

DIOCESE OF OXFORD ANNUAL REVIEW

MAY 2025



DIOCESE *of*
OXFORD

The Diocese of Oxford is the Church of England in Oxfordshire, Berkshire, Buckinghamshire and Milton Keynes.

Together, we are the Church, called and sent by God as disciples of Jesus Christ and filled with the Holy Spirit. We are a living, growing network of more than a thousand congregations, chaplaincies and schools.

Together, we are called to be more Christ-like; to be the Church of the Beatitudes: contemplative, compassionate and courageous for the sake of God's world.

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

Together, we are called to proclaim the Christian faith afresh in this generation with joy and hope and love.

Together, we are called to dream dreams and see visions of what could be and see those visions come to birth.

oxford.anglican.org/common-vision

Use this QR code to hear from our new bishops.



MOVING FORWARD



Rowan Lake

While the past year has been challenging in many ways, there is much to be positive about. We welcomed our two new bishops, Bishop Dave as Bishop of Buckingham and Bishop Mary as Bishop of Reading – scan the QR code to learn more about them.

We have also welcomed the people of Jamaica and the Cayman Islands to our family as the link between our two dioceses was formally recognised. It has been good to see all four diocesan links flourishing this year.

We would also single out the unanimous endorsement of Diocesan Synod of a specific focus on children and young people, and to see this priority being taken up across the diocese. It is good to be able to report a third consecutive year of growth in congregations across the diocese as we continue to build back from the lockdowns.

This year has seen the adoption of a document defining our wide-ranging work supporting over 800 church buildings as centres of mission and ministry. Great strides have been made in our environment work on vicarages, and we are on the cusp of a development which will include social housing.

We were so encouraged to have such a positive external endorsement of our Development Fund. These, and so much else, are all a vital part of what it means to be a more Christ-like Church for the sake of God's world: more contemplative, compassionate and courageous.

The INEQE independent review of our safeguarding practice praised our "outstanding" Safeguarding team, positive culture and leadership in the diocese as we continue to place safeguarding at the heart of all we do. We recognise how crucial the role of parish safeguarding officers, clergy and others is in making this a reality.

We said farewell to Bishop Olivia, as she retired from her role as the Bishop of Reading after 27 years in the diocese, five as bishop. Alongside our two new bishops, it has been a joy to welcome Jane Appleton and Andrew Green as Directors of Communications and Finance respectively.

The report which follows has a refreshed look this year, beginning with a spotlight on our areas of focus: children, young people and families; growing new congregations; everyday faith; environmental action; and poverty and inequality. We've included more stories from our parishes, the people we serve, to inspire and encourage you, and the impact of Church House and area office staff, committees and councils. We work for every congregation, church, church school, parish and benefice.

May God bless you in your Christian service.

A handwritten signature in black ink, appearing to read "Steven".

The Rt Revd Dr Steven Croft, Bishop of Oxford

A handwritten signature in black ink, appearing to read "Mark".

Canon Mark Humphriss, Diocesan Secretary

OVERVIEW OF THE YEAR

Mark Humphries



May

More than 100 young people from five churches in High Wycombe camp at Restore Hope, Chesham, for a weekend of fun, faith and food.

Sara Kandiah



July

Our first gold Eco Church is St John and St Stephen's in Reading, and 18 new deacons, who were ordained at Christ Church Cathedral, begin their ministry.

Rowan Lake



September

Bishop Olivia, our first female suffragan bishop, lays down her crozier after five years as bishop and 27 years' faithful ministry in the diocese.

Steven Buckley



June

INEQE auditors visit Church House to carry out an independent audit of our safeguarding practices and found a "safeguarding first" philosophy.

Ed Nix



August

Bishop Steven joins Imam Monawar Hussein to call for peace during the riots, while the Oxford Citizens assembly, which includes the diocese, offers support.

Emma Thompson



October

The inaugural Estates Ministry conference brings together clergy and lay volunteers at Reading Gateway Church to share their experience of ministry.



November

Bishops Mary and Dave are announced as the next Bishop of Reading and Bishop of Buckingham, respectively, and tour their episcopal areas.



January

The Development Fund delivers its 250th grant, having handed out more than £4.5 million to fund church projects and resources across the diocese.



March

We extend our warm invitation to all to *Come and See* for the fifth consecutive year during Lent, this time to understand baptism and what it means to be human.



December

The Learning Hub launches its first Advent course, Gingerbread and Angels, comprising four weeks of prayer, exploring the gifts of hope, peace, joy and love.



February

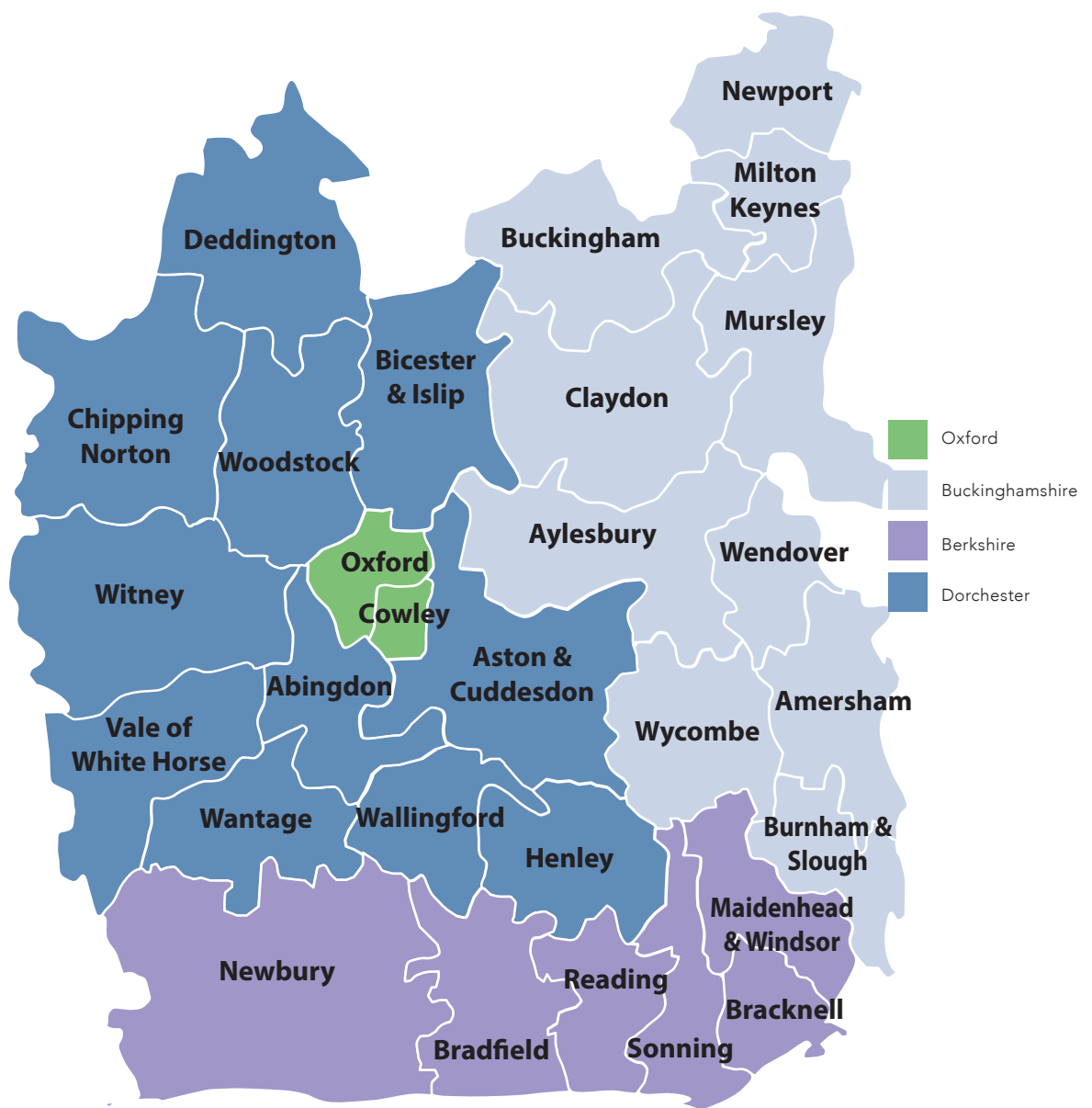
We celebrate eight new honorary canons and three servants of God who are admitted to the Order of St Frideswide at a service in Christ Church Cathedral.



