

Oxford Diocesan Board of Finance

Draft 2021 Budget, Projections 2022 – 2024

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2021 Budget Overview

Preparing a budget for the year ahead several months in advance of the year always has its challenges. In the midst of the most major pandemic in any of our lifetimes, with its associated major economic effects, the challenge becomes all the greater. In that context, I would urge that very little attention is paid at this stage to the forecasts for 2022 and beyond until we have a clearer view how and when we will all emerge from the effects of Covid.

The accompanying paperwork properly gives comparisons to the 2020 agreed budget. However, it was immediately clear in March that this year was not going to follow budget due to Covid-19 and by May we had agreed a programme of savings of about £750k (over 10% of the costs over which Church House has direct control). Some of these have been made possible by furloughing staff or through the generosity of staff in making salary sacrifices; others have been through deliberately not filling posts, or through delaying or not proceeding with buildings activity.

The 2021 Budget provides for a zero increase in parish share (with the exception of the five deaneries on a phased programme of transitional help) as we realised any increase would be unrealistic. We are grateful to both clergy and DBF staff for accepting that this will mean in each case a year without any cost of living increase in stipends/ salaries. Further savings have also been necessary, particularly in the buildings department but at a lower level than for 2020 as we need to be fair to our clergy as to how much work to clergy housing can appropriately be deferred or not done.

We are grateful that the national Church (through additional funding from the Church Commissioners) has been able to reduce the national Church costs borne by dioceses and is working closely with dioceses to identify wherever further efficiencies can be made.

As earlier in the year, we have now asked deanery treasurers to consult with parishes and advise on likely 2021 parish share receipts, based on the financial information as shared at the September Diocesan Synod and subsequent financial briefings. We hope and pray that parishes will be able to contribute sufficient share to enable us to sustain mission and ministry for the people of our diocese at such a crucial time; if it is not, it would be in the first instance for the Planning and Budget Sub-Committee and Bishop's Council to reflect on the implications of that.

Without minimising the hardship being experienced within this diocese, Synod is aware that we have wanted to take seriously the significantly greater hardship that is being experienced in some other dioceses, now exacerbated by Covid. With this in mind, when Diocesan Synod meets, John Tattersall will explain that Bishop's Council has this month agreed that out of our total return funds £1 million (£250k p.a.) should be made available for mutual support to other dioceses; and a £50,000 donation made to the Anglican Communion's 'Together in Unity' COVID appeal for other parts of the Anglican Communion struggling with the effects of Covid. The Archbishop of Canterbury has written to thank the diocese warmly and is hoping this will be an encouragement to other dioceses.

I pay tribute to Alison Jestico, Becky Morris and others in the oversight of our finances this year, to their careful, supportive and regular liaison with Deanery and PCC Treasurers and particularly to Alison as she prepares for a well-earned retirement on 31 December. I also would like to express my thanks for the way in which both Church House staff and parishes have been ready to work so effectively together through this incredibly challenging period as we all seek to discern the right ways forward contemplatively, compassionately and courageously in partnership.

Mark Humphriss
Diocesan Secretary

2021 ODBF Draft Diocesan Budget

A 2021 Draft Budget as presented to September Diocesan Synod

The draft 2021 budget as presented to Diocesan Synod in September showed an overall deficit of £622K, compared to the 2020 budget surplus of £5K. After reviewing the budget during the summer, considering the impact of Covid-19 on parish share collections and after being notified of national church apportionments for 2021 the revised budget deficit has now increased to **£946K**.

The key assumptions used in the first draft were:

- Stipend increase April 2021 0% (April 2020: 2% increase)
- Staff salaries increase Sept 2020 0% and 1.5% increase from Sept 2021 (last year's budget had 2% in each year)
- Curates in training average posts 57 (2020: 52)
- Buildings repairs overall expenditure 0% increase and savings of £150K (2020 budget: 2% increase)
- Share increase 0% (2020 budget: 1.8%)
- Share under collection 5% (2020 budget: 2.25%)

B Changes and considerations to the budget

The 2021 budget has been reviewed in light of the emerging results for 2020, and other forecast changes, and results in a budgeted **deficit of £946K** for 2021, a net **£324K** increase on the draft deficit presented in September to Diocesan Synod. This is due to the following:

1. We have listened to concerns expressed at the Autumn Financial Briefings from deanery and parish treasurers about their financial position in 2021 and the consequent impact on paying parish share. As a result we have increased the budgeted provision for under collection of parish share from 5% to 7%, which increased the deficit by **£410K**.
2. Ordinand maintenance grant applications for 2020-21 were received at the end of August, and the cost has significantly risen in comparison to previous years. This is due to more ordinands requiring support for their families as their spouse is either not working or their income is taken up by childcare costs. As a result we have **increased the budgeted cost by £174K in 2021**, to £500K for grants to married ordinands and £35K grants to single ordinands (a small increase of £4K on the previous budget). This is an estimate as it depends on the number of new ordinands from September 2021 and whether personal circumstances change for current candidates during the academic year

3. We were notified on the 1st October of the National Church apportionment Votes 1-5 for 2021 and have now included these in the 2021 draft budget. The previous version of the budget had included a 2% inflationary increase across Votes 1-5 and pooling which, when taken out and replaced with the actual apportionment and pooling, results in a **£233K saving**. £156K of the saving is due to the pooling adjustment: we had provisionally replicated the 2020 charge of £151K in the draft budget, and we have been informed that in 2021 we will receive a credit of £5K. Pooling adjustments are dependent on ordinand maintenance costs across all dioceses and can vary significantly year on year, making this a difficult area to budget.
4. The Partnership in World Mission budget had included additional funding for hospitality for the Lambeth Conference, and this is no longer required in 2021, **saving £20K**.

