

PCC Secretaries Workshop

February 2022

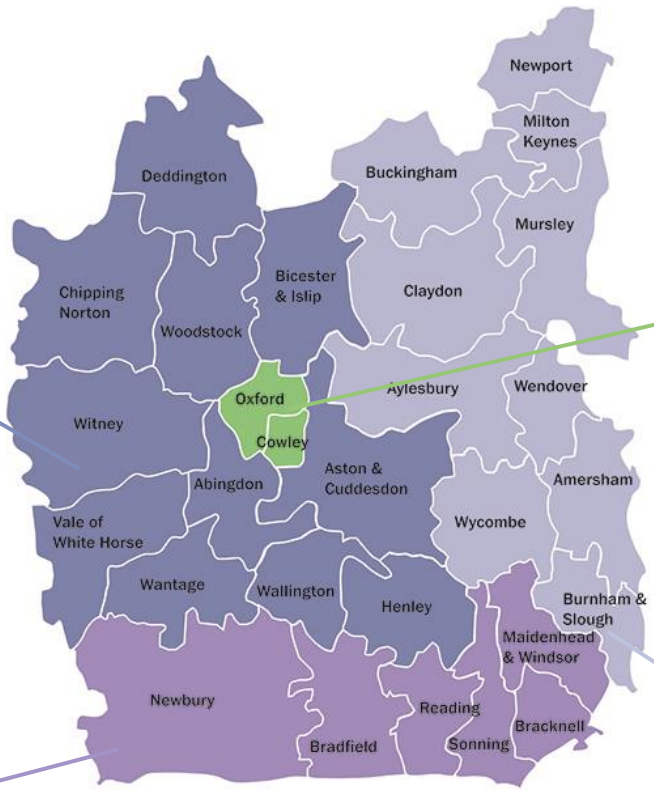
Mark Humphriss | Diocesan Secretary



# Episcopal areas



Rt Revd Gavin Collins, Bishop of Dorchester



Rt Revd Dr Steven Croft, Bishop of Oxford



Rt Revd Olivia Graham, Bishop of Reading

4 episcopal Areas  
29 deaneries  
626 parishes  
812 open churches, of which 675 are listed

A population of 2,415,000 with  
64,000 regular worshippers  
Approx. 45,357 people on the electoral role



Rt Revd Alan Wilson, Bishop of Buckingham

# Church House staffing



## Department

## Director

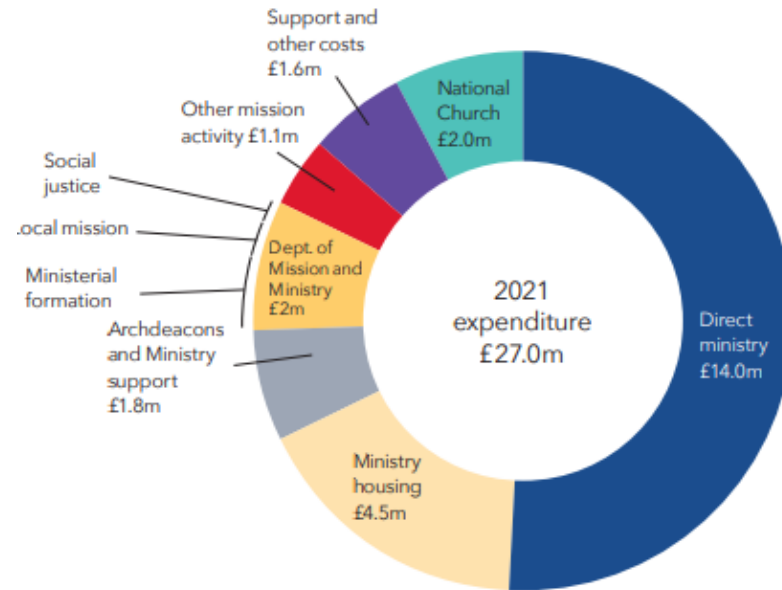
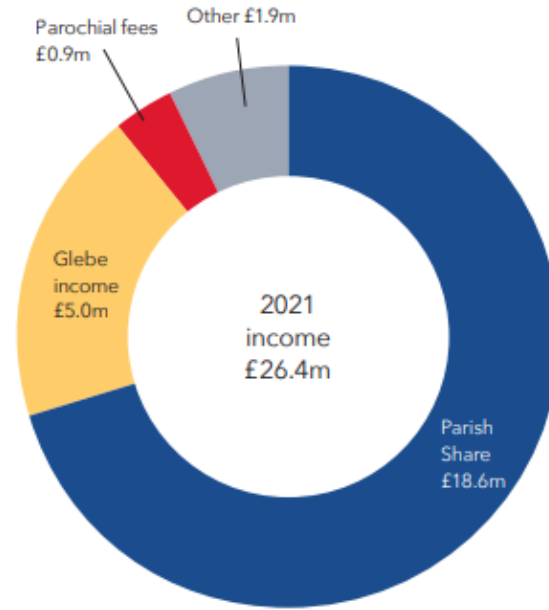
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|--------------------------|------------------------|
| • Mission and Ministry   | – Andrew Anderson Gear |
| • Buildings, Glebe & DAC | – David Mason          |
| • HR and Safeguarding    | – Poli Shajko          |
| • Communications         | – Steven Buckley       |
| • Finance and IT         | – John Orridge         |
| • Secretariat            | – Mark Humphriss       |
| • Director of Education  | – Tony Wilson          |



