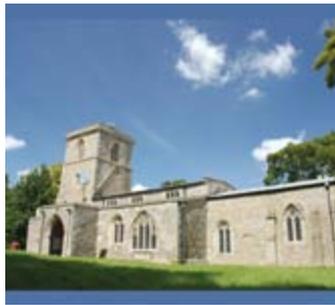


THE NEW SHARE SCHEME



I was delighted to see the new share scheme wholeheartedly voted through at Diocesan Synod in November 2012. This was the result of months of great effort and wide consultation and my thanks go to all involved. My hope is that it will be recognised as being both simpler and more transparent.

This leaflet is designed to help answer your immediate questions about the scheme without overloading you with spreadsheets and figures - although if you want that more detailed information, please do look on our website (www.oxford.anglican.org) or contact the Finance Team on 01865 208206.

Parish share has always been contentious. I know it can be a painful subject. What I hope is that we can develop such mutual trust and accountability that giving becomes a natural dimension of Christian discipleship and a glad way of contributing to the wider mission of the Diocese and the national Church which we are privileged to share.

Yours in Christ,

LIVING FAITH FOR THE FUTURE



Living Faith for the Future is a vision for the Diocese of Oxford 2009/14.

It offers five priorities which resemble a palette of colours that everyone can use to create their own distinctive work of art. The central strands are **holistic mission** and **sustaining spirituality**.

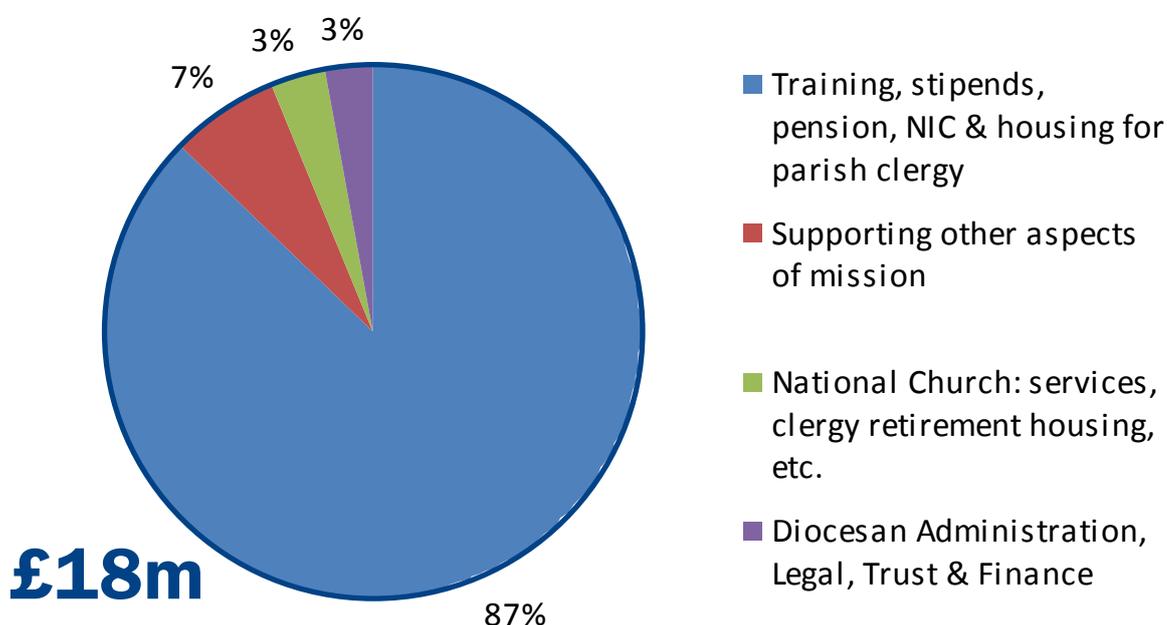
Our **purpose** is to join with God in creating a caring, sustainable and growing Christian presence in every part of the Diocese of Oxford, enabling every Christian and Christian community to live and share the love of God, seen in the life of Jesus Christ.

For more information about the **Living Faith for the Future vision** and the life of the Diocese of Oxford see www.oxford.anglican.org

What is Share?

The share is the amount of money that each parish is asked to pay to support the mission and ministry of the Church of England in the Diocese of Oxford. The Diocese covers Oxfordshire, Berkshire and Buckinghamshire. The total amount needed is divided between the 29 'deaneries' or groups of parishes by a formula that seeks to recognise the need that some parishes in poorer areas will need to be supported by others.

What is Share spent on?



