

Oxford Diocesan Board of Finance

2023 Budget

INDEX

- 1 2023 Budget Overview
- 2 Commentary to Budget
- 3 2023 Budget & 2024-25 projections
- 4 Capital Budget
- 5 2023 Deanery Share Allocation

2023 Budget

Overview

Cost of living pressures on us all have been increasing over the past four months. In this context it has been good to be able to distribute this month about £125,000 of hardship support to clergy. We have just been notified of further national funding, this time primarily for churches, again largely to help with heating bills, and the Finance Committee will be deciding in November how that money should best be distributed.

As a diocese we will absorb the additional costs that will fall on us from higher inflation in 2023, including from providing for a higher stipend and salary increase (4%). The average level of parish share will be for one final year a zero increase in 2023 and will therefore remain at the same level as in 2020, 2021 and 2022. We hope that this will be very welcome news for parishes and that it will be possible, with support wherever helpful from our generous giving adviser, to increase parish giving to a level that will allow all parish bills to be met including of course parish share.

We are about to launch a much more comprehensive set of financial communications than we have had before. We hope these will give the transparency and information that many have been seeking, including that parish share primarily pays for the costs of the clergy, helping to return the parish share collection rate to close to re-pandemic levels. Please do make suggestions for their further improvement when you see them as we will update and revise them over time.

We of course recognise that following the Parish Share Review approved by Diocesan Synod at its last meeting most deaneries will *either* be increasing parish share by (up to) 2% (and may wish they were not) *or* be reducing by (up to) 2% (and may wish the reduction was greater). John Orridge and Liz Holloway are providing help to deaneries in explaining these changes. The commitment made by the DBF Chair in June to a limited annual review of Parish Share methodology will be fulfilled by requesting input from Deanery and Parish treasurers in the September/October period. In practical terms the earliest this process can start is September 2023 (as the new parish share applies only from January 2023) and any changes agreed will then inform the Parish Share calculations for 2025. Treasurers will by then be able to see how the system works in practice whilst protected by the 2% cap which will remain in place for at least 2023 and 2024.

In the 2024 and 2025 Forecasts you will see a proposed 4% p.a. parish share increase from 2024 onwards and we are consulting PCC Treasurers about this in the forthcoming meetings with them. As clergy stipends are by far the largest element of the diocesan budget, there is a direct relationship between the level of stipend (and salary) increase and the parish share increase. With higher inflation expected to remain for several years, the Finance Committee considers that this is a fair compromise (on the basis that a 5% increase in parish share would feel too high in the present climate) but Bishop's Council will reflect on the response before deciding on the actual level of increase in stipends in 2023 and before bringing the draft 2024 Budget to Synod next June.

Mark Humphriss
Diocesan Secretary
October 2022

2023 Amended Budget & 2024-2025 projections

2023 Budget Summary

The Draft Budget agreed by Diocesan Synod in June provided for a budgeted surplus of £1k. Paper ODS 22.12(3) contains the proposed final budget which shows a revised deficit of £164k, together with projections for 2024 & 2025.

This reflects (as the draft did) the reduction to 28% (from 39.9% in 2021) in contributions to the clergy pension scheme, the new reduction of 1.25% in National Insurance from 6 Nov 2022 and, finally, given current inflation rates (and noting recommended increases by other Dioceses) the Finance Committee & Bishops Council are recommending a further 1% increase in stipends & salaries in 2023 – a total of 4% for each. No related increase in Parish Share is recommended.

Points to note are as follows:

2023 Parish Share Allocation

Stipendiary minister posts have moved from 309.63FTE to 308.98FTE (0.65FTE decrease), following consultation with Archdeacons over the Summer.

The 2023 Parish Share allocation was presented to Diocesan Synod in June as draft, subject to clergy post changes for 2023 as agreed by Senior Staff by 31 August 2022. The following changes have been made in the updated version of the share allocation as attached:

Stipendiary post changes:

Archdeaconry	Deanery	Details	Stipendiary post change
Oxford	Oxford	Reduction of 0.5FTE as South with New Hinksey is now HfD post.	-0.50
Buckingham	Aylesbury	Increase of 0.2FTE as Broughton New Communities post transitions into share allocation.	+0.20
Buckingham	Milton Keynes	Increase of 0.2FTE as Bletchley New Communities post transitions into share allocation.	+0.20
		Reduction of 0.25FTE Director of Ecumenical Mission.	-0.25
Buckingham	Wycombe	Reduction of 0.5FTE team Vicar post in Marlow Team.	-0.50

Dorchester	Wallingford	Increase of 0.1FTE as Didcot All Saints New Communities post transitions into share allocation from 01/07/2022.	+0.20
		Net total	-0.65

The above net reduction in stipendiary clergy posts of 0.65 results in a reduction in ministry costs of stipend, NI and pension totalling approximately **£25k**.

