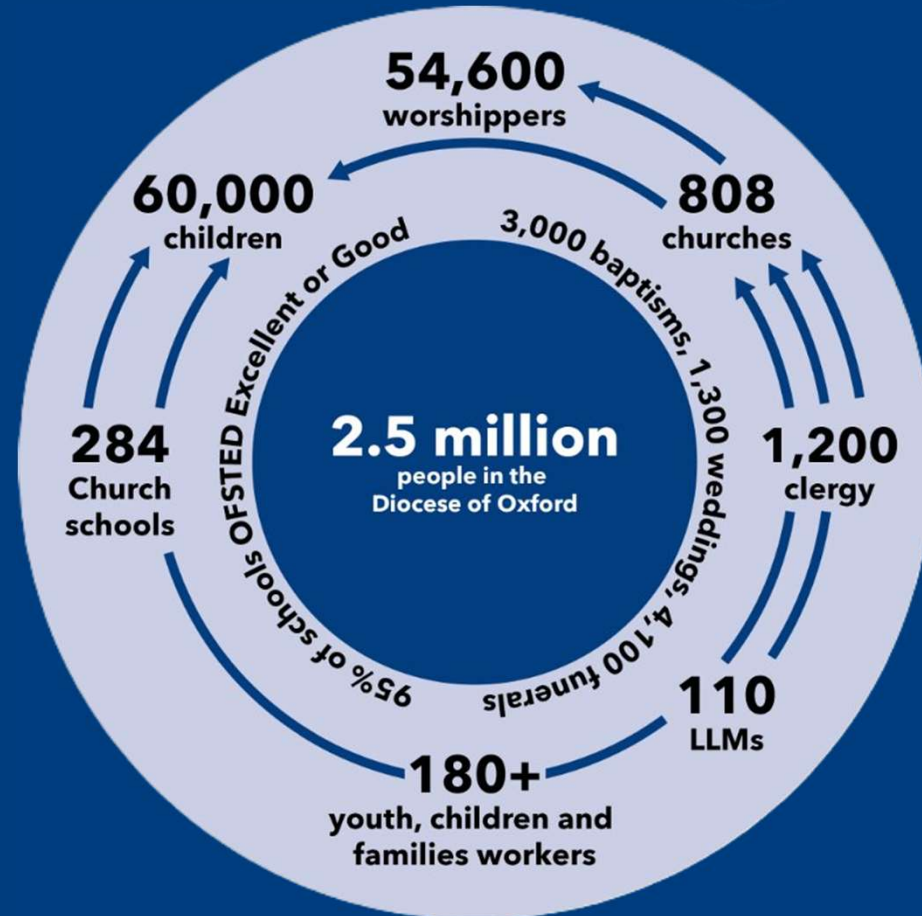




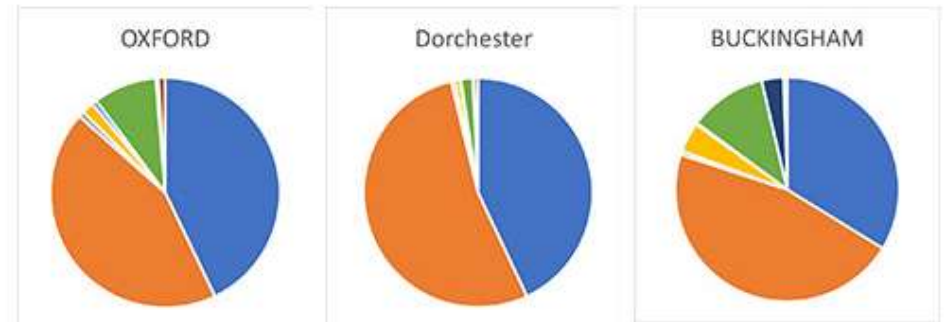
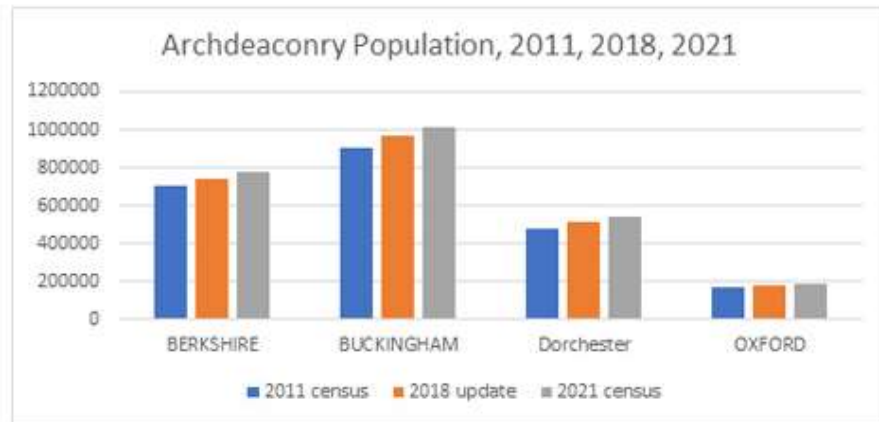
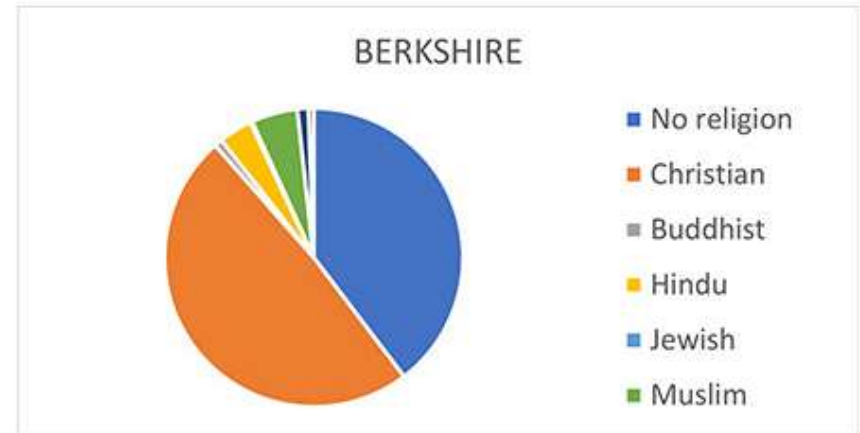
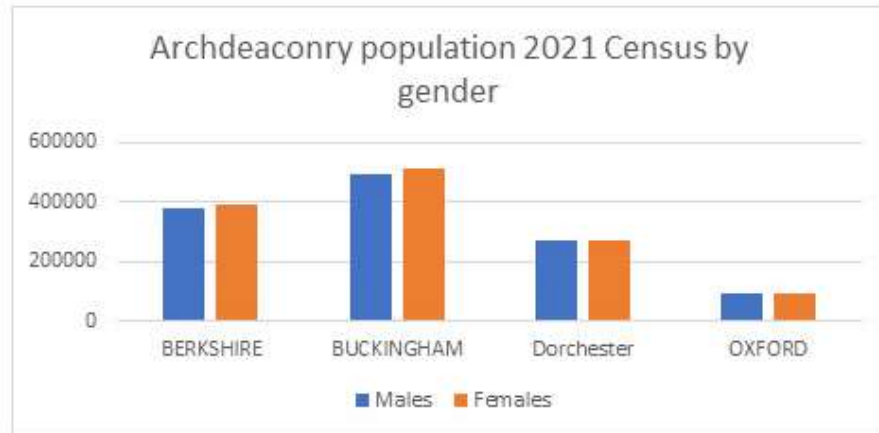
The Diocese in 2024 Autumn Financial Briefings

Mark Humphriss | Diocesan Secretary



4 episcopal areas | 29 deaneries | 284 benefices | 609 parishes
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Census 2021



Census Dashboard for the parish of Abingdon-on-Thames in the Deanery of ABINGDON

Parish population, Census and deprivation summary