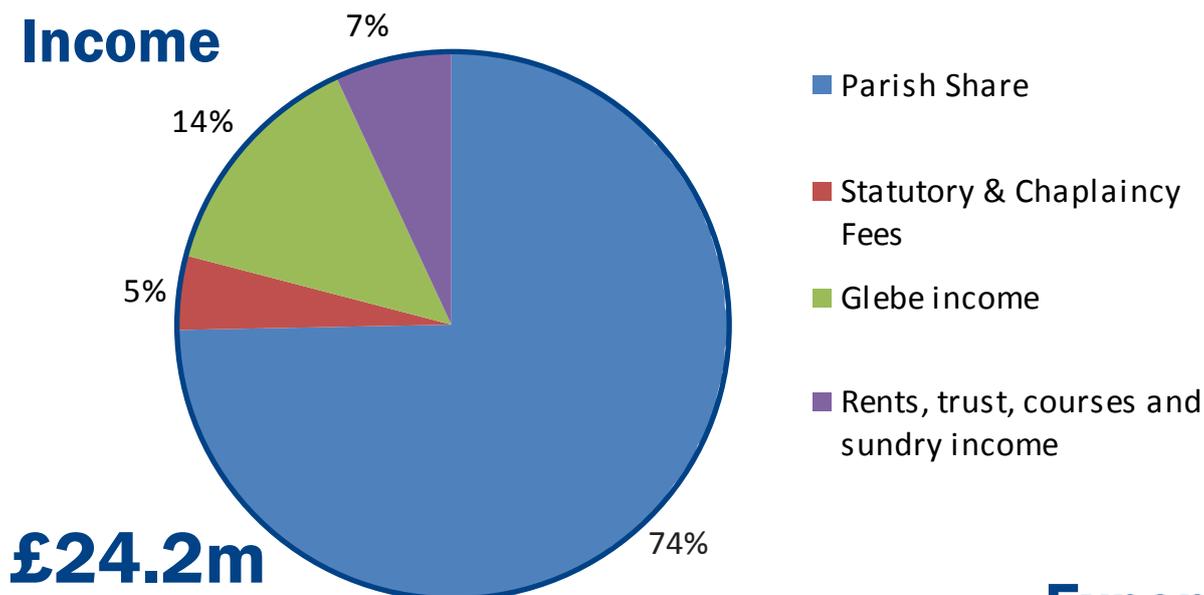
Eighty-seven per cent of the share is used to train, pay and house our parish clergy so that they can carry out their mission and ministry. These costs include National Insurance and pension contributions.

Another seven per cent supports other aspects of our mission - which means providing advisers in important areas, such as children's and youth work, social justice initiatives, safeguarding, stewardship plus running the diocesan website, publishing the diocesan newspaper, the Door, and supporting the 278 church schools in our diocese.

Three per cent pays for necessary diocesan financial, administrative, legal and trust work. The **final three percent** goes to support the work of the national Church, including the provision of retirement housing for the clergy. Contrary to belief, the Church of England is **not** funded by the state.

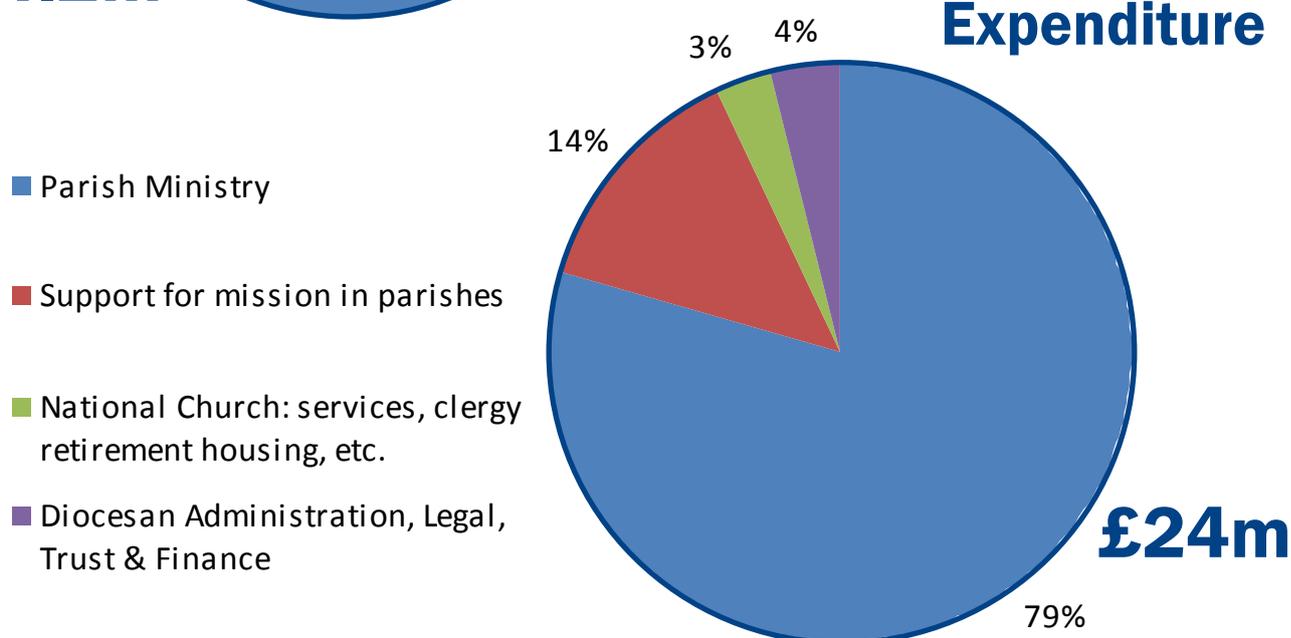
2013 Synod Approved Budget

Income



£24.2m

Expenditure



£24m

How is Share calculated?

