

# The diocese in 2022 and beyond

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**Mark Humphriss**  
Diocesan Secretary





# Ministry



- Deployment decisions taken at deanery level
- No overall reduction in stipendiary numbers
- 32 new curates in 2022 and 45 people currently in discernment process
- Hardship and wellbeing support for clergy and net zero programme for vicarages
- New programme to support those in volunteer lay ministry from 2023

# Supporting parishes



- Church buildings (DAC team) team handling over 1000 cases/queries a year
- New Dean of UKME Ministry, UKME Chapter and actions to implement 'From Lament to Action'
- Safeguarding: proactive and reactive
- Giving, fundraising and cost of living resources
- Children, young people and schools

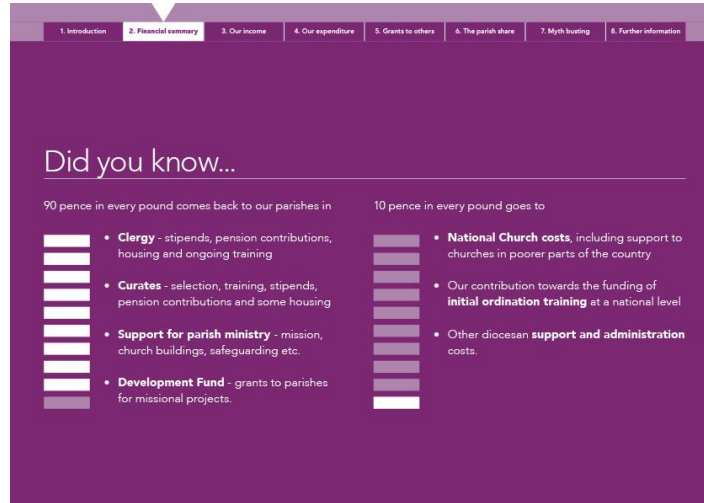
# Communicating



## Resolved to Serve

Our Black History Month exhibition starts its tour of the diocese this weekend, moving from St Paul's Slough to Christ Church Cathedral, where its available to view until 22 October.

Featuring portraits and video interviews of some of our Black African and Caribbean clergy, it's well worth a visit! [See.oxford.anglican.org/bhm](http://See.oxford.anglican.org/bhm) for details and save the date for when it's at a church near you!

1. Introduction 2. **Financial summary** 3. Our income 4. Our expenditure 5. Grants to others 6. The parish share 7. Myth busting 8. Further information

### Did you know...

90 pence in every pound comes back to our parishes in

- **Clergy** - stipends, pension contributions, housing and ongoing training
- **Curates** - selection, training, stipends, pension contributions and some housing
- **Support for parish ministry** - mission, church buildings, safeguarding etc.
- **Development Fund** - grants to parishes for missional projects.

10 pence in every pound goes to

- **National Church costs**, including support to churches in poorer parts of the country
- Our contribution towards the funding of **initial ordination training** at a national level
- Other diocesan **support and administration** costs.



## A word from the Diocesan Secretary



All of us will have been affected by the death of Her Majesty Queen Elizabeth II. It has been magnificent how churches have been able to provide a space, physically and spiritually, for reflection over the last fortnight and thank you for what you may have done. I have been amazed by the numbers that have wanted to come to our churches to give thanks for her life. In every church and place, this is a moment to consider how we might build on the spiritual openness our local communities have shown. Let's also encourage one another to follow her example of speaking openly with others about our faith.

Cost of living pressures remain acute for churches, notwithstanding the measures being put in place by the Government for the next six months. You will find useful information below and [on our website](#) on how to help with these pressures affecting both churches and individuals within your communities.