Population of parish and deanery

2011, 2018 and 2021

	Parish	Deanery
2011	16,457	110456
2018	17,585	116327
2021	16821	117,603

Deprivation Rank

2021 **8,801**

(1=most deprived parish in the Church of England, 12,307=least deprived)

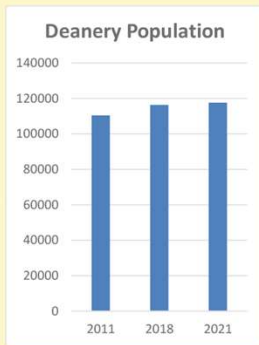
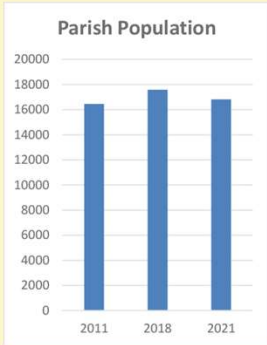
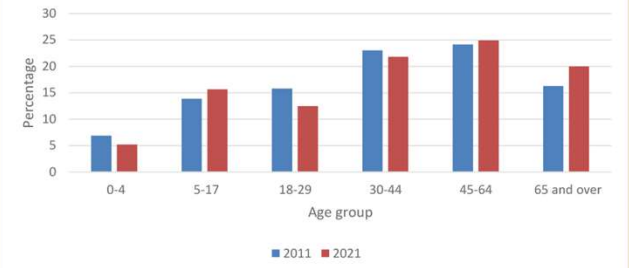
Children and Young People

In your parish of **16821** people
 5.2 % are aged 0-4
 5.3 % are aged 5-9
 5.6 % are aged 10-14

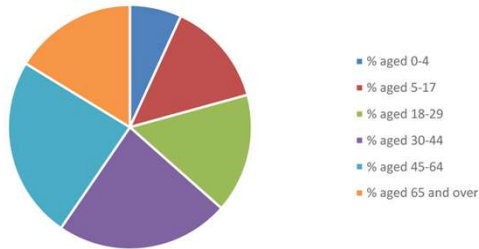
That is a total of **2703**
 children and young people

