

Oxford Diocesan Board of Finance

Draft 2020 Budget, Projections 2021 – 2023

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Oxford Diocesan Board of Finance

2020 Draft Budget and Share Allocation

Overview from the Diocesan Secretary

The 2020 budget has been developed to achieve two main purposes. Firstly, continuing the important task of resourcing the regular missional work of parishes through the provision and support of parochial clergy and related services and secondly, funding for strategic developments – both the activities led by the Common Vision Working Groups and to provide c£1M in 2020 for the Development Fund for parish, benefice and deanery local projects to invest in missional activity.

The draft revenue budget has been set on a break-even basis for 2020, with little change since it was presented to Diocesan Synod in June other than to clergy post numbers, where changes to ministry and housing costs are reflected by changes in the parish share allocation, with a net nil effect to the budget.

The tight control of the revenue budget has continued, allowing the normal stipend and salary increases, and with the commitment to provide high quality, cost effective services. Clergy related expenditure remains the largest area of the budget, with 81% of 2020 costs relating to the direct provision of parish ministry through stipends, housing, pensions, National Insurance and other related costs.

We are blessed in the level of our glebe investments and the adoption of total return has enabled the 2020 draft budget to include an inflationary increase in glebe income allocated from total return to support the revenue budget as agreed by the Bishop's Council. This has allowed the average share increase to be held at 1.8% in 2020 whilst stipends increase by 2%.

The 2020 budget includes £2.3M use of total return income to support both the activities of the Common Vision Working Groups and the Development Fund. The first tranche of Development Fund applications have been received and are under consideration. Activities in the seven focus areas led by the Working Groups are gathering momentum in support of our common vision to become a more Christ-like church for the sake of God's world.

For further information on the focus and work of the Common Vision focus areas see:

<https://www.oxford.anglican.org/mission-ministry/towards-a-common-vision/#focus-areas>

Mark Humphriss Diocesan Secretary

2020 ODBF Draft Diocesan Budget

A 2020 Draft Budget as presented to June Diocesan Synod

The draft 2020 budget as presented to Diocesan Synod in June showed an overall surplus of **£12K**, compared to the 2019 budget surplus of £91K.

The key assumptions used at this stage were:

- Stipend increase 2% (2019:2%)
- Share increase 1.8% (2019: 1.75%)
- Share under collection 2.25% (2019: 2.4%)
- Clergy vacancies 30 stipendiary posts (33 less 3 emergency posts) (2019: net 28)
- Buildings repairs increase 2% (2019: 2%)
- Stipendiary clergy posts 320 (2019: 320)
- Curates in training average posts 52 (2019: 50)

B Changes and considerations to the budget since June

The 2020 budget has been reviewed over the summer in light of the emerging results for 2019 and to include the national church apportionment for 2020 notified since the previous draft, resulting in a budgeted **surplus of £4K** for 2020, a net **£8K** decrease on the draft presented to June Diocesan Synod. This is due to the following:

1. The budget for staff paycosts has been revisited in detail since the first draft from the Spring to incorporate movements year to date including changes to pensions, hours and posts. Overall this has resulted in a net additional cost of £11K, particularly due to additional safeguarding provision and support for parish mission and pastoral changes.

The following three changes resulting from the Share Allocation for 2020 have an **overall nil net effect**:

2. Clergy post number changes: the Archdeacons and deanery officers have advised of changes to stipendiary posts for the 2020 share allocation resulting in a net decrease of 4.2 posts, reducing the budget for stipend, national insurance and pension costs by **£168K**.
3. Parish share changes: changes to ministry posts are outside of capping in the share allocation, and if a deanery loses a post the ministry costs in their share will decrease by the cost of the post. Similarly if a deanery loses a House for Duty post their share will decrease by £13,500 per post. The stipendiary and house for duty post changes decreases the share allocation by **£204K** since the version presented to June Synod, from £20,820K to **£20,616K**.

4. Buildings rental income: the reduction of posts results in an increase in houses available for short term rental, and the rental income budget has increased by **£36K** to reflect this, and to match the loss of share income.

The above changes together with a £3K saving in national church apportionment costs lead to a provisional budgeted surplus of **£4K** subject to share under collection not exceeding 2.25%.

C Clergy vacancies

The 2020 budget includes provision for an average 33 vacancies less 3 emergency posts – net 30.

Vacancies were very high at the start of the year, 41 at the start of February dropping to 19 in September. As vacancy figures are hard to predict, and the current low number may only be short term, we propose to leave the current vacancy figure for 2020.

D Revised 2020 budget assumptions

Given the above changes, the only revised budget assumptions for 2020 is as follows:

- Stipendiary clergy posts 315.75 (2019: 320)

E Forecast 2019

We have reviewed the forecast for 2019 in light of results and trends to date, leading to an overall forecast deficit of £477K compared to a budget surplus of £91K. Other than stipendiary clergy numbers, these are mostly due to circumstances unlikely to be repeated in 2020 and so would not affect the 2020 budget.