April

Our Director of Mission and Ministry, Andrew Anderson-Gear, retires from his role after 30 years' dedicated service to the diocese.

EPISCOPAL AREAS



We have more parishes and churches than any other diocese in the Church of England. There are 808 churches in 29 deaneries serving a population of 2.5million and 284 Church of England schools serving 68,000+ pupils.

Our parishes are divided into four archdeaconries, each served by a bishop, an archdeacon and an area team. The area teams, made up of clergy and laity, provide support to parishes in everything from Development Fund applications to clergy recruitment, training and pastoral guidance. Area teams are the key link between the diocese and our parishes and communities, and we are proud of their energy and commitment.

An important part of this work in the last year has been the response to Bishop Steven's call for a greater focus on children, young people and families, as well as working alongside churches who would like to grow their congregations in other ways. In addition to this, our mission for creation care is interwoven with our work to reach net zero carbon.

Good news arrived in October with the latest church attendance figures showing an increase in all-age attendance of 2.7%, after a significant post-pandemic reduction. Smaller churches saw the strongest increases, and adding services boosted attendance by an average of 12 people per week.

CHILDREN, YOUNG PEOPLE AND FAMILIES (CYPF)

Over the past year, inspired by Diocesan Synod's enthusiasm for our renewed vision for this ministry, our discipleship enablers have worked alongside deaneries, individual parishes and benefices to discern how this ministry will work in practice.

The discipleship enablers worked to equip and support volunteers to realise the plans, and visited deanery synods, chapters and small groups, speaking to area deans, lay chairs and children's ministry volunteers. The discernment process encouraged pooling of resources and will, we hope, facilitate solutions which involve cross-parish and cross-benefice working.

Part of this new envisioning will be carried out by children, youth and family ministers employed by our churches. The Discipleship Enabler team support the professional development of children, youth and families ministers where they exist. Where volunteers lead on the provision, the team empower and train the ministers to upskill their helpers. Access to Youth Work Essentials courses provide a vital tool in this work.

77%
of Development
Fund monies went
to CYPF projects in
the last year

Come and See, our warm welcome to all for Lent, was reshaped in 2024 to include bespoke content for children and young people, working with our chaplains to create films and talking points. We offer training for the schools' Space Makers kit, which continues to be well-received.

Taking time out

Young people across the diocese enjoyed time together at our diocesan weekend away, as well as the life-affirming Taizé retreat. Young people who start out as strangers come together as a community, often through the joy of sung worship, and create their own community.

Community is at the heart of the YouShape project which was trialled in Aylesbury last year, where young adults committed to a practice of regular prayer, Bible study and fellowship. Two more YouShape communities are being planned for the year ahead.



Rowan Lake

"I have no greater joy than to hear that my children are walking in the truth."

3 John 1:4



Kathryn Aboud

Emma: "Taizé gives you space and opportunities to think about things that you don't get the opportunity to think about in normal life. It gives you the time and space to process different parts of your faith that you otherwise wouldn't."

Libby: "As I went through the week I started to like the services more and more and get them more, and meet with God more and just appreciate God being in the stillness as well as in the loudness and the more upbeat worship."

GROWING NEW CONGREGATIONS

Emma Thompson



“For where two or three are gathered in my name, there am I among them.”

Matthew 18:20

Our seven resourcing hubs across the diocese continue to resource their local deaneries and the wider diocese, drawing on their unique strengths and individuality to contribute to the establishment of new faith communities across diverse contexts.

In 2024, this ministry has been consolidated and distinct areas of mission identified for each hub, bridging a range of mission priorities.

- St Frideswide, Water Eaton reaches out through its community-organising initiatives like Tea and Toast and Soup for the Soul, which emerge from the Community Larder initiative.

- Community outreach is the focus of St Mary's, Bletchley, where they are committed to meeting the needs of local communities through service and community engagement.
- Intercultural mission sits at the heart of St Paul's, Slough, where it is used to grow in diverse contexts.
- St Andrew's, High Wycombe serves as a model for growing missional communities, in smaller or revitalising contexts.
- The new Berkshire Hong Kongers Hub spans several deaneries and is a vital link for the diocese to this community in developing leaders and fostering new congregations. In April, a Cantonese-speaking Associate Minister joined the Hong Kongers Community Enabler already in post.
- One of two diocese-funded resource hubs, Aylesbury NARNiA, serves a diverse area with parts of deprivation as well as a new housing estate, resourcing new worshipping communities like a canal barge outreach and a community garden.
- St Mary's, Cogges supports local church growth as a learning community which meets regularly.

The Revd Sue Hughes said: “Getting to know our Creator, who is by definition the maker and fixer, is best done by rolling up your sleeves and nailing, painting, fixing and cutting with others.” Sue is part of a missional community, born out of St Mary's, Princes Risborough, which meets monthly to share in their projects, fellowship, tea and cake. Christmas time saw the group collaborate to create a recycled-pallet Christmas tree.

Recent successes include a youth camp attended by more than 100 young people in Wycombe Deanery last May and the establishment of the Estates Ministry Network, which brings together those ministering to people living on estates where more than 500 of the houses can be described as social housing. The network launched with a conference where keynote speakers brought their experience of estate ministry, and now meets regularly to share best practice and fellowship.

Our Chaplain among Deaf People, the Revd Hannah Lewis, is working with St Michael's, Aston Clinton to establish a new British Sign Language Deaf Church with a regular service.

EVERYDAY FAITH

As the people of God, we are chosen, called and then commissioned to follow Christ. Discipleship is at the very heart of this calling, of who we are and how we live. Our Mission and Ministry team responds to that calling.

Further work on supporting discipleship included the introduction of an annual Advent course, accessed via the Learning Hub, as well as a podcast recorded by four nuns, Nunbelievable, tackling a different festive theme each episode. The Moving from Pastoral to Spiritual Conversations course was successfully piloted and will be offered as deanery-wide training in the year ahead. This work leads into the creation of year-round resources for churches to use when developing a "discipleship cycle".

A large part of that cycle for 2024 was our *Come and See* Lent course – this year going out to over 3,000 adults and incorporating new resources for younger disciples. The *Come and See* courses are also used throughout the year as courses on our Learning Hub, now in its second year.

Over the past year we have published 12 modules on the Learning Hub, which have been taken up by around 689 people. We know the true number accessing the courses will be higher than this as

many study in groups. Discipleship resources have been broadened with the introduction of national providers who are specialists.

Church attendance
up by
2.7%



Rowan Lake



Mike Morris

"We see our work as planting seeds, nurturing seeds and building relationships. These help children to find their spiritual side and hopefully that will nurture

and grow and make them want to explore faith as they get older. It is important the church is involved in the life of our schools, which are at the heart of communities.

"With the class work, you never know what you are going to get, or the questions you will be asked, but the engagement is always there."