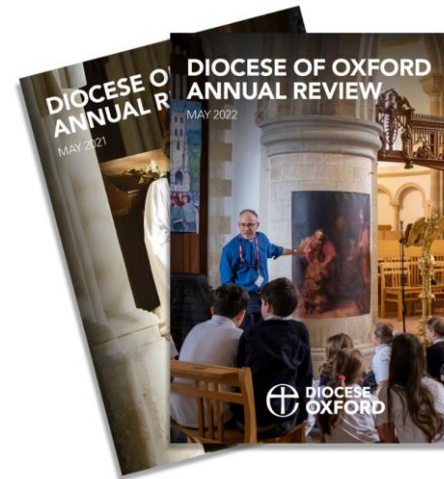
I would also like to commend for those in rural parishes [several events coming up in the next month](#). Why not go along and/or encourage someone else to do so?

eNews



Pathways

Financial comms

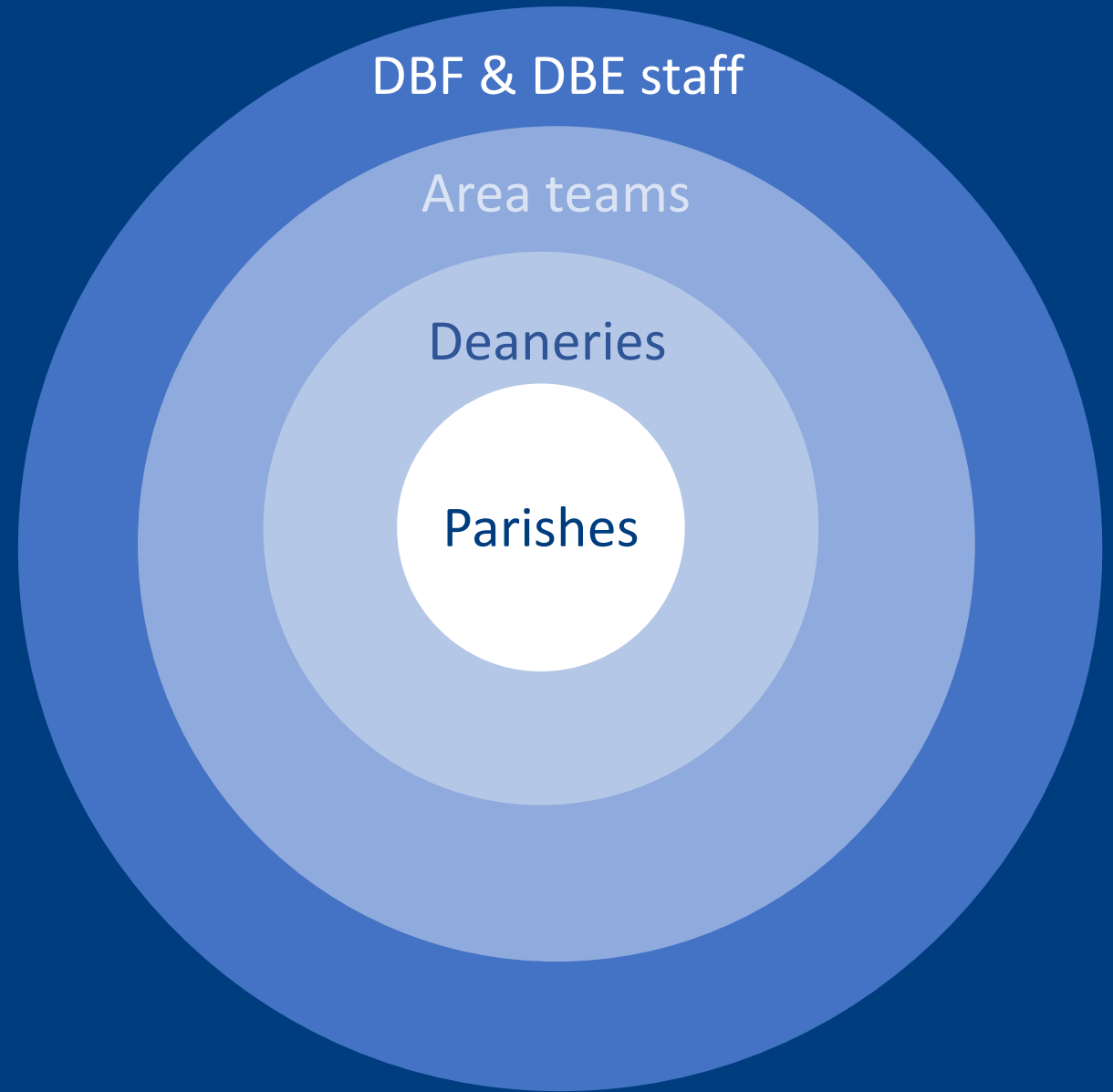


Annual Review

Church House Quarterly

# Partnership

The diocese is every congregation, church, church school, parish and Church House make up the Diocese of Oxford, and that's how we most often refer to ourselves: the diocese is all of us working together for the sake of God's world.