The key increases in costs are clergy related costs including stipends, grants and removal costs, additional ingoing building works for new clergy and one off clergy HR related costs. In addition, one previously capital building project at Maidenhead St Peter has changed to a revenue refurbishment project, contributing to the revenue deficit but requiring less use of reserves overall.

At the end of 2018 general funds reserves were **5.02 months**, 2.02 months over the diocesan policy of 3 months cover (£3.6M), with approx. £3M being held to fund capital commitments in 2019-20. The capital commitments had included £0.5M for Maidenhead St Peter rebuild costs during 2020 which is no longer proceeding, **thus there is sufficient reserves cover for the 2019 potential deficit.**

F Financial Projections 2021-2023

The projections are built on the key assumptions listed in the summary paper, in particular including the current aim of holding the share increase to the level of stipend increase, and an increase in average numbers of training curates of two per year, (i.e. an extra six by the third year). It is hoped that 50% of the additional costs of curates will be funded by the Church Commissioners, although this has not yet been confirmed. Clergy pension contributions are under consideration at national level and a potential decrease in the contribution rate from 39.9% to 35% of National Minimum Stipend is included in the 2023 projection based on indications provided to the diocese by the Pensions Board. This decreased cost would enable the Diocese to fund three new associate archdeacon roles from 2023, the rise in training curate posts and return to a small surplus.

Overall this gives projected deficits of £58K in 2021 and £107K in 2022, and a projected surplus of £67K in 2023.

G Capital Budgets – houses and other

The Director of Buildings has provided a detailed basis for the projected movements per fund in Capital Transactions for 2019-21. 2022-23 parsonage fund projections are based on an average of 2 sales and 2 purchases of clergy houses per year.

Overall the forecast for 2019 requires £4.1M use of general reserves to support board and parsonage purchases in the year – this is temporary, awaiting sales in 2020. Taking into account further purchases in 2021 and the £1.2M deficit on the parsonage fund at the start of 2019, by the end of 2021 the current use of general reserves is forecast to total £2.2M. Within this, a £1M deficit remains on the parsonage fund long term due to the cost of rebuilding Old Marston (£0.6M) with no related sale and smaller capital improvement costs across many properties.

H Balance Sheet Projections

The balance sheet projections summarise the effect on unrestricted funds of the property sales and purchases, forecast revenue deficit/surplus and annual £0.2M use of designated funds for pioneer posts.

I 2020 Draft Share allocation

The 2020 draft share allocation was presented to Diocesan Synod in June, with the understanding that ministry costs were subject to update by the archdeacons over the summer to reflect post changes – see paragraph B3 on page 1. The archdeacons have provided details of post changes, and these are summarised at the end of the attached share allocation. No other changes have been made to the draft share allocation as presented in June in order to enable deaneries to plan their allocations.

Alison Jestico Oct 19

OXFORD DIOCESAN BOARD OF FINANCE
2020 Draft Budget presented to November Diocesan Synod

	Draft Budget 2020			Budget 2019			Favourable / (Adverse) Variance	
	Costs £000	Income £000	Net £000	Costs £000	Income £000	Net £000	Net £000	Net %
Parochial stipends	(9,324)		(9,324)	(9,261)		(9,261)	(63)	(0.7)%
National Insurance and Apprenticeship levy	(816)		(816)	(810)		(810)	(6)	(0.7)%
Pension contributions	(3,321)		(3,321)	(3,305)		(3,305)	(17)	(0.5)%
Total parochial stipends, NICs and pensions	(13,461)	-	(13,461)	(13,376)	-	(13,376)	(85)	(0.6)%
Statutory fees and other contributions to stipends		1,109	1,109		1,109	1,109	-	0.0 %
Ministerial oversight and grants	(1,734)	-	(1,734)	(1,696)	-	(1,696)	(38)	(2.2)%
Glebe costs /income	(737)	4,874	4,137	(642)	4,689	4,047	90	2.2 %
National Church - Central Fund for Training	(923)	(151)	(1,075)	(923)	(110)	(1,034)	(41)	(4.0)%
 Total Buildings expenditure & income	 (4,580)	 817	 (3,763)	 (4,406)	 701	 (3,705)	 (59)	 (1.6)%
Head 1 Parochial Ministry	(21,436)	6,649	(14,787)	(21,043)	6,389	(14,653)	(133)	(0.9)%
Services to parishes	(442)	-	(442)	(356)	-	(356)	(86)	(24.0)%
Finance, Compliance and Secretariat	(504)	233	(272)	(501)	233	(268)	(4)	(1.3)%
Legal and Chancellor	(200)		(200)	(200)		(200)	(0)	(0.2)%
Head 2 Administration	(1,146)	233	(914)	(1,057)	233	(824)	(89)	(10.9)%
Interest		27	27		27	27	-	
Trust income		8	8		8	8	-	
All Churches Trust grant & sundry income		261	261		274	274	(13)	(4.7)%
Head 2 Finance	-	296	296	-	309	309	(13)	(4.1)%
Head 2 Administration and Finance	(1,146)	528	(618)	(1,057)	541	(516)	(102)	(19.8)%
Board of Mission	(2,154)	108	(2,046)	(2,099)	52	(2,047)	1	0.1 %
Board of Education grant	(269)		(269)	(264)		(264)	(5)	(2.0)%
Ecumenical Grants and university appointments	(82)		(82)	(81)		(81)	(2)	(2.1)%
ODCD & PACT grants & Chaplain	(165)		(165)	(174)		(174)	9	5.2 %
Communications department	(297)	3	(295)	(291)	3	(288)	(6)	(2.2)%
Partnership in World Mission	(73)	-	(73)	(53)	-	(53)	(20)	(37.8)%
Pioneer Minister	(39)	-	(39)	(39)	-	(39)	-	0.0 %
Head 3 Mission in the Diocese	(3,080)	111	(2,969)	(3,000)	55	(2,946)	(23)	(0.8)%
Head 4 National Church - Votes 2-5	(1,138)		(1,138)	(1,138)		(1,138)	(0)	(0.0)%
 Parish Share- gross budget requirement		20,616	20,616		20,465	20,465	151	
-anticipated under collection		(451)	(451)		(491)	(491)	40	
- rebates		(650)	(650)		(630)	(630)	(20)	
Head 6 Net Parish Share		19,516	19,516		19,344	19,344	172	
 Total return income allocated to Common Vision		2,345			2,558		(213)	(8.3)%
Common Vision expenditure	(2,345)			(1,000)			(1,345)	134.5 %
Transfer to Common Vision fund for future spend				(1,558)			1,558	(100.0)%
Diocesan Common Vision	(2,345)	2,345	-	(2,558)	2,558	-	-	0.0 %
 Total costs and income	(29,144)	29,149		(28,796)	28,887			
 Surplus / (Deficit) for the year			4			91	(87)	