## Where are we now?

- Lots of exhaustion among clergy and in parishes
- In good heart, but many parishes finding families and others not returning
- Covid has made more acute a number of already-existing issues
- Finances generally holding up reasonably in the circumstances
- We need to exercise patience, we do not yet know what the 'new normal' will look like
- Recognition that there remains an urgency to proclaim Christ to our communities and some more open to faith than pre-pandemic
- But realism that there are fewer volunteers in many parishes

## Diocesan income and expenditure - draft figures





# Our common vision



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

A black and white photograph of a rural landscape. In the foreground, there is a fence made of wooden posts and wire, with some bare branches in front of it. A dirt path or road runs along the fence, leading into the distance. The background shows a hazy, open field under a cloudy sky.

**Contemplative  
Compassionate  
Courageous**

needed as never before in the context of COVID-19

# 1. Environmental action

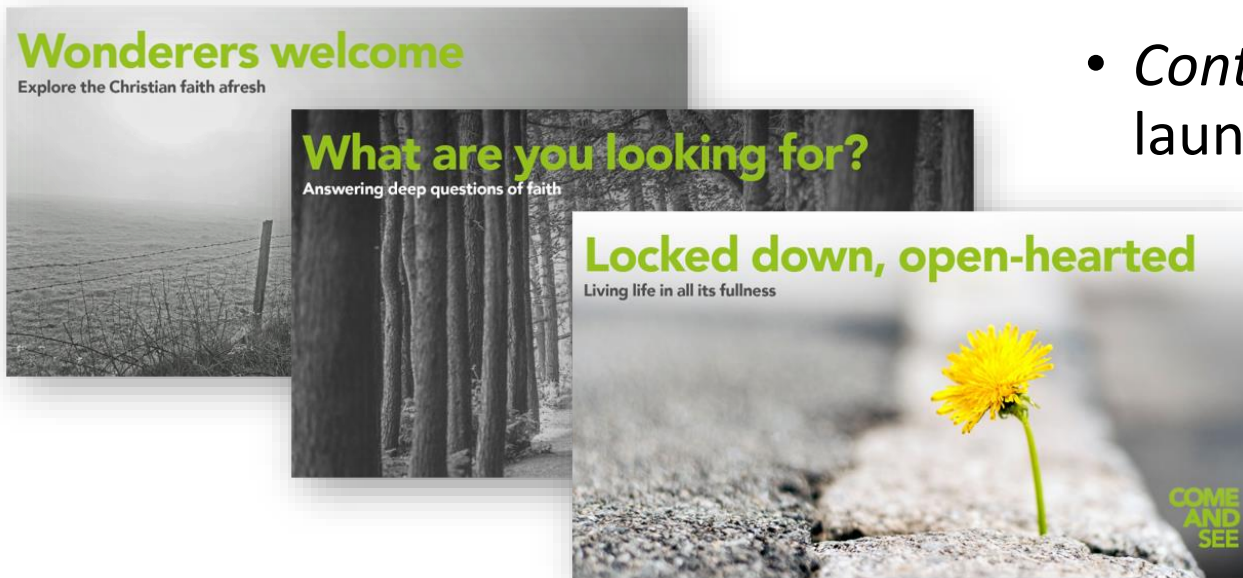


- Diocesan Synod declared a climate emergency, including commitment to net zero by 2035
- Environmental Task Group, chaired by +Olivia, harnessing substantial energy (and complexity)
- Net zero scope agreed nationally (churches, housing, schools), baseline work underway
- More church energy audits enabled >33% churches on renewable tariffs
- Environmental surveys of every vicarage
- Be The Change campaign with schools
- EcoHub and support now available.