House for Duty post changes:

Archdeaconry	Deanery	Details	House for Duty post change
Oxford	Oxford	Increase of 1FTE House for Duty post in South with New Hinksey.	+1.0
Berkshire	Bradfield	Increase of 1FTE House for Duty post in Englefield as post now to be included in share.	+1.0
Dorchester	Abingdon	Reduction of 1FTE House for Duty post in Damascas.	-1.0
Dorchester	Vale of White Horse	Increase of 1FTE House for Duty post in Cherbury with Gainfield as post now to be included in share.	+1.0
		Net total	+2.0

Housing implications of post changes

The budgeted average cost of housing for 2023 (the average cost of council tax, water rates, insurance, and repairs) is £10,560. £10,560 is derived from the total budgeted cost of these elements divided by the total number of occupied houses. If a reduction in ministry post changes is notified after the first draft share allocation has been presented to Synod, this results in under recovery of the housing costs (unless the £10,560 housing cost is recalculated, thus increasing ministry costs for all deaneries). Given that we have undertaken at Synod not to change share other than ministry post changes, we should not recalculate the housing element for all.

Other Changes to the 2023 budget since the Draft Budget:

The reconciliation of the changes since the Draft Budget presented is as follows:

Description	£'000
Draft Budget presented at June 2022 Synod contained a surplus of	1
Amendments made:	
Savings:	
Employer's NI contribution on staff salary reduction from 15.05% to 13.8%	18
Parish Share adjustments:	
Reduction of share receipts (predominantly new £170k vacancy provision – June synod motion)	(176)
Other Income adjustments:	
Benefact Trust & Sundry Income (reduction of Benefact Trust annual grant – previously All Churches Trust)	(27)
Glebe net income (increase) – inflationary adjustment	83
Other investment income (decrease)	(15)
Parochial Fees (reduction) – to reflect June Diocesan Synod motion relating to Statutory fees being paid to SSMs/LLMs	(30)
+Increases in costs:	
Additional 1% salary increase starting from September 2023 – to align to 4%	(15)
Total Stipendiary costs (Additional 1% increase from April 2023, and NI reduction from 15.05% to 13.8%)	(3)
Amended budgeted deficit	(164)

John Orridge
Director of Finance
October 2022

2024 & 2025 Projections

Summary

At the recommendation of the Finance Committee & Bishops Council, we have projected for 2024 & 2025, assuming salary & stipend increases at 4% pa (**ODS 22.12(3)**).

The resulting forecast surplus/deficits are, broadly, breakeven, but within the following parameters/assumptions:

1. Ministry numbers – no change.
2. Curate numbers – 16 in each annual cohort. This results in a reduction to 56 posts overall in 2025.
3. Glebe income rises in line with stipendiary inflation. Any shortfall in the budget is compensated by support from Total Return.
4. General inflation is provided at 2%pa. This will need amending once the autumn inflation report is published by the Office of Budget Responsibility (OBR). The current inflation numbers used reflects the previously published reports.
5. Parish Share recovery will hold at 96% and increase in line with stipend inflation.
6. The actuarial assumption that the Clergy Pension Scheme contribution rate of 28% is unchanged for the period. The 2022 report from the Actuary did confirm 28% for the medium term, but this is not without risk in the current economic environment.

Next steps

1. Amend the projections once the 31 October OBR report is published regarding general inflation rates.
2. Assess the projected stipend/salary increases against that latest OBR report.
3. Consult with Deaneries & Parishes over the coming months about the projected Parish Share rises. Starting with the Autumn 2022 Financial Briefings.
4. Assess the projected performance of Total Return over the medium term, and scenario plan accordingly.
5. The Finance Committee will review the projections & related economic factors at its November meeting.
6. The Finance Committee will continue its work on the Strategic Finance at its November meeting. It will report its findings to Bishops Council in 2023.

