

2015 BUDGET OVERVIEW

The development of the budget for 2015 has been influenced by two main factors – the continuing financial pressures on the parishes and aspirations and requirements in relation to ministry costs – at about £17.5m the largest element of our budget.

As we move into the second year of the new share scheme we are endeavouring to keep down the average diocesan share increase, recognising that some deaneries will be allocated significantly higher amounts. However we know that the National Minimum Stipend (NMS) will increase by 2% in 2015 and expect a similar rise in the regional stipends benchmark. We have therefore budgeted a similar level of increase for stipends and salaries as part of our commitment to keep stipends in line with those national benchmarks.

We also know that the clergy pension contribution rate will increase from January 2015 from 38.2% to 39.9% of NMS which will cost the diocese an *additional* £140,000 annually – about 0.7% of share for that area alone. At the Spring Financial Consultation attendees indicated support for a 1.5% average diocesan share increase and our planning has been based on that parameter. It results in a minimal surplus which is only possible due to the better than expected out turn for 2013 which has boosted general reserves. It also depends on a continuing improvement in the payment of the share through 2014 and into 2015.

MINISTRY COSTS

Stipendiary clergy numbers have been held flat in the budget assumptions in response to deanery plans. It is recognised that planned changes may take time to effect and that reductions in stipendiary clergy numbers in some areas are likely to be at least matched by the need for posts in areas of new housing development. The Diocesan Mission and Pastoral Committee and Bishop's Council have agreed an approach for the gradual introduction of transitional development posts, to be funded in part by future sources of significant new glebe income. In some places it may be necessary or desirable to use lay people for this work.

Vacancy rates have been increased slightly in the light of the experience of 2014. This is partially in response to the higher proportion of clergy reaching retirement age. It is not possible to know exactly when retirements will occur and it is recognised that the increase is a temporary "bulge" reflecting the age profile of clergy in our diocese. It is also likely that, as deanery plans come into effect, vacancy levels will again stabilise at a lower level.

Given that we are also seeing an increase in the number of self supporting ministers reaching the end of their active ministry and the numbers going forward for ordination training have reduced from their previous peak, we may be entering a period where ordained ministry of all kinds is less available. We are continuing to take our national annual allocation of stipendiary curates (14) and plan to provide stipends, housing and training for 57 stipendiary curates overall.

We continue to maintain housing for 328 stipendiary and 47 house for duty priests. This budget contains an increase of 4% for building repairs reflecting the increasing costs in the sector. The buildings team have worked hard to keep down contractors' costs but this increase is considered necessary to maintain the quality of housing provision.

Given the changes in ministry set out above there is a need for a proactive approach to the discernment of vocations to provide the range of ministry that the church in our diocese will need in the future. Vocational work, training and related costs form a significant element of the budget - £ 3,773K. This includes £837,000 which has been budgeted as our contribution to the pooled national training costs.

OTHER BUDGET AREAS

Last year departments developed specific objectives against each area of the core budget and Bishop's Council will receive reports on progress through the year. In the light of this experience objectives are being developed for work in 2015 and further information will be made available to Diocesan Synod in November. Work is constrained by 0% increase in non staff costs. This has been in place now for five years. While it has exerted discipline and has required the staff team to work in as cost-effective a manner as possible we may be getting to the point where it is no longer sustainable.

National Church costs have been budgeted to increase by 2% with our contribution to the Central Fund for Training (clergy) anticipated to be £837,000 (an increase of 1.9%) Anticipated costs in other areas have been budgeted at £998,000 ie national church costs (£624,000), grants and provisions (£78,000), mission agency pensions (£47,000) and clergy retirement housing (£250,000). The increase in cost varies between areas but it is notable that the cost of clergy retirement housing is expected to increase by 5%, and is likely to incur further significant increases in future.

Requests for additional funding have been minimal. There may be some items, including costs related to a new diocesan bishop, which will be identified and integrated into the budget in the coming months.

Diocesan Synod Members are asked to note the draft ODBF 2015 budget and draft share allocation

Rosemary Pearce May 2014

OXFORD DIOCESAN SYNOD

2015 Draft Outline Budget

A Introduction

This is the draft budget for 2015, recommended by Bishop's Council as the basis for the 2015 draft share allocation. Further work on the budget will take place over the summer in the light of the mid- year results and changing circumstances, with a revised 2015 budget presented to October Bishop's Council and November Synod.