In 2023 your child average
 weekly attendance was **12**

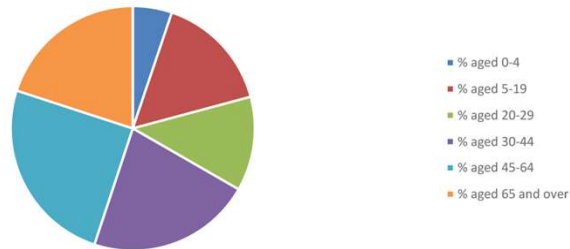
Parish % age distribution 2011 and 2021



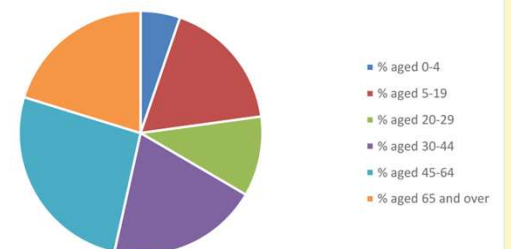
2011 Parish population by age



2021 Parish population by age



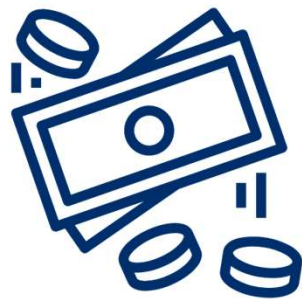
2021 Deanery population by age



NB different age groups: 5-17 in 2011, 5-19 in 2021

Challenges at parish level

- Lack of volunteers
- Finance
- Lack of missional energy in some places
- Reducing attendance, especially children and young people
- Prayers of Love and Faith



Opportunities at parish level

- Post-pandemic confidence and increase in congregations
- Not a diocese having to reduce clergy numbers
- Development Fund available to support missional projects
- Parish financial reserves not on average depleted by pandemic
- Strong conviction around priority on children, young people and families



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A year in perspective

- Major carbon net zero vicarage project launched and underway
- CYP unanimous Diocesan Synod endorsement
- Learning hub: successful first year
- Very strong endorsement in independent safeguarding audit
- High quality materials to support General Election
- 6% increase in clergy stipend
- Further review of parish share concluded

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A year in perspective

- New Diocesan Synod constituted
- Census data produced for every parish to stimulate missional reflection
- Church buildings team strengthened to meet further growth in casework
- 95% schools Good or Outstanding Ofsted; 100% SIAMS success post-pandemic
- Mutual support of £1.5 million over 5 years to 5 poorest dioceses
- Reset in new congregations activity to increase impact and reduce cost
- Very positive Development Fund independent evaluation

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Development Fund



Deadlines end of January,
April, July, October



200th award to local
church and community
projects made in 2023



46 awards totaling
£837,000 made in 2023

Over £4m awarded since 2019

Get support from:

- Fiona McGrady – Development Fund Administrator
- Parish Development Advisors
- Area Deans & Lay Chairs

oxford.anglican.org/development-fund

Development Fund – how to apply



Grants up to £2,500 (tier 1)

- Parishes, benefices and deaneries
- Short-term, one-off grants to start a new initiative

Grants over £2,500 (tier 2)

- Parishes, benefices and deaneries
- Matched funding expected
- For larger, long-term programmes, including employing staff

oxford.anglican.org/development-fund

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Development Fund – awards

- Children's theatre at Dorchester Abbey (*Narnia, pictured*)
- Healing gardens to increase biodiversity in Reading
- New kitchen/toilet facilities in Wendlebury to allow for community choir to grow
- Café church in Banbury for community outreach
- Plus... food hubs, CYPF workers, livestream kits and much, much more