Conclusion

Whilst the projects suggest a broadly breakeven position, this has arisen (in no small part) by the reduction in clergy pension costs and the recently announced decrease in National Insurance.

Synod members are invited to note the projections for 2024-25.

John Orridge
Director of Finance
October 2022

2023 Budget and 2024 & 2025 Forecast with 4% increase for both years (2024 & 2025) on salaries and stipends

	Budget 2023 (22 Sept 2022)			Forecast 2024			Forecast 2025			Comments
	Costs £000	Income £000	Net £000	Costs £000	Income £000	Net £000	Costs £000	Income £000	Net £000	
+ income										
- cost										
Resourcing Ministry & Mission										
Parochial stipends	-10,143	0	-10,143	-10,548	0	-10,548	-10,880	0	-10,880	
National Insurance and Apprenticeship levy	-925	0	-925	-974	0	-974	-1,021	0	-1,021	
Pension contributions	-2,465	0	-2,465	-2,557	0	-2,557	-2,647	0	-2,647	
Total parochial stipends, NICs and pensions	-13,533	0	-13,533	-14,079	0	-14,079	-14,547	0	-14,547	Both stipends and salaries increase 4% in 2023 (4% from Apr 2023 for Stipends, 4% increase from Sep 2023 for salaries), 4% increase from 2024 & 2025. NMS increase 5% in 2024 and 3% in 2025
Parochial Fees	0	920	920	0	890	890	0	870	870	
Other income (contributions to stipends)	0	166	166	0	167	167	0	168	168	Investment income increase 4% (linked to stipends increase) for 2024 & 2025, rental income increase by 2% for 2024 & 2025
Glebe costs /income	-681	5,203	4,522	-688	5,379	4,691	-697	5,552	4,855	
Statutory fees and other contributions to stipends	-681	6,289	5,608	-688	6,436	5,748	-697	6,590	5,893	SSMs and LLMs can claim 2/3 of ODBF portion of fees, budget revised accordingly from 2023
Bishops and Archdeacons offices costs	-207	0	-207	-215	0	-215	-224	0	-224	
Other parochial ministry costs	-381	0	-381	-388	0	-388	-396	0	-396	
Grants to clergy	-140	0	-140	-150	0	-150	-150	0	-150	
Bishops Discretionary funds	-21	0	-21	-21	0	-21	-22	0	-22	
Building grants	-35	0	-35	-35	0	-35	-35	0	-35	
Ministerial oversight and grants	-784	0	-784	-809	0	-809	-827	0	-827	
Ministry Training Costs										
Pre-ordination costs:										
National Church - Central Fund for Training	-842	0	-842	-859	0	-859	-876	0	-876	
M&M: Vocations & DDO	-810	9	-801	-828	9	-819	-849	9	-840	
Ordination & First Appointment grants	-100	0	-100	-150	0	-150	-150	0	-150	Ordination grant to increase to £150k for 2024 & 2025
Post ordination & Lay Ministry Training:	-1,752	9	-1,743	-1,837	9	-1,828	-1,875	9	-1,866	
M&M: Formation for Ministry	-635	77	-558	-657	79	-578	-680	80	-600	
Total Ministry Training costs	-2,387	86	-2,301	-2,494	88	-2,406	-2,555	89	-2,466	

