

2019 SYNOD REPORTS



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/commonvision

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This publication contains reports to the Diocesan Synod. The Statutory Reports and Accounts of the Oxford Diocesan Board of Finance, the Diocesan Board of Education and the Diocesan Trustees (Oxford) Ltd are available on request.

The Diocese of Oxford



Bishop's Council and Standing Committee of the Diocesan Synod and Standing Committee of the Oxford Diocesan Board of Finance

Membership as at 31 December 2019

Ex-officio members

The Right Revd Dr Steven Croft	Bishop of Oxford and President of Diocesan Synod
The Right Revd Colin Fletcher	Bishop of Dorchester
The Right Revd Dr Alan Wilson	Bishop of Buckingham
The Right Revd Andrew Proud	Bishop of Reading (to 01/05/2019)
The Right Revd Olivia Graham	Bishop of Reading (from 19/11/2019)
The Venerable Martin Gorick	Archdeacon of Oxford
The Venerable Olivia Graham	Archdeacon of Berkshire (to 18/11/2019; vacant from 19/11/2019)
The Venerable Judy French	Archdeacon of Dorchester
The Venerable Guy Elsmore	Archdeacon of Buckingham
The Very Revd Professor Martyn Percy	Dean of Christ Church
The Revd Canon Susan (Sue) Booy	Vice President of Diocesan Synod and Chair, the House of Clergy
Mr John Sykes	Vice President of Diocesan Synod and Chair, the House of Laity
The Revd John Tattersall	Chair, Oxford Diocesan Board of Finance
Mr Simon Richards	Vice Chair, Oxford Diocesan Board of Finance

Elected members

Clerical

Archdeaconry of Oxford

The Revd Elizabeth (Skye) Denno

Archdeaconry of Dorchester

The Revd Canon Verena Breed

The Revd Canon Susan (Sue) Booy

Archdeaconry of Berkshire

The Revd Michael Smith

The Revd Richard Lamey

Archdeaconry of Buckingham

The Revd David Meakin

The Revd Cassa Messervy – Elected 25/01/2019

Bishop's nominations

Mrs Susan (Sue) Scane

Dr Anna Thomas-Betts

Diocesan Secretary and Synod Secretary

Canon Rosemary Pearce (to 30/06/2019)

Mr Mark Humphriss (from 01/07/2019)

Committee Clerk

Mrs Maggie Metaliaj

5 Synod Reports 2019

Lay

Ms Jayne Ozanne

Mr Henry Gibbon

Mr Michael Waring

Mr Michael Powell

Mr James Macnamara

Mr John Smith

Mr Mark Burton

Prof. John Missenden – Elected 14/01/2019

Mrs Julie Dziegiel

Mr Allan Whittow

Dr Andrew Bell

Bishop's Council

Chair: Bishop of Oxford

Secretary: Diocesan Secretary

2019 has been a pivotal year in the life of the Diocese from our common vision to become a more Christ-like Church for the sake of God's world becoming established across the Diocese, to the departure of Rosemary Pearce after 21 years as Diocesan Secretary and the appointment of her successor, to the celebration of the first female bishop appointed to the Diocese.

The Bishop's Council met five times during the year and came together in May, along with Deanery Representatives, for a residential conference at High Leigh in Hertfordshire to work more deeply on our common vision and to explore its aspirations and implications for parishes.

Key issues addressed in the year

As the Standing Committee of the Diocesan Synod, Bishop's Council:

- Scrutinised overall Diocesan annual performance for the previous year including through consideration of the 2018 Data Dashboard
- Monitored the development of common vision including the work of the focus areas/working groups and approved a refinement to that structure to take effect in January 2020
- Agreed how the Development Fund would operate, including the establishment of the Panel that would decide on applications.
- Monitored the progress of, and made contributions to, a successful Peer Review.
- Approved additional archidiaconal resources, consisting of three new fixed-term Associate Archdeacon posts to support the Areas of Berkshire, Buckinghamshire and Dorchester.
- Started to consider the subject of mutual support beyond the Diocese
- Received reports on current matters of interest in each Archdeaconry.
- Received the Christ Church Cathedral Annual Report with an update on its work and regular updates relating to the situation concerning the Dean and supported the Chapter in prayer.
- Approved appointments to various boards and councils including a reconstituted Vacancy in See Committee

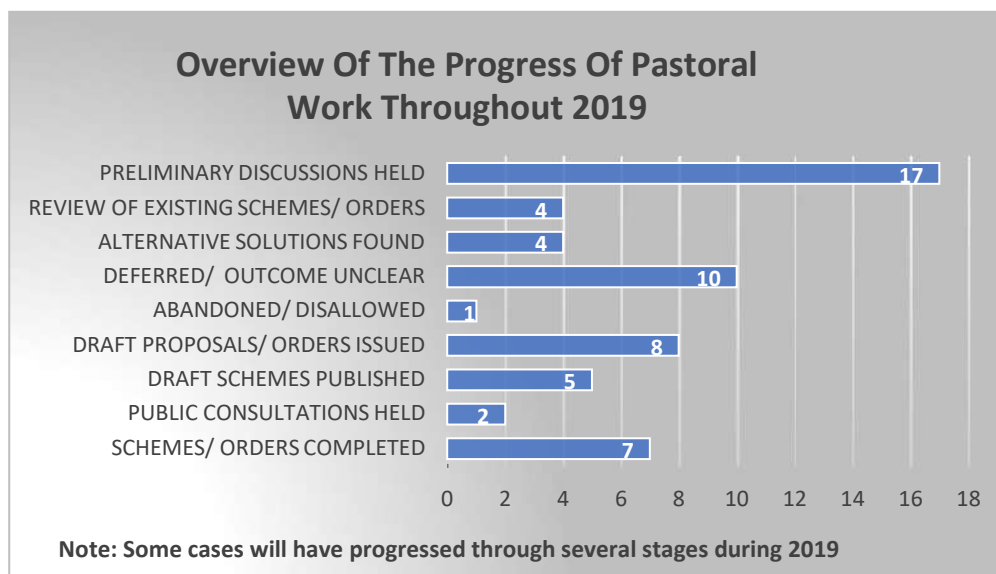
In its role as the Standing Committee of Oxford Diocesan Board of Finance, the Council:

- Monitored the share review process
- Approved a budget and share allocation for approval by Diocesan Synod
- Monitored revenue (including Parish Share) and expenditure, levels of reserve and loans.
- Fulfilled statutory and regulatory obligations in terms of company and charity reporting, audit, management of risk, overdrafts and bank signatories.
- Received feedback from the financial consultations

- Considered and took decisions on funding bids relating to Common Vision and to normal expenditure and the submission of a SDF funding bid.
- Reviewed progress on 2019 departmental workplans, approved a revised format for 2020 departmental workplans and received their proposed workplans for 2020.

Mission and Pastoral Committee

In 2019 the Diocesan Mission and Pastoral Committee (DMPC) met five times; the Archdeaconry sub-committee for Berkshire met three times; and the Archdeaconry sub-committees for Buckingham, Dorchester and Oxford all met twice. In October the DMPC agreed further delegation of duties to the four Archdeaconry sub-committees to assist with progressing cases more effectively.



Discussion continued in the four archdeaconry subcommittees on mission action planning within the framework of the diocesan ministry policy. Twenty-three pastoral reorganisation cases were considered, maintaining a consistent level in the volume of cases from the previous year. At year end, presentation was suspended to 21 benefices altogether, continuing the trend to reduce the number of suspended benefices within the Diocese, which has reduced by over 50% in the past six years.

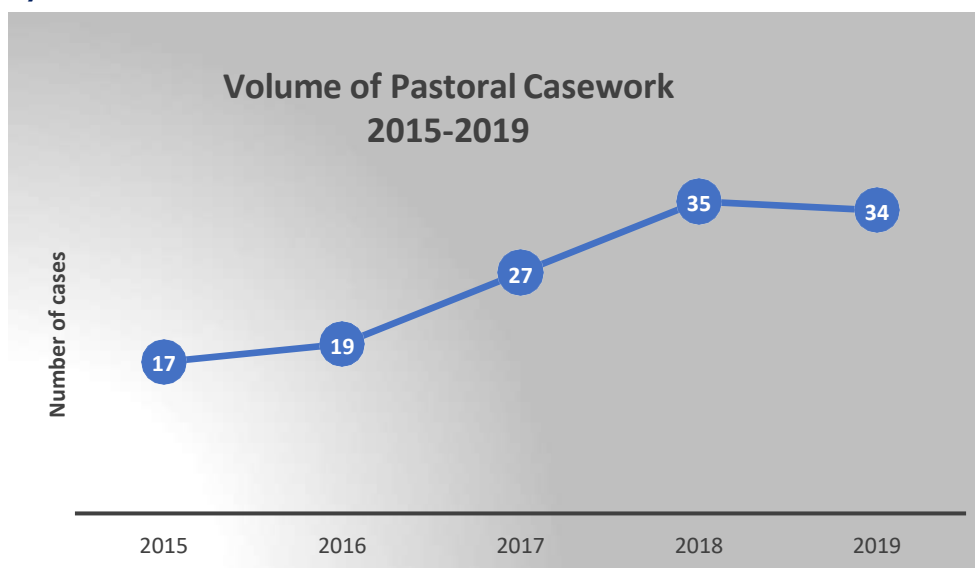
The prioritisation of the pastoral reorganisation of the Shill Valley and Broadshire benefice, due to specific pastoral and time-sensitive issues, had a noted impact on capacity issues and delayed the progress of other casework. The complexity of the situation, whilst challenging, also informed improvements to internal processes and communications. In December Bishop's Council approved the 2020 budget, including funding to increase the post of Pastoral Secretary to that of full-time, in order to address capacity issues.

The Closed Churches Committee, also a sub-committee of the DMPC, met twice during 2019 and considered issues surrounding closure, disposal, or post-disposal of 11 churches, reflecting an overall consistency with the number of cases in 2018. Festival Church, as an alternative future to a traditional closure, also featured in discussions, with further work identified in this area. Of the four most advanced cases, two are nearing completion with alternative solutions identified for the

other two. Final costs of a recent disposal case identified at the end of the year, and the final transfer of funds, anticipated to be in the region of £250K, to ODBF's Diocesan Pastoral Account from the Church Commissioners is awaited.

As agreed in February 2019, Bishop Mission Orders (BMOs) will now be included along with other pastoral cases in the DMPC Annual Report. At year end two BMOs were active (Buckingham/Dorchester) with one further under review (Buckingham). Five new BMOs are currently in progress (four in Oxford/ one in Berkshire), with three in Oxford in the final stages of completion.

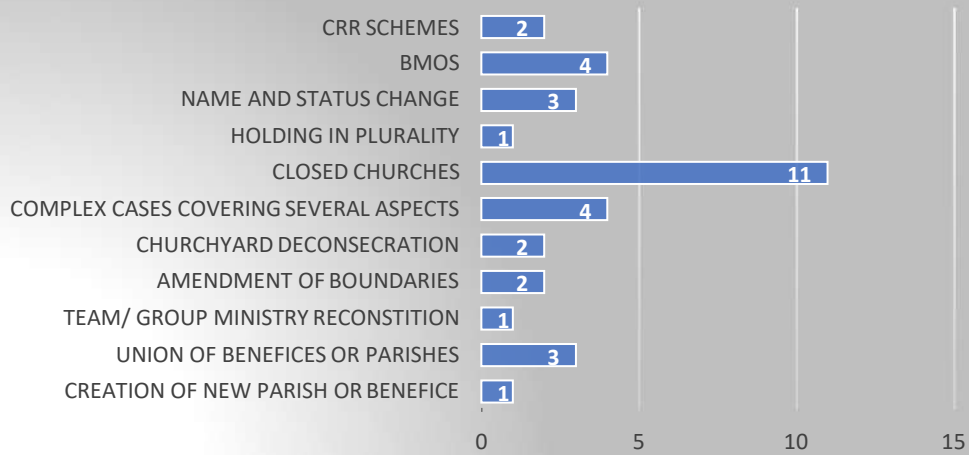
Key areas of achievement



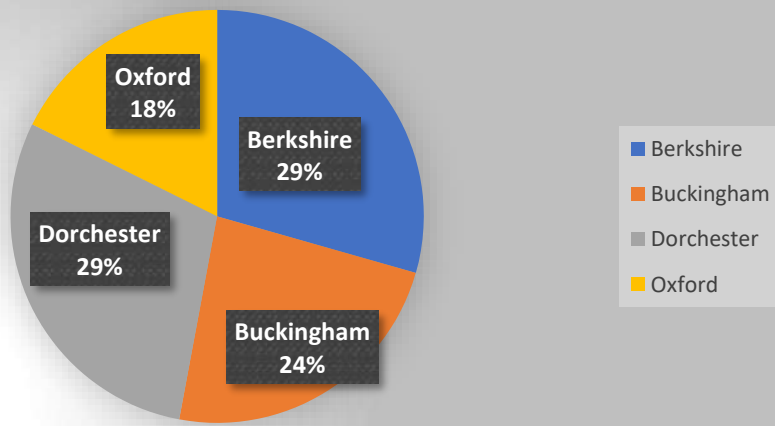
- Progressed work on BMO procedure and associated documentation, including the drafting of two Charitable Incorporated Organisation (CIO) templates (one for an Association Model Trust and the other for a Foundation Model Trust) now submitted to the Charity Commission for approval.
- Held two Public Consultations on church building issues; the first resulting in a reversal of support for a proposed church closure, and the second leading to the successful 'making' of a church disposal scheme
- Strengthened internal processes and communications, with work ongoing in this area.
- Established a more robust understanding of the procedures and requirements associated with the closure process, with guidance documentation produced to assist parishes in how to best approach the future of church buildings.
- Increased synergy of activity between the Diocesan Pastoral; Buildings; and DAC Departments in progressing closed church casework.