B Overview

The 2014 budget was approved by Diocesan Synod in November with an overall surplus of £266K. The draft 2015 budget shows an overall surplus of £39k, a decrease of £227K. The overall aim for 2015 is, as a minimum, to break even. Setting the budget close to break-even does not provide for the effects of inflation on reserves, however this is possible in 2015 as general reserves cover is currently 3.9 months, which is above the diocesan policy level of 3 months cover.

C Key Budget Assumptions

The budget assumptions for 2015 are listed in the appendix. The key assumptions used at this stage are:

1. Stipend and salary increase 2% (2014:2%)
 2. Share increase from 2014 budget 1.5% (2014:1%)
 3. Share under collection 3.5% (2014 4%)
 4. Clergy vacancies 22.5 (2014: 20.5)
 5. Clergy pension contributions 39.9% of National Minimum Stipend (2014: 38.2%)
 6. Buildings Cost increases 4% (2014: 2.5%)
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1. Stipend and salary increases are budgeted at 2% from 1 April 2015, at the same level as 2013. This is in line with the increase in the National Stipends Benchmark set by Archbishops' Council from April 2015.
 2. The share increase for 2015 is budgeted at a 1.5% rise on the 2014 budget. This level of increase was supported by attendees at the Spring Financial Consultation. It is 0.5% below the stipends increase, as the share increase is held down by the support of general reserves resulting from the 2013 surplus. Due to late changes in the share allocation in the first year of the new scheme, not all of the budgeted 2014 share was allocated to deaneries, thus when compared to the amounts provisionally allocated to deaneries in the attached share allocation spreadsheet for 2015 it is a 1.6% increase from 2014. Share increases in 2012 and 2013 were set at 2% p.a., with a 1% increase in 2014 to assist the transition to the new share scheme.
 3. It is anticipated that the impact of the new share scheme from 2014 will result in an improvement in share collection. There is therefore a gradual reduction in the provision for

share under-collection from the Parish Share–Gross Requirement from 4% in 2014 (£769K) to 3.5% in 2015 (£683K). (Share underpayments in 2013 totalled £972K (5.1%)).

4. Clergy vacancies have been estimated for the draft budget at 22.5, due to forecast levels of retirement and movements.
5. Clergy pension scheme contributions rise to 39.9% from 1 January 2015, due to triennial revaluation. This increase is outside of diocesan control, and increases pension costs by £140K p.a., in addition to the budgeted 2% rise resulting from stipend increases.
6. Building repairs cost inflation has been budgeted at 4% as requested by the Director of Buildings, to reflect increased costs of materials, in line with the latest available BIS (Government Business, Innovation and Skills) construction price and cost indices report. Other diocesan costs have been kept at zero increase for a further year, although it may not prove possible to continue at this level throughout the period illustrated in the projections.
7. New work proposals are not yet included in this draft budget. Those which have been approved by Bishop's Council in October will be incorporated into the budget presented to Synod in November.

D 2014 Forecast Outturn

Whilst it is early to forecast the 2014 outturn, 2 key initial indicators give a favourable financial picture. Share receipts to the end of April are approximately £300K higher than the previous year with 28.1% paid to date, compared to 26.8% in 2013 and 2012. 24 out of 29 deaneries met the end of March share payment target of 20%.

Stipend, national insurance and pension costs are under budget for the first quarter as vacancies are above budget, with an average of 26.4 to the end of April compared to the budget of 20.5. At an average cost per stipendiary priest of £35K for the year, this gives a saving of £69K for the first 4 months of the year.

E Revenue Budget Projections 2016-18

Projections from 2016 to 2018 are based on a 2% share increase to match the projected 2% stipend increase. Currently a small annual surplus is projected each year. A surplus of around £200K would be needed to maintain reserves for the effects of inflation, however the additional clergy pension costs of £140K per annum prevents this. Either additional income or cost savings will be required to fund this, unless the additional cost is added to parish share from 2016. Further work will be undertaken in this area in the light of the developing financial position during the year.

Members are requested to note the draft ODBF 2015 budget and draft share allocation.

