Oxford Diocesan Board of Finance

2026 Budget & 5-year projections

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2026 Budget Overview

In the budget document presented at the June 2025 Diocesan Synod I mentioned the changes that were due to be announced from the National Church with the Diocesan Finances Review (DFR) which we anticipated would impact the final budget for 2026. Indeed, in July we were sent new guidance which would have a significant change on our longer-term forecasts as well as impacting the 2026 budget submission.

We remain very grateful to parishes who honour the Parish Share requests and our first priority was to protect parishes from unreasonable increases to Parish Share as a result of these changes which were mainly driven by increases to the recommended National Stipend Benchmark (NSB). Therefore, we kept in place the cap at 4% and the floor at 0% which ensured that the year-on-year increase proposed translates into a 3.1% overall year on year inflation.

The national changes bring significant savings to dioceses, as some of the costs of the national Church are now being taken on by the Church Commissioners. However, this is offset by two factors. The first is that (with the support of a General Synod motion) the National Church recommended not only a current year inflationary increase in stipends but also a catch up relating to prior years where it was noted that stipends increased at below inflation. The increase to both National Minimum Stipend (NMS) and the NSB has been set at 10.7% or April 2026, however practically this meant an increase of 6.85% for those paid at the level of the incumbent's stipend in Oxford Diocese because we have previously paid above the levels of the recommended NSB.

The second impact to the cost base comes from the level of clergy pension contributions which are tied to the NMS and so will increase by 10.7%. Also, pension contributions were previously tied to the previous year's NMS, and it has been decided to move to the current year NMS. This added another 5%, essentially increasing the pension by over 15%. Synod will recall that the current pension contributions are set at 22% of NMS; there is a proposal to reduce these to 21% but this has not been confirmed at this point, so the budget assumes a continuation of 22%. We support a reduction of 1% in the contributions since the scheme has more than adequate reserves to continue to make the appropriate payments and would not be overly adversely affected by the reduction.

The second factor, which hits us particularly hard, is that the apportioned national cost for clergy training (as well as the removal of the married and single ordinands'

grants) is now being replaced by a Ministerial Training Fund (MTF) which is introduced in 2026 and fully charged from 2027. The costs of this are being applied very selectively, with those dioceses that have the largest population and the highest investments being asked to pay substantially more than other dioceses.

All of these changes have been reflected in the budget, leading to a deficit of £205k however we are able to relieve that deficit this year from a relief given by the National Church, a tapered relief which we will receive to a reducing extent over the next nine years. The tapered relief given will be held as a designated fund to enable us to cover the short to medium term deficits and will allow us to maintain reserves at a reasonable level in line with policy. The Finance Committee will give careful consideration in 2026-27 to the longer-term financial trajectory.

The budget also reflects as usual any permanent movements in clergy appointments which impacts both Parish Share and also the stipends payable. I am pleased to note that it is expected that the vacancy levels for incumbents is expected to fall to a more normal run rate by the end of 2025 having had a couple of years of higher than average clergy vacancies.

Mark Humphriss

Diocesan Secretary

October 2025

2026 Final Budget

This paper highlights the changes made to the budget since the presentation in June 2025. This year has seen some larger changes due to the National Church announcements but overall the deficit remained fairly consistent with levels previously stated, now able to be relieved through Tapered Relief.

2026 Parish Share Allocation

Stipendiary Minister posts have fallen by 1.35 FTE to 300.75 with a reduction of 0.6 allocated housing to 307.4 houses and an increase in House for Duty posts of 3 to 57 posts, following consultation with the Archdeacons. The movements are detailed on the Parish Share summary attached in this section.

The savings from the above total £59,829 and £7,580 from the minister posts and housing costs respectively offset by an increase of £37,896 relating to the House for Duty posts.

The overall impact to Parish Share nets down to £28k reduction in expected collection for 2026.

Impacts from the Diocesan Finances Review (DFR)

<u>£'000</u>	2026
Stipend, Er's NIC and Pension impact	(669)
Vote 1 removed	953
Removal of training grants (finish 2026)	173
MTF	(1,346)
Vote 2-5 removed	1,137
Impact of DFR	249

The net impact from DFR is favourable in 2026 but adverse from 2027 onwards.

The above table does not include the Tapered Relief which will be used to achieve a balanced budget in the year.

Changes to the budget are noted here:

Summary of movement since June draft - £'000	<u>Total</u>	<u>DFR</u>	<u>Net</u>
Deficit per draft budget	(288)		(288)
Total Parochial Stipends, NICs & Pensions	(800)	(669)	(131)
Statutory Fees & Other Contributions to Stipends	(7)		(7)
Ministerial Oversight & Grants	(3)		(3)
Total Ministry Training Costs	(191)	(220)	29
Buildings	(14)		(14)
Apportionment of support costs	(3)		(3)
Support for Parish Ministry Total	(7)		(7)
National Church Costs (Votes 2-5)	1,137	1,137	-
Grants Expenditure Total	(2)		(2)
Adjusted Parish Share	(28)		(28)
	(205)	249	(454)
Introduction of tapered relief	205	205	
Revised deficit	-	454	(454)

Of the other changes the main impact is from a revision to the level of vacancies which has reduced from the original assumption earlier in the year leading to more stipend cost. The number of curates is also slightly up on the earlier prediction.