Key Assumptions:

Annual increase in Parish Share on prior year	1.80%	1.75%
Stipendiary clergy & layworkers posts	315.75	320
Curates in training - expected average nos	52	50
Average clergy vacancies (net of emergency posts)	30	28
Stipend increase from 1 April each year	2.0%	2.0%
Salary cost increase from 1 Sept each year	2.0%	2.0%
Oxford Diocese General Cost Inflation	0.0%	0.0%
Annual increase in clergy housing repairs	2.0%	2.0%
Clergy pension contribution rate	39.9%	39.9%
Staff defined benefit contribution rate for old scheme	30.1%	30.1%
Staff defined contribution rate for new scheme	12.5%	12.5%
Share capping ceiling	4.0%	4.0%
Share capping floor	-1.0%	-1.0%
Anticipated share under collection rate	2.25%	2.40%

2020	2019
1.80%	1.75%
315.75	320
52	50
30	28
2.0%	2.0%
2.0%	2.0%
0.0%	0.0%
2.0%	2.0%
39.9%	39.9%
30.1%	30.1%
12.5%	12.5%
4.0%	4.0%
-1.0%	-1.0%
2.25%	2.40%

Income and Expenditure

Heads 1 to 6

Items in 2020 outlined in bold are sums subject to vote in the Autumn session of Synod

Forecast 2019		Draft Budget 2020				Projection 2021				Projection 2022				Projection 2023			
Net	% of Budget Expenditure	Net Budget	Change from Forecast 2019 to Draft Budget 2020	% of Expenditure		Net Projection	Change from Budget 2020 to Projection 2021	% of Expenditure		Net Projection	Change from Projection 2021 to Projection 2022	% of Expenditure		Net Projection	Change from Projection 2022 to Projection 2023	% of Expenditure	
£000	%	£000	£000	%		£000	£000	%		£000	£000	%		£000	£000	%	
Parochial stipends, N.I. & pension contributions	(13,613)	68.9	(13,461)	152	1.1	69.0	(13,767)	(306)	(2.3)	69.0	(14,081)	(314)	(2.3)	69.0	(13,966)	115	0.8
Housing and all other Head 1 costs	(1,564)	7.9	(1,326)	238	15.2	6.8	(1,350)	(24)	(1.8)	6.8	(1,375)	(25)	(1.9)	6.7	(1,620)	(245)	(17.8)
Parochial Ministry	(15,177)	76.8	(14,787)	390	2.6	75.8	(15,117)	(330)	(2.2)	75.8	(15,456)	(339)	(2.2)	75.7	(15,586)	(130)	(0.8)
Administration	(823)	4.2	(914)	(91)	(11.1)	4.7	(932)	(18)	(2.0)	4.7	(950)	(18)	(1.9)	4.7	(969)	(19)	(2.0)
Finance	308	(1.6)	296	(12)	(3.9)	(1.5)	283	(13)	(4.4)	(1.4)	271	(12)	(4.2)	(1.3)	271	0	0.0
Mission in the Diocese	(2,931)	14.8	(2,969)	(38)	(1.3)	15.2	(3,023)	(54)	(1.8)	15.2	(3,078)	(55)	(1.8)	15.1	(3,137)	(59)	(1.9)
National Church contributions	(1,138)	5.8	(1,138)	0	0.0	5.8	(1,161)	(23)	(2.0)	5.8	(1,184)	(23)	(2.0)	5.8	(1,208)	(24)	(2.0)
Total Expenditure	(19,761)	100.0	(19,512)	249	1.3	100.0	(19,950)	(438)	(2.2)	100.1	(20,397)	(447)	(2.2)	100.0	(20,629)	(232)	(1.1)
Share net of allowance for rebates and under collection	19,284		19,516	232	1.2		19,892	376	1.9		20,290	398	2.0		20,696	406	2.0
Surplus / (Deficit)	(477)		4	481			(58)	(62)			(107)	(49)			67	174	