## 2. Christian formation and discipleship

- 450 Personal Discipleship mentors now trained
- *Come and See*: a model of invitation and formation for all churches happening again in Lent 2022 with wide-ranging resources
- *Contemplative Toolkits for church/home* launched within Come and See



# 3. Growing new congregations

- National grant funding of £2m, matched by the diocese
  - to enable every parish to embrace a mixed ecology of church
- Resourcing hubs established
  - in Aylesbury, High Wycombe, Milton Keynes (2), Reading, Slough and Witney
- Greenhouses now being set up
  - Greenhouses are deanery-based support groups to grow new congregations
- A good number of online congregations emerged during 2020/21
- Embracing the opportunities of population growth and midweek mission initiatives
- New congregations are all shapes and sizes – in rural and urban settings, crossing church traditions



# 4. Children, young people and schools



- *Space Makers: the contemplative toolkit for schools* launched in September 2021
- 13 new Secondary School chaplaincies established
- 33 Primary Schools receiving some Chaplaincy (via Secondary Chaplains)
- Accessible resources & webinars on offer to rebuild & reconnect with church/home/school
- *Disciples Together* 'Five Shifts'
  - Discipleship Enabler for each area, supporting churches to be intergenerational

# 5. Addressing poverty and inequality

- Newest focus area in first year. A direct response to COVID
  - Partners include CAP, CAB and Children's Society
- Community Organising with Citizens UK
  - Milton Keynes, Reading, Oxford, rural pilot starting
- Research report published October 2021 with ideas of what is working locally
- *For Richer, for Poorer* report updated
- Aim to share good practice, encourage social action and identify priorities for further activity at diocesan level



# Important advice!

- Do not try to work on *all* of these..
- Why not
  - tell stories within your deanery of what you have been able to do in one of these five areas
  - share that expertise
  - or attempt work across the deanery or several parishes
- Church House staff are here to help, resource, travel beside you and support, not to put pressure on you



**Round 1 (Sep 2019):** 61 applications (£1.6m), 36 awards (£293k)

**Round 2 (Jan 2020):** 45 applications (£1.9m), 27 awards (£578k)

**Round 3 (Sep 2020):** 31 applications (£1.2m), 19 awards (£647k)

**Round 4 (Jan 2021):** 29 applications (£0.7m), 15 awards (£233k)

**Round 5 (Apr 2021):** 20 applications (£0.7m), 13 awards (£337k)

**Round 6 (Jul 2021):** 12 applications (£0.2m), 8 awards (£168k)

**Round 7 (Oct 2021):** 10 applications (£46.5k), 9 awards (£45.5k)

- Deadlines end of January, April, July, October
- From April 2021 round, applications for ‘basic facilities’ (Cowley motion)
- Now £1.2m p.a., extended to at least 2024

## Grants up to £2,500

- For parishes, benefices and deaneries
- Short-term, one-off grants to kick start a new initiative

*Tier 1 Application Form*

## Grants over £2,500

- For parishes, benefices and deaneries
- Larger, longer term programmes including employment of staff
- Matched funding expected

*Tier 2 Application Form*

# Development Fund: How to apply



## Closing dates for applications

31 January  
30 April  
31 July  
31 October

[oxford.anglican.org/development-fund](https://oxford.anglican.org/development-fund)

Support from

- Fiona McGrady, Development Fund Administrator
- Parish Development Advisor
- Area Deans / Lay Chairs

Email: [Fiona.McGrady@oxford.anglican.org](mailto:Fiona.McGrady@oxford.anglican.org)



# Diocesan Synod

**March 2021** – New congregations; the Future of Work

**June 2021** – AGM; finance; motion on Holy Communion

**November 2021** –Addressing Poverty and Inequality

**March 2022** – Living in Love and Faith; Discipleship



# National Strategy and Vision

- Younger and more diverse
- Mixed Ecology
- Missionary Disciples

*Simpler, humbler, bolder*



We have more parishes and churches than any other diocese in the Church of England.

There are 812 churches in 29 deaneries serving a population of 2.4m people and 284 Church of England schools serving 60,000 pupils.

Together, we work with God and with others for the common good in every place in one of the great crossroads of the world.

See our latest Annual Review:

[oxford.anglican.org/annual-review.php](http://oxford.anglican.org/annual-review.php)