Further analysis on the breakdown of pastoral reorganisation work within the Diocese, including closed churches and BMOs, is detailed overleaf:

2019 Pastoral Cases by Category



Spread of 2019 Pastoral Work by Area



Oxford Diocesan Board of Finance

Overall the results for the year in the management accounts were a deficit of £0.7M, compared with the budgeted surplus of £0.1M. The summarised report that follows sets out the overall financial position of ODBF. If further information is required please consult the full annual financial statements, including reports from the Trustees and the Auditors. These are available on the website (www.oxford.anglican.org/finance) or a printed copy can be obtained from Church House Oxford.

Introduction

This report to the members of Synod comprises

- I. a comparison between the actual results per 2019 management accounts and the Synod revenue budget for 2019
- II. a reconciliation between these results and those shown in the Statement of Financial Activities (“SOFA”) in the financial statements
- III. a summary of the balance sheet at 31 December 2019
- IV. major capital transactions during 2019
- V. the reserves policy
- VI. factors that are likely to affect financial performance in 2020

I. Management Accounts - Performance Against Budget (£M)

<u>2018</u>			<u>2019</u>			
<u>Actual</u>			<u>Actual</u>		<u>Budget</u>	<u>Variance – Favourable/ (Adverse)</u>
<u>£M</u>	<u>%</u>		<u>£M</u>	<u>%</u>	<u>£M</u>	<u>£M</u>
<u>Expenditure</u>						
20.3	81	Parochial Ministry	21.4	81	20.6	(0.8)
2.9	12	Mission in the Diocese	3.0	11	3.0	-
1.1	4	National Church contribution	1.1	4	1.1	-
0.8	3	Administration & finance	0.9	4	0.8	(0.1)
25.1	100		26.4	100	25.5	(0.9)
<u>Income</u>						
19.0	75	Parish share net of rebates	19.2	75	19.3	(0.1)
4.2	17	Glebe income	4.4	17	4.4	-
1.7	7	Parish Fees & Rentals	1.7	7	1.6	0.1
0.3	1	General investment income	0.4	1	0.3	0.1
25.2	100		25.7	100	25.6	0.1
0.1		Net expenditure	(0.7)		0.1	(0.8)

Parochial Ministry was £0.8M over budget for the year. This includes overspends in clergy housing costs of £0.3M, which should be viewed together with £0.2M additional rental income included separately in the income figures, due to clergy renting or taking housing allowances rather than occupying diocesan houses. The remaining £0.1M overspend in clergy housing is due to several substantial vicarage repair projects in the year. The remaining £0.5M overspend is due to additional clergy costs: stipendiary costs arising from lower clergy vacancies and training curates staying longer in post than budgeted, more clergy grants and related costs of movements and filling vacant posts.

ODBF received 96.7% of parish share requested for the year (2018: 97.0%). Levels of under payment of share totalled £683K (2018: £610K). The requested rate of increase in share for 2019 was set at an average of 1.75% overall after changes in clergy posts.

Parish Fees and Rentals income is £0.1M over budget when viewed together – within this, rental income is £0.2M over budget as above and income from wedding and funeral fees is £0.1M below budget due to lower income submitted from parishes.

II. Reconciliation between Management Accounts and SOFA

The deficit for the year according to the management accounts above was £0.7M whereas the total net income for all funds in the SOFA for the year before investment gains was £0.8M.

The Synod budget and management accounts relates to general funds income and expenditure only, whereas the statutory accounts include transactions relating to the designated, restricted and endowment funds, primarily relating to property and trust funds.

A summary is shown below of the reconciliation of the surplus per the management accounts to net income before investment gains in the SOFA:

	£M	Note
Deficit per management accounts	(0.7)	
Total return transfer from endowment to support glebe income	(0.7)	a
Glebe investment management and development costs	(0.5)	b
Other property income/costs including surplus/loss on disposal	0.1	c
Other designated funds support for development posts	(0.2)	d
Defined benefit pension scheme movements – clergy & staff	3.5	e
Common Vision expenditure	– (0.7)	f
SOFA: Net income before investment gains (see Page 5 £765K)	0.8	

- a) Transfer from endowment funds to general funds in line with agreed withdrawal under total return: this is within income in the management accounts and in transfers between funds in the statutory accounts.
- b) Glebe investment management costs are funded by glebe capital under the Endowments and Glebe Measure and excluded from the management accounts results. These are fees paid to Newton Investment Management for managing the glebe investment portfolios and potential development costs of glebe land.
- c) Other property net income is mostly gains on property disposals during 2019.
- d) 4 stipendiary development posts are supported by designated funds previously set aside between 2014 to 2016 for this purpose. At the end of 2019, £1.0M remains in this fund for future support.
- e) Non cash movements in defined benefit pension schemes resulting from year end in line with UK statutory accounting rules. The movement in 2019 relates to the Clergy Pension fund due to change in assumptions.
- f) Expenditure on Diocesan Common Vision began in 2019 and includes £0.3M Development Fund grants and £0.4M costs of the Diocesan working groups.

III. Balance Sheet

The balance sheet at 31 December 2019 analysed by fund is as follows:-

Total		General and designated funds	Tangible Fixed Assets property fund	Restricted funds	Endowment funds	Total
2018						
£M		£M	£M	£M	£M	£M
304.0	Fixed assets	0.2	76.2	-	231.8	308.2
130.4	Investments	0.6	-	0.7	136.1	137.4
23.9	Current assets	14.8	-	1.7	5.5	22.0
<u>(11.1)</u>	Liabilities	<u>(2.8)</u>	<u>(2.2)</u>	<u>(0.2)</u>	<u>(2.8)</u>	<u>(8.0)</u>
<u>447.2</u>	Total Assets	<u>12.8</u>	<u>74.0</u>	<u>2.2</u>	<u>370.6</u>	<u>459.6</u>
	Funds					
444.0	At 1 January 2019	15.2	70.8	2.7	358.5	447.2
<u>3.2</u>	Net movement in funds	<u>(2.4)</u>	<u>3.2</u>	<u>(0.5)</u>	<u>12.1</u>	<u>12.4</u>
<u>447.2</u>	At 31 December 2019	<u>12.8</u>	<u>74.0</u>	<u>2.2</u>	<u>370.6</u>	<u>459.6</u>

95% of funds are invested in 458 houses for clergy (valued at £305M), glebe investments (valued at £131M), and a debtor for sale of glebe land (£3M) where the use of capital is restricted and the income is used to pay stipends. The total funds and assets have increased by £12M during the year, mainly due to the then favourable market conditions increasing investment values.

IV. Capital Transactions

3 Board properties were purchased in the year. 2 Parsonage houses were sold in the year and 5 purchased. 1 property was transferred between Parsonage and Board funds resulting from pastoral reorganisation in 2019.

V. Reserves policy

ODBF has very substantial ongoing responsibilities including the remuneration of some 370 stipendiary clergy, the upkeep of 458 houses and the employment of some 80 full or part time staff. It is considered that, to meet substantial outgoings, the target general reserves at 1 January each year should be equivalent to three months gross expenditure from general funds in the forthcoming year.

At 31 December 2019, ODBF's free reserves were equivalent to 3.2 months (2018: 5.02 months) of gross expenditure from general funds in the forthcoming year – the decrease in the year results from house purchases. Due to the Covid-19 pandemic there is the risk that our cash requirements will exceed free reserves, and so we will be using designated funds cash in the short term to enable us to meet our financial commitments.

VI. Factors likely to affect 2020

The 2020 budget was approved by November Synod with a £4K surplus, based on a parish share average rise of 1.80%, stipend increase of 2% and share under collections rate of 2.25%. With Covid-19 we now expect the under-collection rate to be significantly higher and are working actively with deaneries to monitor this during the year and to take necessary consequential action, including making significant savings.

The 2020 budget includes provision for average clergy vacancies of 30 for the year, net of emergency posts, and whilst vacancies at the start of the year are 4.5 below this, further clergy movements are predicted later in the year.

The full financial statements include additional material relating to the potential effect of Covid-19, but this is a continually evolving picture and some of the impact will not emerge until later in 2020 and indeed beyond.

**SUMMARY STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2019**

2018		2019
£000		£000
	Income & Endowments from	
19,648	Donations	19,852
2,285	Charitable activities	2,535
4,146	Investments	3,908
57	Other sources	248
26,136	Total income	26,543
	Expenditure on	
693	Raising and managing funds	888
25,972	Charitable activities	24,753
281	Other property related	137
26,946	Total expenditure	25,778
(810)	Net income before investment gains	765
2,112	Net gains on investments	10,773
1,302	Net income	11,538
	Other recognised gains/(losses)	
223	Gains on the revaluation of fixed assets for the charity's own use	-
1,719	Gain on defined benefit pension schemes	831
3,244	Net movement in funds	12,369
443,953	Total funds, 1 January 2019	447,197
447,197	Total funds, 31 December 2019	459,566

SUMMARY BALANCE SHEET AS AT 31 DECEMBER 2019

2018 £000		2019 £000
	FIXED ASSETS	
304,040	Tangible assets	308,264
<u>130,406</u>	Investments	<u>137,383</u>
<u>434,446</u>		<u>445,647</u>
	CURRENT ASSETS	
476	Debtors due after more than one year	557
7,419	Debtors due within one year	4,519
832	Pension surplus – staff scheme	604
<u>15,162</u>	Cash at bank and in hand	<u>16,284</u>
<u>23,889</u>		<u>21,964</u>
(1,959)	CREDITORS falling due within one year	(3,288)
<u>21,930</u>		<u>18,676</u>
	NET CURRENT ASSETS	
456,376	TOTAL ASSETS LESS CURRENT LIABILITIES	464,323
(2,238)	CREDITORS falling due after more than one year	(2,381)
<u>454,138</u>	NET ASSETS EXCLUDING PENSION SCHEME	<u>461,942</u>
(6,941)	Defined benefit pension scheme deficit	(2,376)
<u>447,197</u>	NET ASSETS INCLUDING PENSION SCHEME	<u>459,566</u>
	FUNDS OF THE CHARITY:	
358,505	Endowment funds	370,616
<u>2,733</u>	Restricted funds	<u>2,240</u>
<u>361,238</u>	Total restricted funds	<u>372,856</u>
70,822	Tangible fixed asset property funds	73,992
3,833	Designated funds	4,935
<u>11,304</u>	General funds	<u>7,783</u>
<u>85,959</u>	Total unrestricted funds	<u>86,710</u>
<u>447,197</u>	TOTAL CHARITY FUNDS	<u>459,566</u>

The financial information given here is a summary extracted and edited from the Oxford Diocesan Board of Finance's audited financial statements for the year ended 31 December 2019 which were approved by the directors on 8 July 2020. The auditor's report on the statutory financial statements is unqualified. A copy of the full statutory financial statements will be submitted to the Registrar of Companies and the Charity Commission.

Revd J H Tattersall
Chairman For and on behalf of the directors

The summarised financial information may not contain sufficient detail to allow for a full understanding of the Oxford Diocesan Board of Finance's financial affairs. For further information the full audited annual financial statements, the Auditor's report on those financial statements and the Directors' Report should be consulted. Copies of these can be obtained from Church House Oxford, Langford Locks, Kidlington, Oxford, OX5 1GF

Independent auditor's statement to the members of Oxford Diocesan Board of Finance

We have examined the summary financial statement of Oxford Diocesan Board of Finance for the year ended 31 December 2019 which comprise the Summary Statement of Financial Activities and Summary Balance Sheet, set out on pages 5 and 6.

This report is made to the charity's members, as a body, in accordance with the terms of our engagement. Our work has been undertaken so that we might state to the charity's members those matters that we have agreed to state in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members, as a body, for our work or for this report.

Respective responsibilities of directors and auditor

The directors are responsible for preparing the summary financial statement in accordance with applicable United Kingdom law. Our responsibility is to report to you our opinion on the consistency of the summary financial statement with the full annual financial statements.

We conducted our work in accordance with Bulletin 2008/3 issued by the Auditing Practices Board. Our report on the charity's full annual financial statements describes the basis of our opinion on those financial statements.

Opinion

In our opinion the summary financial statement is consistent with the full annual financial statements of the Oxford Diocesan Board of Finance for the year ended 31 December 2019.

Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

Diocesan Advisory Committee for the Care of Churches (DAC)

Chair: The Revd Derek Witchell

Director: David Mason

Secretary: Liz Kitch

In fulfilling its statutory role to advise the Chancellor on the appropriateness of petitions for faculty permission, the DAC must consider carefully the needs of both parish and building to ensure missional needs are met whilst the character and significance of the historic building is not adversely affected.

Buildings as a tool for mission

It is fundamental to the work of the DAC that the Diocese of Oxford considers its churches as tools for mission, which offer innumerable opportunities and benefits to congregations and communities. This is reflected in the advice given to parishes throughout not only the approval process, but throughout project development, management of the amenity society consultation process, and training events.

How the DAC delivered common vision in 2019

The DAC met six times in 2019 and considered 104 major applications. A further 336 faculty and 257 List B applications were reviewed by online sub committees or DAC officers. A further 201 early stage enquiries were lodged and answered, 41 emergency faculties, 17 private faculties and 19 variations were processed.

In March the DAC utilised the powers of the Miscellaneous Provisions Measure 2018 to delegate consideration of minor faculty applications – those which are not considered to affect the character of the building – to its officers. As the first DAC in the country to do so, this has substantially simplified and dramatically reduced the time required to process an application, which has been of great benefit to parishes. This has been possible due to the specialist knowledge and experience of the DAC officers. A new Diocesan Scheme for Quinquennial Inspections (QI) came into force on 1 April, bringing greater transparency and reducing diocesan liability. Guidance and templates have been produced to assist parishes in obtaining best value for money from the QI, and to ensure buildings are properly maintained to avoid costly repairs in the future.

Extensive research has been undertaken, aided by the Diocesan Registry, to analyse closed churchyards throughout the Diocese and to provide resources on all aspects of churchyard management. Collaboration with the Mission Department enabled delivery of very successful training on fundraising for capital projects which will be repeated. Training for parishes undertaking major projects also saw contributions from the Mission Department and was very well attended and received. Training and support was also provided to parishes via a workshop on preventing and surviving metal theft, and the annual training day for Quinquennial Inspectors was revived. These days were filmed to provide a continual online resource. The Senior Church Buildings Officer worked alongside the Mission and Pastoral Secretary on closed churches

casework and the Diocesan Environmental Officer on development of environmental policy, resources and training. The Senior Church Buildings Officer, as a member of the Online Faculty System national user group, contributed to the redesign of the system, and campaigned vociferously for extensive simplifications to the legislation.

Whilst every effort is made to maximise efficiency of the application review process, demand for DAC services has grown considerably in recent years and remains very high, with case officers in the Oxford Diocese handling approximately 300 cases per year, compared to the national average of 100. This was recognised in December 2019 with the provision of an additional full time Church Buildings Officer post.

Communications Department

Director: Steven Buckley

The Communications Department continued to innovate and deliver many new initiatives in 2019. Highlights for the year included:

Pathways magazine

The new magazine was launched in January 2019 and 23,000 copies distributed. The publication was well-received, and parishes that had previously not taken the Door began to request copies. *Pathways* quickly gained a reputation for quality Christian content and a willingness to explore challenging topics including human sexuality, assisted suicide, and loneliness.

Impactful communications

The Parish Planning Tool was an excellent example of partnership working with other teams and also the added value communications can bring to large projects. The tool, launched in September, was project managed and art-directed in-house by communications staff.

A move towards integrated, multi-channel, creative communications was demonstrated several times during the year. Projects included: the launch of an LGBTI+ chaplaincy initiative; the Mass Lobby of Parliament (where Oxford was the only Diocese with Bishops present); Brexit resources (cited by ++Justin as an example for others to follow); and the announcement of the new Bishop of Reading (top of local news programmes throughout the day).

New ways of working

The film demonstrating the contemplative toolkit trial at Goring School was well received and an example of the creativity and pace the department brings to the Diocese.

The department also led the work to replace an ageing contact management system; successfully moving the Diocese to a new system and working with teams to de-dupe and clean existing data.

In 2019 there was an increased effort across all Diocesan communications to ensure clear 'calls to action' and demonstrable impact. An excellent example of this style of communication is the leaflet *'The difference we make: How our Church House teams support and enable mission.'*

Responding well

Sadly, the year continued much as 2018 with several high-profile safeguarding matters and other stories of national media interest, most notably the murder in Buckinghamshire. The director was much in demand, working to ensure that parishes and the media were well supported to tell their stories well.

Looking ahead

While much was achieved in 2019, demands on the Communications Department remained extraordinarily high. In response, a review of the communications function was commissioned in late 2019 with recommendations for implementation expected by mid-2020.

Committee for Interfaith Relations

Chair: The Ven Martin Gorick

Clerk: Mrs Claire Barratt

Aims:

- To support, resource and enable individuals, churches and clergy in Presence and Engagement parishes
- To keep members of the Diocese aware of other faith communities, and to enable and encourage constructive engagement with them
- To be a forum in which interfaith concerns, as they affect the Diocese, can be explored.

Membership changes

The Ven Martin Gorick, our Chair, left following his appointment as Bishop of Dudley in November. The Revd Richard Christopher left following his retirement. The Revd Helen Arnold, Lead Chaplain, Thames Valley Police, became a co-opted member. There were no other changes during the year.

Meetings

There were three meetings during the year, including one in Banbury at St Leonard's Church, which was followed by a visit to the Madni Masjid Mosque, where we were very hospitably received.

Education and Training: Topics

1. Interfaith marriage is the subject of a forthcoming book by our colleague Paul Smith.
2. Sex Education in schools, a matter of some concern among several faith groups, was discussed from a statutory and from an interfaith point of view.
3. Interfaith studies and recent materials for those purposes, such as the Jewish New Testament Study Bible, were mentioned. We gave some financial support to a visit by our colleague Sally Lynch to the Tantur Institute in Jerusalem.
4. A Continuing Ministerial Development day was held in January to provide information and improve understanding on Islam both worldwide and in the UK.
5. An Initial Ministerial Education day was held on interfaith relations in September and well received.
5. The role of faith and of interfaith groups in planning for and reacting to emergencies was considered.
6. ODCIR supported the annual SEEFF conference held in September: "We have 12 years to save the planet"

Presence and Engagement

The Area Interfaith Advisors continued to work with Martin Gorick as Diocesan Advisor. The Area Advisors were Sue Burchell (Dorchester), Paul Smith and Hugh Ellis (Buckinghamshire) and Sally Lynch for Berkshire.

Communications

Martin Gorick continued the practice of termly newsletters during 2019.

Oxford Diocesan Board of Education

Chairman: The Right Revd Dr Alan Wilson

Vice Chair: Mrs Maureen Lomas

Director: Mr Tony Wilson

Although the number of academy conversions has slowed from the peak of a couple of years ago, we are still getting schools who are making a positive choice to join a MAT as well as a small number of schools which are required to join a MAT. The two diocesan MATs supported by ODBE have continued to grow. ODST now comprises 36 academies and ODBST is made up of eight, with more in the pipeline.

Four of the academy trusts which we work with have pooled their SLA capital allocations together and ODBE manages this programme for them.

We continue to provide support services to schools to assist them in delivering the best possible outcomes. This ranges from appointing approximately 1,000 governors across our schools and academies (including 19 multi-academy trusts); advising on admission policies at 170 schools; organising independent admission appeals for governing bodies; assisting the site trustees with various property matters and organising building work at voluntary aided schools and some academies, ranging from small maintenance projects to large scale extension and refurbishments, including the planning of completely new schools.

Several school-led MATs explored opportunities for Church of England free schools in areas where pupil demand can be demonstrated, and there is low likelihood of negative impact on the flourishing of existing schools. Whilst the national landscape for this is now more competitive with more available MATs to sponsor new free schools, the team continued to prioritise this work and build relationships with existing MATs. As a result, Alder Grove Church of England Primary School will be opening as part of The Keys Trust in September 2020. This will be followed by Windrush Church of England Primary School in September 2021 as part of The River Learning Trust. In addition, early discussions were held with relevant parties around the need and viability for new alternative provision settings to see if we can provide greater support to the most vulnerable pupils.

Schools continued to be well served by the Link Adviser model and outcomes measured by Ofsted and SIAMS grades of good or better were above the national average in both. ODBE responded quickly to the need for SIAMS training in the light of changes to the national Schedule and our school leaders and governors have a clear understanding of the inspection Schedule and the process of evaluation, thereby enabling schools to showcase their provision and the impact this has. The ODBE team is highly valued in developing and nurturing the personal relationships with headteachers, governors and school leaders enabling support and challenge across a range of educational issues.

ODBE produced a three-year vision and strategy to run from 2019 to 2022. This required spending and staffing commitments to be identified alongside strategic priorities and actions taken. The vision and strategy were published in Summer 2019 and took effect from September

2019 onwards. The ODBE staffing model was restructured to take account of this new strategic direction and the reporting and accountability lines altered accordingly.

ODBE's 'Beyond 20:20 Vision and Strategy' clearly articulates the direction of travel for the next three years. This has been broken down into three strands, each with six constituent elements. The strategy articulates and defines the work of ODBE in the following: 'Leadership and Engagement', 'Development and Support' and 'Quality and Delivery'.

Glebe and Buildings Committees

Chair: Mrs Sue Scane

Director of Glebe and Buildings: Mr David Mason

The following committees met on three occasions during the year: The Glebe Committee, Buildings Management and Strategy Committee, the Berkshire, Dorchester and Buckinghamshire Archdeaconry Sub-Committees. The Oxford Archdeaconry Sub-Committee, New Projects Group, and the Glebe Investment Sub-Committee met twice.

Rental Income

By working closely with the archdeacons and churchwardens we have been able to let more vicarages during a vacancy, such that the rental income has almost doubled in the last seven years. The income generated now supports Parish Share by approximately 4% every year.

We actively manage the Glebe portfolio to generate income to support clergy stipends. Where resources permit we undertake this work in-house, which year-on-year is saving a six figure sum in external consultants' fees. In recent years the net income generated from the Glebe portfolio has increased such that approximately 18% of the total Diocesan budget is covered.

Glebe Sales and Reinvestment

Receipts from the disposal of five Glebe sites before costs totalled c.£8.4 million in the year, before costs of disposal. Agricultural land was purchased immediately adjoining our existing landholdings at Wing at a cost of just over £370,000.

Vicarage Maintenance

We have surveyed, maintained and improved at least 20% of our vicarages, leading to 54 new clergy being able to move into accommodation that is fit for purpose, keeping the vacancy period between posts to a minimum.

Vicarage Disposals and Acquisitions

We replaced eight vicarages that were not fit for purpose, with more modern energy efficient buildings at a cost of c. £4.5 million (before the cost of construction works). Only four of the old vicarages were sold during the year raising c. £2.5 million, although two other sales were in solicitors' hands at the end of the year, with offers being considered on two others that are being marketed for sale.

Vicarage and Office Construction Projects

Work commenced on constructing two new green guide vicarages, with valuable planning permissions being secured on several projects; including for a new office for the Berkshire Area team.

Board of Mission

Chair: The Bishop of Oxford

Director: Canon Andrew Anderson-Gear

The Department of Mission has been at the heart of the support and implementation of our Diocesan common vision. The Director is a member of the Strategy Steering Group and colleagues are engaged in every focal area. Key areas to note have been:

Parish Planning Tool resource Launched in September and very positively received and key to supporting every church in exploring their response to our common vision. Three training events in Buckingham archdeaconry attended by over 100 people from 30 churches. Training in other archdeaconries in early 2020. Resource already reprinted due to demand.

Making a Difference in the World Bishop Steven's emergent priority around the climate emergency and the formation of the Environmental Task Group has seen work realigned and additional staff time allocated.

New Congregations Director of New Congregations finally appointed to lead strategy and took up post in September as Stage 1 of the Strategic Development Fund bid approved. Focus of work is building momentum and completing the Stage 2 process. New Congregations Committee formed to support strategic development of the work.

Serving Schools Joint Mission/Schools working has already 'birthed' the Contemplative Toolkit which will resource schools, churches and families through different formats and approaches. Strategic impact being enhanced under the national Growing Faith agenda which will bring together diocesan priorities for re-imagining the church/school relationships and emerging strategy for children/young people in our churches.

Discipleship 300 Personal Discipleship Plan mentors have been trained with specific engagement in 15 deaneries with individual churches in other deaneries also participating. Initial evaluation reported 93% agreed '*My PDP has helped me grow in faith*' and '*I know my strengths and gifts*'. First 'Bonfire Parties' in Wycombe and Milton Keynes deaneries. Wycombe evaluation highlighted '*So many people, so much energy, so much motivation*' and in Milton Keynes 100% agreed '*Today has inspired me to notice where God is working in me and the world*'. Consultation on local learning hubs completed and three pilot areas moving forward.

Youth and Children's Strategy Vital strategy for renewing our work with children, young people and families completed at end of year following comprehensive consultation. 15 young people intentionally nurtured in their discipleship through the 12 month 'Marked Out' project. This has provided an essential space to enable the participatory voice of young people into the life of Diocese.

Alongside our support for our common vision, the considerable 'core work' of the department has continued to be delivered to a high level in terms of quality and breadth of parish engagement.

