for the 2025 share allocation and any changes to ministry costs will create an equal change to the parish share allocation for the relevant deanery.

The model also assumes an increase of two posts in the vacancy rate to 28 (2024: 26). This rate will need to be kept under close review given the (March 24) rate of 42.75.

#### D 2025 Parish Share

### i) Share uplift:

The first draft budget for parish share is prepared on the assumption of an average 3% increase in share on the gross 2024 allocated total.

### ii) Share parameters:

Currently the floor and ceiling are set at +5% and 0%. The floor has been lowered by 1% for 2024 & 2025, given the 2023 operational surplus and the forecasted 2024 surplus (the forecast surplus below has been amended to reflect the change to 0% in the Share Floor.

### iii) Share under collections:

94.5% of parish share was received in 2023. The current budget model for 2025 assumes a collection rate of 95% (2024 budget 94.5%). This may need to be reviewed later in 2024 but is currently considered to be a prudent forecast.

#### E Pension scheme deficit contributions

The contribution rate to the clergy pension scheme has been reduced to 25% from 1 April 2024. Pension costs do rise by an additional £35k in 2025 as the National Minimum Stipend (used to calculate pension contributions, as well as being a minimum benchmark) rises by 7% in 2024.

#### F Glebe net income

Glebe net income shows an increase as the budget reflects the support from Total Return relative to stipends growth.

## **G** Buildings budget

We have currently assumed a 2% (2024:2%) inflation rate on raw material costs. We continue to provide for 5% pa on Council Tax and Water Rates.

We have also increased property rentals from £1,050k to £1,071k. Whilst this is less than the 2023 result (and the 2024 forecast), but it reflects less properties being available to rent (due to retrofit work and less vacancies).

### **H Department of Mission & Ministry**

There are two items in this budget which cannot be finalised until later in the year:

- 1. Course fees relating to the Local Ministry Pathway are now zero, with the programme having been teached-out. No income is included from the Lay Learning platform.
- 2. The process for Ordinand Maintenance Grants is subject to review and there could be changes to that process from the beginning of the 25/26 academic year. There is no indication yet as to whether this would materially impact the budget.
- 3. Clergy Conference. Budgeted costs for the conference at Swanwick have increased significantly. We build the budgeted cost at £15k per year but have need to a material increase to arrive at the indicative cost of £71k.

### I National Church costs

National church costs vote 2-5 are included in the draft budget with a 2% increase on 2024.

### J Benefact Trust grant

Benefact (previously All Churches) Trust grant has been included at £137k (2024:£164k). This reflects an ongoing reduction which has yet to be confirmed.

#### **K Interest Received**

Bank interest increased reflects forecasted cash balances at a reduced 3.5%. No provision has been made relating to the possible sale of Glebe land at Waddeson (upwards of £5m), given the history of this transaction and its consistent deferral.

#### **L Staffing**

- 1. 3% salary increase w.e.f. 1 September 25. 2024: 6% from 1 April 2024.
- 2. NI savings relating to Pension Salary sacrifice scheme included. Estimated at £27k.
- 3. We have taken the opportunity to move the following posts from being UTR into the core budget (total cost £171k):
  - a. DAC post
  - b. Generous Giving Adviser
  - c. Ministry Enabler (Digital Learning)

## M Summary and recommendations

This is the first draft for 2025 and will be revised considering emerging 2024 results mid-year, and Deanery/Parish consultations.

## Impact of 0% Floor on forecasts/budgets:

The impact of a 0% floor in 2024 & 2025, as follows:

- The additional cost of moving the floor to 0% in the 2024 share allocation is £74k (reflected in the forecast below).
- If the floor stays at 0% in 2025, the cost (unallocated share outside of capping) is £153k.
- With a 2% increase in share in 2026 and the floor/cap at 0% and 4% the cost (unallocated share outside of capping) is £110k.
- With a further 2% increase in share in 2027 and the floor/cap at 0% and 4% the cost (unallocated share outside of capping) is £85k.
- With a further 2% increase in share in 2028 and the floor/cap at 0% and 4% the cost (unallocated share outside of capping) is £57k.