Buildings	Buildings-Repairs	-2,052	0	-2,052	-2,093	0	-2,093	-2,135	0	-2,135	
	Council Tax, Water ,Insurance etc.	-1,549	0	-1,549	-1,580	0	-1,580	-1,612	0	-1,612	
	Rental costs and Housing allowances	-479	0	-479	-489	0	-489	-498	0	-498	
	Staff costs and Administration	-407	0	-407	-424	0	-424	-447	0	-447	
	Lettings costs / income	-65	913	848	-66	913	847	-68	913	845	
	Schools surveys	-10	110	100	-10	113	103	-10	115	105	
	Other income	0	11	11	0	11	11	0	12	12	
		-4,562	1,034	-3,528	-4,662	1,037	-3,625	-4,770	1,040	-3,730	
	Apportionment of support costs (FTE - not including support posts)	-863		-863	-892		-892	-927		-927	
	Total Resourcing Parish Ministry	-22,810	7,409	-15,401	-23,624	7,561	-16,063	-24,323	7,719	-16,604	
	Support for Parish Ministry										
	Bishops and Archdeacons offices costs	-207	0	-207	-215	0	-215	-224	0	-224	
	Mission & Ministry: Management & support	-316	1	-315	-327	1	-326	-331	1	-330	
	Mission & Ministry: Clergy Conference	-15	0	-15	-15	0	-15	-15	0	-15	
	Communications	-275	20	-255	-286	20	-266	-305	20	-285	
	DAC	-227	1	-226	-235	1	-234	-246	1	-245	
	MPC	-57	0	-57	-61	0	-61	-65	0	-65	
	DTol/Governance & Projects	-16	0	-16	-16	0	-16	-16	0	-16	
	Safeguarding	-367	0	-367	-385	0	-385	-403	0	-403	
	Benefact Trust & Sundry Income	0	263	263	0	242	242	0	216	216	
	ODBF Admin	-111	197	86	-113	201	88	-116	205	89	
	Apportionment of support costs (FTE - not including support posts)	-799	0	-799	-826	0	-826	-859	0	-859	
	Total Support for Parish Ministry	-2,390	482	-1,908	-2,479	465	-2,014	-2,580	443	-2,137	
	Our share of National Church costs (votes 2 - 5)	-1,030	0	-1,030	-1,051	0	-1,051	-1,072	0	-1,072	
	Grants										
	Board of Education grant	-275	0	-275	-286	0	-286	-297	0	-297	4% increase from 2024 & 2025 Stipends increase by 4% for 2024 & 2025, NI drop to 13.8%
	University appointments & Ecumenical Grant	-81	0	-81	-83	0	-83	-85	0	-85	
	PACT grant	-95	0	-95	-97	0	-97	-99	0	-99	
	Council for the Deaf general grant	-7	0	-7	-7	0	-7	-7	0	-7	
	Grants: ODCD & PACT	-102	0	-102	-104	0	-104	-106	0	-106	
	Partnership in World Mission	-68	0	-68	-69	0	-69	-70	0	-70	
	Apportionment of support costs (FTE - not including support posts)	-50	0	-50	-52	0	-52	-54	0	-54	
	Total Grants Expenditure	-576	0	-576	-594	0	-594	-612	0	-612	
	Support Costs (memo only - apportioned into key budget heads)										
	Secretariat	-222		-222	-231		-231	-244		-244	
	Finance	-410		-410	-428		-428	-451		-451	
	HR	-294		-294	-307		-307	-322		-322	
	Governance costs	-256		-256	-261		-261	-266		-266	
	ICT	-228		-228	-234		-234	-238		-238	
	Church House facilities	-302		-302	-309		-309	-318		-318	
	Total Support Costs	-1,712	0	-1,712	-1,770	0	-1,770	-1,839	0	-1,839	
	Parish Share										
	Parish Share - gross request	0	20,158	20,158	0	20,964	20,964	0	21,803	21,803	Gross increase by 4% in 2024 and 4% in 2025

	-anticipated under collection	0	-734	-734	0	-759	-759	0	-787	-787	Under collection rate assuming 4% for 2024 & 2025
	-rebates	0	-503	-503	0	-523	-523	0	-544	-544	
	Net Parish Share	0	18,921	18,921	0	19,683	19,683	0	20,472	20,472	
	-Vacancy provision	0	-170	-170	0	-177	-177	0	-179	-179	
Adjusted Parish Share		0	18,751	18,751	0	19,506	19,506	0	20,293	20,293	
Core budget: "-"deficit / "+"surplus											
		-26,806	26,642	-164	-27,747	27,532	-216	-28,587	28,455	-132	

Note: the apportionment of support costs based on FTE's

Key Assumptions:

	2023	2024	2025
Annual increase in Parish Share on prior year	0.00%	4.00%	4.00%
Stipendiary clergy & layworkers posts	308.98	309.00	309.00
Curates in training - expected average nos	59.00	59.00	56.00
Average clergy vacancies	26	26	26
Stipend increase from 1 April each year	4.00%	4.00%	4.00%
Stipend increase from 1 September	0.00%	0.00%	0.00%
Salary cost increase from 1 Sept each year	4.00%	4.00%	4.00%
Annual increase in clergy housing repairs	15.00%	2.00%	2.00%
General inflation assumption	2.00%	2.00%	2.00%
Clergy pension contribution rate	28.00%	28.00%	28.00%
Staff defined benefit contribution rate for old scheme	16.5%/15.5%	15.50%	14.50%
Staff defined contribution rate for new scheme	12.50%	12.50%	12.50%
Share capping ceiling	2.00%	5.00%	5.00%
Share capping floor	-2.00%	1.00%	1.00%
Anticipated share under collection rate	4.00%	4.00%	4.00%