# Our common vision



is to become a more Christ-like Church for the sake of God's world:

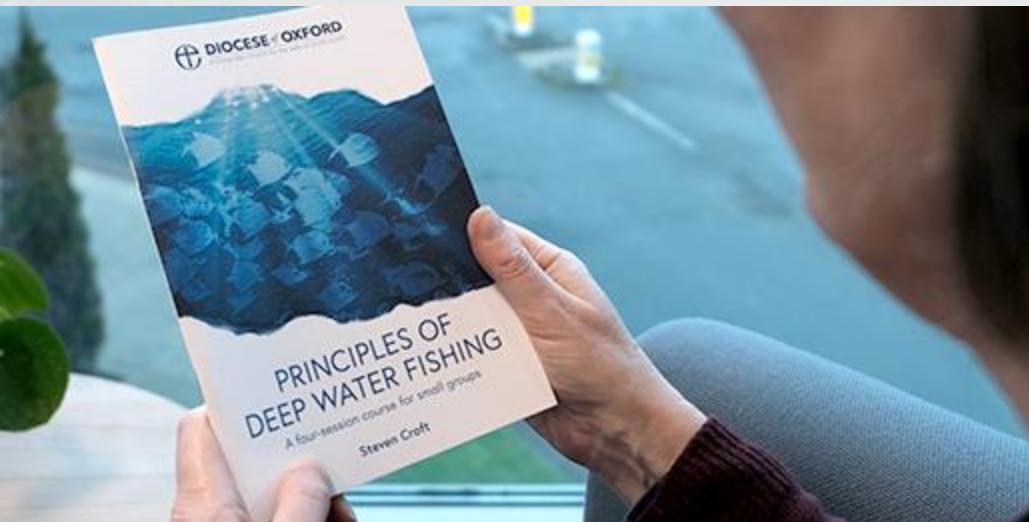
contemplative  
compassionate  
courageous

# 1. Environmental action



- **Climate Emergency** – Diocesan Synod declared a Climate Emergency in March 2020 and is committed to reaching net zero target carbon emission no later than 2035.
- **Divested from fossil fuels** – the diocese completed its divestment in April 2021. We're an accredited Eco-Diocese
- **Strong leadership** – +Steven sits on the Lords Select Committee for the environment and climate change. +Olivia is a member of the CofE Environmental Task Group and attended COP26
- **Renewables** – Church House Oxford is powered by renewable electricity. All four bishops drive electric or hybrid vehicles.
- **Buildings** – We're investing £10m to upgrade the insulation and energy sources of our vicarages. The Berkshire Area Office is constructed to the best possible energy efficiency standards.
- **Churches** – 120 churches have undertaken energy audits subsidised by the diocese, and currently 153 churches in the diocese have registered with the Eco Church scheme.

## 2. Christian formation and discipleship



- **Personal Discipleship Plans** – over 500 personal discipleship encouragers trained
- ***Come and See*** – a model of invitation and formation for all churches each Lent with wide-ranging resources. 2022 offer reached over 1,000 people per day
- ***Contemplative Toolkits*** for use in church, school and home now embedded in the life of the diocese.
- **A new diocesan Learning Hub** for lay people launches in 2023
- **Discipleship resources** – a dedicated section on the website includes five study guides written by Bishop Steven  
[oxford.anglican.org/discipleship-resources](https://oxford.anglican.org/discipleship-resources)



# 3. Growing new congregations



- **We hope for hundreds of new congregations** – National grant funding of £2m, matched by the diocese to enable every parish to embrace a mixed ecology of church
- **7 resourcing hubs** – established in Aylesbury, High Wycombe, Milton Keynes (2), Reading, Slough and Witney. At least three church grafts/plants achieved since 2020
- **Grants** – over 30 grants made from the Development Fund to help grow new congregations
- **6 greenhouses** – greenhouses are deanery-based support groups to help grow new congregations. A further 8 greenhouses are planned.
- **Understanding the data** – for example average onsite attendance for Easter Day 2022 was 73% of 2019. But if online and in-person church attendance figures are combined, total Easter Day attendance was about the same as at Easter 2019.