Alison Jestico May 2014

OXFORD DIOCESAN BOARD OF FINANCE
2015 Draft revenue budget

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	Draft Budget 2015			Synod Budget 2014			Favourable / (Adverse) Variance	
	Costs £000	Income £000	Net £000	Costs £000	Income £000	Net £000	Net £000	%
Parochial stipends	(9,040)		(9,040)	(8,881)		(8,881)	(159)	(1.8)%
National Insurance	(723)		(723)	(710)		(710)	(13)	(1.8)%
Pension contributions	(3,277)		(3,277)	(3,093)		(3,093)	(184)	(6.0)%
Total parochial stipends, NICs and pensions	(13,041)	-	(13,041)	(12,684)	-	(12,684)	(357)	(2.8)%
Statutory fees and other contributions to stipends		1,093	1,093		1,093	1,093	-	
Ministerial oversight and grants	(1,309)	12	(1,297)	(1,331)	120	(1,211)	(87)	(7.2)%
Glebe costs /income	(337)	3,434	3,097	(259)	3,449	3,191	(93)	(2.9)%
National Church - Central Fund for Training	(818)	(19)	(837)	(802)	(19)	(821)	(16)	(2.0)%
Total ministry costs	(15,505)	4,520	(10,985)	(15,075)	4,644	(10,431)	(553)	(5.3)%
Total Buildings expenditure & Income	(4,073)	675	(3,398)	(3,989)	643	(3,346)	(52)	(1.6)%
Head 1 Parochial Ministry	(19,578)	5,195	(14,383)	(19,064)	5,287	(13,777)	(606)	(4.4)%
Services to parishes	(267)	-	(267)	(265)	-	(265)	(1)	(0.5)%
Finance, Compliance and Secretariat	(497)	180	(317)	(472)	180	(292)	(24)	(8.3)%
Legal and Chancellor	(180)	24	(156)	(176)	24	(152)	(4)	(2.4)%
Head 2 Administration	(943)	204	(739)	(914)	204	(710)	(29)	(4.1)%
Interest		29	29		29	29	-	
Trust income		9	9		9	9	-	0.0 %
All Churches Trust grant & sundry income		262	262		262	262	-	0.0 %
Head 2 Finance	-	299	299	-	299	299	-	-
Head 2 Administration and Finance	(943)	503	(440)	(914)	503	(411)	(29)	(7.1)%
Board of Mission	(1,832)	105	(1,727)	(1,906)	118	(1,789)	61	3.4 %
Board of Education grant	(244)		(244)	(239)		(239)	(5)	(2.0)%
Ecumenical Grants and appointments	(112)		(112)	(110)		(110)	(2)	(1.6)%
Grants - Diocesan Councils for Deaf and PACT	(135)		(135)	(160)		(160)	25	15.5 %
Communications department	(235)	5	(230)	(238)	5	(234)	3	1.5 %
Partnership in World Mission	(29)	-	(29)	(28)	-	(28)	(1)	(4.0)%
New Communities Development	(133)	81	(52)	(116)	58	(58)	6	10.1 %
Head 3 Mission in the Diocese	(2,721)	191	(2,530)	(2,797)	180	(2,617)	88	3.4 %
Head 4 National Church - Mission to the Nation	(998)		(998)	(979)		(979)	(20)	(2.0)%
Mission Development Grant Received	(170)	170	-	(170)	170	-	-	-
Parish Share- gross budget requirement		19,524	19,524		19,235	19,235	289	
- anticipated under collection		(683)	(683)		(769)	(769)	86	
- received re previous years		-	-		-	-	-	
- rebates		(450)	(450)		(415)	(415)	(35)	
Head 6 Net Parish Share		18,390	18,390		18,050	18,050	340	1.9 %
Total costs and income	(24,410)	24,450		(23,925)	24,191			
Surplus / (Deficit) for the year			39			266	(227)	

Key Assumptions:

	2015	2014
Annual Increase in Parish Share on prior year	1.50%	1.00%
Stipendiary clergy & layworkers posts	327.7	327.7
Curates in training - expected average nos	57	57
Clergy vacancies - expected average	22.5	20.5
Stipend increase from 1 April each year	2.0%	2.00%
Salary Increase from 1 April each year	2.0%	2.00%
Oxford Diocese General Cost Inflation	0.0%	0.00%
Buildings repairs cost inflation	4.0%	2.50%
Clergy pension contribution rate	39.9%	38.20%
Staff defined benefit contribution rate for old scheme	29.0%	29.00%
Staff defined contribution rate for new scheme	12.0%	12.00%
Share rebate	2.0%	2.16%
Anticipated share under collection rate	3.5%	4.00%

OXFOR DIOCESAN SYNOD

2015 Draft Share Allocation to Deaneries

Bishop's Council has approved the new draft share allocation scheme for 2015 to accompany the draft budget for the coming year. The share allocation can only be confirmed once the underlying budget has been agreed

The Share Review Group is continuing to meet to refine different areas of the scheme. This attached allocation is based on the scheme which was implemented for 2014. It is not expected that any conclusions from their work on allowances will be agreed in time for inclusion in the scheme for 2015 but will more likely be included in 2016.