Diocesan Common Vision

Total return income allocated to Common Vision

Common Vision expenditure

Transfer to Common Vision fund for future spend

£000	£000	£000	%	£000	£000	%	£000	£000	%	£000	£000	%
2,558	2,345	(213)	(8.3)	2,392	47	2.0	2,440	48	2.0	2,489	49	2.0
(1,000)	(2,345)	(1,345)	-	(2,392)	(47)	(2.0)	(2,440)	(48)	(2.0)	(2,489)	(49)	(2.0)
(1,558)	0	1,558	100.0	0	0	0	0	0	0	0	0.0	0
0	0	0	0.0	0	0.0	0	0	0	0	0	0.0	0

Key Changes resulting in rising deficits from 2021:

Employer clergy pension contributions decrease from 39.9% to 35%

3 new associate archdeacons - Common Vision funded to 2022, in Synod revenue budget from 2023

Increase in training curates by 2 per year - 50% funded by Church Commissioners

Reduction in All Churches Trust grant

Total key changes from 2020

2021	2022	2023
£000	£000	£000
		436
(37)	(75)	(220)
(13)	(26)	(113)
(50)	(101)	(26)
		77

Key Assumptions:

2019	2020	2021	2022	2023
Annual increase in Parish Share on prior year	1.75%	1.80%	2.00%	2.00%
Average number of stipendiary clergy & layworkers in post	320.00	315.75	315.75	315.75
Curates in training - expected average	50	52	56	58
Average clergy vacancies	28	30	30	30
Pay cost per stipendiary post	£39k	£40k	£41k	£42k
Stipend increase from 1st April	2.0%	2.0%	2.0%	2.0%
Salary increase from 1st Sept	2.0%	2.0%	2.0%	2.0%
Oxford Diocese General Cost Inflation	0.0%	0.0%	0.0%	0.0%
Annual increase in clergy housing repairs	2.0%	2.0%	2.0%	2.0%
Clergy pension contribution rate	39.9%	39.9%	39.9%	35.0%
Staff defined benefit contribution rate for old scheme	30.1%	30.1%	30.1%	30.1%
Staff defined contribution rate for new scheme	12.5%	12.5%	12.5%	12.5%
Anticipated share undercollection rate	2.40%	2.25%	2.25%	2.25%

Oxford Diocesan Board of Finance
Draft Diocesan Capital Budget 2020 and Projections 2021 to 2023

Capital Budget- Head 7

	2019 Forecast £000	2020 Budget £000	2021 Projection £000	2022 Projection £000	2023 Projection £000
Capital Expenditure					
Computers and ICT	20	20	20	20	25
Office equipment	3	3	3	3	3
	<u>23</u>	<u>23</u>	<u>23</u>	<u>23</u>	<u>28</u>
Capital Receipts					
Net Capital Expenditure	-	-	-	-	-
Head 7	<u><u>23</u></u>	<u><u>23</u></u>	<u><u>23</u></u>	<u><u>23</u></u>	<u><u>28</u></u>

Item in bold outline is net expenditure therefore Synod vote required.

Capital Transactions (Houses) - Head 8

	Houses	Houses	Houses	Houses	Houses
Board Property transactions: designated funds					
Purchases of Board houses	3 (1,859)	2 (1,314)	1 (808)	-	-
Major capital improvements/new builds - Board	(447)	(678)	-	-	-
Sales of Board houses: designated funds	0 -	6 3,397	1 493	-	-
Board Property Fund Net cash inflow /(outflow)	<u><u>(2,306)</u></u>	<u><u>1,405</u></u>	<u><u>(315)</u></u>	<u><u>-</u></u>	<u><u>-</u></u>
Parsonage property transactions: restricted funds					
Purchases of parsonage houses/land	6 (3,522)	- -	1 (909)	2 (1,200)	2 (1,200)
Major capital improvements/new builds - Parsonage	2 (607)	- -	-	-	-
Sales of Parsonage houses	3 2,329	4 2,837	-	2 1,200	2 1,200
Parsonage Property Fund Net cash inflow /(outflow)	<u><u>(1,800)</u></u>	<u><u>2,837</u></u>	<u><u>(909)</u></u>	<u><u>0</u></u>	<u><u>0</u></u>
Glebe funded working assets : restricted funds					
Purchases of Glebe funded houses	1 (707)	4 (2,727)	-	-	-
Major capital improvements/new builds - Glebe funded houses	(65)	-	-	-	-
Sales of Glebe funded houses and related land	0 -	3 1,062	1 493	-	-
Glebe funded working assets fund net cash inflow/(outflow)	<u><u>(772)</u></u>	<u><u>(1,665)</u></u>	<u><u>493</u></u>	<u><u>-</u></u>	<u><u>-</u></u>