Focus areas



Environmental action

Discipleship and evangelism

Growing new congregations

Children, young people and families

Addressing poverty and inequality

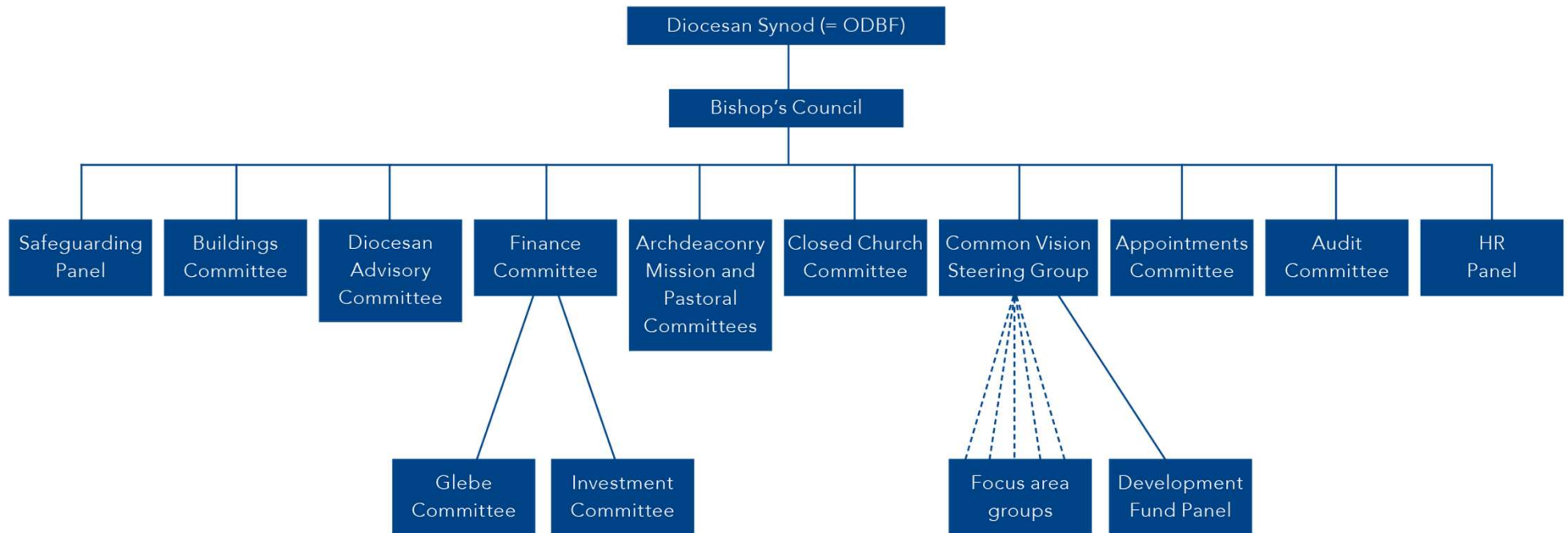
Looking forward

Children & young people | Milton Keynes | Two new area bishops



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Diocesan accountability



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Diocesan accountability

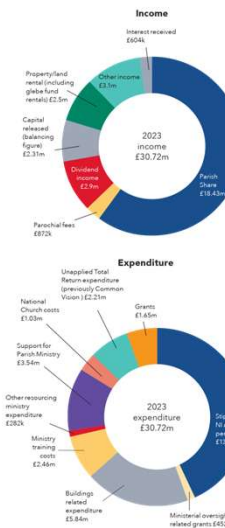


On the money

How we're funded, and how that money helps our churches and schools to thrive.

1. Introduction
2. Financial summary
3. Our income
4. Our expenditure
5. Grants to others
6. The parish share
7. Myth busting
8. Further information

Diocesan income and expenditure



Apportioned into the above are the following support costs: Secretariat (£234k), Finance (£274k), Human Resources (£318k), Governance (£253k), IT (£245k), Church House (59%) Charts based on 2023 Management Accounts.

The difference we make

How our Church House teams support and enable mission

The Annual Review provides a good overview of the work at diocesan level during each year, but the impact of our Church House teams can get lost in that detail. This leaflet offers a different lens on their work, along with a summary of ODBF income on the back page. Further information about diocesan finances is available online oxford.anglican.org/diocesan-finance

Where the money comes from

We spent £30.7m in 2023. This was funded by donations from the church community and income from other sources. We're committed to making sure our income is used efficiently, effectively and responsibly so that we make every pound count.

How resources are deployed

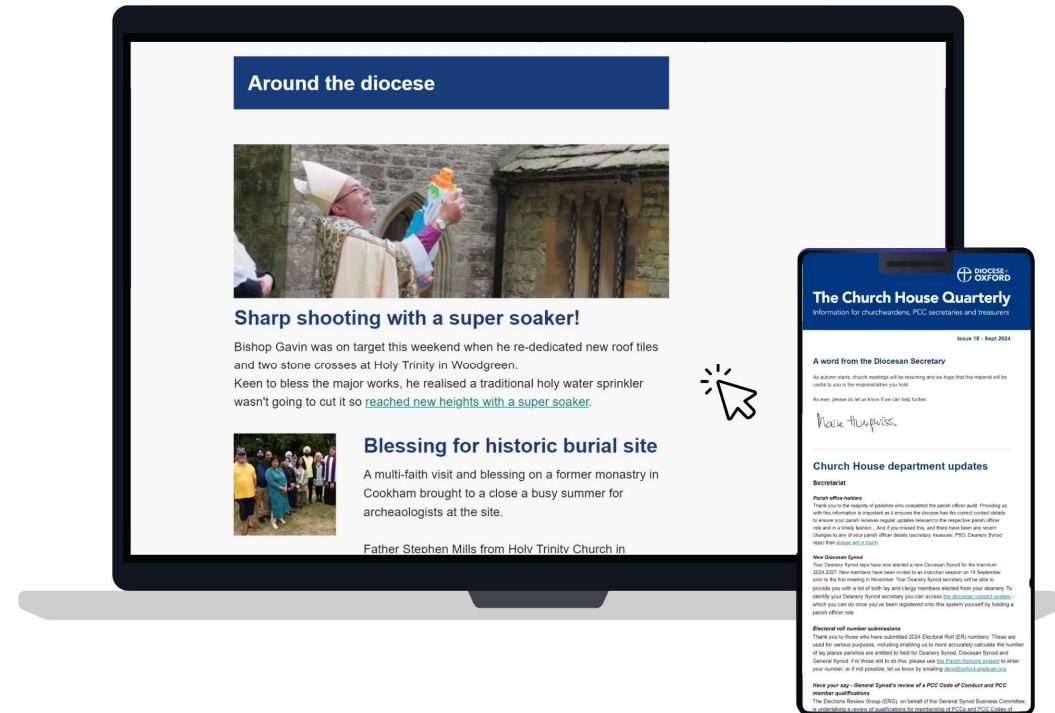
All expenditure supports, directly or indirectly, the mission of the Church of England in the diocese. Parochial ministry (including clergy housing and training) accounts for the vast majority of that spend. Deaneries determine the number of parish clergy. The total number of curates in training is determined by our bishops and archdeacons based on future need.