Andrew Green
Director of Finance
October 2025

	Costs £'000	Income £'000	Net £'000	Costs £'000	Income £'000	Net £'000	Costs £'000	Income £'000	Net £'000
Resourcing Ministry & Mission	1 000	1 000	1 000	1 000	1 000	1 000	1 000	1 000	1 000
Parochial Stipends	(10,699)	_	(10,699)	(10,336)	229	(10,107)	(11,174)	_	(11,174)
National Insurance & Apprenticeship Levy	(941)	-	(941)	(1,169)	22	(1,147)	(1,354)	-	(1,354)
Pension Contributions	(2,343) (13,983)	-	(2,343)	(2,115)	36 287	(2,079) (13,333)	(2,433)	-	(2,433) (14,960)
Total Parochial Stipends, NICs & Pensions Parochial Fees	(13,983)	915	915	(13,620)	714	714	(14,960)	755	755
Other Income (Contributions to Stipends)	-	179	179	2	203	205	=	96	96
Glebe Costs/Income	(227)	5,797	5,570	(227)	5,718	5,491	(256)	5,978	5,721
Statutory Fees & Other Contributions to Stipends	(227)	6,891	6,664	(225)	6,634	6,409	(256)	6,829	6,573
Bishops & Archdeacons Office Costs Other Parochial Ministry Costs	(325) (200)	65	(260) (200)	(380) (310)	72	(308) (310)	(394) (350)	68	(326) (350)
Grants to Clergy Bishops Discretionary Funds	(317) (21)	-	(317) (21)	(396) (26)	-	(396) (26)	(435) (21)	-	(435) (21)
Building Grants	(25)	-	(25)	(10)	-	(10)	(25)	-	(25)
Ministerial Oversight & Grants	(887)	65	(822)	(1,122)	72	(1,050)	(1,225)	68	(1,157)
Pre-ordination Costs:-									
National Church - Central Fund for Training M&M: Vocations & DDO	(900) (868)	9	(900) (859)	(900) (725)	10	(900) (715)	(1,298) (580)	10	(1,298) (570)
Ordination & First Appointment Grants	(122)	-	(122)	(123)	-	(123)	(129)	-	(129)
Doct Ordination 9 Lou Ministry Training	(1,891)	9	(1,882)	(1,749)	10	(1,739)	(2,007)	10	(1,997)
Post Ordination & Lay Ministry Training:- Lay Learning	(39)	12	(27)	(41)	9	(32)	(9)	-	(9)
M&M: Formation for Ministry	(483)	-	(483)	(602)	96	(507)	(632)	100	(532)
Total Ministry Training Costs	(2,413)	21	(2,392)	(2,392)	114	(2,278)	(2,649)	110	(2,538)
Buildings Buildings Repairs	(2,142)	_	(2,142)	(2,440)	-	(2,440)	(2,487)	-	(2,487)
Council Tax, Water ,Insurance etc.	(1,693)	-	(1,693)	(1,669)	=	(1,669)	(1,687)	=	(1,687)
Rental Costs & Housing Allowances Staff Costs & Administration	(484) (403)	-	(484) (403)	(508) (494)	-	(508) (494)	(529) (450)	-	(529) (450)
Lettings Costs/Income	(67)	1,071	1,004	(149)	1,559	1,410	(96)	1,400	1,304
Other Buildings Income	(10)	125	(2.602)	(23) (5,282)	122	99	(24)	114	90
Apportionment of support costs (FTE - not including support posts)	(4,799) (949)	1,196	(3,603) (949)	(1,049)	1,682	(1,044)	(1,064)	1,514	(1,064)
Resourcing Ministry & Mission Total	(23,259)	8,174	(15,085)	(23,691)	8,789	(14,897)	(25,428)	8,521	(16,907)
	(23,233)	0,174	(13,003)	(23,031)	0,705	(14,037)	(23,420)	0,321	(10,507)
Support for Parish Ministry	()		(200)	(000)		(000)	(00.0)		(000)
Bishops & Archdeacons Office Costs Mission & Ministry: Management & Support	(325) (296)	65 1	(260) (295)	(380) (291)	72	(308) (291)	(394) (320)	68	(326) (320)
Mission & Ministry: Clergy Conference	(26)	-	(26)	(55)	-	(55)	(200)	-	(270)
Communications DAC	(307) (222)	20 1	(287) (221)	(302) (346)	20 42	(282)	(299) (314)	20	(279) (314)
GG MPC	(87)	-	(87)	(83)	-	(83)	(83)	-	(83)
DTOL/Governance & Projects	(16)	-	(16)	(19)	-	(19)	(16)	-	(16)
Safeguarding Benefact Trust	(540)	137	(540) 137	(483)	8 138	(476) 138	(469)	- 111	(469) 111
Sundry Income	-	74	74	-	241	241	-	278	278
ODBF Admin Apportionment of support costs (FTE - not including support posts)	(119) (892)	197	79 (892)	(152) (978)	227	75 (982)	(85) (1,000)	225	141 (1,000)
Support for Parish Ministry Total	(2,830)	495	(2,335)	(3,089)	748	(2,345)	(2,979)	702	(2,276)
National Church Costs (Votes 2-5)	(1,102)	-	(1,102)	(1,102)		(1,102)	-	-	-
Grants									
Development fund	-	-	-	-	-	-	=	-	-
Board of Education Grant University appointments & Ecumenical Grant	(300) (77)	-	(300) (77)	(300) (78)	-	(300) (78)	(309) (90)	-	(309) (90)
Grants: PACT & ODCD	(102)	-	(102)	(99)	-	(99)	(57)	-	(57)
Partnership in World Mission Other CV Projects	(73)	-	(73)	(54)	-	(54)	(74)	-	(74)
Mutual Support Grants	-	-	-	-	-	-	-	-	-
Apportionment of support costs (FTE - not including support posts)	(57)	-	(57)	(62)	-	(63)	(64)	-	(64)
Grants Expenditure Total Support Costs (Memo Only)	(610)	-	(610)	(593)	-	(594)	(593)	-	(593)
Secretariat	(255)	5	(250)	(262)	5	(257)	(291)	5	(286)
Finance	(398)	-	(398)	(483)	-	(483)	(446)	-	(446)
HR Governance Costs	(396) (266)	-	(396) (266)	(419) (250)	-	(419) (250)	(441) (262)	-	(441) (262)
ICT	(251)	11	(240)	(321)	10	(311)	(331)	11	(320)
Church House Facilities	(358)	10	(348)	(380)	12	(368)	(385)	12	(374)
Support Costs Total	(1,923)	26	(1,897)	(2,115)	27	(2,089)	(2,156)	28	(2,129)
	1,897	-	1,897	2,089	-	2,089	2,156	(28)	2,129
			<u>-</u> _	(27)	27		-	-	
Support Costs (Apportioned to Key Budget Heads)	(26)	26				1			
Support Costs (Apportioned to Key Budget Heads) Parish Share			20.000			20.000			2
Support Costs (Apportioned to Key Budget Heads) Parish Share		20,832 (1,250)	20,832 (1,250)	- -	20,033 (533)	20,832 (1,331)	-	21,420 (1,178)	21,420 (1,178)
Support Costs (Apportioned to Key Budget Heads) Parish Share Parish Share Requested Anticipated Under Collection Prior Year Share Receipts	(26) - - -	20,832 (1,250)	(1,250)	- - -	(533) 36	(1,331) 36	- - -	(1,178)	(1,178)
Support Costs (Apportioned to Key Budget Heads) Parish Share Parish Share Requested Anticipated Under Collection Prior Year Share Receipts Rebates	(26)	20,832 (1,250) - (509)	(1,250) - (509)	- - - -	(533) 36 (425)	(1,331) 36 (425)	- - -	(1,178) - (404)	(1,178)
Support Costs (Apportioned to Key Budget Heads) Parish Share Parish Share Requested Anticipated Under Collection Prior Year Share Receipts Rebates Net Parish Share	(26)	20,832 (1,250)	(1,250) (509) 19,073		(533) 36 (425) 19,111	(1,331) 36 (425) 19,111	-	(1,178) - (404) 19,837	(1,178) - (404) 19,837
Support Costs (Apportioned to Key Budget Heads) Parish Share Parish Share Requested Anticipated Under Collection Prior Year Share Receipts Rebates Net Parish Share Vacancy & Absence Provision	(26)	20,832 (1,250) - (509) 19,073	(1,250) - (509) 19,073 (250)	(287)	(533) 36 (425) 19,111 (9)	(1,331) 36 (425) 19,111 (295)	(250)	(1,178) - (404) 19,837 (16)	(1,178) - (404) 19,837 (266)
Support Costs (Apportioned to Key Budget Heads) Parish Share Parish Share Requested Anticipated Under Collection Prior Year Share Receipts Rebates Net Parish Share Vacancy & Absence Provision Adjusted Parish Share	(26) (250) (250)	20,832 (1,250) - (509) 19,073	(1,250) - (509) 19,073 (250) 18,823	(287) (287)	(533) 36 (425) 19,111 (9) 19,103	(1,331) 36 (425) 19,111 (295) 18,816	(250) (250)	(1,178) - (404) 19,837 (16) 19,821	(1,178) - (404) 19,837 (266) 19,571
Support Costs (Apportioned to Key Budget Heads) Parish Share Parish Share Requested Anticipated Under Collection Prior Year Share Receipts Rebates Net Parish Share Vacancy & Absence Provision	(26)	20,832 (1,250) - (509) 19,073	(1,250) - (509) 19,073 (250)	(287)	(533) 36 (425) 19,111 (9)	(1,331) 36 (425) 19,111 (295)	(250)	(1,178) - (404) 19,837 (16)	(1,178) - (404) 19,837 (266)