Oxford Diocesan Board of Finance
Draft Diocesan Budget 2020 and Projections 2021 to 2023

SUMMARY BALANCE SHEET PROJECTIONS IN RESPECT OF UNRESTRICTED FUNDS ONLY

	as at 31 December	2018	2019	2020	2021	2022	2023
	Note	Actual £m	Forecast £m	Budget £m	Projection £m	Projection £m	Projection £m
Assets							
Fixed Assets		73.3	75.6	74.2	74.5	74.5	74.5
Debtors less Creditors		(0.8)	2.2	(0.6)	0.3	0.3	0.3
Cash ,Deposits and Investments		11.1	5.1	9.1	7.6	7.3	7.2
		<u>83.6</u>	<u>82.9</u>	<u>82.7</u>	<u>82.4</u>	<u>82.1</u>	<u>82.0</u>
Capital and Reserves							
Tangible Fixed Asset Property Fund		70.8	73.1	71.7	72.0	72.0	72.0
Designated and General Funds (excluding Common Vision funds)		12.8	9.8	11.0	10.4	10.1	10.0
		<u>83.6</u>	<u>82.9</u>	<u>82.7</u>	<u>82.4</u>	<u>82.1</u>	<u>82.0</u>

Notes

The summary balance sheets are based on unrestricted (general and designated) funds only, therefore exclude parsonage houses and glebe assets, but including board properties valued at £73.1M at 31 December 2018. Common Vision designated funds are excluded as any cash balance is anticipated to be short term before expenditure takes place with net zero fund balance

Given the uncertainty in fluctuations in house prices, no change in value has been included in the property projections

Cash movements include the use of designated funds and projected surpluses/deficits in addition to property transactions.

Use of general funds to buy parsonage houses whilst the parsonage fund is in deficit is included in cash movements and debtors, on the assumption that general funds will be reimbursed when parsonage funds are available. At the end of 2019 the parsonage fund is forecast to be borrowing £3M from general funds to finance house purchases and this is included above by a decrease in cash and increase in debtors

The decrease in general and designated funds overall results from forecast revenue budget deficits/surplus and £0.2M annual support from designated funds for 4 new communities posts.