Cost control

Bishop's Council has the key role, as the standing committee of the Diocesan Synod and the Board of Directors of the ODBF and the Mission and Pastoral Committee, in overseeing the policy and operational activities of the diocese, and making decisions on aspects of diocesan expenditure. The Finance Committee scrutinise proposals for additional expenditure and keeps all diocesan finances under review. The Committee reports to Bishop's Council, which is elected by Diocesan Synod.



Diocesan communications



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New – Parish Share leaflet



Sharing God's gifts with generosity – a guide to Parish Share



In partnership with Wycombe Deanery



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Church House staffing



Department

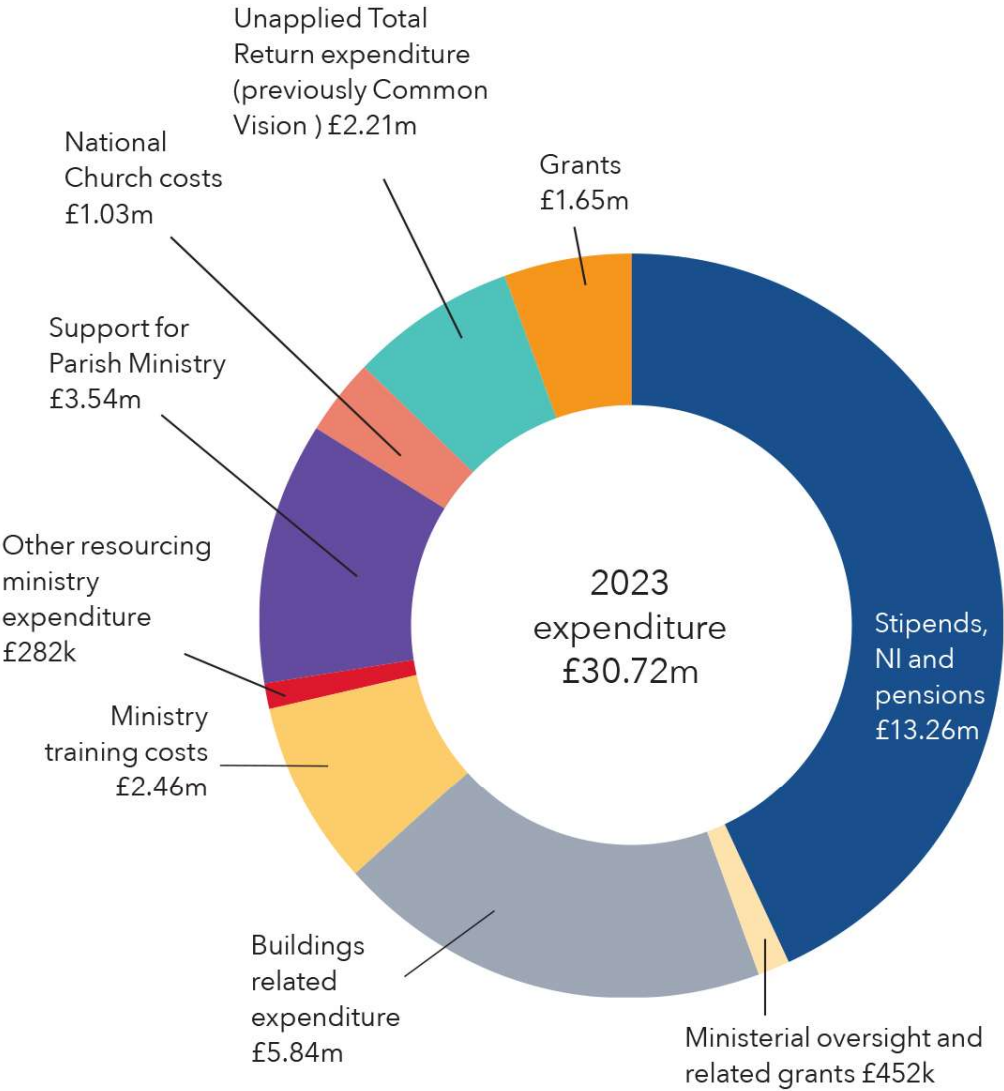
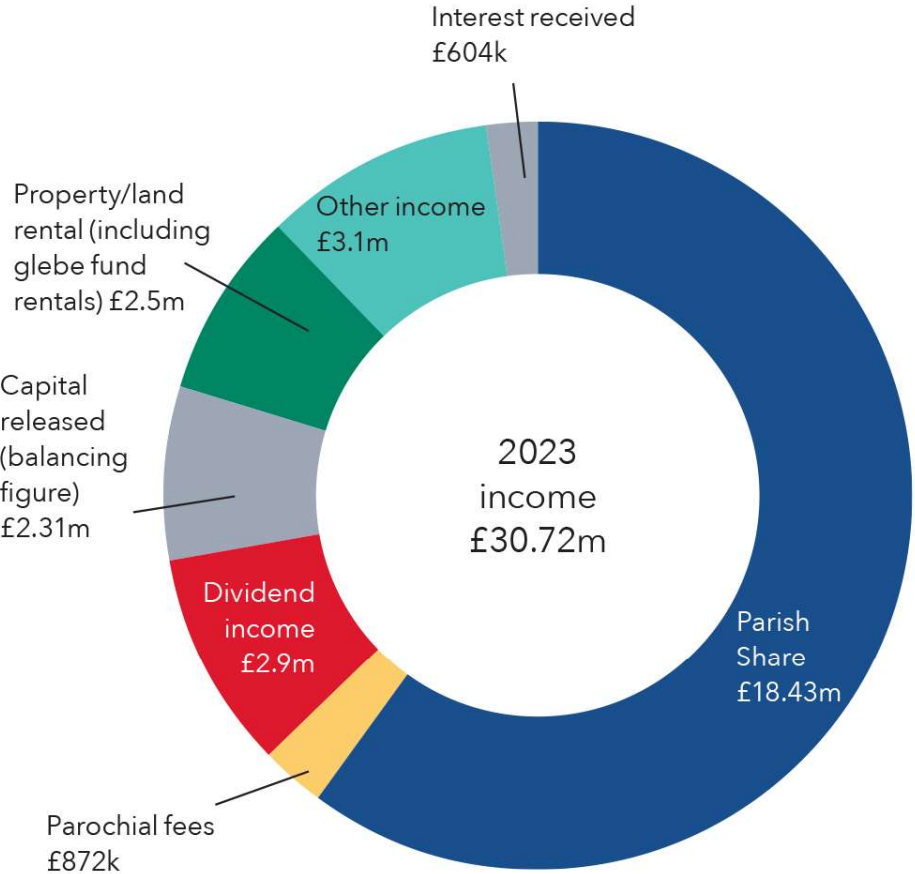
- Mission and Ministry
- Property
- HR and Safeguarding
- Communications
- Finance and IT
- Secretariat
- Director of Education