5-year projections

The assumptions used to drive both the budget and 5 year forecast are shown below:

Key Assumptions:	2025	2026	2027	2028	2029	2030
Annual increase in Parish Share on prior year	3.10%	3.00%	3.00%	2.50%	2.50%	2.00%
Stipendiary clergy & layworkers posts	302.32	300.95	300.95	300.95	300.95	300.95
Average clergy vacancies (from stipends sheet)	40	30	30	30	30	30
Curates in training - expected average nos	52.23	54.68	47.10	47.10	47.10	47.10
Associate Archdeacons	3.20	3.20	3.20	3.20	3.20	3.20
Stipend increase from 1 April each year	3.00%	6.85%	3.20%	2.80%	2.60%	2.40%
NMS inflation	5.02%	10.70%	3.20%	2.80%	2.60%	2.40%
Salary cost increase from 1 Sept each year	3.00%	4.00%	3.20%	2.80%	2.60%	2.40%
General inflation assumption	2.00%	3.00%	2.00%	2.00%	2.00%	2.00%
Clergy pension contribution rate (from 1st April)	22.00%	22.00%	22.00%	22.00%	22.00%	22.00%
Share capping ceiling	5.00%	4.00%				
Share capping floor	0.00%	0.00%				
Anticipated share under collection rate	6.00%	5.50%	5.00%	4.50%	4.00%	4.00%