The basic principle is one of Christian generosity and mutual support. But it's always challenging to devise a scheme that works for everyone. Feedback from deaneries and parishes in the last couple of years made it clear that the old scheme - dating from the 1990s and broadly based on electoral roll and the relative wealth of deaneries - needed an overhaul.

During 2012 a share review group, made up of parish and deanery representatives from across our three counties, worked hard to come up with a new formula that is **as fair and transparent** as possible. A number of options were presented to and discussed by Bishop's Council and then, in November 2012, Diocesan Synod approved the recommendations of Bishop's Council.

***Figures in the pie charts are rounded**

So what's new?

In summary, the new scheme is based on three elements:

- Stipendiary and 'house for duty' ministry costs.
- Supporting the Church of the future (diocesan and national costs).
- Mission and support costs (diocesan and national).

The second and third elements are based on the **ability to pay**, with relief for particularly rural and deprived urban areas.



Key features of the scheme:

- Only stipendiary and 'house for duty' clergy are now directly charged to deaneries, based on direct stipend and housing costs, recognising that self-supporting ministers and licensed lay ministers incur minimal costs.
- Membership is no longer based solely on electoral roll (ER), but a combination of ER (initially 70%) and October Sunday attendance (initially 30%).
- Ability to pay is based on membership and a community profile score using Mosaic data provided by Experian for the public sector.
- Central Church of England quota and training costs are separated as key items as these are substantial, necessary costs for the Church of the future.
- Support costs are separated and itemised for greater transparency.
- Curates in training are included in the training costs and allocated on deanery ability to pay, rather than the parishes where they train.
- Parochial fees (charged for weddings and funerals) are allocated, annually in arrears, back to the deaneries in which they arise.
- Significant investment and rental income (£3.4 million for 2013) derived from historic assets known as 'glebe' will be apportioned to deaneries to mitigate clergy stipend costs, weighted according to need.

Has anything stayed the same?

Yes, in that we are committed to mutual support, transparency and accountability.

Other elements that have been retained are:

- A two-step allocation from **diocese to deaneries**, and from **deanery to benefice/parish**, because this allows decisions to be made and owned at a local level, in the light of knowledge of local circumstances.
- Increases in allocated share to deaneries from year to year will be capped.
- The rebate scheme (a discount for prompt payments) remains.
- Diocesan Synod approves the level of share with the budget each year.

How are ministry costs worked out?

Ministry costs are the total **direct costs** of employing the clergy. Based on the figures for 2013, the costs for a stipendiary post (i.e. a clergy person who receives a stipend, as opposed to a 'self-supporting' minister) are as follows:

Stipend £24,102; National Insurance £2,025; Pension £8,315; Housing (includes maintenance, repairs, council tax, water charges and buildings insurance) £8,315. The ministry cost for a 'house for duty' post is simply the housing element (£8,315).

What about the 'Church of the future'?

It is essential that we nurture those who will lead the mission and ministry of the Church in the future - and there is a cost attached to this. The Diocese of Oxford contributes towards ordination selection and training nationally (£764,000 in 2013), as well as at a diocesan level (£3,567,000 in 2013). Within the diocese, this work includes supporting vocations, training for ordination, the direct costs of deploying curates in training and the important on-going training and development of the clergy and lay ministers throughout their ministry.

What happens now?

The new scheme will come into effect in 2014. This means that the figures for each deanery will be discussed and approved during 2013 as part of the usual annual budget cycle. We are currently reviewing the process for appeals.

It is for **deaneries** to work out allocation to benefices/parishes according to local practice. The finance team at Diocesan Church House has produced some templates designed to help with this. The templates offer various models that will be appropriate to different types of deanery (e.g. urban or rural). Our template aims to replicate as far as possible the diocese to deanery formula.



Can we be confident that the budget is properly managed?

Diocesan finances are managed by a charitable company called the Oxford Diocesan Board of Finance ('ODBF'), the trustees of which are the members of Bishop's Council. Each year, the budget is drawn up, in consultation with Bishop's Council and presented to Diocesan Synod in June and November for amendment and approval. The annual report and accounts are also scrutinised by the Audit Committee and external auditors and must be approved by Diocesan Synod.

**More information about the Share scheme available by
Email: share@oxford.anglican.org Tel: 01865 208206
website www.oxford.anglican.org**

***This booklet is printed on recycled paper at a cost of 5p per copy.
A larger print version is available by phoning 01865 208225 or
emailing debbie.dallimore@oxford.anglican.org***

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