Director

- Andrew Anderson-Gear
- Sophie Orme
- Charnelle Stylianides
- Jane Appleton (from Oct)
- Andrew Green
- Mark Humphriss
- Tony Wilson



Diocesan accountability



Apportioned into the above are the following support costs: Secretariat (£234k), Finance (£274k), Human Resources (£318k), Governance (£253k), IT (£245k), Church House (269k). Charts based on 2023 Management Accounts.

Our common vision

is to become a more Christ-like Church for the sake of God's world:

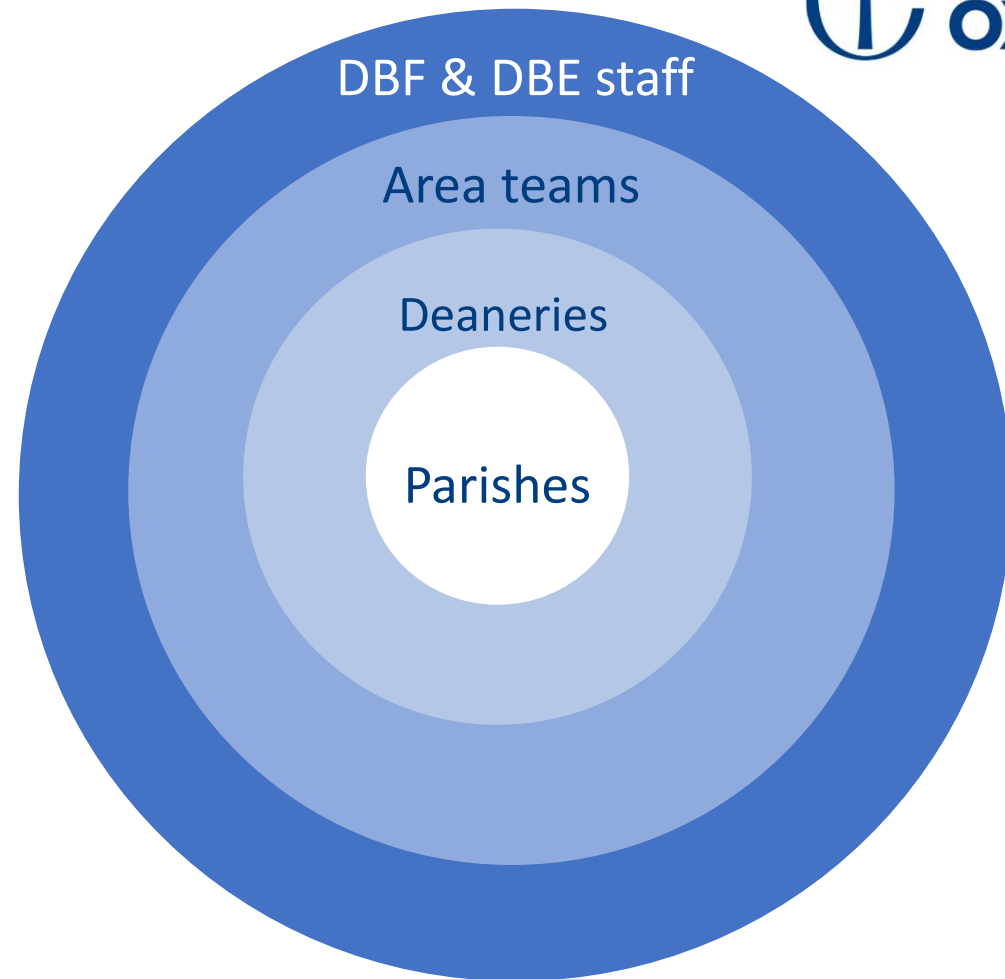
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compassionate
courageous