The following three changes resulting from the Share Allocation for 2021 have an **overall net effect of £19K loss of income**:

5. Clergy post number changes: the Archdeacons and deanery officers have advised of changes to stipendiary posts for the 2021 share allocation resulting in a net decrease of 2.8 posts. The reduction of 2.8 posts reduces the budget for stipend, national insurance and pension costs by £40K per post, **£112K in total**.
6. Parish share changes: changes to ministry posts are outside of capping in the share allocation, and if a deanery loses a post the ministry costs in their share will decrease by the cost of the post. Similarly if a deanery loses a House for Duty post their share will decrease by £13,500 per post. The stipendiary and house for duty post changes decrease the share allocation by **£148K** since the version presented to September Synod, from £20,605K to £20,457K. (This appears on the budget as £20,468K less £11K capping adjustment.)
7. Buildings rental income: One of the above post reductions in the share allocation is due to grant funding, with the associated housing costs also funded by the grant. For the other posts, whilst the reduction of stipendiary and house for duty posts advised by Archdeacons results in an increase in houses available for rental, it has not yet been possible to assess the effect of external changes in lettings regulations and so whilst we have not changed the buildings rental budget for this, we have not increased it to match the loss of **£19K** share income.
8. The remaining **£26K net saving** is due to minor other changes. The budget for staff paycosts has been revisited in detail since the first draft from the Spring to incorporate movements year to date and known future post changes. One post has been moved in the budget from Services to Parishes to central costs with a reapportionment of costs but no overall change to the budget.

The above changes together lead to a provisional budgeted deficit of **£946K** subject to share under collection not exceeding 7%.

D Revised 2021 budget assumptions

Given the above changes, the two revised budget assumptions for 2021 are as follows:

- Stipendiary clergy posts 312.95 (2020: 315.75)
- Share under collection 7% (2020 budget:2.25%)

E Forecast 2020

We provided a detailed report to Synod in September of the revised forecast for 2020, given the impact of Covid-19. The forecast 2020 deficit was then estimated at £1,113K. The majority of the forecast remains, but overall the latest estimate has grown to a deficit of **£1,205K**, due to the increased cost of maintenance grants to ordinands in training. Annual grant applications for 2020-21 were received at the end of August, and the cost has significantly risen in comparison to previous years and hence above budget, due to more ordinands requiring support for their families as their spouse is either not working or their income is taken up by childcare costs.

Whilst we have not changed the forecast, the reduction in parochial fees remains a risk area as it is dependent on the number of services taking place in parishes, and as fee returns are quarterly the impact on the July to September period will only be visible after follow up of parishes who have not completed returns.

Parish share under collections are similarly unknown, particularly for the parishes who are not paying regularly by direct debit.

ODBF's free reserves cover at the end of 2019 was **3.2 months** (£5.9M). This was slightly above our current reserves target of 3 months. The current reforecast 2020 deficit of £1,205K would reduce reserves cover to **2.54 months**. We are comfortable that this is an appropriate position given the quite extraordinary circumstances of Covid-19, and are very aware that parishes are similarly running down their reserves in 2020 and 2021 to meet parish share and other expenditure commitments.

F Financial Projections 2022-2024

The draft projections for 2022-24 are attached, together with a summary of the 2020 forecast and 2021 draft budget.

Given current uncertainties, the projections for 2022 to 2024 are built on the same key assumptions as those presented to Diocesan Synod in November 2019. These are listed in

the summary paper, in particular including the current aim of holding the share increase to the level of stipend increase, and a gradual increase in average numbers of training curates with 50% funded by the Church Commissioners.

Clergy pension contributions are under consideration at national level and a potential decrease in the contribution rate from 39.9% to 35% of National Minimum Stipend is included in the 2023 projection based on indications provided to the Diocese by the Pensions Board.

This decreased cost would enable the Diocese to fund three new associate archdeacon roles from mid 2023 after the end of the current Common Vision funding for the posts together with the rise in training curate posts and return to a surplus.

Overall this gives a projected surplus of £99K in 2022, £390K in 2023 and £246K in 2024, gradually rebuilding reserves.

G Capital Budgets – houses and other

The Director of Buildings has provided a detailed basis for the projected movements per fund in Capital Transactions for 2020-21. Further parsonage fund projections are based on an average of 2 sales and 2 purchases of clergy houses per year.

The Board Properties Fund is forecast to end 2020 with a net surplus of £1.7M and a net deficit of £0.4M in 2021 due to the timing of sales and purchases.

The Parsonage Fund started the year with a deficit of £2.1M and this is forecast to reduce to £0.9M by the end of 2020 and £0.4M by the end of 2021. PBSC have agreed to lend funds from general reserves to support the Parsonage Fund, and sufficient funds are available for this.

Glebe funded working assets fund started 2020 with a £0.7M balance and one sale is forecast to take place in 2020 leading to a £1.2M balance carried forward to the end of 2021.

The 2021 draft capital budget includes a one-off cost of £0.3M for an essential upgrade of the air conditioning system at Church House. This is a provisional figure as tenders are yet to be received.

H Balance Sheet Projections

The balance sheet projections summarise the effect on unrestricted funds of the property sales and purchases, forecast revenue deficits/surpluses and annual £0.2M use of designated funds for pioneer posts.