Parish Development 30 benefices/parishes in vacancy have been supported in producing high-quality profiles which have resulted in excellent appointments being made. Through away days, etc. 30 parishes/benefices now more focussed in their mission and ministry shaped by our common vision. Good early feedback from use of the Parish Planning Tool. Following appointment, 50 clergy supported and resourced as they begin their new role.

Generous Giving/ Parish Giving Scheme Oxford Diocese now largest user of the PGS with 216 churches registered during 2019. Giving 19% higher and 60% churches have opted to auto-increase with inflation, both higher than the diocesan average across all forms of giving. PGS massively reducing the workload of the planned giving officer in local churches.

Trial of Goodbox contactless device in 10 churches saw over £4,000 (excl. Gift Aid) raised through collections taken at weddings and other special services – and 9 of the 10 churches opted to purchase the device after the trial.

Continuing Ministerial Development The CMD day programme has supported local engagement with our common vision through events on Enabling Everyday Faith, Understanding the Environmental Crisis, Introducing Community Organising and Pioneering in New Housing Areas.

Our core commitment to clergy 'Flourishing in Ministry' was supported through events such as a ramble, birdwatching walk and a day on resilience. Despite the pressure of busyness, engagement in CMD is on the increase, which we take as an encouraging sign for the future. Participation in diocesan CMD events increased from 252 individuals to 283 in 2019 and requests for CMD grants saw 144 clergy requesting grants against 99 in 2018.

Local Ministry Pathway Quality of the learning experience commended in 2019 Ministry Division Inspection. Particular affirmation of its open access for interested learners (over 150), creative approach to the creation of formational communities and development of skills in theological reflection. 41 LLM candidates and 13 ordinands continuing in training and 16 students awarded CertHE or DipHE awards from Durham University.

Curacy Training (IME Phase 2) 30 new deacons entered IME2 with 26 curates assessed as successfully completing their curacies. Commendation by the External examiner on our leadership modules. Second year and final year curates have led local mission project groups resulting in significant impact in local communities and church communities, including mission with the elderly, focus on bereavement and loss (e.g. 'Death café'; 'Blue Christmas'); initiating follow-up services for baptism families and launching a small local missional community.

Social Justice and Community Engagement Glyn Evans (Diocesan Rural Officer) retired after over 30 years. His pastoral chaplaincy work with farmers and the agricultural community and

interventions at local, diocesan and national level on behalf of rural communities made a significant difference. The post will be reviewed in the coming year.

Oxford Diocese pioneered the innovative LGBTI+ chaplaincy approach which can serve all churches and traditions. Through a careful process, a team of eight chaplains recruited, inducted and trained for early 2020 launch.

Council for Partnership in World Mission

Chair: The Rt Revd Andrew Proud (to March), The Rt Revd Henry Scriven (Acting Chair to November), The Rt Revd Olivia Graham (from November)

Secretary: The Revd Canon Robert Teare (to September)

The Council for Partnership in World Mission (PWM) exists (1) to encourage all members of the Diocese of Oxford to join with other Christians locally and globally in seeking to serve Christ through partnerships in world mission; (2) to pray – and encourage others to pray – for world mission; and (3) to promote world church partnerships as a living reality. As part of its remit, the Council holds responsibility for the Diocese’s three link partnerships.

2019 was a year of transition: we give thanks for the contributions of Bishop Andrew (chair), Bishop Henry (acting chair), the Revd Canon Robert Teare (secretary), and the Revd Graeme Fancourt (chair, Nandyal link committee). We welcomed Bishop Olivia as our new chair and the Revd Canon Sue Booy as new chair of the Kimberley and Kuruman link committee.

Link Partnerships

Kimberley and Kuruman 2019 saw the inauguration of our link exchange programme. The first participant is spending a year working in Warfield Parish, as well as contributing more generally to the life of the link and the Diocese. Bishop Ossie visited to participate in Bishop Olivia’s consecration; through Christian Aid, Bishop Ossie and an Oxford link representative shared in an advocacy conference. Parishes continued mutual sharing in mission with link parishes and projects; the Diocese continued engagement with K and K’s action and outreach programmes; and the two link committees began planning the next joint summit, planned to focus on healing of brokenness in our churches and societies.

Nandyal The Nandyal Link Review Group has begun to reflect on the link’s history and our expectations for the link. The group looks forward to entering into dialogue with colleagues in Nandyal and agency partners here, so that we can consider the partnership’s future.

Växjö A variety of visits fostered mutual learning: Oxford curates attended a conference on ‘Getting to know the Swedish church’ at St Sigfrid’s Folkhögskola in Växjö, and a link committee member spent a term there learning Swedish, while mature students from St Sigfrid’s visited us as part of their course on Oxford. The Växjö church building committee visited to discuss church reordering; Växjö deacons came to study how we do community outreach and social justice work; and the Växjö Cathedral oratorio choir shared its music with churches here. The two link committees and other interested parties joined together for a three-day conference on interfaith relations, with expert speakers. Two parishes explored parish to parish links, and others held exchange visits.

Other Activities

Marked Out PWM staff and the K and K exchange joined with the diocesan youth adviser to launch a programme for young people interested in deepening their faith within the framework of the Five Marks of Mission.

Lambeth Hosting Programme We continued preparations for this programme, through which bishops from around the Communion spend time in dioceses before the Conference begins.

Social Media We have focused on Twitter (@livingfaithww), seeking to encourage a community of local and global followers in mutual prayer and sharing of news. Our website is pwm.oxford.anglican.org.

Board of Patronage

Chair: The Revd Dan Heyward

Hon Secretary: The Revd Prof Brian Griffiths

Board membership

The Board is constituted under the provisions of the Patronage (Benefices) Measure 1986. It has provision for five lay and three clerical members, elected for six years. This excludes the secretary, who is separately nominated by the Bishop. The present Board took office on 1 January 2019. There is currently a vacancy for a clerical member. The Bishop is an ex-officio member of the Board. The Archdeacon, Area Dean and Lay Chair of the relevant Deanery Synod are members of the Board for the purpose of transacting business relating to a particular benefice within their archdeaconry or deanery.

Board Patronage

The Board has the sole patronage of 17 benefices and the joint patronage of 30.

These are broken down as:-

Berks: 11 sole, 4 joint, total 14 (comprising 22 parishes)

Bucks: 4 sole, 8 joint, total 12 (comprising 23 parishes)

Dorchester: 1 sole, 18 joint, total 19 (comprising 77 parishes)

Oxford: 1 sole, 0 joint, total 1 (comprising 1 parish)

Meetings

The Board met twice, on the 12 June 2019 and 13 November 2019.

Appointments

At these two meetings, it was reported that the following appointments were made as a result of the Board's procedures:

- The Revd Mark Ainsworth was appointed as priest-in-charge to Nettlebed, Bix, Highmoor, Pishill with Rotherfield Greys and Nuffield. He was licensed on 4 June 2019.
- The Revd Wayne Lautenbach was appointed as Team Rector to Hermitage with Cold Ash, East Ilsley, Compton, Frilsham, Hampstead, Norreys and Yattendon. He was licensed on 21 March 2019. The Revd Sue Webster was appointed the Team Vicar and was licensed on 1 September 2019.
- The Revd Janet Faull was appointed to Hook Norton with Great Rollright and Swerford. She was licensed as Rector on 22nd May 2019.
- The Revd Helen Barnes was appointed as the Team Rector for the Cherwell Valley Team. She was licensed on 13 November.
- The Revd Karen Charman was appointed as vicar to Garsington, Cuddesdon and Horspath. She was licensed on 27 January 2020.

Since the 13 November 2019 meeting, Board members have been informed that an informal interview process has been undertaken re the appointment of the Revd John Blair as a House-for-duty priest in the Langtree Benefice with a particular focus on Ipsden and North Stoke. The informal process was led by the Revd Kevin Davies and parish reps. Bishop Colin endorsed the appointment.

The following vacancy procedures were initiated but were still ongoing at the end of the 2019 year:

- Dorchester team
- Chinnor
- Earley St Nicolas
- Ironstone

The Board has been consulted about various developments, re-organisation schemes, etc in several parishes where it has an interest. The Board has been represented on the Archdeaconry Mission and Pastoral Committees by various members of the Board. Members of the Board seek to keep in general contact with those parishes where it has patronage through informal links by members of the Board.

Finance

Expenses vary according to the number of vacancies in a year. These consist of the expenses of members attending meetings of the Board, attending meetings in connection with appointments and the administrative costs of printing, postage and telephone, etc.

B J Griffiths, ODBP Secretary, 9 April 2020

Diocesan Trustees (Oxford) Ltd

Chair: His Honour Charles Elly

Secretary: Mrs Rosemary Pearce (to 30 June 2019);

Mr Mark Humphriss (from 1 July 2019)

Diocesan Trustees (Oxford) Ltd [DT(O)L] is a charitable company established to hold property on behalf of ecclesiastical charities as the Diocesan Authority under the Parochial Church Councils (Powers) Measure 1956 and the Incumbents and Churchwardens (Trusts) Measure 1964, both as amended by the Ecclesiastical Property Measure 2015. Under these measures, the Diocesan Authority holds a wide variety of interests in land and personal property that is permanent endowment. In respect of this, managing trustees may not sell, lease, let, exchange, charge or take legal proceedings in relation to such property without the consent of the Diocesan Authority, unless the transaction attracts a premium payment of £250,000 or less. Additionally, DT(O)L might be appointed to be the Custodian Trustee by a Trust Deed or a Charity Commission Scheme. The management of all trusts lies with parish trustees. The Trusts Administrator carries out the day-to-day administration and is available to assist managing trustees to meet their legal obligations in respect of property trusts and utilise all assets. Members of the Finance Department provide accountancy work on a part-time basis.

DT(O)L has assisted parish managing trustees with their plans for mission by considering property transactions, such as the purchase or sale of property and the grant of leases that provide valuable income to support church work. Parish managing trustees have also been assisted with the release of permanent endowment that has been applied to support outreach by repair or improvement of church buildings.

DT(O)L is the sole trustee of the Oxford Diocesan Church Schools Uniform Statutory Trust, the trust fund for Church Schools and Academies in the Diocese of Oxford. The trust funds arise from the sale proceeds or rent of closed schools and schoolhouses in the Diocese. DT(O)L has a duty to consult Oxford Diocesan Board of Education (ODBE) on the expenditure of this trust fund, reviewing applications for grant support of the work of ODBE and grants to support building projects of Voluntary Aided Schools in the Diocese. In 2019, grants were given to support the work of ODBE that enabled advice and support to be given to school and academy personnel across the Diocese who contribute to outreach and mission. DT(O)L regularly reviews the investments of this trust in line with the Statement of Investment Principles, which is usually subject to annual review.

In 2019 DT(O)L met four times and its investment committee met twice.

A full set of statutory accounts for 2019 is available via the Diocesan website or otherwise on request from the Finance Administrator.

Council for the Deaf and Hard of Hearing

Chair: The Revd Tim Edge to February 2020, then Mr Chris Emery (Acting Chair)

Finance sub-committee Vice-Chair: Mr Christopher Emery

Chaplains: Lead Chaplain – The Revd Katie Tupling (from March 2019), The Revd Ben Whitaker (Part-time), until December 2019, The Revd Vera Hunt (Honorary Chaplain).

Pastoral Finance and Administrative Officer (PFAO): Miss Fiona McNally, (part-time).

Clarification of D/deaf terminology:

Deaf – those who use BSL as their first/only language

deaf – those with significant hearing loss, who may choose to learn BSL but have English as their first language.

Our aims and objectives are to promote the spiritual, social and general well-being of D/deaf and hard of hearing people in the Diocese, and to support chaplains in their ministry for the D/deaf and hard of hearing. This is achieved through the work of the chaplains. They share with LLMs and volunteers in leading worship, supporting D/deaf and hard of hearing people pastorally, and by working with hearing people to develop strategies to raise awareness and implement inclusion of D/deaf and hard of hearing people into the life of the church.

The chaplaincy team was historically assisted by a small team of volunteers who maintained the ongoing spiritual and pastoral care of the D/deaf, hard of hearing, deafened and deaf-blind people. This team of volunteers needs to be rebuilt.

When appropriate the ODCD lobbies government and synods on behalf of the D/deaf and hard of hearing. We hold a respected partnership with the social services in all three counties, though in recent years social services have reduced their commitment to pursuing concerns for the deaf, due to cuts, so their call on our volunteers is greatly reduced.

The ODCD officers and staff clergy meet regularly to oversee the day-to-day working, whilst the full council meets three times a year in venues across the Diocese.

In 2019 we held worship services and offered pastoral care across the Diocese. Congregations met in Reading Deaf Centre (in the Chapel), Oxford Deaf Centre (in the Chapel) St Nic's Newbury, and Cox Green, Maidenhead – each monthly. Vera also leads a midweek group meeting monthly in Slough. These are all led in BSL (British Sign Language) with English voice over.

Our "PFAO" is both our Finance Officer, overseeing the general finance and preparing our annual accounts, and the day to day administrator of ODCD including training and coordination of volunteers (overseen by chaplains).

