

**Can we operate a
share scheme which
is fair for all?**

**Is our 2019 budget
fair and reasonable?**

Principles of the Oxford diocesan parish share scheme:

- 1. Must be fair and not be seen to be unfair**
- 2. Should reflect the ability to pay**
- 3. Should not immediately penalize growth**
- 4. Should be allocated at deanery level except where diocesan engagement is necessary**
- 5. Should be based on generous and gracious giving plus mutual support**
- 6. Should be easily communicated.**

We apply a formula-based system rather than an offer-based system

How do we compare?

- **We asked for £499 per member in 2018, compared with £602 for the highest diocese and an average of £466 for all English Dioceses**
- **The average unrestricted income per member across the Diocese in 2017 was £1,200**
- **Church of England national guidance is that parishes should ask for 5% of members' net income in voluntary giving.**

Costs per Minister - 2019

	2019 budget Costs per minister £	2018 budget Costs per minister £
Stipends, NI and Pension contributions	39,196	38,345
Housing costs	11,826	11,231
Ordinand and Curate training costs	12,813	12,711
Parochial Ministry support	4,670	3,994
Diocesan Mission Strategy	5,989	6,950
Compliance and Governance	2,574	2,698
National Church costs	3,556	3,363
Fees and other income	(4,245)	(4,480)
Total weighted cost per minister	<u>76,379</u>	<u>74,812</u>
Glebe income support per minister	<u>(12,646)</u>	<u>(12,121)</u>