I 2021 Draft Share allocation

The 2021 draft share allocation was presented to Diocesan Synod in September, with the understanding that ministry costs were subject to update by the archdeacons over the summer to reflect post changes. The archdeacons have provided details of post changes, and these are summarised at the end of the attached share allocation. No other changes have been made to the draft share allocation as presented in September in order to enable deaneries to plan their allocations.

Alison Jestico 15 October 2020

OXFORD DIOCESAN BOARD OF FINANCE
2021 Draft Budget presented to November Diocesan Synod

	Draft Budget 2021			Budget 2020			Favourable / (Adverse) Variance	
	Costs	Income	Net	Costs	Income	Net	Net	Net
	£000	£000	£000	£000	£000	£000	£000	%
Parochial stipends	(9,420)		(9,420)	(9,324)		(9,324)	(96)	(1.0)%
National Insurance and Apprenticeship levy	(824)		(824)	(816)		(816)	(8)	(1.0)%
Pension contributions	(3,401)		(3,401)	(3,321)		(3,321)	(80)	(2.4)%
Total parochial stipends, NICs and pensions	(13,645)	-	(13,645)	(13,461)	-	(13,461)	(184)	(1.4)%
Statutory fees and other contributions to stipends		1,028	1,028		1,109	1,109	(81)	(7.3)%
Ministerial oversight and grants	(1,828)	-	(1,828)	(1,734)	-	(1,734)	(94)	(5.4)%
Glebe costs /income	(732)	4,968	4,236	(737)	4,874	4,137	99	2.4 %
National Church - Central Fund for Training	(919)		(919)	(1,075)		(1,075)	156	14.5 %
Total Buildings expenditure & income	(4,357)	830	(3,527)	(4,581)	817	(3,764)	237	6.3 %
Head 1 Parochial Ministry	(21,481)	6,826	(14,655)	(21,588)	6,800	(14,788)	133	0.9 %
Services to parishes	(372)	-	(372)	(442)	-	(442)	70	15.8 %
Finance, Compliance and Secretariat	(516)	233	(283)	(504)	233	(271)	(12)	(4.4)%
Legal and Chancellor	(211)		(211)	(200)		(200)	(11)	(5.5)%
Head 2 Administration	(1,099)	233	(866)	(1,146)	233	(913)	47	5.1 %
Interest		42	42		28	28	14	50.0 %
Trust income		9	9		8	8	1	12.5 %
All Churches Trust grant & sundry income		246	246		262	262	(16)	(6.1)%
Head 2 Finance	-	297	297	-	298	298	(1)	(0.3)%
Head 2 Administration and Finance	(1,099)	530	(569)	(1,146)	531	(615)	46	7.5 %
Department of Mission	(2,284)	108	(2,176)	(2,154)	108	(2,046)	(130)	(6.4)%
Board of Education grant	(269)		(269)	(269)		(269)	-	
Ecumenical Grants and appointments	(84)		(84)	(82)		(82)	(2)	(2.4)%
Grants -ODCD, PACT & deanery mission funds	(138)		(138)	(165)		(165)	27	16.4 %
Communications department	(295)	-	(295)	(298)	3	(295)	-	
Partnership in World Mission	(53)	-	(53)	(73)	-	(73)	20	27.4 %
Pioneer Minister	(41)	-	(41)	(39)	-	(39)	(2)	(5.1)%
Head 3 Mission in the Diocese	(3,164)	108	(3,056)	(3,080)	111	(2,969)	(87)	(2.9)%
Head 4 National Church - Votes 2-5	(1,105)		(1,105)	(1,138)		(1,138)	33	2.9 %
Parish Share- gross budget requirement		20,468	20,468		20,616	20,616	(148)	
-share adjustment for capping		(11)	(11)					
-anticipated under collection		(1,433)	(1,433)		(451)	(451)	(982)	
- rebates		(585)	(585)		(650)	(650)	65	
Head 6 Net Parish Share		18,439	18,439		19,515	19,515	(1,076)	(5.5)%
Total costs and income	(26,849)	25,903		(26,952)	26,957			
Surplus / (Deficit) for the year			(946)			5	(951)	

Key Assumptions:

	2021	2020	
Annual increase in Parish Share on prior year	0.00%	1.80%	
Stipendiary clergy & layworkers posts	312.95	315.75	
Curates in training - expected average nos (1 funded centrally)	58	52	
Average clergy vacancies (net of 3 emergency posts)	30	30	
Stipend increase from 1 April each year	0.0%	2.0%	
Salary cost increase from 1 Sept each year	1.5%	2.0%	actual was 0%
Annual increase in clergy housing repairs	0.0%	2.0%	
Clergy pension contribution rate	39.9%	39.9%	
Staff defined benefit contribution rate for old scheme	30.1%	30.1%	
Staff defined contribution rate for new scheme	12.5%	12.5%	
Share capping ceiling	0.0%	4.0%	
Share capping floor	-1.0%	-1.0%	
Anticipated share under collection rate	7.00%	2.25%	