The total charge to reserves in the period to 31.12.28 is, therefore, is £479k.

### **Reserves impact**

	£'m
Free reserves at 31.12.23 (per statutory accounts)	9.68
Impact of 0% Floor (as above)	(0.48)
2024 Forecasted surplus (before 0% adjustment)	0.35
Transfer to clergy absence fund	(0.25)
Transfer to Development Fund	(0.40)
Amended free reserves to accommodate any forecasted deficits to 31.12.28	8.91

The above would suggest (assuming breakeven budgets) free reserves of no more than 3.5 months. This assumes an inflation rate on current costs of 2% pa. Therefore, careful monitoring of the 5-year projections and keeping any projected deficits under control to maintain the 3-month reserves threshold, will be paramount. The 5-year projections produced last year for 2026-2028 contained cumulative deficits of £0.71m. This would, within the realms of materiality, bring the free reserves back to 3 months.

This draft has now been approved by the ODBF Finance Committee and Bishop's Council, and the later commend this draft to Synod.

John Orridge May 2024

		4 Budget Forecast	Ne		2025 Budget	
	Costs £	Income £	Net £	Costs £	Income £	Net £
		_	_	_		
esourcing Ministry & Mission						
rochial Stipends	10,476,410	0	10,476,410	10,969,641	0	10,969,641
ational Insurance & Apprenticeship Levy	951,258	0	951,258	965,328	0	965,328
ension Contributions	2,503,733	0	2,503,733	2,402,345	0	2,402,345
otal Parochial Stipends, NICs & Pensions	13,931,401	0	13,931,401	14,337,314	0	14,337,314
arochial Fees	0	-915,000	-915,000	0	-915,000	-915,000
ther Income (Contributions to Stipends)	0	-175,327	-175,327	0	-178,834	-178,834
lebe Costs/Income	238,055	-5,396,722	-5,158,667	226,939	-5,527,278	-5,300,339
tatutory Fees & Other Contributions to Stipends	238,055	-6,487,049	-6,248,994	226,939	-6,621,112	-6,394,173
ishops & Archdeacons Office Costs ther Parochial Ministry Costs	294,875 366,000	-63,264 0	231,611 366,000	307,848 373,290	-64,860 0	242,988 373,290
rants to Clergy	140,367	0	140,367	143,174	0	143,174
ishops Discretionary Funds	21,100	0	21,100	21,100	0	21,100
uilding Grants	35,000	0	35,000	25,000	0	25,000
linisterial Oversight & Grants	857,342	-63,264	794,078	870,412	-64,860	805,552
a adjustice Costs						
e-ordination Costs:- National Church - Central Fund for Training	905,921	0	905,921	924,039	0	924,039
M&M: Vocations & DDO	828,808	-9,000	819,808	867,909	-9,180	858,729
Ordination & First Appointment Grants	120,000	0	120,000	122,400	0	122,400
	1,854,729	-9,000	1,845,729	1,914,348	-9,180	1,905,168
ost Ordination & Lay Ministry Training						
Lay Learning	23,000	-12,000	11,000	39,460	-12,240	27,220
M&M: Formation for Ministry	520,795	-65,000	455,795	547,154	0	547,154
otal Ministry Training Costs	2,398,524	-86,000	2,312,524	2,500,962	-21,420	2,479,542
uildings						
Buildings Repairs	2,096,912	0	2,096,912	2,141,910	0	2,141,910
Council Tax, Water ,Insurance etc.	1,617,407	0	1,617,407	1,692,902	0	1,692,902
Rental Costs & Housing Allowances	478,952	0	478,952	484,352	0	484,352
Staff Costs & Administration Lettings Costs/Income	413,372 66,950	-1,300,074	413,372 -1,233,124	402,666 66,950	-1,071,075	402,666 -1,004,125
Other Buildings Income	10,000	-1,300,074	-1,255,124	10,000	-1,071,073	-1,004,123