Having struggled to fill the vacant post of Lead Chaplain, despite several attempts to advertise both half and full-time roles over recent years with no appointments possible, we worked with Department of Mission for a solution. The ambitious decision was made to advertise the post as a dual role: half-time Lead Chaplain and half-time Disabilities Adviser. This produced a number of strong candidates and Revd Katie Tupling joined us in March 2019, passing her probationary period in September 2019.

No church has applied for grants towards installation of loop systems.

Our budget was marginally in deficit, with no need to call on reserve funds, whilst preserving our service to deaf people, making grants and donations and receiving the same.

The Oxford Deaf Centre – 'owned' by Action Deafness as sole trustee – is in the process of being sold. The ODCD, and other Charities with historic interest, are in conversation with the Trustees of Action Deafness regarding the dispersal of profits from the sale. We are grateful to Darren Oliver (Diocesan Registrar) and Mark Humphriss (Diocesan Secretary) for their expertise in this complex situation.

There is a vacancy for the role of part-time Assistant Chaplain – this should be advertised soon, with a desire to successfully appoint before Christmas 2020.

Mothers' Union

Chair: Mrs Maureen Weston

Secretary: Mrs Eve Madeley-Wyatt

Membership stood at 1100 at the end of 2019. Although many new members have joined, the rate of members lost was 5%, which was less than previous years.

The Board of Trustees met six times during 2019 and there were four General Meetings at different venues for all members. There is a need for a treasurer – someone with financial experience who could offer two hours per week.

The Lady Day service was held at Christ Church, Abingdon as the Cathedral was unavailable due to building works. The Rt Revd Andrew Proud, Bishop of Reading and recent Mothers' Union Central Chaplain, presided over the service, during which he commissioned the new Diocesan President and the Board of Trustees.

Our Wave of Prayer took place from 20–22 April, which occurred over Easter, so prayers were devised to be used individually at home or together at a branch meeting. These were very informative and inspiring as we remembered our Link Dioceses in Nigeria, DRC, Tanzania, Papua New Guinea and Southwark.



Maureen Weston and Alison Bennett



Spring Meetings were held in May at three venues around the Diocese. Our focus was on the work of MULO (Mothers' Union Listens, Observes and Acts). We had a series of workshops in the morning and afternoon covering a wide variety of topics including 'How can I grow my faith?' and 'What craft can we make?' These days began and ended with prayer and Bible reflection.

Away from it all holidays were given to nine needy families, six of whom came from the Balsam Family Project in Didcot.

Hospital Projects A lot of craft was produced, plus toiletries and refreshments for local hospitals and especially the children's wards in the John Radcliffe Hospital in Oxford. These included

premature baby quilts, clothes and Angel Pockets. A new venture was making knitted crosses on squares, used by the Chaplaincy to be given to a patient in need of prayer.

AGM and Autumn Meeting This was held in October, when 115 people came to hear the annual reports of our activities and our guest speaker, Ursula Kopp, Regional Development Manager, who gave an enlightening and challenging talk on Tackling Modern Slavery. An information leaflet produced by the Clewer Initiative and the Mothers' Union was distributed to each member present. This was followed by a Eucharist Service led by our MU Chaplain.

Christmas cards for Bullingdon Prison were collected from many branches during the autumn. About 1500 were given to the new chaplains, who distributed them to the men. Some cards went to Woodhill Prison. One chaplain thanked the Mothers' Union members saying, 'It was touching to see the response of some of the men, who may be feeling very unloved at this time of the year.'

Publicity The Trustees and members have been challenged by the Archbishop of Canterbury to make Mothers' Union known, and special postcards have been produced to inform people about Mothers' Union.

Parents and Children Together (PACT): The Oxford Diocesan Council for Social Work

Chair of Trustees: Mr Jim Brown; Mr Wes Cuell
Chief Executive: Mrs Jan Fishwick OBE

Annual Summary

Supporting vulnerable families has been at the core of PACT's services since it was set up by the Diocese of Oxford in 1911, and remains the focus today through adoption services, therapeutic support and community projects. In October 2019, Wes Cuell joined the Executive Board and took over from Jim Brown as the new Chair of Trustees.

PACT Adoption Services in 2019

- 53 UK children were placed with 40 families. Of these 53, 29 are boys and 24 are girls. 22 children are in sibling groups, 2 children are over five years old and 19 children have black, mixed or minority ethnic heritage.
- 103 adoption orders were made with 69 families (children placed within UK).
- 59 couples or single people were approved to adopt. Of these, 9 couples or single people have black, mixed or minority ethnic heritage.
- 36 Adoption Information Events were held and 554 prospective adopters attended.
- 146 families received therapeutic support from PACT's award-winning FACTS service.
- 84 PACT families attended Family Fun Days to meet and share experiences with other adoptive families.
- 766 adopters (from PACT and other organisations) were using The Adopter Hub's online resources (measured in December 2019).

'It is an emotional rollercoaster but it's the best thing I've ever done. I am 100 per cent convinced [my little girl] was made for us and we were made for her. I just couldn't imagine my life without her. She is my entire world.' - A PACT adopter

PACT Community Projects in 2019

PACT's award-winning community project for women continues to receive new referrals from women with complex needs who have reached crisis point. In 2019, 270 women accessed Alana House for groups, courses, drop-ins and one-to-one support.

PACT's Bounce Back 4 Kids (BB4K) and Recovery Toolkit programmes support children, young people and parents who have been victims or witnesses of domestic abuse. In 2019, 19 children and 18 parents affected by domestic abuse were supported by these two programmes, with 3 children receiving play therapy.

'Thank you for helping me to see the light at the end of the tunnel, encouraging and empowering me to become stronger. I will never forget the help and support you have given me to carry on with my journey.'
– A Recovery Toolkit programme participant

We are all part of the Body of Christ working to increase the life chances of individuals, children and families across the Diocese. For further information about PACT's work please contact us on **0300 456 4800** or visit our website at www.pactcharity.org

Appendix 1: Summary of Parish Share 2019

	2019				2018		
	Share allocation	Contributions received	% received	Balance unpaid	Contributions received	% received	Balance unpaid
Archdeaconry of Berkshire	£	£		£	£		£
Bracknell	863,471	863,471	100.0	0	821,607	96.5	30,164
Bradfield	607,923	568,977	93.6	38,946	567,723	97.3	15,908
Maidenhead	986,103	986,103	100.0	0	976,036	100.0	0
Newbury	950,182	950,182	100.0	0	937,055	100.0	0
Reading	1,423,191	1,423,191	100.0	0	1,388,989	100.0	0
Sonning	1,148,316	1,046,816	91.2	101,500	1,044,479	90.0	115,436
Total	5,979,186	5,838,740	97.7	140,446	5,735,889	97.3	161,508
Archdeaconry of Buckingham							
Amersham	1,522,644	1,522,644	100.0	0	1,517,215	100.0	0
Aylesbury	799,697	799,697	100.0	0	778,831	100.0	0
Buckingham	269,084	233,546	86.8	35,538	233,711	89.9	26,173
Burnham & Slough	942,522	824,721	87.5	117,801	826,689	90.5	86,848
Claydon	322,874	252,922	78.3	69,952	250,586	82.3	54,006
Milton Keynes	647,631	595,601	92.0	52,030	576,701	92.6	46,021
Mursley	321,633	292,240	90.9	29,393	282,901	88.3	37,341
Newport	348,774	339,365	97.3	9,409	316,620	94.4	18,740
Wendover	564,600	564,600	100.0	0	609,860	100.0	0
Wycombe	1,215,244	1,196,144	98.4	19,100	1,174,449	97.7	28,027
Total	6,954,703	6,621,480	95.2	333,223	6,567,563	95.7	297,156
Archdeaconry of Dorchester							
Abingdon	821,739	821,739	100.0	0	802,813	100.0	0
Aston & Cuddesdon	860,530	860,530	100.0	0	846,687	100.0	0
Bicester & Islip	453,363	383,777	84.7	69,586	397,913	89.3	47,810
Chipping Norton	413,710	413,710	100.0	0	388,512	97.2	11,042
Deddington	492,474	492,474	100.0	0	488,082	100.0	0
Henley	643,220	589,950	91.7	53,270	599,722	93.0	44,861
Vale of White Horse	326,073	326,073	100.0	0	313,532	100.0	0
Wallingford	502,208	502,208	100.0	0	501,135	100.0	0
Wantage	300,230	300,230	100.0	0	297,865	100.0	0
Witney	653,443	653,443	100.0	0	628,311	100.0	0
Woodstock	457,972	421,945	92.1	36,027	431,714	96.5	15,658
Total	5,924,962	5,766,080	97.3	158,882	5,696,286	97.9	119,371
Archdeaconry of Oxford							
Cowley	476,752	476,752	100.0	0	481,568	100.0	0
Oxford	1,129,480	1,079,167	95.5	50,313	1,075,206	97.1	31,569
Total	1,606,232	1,555,919	96.9	50,313	1,556,774	98.0	31,569
Total	20,465,083	19,782,219	96.7	682,864	19,556,512	97.0	609,604