The Revd Mike Morris

Mike Morris is part of the ministry team at Watling Valley parish in Milton Keynes, one of the largest parishes in the country. They serve 17 primary schools and three secondary schools, offering assemblies and class sessions on a range of topics like sacrifice, the divinity of Jesus, the importance of Jesus being human.

ENVIRONMENTAL ACTION

1 Gold

47 Silver

79 Bronze

120 registered



247 of our churches (30%) are registered with Eco Church. Churches have reduced CO₂ emissions by 15% since 2019.

“The earth is the Lord’s and all that is in it, the world, and those who live in it.”

Psalm 24:1

Benson Eco Group



“Our work has been recognised with the A Rocha Eco Church silver award, joining a select number of only 47 other parish churches in the diocese with this status.

This award recognises the steps the church has taken to care for our church buildings and churchyard in a more sustainable way, to value the world around us in our worship and lifestyle, and to engage with our local community in taking practical actions to improve our environment.”

Father Patrick Gilday
Rector of St Helen’s, Benson

2024 marked the first year of our net zero programme to carry out the £10m retrofit work to vicarages agreed by Diocesan Synod. Churches have also had their part to play, reducing their CO₂ emissions by 15% since 2019.

For the first 12 months those works have included the installation of 9 heat pumps, 11 solar panel installations, 17 properties insulated, 9 sets of windows replaced and works to improve air tightness and therefore heat-pump efficiency.

Last summer we celebrated our first gold Eco Church, St John and St Stephen’s in Reading, as well as reaching, and surpassing, the 40 milestone for silver Eco Churches. Additionally, thanks to those who completed the Energy Footprint Tool, we know 39% of our churches are currently on a renewable energy tariff – a huge increase on last year.

We have also had some funding successes, with three churches in the diocese making use of national boiler-hardship funding, taking a share of £84K to replace failed oil and gas boilers. As a diocese we also launched the “quick wins” funding stream last year, so far granting smaller amounts to 15 churches for measures like LED lights.

The energy audit programme continues, with another 50 churches having undergone the audit. Of all those audited to date, 20 have pledged to take energy-saving and decarbonised heating measures further, and 10 churches have been awarded £15K each to support these preparation works.

Creation care and community

During Creationtide we held a joint service with our link diocese, Växjö, and more than 50 people attended to thank God for his gift of creation. Our Greenshoots network is thriving, with an almost 30% increase in membership, meaning 90 people are now engaged in the group.

Action on churchyard biodiversity is also encouraged, with the team working alongside churches to put into place plans to create space for wildlife in their green areas.

POVERTY AND INEQUALITY

The announcement of a snap election in July 2024 was an opportunity for churches to engage with their communities by hosting hustings. In fact, 24 of the 26 constituencies in our diocese held a church-led or church-supported event.

We curated resources from external sources, and created our own, to provide churches with a one-stop shop for information on how to get involved. This included training and information webinars, and the diocese became a Voter Registration Advocate with Citizens UK.

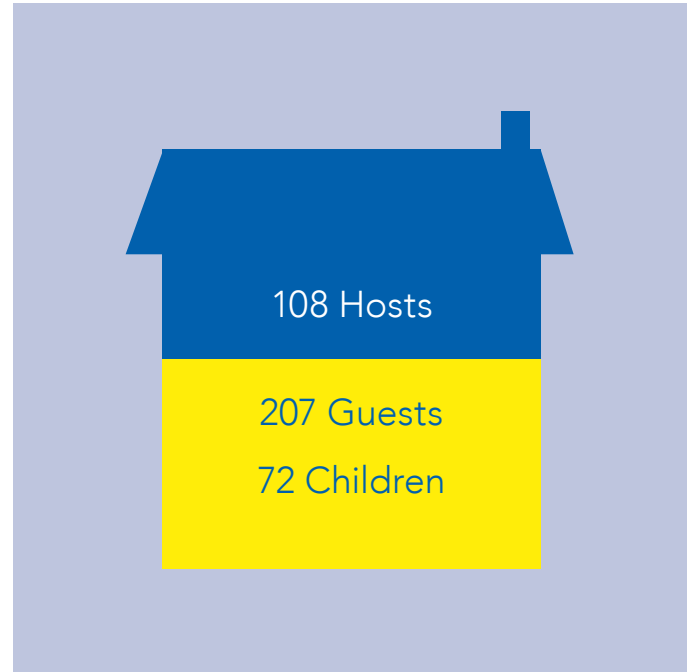
Citizens Alliances launched in 2023 in Oxford and Reading. In 2024, asylum seekers in Oxford were given free bus passes thanks to campaigning by the Oxford Citizens group and their supporters. The Reading alliance held a community meeting recently which secured commitments from other community organisations in the city.

Evolving support

The benefits provided by the Homes for Ukraine scheme have evolved as the conflict has developed. While the Homes for Ukraine scheme closed in June, having supported 207 Ukrainian guests, other support continues, like the conversational café in Greyfriars, Reading, where visitors share language and food, or the Summertown Friendship Centre which has become a hub for resources and community gathering.

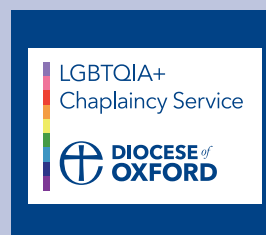
In a similar way, the Warm Spaces project in many churches has become an opportunity for people to get together for fellowship, prayer and peer support.

The LGBTQIA+ Network welcomed five new chaplains and thanked two who stepped down. The network has become part of the Dioceses LGBTQIA+ Leaders Network (a national network of Church of England LGBTQIA+ chaplaincies and advisers). Between them, our chaplains offered 14 sessions as well as being a presence at a number of Pride events.



“Learn to do good; seek justice, rescue the oppressed, defend the orphan, plead for the widow.”

Isaiah 1:17



The chaplaincy aims to support anyone LGBTQIA+ or anyone who is looking for a safe space to discuss faith, gender, sexuality and identity. All chaplains

are committed to providing a non-judgmental space, listening support, and prayer if asked for. The chaplaincy service also signposts people to other organisations or resources as appropriate to each individual. Over recent years chaplains have spoken, for example, to clergy who have appreciated opportunities to reflect with people outside of their parishes, individuals exploring their own identities and faith, as well as those whose experiences have been painful.

MISSION AND MINISTRY

Our Vocations team work alongside a team of volunteer vocations advisers who journey with those who are exploring what God is calling them to and the kind of ministry which is best suited to their gifts.

In 2024 we ordained 18 deacons and 21 priests

In the last academic year, from September 2023 to July 2024, our bishops sponsored 24 people to go forward for national discernment for ordained ministry. This is a 60% increase on the previous year as figures continue to recover from the pandemic years. Of those who went to the stage two discernment panel, 14 were female and 10 male, while 17% were UKME and 17% under 32.

Last September, 20 ordinands answered their call and began training for ministry. To make this step easier for Christians who are no longer working and have time to give, we have created the Ordained Assistant Ministry Scheme, offered in partnership with Ripon College Cuddesdon. The new pathway enables mature Christians with substantial life and faith experience to train for ordained assistant ministry in two years, while undertaking the shared discernment process alongside their first year of this training. This enables those



Emma Thompson

wishing to offer themselves for ordained ministry later in life to spend more of the time they have to offer in ministry, following a reduced but appropriately robust period of discernment and training.

We currently have 54 candidates working with a Director of Ordinands, of whom 52% are female and 48% male.

Ministry training

Our team worked with 121 curates across 110 benefices supporting their continued learning. Alongside this, 53 training days and workshops were organised.

The Learning Hub has become the primary resource for Licensed Lay Minister (LLM) training, alongside sessions which benefit from face-to-face tuition such as funeral services and communion by extension. We currently have 11 LLMs in training and ongoing discernment.