**Oxford Diocesan Board of Finance
Draft Diocesan Capital Budget 2023**

Capital Budget	2022 Budget £000	2023 Budget £000
Capital Expenditure		
Computers and ICT	20	22
Heating/Air conditioning upgrade		
Office equipment	<u>3</u>	<u>3</u>
	23	25
Capital Receipts		
Net Capital Expenditure	<u><u>23</u></u>	<u><u>25</u></u>

Capital Transactions (Houses)

	Houses	Houses
Board Property transactions: designated funds		
Purchases of Board houses	1 (657)	
Major capital improvements/new builds - Board	1 (550)	1 (700)
Sales of Board houses: designated funds	2 837	2 1,675
Board Property Fund Net cash inflow /(outflow)	<u><u>(370)</u></u>	<u><u>975</u></u>
Parsonage property transactions: restricted funds		
Purchases of parsonage houses/land	2 (1,717)	4 (4,500)
Major capital improvements/new builds - Parsonage	2 (1,250)	-
Sales of Parsonage houses	1 1,478	3 4,300
Parsonage Property Fund Net cash inflow /(outflow)	<u><u>(1,489)</u></u>	<u><u>(200)</u></u>
Glebe funded working assets : restricted funds		
Purchases of Glebe funded houses	-	3 (3,000)
Major capital improvements/new builds - Glebe funded houses	-	-
Sales of Glebe funded houses and related land	4 1,652	-
Glebe funded working assets fund net cash inflow/(ouflow)	<u><u>1,652</u></u>	<u><u>(3,000)</u></u>

Notes

Figures from Master Capital report as at 17th Oct 2022 in discussion with Director of Glebe & Buildings

