

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%

OXFORD DIOCESAN BOARD OF FINANCE
Draft Diocesan Budget 2015 and Projections 2016 to 2018

Income and Expenditure

Heads 1 to 6

Items in 2015 outlined in bold are sums subject to vote in the Autumn session of Synod

	Budget 2014		Draft Budget 2015			Projection 2016			Projection 2017			Projection 2018					
	Net Budget £000	% of Budget Expenditure	Net Budget £000	Change from Budget 2014 to Draft Budget 2015 £000	%	Net Projection £000	Change from Budget 2015 to Projection 2016 £000	%	% of Expenditure	Net Projection £000	Change from Projection 2016 to Projection 2017 £000	%	% of Expenditure	Net Projection £000	Change from Projection 2017 to Projection 2018 £000	%	% of Expenditure
Parochial stipends, N.I. & pension contributions	12,684	71.3	13,040	(355)	(2.8)	13,301	(251)	(2.0)	71.1	13,567	(266)	(2.0)	71.1	13,838	(271)	(2.0)	71.1
Housing and all other Head 1 costs	1,093	6.1	1,344	(251)	(23.0)	1,367	(23)	(1.7)	7.3	1,391	(24)	(1.6)	7.3	1,417	(26)	(1.9)	7.3
Parochial Ministry	13,777	77.5	14,384	(607)	(4.4)	14,666	(284)	(2.0)	78.4	14,958	(290)	(2.0)	78.4	15,255	(297)	(2.0)	78.4
Administration	710	4.0	740	(30)	(4.2)	755	(15)	(2.0)	4.0	770	(15)	(2.0)	4.0	786	(16)	(2.1)	4.0
Finance	(299)	(1.7)	(300)	1	(0.3)	(300)	0	0.0	(1.6)	(300)	0	0.0	(1.6)	(300)	0	0.0	(1.5)
Mission in the Diocese	2,517	14.7	2,529	88	3.4	2,576	(47)	(1.9)	13.8	2,623	(47)	(1.8)	13.7	2,671	(48)	(1.8)	13.7
National Church contributions	979	5.5	998	(19)	(1.9)	1,018	(20)	(2.0)	5.4	1,038	(20)	(2.0)	5.4	1,059	(21)	(2.0)	5.4
Total Expenditure	17,784	100.0	18,351	(567)	(3.2)	18,717	(366)	(2.0)	100.0	19,089	(372)	(2.0)	99.9	19,471	(382)	(2.0)	100.0
Share net of allowance for rebates and under collection	(18,050)		(18,350)	340	1.9	(18,748)	358	1.9		(19,112)	364	1.9		(19,483)	371	1.9	
Surplus / (Deficit)	256		39	(227)		31	(8)	20.5		23	(6)	25.8		12	(11)	47.8	

Items in bold outline are net spending and subject to Synod vote.

2014	2015	2016	2017	2018
1.00%	1.50%	2.00%	2.00%	2.00%
327.7	327.7	327.7	327.7	327.7
57	57	57	57	57
20.5	22.5	22.5	22.5	22.5
2.0%	2.0%	2.0%	2.0%	2.0%
2.0%	2.0%	2.0%	2.0%	2.0%
0.0%	0.0%	0.0%	0.0%	0.0%
2.5%	4.0%	2.5%	2.5%	2.5%
38.2%	39.9%	39.9%	39.9%	39.9%
29.0%	29.0%	29.0%	29.0%	29.0%
12.0%	12.0%	12.0%	12.0%	12.0%
2.2%	2.0%	2.0%	2.0%	2.0%
4.0%	3.5%	3.5%	3.5%	3.5%

Key Assumptions:

- Annual increase in Parish Share on prior year
- Stipendiary clergy & layworkers posts
- Curates in training - expected average nos
- Clergy vacancies - expected average
- Slipend increase from 1 April each year
- Salary increase from 1 April each year
- Oxford Diocese General Cost Initiation
- Buildings repairs cost Initiation
- Clergy pension contribution rate
- Staff defined contribution rate for old scheme
- Staff defined contribution rate for new scheme
- Share rebate
- Anticipated share under collection rate