The Continuing Ministerial Development (CMD) team was reorganised in 2023, and a regular CMD newsletter was relaunched. This has been very well received by clergy, who are offered advance bookings for courses, and take-up has been high. Clergy grants and sabbatical grants have shown growth.

In response to clergy requests for information and guidance around Living in Love and Faith and the Prayers of Love and Faith, whatever their views, the



"If I could only use one word to describe my view of ordained ministry six months after being ordained Deacon, the word would be 'surprising'.

"I feel like every day since ordination has surprised me in various ways: my own view, my own reactions, my own thoughts, other people's reactions, others' comments, and others' views. I've been surprised by little niche areas of ministry or legalities of life events (funerals, weddings, baptisms). But mostly I have been surprised by the intensity, the unexpected weight of responsibility, the emotional load and the immense privilege of sharing life with fellow humans as an ordained minister."

The Revd Emma Firth

Emma Thompson



Mission and Ministry team hosted workshops for clergy to contemplate the proposals in depth. The sessions were immensely popular and were repeated five times to meet with demand.

Generous Giving

Generous Giving support helps churches to nurture a culture of giving and generosity. The practical support on offer ranges from advice on capital fundraising to administering contactless devices and the Parish Giving Scheme (PGS).

**£9.1m donated
to churches
through Parish
Giving Scheme**

Over 150 parishes were supported in 2024, with the most common topics remaining contactless giving, regular giving and capital fundraising. The ongoing growth of the PGS is a testament to parishes' continued efforts to ensure long-term sustainable financing.

In 2024 the average monthly gift through PGS (before Gift Aid) was £90.21, while a total (including Gift Aid) of £9.13m was donated to Diocese of Oxford churches through the scheme.

Other highlights during the year included our annual fundraising training event, 20 churches being helped to install contactless giving through the diocesan loan-to-



buy scheme, and the launch of our new six-week small-group study course on generosity.



An evening discussing end-of-life planning brought more than 50 people into All Saints, Wokingham. The event was held in partnership with local solicitors and funeral directors with the aim of providing information for the community and an opportunity to chat through what can often be a tricky subject.

"We gave out lots of information and had some really fruitful conversations, but it is very difficult to tell what the long-term effects and benefits to legacies might be. It was also an excellent example of how we are a church that engages with the community in many different ways."

Anne King, PCC Treasurer

FINANCE

We spent £33m in 2024. This was funded by donations from the church community and income from other sources. We are committed to making sure our income is used efficiently, effectively and responsibly, so we make every pound count.

We welcomed Andrew Green as our new Director of Finance in September 2024.

We thank all parishes who contribute the requested Parish Share, and in 2024 we achieved 93.7% of this ask. We appreciate the commitment of parishes to support the work of the diocese. More was spent on stipends, National Insurance, pensions and clergy housing (£19.3m) than was received in Parish Share (£18.6m)

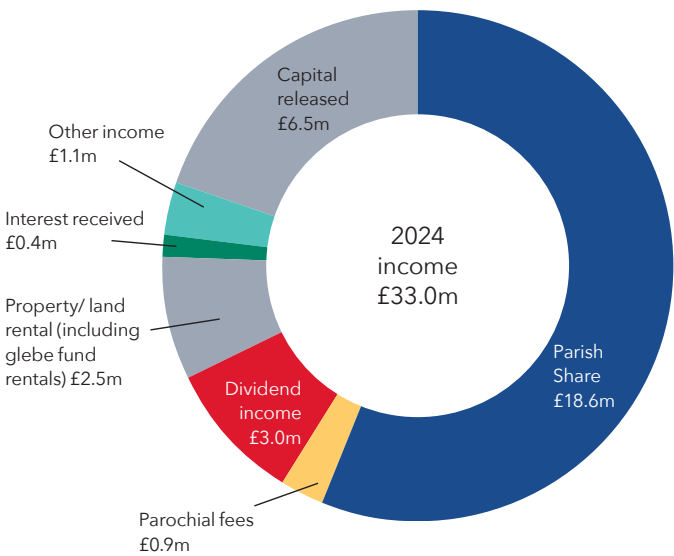
Increased costs of work to vicarages were offset by savings from a higher-than-average level of clergy vacancies.



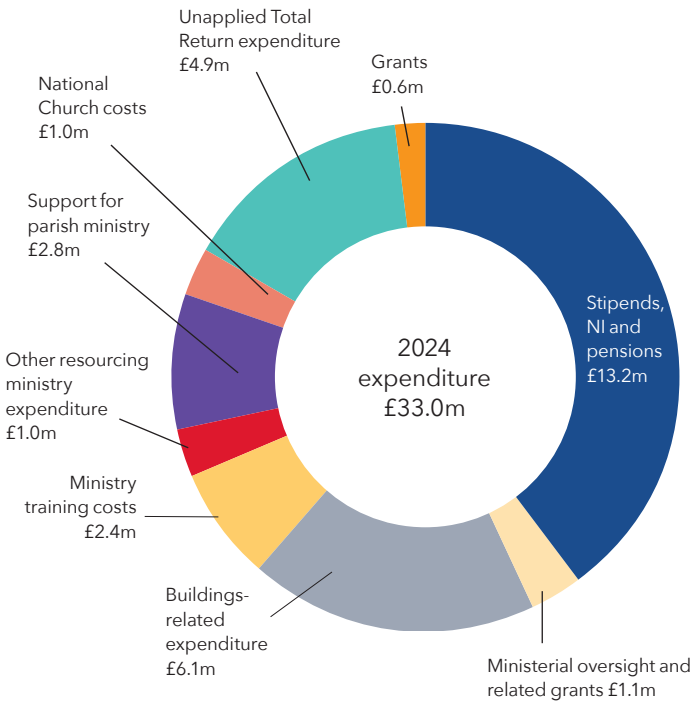
Joshua Tomnson

Our Finance team maintain active relationships with deanery and PCC treasurers, and provide a full accounting service in respect of the Oxford Diocesan Board of Finance, and Oxford Diocesan Board of Education and Diocesan Trustees (Oxford) Ltd.

Income



Expenditure



Apportioned into the above are the following support costs: Secretariat (£247k), Finance (£426k), HR (£410k), Governance (£230k), IT (£305k), Church House (£358k). Charts are based on the 2024 Management Accounts.

DEVELOPMENT FUND

In 2024, the Development Fund made its 250th award, bringing the total funding distributed to just over £4.6m. Thirty-seven awards totalling £692,000 were made in 2024.

Extending reach

An extension to the hours of the children and families' worker at Ruscombe and Twyford church has allowed them to increase the reach of this area of ministry in their local community.

In her first 18 months, Philippa reinstated and developed family outreach which had been started by her predecessor. This includes the tots group, the monthly family service, expanding the Trailblazers group to meet on four Sundays a month. Thanks to the grant, a Messy Church service was added to this outreach, helping the church to "go in to the community, rather than the community having to come to us".

Feeding the hungry

St Mark's Meals in Milton Keynes received help to find new premises for the project which feeds hundreds of school children across the city.

The Revd Paul Oxley, of St Mark's, said: "This place will enable the office team to work alongside the practical team in the warehouse. School children and college children can come along and volunteer packing boxes, and this space enables us to do this much better.

"It's also a space where we can meet others and build our advocacy work. We know the things which keep children in poverty, from now into adulthood – what if we could reverse these trends and attack these issues?"

Messy beginnings

Support for the launch of a new Messy Church at St Mary's, Iffley, has enabled the team to reach a new part of the community. Families were invited to Rose Hill Community Centre for the first of six sessions planned for 2025, and 35 people were welcomed at the launch service. Of those, 83% were new to church.