2020 Draft Share Allocation

ODS 19.11

1. Costs of Ministry										2. Church of the Future		3. Support Costs		Gross Allocation													
Ministry costs for posts financially supported by the Diocese								Gross Ministry Cost		Electoral Roll average		October Sunday Attendance average		Relative Deanery Community Profile score		Membership proportion x Deanery Profile Score = Ability to contribute		National Church and direct training costs		National and Diocesan Support Costs							
Final stipendiary posts as per 2019 allocation				Archdeaconry Posts		Total stipendiary cost		House for Duty		Average		Diocesan Proportion		Average		Diocesan Proportion		Deanery Average Value		Ability to contribute							
£39,956 Posts		£10,313 Houses		£		£		£13,500 Posts		£		£		%		%				%		£4,257,000		£5,077,000		£	
-		-		-		-		-		-		-		-		-		-		-		-		-		-	
12.00		12.0		603,228		-		603,228		-		603,228		935		2.7%		0.7066		1.61%		68,538		81,740		753,506	
14.00		15.5		719,236		-		719,236		1.0		13,500		2,955		5.7%		0.9918		6.76%		287,773		343,205		1,363,714	
26.00		27.5		1,322,464				1,322,464		1.0		13,500		4,257		8.2%				8.38%		356,311		424,945		2,117,220	
0.50		1.0		30,291		(30,291)		-		-		-		-		-		-		-		-		-		-	
12.00		12.0		603,228		3,986		607,214		-		-		2,788		5.4%		1,224		4.14%		176,240		210,188		993,642	
8.00		8.0		402,152		2,657		404,809		2.0		27,000		1,458		2.8%		763		2.98%		126,859		151,295		709,963	
13.75		14.0		693,777		4,584		698,361		2.0		27,000		2,335		4.5%		1,658		4.78%		203,485		242,681		1,171,527	
15.00		15.0		754,035		4,982		759,017		5.0		67,500		2,392		4.6%		1,424		4.25%		180,923		215,773		1,223,213	
27.50		27.0		1,377,241		9,100		1,386,341		0.5		6,750		3,570		6.9%		2,556		5.61%		238,818		284,820		1,916,729	
15.00		15.0		754,035		4,982		759,017		-		-		2,940		5.7%		1,694		6.03%		256,697		306,143		1,321,857	
91.75		92.0		4,614,759				4,614,759		9.5		128,250		15,483		29.9%		9,319		27.80%		1,183,022		1,410,900		7,336,931	
1.00		1.0		50,269		(50,269)		-		-		-		-		-		-		-		-		-		-	
18.00		18.0		904,842		8,225		913,067		1.0		13,500		3,840		7.4%		2,338		8.82%		375,467		447,791		1,749,825	
13.50		14.0		683,788		6,216		690,004		3.0		40,500		1,945		3.8%		1,351		3.30%		140,481		167,541		1,038,526	
5.00		5.0		251,345		2,285		253,630		-		-		691		1.3%		591		1.59%		67,686		80,724		402,040	
18.00		18.0		904,842		8,225		913,067		2.0		27,000		2,092		4.0%		1,287		3.32%		141,332		168,556		1,249,955	
5.50		5.0		271,323		2,466		273,789		2.0		27,000		882		1.7%		562		1.95%		83,012		99,002		482,803	
14.20		14.2		713,820		6,489		720,309		3.0		40,500		1,483		2.9%		1,452		0.7939		104,297		124,387		989,493	
5.00		5.0		251,345		2,285		253,630		2.0		27,000		743		1.4%		413		1.3893		68,112		81,232		429,974	
5.50		6.0		281,636		2,560		284,196		-		-		1,035		2.0%		612		1.1746		82,160		97,986		464,342	
7.00		7.0		351,883		3,199		355,082		-		-		1,486		2.9%		799		1.4484		139,630		166,526		661,238	
18.00		19.0		915,155		8,319		923,474		1.0		13,500		2,967		5.7%		2,213		6.06%		257,974		307,666		1,502,614	
110.70		112.2		5,580,248				5,580,248		14.0		189,000		17,164		33.1%		11,618		33.2%		1,460,151		1,741,411		8,970,810	
1.00		1.0		50,269		(50,269)		-		-		-		-		-		-		-		-		-		-	
10.50		12.0		543,294		5,983		549,277		2.0		27,000		2,098		4.1%		1,255		3.95%		168,152		200,542		944,971	
13.00		13.0		653,497		7,196		660,693		4.0		54,000		2,199		4.2%		1,165		4.33%		184,328		219,834		1,118,855	
8.00		8.0		402,152		4,429		406,581		5.0		67,500		1,298		2.5%		854		1.0783		99,614		118,802		692,497	
7.00		7.0		351,883		3,875		355,758		1.0		13,500		1,029		2.0%		775		1.2851		100,891		120,325		590,474	
10.00		10.0		502,690		5,536		508,226		2.0		27,000		1,311		2.5%		931		0.9577		93,228		111,186		739,640	
8.00		8.0		402,152		4,429		406,581		4.0		54,000		1,366		2.6%		737		1.4533		128,987		153,833		743,401	
5.00		5.0		251,345		2,768		254,113		3.0		40,500		934		1.8%		576		1.2095		77,903		92,909		465,425	
8.00		8.0		402,152		4,429		406,581		1.0		13,500		1,150		2.2%		695		1.0572		83,012		99,002		602,095	
5.00		5.0		251,345		2,768		254,113		-		-		741		1.4%		560		1.1726		66,409		79,201		399,723	
9.00		9.0		452,421		4,982		457,403		4.0		54,000		1,666		3.2%		1,413		1.1196		151,975		181,249		844,627	
7.00		7.0		351,883		3,875		355,758		1.0		13,500		1,105		2.1%		708		1.3139		121,848		121,848		593,274	
91.50		93.0		4,615,083				4,615,084		27.0		364,500		14,897		28.8%		9,669		27.6%		1,256,667		1,498,731		7,734,982	
319.95		324.7		16,132,554				16,132,555		51.5		695,250		51,801		100.0%		34,979		100.0%		4,256,151		5,075,987		26,159,943	