2023 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										Gross Ministry Cost			National Church and direct training costs			Balance of Glebe after Community Support Allowance				
Final stipendiary posts as per 2022 allocation										Stipendiary Ministry FTE	Proportion of Vacancy Savings	£1,022,809	Ministry FTE (incl. LSP, SSM, LLM)	Proportion of Training Costs	£4,578,466	Ministry FTE (Stipendiary & HfD)	Proportion of Statutory Fees	£920,000	£2,615,632	£
Deanery	£39,339 Posts	£10,560 Houses	£	Archdeaconry Posts	Total stipendiary cost	House for Duty Posts	£10,560	£	£	£	£	£	£	£	£	£	£	£		
Oxford Archdeaconry	-	-	-	-	598,780	-	-	-	598,780	12.00	3.88%	39,640	15.05	3.67%	168,080	12.00	3.64%	33,492	100,823	592,904
Cowley	12.00	12.00	598,780	-	598,780	-	-	-	598,780	12.00	3.88%	39,640	15.05	3.67%	168,080	12.00	3.64%	33,492	100,823	592,904
Oxford	14.00	15.00	709,136	-	709,136	2.0	21,119	-	730,255	14.00	4.52%	46,247	31.25	7.62%	349,003	14.80	4.49%	41,307	119,405	872,299
	26.00	27.00	1,307,916	-	1,307,916	2.0	21,119	-	1,329,035	26.00	8.40%	85,886	46.30	11.29%	517,082	26.80	8.13%	74,799	220,229	1,465,203
Berks Archdeaconry	-	-	-	-	529,212	-	-	-	529,212	10.50	3.39%	34,685	11.3	2.76%	126,199	10.50	3.19%	29,306	89,110	502,312
Bracknell	10.50	11.00	529,212	-	529,212	-	-	-	529,212	10.50	3.39%	34,685	11.3	2.76%	126,199	10.50	3.19%	29,306	89,110	502,312
Bradfield	8.00	8.00	399,187	-	399,187	1.0	10,560	-	409,746	8.00	2.58%	26,427	9.8	2.39%	109,447	8.40	2.55%	23,444	67,216	402,107
Maidenhead and Windsor	13.75	14.00	688,742	-	688,742	2.0	21,119	-	709,861	13.75	4.44%	45,421	18.35	4.48%	204,934	14.55	4.41%	40,609	115,971	712,794
Newbury	13.50	14.00	678,907	-	678,907	3.0	31,679	-	710,586	13.50	4.36%	44,595	17.85	4.35%	199,350	14.70	4.46%	41,028	114,315	709,998
Reading	26.50	27.00	1,327,586	-	1,327,586	-	-	-	1,327,586	26.50	8.56%	87,538	30.9	7.54%	345,094	26.50	8.04%	73,962	223,541	1,287,639
Sonning	12.80	13.00	640,811	-	640,811	1.0	10,560	-	651,370	12.80	4.13%	42,283	15.85	3.87%	177,014	13.20	4.00%	36,841	107,901	641,360
	85.05	87.00	4,264,445	-	4,264,445	7.0	73,917	-	4,338,362	85.05	27.47%	280,948	104.05	25.38%	1,162,039	87.85	26.65%	245,190	718,053	4,256,209
Bucks Archdeaconry	1.00	1.00	49,898	(49,898)	856,146	-	-	-	877,266	17.16	5.54%	56,678	26.26	6.41%	293,274	17.96	5.45%	50,120	144,159	919,582
Amersham	17.00	17.00	848,272	7,875	856,146	2.0	21,119	-	877,266	17.16	5.54%	56,678	26.26	6.41%	293,274	17.96	5.45%	50,120	144,159	919,582
Aylesbury	13.03	14.03	660,735	6,134	666,869	3.0	31,679	-	698,547	13.15	4.25%	43,448	16.95	4.13%	189,299	14.35	4.35%	40,059	112,288	692,050
Buckingham	5.00	5.00	249,492	2,316	251,808	-	-	-	251,808	5.05	1.63%	16,670	5.80	1.41%	64,775	5.05	1.53%	14,085	42,400	243,428
Burnham and Slough	18.00	18.00	898,170	8,338	906,508	2.0	21,119	-	927,627	18.17	5.87%	60,012	21.02	5.13%	234,753	18.97	5.75%	52,937	152,639	896,792