	4,683,593	-1,425,474	3,258,119	4,798,780	-1,196,475	3,602,305
	4,003,393	-1,425,474	3,238,119	4,798,780	-1,196,475	3,002,303
pportionment of support costs (FTE - not including support posts)	969,642		969,642	948,425		948,425
esourcing Ministry & Mission Total	23,078,557	-8,061,787	15,016,770	23,682,832	-7,903,867	15,778,965
upport for Parish Ministry						
ishops & Archdeacons Office Costs	294,875	-63,264	231,611	307,848	-64,860	242,988
lission & Ministry: Management & Support	237,576	-1,000	236,576	359,573	-1,020	358,553
lission & Ministry: Clergy Conference	15,000	0	15,000	26,000	0	26,000
ommunications AC	265,048 244,639	-20,000 -500	245,048 244,139	293,545 311,881	-20,000 -510	273,545 311,371
PC	61,885	0	61,885	63,430	0	63,430
TOL/Governance & Projects	16,115	0	16,115	16,437	0	16,437
afeguarding	425,283	0	425,283	540,262	0	540,262
enefact Trust undry Income	0	-164,798 -266,314	-164,798 -266,314	0	-137,332 -363,040	-137,332 -363,040
DBF Admin	119,336	-200,242	-80,906	121,723	-200,303	-78,580
pportionment of support costs (FTE - not including support posts)	911,463		911,463	891,520		891,520
upport for Parish Ministry Total	2,591,220	-716,118	1,875,102	2,932,219	-787,065	2,145,154
		120,220	3,410,202	3,000,000		
ational Church Costs (Votes 2-5)	1,036,576	0	1,036,576	1,057,308	0	1,057,308
ants						
pard of Education Grant	291,472	0	291,472	300,216	0	300,216
niversity appointments & Ecumenical Grant rants: PACT & ODCD	75,931 101,700	0	75,931 101,700	77,435 101,700	0	77,435 101,700
artnership in World Mission	71,065	0	71,065	73,383	0	73,383
oportionment of support costs (FTE - not including support posts)	58,178		58,178	56,906		56,906
rants Expenditure Total	598,346	0	598,346	609,640	0	609,640
				,		
ipport Costs (Memo Only)						
ecretariat	241,745	0	241,745	249,609	0	249,609
nance	384,788	0	384,788	397,666	0	397,666
R pyernance Costs	475,775	0	475,775	396,156	0	396,156 266,001
T   Total Costs	260,785 234,950	0	260,785 234,950	266,001 239,728	0	266,001
hurch House Facilities	341,240	0	341,240	347,690	0	347,690
upport Costs Total	1,939,283	0	1,939,283	1,896,850	0	1,896,850
		-				
pport Costs (Apportioned to Key Budget Heads)	-1,939,283		-1,939,283	-1,896,850		-1,896,850
	0	0	0	0	0	0
	+					
rish Share	0	20.555.222	20.555.252		24 404 7	24.401.7
		-20,556,263 1,062,664	-20,556,263 1,062,664	0	-21,104,745 1,048,237	-21,104,745 1,048,237
rish Share Requested		1.002.004		0	1,048,237 450,598	1,048,237
rish Share Requested titicipated Under Collection	0		450.000		.50,550	.50,550
rish Share Requested ticipated Under Collection bates	0	450,000	450,000	2	10.605.010	10.005.010
orish Share Requested nticipated Under Collection ebates et Parish Share	0	450,000 -19,043,599	-19,043,599	0	-19,605,910	
arish Share arish Share Requested titicipated Under Collection ebates et Parish Share acancy Provision	0	450,000		0	-19,605,910 250,000	
nrish Share Requested ticipated Under Collection bates et Parish Share tcancy Provision	0	450,000 -19,043,599	-19,043,599			250,000
orish Share Requested nticipated Under Collection ebates et Parish Share	0 0 0	450,000 -19,043,599 246,000	-19,043,599 246,000	0	250,000	-19,605,910 250,000 -19,355,910 235,157