Looking ahead, it is hoped the Messy Church will not only bring a new generation into church, it will also empower existing members of the congregation to use their gifts in support of the initiative.



Small grant, big impact

A performance of *The Lion, The Witch and the Wardrobe* at Dorchester Abbey inspired children from four primary schools who worked with Christian theatre group Opera Brava to rehearse and then perform the show.

As well as being a great experience for the 101 children who took part, the project has helped to develop the church's links with the schools and their families. The team are now looking at the potential for similar events in the future, to use a mission tool rather than a simple fundraiser.

SUPPORT TO DIOCESES

In July 2024 Bishop's Council determined that the five dioceses which should benefit from receipt of £60,000 each for five years, to demonstrate support for the least resourced dioceses, are Birmingham, Canterbury, Liverpool, Manchester and Newcastle.

The Rt Revd Dr Helen-Ann Hartley, Bishop of Newcastle, said: "Oxford's support has helped us to develop our presence in a part of south-east Northumberland, one of the most deprived areas of our diocese. As a result, we are beginning to see the life-giving value of intergenerational relationships across schools, churches and communities.

"It has provided opportunities for reflecting on mission and ministry and we are grateful for this expression of the fellowship we share."

HUMAN RESOURCES (HR)

Our HR team contributes to every aspect of our work at Church House and across the diocese, promoting and helping to build a culture of fairness, accountability and mutual respect which sets our common vision at its heart.

The team leads on equality, diversity and inclusion and supports Development Fund bids. HR manages payroll for clergy and staff and oversees the Ministerial Development Review scheme, Authorised Listener scheme and conflict-transformation resources.

New for 2024, the department launched Working Positively Together to foster healthy working relationships in ministry and employment. Rooted in dignity, respect, equality, diversity and inclusion, our culture is supported by robust policies and initiatives. We embrace conflict transformation as a means to strengthen relationships and trust.

Key initiatives include the LGBTQIA+ Chaplaincy Service and the Authorised Listener scheme, offering safe spaces for sharing experiences and being heard.

We also introduced a new wellbeing scheme for staff in Church House and our area offices, which offers staff access to an occupational health referral service, preventative care and mental health resources. Staff are able to download the NHS-backed Thrive app. They also now have access to a pension salary exchange scheme, benefitting in a reduction of the amount of tax and National Insurance which they pay.

The Staff Representatives group, made up of volunteers from ODBF and ODBE, provides a mutual dialogue

between the senior leadership, HR and the staff body, seeking jointly to promote a healthy and positive culture intentionally.

The HR team have supported training for the Ministerial Development Reviews, which was well-received, and shared their expertise with churchwardens and curates during their training. Parishes can call on their knowledge for support with volunteer management and general HR practice, as well as changes in legislation. For example, following the introduction of the Employment Rights Bill last year the Parish HR Toolkit was updated and those who needed support signposted to the templates available.

A key piece of work in 2024 was supporting the project of the national data team to transition to the National Register for Clergy. Our team worked hard to ensure the veracity of the data input into the register, which also aids the work of our diocesan Safeguarding team.

Martha Weatherill



Ministry for children, families and young people was expanded at Cowley St John Church in Oxford thanks to a Development Fund grant. The grant funded both

a children and families' worker (Elisa Gottardi, pictured) and a youth worker in the parish.

"Throughout the process of completing the application, the HR department as well as the children and families team were there to support and advise us. Their knowledge and expertise helped ensure we had considered everything we needed to during the application phase and was a great foundation when we got to the recruitment stage."

The Revd Martha Weatherill



Rowan Lake

SAFEGUARDING

Jesus called us to love God and love one another, and we believe that safeguarding is at the very heart of this gospel message. We want our churches to be welcoming, safe places for all, especially those who are vulnerable.

The safeguarding practices of the Church have come under close scrutiny in the past 12 months, and difficult questions have been asked about the way forward. Our diocesan Safeguarding team work to ensure safeguarding is prioritised across the diocese, through all of the work we do.

Last June, independent auditors INEQE carried out an audit of safeguarding at the diocese, as part of a national programme commissioned by the Archbishops' Council. The report concluded the diocese had a "solid safeguarding foundation delivered by its exceptionally well-led and blended safeguarding team".

It went on to commend our "safeguarding first" philosophy and congratulated our parishes for the sense of optimism it found on the frontline "where talented Parish Safeguarding Officers (PSOs) lead by example" and "collaboration is strong".

We welcomed the recognition of the contribution made by PSOs in churches across the diocese, without whom this audit result and our safeguarding work would not be possible. Work now continues to implement the recommendations made by the report while we continue to ensure safeguarding remains a priority for all in their day-to-day roles.

The 635 parish safeguarding officers are supported through monthly drop-in sessions as well as a regular newsletter detailing best practice and training opportunities.

As a diocese we are also working actively with survivors of church abuse, and have formed the Oxford Survivor Group. The group, which is made up of people who have experienced abuse within a church context, informs the development of survivor support, care and engagement in the diocese.

One of the initiatives which the survivor group helped to bring about was the Diocese of Oxford Chaplaincy for Survivors, which provides pastoral and spiritual care for those affected by abuse. The chaplains are trained and professionally supervised to offer formal support for survivors who would benefit from it.

Emma Thompson



"Being a Parish Safeguarding Officer is important because your role is to protect and keep safe every single person in your churches and parishes. Through good safeguarding work, we demonstrate that we are taking seriously the right of every person to feel equally safe, equally loved, valued and protected by their parish church, just as Jesus loved and valued all the people he met in his life. It is quite an honour and privilege to have the ability and tools to do that, through the support and training of the diocesan and national safeguarding teams."

Claire, PSO

EQUALITY, DIVERSITY AND INCLUSION (EDI)

We believe the church community is only complete when all are welcome. Our EDI advisors (e.g. on disability, racial justice, deafness, social justice) are champions for inclusion, supporting individuals to be part of every church family and working with parishes to ensure everyone is equally valued.

At the centre of the advisors' work is raising awareness of the issues and delivering training for new staff and clergy. Our advisors for disability and racial justice provide training for spiritual directors and as part of ongoing curate development. Both were involved in the recruitment for the Bishop of Buckingham as the post holds an EDI brief. They also support theological education institutions on the national stage, progressing their disability theology awareness, racial justice work and delivering racial bias workshops.

When the UK Minority Ethnic (UKME) Chapter was established in the diocese it was the first of its kind. Three years on, it remains the trailblazer for UKME clergy and Licensed Lay Ministers in the diocese. The Racial Justice Adviser is currently supporting the Dioceses of Chelmsford and Bristol to develop similar groups. During the tenure of the outgoing Chapter Dean, the Revd Janet Binns, the representation of UKME in clergy and senior roles has increased dramatically.

The diocese secured funding from the national Racial Justice Unit for Being Built Together (Southwest Region): Minority Ethnic Vocations – The Circle of Discipleship, a transformative day of dialogue, learning and worship focused on nurturing UKME vocations and youth discipleship. This was a joint venture with the Diocese of Bristol.

There is greater engagement with parishes requesting training, presentations, advice and guidance on encouraging UKME members to participate in lay leadership and ensuring that their own practices are welcoming.

We have pioneered the creation of a Diversity Hub, bringing together our EDI advisors to better enable sharing support and resources with colleagues across race, disability, deaf culture, gender, sexuality and class. We also offer mutual support, and act as a reference group.

Our Disability Adviser is currently the Chair of the Diocesan Disability Advisers' National Network, and is a member of both the Committee for Ministry of



Phil Cooke

and amongst Deaf and Disabled people and one of its working groups, the Disability Task Group.