Overview

The share increase for 2015 is budgeted as a 1.5% increase on the 2014 budget which is the level supported at the Spring financial consultation. Because not all of the 2014 budgeted share was allocated to deaneries the actual increase is, based on this draft allocation to deaneries in 2015 is, in effect, 1.6%

The gross allocation (before applying allowances) is £23,667k which is an increase of 1.35% on the gross allocation from last year (£23,350k) with the gross costs of ministry at £15,215k, up from £14,833k in the 2014 allocation (2.57%). This is based on 327.7 posts (2014: 327.7 posts). Contributions to the Church of the Future and Support costs have increased /decreased to £3,773k and £4,679k respectively from £3,623k and £4,893k (4.1% and -4.3%).

In this first draft, there is an under-allocation of £58k. Over the summer, further work will take place to the underlying budget in the light of the mid-year results and changing circumstances which may result in changes to the final allocation to deaneries which will be presented to October Bishop's Council and November Synod.

Parochial Ministry costs

The gross ministry costs for 2015 are £15,215k (2014: £14,833k) and include several elements which are explained below.

- a. Costs of stipendiary clergy posts (327.7) as at 1 February 2014 funded from the ODBF budget – excluding those funded partially or in full by other entities such as parishes, individuals or trusts,
- b. House for Duty posts (47) and
- c. Archdeaconry posts .

Costs for stipendiary clergy (a) are the budgeted costs for stipends, employer's costs for pension and National Insurance and the direct costs of housing . These costs for housing are the same for the House for Duty posts.

The costs for Archdeaconry posts (c) are apportioned across the Deaneries according to the ratio of each deanery's stipendiary ministry costs.

Adjustments for Electoral roll and Sunday attendance

These adjustments are made to recognise the deanery's ability to contribute to Diocesan costs of Church of the Future and to Support costs and use data, supplied by Experian, representing the socio-demographic grouping of all households in each deanery to give the relative Deanery Community Profile Score (CPS).

The first part takes into account church membership of each deanery, based on the average of the last four complete years' electoral roll numbers (2010-2013), the second, the average attendance on Sundays in October (OSA), also over a period of four years (2009-2012). To calculate the deanery's ability to pay, these two statistics are given a weighting of 70% and 30% respectively and multiplied by the CPS then ranked as a percentage of the total pot to be allocated. (There are provisions in the scheme to cover situations where there are gaps in the data which may not have been submitted to Diocesan Church House.)

This calculation is then applied to the budgeted totals for the Church of the Future and for Support costs to arrive at the deanery's contribution. With the gross ministry costs, these amounts make up the gross allocation.

Church of the Future

Costs included under this heading represent significant investment in the future of the church and mainly comprise pre-ordination costs, direct costs of curates in training, a diocesan contribution to national training costs, and continuing ministerial development and all other forms of training.

Support costs

These are the remaining costs in the budget and, within the Diocese, include support for Mission; administration relating to housing and human resources for clergy together with costs relating to bishops, archdeacons and area deans; compliance and governance (including committee costs and legal work); and an estimate for share under-collection and rebates. All this is offset by a provision for stipendiary clergy vacancies and a small amount of trust and other income. National Church support is the allocation to cover General Synod costs, Archbishop's Council and other central bodies, plus housing assistance for retired clergy.

Allowances – Fees and Glebe

Against the gross allocation, allowances are made for a number of areas.

1. Statutory Fees reimbursement

Wedding and funeral fees paid to the diocese for the last complete year will be credited to deaneries according to their payments in the year.

2. Deprivation allowance and Rural Support

As mentioned in the opening section these are still the subject of scrutiny and further development and may be subject to change before the final allocation is approved in the autumn. In this document the parameters as applied in 2014 have been replicated. They are intended to provide mutual support from deaneries that do not receive such allowances to those that do.

The deprivation allowance is intended to mitigate the cost of stipends in the areas of most need in the urban deaneries, those with the highest Indices of Multiple Deprivation in the Experian data. Allocations are made at a deanery level and the deanery is charged with distributing this in the manner it considers most appropriate.

Rural allowances are made to mitigate stipendiary ministry costs in the deaneries with considerable numbers of rural parishes. Rural allowances should be focussed where it would otherwise be financially difficult to keep churches alive with oversight and the services of a stipendiary minister because of church costs, relative to the size of the population. It has been agreed to allocate rural allowances on a deanery basis for further allocation to parishes, recognising the concerns which may arise with pastoral reorganisations.

3. Glebe income

Both these allowances are made out of the Glebe income which is intended to support stipendiary ministry. The remaining income is distributed to deaneries according to the proportion of the stipendiary clergy costs in the deanery to total stipendiary clergy costs.