Partnership



The diocese is every congregation, church, church school, parish and benefice make up the Diocese of Oxford, and that's how we most often refer to ourselves:

the diocese is all of us working together for the sake of God's world.



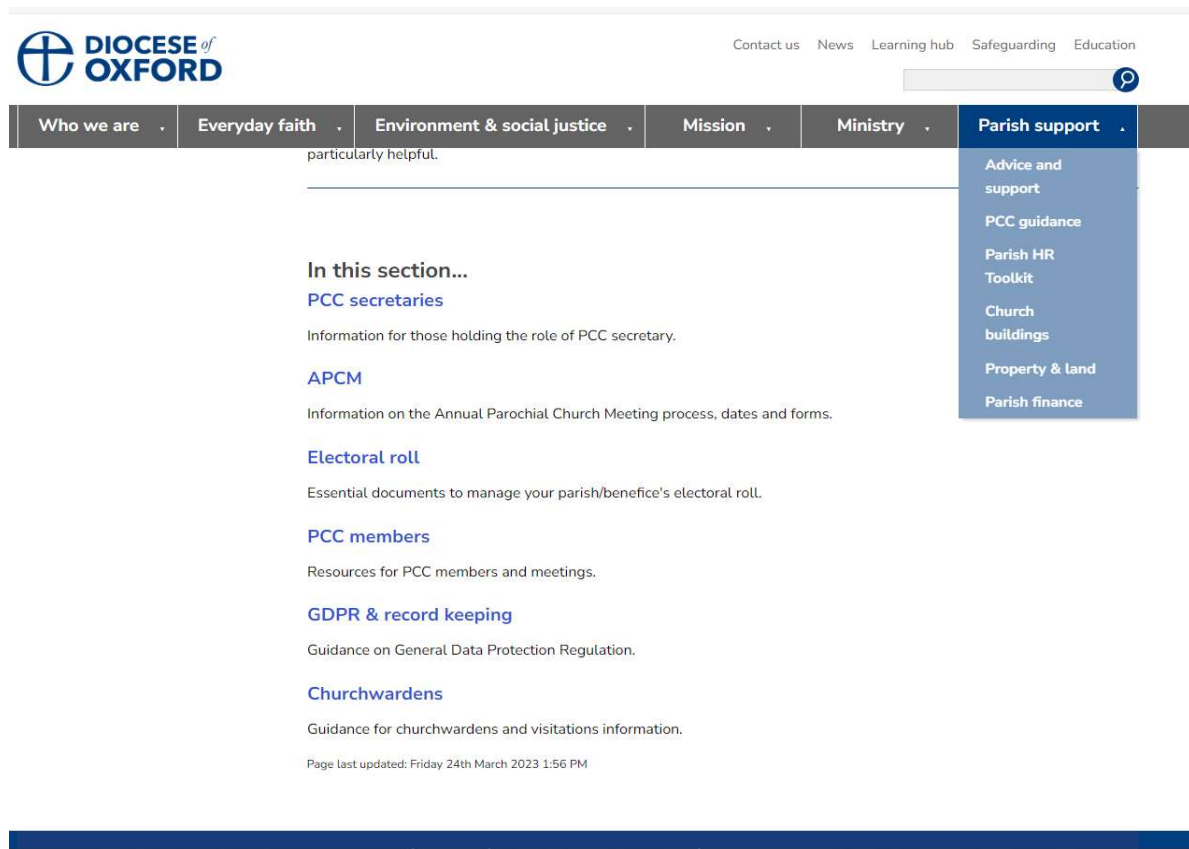
Initial impressions – New Director of Finance

Andrew Green - September 2024

Impressions from first month

- Oxford Diocese is a very exciting place to be
- It is also very complex!
- My role involves working with both Diocese staff and local churches
- The Diocese needs the support of the local Parishes
 - To pay Parish Share on time and to the correct amount
 - To properly submit annual accounts
 - To submit annual returns
- Change is coming from the Charity Commission, especially for smaller Parishes, but in stages and over a number of years.