Council for the deaf and hard of hearing

The Oxford Diocesan Council for the Deaf (ODCD) works with deaf and hard of hearing people in the diocese to meet their spiritual, social and general needs, and to give them a voice and full participation in church and society.

Our Lead Chaplain, the Revd Hannah Lewis, continues to grow the work among the deaf and hard of hearing through leading worship, pastoral care and support at weddings and funerals. As part of the ODCD's core mission, the council regularly provides worship around the diocese at Reading, Newbury, Oxford, Gerrards Cross and online.

Hannah has worked closely with children at Mary Hare School for the Deaf, teaching religious studies with groups of children across the primary and secondary school communities. She has also taught British Sign Language and deaf awareness to Christ Church Cathedral volunteers to improve access for d/Deaf visitors, and is supporting a parish church with a grant to install a loop system.

COMMUNICATIONS

Telling the stories of the life of the diocese and sharing the good news of the gospel is central to the role of the department. Using our regular publication *Pathways*, our weekly eNews, our website, social media channels, and data analysis, we support our common vision.

Key moments

Rowan Lake



Jane Appleton joined us in October 2024 as our Director of Communications.

The announcement of our two new bishops was a celebration for the whole diocese, and the subsequent events were

supported by the team with photography, media liaison and publications. We celebrated and publicised their consecration, installation and welcome services in Berkshire and Buckinghamshire.

Despite the unexpected announcement of a General Election in 2024, we were prepared with a raft of resources ready to go. We developed a webpage with links to all relevant information for parishes to get involved.

A new approach to our Lent course, *Come and See*, added tailored content for children and young people, including their voices in the accompanying films. This also led to the launch of our TikTok channel, which is gaining popularity with content from the *Come and See* course and behind-the-scenes snippets of life in the diocese. Preparing content for *Come and See* included three shoot days, 23 videos filmed and edited, 40 audio sessions recorded and edited, 55 emails compiled and 10 weeks of social media content created.

We also provided visual and editorial storytelling at key diocesan events like the retirement of Bishop Olivia, the honorary canons service, Chrism Mass and the Oxford Interfaith Vigil.

We produced three editions of *Pathways*, two with special themes celebrating the 30th anniversary of the ordination of women and the contribution of young people. Our weekly eNews is received by over 5,000 people each week, sharing the news of the diocese.

Media coverage

Bishop Steven's profile in the House of Lords, speaking on the Online Safety Bill and artificial intelligence, has led to some national media coverage. We responded to the Makin Review and subsequent resignation of the Archbishop of Canterbury with interviews and statements issued on safeguarding and the response of the diocese.

Our bishops were featured in local print and broadcast outlets during the Christmas and Easter seasons, sharing their good news messages.

Grassroots stories from our parishes are always well received, with everything from champing (church camping) to zip-wiring teddy bears to solar panels on a school roof generating coverage. As ever, we are on hand seven days a week to offer advice and counsel to parishes and clergy dealing with challenging issues and how to communicate them to their congregations and the wider public.

Data analysis

Summer saw the launch of our parish dashboards, bringing together a range of data collected by the diocese and nationally to give churches another tool for discerning their community needs. Our Data Analyst, Dr Bev Botting, has drawn together data from the Statistics for Mission and Return of Parish Finance surveys as well as census data to create a detailed picture of the make-up of each of our parishes.

This information provides clergy and PCCs with a valuable contribution to missional discernment of how God is moving. The dashboards provide a point of comparison for PCCs in analysing the community around them and whether their church family reflects that. The insights gathered should inform each church's future priorities and prompt discussions with our parish development advisers, discipleship enablers or our racial justice adviser.

EDUCATION

The Oxford Diocesan Board of Education (ODBE) is home to 284 schools across nine local authorities and works with over 20 Multi Academy Trusts which have church school members.



Ronan Lake

As a non-maintaining authority, we are uniquely placed to walk alongside school leaders, supporting them in their work, which enables their schools and communities to flourish. Working with such a large family of schools and trusts founded on the Christian principles of service and generosity, we always seek to embody ODBE's values to be contemplative, compassionate, courageous and collaborative.

Our Property and School Adviser teams provide support services to schools to assist them in delivering the best possible outcomes. Our services range from offering extensive training opportunities to appointing approximately 1,000 governors, advising on admission policies, organising independent admission appeals, assisting the site trustees with property matters and organising building work at Voluntary Aided Schools and academies. Building work ranges from small maintenance projects to large-scale extensions and refurbishments. Each full-time school adviser works with around 60 schools, offering support that includes expert advice around vision and ethos, spirituality, religious education (RE), collective worship, governance and inspection readiness.

SIAMS

SIAMS, the Statutory Inspection of Anglican and Methodist Schools, is a key element in the life of all

church schools in England. Our expert advisers offered training throughout the year to provide school leaders, staff, governors and trustees with the knowledge and skills to uphold the Christian vision of their schools. There were 47 SIAMS inspections in the diocese during the academic year 2023/24.

RE update

All schools in England are required by law to teach RE to all pupils. In Church of England schools, RE is a core subject and has a high priority. The SIAMS inspection framework looks specifically at the curriculum for RE, and almost all schools in the diocese are judged to be delivering high-quality RE.

Emphasis is placed upon the teaching of Christianity as a global world faith, using core theological concepts such as God, incarnation and salvation. Judaism, Islam, Hinduism, Sikhism, Buddhism and humanism, as well as other worldviews, are taught according to the requirements of locally-agreed syllabuses, or other local factors.

Across the ODBE team, advisers work to keep schools up to date with developments in RE, offering two schemes of work, bespoke support for curriculum development, regular newsletters and a range of training opportunities, including regular networking.

Leavers' service

Our leavers' service returned last year, for children moving on from their primary and middle schools to come together for a celebration of their school years. More than 600 children from across the diocese attended this joyful occasion at Christ Church Cathedral to reflect on the past and contemplate the journey they were about to make as they moved on to a new school and new challenges. Our aim was to affirm that they are, and will continue to be, loved, accepted and valued as children of God.

Governance

Good school governance is dependent on having the right people appointed as governors and directors of our schools and academy trusts. Following Covid, there had been a dip in the number of volunteers, and the vacancy rate for Foundation Governors across our schools had risen to 28%. Consequently, efforts have been made to increase the numbers with the launch of an ongoing governor-recruitment campaign. To ensure that governors are skilled to carry out their activities, attendance at an online induction training course is now compulsory for all new and reappointed governors; this is being offered free of charge.

Premises team

In September St Edburg's Primary School in Bicester opened a second site to house Foundation and Key Stage 1 pupils as it expanded to admit 90 pupils per year across two sites to serve the new Kingsmere development. The new building, costing £12m, was project-managed by the ODBE Premises team. It has been constructed to the latest environmental standards and is fully heated with electricity to avoid the need for fossil fuel options. As increased pupil numbers move through the school it will become one of the largest primary schools in the diocese.

In March contractors commenced work to construct the new St Nicholas School in Wallingford. It is moving sites and expanding to become a full primary school. This project has been under discussion for over 12 years so it is great to see it begin.

We continue to prioritise carbon-zero work, but working within the confines of securing additional government funding to replace fossil-fuel boilers. We are very



Roman Lake

pleased to have secured £780K to remove gas/oil-fired boilers in Churchmead Secondary School, St Peter's Primary School in Burnham and St Mary's Junior School in Shinfield, and the work has now been completed. From our existing resources we continue to take steps to minimise energy usage, including the installation of solar panels, LED lighting and insulating measures.

New Space Makers project

Seven schools have taken part in a pilot project offering Space Maker retreat days at Ripon College Cuddesdon, thanks to a Bayne Benefaction grant.