	and a	2005	
Key Assumptions:	2024	2025	
Annual increase in Parish Share on prior year	3.00%	3.00%	
Stipendiary clergy & layworkers posts	309.75	309.75	
Average clergy vacancies	34	28	
Curates in training - expected average nos	59.00	56.00	
Stipend increase from 1 April	6.00%	3.00%	
NMS inflation	5.00%	7.00%	
Salary cost increase from 1 April	6.00%	3.00%	Returns to 1 Sept in 2025
Annual increase in clergy housing repairs	3.40%	2.00%	
General inflation assumption	3.40%	2.00%	
Clergy pension contribution rate	28.00%	25.00%	
Staff defined contribution rate for new scheme	12.50%	12.50%	
Share capping ceiling	5.00%	5.00%	
Share capping floor	0.00%	0.00%	
Anticipated share under collection rate	5.50%	5.00%	

# 2025 draft Parish Share Allocation

	1. Costs of Ministry										2. Vacancy Savings (minus)			3. Training Costs (plus)	4. Statutory Fees Reimbursed (minus)	5. Distribution of Glebe (minus)	Net Ministry Cost
	Ministry costs for posts financially supported by the Diocese Gro													National Church and direct training costs	(minus)	Balance of Glebe after Community Support Allowance	
	Final stipendiary post	s as per 20	24 allocation	Archdeaconry Posts	Total stipendiary	House f	for Duty		Stipendiary	Proportion of		FTE (incl. LSP, SSM,	Proportion of Training				<u> </u>
Deanery	£42,216	£11,181			cost		£11,181		Ministry FTE	Vacancy Savings	£1,182,058	LLM)	Costs	£4,714,026	£896,875	£2,897,748	
Oxford Archdeaconry	Posts -	Houses -	£	£	£	Posts -	£	£			£			£	£	£	£
Cowley	12.00	12.00	640,766	-	640,766	-	-	640,766	12.00	3.89%	46,017	13.10	3.71%	174,864	26,878	112,361	630,375
Oxford	13.50	14.00	726,453	- [	726,453	3.0	33,543	759,995	13.50	4.38%	51,769	19.65	5.56%	262,297	22,059	127,387	821,077
,	25.50	26.00	1,367,219	[	1,367,219	3.0	33,543	1,400,761	25.50	8.27%	97,786	32.75	9.27%	437,161	48,937	239,748	1,451,452
				[													
Berks Archdeaconry	-	-		-		-											
Bracknell	9.50	10.00	512,864	-	512,864	-	-	512,864	9.50	3.08%	36,430	9.75	2.76%	130,147	24,297	89,933	492,351
Bradfield	8.40	8.00	444,064	-	444,064	1.0	11,181	455,245	8.40	2.73%	32,212	9.15	2.59%	122,138	24,028	77,869	443,275
Maidenhead and Windsor	13.75	14.00	737,007	-	737,007	2.0	22,362	759,368	13.75	4.46%	52,728	15.35	4.35%	204,898	41,433	129,237	740,869
Newbury	14.00 26.50	14.00 27.00	747,561	-	747,561	3.0	33,543	781,103	14.00	4.54%	53,686	15.80 27.55	4.47%	210,905 367,749	46,797	131,088 249,111	760,437
Reading	13.00	13.00	1,420,616 694,164	-	1,420,616 694,164	1.0	11,181	1,420,616 705,344	26.50 13.00	8.60% 4.22%	101,621 49,852	14.20	7.80% 4.02%	189,548	35,160 47,248	121,725	1,402,474 676,068
Sonning	85.15	86.00	4,556,275		4,556,275	7.0	78,266	4,634,541	85.15	27.62%	326,528	91.80	25.99%	1,225,386	218,963	798,963	4,515,473
1	00.10	00.00	4,550,275		4,330,273	7.0	10,200	4,034,341	05.15	21.02/0	320,326	91.00	23.9970	1,223,300	210,903	790,903	4,515,475
Bucks Archdeaconry	1.00	1.00	53,397	(53,397)		_											
Amersham	17.00	17.00	907,752	8,449	916,201	2.0	22,362	938,563	17.16	5.57%	65,797	20.36	5.76%	271,747	55,134	160,660	928,719