Transitional adjustment

The final element is a capping mechanism to ensure that transition to the new scheme does not produce excessive allocation changes during the initial 3 to 5 years. In this second year, Bishop's Council have agreed a floor of (minus) -0.5% and a ceiling of (plus) +4.5%. (The parameters in 2014 were -1.9% and 3.915%.) The ceiling reduces what would otherwise be allocated to 7 deaneries by £218k and the floor limits the allocation to 9 deaneries by a total of £160k, where they would otherwise have received a lower allocation.

In this first draft of the share allocation, using these parameters creates an under-allocation of £58k. As mentioned above, further work on the underlying budget may result in changes to the final allocation to deaneries which will be approved in the autumn.

Full details of the scheme

A fuller explanation of the scheme was given in the paper accompanying the draft share allocation for 2014 or please contact the Finance team in Diocesan Church House with any questions you may have regarding the details of the scheme.

Members are requested to note the draft ODBF 2015 budget and draft share allocation.

Alison Jestico

May 2014

2015 Draft Share Allocation - Bishop's Council May 2014

Scheme components	1. Costs of Ministry				Ministry costs for posts financially supported by the Diocese				Gross Ministry Cost	
	Posts	Stipendary	Apprentice	Total	House	House	House	House	£	£
	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	£8,029	£
DEANERY										
Oxford Archdeaconry	1.5	1.5	07,643	572,720	-	8,628	572,720	572,720	-	572,720
Conwy	12.0	12.0	541,140	31,509	-	8,628	662,485	662,485	-	662,485
Oxford	13.5	14.5	617,612	36,054	1.0	8,628	1,226,395	1,226,395	1.0	1,235,224
	27.0	26.0	1,226,395	(45,095)						
Berks Archdeaconry	1.0	1.0	45,095	546,064	-	8,628	546,064	546,064	-	546,064
Brecknell	12.0	12.0	541,140	5,644	-	8,628	304,066	304,066	-	304,066
Bradfield	9.0	9.0	360,760	3,666	1.0	8,628	1,413	1,413	2.6%	1,413
Middlefield	13.5	14.0	613,167	6,622	1.0	8,628	819,819	819,819	1.0	828,447
Newbury	15.0	15.0	676,425	7,305	3.0	26,487	683,730	683,730	3.0	710,217
Reading	26.0	26.0	1,262,660	13,936	-	-	1,276,296	1,276,296	-	1,276,296
Sonning	16.0	16.0	721,520	7,792	-	-	729,312	729,312	-	729,312
	93.5	94.0	4,220,787	42,207,787	5.0	44,145	4,264,932	4,264,932	5.0%	4,264,932
Bucks Archdeaconry										
Amersham	1.5	2.0	72,057	(72,057)	2.0	17,658	840,766	840,766	2.0%	840,766
Aylesbury	16.0	16.0	811,710	11,368	4.0	35,316	611,396	611,396	4.0%	611,396
Buckingham	12.5	13.0	568,102	7,977	-	-	226,641	226,641	-	226,641
Burnham & Slough	5.0	5.0	225,475	3,168	1.0	8,628	914,564	914,564	1.0%	914,564
Clydon	20.0	20.0	901,900	12,664	2.0	17,658	226,641	226,641	2.0%	226,641
Milton Keynes	5.0	5.0	225,475	3,168	1.0	8,628	649,340	649,340	1.0%	649,340
Mursley	14.2	14.2	640,346	8,991	1.0	8,628	226,641	226,641	1.0%	226,641
Nursley	5.0	5.0	225,475	3,168	2.0	17,658	649,340	649,340	2.0%	649,340
Newport	6.0	6.0	270,570	3,799	2.0	17,658	274,369	274,369	2.0%	274,369
Wendover	8.0	8.0	360,760	5,066	-	-	365,826	365,826	-	365,826
Wycombe	20.0	20.0	901,900	12,664	1.0	8,628	914,564	914,564	1.0%	914,564
	115.2	116.2	5,203,773	(52,037,773)	15.0	132,435	5,336,208	5,336,208	15.0%	5,336,208
Dorchester Archdeaconry										
Abingdon	1.2	1.2	54,114	(54,114)	2.0	17,658	511,120	511,120	2.0%	511,120
Aston & Cuddesdon	10.8	10.8	487,028	6,436	4.0	35,316	820,759	820,759	4.0%	820,759
Bicester & Islip	13.0	13.0	568,235	7,748	4.0	35,316	400,844	400,844	4.0%	400,844
Clipping Norton	6.0	7.0	316,965	4,172	2.0	17,658	337,465	337,465	2.0%	337,465
Deedington	7.0	7.0	316,965	4,172	2.0	17,658	474,568	474,568	2.0%	474,568
Henny	10.0	10.0	450,950	5,960	2.0	17,658	392,015	392,015	2.0%	392,015
Vale of White Horse	6.0	6.0	360,760	4,768	3.0	26,487	355,528	355,528	3.0%	355,528
Wantage	5.0	5.0	225,475	2,980	3.0	26,487	254,942	254,942	3.0%	254,942
Wingham	5.0	5.0	225,475	2,980	1.0	8,628	374,357	374,357	1.0%	374,357
Wilton	9.0	9.0	405,655	5,384	-	-	446,535	446,535	-	446,535
Woolstock	7.0	7.0	316,965	4,172	4.0	35,316	319,837	319,837	4.0%	319,837
	62.0	62.0	4,148,740	4,172	26.0	229,654	4,378,396	4,378,396	26.0%	4,378,396
OXFORD DIOCESE	327.7	330.2	14,789,705	(14,789,705)	47.0	414,963	15,214,670	15,214,670	47.0%	15,214,670
Percentage of Net Share Payable										64%