Claydon	5.50	5.00	269,161	2,499	271,660	2.0	21,119	-	292,779	5.55	1.79%	18,334	6.85	1.67%	76,501	6.35	1.93%	17,723	45,742	287,481
Milton Keynes	12.95	13.45	651,463	6,048	657,511	3.0	31,679	-	689,190	13.07	4.22%	43,178	17.12	4.18%	191,198	14.27	4.33%	39,831	110,713	686,665
Mursley	5.00	5.00	249,492	2,316	251,808	1.0	10,560	-	262,367	5.05	1.63%	16,670	5.65	1.38%	63,100	5.45	1.65%	15,201	42,400	251,196
Newport	5.50	6.00	279,721	2,597	282,317	-	-	-	282,317	5.55	1.79%	18,340	5.90	1.44%	65,892	5.55	1.68%	15,496	47,537	266,836
Wendover	7.00	7.00	349,288	3,243	352,531	1.0	10,560	-	363,090	7.06	2.28%	23,338	9.22	2.25%	102,970	7.46	2.26%	20,835	59,360	362,528
Wycombe	18.00	20.00	919,289	8,534	927,823	2.0	21,119	-	948,942	18.17	5.87%	60,025	23.27	5.68%	259,881	18.97	5.76%	52,948	156,228	939,622
	107.98	111.48	5,424,981	(49,898)	5,424,981	16.0	168,953	-	5,593,934	107.98	34.87%	356,693	138.04	33.67%	1,541,642	114.38	34.70%	319,236	913,466	5,546,181
Dorchester Archdeaconry	1.00	1.00	49,898	(49,898)	596,228	-	-	-	606,788	11.63	3.76%	38,422	15.58	3.80%	173,999	12.03	3.65%	33,580	100,394	608,390
Abingdon	11.50	13.00	589,670	6,558	596,228	1.0	10,560	-	606,788	11.63	3.76%	38,422	15.58	3.80%	173,999	12.03	3.65%	33,580	100,394	608,390
Aston and Cuddesdon	13.00	13.00	648,678	7,214	655,893	4.0	42,238	-	698,131	13.14	4.25%	43,421	17.20	4.20%	192,091	14.74	4.47%	41,152	110,440	695,209
Bicester and Islip	7.00	7.00	349,288	3,885	353,173	4.0	42,238	-	395,411	7.08	2.29%	23,380	10.63	2.59%	118,717	8.68	2.63%	24,220	59,468	407,060
Chipping Norton	7.00	7.00	349,288	3,885	353,173	1.0	10,560	-	363,732	7.08	2.29%	23,380	8.88	2.17%	99,173	7.48	2.27%	20,871	59,468	359,186
Deddington	10.00	10.00	498,983	5,549	504,533	2.0	21,119	-	525,652	10.11	3.27%	33,401	12.71	3.10%	141,946	10.91	3.31%	30,453	84,954	518,790
Henley	8.00	8.00	399,187	4,439	403,626	4.0	42,238	-	445,864	8.09	2.61%	26,720	12.09	2.95%	135,022	9.69	2.94%	27,042	67,963	459,161
Vale of White Horse	5.00	5.00	249,492	2,775	252,266	2.0	21,119	-	273,385	5.06	1.63%	16,700	6.71	1.64%	74,938	5.86	1.78%	16,343	42,477	272,803
Wallingford	8.10	8.10	404,177	4,495	408,672	1.0	10,560	-	419,231	8.19	2.65%	27,055	10.44	2.55%	116,595	8.59	2.61%	23,975	68,813	415,984
Wantage	5.00	5.00	249,492	2,775	252,266	-	-	-	252,266	5.06	1.63%	16,700	5.11	1.25%	57,069	5.06	1.53%	14,110	42,477	236,048
Witney	8.00	8.00	399,187	4,439	403,626	5.0	52,798	-	456,424	8.09	2.61%	26,720	13.19	3.22%	147,307	10.09	3.06%	28,158	67,963	480,889
Woodstock	7.00	7.00	349,288	3,885	353,173	1.0	10,560	-	363,732	7.08	2.29%	23,380	9.03	2.20%	100,848	7.48	2.27%	20,871	59,468	360,861
	90.60	92.10	4,536,629	(49,898)	4,536,629	25.0	263,989	-	4,800,617	90.60	29.26%	299,281	121.57	29.65%	1,357,704	100.60	30.52%	280,775	763,884	4,814,380
OXFORD DIOCESE	309.63	317.58	15,533,971	(49,898)	15,533,971	50.0	527,977	-	16,061,948	309.63	100.00%	1,022,809	409.96	100.00%	4,578,466	329.63	100.00%	920,000	2,615,632	16,081,974