Aylesbury	13.00	14.00	705,344	6,565	711,910	3.0	33,543	745,452	13.12	4.26%	50,323	14.87	4.21%	198,531	35,697	124,836	733,127
Buckingham	5.00	5.00	266,986	2,485	269,471	-		269,471	5.05	1.64%	19,352	5.20	1.47%	69,372	11,803	47,253	260,435
Burnham and Slough	18.00	18.00	961.149	8,946	970.096	2.0	22.362	992,457	18.17	5.89%	69,668	19.72	5.58%	263,204	35.873	170,111	980.010
Claydon	5.50	5.00	288,094	2,682	290,776	2.0	22,362	313,137	5.55	1.80%	21,284	6.55	1.85%	87,432	21,973	50,989	306,324
Milton Keynes	13.10	13.60	705,094	6,563	711,656	3.0	33,543	745,199	13.22	4.29%	50,706	15.27	4.32%	203,871	40,845	124,792	732,726
Mursley	5.00	5.00	266,986	2,485	269,471	1.0	11,181	280,652	5.05	1.64%	19,352	5.50	1.56%	73,376	17,019	47,253	270,404
Newport	5.50	6.00	299,275	2,786	302,061	-	-	302,061	5.55	1.80%	21,291	5.70	1.61%	76,113	19,811	52,968	284,104
Wendover	7.00	7.00	373,780	3,479	377,259	1.0	11,181	388,440	7.07	2.29%	27,093	8.27	2.34%	110,325	24,547	66,154	380,971
Wycombe	17.50	20.00	962,403	8,958	971,361	2.0	22,362	993,723	17.67	5.73%	67,751	20.37	5.77%	271,881	57,144	170,332	970,376
	107.60	111.60	5,790,262		5,790,262	16.0	178,894	5,969,155	107.60	34.91%	412,618	121.80	34.49%	1,625,853	319,846	1,015,348	5,847,196
				[													
Dorchester Archdeaconry	1.00	1.00	53,397	(53,397)		-											
Abingdon	11.50	12.00	619,658	6,954	626,612	1.0	11,181	637,793	11.63	3.77%	44,599	13.08	3.70%	174,598	30,027	109,879	627,886
Aston and Cuddesdon	13.00	13.00	694,164	7,790	701,954	4.0	44,723	746,677	13.15	4.26%	50,411	15.10	4.27%	201,508	44,662	123,091	730,022
Bicester and Islip	7.00	7.00	373,780	4,195	377,975	5.0	55,904	433,879	7.08	2.30%	27,144	9.63	2.73%	128,532	30,176	66,280	438,812
Chipping Norton	7.00	7.00	373,780	4,195 5,993	377,975 539,965	1.0	11,181 22,362	389,156	7.08	2.30% 3.28%	27,144	7.88	2.23% 3.23%	105,172 152,332	25,612	66,280	375,292
Deddington	10.00 8.00	10.00 8.00	533,972 427,178	5,993 4.794	431.972	2.0 4.0	44,723	562,326 476,695	10.11	3.28% 2.62%	38,778	11.41 10.29	2.91%	137,355	32,716 27,185	94,685 75,748	548,480 480.095
Henley Vale of White Horse	5.00 5.00	5.00	266,986	4,794 2,996	269,982	3.0	33,543	303,525	5.06	2.62% 1.64%	31,022 19,389	6.46	1.83%	86,177	16,074	47.343	306,897
Wallingford	7.50	7.50	400.479	2,996 4.494	404.973	2.0	22,362	427,335	7.58	2.46%	29,083	8.73	2.47%	116.585	27,550	71.014	416,273
Wantage	5.00	5.00	266,986	2,996	269,982	2.0	22,302	269,982	5.06	1.64%	19,389	5.51	1.56%	73,496	18,628	47.343	258,119
Witney	8.00	8.00	427,178	4,794	431,972	5.0	55,904	487,876	8.09	2.62%	31,022	10.99	3.11%	146,699	36,542	75,748	491,263
Woodstock	7.00	7.00	373,780	4,195	377,975	1.0	11,181	389,156	7.08	2.30%	27,144	7.73	2.19%	103,170	19,957	66,280	378,945
	90.00	90.50	4,811,338	7,100	4,811,338	28.0	313,064	5,124,402	90.00	29.20%	345,126	106.80	30.24%	1,425,626	309,129	843,689	5,052,083
İ	55.00	55.55	.,011,000		.,011,000	20.0	5 10,004	0,124,402		20.2070	0-70,120	100.00	00.E470	1,720,020	000,120	040,000	0,002,000
OXFORD DIOCESE	308.25	314.10	16,525,093		16,525,093	54.0	603,766	17,128,859	308.25	100.00%	1,182,058	353.15	100.00%	4,714,026	896,875	2,897,748	16,866,205