Website support



The screenshot shows the DIOCESE of OXFORD website. At the top left is the logo. To the right are links for Contact us, News, Learning hub, Safeguarding, and Education. Below this is a search bar. A navigation menu contains: Who we are, Everyday faith, Environment & social justice, Mission, Ministry, and Parish support. The Parish support menu is open, listing: Advice and support, PCC guidance, Parish HR Toolkit, Church buildings, Property & land, and Parish finance. The main content area has the heading "In this section..." followed by several links and descriptions: PCC secretaries (Information for those holding the role of PCC secretary), APCM (Information on the Annual Parochial Church Meeting process, dates and forms), Electoral roll (Essential documents to manage your parish/benefice's electoral roll), PCC members (Resources for PCC members and meetings), GDPR & record keeping (Guidance on General Data Protection Regulation), and Churchwardens (Guidance for churchwardens and visitations information). At the bottom of the content area, it says "Page last updated: Friday 24th March 2023 1:56 PM".

Here to help



- Who we are
- Everyday faith
- Environment & social justice
- Mission
- Ministry
- Parish support**

- Parish share
- Parochial fees
- Resources for treasurers
- Giving & fundraising
- Development Fund

Welcome to the parish finance section of the site.

Our Finance team performs a number of essential statutory functions on behalf of ODBF and is able to serve the deaneries and parishes.

There's lots of information to help you here on the website, where we hope you'll find answers to your questions. If you need further help, please do get in touch.

Andrew Green
Director of Finance

[Email](#)

01865 208 205

Thomas Mitchell
Deputy Director of Finance

[Email](#)

01865 208 208

Joshua Townson
Generous Giving Advisor

[Email](#)

01865 208 757

Liz Holloway
Finance Officer - Parish Share and Income

- Advice and support
- PCC guidance
- Parish HR Toolkit
- Church buildings
- Property & land
- Parish finance

How we can help

- Advice on management of Parish reserves
- Helping manage Charity Commission directives
- Working with Parishes:
 - Financial controls and safeguarding
 - Sharing Best practice and insights
- There for the difficult questions if you need another sounding board

2024 outturn, 2025 budget & outlook to 2029

Andrew Green September 2024

Core Budget

	2024 Forecast			2024 Budget			2025 Budget		
	Costs £'000	Income £'000	Net £'000	Costs £'000	Income £'000	Net £'000	Costs £'000	Income £'000	Net £'000
Total Parochial Stipends, NICs & Pensions	13,384	-	13,384	14,180	-	14,180	13,983	-	13,983
Statutory Fees & Other Contributions to Stipends	240	(6,744)	(6,504)	236	(6,467)	(6,231)	227	(6,891)	(6,664)
Ministerial Oversight & Grants	999	(65)	934	852	(61)	790	887	(65)	822
Total Ministry Training Costs	2,345	(64)	2,281	2,382	(86)	2,296	2,443	(51)	2,392
Buildings	5,238	(1,578)	3,661	4,671	(1,175)	3,496	4,799	(1,196)	3,603
Apportionment of support costs	1,037	-	1,037	894	-	894	949	-	949
Resourcing Ministry & Mission Total	23,243	(8,450)	14,793	23,215	(7,790)	15,425	23,288	(8,203)	15,085
Support for Parish Ministry Total	2,729	(812)	1,916	2,481	(684)	1,797	2,833	(498)	2,335
National Church Costs (Votes 2-5)	1,037	-	1,037	1,037	-	1,037	1,102	-	1,102
Grants Expenditure Total	607	-	607	593	-	593	610	-	610
Adjusted Parish Share	-	(18,393)	(18,393)	-	(18,888)	(18,888)	-	(18,823)	(18,823)
Core Budget Deficit/(Surplus)	27,616	(27,656)	(41)	27,326	(27,363)	(36)	27,833	(27,524)	310

Budget 2025 and 4 year projection

Summary 2025 budget + 4 year projections					
	2025	2026	2027	2028	2029
	£'000	£'000	£'000	£'000	£'000
Core budget (Share funded)					
Opening unrestricted fund balance (est)	9,871	9,561	9,160	8,608	8,070
Projected Surplus/(Deficit) - core budget	(310)	(401)	(552)	(538)	(648)
Closing unrestricted fund balance	9,561	9,160	8,608	8,070	7,422
Additional fund adjustments					
To Development Fund	(200)				
Long Term absence provision	(50)	(50)	(50)	(50)	(50)
Adjusted Unrestricted balance	9,311	9,110	8,558	8,020	7,372
Calculated Reserves (Months)	4.0	3.7	3.4	3.1	2.9

Parish Share

- New formula introduced in 2023 with small tweaks added in 2025
- For 2025 Parish Share has been increased at a rate of 3% following several years of no increase, this has not kept pace with stipend increases
- Increases in 2025 capped at 5% and reductions capped at 0% where Deaneries are seeing larger increases or decreases as a result of the new methodologies
- Payment of Parish Share is vital for ensuring Clergy can receive acceptable remuneration and mission and ministry costs can be covered
- Thank you for your support in raising these essential funds