Appendix 2: Parish Share 2019, in detail

Archdeaconry of Berkshire

	Share allocation	Contributions received	% received	Balance unpaid		Share allocation	Contributions received	% received	Balance unpaid
	£	£		£		£	£		£
BRACKNELL DEANERY									
ASCOT HEATH	87,421	87,421	100.0	0	SUNNINGDALE	79,753	79,753	100.0	0
BINFIELD	80,797	80,797	100.0	0	SUNNINGHILL	72,845	72,845	100.0	0
BRACKNELL	88,579	88,579	100.0	0	WARFIELD	200,717	200,717	100.0	0
CRANBOURNE	35,298	35,298	100.0	0	WINKFIELD	82,362	82,362	100.0	0
EASTHAMPSTEAD	100,939	100,939	100.0	0	BRACKNELL DEANERY	10,478	10,478	100.0	0
SOUTH ASCOT	24,282	24,282	100.0	0	Deanery Totals	863,471	863,471	100.0	0
BRADFIELD DEANERY									
ALDERMASTON w WASING	28,096	28,096	100.0	0	PADWORTH	14,309	14,309	100.0	0
ALDWORTH	11,542	11,542	100.0	0	PANGBOURNE w TIDMARSH, SULHAM	67,587	67,587	100.0	0
ASHAMPSTEAD	13,912	13,912	100.0	0	PURLEY	63,177	63,177	100.0	0
BASILDON	36,618	36,618	100.0	0	STANFORD DINGLEY	12,987	12,987	100.0	0
BEENHAM VALENCE	17,795	17,795	100.0	0	STRATFIELD MORTIMER	47,517	36,000	75.8	11,517
BRADFIELD	30,302	30,302	100.0	0	SULHAMSTEAD w UFTON NERVET	28,582	28,582	100.0	0
BRIMPTON ST PETER	12,175	12,175	100.0	0	ENGLEFIELD	25,258	25,258	100.0	0
BUCKLEBURY	40,328	40,328	100.0	0	THEALE	33,772	28,000	82.9	5,772
BURGHFIELD	58,400	58,400	100.0	0	WOOLHAMPTON	20,604	20,604	100.0	0
MIDGHAM	14,985	14,985	100.0	0	BRADFIELD DEANERY	22,542	8,320	36.9	14,222
MORTIMER WEST END	7,435	0	0.0	7,435	Deanery Totals	607,923	568,977	93.6	38,946
MAIDENHEAD DEANERY									
BRAY ST MICHAEL w BRAYWOOD	60,282	60,282	100.0	0	MAIDENHEAD ST PETER	74,130	74,130	100.0	0
CLEWER ST ANDREW	34,354	34,354	100.0	0	COX GREEN, THE GOOD SHEPHERD	35,605	35,605	100.0	0
COOKHAM DEAN ST JOHN THE BAPTIST	59,334	59,334	100.0	0	NEW WINDSOR TEAM	95,525	95,525	100.0	0
COOKHAM HOLY TRINITY	108,681	108,681	100.0	0	OLD WINDSOR ST PETER	42,941	42,941	100.0	0
DEDWORTH ALL SAINTS	62,313	62,313	100.0	0	SHOTTESBROOKE	12,997	12,997	100.0	0
BURCHETTS GREEN	69,286	69,286	100.0	0	WALTHAM ST LAWRENCE	32,550	32,550	100.0	0
MAIDENHEAD ALL SAINTS	69,224	69,224	100.0	0	WHITE WALTHAM ST MARY	29,394	29,394	100.0	0
MAIDENHEAD ST ANDREW & ST MARY	98,129	98,129	100.0	0	MAIDENHEAD DEANERY	39,143	39,143	100.0	0
MAIDENHEAD ST LUKE	62,215	62,215	100.0	0	Deanery Totals	986,103	986,103	100.0	0
NEWBURY DEANERY									
BEEDON	7,230	7,230	100.0	0	INKPEN	20,831	20,831	100.0	0
BOXFORD	7,230	7,230	100.0	0	KINTBURY w AVINGTON	34,235	34,235	100.0	0
BRIGHTWALTON w CATMORE	10,532	10,532	100.0	0	LAMBOURN	34,487	34,487	100.0	0
CHADDLEWORTH	6,023	6,023	100.0	0	LECKHAMPSTEAD BERKS	10,503	10,503	100.0	0
CHIEVELEY w WINTERBOURNE & OARE	37,145	37,145	100.0	0	NEWBURY ST GEORGE	71,650	71,650	100.0	0
COMBE ST SWITHUN	3,513	3,513	100.0	0	NEWBURY ST JOHN	47,380	47,380	100.0	0
EAST GARSTON	11,495	11,495	100.0	0	NEWBURY ST NICOLAS & ST MARY	167,815	167,815	100.0	0
EASTBURY	11,495	11,495	100.0	0	PEASEMORE	9,399	9,399	100.0	0
ENBORNE	8,273	6,500	78.6	1,773	SHAW CUM DONNINGTON	46,502	46,502	100.0	0
FARNBOROUGH	7,952	7,952	100.0	0	SPEEN	23,673	23,673	100.0	0
FAWLEY	6,102	6,102	100.0	0	STOCKCROSS	10,121	6,000	59.3	4,121
GREAT SHEFFORD	16,512	16,512	100.0	0	THATCHAM	95,861	95,861	100.0	0
GREENHAM	48,765	48,765	100.0	0	WELFORD w WICKHAM	10,363	10,363	100.0	0
HAMSTEAD MARSHALL	9,129	9,129	100.0	0	WEST ILSLEY	5,784	5,784	100.0	0
HERMITAGE TEAM	103,852	103,852	100.0	0	WEST WOODHAY	6,850	6,850	100.0	0
HUNGERFORD w DENFORD	57,512	57,512	100.0	0	NEWBURY DEANERY	1,968	7,862	399.5	-5,894
					Deanery Totals	950,182	950,182	100.0	0
READING DEANERY									
BEECH HILL	9,605	9,605	100.0	0	READING ST LAURENCE	57,687	57,687	100.0	0
CAVERSHAM THAMESIDE & M'DURHAM	125,427	125,427	100.0	0	READING ST LUKE w ST BARTH	21,231	21,231	100.0	0
CAVERSHAM ST ANDREW	61,096	61,096	100.0	0	READING ST MARY	19,415	19,415	100.0	0
CAVERSHAM EMMER GREEN	61,431	61,431	100.0	0	READING ST MATTHEW	40,112	40,112	100.0	0
CAVERSHAM PARK	1,300	1,300	100.0	0	SHINFIELD	33,084	33,084	100.0	0
EARLEY ST NICOLAS	70,286	70,286	100.0	0	SPENCERS WOOD & GRAZELEY	23,479	23,479	100.0	0
EARLEY ST PETER	81,440	81,440	100.0	0	SWALLOWFIELD	21,344	21,344	100.0	0
EARLEY TRINITY CHURCH	62,283	62,283	100.0	0	TILEHURST ST CATHERINE	57,688	57,688	100.0	0
READING ST MARKS & ALL SAINTS	47,564	47,564	100.0	0	TILEHURST ST GEORGE	12,210	12,210	100.0	0
READING CHRIST CHURCH	36,754	36,754	100.0	0	TILEHURST ST MARY MAGDALEN	28,424	28,424	100.0	0
READING GREYFRIARS	163,036	163,036	100.0	0	TILEHURST ST MICHAEL	72,513	72,513	100.0	0
READING HOLY TRINITY	6,750	6,750	100.0	0	WOODLEY SOUTHLAKE ST JAMES	66,258	66,258	100.0	0
READING ST AGNES w S PAUL, S BARN	61,537	61,537	100.0	0	WOODLEY ST JOHN	65,550	65,550	100.0	0
READING ST GILES	46,017	46,017	100.0	0	WOODLEY EMMANUEL CHURCH	55,132	55,132	100.0	0
READING ST JOHN THE EVANGELIST	43,003	43,003	100.0	0	READING DEANERY	-28,465	-28,465	0.0	0
					Deanery Totals	1,423,191	1,423,191	100.0	0
SONNING DEANERY									
ARBORFIELD w BARKHAM BENEFICE	87,831	54,013	61.5	33,818	WARGRAVE	86,215	86,215	100.0	0
CROWTHORNE	77,960	77,960	100.0	0	CHRIST CHURCH WOKINGHAM	10,966	0	0.0	10,966
FINCHAMPSTEAD w CALIFORNIA	161,199	161,199	100.0	0	WINNERSH W BEARWOOD	59,812	35,000	58.5	24,812
HURST	27,934	27,934	100.0	0	WOKINGHAM ALL SAINTS	131,551	131,551	100.0	0
OWLSMOOR	59,436	40,550	68.2	18,886	WOKINGHAM ST PAUL	92,298	92,298	100.0	0
RUSCOMBE AND TWYFORD	57,289	57,289	100.0	0	WOKINGHAM ST SEBASTIAN	87,285	87,285	100.0	0
SANDHURST	71,527	71,527	100.0	0	WOOSEHILL L.E.P.	43,995	43,995	100.0	0
SONNING	93,014	80,000	86.0	13,014	SONNING DEANERY	4	0	0.0	4
					Deanery Totals	1,148,316	1,046,816	91.2	101,500
Archdeaconry Totals						5,979,186	5,838,740	97.7	140,446

Appendix 2: Parish Share 2019, in detail

Archdeaconry of Buckingham

	Share allocation	Contributions received	% received	Balance unpaid		Share allocation	Contributions received	% received	Balance unpaid
	£	£		£		£	£		£
AMERSHAM DEANERY									
AMERSHAM ON THE HILL	75,133	75,133	100.0	0	GERRARDS CROSS & FULMER	222,276	222,276	100.0	0
AMERSHAM w COLESHILL	93,596	93,596	100.0	0	GREAT CHESHAM	234,921	234,921	100.0	0
BEACONSFIELD	235,206	235,206	100.0	0	LATIMER	17,972	17,972	100.0	0
CHALFONT ST GILES	81,926	81,926	100.0	0	PENN	45,209	45,209	100.0	0
CHALFONT ST PETER	87,744	87,744	100.0	0	PENN STREET w HOLMER GREEN	69,040	69,040	100.0	0
CHENIES & LITTLE CHALFONT	70,726	70,726	100.0	0	SEER GREEN	73,469	73,469	100.0	0
CHESHAM BOIS	85,487	85,487	100.0	0	TYLERS GREEN	42,354	42,354	100.0	0
DENHAM	67,372	67,372	100.0	0	AMERSHAM DEANERY	0	0	0.0	0
FLAUNDEN	20,213	20,213	100.0	0	AMERSHAM DEANERY NO 2	0	0	0.0	0
					Deanery Totals	1,522,644	1,522,644	100.0	0
AYLESBURY DEANERY									
ASHENDON	4,719	4,719	100.0	0	ICKFORD	11,420	11,420	100.0	0
ASTON SANDFORD	6,057	6,057	100.0	0	KINGSEY	5,334	5,334	100.0	0
AYLESBURY ST MARY	54,642	54,642	100.0	0	LACEY GREEN	29,083	29,083	100.0	0
AYLESBURY QUARRENDON ST PETER	5,152	5,152	100.0	0	LONG CRENDON	27,770	27,770	100.0	0
AYLESBURY BIERTON	27,857	27,857	100.0	0	LUDGERSHALL	7,849	7,849	100.0	0
AYLESBURY HULCOTT ALL SAINTS	6,542	6,542	100.0	0	MONKS RISBOROUGH	66,685	66,685	100.0	0
BEDGROVE	74,914	74,914	100.0	0	NETHER WINCHENDON	10,096	10,096	100.0	0
BLEDLOW, SAUNDRTON & HORSNDEN	18,057	18,057	100.0	0	OAKLEY	8,056	8,056	100.0	0
BOARSTALL	3,854	3,854	100.0	0	PRINCES RISBOROUGH w ILMER	93,672	93,672	100.0	0
BRILL	20,621	20,621	100.0	0	SHABBINGTON	5,614	5,614	100.0	0
BROUGHTON (AYLESBURY)	29,018	29,018	100.0	0	SOUTHCOURT THE GOOD SHEPHERD	20,833	20,833	100.0	0
CHEARSLEY	14,889	14,889	100.0	0	STONE w DINTON & HARTWELL	27,526	27,526	100.0	0
CHILTON ST MARY	5,307	5,307	100.0	0	WALTON HOLY TRINITY	105,585	105,585	100.0	0
CUDDINGTON	26,947	26,947	100.0	0	WORMINGHALL	8,479	8,479	100.0	0
DORTON	3,715	3,715	100.0	0	WOTTON UNDERWOOD	5,810	5,810	100.0	0
HADDENHAM	63,593	63,593	100.0	0	AYLESBURY DEANERY	1	1	0.0	0
					Deanery Totals	799,697	799,697	100.0	0
BUCKINGHAM DEANERY									
ADSTOCK	6,950	6,950	100.0	0	RADCLIVE CUM CHACKMORE	3,717	1,800	48.4	1,917
AKELEY	1,760	1,760	100.0	0	SHALSTONE	4,835	2,000	41.4	2,835
BEACHAMPTON	5,841	0	0.0	5,841	STOWE	18,452	18,452	100.0	0
BIDDLESDEN	2,322	0	0.0	2,322	THORNBOROUGH	8,293	5,556	67.0	2,737
BUCKINGHAM	83,909	83,909	100.0	0	THORNTON W NASH	8,801	8,801	100.0	0
GAWCOTT	7,831	7,831	100.0	0	TINGEWICK	12,762	6,000	47.0	6,762
LECKHAMSTEAD	7,039	7,039	100.0	0	TURWESTON	6,961	6,961	100.0	0
HILLESDEN	6,860	6,860	100.0	0	WATER STRATFORD	4,835	4,835	100.0	0
LILLINGSTONE DAYRELL	6,325	6,325	100.0	0	WESTBURY	6,961	1,500	21.5	5,461
LILLINGSTONE LOVELL	7,039	7,038	100.0	1	WHADDON	10,087	10,087	100.0	0
MAIDS MORETON w FOSCOTT	32,842	32,842	100.0	0	BUCKINGHAM DEANERY	0	0	0.0	0
PADBURY	14,662	7,000	47.7	7,662	Deanery Totals	269,084	233,546	86.8	35,538
BURNHAM & SLOUGH DEANERY									
BURNHAM	74,540	74,540	100.0	0	SLOUGH ST PAUL	80,054	80,054	100.0	0
COLNBROOK	8,003	9,253	115.6	-1,250	STOKE POGES	60,000	60,000	100.0	0
DATCHET	40,500	40,500	100.0	0	TAPLOW	48,562	48,562	100.0	0
DORNEY	11,500	11,500	100.0	0	SLOUGH ST MARY	14,020	14,020	100.0	0
DROPMORE	3,640	3,640	100.0	0	UPTON ST LAURENCE	9,125	9,125	100.0	0
ETON	22,300	22,300	100.0	0	CHALVEY ST PETER	9,000	9,000	100.0	0
FARNHAM ROYAL & FARNHAM COMMON	54,828	54,828	100.0	0	BRITWELL ST GEORGE	18,491	18,491	100.0	0
HEDGERLEY	20,000	20,000	100.0	0	CIPPENHAM ST ANDREW	20,261	20,261	100.0	0
HITCHAM	50,619	50,619	100.0	0	ST JOHNS & ST MICHAELS	13,000	13,000	100.0	0
HORTON	8,300	8,300	100.0	0	WEXHAM	27,000	27,000	100.0	0
IVER	64,000	64,000	100.0	0	WRAYSBURY	30,365	30,365	100.0	0
IVER HEATH	27,000	28,000	103.7	-1,000	BURNHAM & SLOUGH DEANERY	120,051	0	0	120,051
LANGLEY MARISH	107,363	107,363	100.0	0	Deanery Totals	942,522	824,721	87	117,801
CLAYDON DEANERY									
ADDINGTON	4,139	4,139	100.0	0	NORTH MARSTON	11,113	10,654	95.9	459
BARTON HARTSHORN	698	698	100.0	0	VALE OF AYLESBURY METHODIST	1,235	0	0.0	1,235
CHETWODE	1,493	1,493	100.0	0	OVING w PITCHCOTT	10,124	3,600	35.6	6,524
DUNTON	1,368	1,368	100.0	0	PRESTON BISSETT	6,898	6,898	100.0	0
EDGCOTT	3,733	3,733	100.0	0	QUAINTON	26,423	26,423	100.0	0
GRANBOROUGH	11,641	11,641	100.0	0	THE CLAYDONS	54,110	39,110	72.3	15,000
GREAT HORWOOD	8,947	7,447	83.2	1,500	TWYFORD	14,741	14,741	100.0	0
GRENDDON UNDERWOOD	18,203	9,192	50.5	9,011	WADDESDDON w OVER WINCHENDEN	8,946	8,946	100.0	0
HARDWICK (SCHORNE)	13,785	13,785	100.0	0	WHITCHURCH (SCHORNE)	17,537	17,537	100.0	0
HOGGESTON	1,976	0	0.0	1,976	WINSLOW	60,511	52,000	85.9	8,511
MARSH GIBBON	19,517	19,517	100.0	0	CLAYDON DEANERY	25,736	0	0.0	25,736
					Deanery Totals	322,874	252,922	78.3	69,952
MILTON KEYNES									
BLETCHLEY	80,462	80,462	100.0	0	WATER EATON	21,555	21,555	100.0	0
CORNERSTONE	53,854	40,525	75.2	13,329	WATLING VALLEY	107,573	107,573	100.0	0
FENNY STRATFORD	26,400	23,500	89.0	2,900	WOLVERTON HOLY TRINITY	18,775	18,775	100.0	0
MILTON KEYNES ST MARK'S	6,715	6,715	100.0	0	WOLVERTON ST GEORGE	29,208	29,208	100.0	0
STANTONBURY	121,071	113,774	94.0	7,297	WOUGHTON	41,983	41,983	100.0	0
STONY STRATFORD w CALVERTON	53,854	30,000	55.7	23,854	MILTON KEYNES DEANERY	24,269	19,619	80.8	4,650
WALTON (MK)	61,912	61,912	100.0	0	Deanery Totals	647,631	595,601	92.0	52,030