Scheme components	2. Church of the Future		National Church and direct Training costs	National and Diocesan Support Costs	Gross Allocation
	Church of the Future	Church of the Future			
	£3,773,000	£4,679,000			
	59,236	75,460			705,425
	237,699	294,777			1,194,871
	206,935	366,237			1,900,390
	153,030	190,903			691,826
	111,681	136,499			623,664
	103,368	227,399			1,039,416
	168,516	168,516			1,066,204
	202,233	260,784			1,749,223
	252,414	313,095			1,284,373
	1,063,100	1,311,137			9,344,179
	355,794	441,230			1,637,790
	114,322	141,774			667,491
	46,765	56,020			335,446
	139,601	173,123			1,236,117
	67,159	83,268			405,673
	80,365	99,693			338,197
	63,366	78,907			368,392
	87,914	84,222			435,334
	136,205	168,912			670,943
	231,068	274,169			1,418,600
	1,262,029	1,603,026			8,231,863
	133,942	166,105			611,167
	162,613	226,464			1,038,376
	83,761	103,874			680,478
	65,024	106,681			530,200
	67,534	109,553			670,666
	129,414	160,400			681,919
	67,537	99,105			406,233
	56,104	76,064			653,640
	78,057	147,389			368,616
	116,650	147,389			713,774
	93,570	116,036			538,275
	1,121,337	1,390,661			6,890,234
	3,773,001	4,679,001			21,666,672
	16%	20%			

Scheme components	Membership proportion		Ability to contribute	Relative Diocesan Community Profile score	October Sunday Attendance (OSA)	Electoral Roll average	Relative Diocesan Community Profile score	Diocesan Average Value	Electoral Roll	OSA	Electoral roll 70%/ OSA 30%	Ability to contribute
	Electoral Roll	OSA										
	70%	30%		0.8173	1,080	1,499	0.8173	0.8173	1646	324	0.0354	1.57%
	2129	1080		0.8158	3,604	3,042	0.8158	0.8158	2129	1080	0.1418	6.30%
	3,178	1,404		4,581	4,541	4,541	4,581	3,178	1,404	0.1770	7.97%	
	1693	459		1,528	2,652	2,652	1,528	1693	459	0.0617	4.00%	
	989	248		919	1,413	1,413	919	989	248	0.0666	2.96%	
	1695	546		1,920	2,407	2,407	1,920	1695	546	0.1092	4.86%	
	1735	445		1,483	2,478	2,478	1,483	1735	445	0.0844	4.20%	
	2512	769		2,854	3,688	3,688	2,854	2512	769	0.1204	5.36%	
	2328	598		1,992	3,325	3,325	1,992	2328	598	0.1504	6.65%	
	11,112	3,080		10,200	15,874	15,874	10,200	11,112	3,080	0.6307	26.15%	
	2872	766		2,653	4,103	4,103	2,653	2872	766	0.2119	9.43%	
	1325	376		1,254	1,693	1,693	1,254	1325	376	0.0680	3.03%	
	445	120		400	635	635	400	445	120	0.0278	1.24%	
	1697	473		1,577	2,381	2,381	1,577	1697	473	0.0931	3.70%	
	554	164		548	1,439	1,439	548	554	164	0.0401	1.76%	
	1007	378		1,259	1,829	1,829	1,259	1007	378	0.0478	2.13%	
	547	152		439	782	782	439	547	152	0.0378	1.66%	
	671	179		505	958	958	505	671	179	0.0405	1.80%	
	1204	254		847	1,720	1,720	847	1204	254	0.0811	3.61%	
	2234	649		2,102	3,191	3,191	2,102	2234	649	0.1317	5.66%	
	12,526	3,521		11,737	17,686	17,686	11,737	12,526	3,521	0.7699	34.25%	
	1424	354		1,160	2,034	2,034	1,160	1424	354	0.0780	3.55%	
	1697	436		1,484	2,424	2,424	1,484	1697	436	0.1000	4.84%	
	932	230		788	1,331	1,331	788	932	230	0.0519	2.22%	
	781	202		672	1,101	1,101	672	781	202	0.0521	2.32%	
	991	299		992	1,401	1,401	992	991	299	0.0672	3.43%	
	1113	260		1,590	1,990	1,990	1,590	1113	260	0.0403	1.76%	
	634	175		553	905	905	553	634	175	0.0403	1.76%	
	820	281		870	1,172	1,172	870	820	281	0.0347	1.54%	
	578	156		527	826	826	527	578	156	0.0700	3.15%	
	1128	376		1,252	1,611	1,611	1,252	1128	376	0.0657	2.48%	
	790	237		789	1,128	1,128	789	790	237	0.0582	2.67%	
	10,978	2,981		9,658	15,542	15,542	9,658	10,978	2,981	0.6982	29.75%	
	37,894	11,002		36,678	53,855	53,855	36,678	37,894	11,002	2,2478	100.0%	