Income and Expenditure

Heads 1 to 6

	Forecast 2020		Draft Budget 2021				Projection 2022				Projection 2023				Projection 2024				
	Net	% of Budget Expenditure	Net Budget	Change from Forecast 2020 to Draft Budget 2021		% of Expenditure	Net Projection	Change from Budget 2021 to Projection 2022		% of Expenditure	Net Projection	Change from Projection 2022 to Projection 2023		% of Expenditure	Net Projection	Change from Projection 2023 to Projection 2024		% of Expenditure	
				£000	%			£000	£000			%	£000			£000	%		£000
Parochial stipends, N.I. & pension contributions	(13,813)	70.1	(13,645)	168	1.2	70.4	(13,843)	(198)	(1.5)	70.2	(13,726)	117	0.8	69.3	(14,039)	(313)	(2.3)	68.9	
Housing and all other Head 1 costs net of parochial fees	(1,300)	6.6	(1,010)	290	22.3	5.2	(1,028)	(18)	(1.8)	5.2	(1,153)	(125)	(12.2)	5.8	(1,287)	(134)	(11.6)	6.3	
Parochial Ministry	Head 1	(15,113)	76.7	(14,655)	458	3.0	75.6	(14,871)	(216)	(1.5)	75.4	(14,879)	(8)	(0.1)	75.1	(15,326)	(447)	(3.0)	75.2
Administration	Head 2	(772)	3.9	(866)	(94)	(12.2)	4.5	(882)	(16)	(1.8)	4.5	(899)	(17)	(1.9)	4.5	(916)	(17)	(1.9)	4.5
Finance	Head 2	296	(1.5)	297	1	0.3	(1.5)	283	(14)	(4.7)	(1.4)	284	1	0.4	(1.4)	284	0	0.0	(1.4)
Mission in the Diocese	Head 3	(2,975)	15.1	(3,056)	(81)	(2.7)	15.8	(3,114)	(58)	(1.9)	15.8	(3,173)	(59)	(1.9)	16.0	(3,234)	(61)	(1.9)	15.9
National Church contributions	Head 4	(1,138)	5.8	(1,105)	33	2.9	5.7	(1,127)	(22)	(2.0)	5.7	(1,150)	(23)	(2.0)	5.8	(1,173)	(23)	(2.0)	5.8
Total Expenditure		(19,702)	100.0	(19,385)	317	1.6	100.0	(19,711)	(326)	(1.7)	100.0	(19,817)	(106)	(0.5)	100.0	(20,365)	(548)	(2.8)	100.0
Share net of allowance for rebates and under collection	Head 6	18,497		18,439	(58)	(0.3)		19,810	1,371	7.4		20,207	397	2.0		20,611	404	2.0	
Surplus / (Deficit)	Head 5	(1,205)		(946)	259			99	1,045			390	291			246	(144)		

Key Changes:

Employer clergy pension contributions decrease from 39.9% to 35%

3 new associate archdeacons - Common Vision funded to 2022, in Synod revenue budget part way through 2023, 2024 in full

Increase in training curates by 2 per year - 50% funded by Church Commissioners

Decrease in training curates staying in year 4

Reduction in All Churches Trust grant.

Share under collection % change as below.

Other minor changes

Total key changes year on year.

	2022	2023	2024
	£000	£000	£000
		436	
		(106)	(114)
	(37)	(38)	(38)
	112		
	(13)		
	555		
	428	(1)	8
	1,045	291	(144)

Key Assumptions:

	2020	2021	2022	2023	2024
Annual increase in Parish Share on prior year	1.80%	0.00%	2.00%	2.00%	2.00%
Average number of stipendiary clergy & layworkers in post	315.75	312.95	312.95	312.95	312.95
Curates in training - expected average	52	58	54	56	58
Average clergy vacancies	30	30	30	30	30
Pay cost per stipendiary post	£39k	£40k	£41k	£42k	£43k
Stipend increase from 1st April	2.0%	0.0%	2.0%	2.0%	2.0%
Salary increase from 1st Sept	2.0%	1.5%	2.0%	2.0%	2.0%
Oxford Diocese General Cost Inflation	0.0%	0.0%	0.0%	0.0%	0.0%
Annual increase in clergy housing repairs	2.0%	0.0%	2.0%	2.0%	2.0%
Clergy pension contribution rate	39.9%	39.9%	39.9%	39.9%	35.0%
Staff defined benefit contribution rate for old scheme	30.1%	30.1%	30.1%	30.1%	30.1%
Staff defined contribution rate for new scheme	12.5%	12.5%	12.5%	12.5%	12.5%
Anticipated share undercollection rate	2.25%	7.00%	2.25%	2.25%	2.25%

**Oxford Diocesan Board of Finance
Draft Diocesan Capital Budget 2021 and Projections 2022 to 2024**

Capital Budget- Head 7

	2020 Forecast £000	2021 Budget £000	2022 Projection £000	2023 Projection £000	2024 Projection £000
Capital Expenditure					
Computers and ICT	20	20	20	20	25
Heating/Air conditioning upgrade		300			
Office equipment	3	3	3	3	3
	<u>23</u>	<u>323</u>	<u>23</u>	<u>23</u>	<u>28</u>
Capital Receipts					
Net Capital Expenditure	-	-	-	-	-
Head 7	<u><u>23</u></u>	<u><u>323</u></u>	<u><u>23</u></u>	<u><u>23</u></u>	<u><u>28</u></u>

Item in bold outline is net expenditure therefore Synod vote required.