Appendix 2: Parish Share 2019, in detail

Archdeaconry of Buckingham

	Share allocation	Contributions received	% received	Balance unpaid		Share allocation	Contributions received	% received	Balance unpaid
MURSLEY DEANERY									
ASTON ABBOTTS	5,288	5,288	100.0	0	MURSLEY	14,967	14,967	100.0	0
BOW BRICKHILL	11,171	11,171	100.0	0	NEWTON LONGVILLE	23,438	23,438	100.0	0
CHEDDINGTON	23,308	19,308	82.8	4,000	SLAPTON	11,533	10,500	91.0	1,033
CUBLINGTON	4,489	4,489	100.0	0	SOULBURY	5,374	5,374	100.0	0
DRAYTON PARSLOW	9,246	7,500	81.1	1,746	STEWKLEY	41,994	41,994	100.0	0
GREAT BRICKHILL	25,243	17,500	69.3	7,743	STOKE HAMMOND	10,830	10,830	100.0	0
IVINGHOE w PITSTONE	33,664	30,600	90.9	3,064	SWANBOURNE	10,025	8,500	84.8	1,525
LITTLE BRICKHILL	5,961	5,961	100.0	0	WING w GROVE	28,447	28,447	100.0	0
LITTLE HORWOOD	10,384	0	0.0	10,384	WINGRAVE w ROWSHAM	20,248	20,248	100.0	0
MARSWORTH	18,356	18,356	100.0	0	MURSLEY DEANERY	-102	0	0.0	-102
MENTMORE	7,769	7,769	100.0	0	Deanery Totals	321,633	292,240	90.9	29,393
NEWPORT DEANERY									
ASTWOOD	0	0	0.0	0	MOULSOE	2,548	1,574	61.8	974
CASTLETHORPE	29,329	29,329	100.0	0	NEWPORT PAGNELL	58,317	58,317	100.0	0
CHICHELEY	6,183	6,183	100.0	0	NEWTON BLOSSOMVILLE	7,926	7,926	100.0	0
CLIFTON REYNES	7,926	7,926	100.0	0	NORTH CRAWLEY	8,878	8,878	100.0	0
COLD BRAYFIELD	1,586	1,586	100.0	0	OLNEY	63,413	63,413	100.0	0
EMBERTON	16,488	16,488	100.0	0	RAVENSTONE	7,927	7,927	100.0	0
GAYHURST	3,171	3,171	100.0	0	SHERINGTON	16,646	16,646	100.0	0
HANSLOPE	34,085	25,649	75.2	8,436	STOKE GOLDINGTON	12,683	12,683	100.0	0
HAVERSHAM w LITTLE LINFORD	38,365	38,365	100.0	0	TYRINGHAM w FILGRAVE	8,561	8,561	100.0	0
LATHBURY	2,548	2,548	100.0	0	WESTON UNDERWOOD	7,927	7,927	100.0	0
LAVENDON	14,268	14,268	100.0	0	NEWPORT DEANERY	-1	0	0.0	-1
					Deanery Totals	348,774	339,365	97.3	9,409
WENDOVER DEANERY									
ASTON CLINTON	45,936	45,936	100.0	0	HAWRIDGE	7,198	7,198	100.0	0
BUCKLAND	14,184	14,184	100.0	0	LITTLE MISSENDEN	62,000	62,000	100.0	0
CHOLESBURY	6,702	6,702	100.0	0	PRESTWOOD	63,161	63,161	100.0	0
DRAYTON BEAUCHAMP	11,714	11,714	100.0	0	ST LEONARDS	18,740	18,740	100.0	0
ELLESBOROUGH	10,000	10,000	100.0	0	STOKE MANDEVILLE	5,000	5,000	100.0	0
GREAT HAMPDEN	19,178	19,178	100.0	0	THE LEE	29,360	29,360	100.0	0
THE KIMBLES	0	0	0.0	0	WENDOVER	115,000	115,000	100.0	0
GREAT MISSENDEN	75,000	75,000	100.0	0	WESTON TURVILLE	38,000	38,000	100.0	0
HALTON	6,000	6,000	100.0	0	WENDOVER DEANERY	37,427	37,427	100.0	0
					Deanery Totals	564,600	564,600	100.0	0
WYCOMBE DEANERY									
BLEDLow RIDGE	14,469	14,469	100.0	0	HIGH WYCOMBE SS MARY & GEORGE	5,000	5,000	100.0	0
BOURNE END	26,695	26,695	100.0	0	HUGHENDEN	75,707	75,707	100.0	0
BRADENHAM	9,520	1,000	10.5	8,520	IBSTONE	9,657	9,657	100.0	0
CADMORE END	10,117	8,000	79.1	2,117	LANE END	30,351	30,351	100.0	0
MARLOW TEAM MINISTRY	209,970	209,970	100.0	0	FLACKWELL HEATH	70,600	70,600	100.0	0
HAMBLEDEN VALLEY GROUP	97,249	88,336	90.8	8,913	LOUDWATER	80,639	80,639	100.0	0
HAZLEMERE	126,493	126,493	100.0	0	RADNAGE	22,845	22,845	100.0	0
HEDSOR	26,696	26,696	100.0	0	STOKENCHURCH	28,968	28,968	100.0	0
HIGH WYCOMBE ST ANNE & ST PETER	20,000	20,000	100.0	0	TERRIERS	38,855	38,855	100.0	0
HIGH WYCOMBE ALL SAINTS	71,476	71,476	100.0	0	WEST WYCOMBE	25,163	12,500	49.7	12,663
HIGH WYCOMBE ST ANDREW	66,271	66,271	100.0	0	WOOBURN	59,688	40,588	68.0	19,100
HIGH WYCOMBE CHRIST SERV KING	66,460	66,460	100.0	0	WYCOMBE DEANERY	0	32,213	0.0	-32,213
HIGH WYCOMBE DOWNLEY ST JAMES	22,355	22,355	100.0	0	Deanery Totals	1,215,244	1,196,144	98.4	19,100

Archdeaconry Totals **6,954,703** **6,621,480** **95.2** **333,223**

Archdeaconry of Dorchester

	Share allocation	Contributions received	% received	Balance unpaid		Share allocation	Contributions received	% received	Balance unpaid
ABINGDON DEANERY									
ABINGDON CHRIST CHURCH	£ 183,332	£ 183,332	100.0	£ 0	FYFIELD w TUBNEY	£ 13,167	£ 13,167	100.0	£ 0
ABINGDON ST HELEN'S	89,141	89,141	100.0	0	KENNINGTON	38,297	38,297	100.0	0
ABINGDON ST MICHAEL	37,811	37,811	100.0	0	KINGSTON BAGPUIZE	45,353	45,353	100.0	0
ABINGDON ST NICOLAS	34,976	34,976	100.0	0	MARCHAM w GARFORD	53,512	53,512	100.0	0
APPLETON	25,309	25,309	100.0	0	RADLEY	49,095	49,095	100.0	0
BESSELSLEIGH	0	0	0.0	0	SHIPPON	14,369	14,369	100.0	0
CUMNOR	70,939	70,939	100.0	0	SUNNINGWELL	18,426	18,426	100.0	0
DAMASCUS	107,342	107,342	100.0	0	WOOTTON	35,834	35,834	100.0	0
DRY SANDFORD	2,249	2,249	100.0	0	ABINGDON DEANERY	2,587	2,587	100.0	0
					Deanery Totals	821,739	821,739	100.0	0
ASTON & CUDESODN DEANERY									
ADWELL	2,142	2,142	100.0	0	HORTON cum STUDLEY	13,062	13,062	100.0	0
ALBURY	6,139	6,139	100.0	0	LEWKNOE	4,568	4,568	100.0	0
BECKLEY	12,899	12,899	100.0	0	LITTLE MILTON	11,882	11,882	100.0	0
BENSON	55,587	55,587	100.0	0	LONG w LITTLE WITTENHAM	12,830	12,830	100.0	0
BERINSFIELD	12,046	12,046	100.0	0	MARSH,TT BALDON & NRTH COURT	15,862	15,862	100.0	0
BERRICK SALOME	14,566	14,566	100.0	0	NEWINGTON	2,417	2,417	100.0	0
BRIGHTWELL BALDWIN	3,063	3,063	100.0	0	PYRTON & SHIRBURN	8,747	8,747	100.0	0
BRITWELL SALOME	4,988	4,988	100.0	0	SOUTH WESTON	2,023	2,023	100.0	0
CHALGROVE	41,752	41,752	100.0	0	STADHAMPTON w CHISELHAMPTON	18,847	18,847	100.0	0
CHINNOR w SYDENHM,AST ROW,CROW	71,980	71,980	100.0	0	STANTON ST JOHN	13,023	13,023	100.0	0
CLIFTON HAMPDEN	9,764	9,764	100.0	0	STOKE TALMAGE	2,443	2,443	100.0	0
CUDESODN	14,966	14,966	100.0	0	SWYNCOMBE	17,222	17,222	100.0	0
CULHAM	3,066	3,066	100.0	0	WYNTWORTH	4,974	4,974	100.0	0
CUXHAM w EASINGTON	1,944	1,944	100.0	0	THAME ST MARY	83,336	83,336	100.0	0
DORCHESTER	51,074	51,074	100.0	0	THAME BARLEY HILL	57,845	57,845	100.0	0
DRAYTON ST LEONARD	9,347	9,347	100.0	0	TOWERSEY	10,334	10,334	100.0	0
EWELME	12,707	12,707	100.0	0	WARBOROUGH	28,625	28,625	100.0	0
FOREST HILL	11,858	11,858	100.0	0	WATERPERRY	3,609	3,609	100.0	0
GARSINGTON	23,193	23,193	100.0	0	WATERSTOCK	3,287	3,287	100.0	0
GREAT HASELEY	15,975	15,975	100.0	0	WATLINGTON	31,248	31,248	100.0	0
GREAT MILTON	21,861	21,861	100.0	0	WHEATFIELD	2,034	2,034	100.0	0
HOLTEN	4,564	4,564	100.0	0	WHEATLEY	60,442	60,442	100.0	0
HORSPATH	21,389	21,389	100.0	0	ASTON & CUDESODN DEANERY	25,000	25,000	100.0	0