## 2025 draft Parish Share Allocation

							6. Support Costs (plus)	7. Community Support Allowance (minus)		8. Diocesan Support Allowance (minus)	2025 Share Allocation after	Increase / (decrease) in 2024 - 2025 Share Allocation before capping	Prior year allocation - 2024 revised	Transitiona	al adjustment			
	Electoral R	Roll average		ber Weekly ce average	Ability to pay based on IMD Income Score	Membership proportion x Ability to pay	National and Diocesan Support Costs		Total Glebe Allocation		support costs and allowances			Capping	Minimum	Maximum	Allocated	Capping
	A	Diagram	A	Diagram	Description	Allocation of									0.00%	5.00%		
Deanery	Average	Diocesan Proportion	Average	Diocesan Proportion	Deanery Average Value	Support Costs	£6,804,126	£2,312,100	£5,209,848	£100,000								
		%		%		%	£	£	£	£	£		£		£	£	£	£
Oxford Archdeaconry Cowley	1,174	2.6%	819	2.7%	8.70	1.42%	96,695	157,579	269,940	30,000	539,490	6.7%	505,532	Ceiling	505,532	530,809	539,490	(8,682)
Oxford	2,748	6.0%	3,334	10.8%	19.16	10.08%	685,759	122,882	250,269		1,383,954	12.2%	1,233,757	Ceiling	1,233,757	1,295,445	1,383,954	(88,509)
	3,922	8.6%	4,153	13.5%		11.50%	782,453	280,461	520,209	30,000	1,923,444	10.6%	1,739,289			-	1,923,444	(97,191)
Berks Archdeaconry					1 1							_						
Bracknell Bradfield	2,291 1,248	5.0% 2.7%	1,130 645	3.7% 2.1%	14.58 17.68	3.96% 2.67%	269,242 181,443	1,569 74,546	91,502 152,415		760,024 550.172	5.5% -9.2%	720,426 605,686	Ceiling Floor	720,426 605.686	756,447 635,970	760,024 550,172	(3,576) 55,514
Maidenhead and Winds	2,231	4.9%	1,511	4.9%	16.59	5.07%	345,208	23,465	152,702		1,062,612	3.0%	1,031,299		1,031,299	1,082,864	1,062,612	-
Newbury Reading	2,120 3,014	4.7% 6.6%	1,276 2,347	4.1% 7.6%	14.35 10.93	3.94% 4.85%	267,891 330,279	86,236 222,677	217,324 471,788	10,000	942,092 1,500,075	4.5% 4.8%	901,474 1,432,010		901,474 1,432,010	946,548 1,503,611	942,092 1,500,075	-
Sonning	2,483	5.5%	1,445	4.7%	22.63	7.16%	487,148	10,377	132,102		1,152,839	3.7%	1,111,583		1,111,583	1,167,162	1,152,839	-
	13,387	29.4%	8,354	27.2%		27.65%	1,881,211	418,870	1,217,833	10,000	5,967,815	2.8%	5,802,478				5,967,815	51,938
Bucks Archdeaconry																		
Amersham Aylesbury	3,349 1,672	7.4% 3.7%	1,776 1,270	5.8% 4.1%	18.61 12.66	7.62% 3.08%	518,165 209,412	65,481	160,660 190,317		1,446,885 877.058	-2.4% 2.6%	1,482,638 854,536	Floor	1,482,638 854.536	1,556,770 897,263	1,446,885 877.058	35,753
Buckingham	753	1.7%	558	1.8%	17.12	1.85%	125,915	83,479	130,732		302,871	5.9%	286,027	Ceiling	286,027	300,328	302,871	(2,543)
Burnham and Slough	1,664 795	3.7% 1.7%	1,002 521	3.3%	9.18	1.98% 2.10%	134,520	183,606	353,717	15,000	915,925 423,302	-1.0% 26.9%	925,020 333,573	Floor Ceiling	925,020 333,573	971,271 350,252	915,925 423,302	9,095