Core budget and forecast is shown here:

		2025	2026 Budget	2027	2028	2029	2030
	2025 Budget	Forecast	Post DFR	Forecast	Forecast	Forecast	Forecast
	Net	Net	Net	Net	Net	Net	Net
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Total Parochial Stipends, NICs & Pensions	(13,983)	(13,333)	(14,960)	(15,432)	(15,882)	(16,427)	(16,735)
Statutory Fees & Other Contributions to Stipends	6,664	6,409	6,573	6,700	6,848	7,001	7,157
Ministerial Oversight & Grants	(822)	(1,050)	(1,157)	(1,185)	(1,210)	(1,236)	(1,261)
Total Ministry Training Costs	(2,392)	(2,278)	(2,538)	(2,771)	(2,889)	(2,922)	(2,938)
Buildings	(3,603)	(3,601)	(3,759)	(3,898)	(4,026)	(4,158)	(4,293)
Apportionment of support costs (FTE - not including support posts)	(949)	(1,044)	(1,064)	(1,096)	(1,125)	(1,152)	(1,179)
Resourcing Ministry & Mission Total	(15,085)	(14,897)	(16,907)	(17,682)	(18,284)	(18,894)	(19,248)
Support for Parish Ministry Total	(2,335)	(2,345)	(2,276)	(2,367)	(2,551)	(2,573)	(2,674)
National Church Costs (Votes 2-5)	(1,102)	(1,102)	-	-	-	-	-
Grants Expenditure Total	(610)	(594)	(593)	(598)	(602)	(616)	(630)
Adjusted Parish Share	18,823	18,816	19,571	20,276	20,903	21,548	21,985
Core Budget (Deficit)/Surplus	(310)	(122)	(205)	(371)	(534)	(535)	(569)
Drawdown from Tapered relief			205	371	534	535	569
Core Budget (Deficit)/Surplus after Tapered relief							

ODBF Reserves

Finance Committee have approved an approach to reserves removing the influence of the Board Property Fund, which caused significant fluctuations due to the timing between buying and selling houses. Without this and with the Tapered Relief, unrestricted funds will not be so volatile with purchases and sales.

<u>2024</u>	2025	<u>2026</u>	<u>2027</u>	2028	2029	<u>2030</u>
	9,533	9,411	9,411	9,411	9,411	9,411
	(122)	(205)	(371)	(534)	(535)	(569)
		205	371	534	535	569
9,533	9,411	9,411	9,411	9,411	9,411	9,411
148	142	136	130	124	118	112
9,385	9,269	9,275	9,281	9,287	9,293	9,299
(28,050)	(29,250)	(30,283)	(31,227)	(31,969)	(32,689)	(33,342)
4.0	3.8	3.7	3.6	3.5	3.4	3.3
	9,533 148 9,385 (28,050)	9,533 (122) 9,533 9,411 148 142 9,385 9,269 (28,050) (29,250)	9,533 9,411 (122) (205) 205 9,533 9,411 9,411 148 142 136 9,385 9,269 9,275 (28,050) (29,250) (30,283)	9,533 9,411 9,411 (122) (205) (371) 205 371 9,533 9,411 9,411 9,411 148 142 136 130 9,385 9,269 9,275 9,281 (28,050) (29,250) (30,283) (31,227)	9,533 9,411 9,411 9,411 (122) (205) (371) (534) 205 371 534 9,533 9,411 9,411 9,411 9,411 148 142 136 130 124 9,385 9,269 9,275 9,281 9,287 (28,050) (29,250) (30,283) (31,227) (31,969)	9,533 9,411 9,411 9,411 9,411 9,411 (122) (205) (371) (534) (535) 205 371 534 535 9,533 9,411 9,411 9,411 9,411 9,411 9,411 148 142 136 130 124 118 9,385 9,269 9,275 9,281 9,287 9,293 (28,050) (29,250) (30,283) (31,227) (31,969) (32,689)

Reserves remain at just above the 3 month policy.