The days combine a number of different resources but are structured overall around the exercises and dynamic of the diocesan Space Maker resource. Having settled into the space, pupils begin with a Stilling exercise, followed by Noticing, in which they are encouraged in a symbolic act to call to mind areas of Ignatian "Desolation" and "Consolation" in their lives. This is followed by an experience of profound "Godly Play" immersive storytelling of passages from the Bible, before lunch and time to run around. Mending, using BeSpace resources, follows lunch and the day ends with a brief Blessing practice, akin to "Wild Worship", in the Cuddesdon outdoor chapel.

Designed to be highly inclusive but distinctively Christian, the feedback from pupils and staff has been extremely positive, with around two-thirds of the pupils asking to help lead future retreat days in the coming years.

WORLD MISSION

In a world of growing conflict and challenge, friendships and relationships across cultures and faith are all the more important. This year we have built on these important links around the world, exchanging culture and shared experiences. Our link committees meet regularly online for fellowship, friendship and faith.

2024 was a historic year for our World Mission work, as we launched the fourth link diocese with the Diocese of Jamaica and the Cayman Islands.

The new link was proposed by Archbishop Howard Gregory, diocesan Bishop of Jamaica and the Cayman Islands and Primate of the Church of the West Indies, following his visit to the Diocese of Oxford as part of the Windrush Commemorations in 2023.

As part of the move towards the partnership, two of our clergy spent two weeks in Jamaica around Holy Week and Easter 2024. Having been placed in parishes for Holy Week and Easter, they then attended the synod where the Diocese of Jamaica and the Cayman Islands agreed to the partnership. Shortly afterwards the diocese celebrated its 200-year anniversary, which we joined online.

Together, we are exploring areas of mission, including the role of young people in the church, racial justice and our shared history, and the importance of caring for the environment and tackling climate change. Archbishop Howard was one of the keynote speakers at our clergy conference in 2025.

Kimberley and Kuruman

Summer last year saw four young people arrive from Kimberley and Kuruman to experience life in the diocese and learn how we are taking action in key areas for the link, like the environment, gender-based violence and community resilience. Friendships were made and relationships built upon.

Activities included a Space Makers retreat with other young adults, visiting parishes in all four archdeaconries and enjoying time with parishioners. There were also trips to London, where they were the guests of the Anglican Alliance and Westminster Abbey.

A few months later, four young people from our diocese made a return visit to South Africa, sharing faith, culture and new adventures. Their time was spent looking at the priorities identified by the summit in 2023 and included visiting various schools, churches and community initiatives. Their visit took in the rural nature of the area, with a trip to see a farm and speak to tribal chiefs.



Diocese of Jamaica and Cayman Islands

Alongside the exchange visits, we jointly took part in 16 days of activism against gender-based violence, promoting a prayer video in partnership with the Diocese of Kimberley and Kuruman.

Deepening friendships

Following Bishop Gavin's visit in 2023, a group from Nandyal were welcomed to the diocese in October 2024. Two members of Nandyal's education team visited schools in Mortimer and the wider diocese.

In the summer the annual curate training day was held with clergy from Växjö. A mutual learning opportunity for clergy from both dioceses, our visitors from Sweden experienced the breadth of the Church of England, including everything from history to social justice, to young people and gender.

We showcased the diverse cultures of our link dioceses over the festive season with a series of films sharing the differences and similarities between our Advent and Christmas celebrations. Churches around the diocese were also invited to Embrace the Middle East's Advent vigils, with the theme Longing for the light.

INTERFAITH RELATIONS

Peace remained a constant theme of our interfaith work this year as we built on relationships and strengthened our links with local faith communities.

A vigil for peace, remembrance and unity was held in October to mark the last day of peace in Israel and Gaza. The service was led by the Bishop of Oxford and Imam Monawar Hussain, founder of The Oxford Foundation, as co-chairs of the Oxfordshire Civic, Community and Faith Leaders' Group.

Oxford's diverse communities came together to hear prayers and participate in a two-minute silence. Representatives from several faiths shared prayers and readings calling for peace and unity throughout the world and particularly in the Middle East. They were joined by civic leaders, representatives from academia and the Vice Lord-Lieutenant of Oxfordshire.

Speaking at the time, Imam Monawar said: "We come together at a moment of war and appalling human suffering, pain and injury in the Middle East and beyond. We hold in our thoughts and prayers those who have lost their lives, the grieving, the injured, the vulnerable and the fragile."

Engagement conference

In November 2024 we held the first diocesan Presence and Engagement Conference at St Mary's, Slough, with the Rector of Upton-cum-Chalvey, the Revd Scott Lamb, Dr Richard McCallum from the Centre of Muslim-Christian Studies in Oxford, Siroil Davies from the national Presence and Engagement programme and Archdeacon Jonathan Chaffey.

Lay and ordained members of some of the 97 Presence and Engagement parishes across the diocese attended to hear about the national picture and the principles of interfaith engagement, alongside practical examples of good interfaith relations.

A Presence and Engagement parish is one where the population comprises more than 10% of people of non-Christian faiths.

Calls for peace

Last summer violence spilled onto our streets in protests against immigration and in response to misinformation spread on social media.

In the midst of the unrest, Bishop Steven issued a statement on behalf of the Thames Valley Civic, Community and Faith Leaders' Group. They reiterated their deep commitment to fostering strong friendships, trust and understanding among all communities. The statement went on to urge all fellow citizens of goodwill to continue to reach out to all communities, especially those who may have been feeling vulnerable.

Bishop Olivia joined faith leaders in Berkshire to condemn the lies and misinformation which had triggered the riots. They encouraged all people of faith to extend a hand of friendship and solidarity to their neighbours, adding they were determined to build and maintain communities where everyone felt valued and respected and was given the space to flourish and contribute.



Flowers, home-baked cakes and cards of support were delivered by hand to those affected by the riots last summer. The action was organised by the Oxford Citizens

group, who also put together a letter of support and solidarity which was sent to Oxford mosques. The card also included an invitation to meet and share their experiences and concerns, to develop the relationship between Oxford Citizens and Oxford mosques.

"I wanted to share this as an encouragement of these small acts of community building and solidarity in the wake of events that have shaken so many of us, and been particularly fearful for our Muslim, asylum-seeker and migrant neighbours."

Hannah Ling, Social Justice Adviser

Hannah Ling

PROPERTY

Providing well-maintained, future-proofed and energy-efficient houses for clergy and tenants is a core responsibility of the Property team. Alongside this, more than 4,000 acres of land provide opportunities to create sustainable income for the diocese, while also benefitting local communities.

The current portfolio extends to more than 470 properties, which require an expenditure of around £4m each year. Rental costs, housing allowances, council tax, water rates and buildings insurance are just some of the bills which combine to make this figure. Measures to support decarbonisation are also part of this sum, which provide funding for the replacement of windows and doors, installation of secondary glazing, and the introduction of solar panels and air-source heat pumps.

The drive to improve all houses to a minimum efficiency standard of energy performance certificate C has begun, with the first 50 houses being retrofitted in 2024. Not only will this initiative bring environmental benefits towards our net-zero emissions target, it is also reducing clergy bills, which have increased due to the cost-of-living crisis. A total of £10m is being disbursed over a five-year period.

As a result of this work, half of our work is now at EPC C or above. As the diocese with the largest amount of housing to maintain we are making good progress in this area, from a starting point of no EPC A-rated properties in 2020 to nine by 2024.

We continue to work on long-term projects like social housing opportunities, engaging with local communities and council-planning stakeholders. Also in



Diocese of Oxford

the pipeline are sites for renewable energy projects like solar panels and a second wind turbine for the diocese (the first being in Aylesbury), putting our glebe land to work for sustainable solutions.