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 stipendary cost	House for Duty	Posts	£	£	£	£
DEANERY										
Oxford Archdeaconry	1.5	1.5	(87,643)	572,720	-	8,828	572,720	572,720	572,720	572,720
Conwy	13.5	14.5	38,054	653,866	1.0	8,828	662,694	662,694	662,694	1,194,871
Oxford	27.0	26.0	1,226,395	1,226,395	1.0	8,828	1,235,224	1,235,224	1,235,224	1,900,390
Berks Archdeaconry	1.0	1.0	(45,095)	546,984	-	8,828	546,984	546,984	546,984	891,826
Brecknell	12.0	12.0	5,844	304,866	1.0	8,828	310,694	310,694	310,694	623,864
Bradfield	9.0	8.0	3,868	819,819	1.0	8,828	828,647	828,647	828,647	1,039,416
Middlefield	13.5	14.0	6,622	683,730	3.0	26,487	710,217	710,217	710,217	1,056,204
Newbury	15.0	15.0	7,305	1,276,285	-	8,828	1,285,113	1,285,113	1,285,113	1,749,223
Reading	26.0	26.0	13,936	729,312	-	8,828	738,140	738,140	738,140	1,284,283
Sonning	16.0	16.0	7,792	4,220,787	5.0	44,145	4,264,932	4,264,932	4,264,932	9,344,179
Bucks Archdeaconry	93.5	94.0	(72,057)	823,108	2.0	17,658	840,766	840,766	840,766	1,637,790
Amersham	16.0	16.0	11,368	576,079	4.0	35,316	611,395	611,395	611,395	867,491
Aylesbury	12.5	13.0	568,102	226,641	-	8,828	235,475	235,475	235,475	333,446
Buckingham	5.0	5.0	3,168	914,564	1.0	8,828	923,393	923,393	923,393	1,236,117
Burnham & Slough	20.0	20.0	12,664	649,340	2.0	17,658	667,000	667,000	667,000	808,197
Claydon	5.0	5.0	3,168	274,369	1.0	8,828	282,197	282,197	282,197	405,673
Milton Keynes	14.2	14.2	8,991	365,826	-	8,828	374,654	374,654	374,654	388,392
Mursley	5.0	5.0	225,475	914,564	2.0	17,658	932,222	932,222	932,222	435,334
Nursley	5.0	5.0	3,168	274,369	1.0	8,828	282,197	282,197	282,197	388,392
Newport	6.0	6.0	270,570	365,826	-	8,828	374,654	374,654	374,654	435,334
Newport	6.0	6.0	360,760	914,564	1.0	8,828	923,393	923,393	923,393	1,418,600
Wendover	8.0	8.0	5,066	5,203,773	15.0	132,435	5,336,208	5,336,208	5,336,208	8,231,863
Wycombe	20.0	20.0	12,664	649,340	2.0	17,658	667,000	667,000	667,000	808,197
Dorchester Archdeaconry	115.2	116.2	(54,114)	483,462	2.0	17,658	501,120	501,120	501,120	611,167
Abingdon	1.2	1.2	6,436	820,959	4.0	35,316	856,275	856,275	856,275	1,038,376
Abingdon	10.8	10.8	487,028	365,826	2.0	17,658	484,684	484,684	484,684	680,478
Aston & Cuddesdon	13.0	13.0	7,748	318,937	2.0	17,658	336,595	336,595	336,595	530,200
Bicester & Islip	6.0	6.0	4,172	458,910	2.0	17,658	476,568	476,568	476,568	670,666
Clipping Norton	7.0	7.0	315,965	359,528	3.0	26,487	386,455	386,455	386,455	681,919
Deodington	10.0	10.0	5,960	359,528	3.0	26,487	386,015	386,015	386,015	486,233
Henley	6.0	6.0	4,768	359,528	3.0	26,487	386,015	386,015	386,015	486,233
Vale of White Horse	5.0	5.0	2,980	359,528	3.0	26,487	386,015	386,015	386,015	486,233
Wantage	5.0	5.0	4,768	359,528	3.0	26,487	386,015	386,015	386,015	486,233
Wantage	5.0	5.0	225,475	411,219	4.0	35,316	446,535	446,535	446,535	653,540
Wantage	5.0	5.0	2,980	359,528	3.0	26,487	386,015	386,015	386,015	486,233
Wilton	9.0	9.0	5,364	318,937	1.0	8,828	327,765	327,765	327,765	368,616
Wilton	7.0	7.0	315,965	4,146,742	26.0	229,654	4,376,396	4,376,396	4,376,396	638,275
Woodsack	62.0	62.0	4,172	14,796,707	47.0	414,963	15,211,670	15,211,670	15,211,670	21,666,672
OXFORD DIOCESE	327.7	330.2	14,789,705	14,796,707	47.0	414,963	15,211,670	15,211,670	15,211,670	21,666,672
Percentage of Net Share Payable			64%							70%