Diocesan Synod is requested to note the 5-year projections

Andrew Green
Director of Finance
October 2025

2026 Final Parish Share Allocation

	1. Costs of Ministry										2. Vacancy Savings (minus)			3. Training Costs (plus)	4. Statutory Fees Reimbursed (minus)	5. Distribution of Glebe (minus)	Net Ministry Cost
	Ministry costs for post	·						Gross Ministry Cost						National Church and direct training costs		Balance of Glebe after Community Support Allowance	
	Final stipendiary pos			Archdeaconry	Total	House fo	or Duty					FTE (incl.	Proportion				
D	and confirmed am	endments to 3	31/03/25	Posts	stipendiary cost				Stipendiary	Proportion of		LSP, SSM,	of Training				
Deanery	£44,318	£12,633			Cost		£12,633		Ministry FTE	Vacancy Savings	£1,329,530	LLM)	Costs	£4,476,145	£881,506	£2,797,748	
	Posts	Houses	f	£	£	Posts	£12,000	£			£1,525,550 £			£4,470,145	£001,500	£2,737,740	£
Oxford Archdeaconry	-	-	-	-	~	-	~	~			~			~	~		_
Cowley	11.50	12.00	661,246	-	661,246	-	-	661,246	11.50	3.81%	50,611	12.40	3.57%	159,633	28,246	107,065	634,957
Oxford	13.50	14.00	775,147	-	775,147	3.0	37,898	813,045	13.50	4.47%	59,413	22.55	6.49%	290,300	24,543	125,507	893,882
	25.00	26.00	1,436,392		1,436,392	3.0	37,898	1,474,290	25.00	8.28%	110,024	34.95	10.05%	449,933	52,789	232,572	1,528,839
Dawles Australia																	
Berks Archdeaconry Bracknell	9.00	9.00	512,554	-	512,554	-		512,554	9.00	2.98%	39,609	9.10	2.62%	117,150	24,613	82,989	482,492
Bradfield	8.40	8.00	473,330	-	473,330	1.0	12,633	485,963	8.40	2.78%	36,968	8.95	2.57%	117,130	26,209	76,639	461,366
Maidenhead and Windsor	14.00	14.00	797,305	-	797,305	2.0	25,265	822,571	14.00	4.63%	61,613	15.70	4.52%	202,116	40,717	129,095	793,261
Newbury	14.00	14.00	797,305	-	797,305	1.0	12,633	809,938	14.00	4.63%	61,613	14.80	4.26%	190,530	45,549	129,095	764,211
Reading	26.00	26.50	1,487,026	-	1,487,026	-	-	1,487,026	26.00	8.61%	114,425	27.15	7.81%	349,519	32,187	240,770	1,449,163
Sonning	12.20	13.00	704,901	-	704,901	1.0	12,633	717,534	12.20	4.04%	53,692	14.35	4.13%	184,736	42,795	114,133	691,650
	83.60	84.50	4,772,422	-	4,772,422	5.0	63,163	4,835,585	83.60	27.67%	367,920	90.05	25.90%	1,159,270	212,070	772,721	4,642,144
Develop Apple to a comme	4.00	4.00	50.050	(50.050)													
Bucks Archdeaconry	1.00 17.00	1.00 17.00	56,950 968,157	(56,950) 9,357	977,514	2.0	25,265	1 002 770	17.16	5.68%	75,539	19.96	5.74%	257,009	52,924	158,273	973,052
Amersham Aylesbury	13.00	13.00	740,355	7,156	747,514	3.0	37,898	1,002,779 785,409	13.13	4.34%	57,765	15.03	4.32%	193,439	35,629	121,032	764,421
Buckingham	5.00	5.00	284,752	2,752	287,504	5.0	57,030	287,504	5.05	1.67%	22,217	5.30	1.52%	68,204	10,655	46,551	276,285
Burnham and Slough	15.50	17.00	901.680	8.715	910,395	3.0	37.898	948,293	15.65	5.18%	68.888	17.75	5.11%	228.545	35.129	147.405	925,415
Claydon	5.50	5.00	306,911	2,966	309,877	2.0	25,265	335,142	5.55	1.84%	24,435	6.45	1.86%	83,061	20,956	50,173	322,639
Milton Keynes	12.30	11.80	694,173	6,709	700,883	3.0	37,898	738,781	12.42	4.11%	54,650	14.52	4.18%	186,899	37,768	113,483	719,779
Mursley	5.00	5.00_	284,752	2,752	287,504	1.0	12,633	300,137	5.05	1.67%	22,217	5.50	1.58%	70,779	17,079	46,551	285,069
Newport	5.50	6.00	319,543	3,088	322,632	-	-	322,632	5.55	1.84%	24,444	5.80	1.67%	74,718	20,167	52,239	300,501
Wendover	6.00	6.00	341,702	3,303	345,005	2.0	25,265	370,270	6.06	2.01%	26,661	7.66	2.20%	98,586	24,114	55,861	362,220
Wycombe	18.00	20.00	1,050,372	10,152	1,060,524	2.0 18.0	25,265	1,085,790	18.18	6.02%	80,002	20.33	5.85%	261,695	55,823	171,713	1,039,946
	103.80	106.80	5,949,348	-	5,949,348	10.0	227,388	6,176,736	103.80	34.36%	456,820	118.30	34.02%	1,522,936	310,244	963,282	5,969,327
Dorchester Archdeaconry	1.00	1.00	56,950	(56,950)		_											
Abingdon	11.00	12.00	639,087	7,187	646,274	1.0	12,633	658,907	11.13	3.68%	48,966	12.28	3.53%	158,037	29,491	104,641	633,846
Aston and Cuddesdon	13.00	13.00	740,355	8,326	748,681	4.0	50,531	799,212	13.15	4.35%	57,856	15.00	4.31%	193,053	45,442	121,222	767,745
Bicester and Islip	7.00	7.00	398,653	4,483	403,136	5.0	63,163	466,299	7.08	2.34%	31,153	9.73	2.80%	125,247	27,725	65,273	467,395
Chipping Norton	7.00	7.00	398,653	4,483	403,136	1.0	12,633	415,769	7.08	2.34%	31,153	7.58	2.18%	97,569	24,918	65,273	391,993
Deddington	10.00	10.00	569,504	6,405	575,908	2.0	25,265	601,174	10.11	3.35%	44,505	11.41	3.28%	146,914	33,298	93,248	577,037
Henley	8.00	8.00	455,603	5,124	460,727	4.0	50,531	511,257	8.09	2.68%	35,604	9.79	2.82%	126,033	28,816	74,598	498,272
Vale of White Horse Wallingford	5.00 7.70	5.00 7.70	284,752 438,518	3,202 4,932	287,954 443,450	3.0 2.0	37,898 25,265	325,852 468,715	5.06 7.79	1.67% 2.58%	22,252 34,268	6.36 8.94	1.83% 2.57%	81,825 115,052	16,696 25,324	46,624 71,801	322,105 452,373
Wantage	5.00	5.00	284,752	3,202	287,954	2.0	25,205	287,954	5.06	1.67%	22,252	5.21	1.50%	67,020	18.580	46,624	267.518
Witney	8.00	8.00	455,603	5,124	460,727	5.0	63,163	523,890	8.09	2.68%	35,604	10.39	2.99%	133,757	36,475	74,598	510,970
Woodstock	7.00	7.00	398,653	4,483	403,136	1.0	12,633	415,769	7.08	2.34%	31,153	7.73	2.22%	99,500	19,638	65,273	399,204
	89.70	90.70	5,121,083	, , , ,	5,121,083	28.0	353,714	5,474,797	89.70	29.69%	394,766	104.40	30.03%	1,344,006	306,403	829,174	5,288,460
	•	•															
OXFORD DIOCESE	302.10	308.00	17,279,246		17,279,246	54.0	682,163	17,961,409	302.10	100.00%	1,329,530	347.70	100.00%	4,476,145	881,506	2,797,748	17,428,769