Capital Transactions (Houses) - Head 8

	Houses	Houses	Houses	Houses	Houses
Board Property transactions: designated funds					
Purchases of Board houses		1 (657)	-	-	-
Major capital improvements/new builds - Board	(552)	(275)	-	-	-
Sales of Board houses: designated funds	3 2,246	1 544	-	-	-
Board Property Fund Net cash inflow /(outflow)	<u>1,694</u>	<u>(388)</u>	<u>-</u>	<u>-</u>	<u>-</u>
Parsonage property transactions: restricted funds					
Purchases of parsonage houses/land	2 (1,293)	-	2 (1,200)	2 (1,200)	2 (1,200)
Major capital improvements/new builds - Parsonage	(283)	-	-	-	-
Sales of Parsonage houses	4 2,772	1 493	2 1,200	2 1,200	2 1,200
Parsonage Property Fund Net cash inflow /(outflow)	<u>1,196</u>	<u>493</u>	<u>-</u>	<u>-</u>	<u>-</u>
Glebe funded working assets : restricted funds					
Purchases of Glebe funded houses	-	-	-	-	-
Major capital improvements/new builds - Glebe funded houses	-	-	-	-	-
Sales of Glebe funded houses and related land	1 493	-	-	-	-
Glebe funded working assets fund net cash inflow/(ouflow)	<u>493</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

Oxford Diocesan Board of Finance
Draft Diocesan Budget 2021 and Projections 2022 to 2024

SUMMARY BALANCE SHEET PROJECTIONS IN RESPECT OF UNRESTRICTED FUNDS ONLY

as at 31 December	2019 Actual £m	2020 Forecast £m	2021 Budget £m	2022 Projection £m	2023 Projection £m	2024 Projection £m
Note						
Assets						
Fixed Assets	77.0	75.4	76.1	76.1	76.1	76.1
Debtors less Creditors	(1.6)	(0.7)	(1.2)	(1.2)	(1.2)	(1.2)
Cash ,Deposits and Investments	7.6	6.9	5.6	5.5	5.7	5.7
	<u>83.0</u>	<u>81.6</u>	<u>80.5</u>	<u>80.4</u>	<u>80.6</u>	<u>80.6</u>
Capital and Reserves						
Tangible Fixed Asset Property Fund	74.0	72.4	72.8	72.8	72.8	72.8
Designated and General Funds (excluding Common Vision funds)	9.0	9.2	7.7	7.6	7.8	7.8
	<u>83.0</u>	<u>81.6</u>	<u>80.5</u>	<u>80.4</u>	<u>80.6</u>	<u>80.6</u>

Notes

The summary balance sheets are based on unrestricted (general and designated) funds only, therefore exclude parsonage houses and glebe assets, but including board properties valued at £76.2M at 31 December 2019. Common Vision designated funds are excluded as any cash balance is anticipated to be short term before expenditure takes place with net zero fund balance

Given the uncertainty in fluctuations in house prices, no change in value has been included in the property projections

Cash movements include the use of designated funds and projected surpluses/deficits in addition to property transactions.

Use of general funds to buy parsonage houses whilst the parsonage fund is in deficit is included in cash movements and debtors, on the assumption that general funds will be reimbursed when parsonage funds are available. At the end of 2020 the parsonage fund is forecast to be borrowing £0.9M from general funds to finance house purchases and this is included above by a decrease in cash and increase in debtors

The change in general and designated funds overall results from forecast deficits/surpluses and £0.2M annual support from designated funds for 4 new communities posts.