Like many within the diocese, the cost-of-living crisis has led to substantial increases in our costs for building work and insurance, utility bills and water rates, which has put significant pressure on our budgets.

The energy performance assessment at a recently-purchased detached vicarage in Sibford Gower highlighted the need for cavity wall insulation and structural support modifications. This assessment, along with the need to convert the garage to a study/meeting room, guided the renovation process. Energy efficiency measures included removing the LPG fireplace, installing cavity wall insulation, updating loft insulation, replacing oil boiler with air source heat pump, installing solar panels and upgrading double-glazed windows to triple-glazed.

The renovation, which was carried out during the vacancy period, resulted in a noticeably warmer home during the winter months. Following a post installation review, the air source heat pump tariff compares favourably to previous energy costs. The EPC rating has also improved from F to B and carbon footprint reduced considerably from 11Tco₂ to 0.52Tco₂.

Chris Mariner, Retrofit Lead

SECRETARIAT

The Secretariat comprises our Church Buildings team, the Development Fund, Governance, and a wide range of the functions supporting the diocese and its parishes. It co-ordinates bidding for grants and, during 2024, £324,447 was secured to support additional capacity in our Church Buildings team, support the development of the Berkshire Hong Kongers Hub and provide grants to parishes to enable net-zero carbon work and minor repairs to church buildings. We are particularly grateful for the support from the Benefact Trust and the Archbishops' Council.

The Secretariat has responsibility for risk management and data protection. It administers Bishop's Council and Diocesan Synod. In 2024 this was a particularly large task, with the reconstitution of Diocesan Synod, to which we welcomed new members. We held an induction event in September in Oxford. We ran elections and appointment processes to fill places on all diocesan boards, councils and committees. This included, following open advertisement, appointing the Revd Andrew Bond to chair our Glebe Committee, the Revd Tim Yates to chair our Buildings Committee, and Matthew Dobbs to chair our Investments Committee. We oversaw elections from deaneries to Diocesan Synod, and to fill places on General Synod, and most recently, the Vacancy-in-See Committee.

We held workshops attended by 122 PCC secretaries during the year, which were well received, and answered numerous PCC governance questions. This has included preparing for a complete electoral roll revision taking place in 2025.

Church buildings

A Church Buildings review was approved by Bishop's Council and Diocesan Synod in 2024. Following an increase in capacity, the team have taken steps towards proactive projects to support parishes using, caring for, and altering their buildings. During the year, the team has fielded over 1,500 requests for authorisation of proposals of earlier stage enquiries. It also handled 13 different pastoral reorganisation matters..

Our strategy recognises the sustained high numbers of churches looking to install new facilities and increase community use and outreach. Alongside that is the additional work in supporting parishes to reach the diocesan net zero target of 2035 while encouraging them to plan ahead for repair works. The diocese has successfully bid to the Buildings for Mission from the Church Commissioners and recently been awarded £177,750 to provide grants for small repairs and improvements to church buildings. This has been awarded to parishes over 2024 and 2025.



"We are delighted that we have managed to achieve such a sensitive and effective conservation and reordering project at St Mary Magdalene, Great Hampden.

"We wanted to be a more welcoming church for the 21st century, offering a place for people to encounter God in their lives. While retaining the character of our historic building, we have created an exciting space for worship, pilgrimage, music and the arts.

"Some of the changes made include upgrading the sound system, lighting the interior of the church, improving the heating and the floor and work on the

plasterwork, stonework, chancel, north aisle space and sanctuary floor.

"None of this would have been possible without the support of the Church Buildings team and the DAC. They gave of their time and expertise, supporting us in navigating the listed building heritage and conservation rules, while remaining true to our vision. Working on this project inspired me to join the DAC myself!

"A great team at the church managed the project and the fundraising. We received a significant grant from the Development Fund towards our visual system, and from the The National Lottery Heritage Fund for redecoration."

The Revd Deiniol Heywood

BISHOP'S COUNCIL

Bishop's Council is responsible for considering matters of policy, advising the diocesan bishop and determining how matters should be taken forward to the Diocesan Synod. It is the standing committee of the Diocesan Synod and the board of directors of the Diocesan Board

of Finance. It is made up of lay and clerical members of parishes, elected by archdeaconry, plus ex-officio members. It met on six occasions during the year (including an all-day meeting) and most of the activity within this Review comes within its remit.

DT(O)L

Diocesan Trustees (Oxford) Ltd is the diocesan authority that acts as custodian trustee to hold property on behalf of PCCs and other ecclesiastical charities. The management of all trusts lies with parish trustees. In January 2024 DT(O)L passed the Trusteeship of the Oxford Diocesan Church Schools Uniform Statutory

Trust (CSUST) to the Oxford Diocesan Board of Education. From September 2024 Bishop's Council members automatically become Trustees of DT(O)L to simplify administration and facilitate being responsive to decisions made by PCCs as managing trustees.

BOARD OF PATRONAGE

The Board of Patronage exists to ensure that in clerical appointments where the diocese is the patron, a member of the board will be involved in that appointment. It met twice in 2024 to discuss and progress vacancies for the 49 parishes for which they hold patronage. Members of the board were involved in 13 vacancies, seeing the appointment of five incumbents/clergy, with eight other vacancies still live at the end of the year.

The board is constituted under the provisions of the Patronage (Benefices) Measure 1986. It has five lay and three clerical members, each elected for six years. The present board took office in January 2025, with two new clerical members: the Revd James Dwyer and the Revd Claire Hayns. Thanks go to the Revd Martin Davy, who ceased to serve on the board at this time.



Emma Thompson

TABLE OF COMMITTEES

Committee/Company	Chair	Secretary
Archdeaconry, Mission and Pastoral Committees	Archdeacon	Maggie Metaliaj
Agenda Sub-Committee	Bishop of Oxford	Diocesan Secretary
Appointments Committee	Bishop of Oxford	Diocesan Secretary
Audit	Simon Richards	Andrew Green
Bishop's Council	Bishop of Oxford and Sir Hector Sants	Diocesan Secretary
Board of Patronage	The Revd Dan Heyward	Nigel Edward-Few
Buildings	Tim Yates	Sophie Orme
Closed Churches (CCC)	The Ven Stephen Pullin	Maggie Metaliaj
Common Vision Steering Group	Bishop of Oxford	Janet Rogers
Diocesan Advisory Committee (DAC)	Abigail Lloyd	Liz Kitch
Development Fund Panel	John Sykes	Janet Rogers
DT(O)L	Bishop of Oxford	Diocesan Secretary
Equality, Diversity and Inclusion (EDI)	Bishop of Buckingham	Charnelle Stylianides
Finance	Sir Hector Sants	Andrew Green
Formation for Ministry Oversight Board	Bishop of Dorchester	The Revd Dr Andy Angel
Glebe	The Revd Andrew Bond	Sophie Orme
HR Panel	John Sykes	Charnelle Stylianides
Interfaith (ODCIR)	The Ven Jonathan Chaffey	Abigail Corfield
Investment	Matthew Dodds	Andrew Green
ODBE	Dr Felix Leach	Tony Wilson
ODCD	Nigel Edward-Few	Fiona McNally
Partnership in World Mission (PiWM)	Bishop of Reading	Bishop Henry Scriven
Resourcing Hub Board (RHB)	The Ven Guy Elsmore	Liza Thompson
Safeguarding Panel	Peter Hay CBE	Dr Louise Whitehead
Vacancy in See Committee	The Revd Canon Geoff Bayliss	Diocesan Secretary

Time to grow?

Grow in your everyday faith and become a confident disciple.

Join one of three free learning pathways - there's something for everyone.



Bite-sized learning



Going deeper



Study groups

learn.oxford.anglican.org