2026 Final Parish Share Allocation

							6. Support Costs (plus)	7. Community Support Allowance (minus)		8. Diocesan Support Allowance (minus)	2026 Share Allocation after support costs	Increase / (decrease) in 2025 - 2026 Share Allocation before capping	Prior year allocation - 2025 revised	Transitiona	al adjustment			
	Electoral F	Roll average		ber Weekly	Ability to pay	Membership	National and		Total Glebe		and allowances			Capping	Minimum	Maximum	Allocated	Capping
			Attendar	nce average	based on IMD	proportion x	Diocesan		Allocation									
					Income Score	Ability to pay	Support Costs											
															0.00%	4.00%		
	Average	Diocesan	Average	Diocesan	Deanery	Allocation of												
		Proportion		Proportion	Average Value	Support Costs												
Deanery							00 004 044	00.050.040	05 050 000	0400 000								
		%		%		%	£6,924,814	£2,358,342	£5,256,090	£100,000	t		£		f	t	£	£
Oxford Archdeaconry		70		70		,,,	~	~	2	_	~		2		~	~	2	~
Cowley	1,186	2.6%	790	2.7%	8.70	1.43%	99,286	160,739	267,804	30,000	543,504	6.6%	509,700	Ceiling	509,700	530,088	543,504	(13,416)
Oxford	2,770	6.1%	3,411	11.5%	19.16	10.52%	728,527	125,228	250,735		1,497,181	15.6%	1,295,445	Ceiling	1,295,445	1,347,263	1,497,181	(149,918)
	3,956	8.8%	4,201	14.1%		11.95%	827,813	285,967	518,539	30,000	2,040,685	13.0%	1,805,145				2,040,685	(163,334)
Berks Archdeaconry																		
Bracknell	2,244	5.0%	1,007	3.4%	14.58	3.80%	263,303	1,601	84,590		744,194	2.8%	724,158		724,158	753,124	744,194	-
Bradfield	1,222	2.7%	619	2.1%	17.68	2.64%	182,935	62,129	138,768		582,172	-3.9%	605,686	Floor	605,686	629,913	582,172	23,514
Maidenhead and Windsor	2,215	4.9%	1,424	4.8%	16.59	5.02%	347,404	23,754	152,849		1,116,912	4.1%	1,073,166	Ceiling	1,073,166	1,116,093	1,116,912	(819)
Newbury Reading	2,103 2,983	4.7% 6.6%	1,257 2,356	4.2% 7.9%	14.35 10.93	3.98% 4.95%	275,369 342,987	84,893 227,140	213,988 467,910	10,000	954,687 1,555,010	3.8% 5.5%	919,730	Ceiling	919,730	956,519 1,532,312	954,687 1,555,010	(22,698)
Sonning	2,963	5.5%	1,361	4.6%	22.63	7.07%	489,870	10,305	124,438	10,000	1,171,215	4.7%	1,473,377 1,119,066	Ceiling	1,473,377 1,119,066	1,163,829	1,171,215	(7,386)
o o mining	13,225	29.3%	8,024	27.0%	22.00	27.46%	1,901,867	409,822	1,182,543	10,000	6,124,189	3.5%	5,915,183	009	1,110,000	1,100,020	6,124,189	(7,389)
Bucks Archdeaconry																		
Amersham Aylesbury	3,283 1,637	7.3% 3.6%	1,648 1,250	5.5% 4.2%	18.61 12.66	7.44% 3.09%	515,157 214,059	72,799	158,273 193,831		1,488,209 905,681	0.4% 4.6%	1,482,638 865,877	Ceiling	1,482,638 865,877	1,541,944 900,512	1,488,209 905,681	(5, 169)
Buckingham	759	1.7%	560	1.9%	17.12	1.90%	131,808	84,683	131,234		323,410	7.7%	300,328	Ceiling	300,328	312,341	323,410	(11,069)
Burnham and Slough	1,658	3.7%	939	3.2%	9.18	1.96%	135,398	187,006	334,411	15,000	858,807	4.8%	819,479	Ceiling	819,479	852,258	858,807	(6,549)
Claydon	809	1.8%	517	1.7%	19.62	2.16%	149,644	26,576	76,749		445,708	27.3%	350,252	Ceiling	350,252	364,262	445,708	(81,445)
Milton Keynes	1,459	3.2%	1,118	3.8%	8.40	1.83%	126,854	246,515	359,998	30,000	570,118	1.5%	561,682		561,682	584,149	570,118	-
Mursley	620	1.4%	363	1.2%	19.38	1.57%	108,596	24,729	71,280		368,936	13.3%	325,739	Ceiling	325,739	338,769	368,936	(30, 167)
Newport Wendover	870 1.147	1.9% 2.5%	467 611	1.6% 2.1%	17.43 25.71	1.90% 3.69%	131,682 255,241	109,352 58,810	161,591 114,671		322,831 558,652	-3.9% 3.7%	336,028 538,740	Floor	336,028 538,740	349,469 560,290	322,831 558,652	13,197