2021 Draft Share Allocation

ODS 20.12

1. Costs of Ministry										2. Church of the Future		3. Support Costs		Gross Allocation					
Ministry costs for posts financially supported by the Diocese									Gross Ministry Cost		Electoral Roll average		October Sunday Attendance average		Relative Deanery Community Profile score	Membership proportion x Deanery Profile Score = Ability to contribute	National Church and direct training costs	National and Diocesan Support Costs	
Deanery	Final stipendiary posts as per 2020 allocation			Archdeaconry Posts	Total stipendiary cost	House for Duty		Average	Diocesan Proportion	Average	Diocesan Proportion	Deanery Average Value	Ability to contribute	£4,544,796	£5,016,024				
	£40,300 Posts	£9,676 Houses	£			£	Posts										£13,500	£	£
Oxford Archdeaconry	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Cowley	12.00	12.0	599,713	-	599,713	-	-	599,713	1,276	2.5%	919	2.7%	0.7066	1.63%	74,217	81,912	755,842		
Oxford	14.00	15.0	709,341	-	709,341	1.0	13,500	722,841	2,891	5.7%	3,357	10.0%	0.9918	6.84%	310,888	343,122	1,376,851		
	26.00	27.0	1,309,054		1,309,054	1.0	13,500	1,322,554	4,167	8.3%	4,276	12.7%		8.47%	385,105	425,035	2,132,693		
Berks Archdeaconry	0.50	1.0	29,826	(29,826)	-	-	-	-	-	-	-	-	-	-	-	-			
Bracknell	11.00	11.0	549,737	3,674	553,411	-	-	553,411	2,627	5.2%	1,143	3.4%	1.0623	4.02%	182,600	201,533	937,544		
Bradfield	8.00	8.0	399,809	2,672	402,480	2.0	27,000	429,480	1,413	2.8%	704	2.1%	1.3593	2.92%	132,856	146,631	708,967		
Maidenhead and Windsor	13.75	14.0	689,590	4,608	694,198	2.0	27,000	721,198	2,317	4.6%	1,593	4.7%	1.1776	4.83%	219,315	242,055	1,182,568		
Newbury	15.00	15.0	749,641	5,010	754,651	5.0	67,500	822,151	2,319	4.6%	1,369	4.1%	1.1144	4.24%	192,852	212,848	1,227,851		
Reading	27.00	27.0	1,349,354	9,018	1,358,371	0.5	6,750	1,365,121	3,446	6.8%	2,520	7.5%	0.9005	5.67%	257,467	284,162	1,906,750		
Sonning	14.467	14.667	724,939	4,845	729,784	-	-	729,784	2,917	5.8%	1,658	4.9%	1.3062	6.15%	279,383	308,350	1,317,517		
	89.717	90.667	4,492,895		4,492,895	9.5	128,250	4,621,145	15,039	29.9%	8,987	26.6%		27.82%	1,264,472	1,395,580	7,281,197		
Bucks Archdeaconry	1.00	1.0	49,976	(49,976)	-	-	-	-	-	-	-	-	-	-	-	-			
Amersham	18.00	18.0	899,569	8,259	907,828	1.0	13,500	921,328	3,746	7.4%	2,239	6.6%	1.4255	8.82%	400,819	442,378	1,764,525		
Aylesbury	13.00	14.0	659,365	6,054	665,419	3.0	40,500	705,919	1,866	3.7%	1,310	3.9%	0.9858	3.29%	149,438	164,933	1,020,290		
Buckingham	5.00	5.0	249,880	2,294	252,175	-	-	252,175	698	1.4%	574	1.7%	1.1987	1.63%	73,932	81,598	407,704		
Burnham and Slough	18.00	18.0	899,569	8,259	907,828	2.0	27,000	934,828	1,984	3.9%	1,191	3.5%	0.9778	3.21%	145,913	161,042	1,241,783		
Claydon	5.50	5.0	270,030	2,479	272,510	2.0	27,000	299,510	860	1.7%	539	1.6%	1.3412	1.95%	88,561	97,743	485,814		
Milton Keynes	13.53	13.53	676,176	6,208	682,384	3.0	40,500	722,884	1,517	3.0%	1,389	4.1%	0.7939	2.49%	113,070	124,794	960,749		
Mursley	5.00	5.0	249,880	2,294	252,175	2.0	27,000	279,175	717	1.4%	409	1.2%	1.3893	1.61%	73,162	80,747	433,084		
Newport	5.50	6.0	279,706	2,568	282,274	-	-	282,274	996	2.0%	596	1.8%	1.1746	1.93%	87,861	96,971	467,107		
Wendover	7.00	7.0	349,832	3,212	353,044	1.0	13,500	366,544	1,415	2.8%	718	2.1%	1.4484	3.14%	142,880	157,694	667,119		
Wycombe	18.00	19.0	909,245	8,348	917,593	1.0	13,500	931,093	2,882	5.7%	2,073	6.1%	1.1444	5.97%	271,307	299,438	1,501,838		
	109.53	111.5	5,493,231		5,493,231	15.0	202,500	5,695,731	16,681	33.1%	11,038	32.7%		34.04%	1,546,944	1,707,339	8,950,013		
Dorchester Archdeaconry	1.00	1.0	49,976	(49,976)	-	-	-	-	-	-	-	-	-	-	-	-			
Abingdon	10.50	12.0	539,263	6,006	545,269	2.0	27,000	572,269	2,007	4.0%	1,281	3.8%	1.1772	4.03%	183,016	201,992	957,277		
Aston and Cuddesdon	13.00	13.0	649,689	7,236	656,924	4.0	54,000	710,924	2,144	4.3%	1,159	3.4%	1.3018	4.40%	200,058	220,801	1,131,784		
Bicester and Islip	8.00	8.0	399,809	4,453	404,261	4.0	54,000	458,261	1,240	2.5%	827	2.5%	1.0783	2.33%	105,844	116,819	680,924		
Chipping Norton	7.00	7.0	349,832	3,896	353,729	1.0	13,500	367,229	995	2.0%	711	2.1%	1.2851	2.31%	104,827	115,696	587,751		
Deddington	10.00	10.0	499,761	5,566	505,327	2.0	27,000	532,327	1,293	2.6%	896	2.7%	0.9577	2.20%	99,933	110,294	742,553		
Henley	8.00	8.0	399,809	4,453	404,261	4.0	54,000	458,261	1,309	2.6%	775	2.3%	1.4533	3.13%	142,157	156,897	757,315		
Vale of White Horse	5.00	5.0	249,880	2,783	252,663	2.0	27,000	279,663	897	1.8%	559	1.7%	1.2095	1.83%	83,072	91,686	454,421		
Wallingford	8.00	8.0	399,809	4,453	404,261	1.0	13,500	417,761	1,113	2.2%	652	1.9%	1.0572	1.93%	87,492	96,564	601,817		
Wantage	5.00	5.0	249,880	2,783	252,663	-	-	252,663	712	1.4%	506	1.5%	1.1726	1.50%	68,252	75,329	396,245		
Witney	8.00	8.0	399,809	4,453	404,261	5.0	67,500	471,761	1,666	3.3%	1,408	4.2%	1.1196	3.68%	167,335	184,685	823,781		
Woodstock	7.00	7.0	349,832	3,896	353,729	1.0	13,500	367,229	1,072	2.1%	648	1.9%	1.3139	2.34%	106,288	117,309	590,825		
	90.50	92.0	4,537,348		4,537,348	26.0	351,000	4,888,348	14,448	28.7%	9,422	27.9%		29.67%	1,348,275	1,488,071	7,724,694		
OXFORD DIOCESE	315.75	321.20	15,832,527		15,832,527	51.50	695,250	16,527,777	50,335	100.0%	33,723	100.0%		100.0%	4,544,796	5,016,024	26,088,598		