Claydon Milton Keynes	1,538	3.4%	1,161	1.7% 3.8%	19.62 8.40	1.87%	143,170 127,470	26,192 235,500	77,181 360,292	30,000	594,696	-3.4%	615,581	Floor	615,581	646,360	594,696	(73,050) 20,885
Mursley	630	1.4%	375	1.2%	19.38	1.57%	106,976	24,574	71,827		352,806	13.7%	310,228	Ceiling	310,228	325,739	352,806	(27,067)
Newport Wendover	879 1,186	1.9% 2.6%	503 655	1.6% 2.1%	17.43 25.71	1.94% 3.79%	131,798 258,148	108,097 58,163	161,065 124,317		307,805 580,956	-8.4% 1.1%	336,028 574,705	Floor	336,028 574,705	352,829 603,440	307,805 580,956	28,223
Wycombe	2,636	5.8%	1,832	6.0%	12.27	4.49%	305,539	50,932	221,264		1,224,983	0.0%	1,224,557		1,224,557	1,285,785	1,224,983	-
	15,102	33.2%	9,653	31.4%		30.29%	2,061,114	836,024	1,851,372	45,000	7,027,286	1.2%	6,942,893			}	7,027,286	(8,703)
Dorchester Archdeacon																		
Abingdon Aston and Cuddesdon	1,705 1,921	3.7% 4.2%	1,093 1,130	3.6% 3.7%	17.56 19.97	3.99% 4.91%	271,764 334,239	11,748 73,420	121,627 196,511		887,902 990,840	4.7% 6.9%	848,445 926,874	Ceiling	848,445 926,874	890,867 973,218	887,902 990,840	(17,622)
Bicester and Islip	1,179	2.6%	684	2.2%	17.98	2.70%	183,512	109,984	176,264		512,340	26.3%	405,693	Ceiling	405,693	425,978	512,340	(86,362)
Chipping Norton Deddington	921 1,199	2.0%	683 841	2.2% 2.7%	15.15 10.68	2.00% 1.79%	136,357 121,573	92,683 162,181	158,963 256,866	15,000	418,966 492,872	0.1% -1.5%	418,409 500,195	Floor	418,409 500,195	439,329 525,205	418,966 492,872	7,323
Henley	1,141	2.5%	719	2.3%	22.67	3.42%	232,836	30,086	105,834	15,000	682,845	1.3%	674,337	1 1001	674,337	708,054	682,845	- 1,525
Vale of White Horse	792 1,046	1.7%	517 619	1.7%	16.02	1.71% 2.09%	116,229	95,379 14,402	142,722		327,747	0.5% 5.6%	326,112 515,270	Ceilina	326,112	342,418 541,034	327,747 543,903	(2,869)
Wallingford Wantage	1,046	2.3% 1.5%	460	2.0% 1.5%	15.54 17.04	1.57%	142,031 106,500	14,402 42,929	85,416 90,272		543,903 321,691	5.6%	515,270 308,007	Celling	515,270 308,007	323,407	321,691	(∠,ठठ9) -
Witney	1,629	3.6%	1,271	4.1%	16.42	3.95%	268,438	82,938	158,686		676,763	0.4%	673,781		673,781	707,470	676,763	-
Woodstock	915 13,109	2.0%	592 8,609	1.9% 28.0%	19.88	2.44% 30.56%	165,868 2,079,348	60,995 776,745	127,275 1,620,434	15,000	483,818 6,339,686	2.0% 4.4%	474,447 6,071,570		474,447	498,169	483,818 6,339,686	(99,530)
OVEODD DIOGECT											, ,							, , ,
OXFORD DIOCESE	45,520	100.0%	30,769	100.0%		100.0%	6,804,126	2,312,100	5,209,848	100,000	21,258,231	3.4%	20,556,230	Т.	otal Ceiling Re	duction / sur	21,258,231 port received	(153,487)
																	support given	156,794
																		(153,487)