BC.SC(F) 22.08a

	2023 Net share payable after capping	Temporary Additional Rural support	Additional Capping after temporary additional rural support	2023 Net share payable after capping and additional temporary rural support	Increase / (decrease) in 2022 - 2023 Share Allocation		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 2023 share payable after ministry changes	Revised Clergy Nos		
					£	%	Posts	£	Houses	£	Posts	£				£	£	Posts
Deanery		£80,000																
Oxford Archdeaconry																		
Cowley	481,459			481,459	9,440	2.00%									481,459			
Oxford	1,194,676			1,194,676	23,425	2.00%	(0.50)	(19,669)	(1.00)	(10,560)	1.0	10,560		(19,669)	1,175,007	12.00	12.00	-
	1,676,135			1,676,135	32,865	2.00%	(0.50)	(19,669.4)	(1.00)	(10,560)	1.0	10,559.5		(19,669)	1,656,466	25.50	26.00	3.0
Berks Archdeaconry																		
Bracknell	772,520			772,520	(15,766)	(2.00)%									772,520	10.50	11.00	-
Bradfield	589,177			589,177	(12,024)	(2.00)%				1.0	10,560			10,560	599,737	8.00	8.00	2.0
Maidenhead and Windsor	1,005,059			1,005,059	(14,322)	(1.40)%									1,005,059	13.75	14.00	2.0
Newbury	859,788			859,788	4,525	0.53%									859,788	13.50	14.00	3.0
Reading	1,401,517			1,401,517	(15,139)	(1.07)%									1,401,517	26.50	27.00	-
Sonning	1,086,902			1,086,902	21,312	2.00%									1,086,902	12.80	13.00	1.0
	5,714,963			5,714,963	(31,414)	(0.55)%				1.0	10,560			10,560	5,725,522	85.05	87.00	8.0
Bucks Archdeaconry																		
Amersham	1,482,638			1,482,638	(30,258)	(2.00)%									1,482,638	17.00	17.00	2.0
Aylesbury	815,576			815,576	15,992	2.00%	0.20	7,868	0.20	2,112			9,980		825,555	13.23	14.23	3.0
Buckingham	287,998	13,793	(1,798)	272,407	5,341	2.00%									272,407	5.00	5.00	-
Burnham and Slough	925,020			925,020	(18,878)	(2.00)%									925,020	18.00	18.00	2.0
Claydon	340,903	15,173	(8,041)	317,689	6,229	2.00%									317,689	5.50	5.00	2.0
Milton Keynes	603,316			603,316	(12,313)	(2.00)%	(0.05)	(1,967)	(0.05)	(528)			(2,495)		600,822	12.90	13.40	3.0
Mursley	316,558	13,793	(7,310)	295,455	5,793	2.00%									295,455	5.00	5.00	1.0
Newport	343,615	15,173		328,442	573	0.17%									328,442	5.50	6.00	-
Wendover	574,705			574,705	(11,729)	(2.00)%									574,705	7.00	7.00	1.0
Wycombe	1,244,227			1,244,227	(25,392)	(2.00)%	(0.50)	(19,669)					(19,669)		1,224,557	17.50	20.00	2.0
	6,934,557	57,932		6,859,476	(64,641)	(0.93)%	(0.35)	(13,769)	0.15	1,584				(12,185)	6,847,292	107.63	111.63	16.0
Dorchester Archdeaconry																		
Abingdon	852,197			852,197	(15,018)	(1.73)%									852,197	1.00	1.00	-
Aston and Cuddesdon	882,737			882,737	17,309	2.00%									882,737	11.50	13.00	-
Bicester and Islip	409,835	22,068	(11,698)	376,069	7,374	2.00%									376,069	13.00	13.00	4.0
Chipping Norton	417,498			417,498	(8,520)	(2.00)%									417,498	7.00	7.00	4.0
Deddington	500,195			500,195	(10,208)	(2.00)%									500,195	7.00	7.00	1.0
Henley	655,020			655,020	(5,225)	(0.79)%									655,020	10.00	10.00	2.0
Vale of White Horse	315,552			315,552	(6,440)	(2.00)%									315,552	8.00	8.00	4.0
Wallingford	520,432			520,432	10,205	2.00%	0.20	7,868	0.20	2,112	1.0	10,560	10,560		326,112	5.00	5.00	3.0
Wantage	299,905			299,905	(6,121)	(2.00)%									299,905	8.00	8.30	1.0
Witney	646,076			646,076	3,264	0.51%									646,076	5.00	5.00	-
Woodstock	461,306			461,306	(2,615)	(0.56)%									461,306	8.00	8.00	5.0
	5,960,751	22,068		5,926,985	(15,996)	(0.27)%	0.20	7,868	0.20	2,112				9,980	5,936,964	7.00	7.00	1.0
OXFORD DIOCESE	20,286,406	80,000	28,847	20,177,559	(79,186)	(0.39)%	(0.65)	(25,570)	(0.65)	(6,864)	2.0	21,119		(11,315)	20,166,244	90.80	92.30	25.0

Addtl Ceiling red/Support rec

20,166,244 Net Share payable complete complete complet complete complete complete

20,158,000 Share allocation required per Budget

(8,244) (Over) / under Final share adjustment to be accounted for

2023 Parish Share Allocation

Deanery

Changes from 1st draft 2023 share

Oxford Archdeaconry
 Cowley
 Oxford South Hinksey Post 0.5FTE now HfD

Berks Archdeaconry
 Bracknell
 Bradfield Englefield HfD post now in share
 Maidenhead and Windsor
 Newbury
 Reading
 Sonning

Bucks Archdeaconry
 Amersham
 Aylesbury Broughton post being phased in to share scheme
 Buckingham
 Burnham and Slough
 Claydon
 Milton Keynes Director of Ecumenical Mission post no longer required. Bletchley post being phased in to share scheme
 Mursley
 Newport
 Wendover
 Wycombe Marlow Team Vicar post reducing to 0.5FTE

Dorchester Archdeaconry
 Abingdon Damasas HfD post no longer required
 Aston and Cuddesdon
 Bicester and Islip
 Chipping Norton
 Deddington
 Henley
 Vale of White Horse Cherbuy w Gainfield HfD post no longer suspended
 Wallingford Great Western Park post being phased in to share scheme
 Wantage
 Witney
 Woodstock

OXFORD DIOCESE