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	4. Distribution of Glebe			5. Opportunity Costs (re House for Duty)	2021 Share Allocation after support from Glebe and Opportunity cost	2019 Statutory Fees Reimbursed	2021 Share Allocation after Fees re-imbursed	Prior year allocation - 2020 (ODS 19.11)	Transitional adjustment				
	Rural and Deprivation Support	Balance of Glebe	Total Glebe Allocation	Total				Final Share Allocation	Capping	Minimum	Maximum	Allocated	Capping
Deanery	£1,800,000	£2,275,434	£4,075,434							(1.00)%	0.00%		
Oxford Archdeaconry													
Cowley	163,280	86,190	249,470	3,331	503,041	28,557	474,483	477,850		473,072	477,850	474,483	-
Oxford	73,666	101,946	175,612	3,940	1,197,299	27,464	1,169,835	1,157,751	Ceiling	1,146,173	1,157,751	1,169,835	(12,084)
	236,946	188,136	425,082	7,272	1,700,340	56,021	1,644,318	1,635,601				1,644,318	(12,084)
Berks Archdeaconry													
Bracknell	6,581	79,536	86,117	3,074	848,353	26,883	821,471	820,190	Ceiling	811,988	820,190	821,471	(1,281)
Bradfield	-	57,844	57,844	2,236	648,887	22,314	626,573	623,582	Ceiling	617,346	623,582	626,573	(2,991)
Maidenhead and Windsor	-	99,769	99,769	3,856	1,078,942	46,246	1,032,696	1,024,799	Ceiling	1,014,551	1,024,799	1,032,696	(7,897)
Newbury	90,894	108,458	199,351	19,488	1,009,012	48,740	960,272	961,311		951,698	961,311	960,272	-
Reading	193,930	195,224	389,154	7,546	1,510,050	51,865	1,458,185	1,460,133		1,445,532	1,460,133	1,458,185	-
Sonning	-	104,884	104,884	4,054	1,208,579	51,259	1,157,320	1,140,796	Ceiling	1,129,388	1,140,796	1,157,320	(16,524)
	291,405	645,714	937,119	40,254	6,303,824	247,307	6,056,517	6,030,811				6,056,517	(28,692)
Bucks Archdeaconry													
Amersham	-	130,472	130,472	5,043	1,629,010	58,881	1,570,129	1,557,501	Ceiling	1,541,926	1,557,501	1,570,129	(12,628)
Aylesbury	77,530	95,633	173,163	7,520	839,607	35,106	804,501	805,348		797,295	805,348	804,501	-
Buckingham	64,574	36,242	100,816	1,401	305,487	11,815	293,672	253,272	Ceiling	284,877	287,755	293,672	(5,917)
Burnham and Slough	112,158	130,472	242,630	5,043	994,111	40,753	953,358	963,063	Floor	953,432	963,063	953,358	75
Claydon	77,921	39,165	117,086	12,986	355,742	23,122	332,620	299,664	Floor	334,219	337,595	332,620	1,599
Milton Keynes	165,080	98,072	263,152	11,439	686,159	34,497	651,661	639,855	Ceiling	633,456	639,855	651,661	(11,806)
Mursley	44,314	36,242	80,556	9,049	343,479	15,154	328,324	292,618	Ceiling	323,830	327,101	328,324	(1,223)
Newport	49,805	40,568	90,373	5,392	371,342	16,922	354,420	316,065	Ceiling	350,456	353,996	354,420	(424)
Wendover	-	50,739	50,739	1,961	614,418	22,061	592,357	593,976		588,036	593,976	592,357	-
Wycombe	61,031	131,876	192,907	5,097	1,303,835	58,117	1,245,717	1,256,929		1,244,360	1,256,929	1,245,717	-
	652,412	789,481	1,441,893	64,931	7,443,189	316,429	7,126,760	6,978,291				7,126,760	(30,325)
Dorchester Archdeaconry													
Abingdon	-	78,365	78,365	3,029	875,882	32,593	843,289	835,749	Ceiling	827,392	835,749	843,289	(7,540)
Aston and Cuddesdon	103,331	94,412	197,743	15,121	918,920	44,494	874,426	866,064	Ceiling	857,403	866,064	874,426	(8,362)
Bicester and Islip	121,355	58,100	179,455	17,541	483,928	28,057	455,871	401,379		451,985	456,551	455,871	-
Chipping Norton	72,988	50,837	123,825	11,525	452,401	26,382	426,018	430,258		425,955	430,258	426,018	-
Deddington	111,861	72,625	184,485	6,631	551,437	33,690	517,747	512,173	Ceiling	507,051	512,173	517,747	(5,574)
Henley	-	58,100	58,100	2,246	696,969	26,339	670,630	660,245	Ceiling	653,643	660,245	670,630	(10,385)
Vale of White Horse	65,658	36,312	101,970	12,875	339,575	16,595	322,980	321,992	Ceiling	318,772	321,992	322,980	(988)
Wallingford	6,086	58,100	64,186	2,246	535,386	29,390	505,995	514,861	Floor	509,712	514,861	505,995	3,717
Wantage	35,362	36,312	71,674	1,404	323,166	18,072	305,094	312,239	Floor	309,117	312,239	305,094	4,022
Witney	56,633	58,100	114,733	6,070	702,979	35,986	666,993	642,812	Ceiling	636,384	642,812	666,993	(24,181)
Woodstock	45,964	50,837	96,801	5,789	488,235	19,687	468,548	473,340	Floor	468,607	473,340	468,548	59
	619,238	652,103	1,271,340	84,476	6,368,878	311,287	6,057,591	5,971,112				6,057,591	(49,231)
OXFORD DIOCESE	1,800,000	2,275,434	4,075,434	196,933	21,816,231	931,045	20,885,186	20,615,815				20,885,186	(120,333)