2015 Draft Share Allocation - Bishop's Council May 2014

Scheme Components	4. Allowances - Fees and Glebe				Total diocesan allowances	Share Allocation after diocesan allowances before transitional adjustment (Capping)	2014 Share Payable (allocated share)	Increase/ (Decrease) in share 2014 - 2015		TRANSITIONAL ADJUSTMENT				Transitional adjustments	Net Parish share payable	2015 : 2014 Increase / (decrease)	
	2013 Statutory Fees Reimbursed	Depreciation Allowance - Diocesan contribution to mitigate	Additional support for rural churches - Diocesan	Balance of Glebe				£	£	£	£	£	£			£	£
DEANERY																	
Oxford Archdeaconry	30,853	60,000	£10,000 Mutual support	73,801	164,654	640,774	530,951	9,820	1.8%	528,266	554,844	540,771	787,369	824,491	9,820	1.850%	
Cowley	29,214	20,000	-	84,230	133,444	1,061,527	841,103	128,424	12.8%	936,397	983,453	1,061,527	1,061,527	983,453	42,350	4.500%	
Oxford	60,067	60,000	0	158,031	286,065	1,802,268	1,472,054	130,244	8.8%	1,311,369	1,377,267	1,602,268	1,602,268	1,524,224	52,170	3.544%	
Bucks Archdeaconry																	
Bracknell	33,972	-	-	70,484	104,456	787,369	626,634	(41,265)	(5.0)%	824,491	865,923	787,369	37,122	824,491	(4,143)	(0.500)%	
Bradfield	29,824	-	-	46,969	76,813	546,851	536,182	6,749	1.6%	535,411	592,317	546,851	546,851	546,851	9,749	1.826%	
Roadhead	77,056	-	-	70,969	156,925	882,490	870,775	11,715	1.3%	882,490	909,960	882,490	-	882,490	11,715	1.345%	
Newbury	39,323	-	30,000	86,104	157,427	907,774	900,981	7,083	0.8%	896,188	941,223	907,774	-	907,774	7,083	0.786%	
Reading	69,201	140,000	-	164,462	373,863	1,366,660	1,317,959	37,701	2.6%	1,311,369	1,377,267	1,366,660	-	1,366,660	37,701	2.861%	
Sunning	59,317	-	-	93,978	153,295	1,141,465	1,154,719	(13,263)	(1.1)%	1,148,945	1,206,661	1,141,465	7,486	1,148,945	(5,774)	(0.500)%	
	308,693	140,000	30,000	543,800	1,022,579	6,621,800	5,910,800	10,720	0.2%	1,148,945	1,206,661	5,910,800	44,811	5,968,211	55,351	0.977%	
Bucks Archdeaconry																	
Amersham	61,445	-	-	108,084	167,509	1,470,281	1,450,114	11,167	0.8%	1,451,816	1,524,774	1,470,281	-	1,470,281	11,167	0.765%	
Aylesbury	38,935	20,000	60,000	74,233	161,168	674,323	641,206	33,117	5.2%	698,000	670,060	674,323	(4,263)	670,060	26,854	4.500%	
Buckingham	11,898	-	40,000	26,462	61,352	252,084	243,849	8,245	3.4%	242,630	254,822	252,084	-	252,084	8,245	3.381%	
Burnham & Slough	51,293	120,000	-	117,849	269,140	946,977	864,521	82,456	9.5%	860,488	903,424	946,977	(43,553)	903,424	36,933	4.500%	
Cleydon	17,355	-	60,000	28,492	106,013	286,760	269,180	9,580	3.3%	287,734	302,183	286,760	-	286,760	9,580	3.313%	