# 4. Children, young people and schools



- **Contemplative toolkit for schools** – *Space Makers* launched September 2021. Over 100 schools now using it. Further training for churches and schools during 2022/3
- **Contemplative toolkit for families** – launching mid-2023
- **Schools chaplaincy** – 15 new Secondary School chaplaincies established. 33 Primary Schools receiving some Chaplaincy (via Secondary Chaplains)
- **Discipleship enablers** – post for each archdeaconry. Tasked to work with churches to introduce the *Disciples Together* 'Five Shifts'
- **Training** – ongoing work to train and mentor those called to work with children, young people and families
- **Thematic greenhouses** – launched for those working with/on: young people, intergenerational, and Messy Church.



# 5. Addressing poverty and inequality



- **Research report** (Oct 21) – *Addressing Poverty and Inequality* shows what is working locally across the diocese.
- **Ukraine crisis** – a matching programme in partnership with Citizens UK resulted in over 220 people matched with families.
- **Cost of Living crisis** – response includes a series of how-to videos for parishes along with 100's of resources for parishes and individuals listed on the website. Signposted each week in eNews.
- **Community Organising** – partnership with Citizens UK to create *Thames Valley Citizens* across three urban and one rural area. Campaign actions include encouraging companies to employ migrants and a calling for health and social care staff to be paid the real living wage. CMD training in 2023.
- ODBF and ODSE are accredited as a real Living Wage employer.

We are a  
**Living Wage**  
Employer

# 5. Poverty and inequality – one story



**God is already at work through more than a thousand churches, chaplaincies and schools in this diocese. Our churches are embedded in every community across the Thames Valley.**

A short series of how-to films from parishes:

- Helps churches looking to address poverty in their own context know where to begin.
- Models a 'uniform pack' initiative for churches to adopt – gifting children everything they need to start the new school year.
- Explains how to set up a dementia café
- Shows steps needed to support refugees living in the local area.



**There is hardship within diocese, but even more so beyond. That's why:**

- 10% of investment gains/income to less well-resourced dioceses: £250k pa for 4 years is being awarded to the least well-resourced dioceses
- We are investing in social housing
- We pay the second largest share of national training and support costs and
- Grants sustained to PACT and for frontline work in universities and abroad.

“We have used the gift from Oxford to pay for our refugee support officer – without this support from Oxford our frontline work with Refugees would be impossible to achieve.”



**Diocese of Canterbury**  
CHANGED LIVES ⇌ CHANGING LIVES

# Development Fund

1. **Sep 2019** 61 applications (£1.6m), 36 awards (£293k)
2. **Jan 2020** 45 applications (£1.9m), 27 awards (£578k)
3. **Sep 2020** 31 applications (£1.2m), 20 awards (£777k)
4. **Jan 2021** 29 applications (£0.7m), 15 awards (£308k)
5. **Apr 2021** 20 applications (£0.7m), 13 awards (£337k)
6. **Jul 2021** 12 applications (£0.2m), 8 awards (£168k)
7. **Oct 2021** 10 applications (£47k), 9 awards (£46k)
8. **Jan 2022** 15 applications (£0.2m), 11 awards (£89k)
9. **Apr 2022** 11 applications (£0.25m), 10 awards (£178k)
10. **Jul 2022** 10 applications (£0.4m), 6 awards (£85k)



Deadlines now end of January, April, July, October



From April 2021 round, applications for 'basic facilities'(Cowley motion)