Wycombe	2,619	5.8%	1,797	6.0%	12.27	4.53%	313,809	43,356	215,069		1,310,399	5.2%	1,246,091	Ceiling	1,246,091	1,295,935	1,310,399	(14,464)
,	14,861	33.0%	9,270	31.1%		30.07%	2,082,249	853,826	1,817,108	45,000	7,152,750	4.8%	6,826,854		.,,	.,,	7,152,750	(135,667)
																	_	
Dorchester Archdeaconry	4 700	2.00/	4.000	0.00/	47.50	4.000/	070.000	24.000	405.704		004 004	4 70/	000 704		000 704	004 400	004.004	
Abingdon Aston and Cuddesdon	1,703 1,889	3.8% 4.2%	1,066 1,097	3.6% 3.7%	17.56 19.97	4.03% 4.90%	279,038 339,607	31,080 74,304	135,721 195,526		881,804 1,033,047	1.7% 6.1%	866,794 973,218	Ceiling	866,794 973,218	901,466 1,012,147	881,804 1,033,047	(20,901)
Bicester and Islip	1,179	2.6%	621	2.1%	17.97	2.63%	182,442	106,527	171,800		543,311	27.5%	425,978	Ceiling	425,978	443,017	543,311	(100,293)
Chipping Norton	919	2.0%	664	2.2%	15.15	2.02%	139,703	93,799	159,072		437,898	4.5%	418,966	Ceiling	418,966	435,725	437,898	(2,173)
Deddington	1,195	2.7%	809	2.7%	10.68	1.79%	123,823	164,823	258,071	15,000	521,038	4.2%	500,195	Ceiling	500,195	520,203	521,038	(835)
Henley	1,116	2.5%	677	2.3%	22.67	3.36%	232,506	31,070	105,668		699,708	2.5%	682,845		682,845	710,159	699,708	-
Vale of White Horse	782 1.053	1.7%	511 594	1.7%	16.02	1.72%	119,430	96,798	143,422 86,272		344,737	5.2%	327,747	Ceiling	327,747	340,857	344,737	(3,880) (9,473)
Wallingford Wantage	1,053 670	2.3% 1.5%	594 440	2.0% 1.5%	15.54 17.04	2.10% 1.58%	145,352 109,080	14,471 50.054	96,678		583,255 326,545	5.7% 2.8%	551,713 317,746	Ceiling	551,713 317,746	573,782 330,456	583,255 326,545	(9,473)
Witney	1,618	3.6%	1,232	4.1%	16.42	3.96%	273,996	83,883	158,481		701,083	3.6%	676,763		676,763	703,834	701,083	-
Woodstock	912	2.0%	562	1.9%	19.88	2.42%	167,906	61,918	127,191		505,193	4.4%	483,818	Ceiling	483,818	503,171	505,193	(2,022)
	13,036	28.9%	8,273	27.8%		30.51%	2,112,885	808,727	1,637,901	15,000	6,577,618	5.7%	6,225,783				6,577,618	(139,577)
OVEODD DIOCESE	45.070	400.00/	00.700	400.00′		400.00/	0.004.044	0.050.040	F 450 000	400.000	04.005.044	F 40/	00 770 005				24 005 244	(445.007)
OXFORD DIOCESE	45,078	100.0%	29,768	100.0%		100.0%	6,924,814	2,358,342	5,156,090	100,000	21,895,241	5.4%	20,772,965	L			21,895,241	(445,967)

2026 Final Parish Share Allocation

2026 Final Parish Share Allocation

	2026 Net	Increase / (de	crease)
	share	in 2025 - 2026	Share
		Allocation	n
	payable after		
	capping		
Deanery			
	£	£	%
Oxford Archdeaconry			
Cowley	530,088	20,388	4.0%
Oxford	1,347,263	51,818	4.0%
	1,877,351	72,206	4.0%
Berks Archdeaconry			
Bracknell	744,194	20,036	2.8%
Bradfield Maidenhead and Windsor	605,686	40.007	0.0% 4.0%
	1,116,093	42,927	3.8%
Newbury Reading	954,687 1,532,312	34,957 58,935	4.0%
Sonning	1,163,829	44,763	4.0%
Somming	6,116,800	201,617	3.4%
	0,110,000	201,011	0.470
Bucks Archdeaconry			
Amersham	1,488,209	5,571	0.4%
Aylesbury	900,512	34,635	4.0%
Buckingham	312,341	12,013	4.0%
Burnham and Slough	852,258	32,779	4.0%
Claydon	364,262	14,010	4.0%
Milton Keynes	570,118	8,436	1.5%
Mursley	338,769	13,030	4.0%
Newport	336,028	-	0.0%
Wendover	558,652	19,912	3.7%
Wycombe	1,295,935	49,844	4.0%
	7,017,083	190,229	2.8%
D			
Dorchester Archdeaconry Abingdon	881,804	15,010	1.7%
Aston and Cuddesdon	1,012,147	38,929	4.0%
Bicester and Islip	443,017	17,039	4.0%
Chipping Norton	435,725	16,759	4.0%
Deddington	520,203	20,008	4.0%
Henley	699,708	16,863	2.5%
Vale of White Horse	340,857	13,110	4.0%
Wallingford	573,782	22,069	4.0%
Wantage	326,545	8,799	2.8%
Witney	701,083	24,320	3.6%
Woodstock	503,171	19,353	4.0%
	6,438,040	212,257	3.4%
OXFORD DIOCESE	21,449,274	676,309	3.3%