Milton Keynes	45,080	140,000	-	83,673	269,753	669,338	616,899	(52,439)	(8.4)%	669,338	616,899	669,338	19,945	669,338	(2,947)	(0.500)%	
Murley	19,350	-	50,000	26,462	89,812	305,978	305,978	(16,499)	(5.4)%	304,449	310,748	305,978	14,969	304,449	(1,530)	(0.500)%	
Newport	21,227	-	40,000	35,355	96,562	326,752	325,778	12,973	4.0%	326,752	340,439	326,752	-	326,752	12,973	3.982%	
Wendover	29,298	-	-	47,140	76,436	594,605	625,898	(31,394)	(5.0)%	622,770	654,084	594,605	29,295	622,770	(3,129)	(0.500)%	
Wycombe	57,297	40,000	-	117,849	215,636	1,203,044	1,189,032	14,012	1.2%	1,183,087	1,242,538	1,203,044	-	1,203,044	14,012	1.176%	
	353,654	320,000	250,000	670,549	1,584,203	6,637,860	6,533,695	103,765	1.6%	1,183,087	1,242,538	6,533,695	12,383	6,588,023	116,129	1.746%	
Dorchester Archdeac																	
Abingdon	37,353	-	-	63,587	100,940	710,927	707,149	3,078	0.4%	703,613	730,971	710,927	-	710,927	3,078	0.435%	
Asen & Cuddesdon	48,394	20,000	70,000	76,540	214,934	823,442	847,534	(23,092)	(2.8)%	843,296	895,673	823,442	19,354	843,296	(4,239)	(0.500)%	
Bicester & Ialip	37,072	-	70,000	47,101	154,173	434,306	437,510	(3,204)	(0.7)%	435,322	457,198	434,306	1,016	435,322	(2,188)	(0.500)%	
Chipping Norton	25,085	-	30,000	41,214	66,269	426,307	426,307	11,423	2.7%	426,306	441,400	426,307	-	426,306	11,423	2.704%	
Decodington	40,480	40,000	-	50,877	139,367	531,288	468,753	62,535	8.7%	466,309	510,747	468,753	(20,541)	468,753	(3,151)	(0.500)%	
Fineley	26,733	-	-	47,101	73,834	609,086	630,171	(22,086)	(3.5)%	609,085	609,085	609,085	18,935	609,085	(3,151)	(0.500)%	
Valley of White Horse	12,506	-	60,000	26,438	121,944	284,208	301,336	(17,049)	(5.7)%	299,831	314,898	284,208	15,542	299,831	(1,507)	(0.500)%	
Wallingford	24,279	-	-	47,101	71,360	492,160	491,656	50,502	11.7%	489,500	451,083	492,160	(31,077)	489,500	19,425	4.500%	
Wantage	16,048	-	-	26,438	45,484	310,132	310,643	(511)	(0.2)%	309,289	324,831	310,132	-	310,132	2,389	0.766%	
Whitney	32,311	-	50,000	52,989	135,300	677,474	677,474	30,244	5.5%	677,474	677,474	677,474	(5,819)	671,655	24,695	4.500%	
Woodstock	29,328	-	10,000	41,214	74,542	463,733	410,448	53,285	13.0%	408,395	428,916	463,733	-	428,916	18,470	4.500%	
	323,697	60,000	310,000	534,600	1,228,197	5,662,037	5,535,112	126,925	2.3%	5,662,037	5,825,332	5,662,037	136,795	5,825,332	90,220	1.604%	
OXFORD DIOCESE	1,046,011	600,000	580,000	1,907,066	4,143,077	19,523,956	18,151,841	371,654	1.9%	19,523,956	19,523,956	19,523,956	(57,905)	19,465,760	261,679	1.344%	
Percentage of Net Share Payable	4%	3%	2%	6%	18%			(189,744)					(217,942)	66,210	Under allocation		
								560,396					160,137	19,524,000	Gross Share in budget		
								371,654					(57,905)				