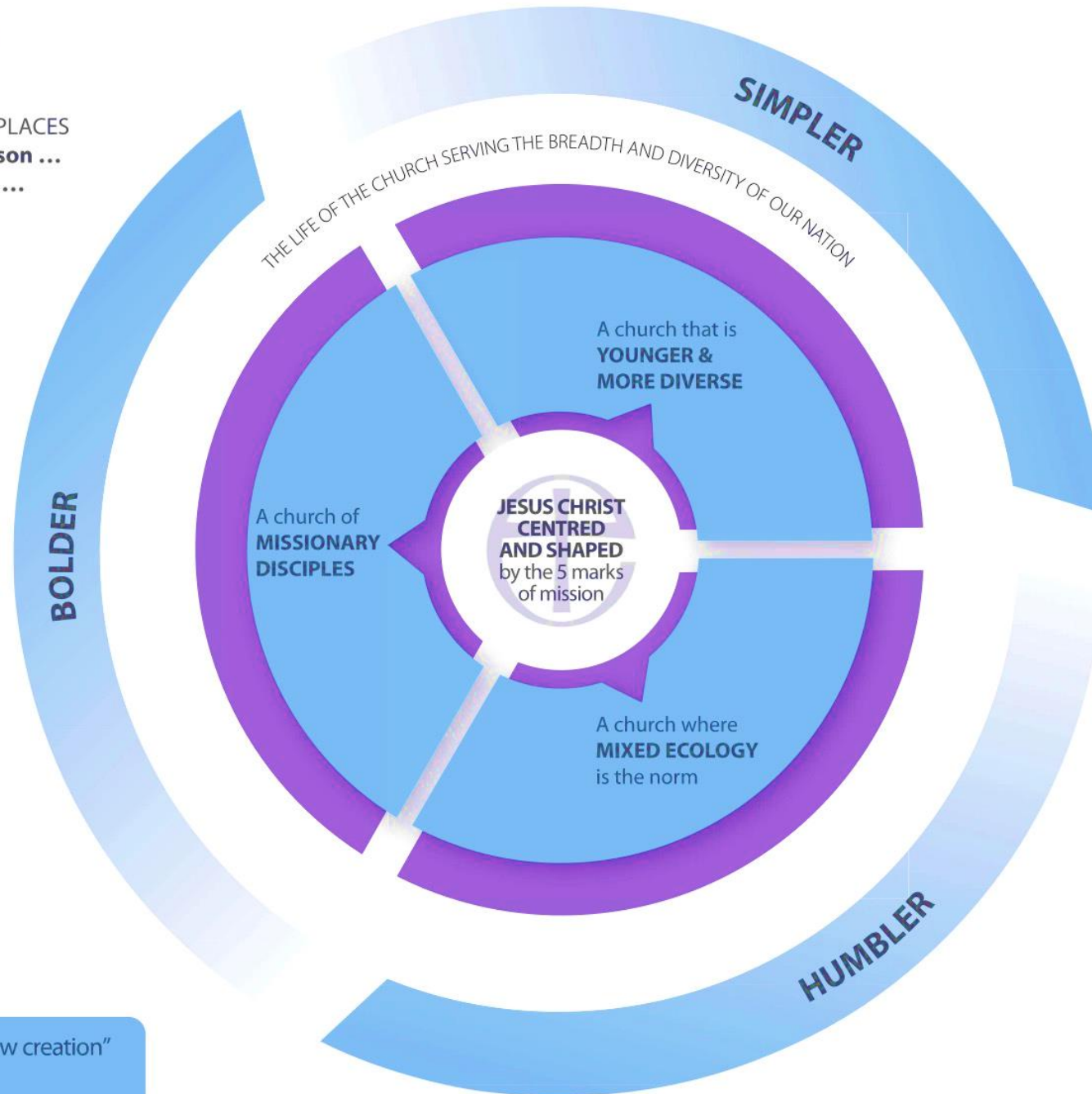
£1.2m p.a., extended to at least 2024

**10 rounds of funding – 244 grants = £2.8m towards £7.3m investment in missional activity**



**A VISION FOR  
THE CHURCH OF ENGLAND  
IN THE 2020s**

A CHURCH FOR ALL PEOPLE IN ALL PLACES  
... a **Christian vision for every person** ...  
... a **Christian vision for the world** ...



*"If anyone is in Christ, there is a new creation"*  
*(2 Corinthians 5:17)*