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4. Distribution of Glebe			5. Opportunity Costs (re House for Duty)	2020 Share Allocation after support from Glebe and Opportunity cost	2018 Statutory Fees Reimbursed	2020 Share Allocation after Fees re-imbursed	Prior year allocation - 2019 (ODS 18.11)	Transitional adjustment				
Rural and Deprivation Support	Balance of Glebe	Total Glebe Allocation	Total				Final Share Allocation	Capping	Minimum	Maximum	Allocated	Capping
Deanery	£1,800,000	£2,134,585	£3,934,585									
	£	£	£	£	£	£	£					
Oxford Archdeaconry												
Cowley	163,280	79,816	243,096	2,741	507,669	29,819	477,850		471,984	495,822	477,850	-
Oxford	73,666	95,166	168,832	3,268	1,191,614	28,706	1,162,908		1,118,185	1,174,659	1,162,908	-
	236,946	174,982	411,928	6,009	1,699,283	58,525	1,640,758				1,640,758	-
Berks Archdeaconry												
Bracknell	6,581	80,344	86,925	2,759	903,958	33,499	870,459		854,836	898,010	870,459	-
Bradfield	-	53,562	53,562	1,839	654,562	30,980	623,582		601,844	632,240	623,582	-
Maidenhead and Windsor	-	92,404	92,404	3,173	1,075,950	51,151	1,024,799		976,242	1,025,547	1,024,799	-
Newbury	90,894	100,430	191,324	16,197	1,015,692	54,381	961,311		940,680	988,189	961,311	-
Reading	193,929	183,434	377,363	6,299	1,533,067	52,956	1,480,111		1,408,959	1,480,119	1,480,111	-
Sonning	-	100,430	100,430	3,449	1,217,978	52,451	1,165,527		1,136,833	1,194,249	1,165,527	-
	291,404	610,604	902,008	33,716	6,401,207	275,418	6,125,789				6,125,789	-
Bucks Archdeaconry												
Amersham	-	120,813	120,813	4,149	1,624,863	67,362	1,557,501		1,507,418	1,583,550	1,557,501	-
Aylesbury	77,530	91,298	168,828	6,322	863,376	38,050	825,326		791,700	831,685	825,326	-
Buckingham	64,574	33,559	98,133	1,152	302,755	15,000	287,755		266,393	279,847	287,755	-
Burnham and Slough	112,158	120,813	232,971	4,149	1,012,835	49,772	963,063		933,097	980,223	963,063	-
Claydon	77,921	36,226	114,147	10,805	357,851	20,256	337,595		319,645	335,789	337,595	-
Milton Keynes	165,079	95,308	260,387	9,647	719,459	38,702	680,757		641,155	673,536	680,757	(7,221)
Mursley	44,314	33,559	77,873	7,526	344,575	17,474	327,101		318,417	334,498	327,101	-
Newport	49,805	37,603	87,408	4,478	372,456	18,460	353,996		345,286	362,725	353,996	-
Wendover	-	46,983	46,983	1,613	612,642	32,166	580,476		558,954	587,184	580,476	-
Wycombe	61,031	122,190	183,221	4,196	1,315,197	58,268	1,256,929		1,203,092	1,263,854	1,256,929	-
	652,412	738,352	1,390,764	54,037	7,526,009	355,510	7,170,499				7,170,499	(7,221)
Dorchester Archdeaconry												
Abingdon	-	72,678	72,678	2,496	869,797	34,048	835,749		813,522	854,609	835,749	-
Aston and Cuddesdon	103,331	87,420	190,751	12,563	915,541	49,477	866,064		851,925	894,951	866,064	-
Bicester and Islip	121,355	53,797	175,152	14,595	502,750	32,699	470,051		448,829	471,498	470,051	-
Chipping Norton	72,988	47,072	120,060	9,584	460,830	30,382	430,448		409,573	430,258	430,448	(190)
Deddington	111,861	67,246	179,107	5,496	555,037	39,845	515,192		487,549	512,173	515,192	(3,019)
Henley	-	53,797	53,797	1,847	687,757	27,512	660,245		636,788	668,949	660,245	-
Vale of White Horse	65,658	33,623	99,281	10,716	355,428	19,936	335,492		322,812	339,116	335,492	-
Wallingford	6,086	53,797	59,883	1,847	540,365	25,504	514,861		497,186	522,296	514,861	-
Wantage	35,362	33,623	68,985	1,155	329,583	17,112	312,471		297,228	312,239	312,471	(232)
Witney	56,633	60,521	117,154	5,265	722,208	36,871	685,337		646,909	679,581	685,337	(5,756)
Woodstock	45,964	47,072	93,036	4,803	495,435	22,095	473,340		453,392	476,291	473,340	-
	619,238	610,646	1,229,884	70,367	6,434,731	335,481	6,099,250				6,099,250	(9,197)
OXFORD DIOCESE	1,800,000	2,134,584	3,934,584	164,129	22,061,230	1,024,934	21,036,296				21,036,296	(16,418)