Increase	decrease	Increase/	decrease in	Incress	se/ decrease	Allocation of	Total change	Total 2026	1 6	Revis	ed Clergy I	Noe	1
in stip	endiary er posts	Houses fo	or stipendiary nisters	in Hou	use for Duty ster posts	change in archdeaconry posts	rotal change	share payable after ministry		News	ed Clergy i	405	
								changes		Stipendiary	Houses	HfD Posts	
									1				
	£44,318		£12,633		£12,633								
Posts	£	Houses	£	Posts	£	£	£	£		Posts	Houses	Posts	Changes from 1st draft 2026 share
	-				-	-	-	530,088		11.50	12.00	-	
	-	_			-	-	-	1,347,263 1,877,351	F	13.50 25.00	14.00 26.00	3.0	
								1,077,001	lf	20.00	20.00	0.0	
	-		-		-	-	-	744,194		9.00	9.00	_	
	-		-		-	-	-	605,686		8.40	8.00	1.0	
	-		-		-	-	-	1,116,093 954,687		14.00 14.00	14.00 14.00	2.0 1.0	
	-		-		-	-	-	1,532,312		26.00	26.50	_	
(0.50)	(22,159)	(1.00)	(12,633)	2.0	25,265 25,265	-	(9,526) (9,526)	1,154,302 6,107,274	!	11.70 83.10	12.00 83.50	3.0 7.0	Owlsmoor change from 0.5FTE stipend to HfD. New HfD post in Hurst
/	, , , , , ,	,,	,,,,,,				(-77		1 [
	-		-		-	_	-	1,488,209		1.00 17.00	1.00 17.00	2.0	
1.00	44,318	1.00	12,633		-	-	56,950	957,462		14.00	14.00		Aylesbury Team Vicar post now in share (Development Fund funding has ended)
	-		-		_	-	-	312,341 852,258		5.00 15.50	5.00 17.00	3.0	
(1.00)	(44,318)			1.0	12,633	-	(31,685)	332,577		4.50	5.00	3.0	Schome Team Vicar post changed from 1FTE to 0.5FTE. Schome Team Vicar post (0.5FTE only) now HfD
0.20	8,864	0.20	2,527		-	-	11,390	581,508 338,769		12.50 5.00	12.00 5.00	3.0 1.0	Bletchley Associate Clergy post now fully in share
(0.25)	(11,079)		-		-	-	(11,079)	324,949		5.25	6.00	-	Lavendon Group Rector post changed from 0.5FTE to 0.25FTE
	-		-		-	-	-	558,652 1,295,935		6.00 18.00	6.00 20.00	2.0 2.0	
(0.05)	(2,216)	1.20	15,159	1.0	12,633	-	25,576	7,042,659	1 F	103.75	108.00	19.0	
(1.00)	(44,318)	(1.00)	(12,633)		_	-				-	-		Archdeaconry post removed
	-		-		-	(7,187) (8,326)	(7,187) (8,326)	874,617 1,003,821		11.00 13.00	12.00 13.00	1.0 4.0	
	-		-		_	(4,483)	(4,483)	438,534		7.00	7.00	5.0	
	-		-	4.0	12,633	(4,483) (6,405)	(4,483) 6,228	431,241		7.00 10.00	7.00 10.00	1.0	
	-			1.0	12,033	(5,124)	(5,124)	526,431 694,585		8.00	8.00	4.0	Banbury St Francis now HfD (was Archdeaconry post)
0.20	0 004	0.20	- 2,527	(4.0)	(40,600)	(3,202) (4,932)	(3,202)	337,655		5.00 7.90	5.00 7.90	3.0	
0.20	8,864	0.20	2,527	(1.0)	(12,633)	(3,202)	(3,202)	567,607 323,342		5.00	5.00	-	Didcot All Saints Associate Clergy post transitioning in to share. Churn HfD post suspended for 4 years
	-		-		-	(5,124)	(5,124)	695,960		8.00	8.00 7.00	5.0 1.0	
(0.80)	(35,454)	(0.80)	(10,106)			(4,483) (56,950)	(4,483) (45,560)	498,688 6,392,480	╽┟	7.00 88.90	7.00 89.90	28.0	
(4.05)	(59.829)	(0.00)	(7.580)	2.0	27.000	(50,050)	(20 544)	24 440 704	1 E	200.75	307.40	57.0	
(1.35)	(59,829)	(0.60)	(7,580)	3.0	37,898	(56,950)	(29,511)	21,419,764	1 1	300.75	307.40	5/.0	1