<sup>6</sup> Deaneries on the Floor

<sup>9</sup> Deaneries on the ceiling

# 2025 draft Parish Share Allocation

	2025 Net share payable after capping	Increase / (decrease) in 2024 - 2025 Share Allocation						
Deanery								
Deanery	£	£	%					
Oxford Archdeaconry								
Cowley	530,809	25,277	5.0%					
Oxford	1,295,445 1,826,253	61,688 86,964	5.0%					
	1,020,233	80,904	3.0 /6					
Berks Archdeaconry Bracknell	756,447	36,021	5.0%					
Bradfield Maidenhead and Winds	605,686 1,062,612	31,313	0.0% 3.0%					
Newbury	942,092	40,618	4.5%					
Reading	1,500,075	68,065	4.8%					
Sonning	1,152,839	41,256	3.7%					
	6,019,752	217,274	3.7%					
Bucks Archdeaconry Amersham	1,482,638	_	0.0%					
Aylesbury	877,058	22,522	2.6%					
Buckingham	300,328	14,301	5.0%					
Burnham and Slough	925,020	-	0.0%					
Claydon Milton Keynes	350,252 615,581	16,679	5.0% 0.0%					
Mursley	325,739	15,511	5.0%					
Newport	336,028	-	0.0%					
Wendover	580,956	6,251	1.1%					
Wycombe	1,224,983	426	0.0%					
	7,018,583	75,690	1.1%					
Dorchester Archdeacon								
Abingdon	887,902	39,457	4.7%					
Aston and Cuddesdon	973,218	46,344	5.0%					
Bicester and Islip Chipping Norton	425,978 418,966	20,285	5.0% 0.1%					
Deddington	500,195	-	0.0%					
Henley	682,845	8,508	1.3%					
Vale of White Horse	327,747	1,635	0.5%					
Wallingford	541,034	25,764	5.0%					
Wantage Witney	321,691 676,763	13,684 2,982	4.4% 0.4%					
Woodstock	483,818	9,371	2.0%					
	6,240,156	168,586	2.8%					
OXFORD DIOCESE	21,104,745	548,515	2.7%					

21,104,745 Net Share payable

21,312,938 Share allocation per Budget
208,193 (Over) / under allocation