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	2020 Net share payable after capping	Temporary Additional Rural support	2020 Net share payable after capping and additional temporary rural support	Increase / (decrease) in 2019 - 2020 Share Allocation		Fees Decrease/ (Increase) from 2019	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 2020 share payable after ministry changes	Revised Clergy Nos		
				£	%		Posts	£	Houses	£	Posts	£	£	£		Stipendiary	Houses	HfD Posts
Deanery		£200,000																
	£	£	£	£	%	£									£	Posts	Houses	Posts
Oxford Archdeaconry	477,850		477,850	1,098	0.23%	2,547	-	-	-	-	-	-	-	-	477,850	-	-	-
Cowley	1,162,908		1,162,908	33,428	2.96%	3,058	-	-	(0.5)	(5,157)	-	-	-	(5,157)	1,157,751	12.00	12.0	-
Oxford	1,640,758	-	1,640,758	34,526	2.15%	5,605	-	-	(0.5)	(5,157)	-	-	-	(5,157.0)	1,635,601	14.00	15.0	1.0
																26.00	27.0	1.0
Berks Archdeaconry																0.50	1.0	-
Bracknell	870,459		870,459	6,988	0.81%	(1,952)	(1.0)	(39,956)	(1.0)	(10,313)	-	-	-	(50,269)	820,190	11.00	11.0	-
Bradfield	623,582		623,582	15,659	2.58%	1,242	-	-	-	-	-	-	-	-	623,582	8.00	8.0	2.0
Maidenhead and Windsor	1,024,799		1,024,799	38,696	3.92%	11,831	-	-	-	-	-	-	-	-	1,024,799	13.75	14.0	2.0
Newbury	961,311		961,311	11,129	1.17%	(4,988)	-	-	-	-	-	-	-	-	961,311	15.00	15.0	5.0
Reading	1,480,111		1,480,111	56,920	4.00%	5,345	(0.5)	(19,978)	-	-	-	-	-	(19,978)	1,460,133	27.00	27.0	0.5
Sonning	1,165,527		1,165,527	17,211	1.50%	5,624	(0.533)	(21,297)	(0.333)	(3,434)	-	-	-	(24,731)	1,140,796	14.467	14.667	-
	6,125,789	-	6,125,789	146,603	2.45%	17,102	(2.033)	(81,231)	(1.3)	(13,747)	-	-	-	(94,978)	6,030,811	89.72	90.7	9.5
Bucks Archdeaconry																1.00	1.0	-
Amersham	1,557,501		1,557,501	34,857	2.29%	2,559	-	-	-	-	-	-	-	-	1,557,501	18.00	18.0	1.0
Aylesbury	825,326		825,326	25,629	3.20%	4,749	(0.5)	(19,978)	-	-	-	-	-	(19,978)	805,348	13.00	14.0	3.0
Buckingham	287,755	34,483	253,272	(15,812)	(5.88)%	(1,751)	-	-	-	-	-	-	-	-	253,272	5.00	5.0	-
Burnham and Slough	963,063		963,063	20,541	2.18%	(7,534)	-	-	-	-	-	-	-	-	963,063	18.00	18.0	2.0
Claydon	337,595	37,931	299,664	(23,210)	(7.19)%	(208)	-	-	-	-	-	-	-	-	299,664	5.50	5.0	2.0
Milton Keynes	673,536		673,536	25,905	4.00%	(4,039)	(0.67)	(26,771)	(0.67)	(6,910)	-	-	-	(33,681)	639,855	13.53	13.53	3.0
Mursley	327,101	34,483	292,618	(29,015)	(9.02)%	953	-	-	-	-	-	-	-	-	292,618	5.00	5.0	2.0
Newport	353,996	37,931	316,065	(32,709)	(9.38)%	(3)	-	-	-	-	-	-	-	-	316,065	5.50	6.0	-
Wendover	580,476		580,476	15,876	2.81%	(4,969)	-	-	-	-	1.0	13,500	-	13,500	593,976	7.00	7.0	1.0
Wycombe	1,256,929		1,256,929	41,685	3.43%	(2,840)	-	-	-	-	-	-	-	-	1,256,929	18.00	19.0	1.0
	7,163,278	144,828	7,018,450	63,747	0.92%	(13,083)	(1.17)	(46,749)	(0.7)	(6,910)	1.0	13,500	-	(40,159)	6,978,291	109.53	111.5	15.0
Dorchester Archdeaconry																1.00	1.0	-
Abingdon	835,749		835,749	14,010	1.70%	(4,457)	-	-	-	-	-	-	-	-	835,749	10.50	12.0	2.0
Aston and Cuddesdon	866,064		866,064	5,534	0.64%	(731)	-	-	-	-	-	-	-	-	866,064	13.00	13.0	4.0
Bicester and Islip	470,051	55,172	414,879	(38,484)	(8.49)%	1,804	-	-	-	-	(1.0)	(13,500)	-	(13,500)	401,379	8.00	8.0	4.0
Chipping Norton	430,258		430,258	16,548	4.00%	(3,451)	-	-	-	-	-	-	-	-	430,258	7.00	7.0	1.0
Deddington	512,173		512,173	19,699	4.00%	6,055	-	-	-	-	-	-	-	-	512,173	10.00	10.0	2.0
Henley	660,245		660,245	17,025	2.65%	6,257	-	-	-	-	-	-	-	-	660,245	8.00	8.0	4.0
Vale of White Horse	335,492		335,492	9,419	2.89%	(4,803)	-	-	-	-	(1.0)	(13,500)	-	(13,500)	321,992	5.00	5.0	2.0
Wallingford	514,861		514,861	12,653	2.52%	3,277	-	-	-	-	-	-	-	-	514,861	8.00	8.0	1.0
Wantage	312,239		312,239	12,009	4.00%	1,126	-	-	-	-	-	-	-	-	312,239	5.00	5.0	-
Witney	679,581		679,581	26,138	4.00%	6,607	(1.0)	(39,956)	(1.0)	(10,313)	1.0	13,500	-	(36,769)	642,812	8.00	8.0	5.0
Woodstock	473,340		473,340	15,368	3.36%	4,138	-	-	-	-	-	-	-	-	473,340	7.00	7.0	1.0
	6,090,053	55,172	6,034,881	109,919	1.86%	15,822	(1.0)	(39,956)	(1.0)	(10,313)	(1.0)	(13,500)	-	(63,769)	5,971,112	90.50	92.0	26.0
OXFORD DIOCESE	21,019,878	200,000	20,819,878	354,795	1.73%	25,446	(4.203)	(167,936)	(3.5)	(36,127)	-	-	-	(204,063)	20,615,815	315.75	321.2	51.5