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Deanery	2021 Net share payable after capping	Temporary Additional Rural support	2021 Net share payable after capping and additional temporary rural support	Increase / (decrease) in 2020 - 2021 Share Allocation		Fees Decrease/ (Increase) from 2020	Increase/ decrease in stipendiary minister posts		Increase/ decrease in Houses for stipendiary ministers		Increase/ decrease in House for Duty Minister posts		Allocation of change in archdeaconry posts	Total change	Total 2021 share payable after ministry changes	Revised Clergy Nos		
				£	%		£	£	Houses	£	£	£				£	£	Posts
Deanery		£160,000																
Oxford Archdeaconry	474,483		474,483	(3,367)	(0.70)%	1,262												
Cowley	1,157,751		1,157,751	-	0.00%	1,242												
Oxford	1,632,234		1,632,234	(3,367)	(0.21)%	2,504												
Berks Archdeaconry																		
Bracknell	820,190		820,190	-	0.00%	6,616	(0.5)	(20,150)	(1.0)	(9,676)	-	-	29,826	-				
Bradfield	623,582		623,582	-	0.00%	8,666	(0.35)	(14,105)	-	-	-	-	(3,674)	(17,779)				
Maidenhead and Windsor	1,024,799		1,024,799	-	0.00%	4,905	-	-	-	-	-	-	(2,672)	(2,672)				
Newbury	960,272		960,272	(1,039)	(0.11)%	5,641	-	-	-	-	(1.0)	(13,500)	(4,608)	(4,608)				
Reading	1,458,185		1,458,185	(1,948)	(0.13)%	1,091	(0.5)	(20,150)	-	-	(0.5)	(6,750)	(9,018)	(35,918)				
Sonning	1,140,796		1,140,796	-	0.00%	1,192	(0.667)	(26,880)	(0.667)	(6,454)	-	-	(4,845)	(38,179)				
	6,027,825		6,027,825	(2,986)	(0.05)%	28,111	(2.02)	(81,285)	(1.7)	(16,130)	(1.5)	(20,250)	-	(117,665)				
Bucks Archdeaconry																		
Amersham	1,557,501		1,557,501	-	0.00%	8,481	-	-	-	-	-	-	-	-				
Aylesbury	804,501		804,501	(847)	(0.11)%	2,944	-	-	-	-	-	-	-	-				
Buckingham	287,755	27,586	260,169	6,897	2.72%	3,185	-	-	-	-	-	-	-	-				
Burnham and Slough	953,432		953,432	(9,631)	(1.00)%	9,019	-	-	-	-	-	-	-	-				
Claydon	334,219	30,345	303,874	4,210	1.40%	(2,866)	-	-	-	-	-	-	-	-				
Milton Keynes	639,855		639,855	-	0.00%	4,205	(0.28)	(11,284)	(0.28)	(2,709)	-	-	-	(13,993)				
Mursley	327,101	27,586	299,515	6,897	2.36%	2,320	-	-	-	-	-	-	-	-				
Newport	353,996	30,345	323,651	7,586	2.40%	1,538	-	-	-	1.0	13,500	-	-	13,500				
Wendover	592,357		592,357	(1,619)	(0.27)%	10,105	-	-	-	-	-	-	-	-				
Wycombe	1,245,717		1,245,717	(11,212)	(0.89)%	151	(1.0)	(40,300)	(1.0)	(9,676)	-	-	-	(49,976)				
	7,096,435	115,862	6,980,573	2,282	0.03%	39,081	(1.28)	(51,584)	(1.3)	(12,385)	1.0	13,500	-	(50,469)				
Dorchester Archdeaconry																		
Abingdon	835,749		835,749	-	0.00%	1,455	-	-	-	-	-	-	-	-				
Aston and Cuddesdon	866,064		866,064	-	0.00%	4,983	0.5	20,150	-	-	-	-	-	20,150				
Bicester and Islip	455,871	44,138	411,733	10,354	2.58%	4,642	-	-	-	-	-	-	-	-				
Chipping Norton	426,018		426,018	(4,240)	(0.99)%	4,000	-	-	-	-	-	-	-	-				
Deddington	512,173		512,173	-	0.00%	6,155	-	-	-	-	-	-	-	-				
Henley	660,245		660,245	-	0.00%	1,173	-	-	-	-	-	-	-	-				
Vale of White Horse	321,992		321,992	-	0.00%	3,341	-	-	-	-	-	-	-	-				
Wallingford	509,712		509,712	(5,149)	(1.00)%	(3,886)	-	-	-	-	-	-	-	-				
Wantage	309,117		309,117	(3,122)	(1.00)%	(960)	-	-	-	-	-	-	-	-				
Witney	642,812		642,812	-	0.00%	885	-	-	-	-	-	-	-	-				
Woodstock	468,607		468,607	(4,733)	(1.00)%	2,408	-	-	-	-	-	-	-	-				
	6,008,360	44,138	5,964,222	(6,890)	(0.12)%	24,194	0.5	20,150	-	-	-	-	-	20,150				
OXFORD DIOCESE	20,764,854	160,000	20,604,854	(10,961)	(0.05)%	93,889	(2.797)	(112,719)	(2.9)	(28,515)	(0.5)	(6,750)	-	(147,984)				