Appendix 2: Parish Share 2019, in detail

					Deanery Totals				
					860,530	860,530	100.0	0	
Archdeaconry of Dorchester					Share allocation	Contributions received	% received	Balance unpaid	
					Share allocation	Contributions received	% received	Balance unpaid	
BICESTER & ISLIP DEANERY									
AMBROSDEN	18,890	10,800	57.2	8,090	MERTON	6,044	6,044	100.0	0
BICESTER BENEFICE NO 2 ACCOUNT	0	3,809	0.0	-3,809	MIDDLETON STONEY	6,532	6,532	100.0	0
BICESTER BENEFICE	94,489	91,259	96.6	3,230	MIXBURY	7,825	7,825	100.0	0
BICESTER EMMANUEL CONV DISTRICT	64,489	64,489	100.0	0	NEWTON PURCELL w SHELSWELL	2,905	2,905	100.0	0
BLETCHINGDON	11,947	11,947	100.0	0	NOKE	4,914	4,914	100.0	0
CHARLTON ON OTMOOR	12,844	12,844	100.0	0	ODDINGTON	5,024	5,024	100.0	0
CHERWELL VALLEY BENEFICE	62,603	47,500	75.9	15,103	PIDDINGTON	6,054	3,054	50.4	3,000
CHESTERTON	12,126	10,126	83.5	2,000	ROUSHAM	2,000	2,000	100.0	0
COTTISFORD w HARDWICK	7,825	7,825	100.0	0	STOKE LYNE	5,000	5,000	100.0	0
FINMERE	2,000	2,044	102.2	-44	STRATTON AUDLEY & GODINGTON	12,680	12,680	100.0	0
FRINGFORD	7,825	7,825	100.0	0	WENDLEBURY	6,228	6,228	100.0	0
HAMPTON GAY	947	947	100.0	0	WESTON ON THE GREEN	8,578	8,578	100.0	0
HETHE	3,000	3,000	100.0	0	WOODEATON	3,019	3,019	100.0	0
ISLIP	19,314	19,314	100.0	0	BICESTER & ISLIP DEANERY	42,016	0	0.0	42,016
KIRTLINGTON	16,245	16,245	100.0	0	Deanery Totals	453,363	383,777	84.7	69,586
CHIPPING NORTON DEANERY									
ASCOTT UNDER WYCHWOOD	10,226	10,226	100.0	0	KINGHAM	23,069	23,069	100.0	0
CHADLINGTON	12,281	12,281	100.0	0	LEAFIELD	16,029	8,000	49.9	8,029
CHARLBURY	58,889	58,889	100.0	0	LITTLE COMPTON w CHASTN, CRNWELL	16,163	16,160	100.0	3
CHIPPING NORTON	59,817	59,817	100.0	0	LITTLE TEW	2,540	2,540	100.0	0
CHURCHILL	26,406	26,406	100.0	0	MILTON UNDER WYCHWOOD	25,848	25,848	100.0	0
ENSTONE	14,502	14,502	100.0	0	RAMSDEN	16,030	16,030	100.0	0
FIFIELD w IDBURY	8,409	8,409	100.0	0	SHIPTON UNDER WYCHWOOD	28,028	28,028	100.0	0
FINSTOCK w FAWLER	16,029	16,029	100.0	0	SPELSBURY	8,367	8,367	100.0	0
GREAT TEW	7,618	7,618	100.0	0	WIGGINTON	7,970	7,970	100.0	0
HEYTHROP	2,540	2,540	100.0	0	CHIPPING NORTON DEANERY	3,983	12,015	301.7	-8,032
HOOK NORTON/GT ROLLRIGHT/SWERFD	48,966	48,966	100.0	0	Deanery Totals	413,710	413,710	100.0	0
DEDDINGTON DEANERY									
ADDERBURY	£ 49,650	£ 49,650	100.0	£ 0	GREAT BOURTON	£ 8,257	£ 8,257	100.0	£ 0
BALSCOTE	4,314	3,259	75.5	1,055	HANWELL	4,314	3,259	75.5	1,055
BANBURY ST FRANCIS (LEP)	13,015	13,015	100.0	0	HORLEY	7,764	5,865	75.5	1,899
BANBURY ST HUGH	15,502	15,502	100.0	0	HORNTON	6,471	4,890	75.6	1,581
BANBURY ST LEONARD	17,151	6,000	35.0	11,151	MILCOMBE	5,848	2,000	34.2	3,848
BANBURY ST MARY	40,427	40,427	100.0	0	MILTON	5,517	2,758	50.0	2,759
BANBURY ST PAUL	35,760	35,760	100.0	0	MOLLINGTON	7,654	7,654	100.0	0
BARFORD ST MICHAEL & ST JOHN	12,359	12,359	100.0	0	SHENINGTON w ALKERTON	7,764	5,865	75.5	1,899
BLOXHAM	51,330	51,330	100.0	0	SHUTFORD	7,496	7,496	100.0	0
BODICOTE	69,889	69,889	100.0	0	SIBFORD	13,921	13,921	100.0	0
BROUGHTON w NORTH NEWINGTON	11,779	11,779	100.0	0	SOUTH NEWINGTON	7,797	2,797	35.9	5,000
CLAYDON	4,137	3,750	90.6	387	SWALCLIFFE	5,890	5,890	100.0	0
CROPREDY	12,873	12,873	100.0	0	TADMARTON	7,496	7,496	100.0	0
DEDDINGTON	49,438	49,438	100.0	0	WARDINGTON	8,661	8,661	100.0	0
DRAYTON ST PETER	4,745	3,585	75.6	1,160	WROXTON (DCC)	7,764	5,865	75.5	1,899
EPWELL	6,960	6,960	100.0	0	DEDDINGTON DEANERY	-19,469	14,224	0.0	-33,693
					Deanery Totals	492,474	492,474	100.0	0
HENLEY DEANERY									
BIX	16,254	13,000	80.0	3,254	PISHILL	7,846	7,846	100.0	0
CHECKENDON	32,306	32,306	100.0	0	REMHAM	27,019	27,019	100.0	0
GORING	60,785	60,785	100.0	0	ROTHERFIELD GREYS (ST NICHOLAS)	23,895	23,895	100.0	0
HARPSDEN	39,286	39,286	100.0	0	ROTHERFIELD PEPPARD	45,708	45,708	100.0	0
HENLEY HOLY TRINITY	45,577	36,000	79.0	9,577	SHIPLAKE w DUNSDEN	56,831	56,831	100.0	0
HENLEY ST MARY VIRGIN	81,033	81,033	100.0	0	SOUTH STOKE	16,892	16,892	100.0	0
IPSDEN	11,544	11,544	100.0	0	STOKE ROW	7,125	7,125	100.0	0
KIDMORE END & SONNING COMMON	43,836	27,836	63.5	16,000	STREATLEY	34,901	34,901	100.0	0
NETTLEBED w HIGHMOOR	19,505	0	0.0	19,505	WHITCHURCH	25,868	25,868	100.0	0
NORTH STOKE	9,561	9,561	100.0	0	WOODCOTE	29,014	29,014	100.0	0
NUFFIELD	8,434	3,500	41.5	4,934	HENLEY DEANERY	0	0	0.0	0
					Deanery Totals	643,220	589,950	91.7	53,270
VALE OF WHITE HORSE DEANERY									
ASHBURY	10,721	10,721	100.0	0	LITTLE COXWELL	5,712	5,712	100.0	0
BAULKING	9,723	9,723	100.0	0	LONGCOT w FERNHAM	9,503	9,503	100.0	0
BUSCOT	3,365	3,365	100.0	0	LONGWORTH	14,760	14,760	100.0	0
CHARNEY BASSETT	8,588	8,588	100.0	0	LYFORD	2,290	2,290	100.0	0
COLESHILL	3,365	3,365	100.0	0	SHELLINGFORD	10,694	10,694	100.0	0
COMPTON BEAUCHAMP	3,186	3,186	100.0	0	SHRIVENHAM	48,906	48,906	100.0	0
EATON HASTINGS	3,365	3,365	100.0	0	STANFORD IN THE VALE	50,866	50,866	100.0	0
FARINGDON	68,119	68,119	100.0	0	UFFINGTON	17,987	17,987	100.0	0
GAINFIELD	30,535	30,535	100.0	0	WOOLSTONE	10,209	10,209	100.0	0
GREAT COXWELL	6,734	6,734	100.0	0	VALE OF WHITE HORSE DEANERY	2	2	0.0	0
HINTON WALDRIST	7,443	7,443	100.0	0	Deanery Totals	326,073	326,073	100.0	0
WALLINGFORD DEANERY									
ASTON TIRROLD	10,634	10,634	100.0	0	HAGBOURNE	27,906	27,906	100.0	0
BLEWBURY	27,906	27,906	100.0	0	HARWELL	50,499	50,499	100.0	0
BRIGHTWELL CUM SOTWELL	33,798	33,798	100.0	0	MOULSFORD	10,343	10,343	100.0	0
CHILTON	25,249	25,249	100.0	0	NORTH MORETON	11,560	11,560	100.0	0
CHOLSEY	51,895	51,895	100.0	0	SOUTH MORETON	3,722	3,722	100.0	0
CROWMARSH	25,000	25,000	100.0	0	UPTON	10,232	10,232	100.0	0
DIDCOT ALL SAINTS	49,827	49,827	100.0	0	WALLINGFORD	68,171	68,171	100.0	0
DIDCOT LADYGROVE (LEP)	40,000	40,000	100.0	0	WALLINGFORD DEANERY	17,116	17,116	100.0	0
DIDCOT ST PETER	38,350	38,350	100.0	0	Deanery Totals	502,208	502,208	100.0	0
WANTAGE DEANERY									
ARDINGTON w LOCKINGE	16,781	16,781	100.0	0	LETCOMBE BASSETT	3,935	3,935	100.0	0
CHILDREY w WEST CHALLOW	14,087	14,087	100.0	0	LETCOMBE REGIS	15,004	15,004	100.0	0
DENCHWORTH	1,051	1,051	100.0	0	SPARSHOLT w KINGSTON LISLE	10,982	10,982	100.0	0
EAST CHALLOW	13,529	13,529	100.0	0	WANTAGE	87,951	87,951	100.0	0
EAST HENDRED	23,592	20,592	87.3	3,000	WEST HENDRED	7,864	7,864	100.0	0
GROVE	90,542	90,542	100.0	0	WANTAGE DEANERY	-2	2,998	0.0	-3,000

Appendix 2: Parish Share 2019, in detail

HANNEY	14,914	14,914	100.0	0	Deanery Totals	300,230	300,230	100.0	0
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Archdeaconry of Dorchester

	Share allocation	Contributions received	% received	Balance unpaid		Share allocation	Contributions received	% received	Balance unpaid
WITNEY DEANERY	£	£		£		£	£		£
ALVESCOT	8,149	5,644	69.3	2,505	LANGFORD	9,162	6,048	66.0	3,114
ASTHALL & SWINBROOK w WIDFORD	15,420	15,420	100.0	0	LITTLE FARINGDON	6,220	6,220	100.0	0
BAMPTON w CLANFIELD	66,629	66,629	100.0	0	MINSTER LOVELL	20,046	20,046	100.0	0
BLACK BOURTON	7,638	0	0.0	7,638	NORTH LEIGH	33,741	33,741	100.0	0
BRIZE NORTON	15,292	15,292	100.0	0	NORTHMOOR	13,408	13,408	100.0	0
BROADWELL	6,217	6,217	100.0	0	SHILTON	9,325	9,325	100.0	0
BROUGHTON POGGS w FILKINS	7,787	7,787	100.0	0	SOUTH LEIGH	9,435	9,435	100.0	0
BURFORD	63,219	63,219	100.0	0	STANDLAKE	27,719	27,719	100.0	0
CARTERTON	56,370	56,370	100.0	0	STANTON HARCOURT	19,775	12,394	62.7	7,381
COGGES	79,567	79,567	100.0	0	TAYNTON	10,418	10,418	100.0	0
DUCKLINGTON w HARDWICK	37,150	37,150	100.0	0	WESTWELL	4,281	4,281	100.0	0
FULBROOK	13,273	13,273	100.0	0	WITNEY	113,675	113,674	100.0	1
HOLWELL	3,821	3,821	100.0	0	YELFORD	3,655	3,655	100.0	0
KELMSCOTT	3,883	515	13.3	3,368	WITNEY DEANERY	-18,191	5,816	(32.0)	-24,007
KENCOT	6,359	6,359	100.0	0	Deanery Totals	653,443	653,443	100.0	0

WOODSTOCK DEANERY

BEGBROKE	13,334	13,334	100.0	0	SHIPTON ON CHERWELL	5,084	5,084	100.0	0
BLADON	25,290	25,290	100.0	0	STEEPLE ASTON	27,245	27,245	100.0	0
CASSINGTON	16,164	14,664	90.7	1,500	STEEPLE BARTON	10,962	10,962	100.0	0
COMBE LONGA	19,526	19,526	100.0	0	STONESFIELD	41,493	41,493	100.0	0
DUNS TEW	10,120	10,120	100.0	0	TACKLEY	19,071	6,000	31.5	13,071
EYNSHAM	64,654	64,654	100.0	0	WESTCOTE BARTON	7,590	6,634	87.4	956
FREELAND	22,922	22,922	100.0	0	WOODSTOCK	55,090	46,000	83.5	9,090
HANBOROUGH	48,710	48,710	100.0	0	WOOTTON, GLYMPTON, KIDTON	14,353	14,353	100.0	0
NORTH ASTON	8,173	8,173	100.0	0	YARNTON	34,698	23,288	67.1	11,410
OVER WORTON W NETHER WORTON	4,638	4,638	100.0	0	WOODSTOCK DEANERY	0	0	0.0	0
SANDFORD ST MARTIN	8,855	8,855	100.0	0	Deanery Totals	457,972	421,945	92.1	36,027

Archdeaconry Totals

5,924,962	5,766,080	97.3	158,882
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Archdeaconry of Oxford

	Share allocation	Contributions received	% received	Balance unpaid		Share allocation	Contributions received	% received	Balance unpaid
COWLEY DEANERY	£	£		£		£	£		£
BLACKBIRD LEYS	6,748	6,748	100.0	0	IFFLEY	54,782	54,782	100.0	0
COWLEY ST JAMES & ST FRANCIS	48,950	48,950	100.0	0	LITTLEMORE	11,127	11,127	100.0	0
COWLEY ST MARY & JOHN & ST ALBANS	56,188	56,188	100.0	0	MARSTON	56,039	56,039	100.0	0
ELSFIELD	1,454	1,454	100.0	0	NEW MARSTON	23,211	23,211	100.0	0
HEADINGTON ST ANDREW	46,166	46,166	100.0	0	OXFORD ST CLEMENT	43,654	43,654	100.0	0
HEADINGTON QUARRY	67,220	67,220	100.0	0	SANDFORD ON THAMES	11,823	11,823	100.0	0
HEADINGTON ST MARY	7,568	7,568	100.0	0	COWLEY DEANERY	14,448	14,448	100.0	0
HIGHFIELD	27,374	27,374	100.0	0	Deanery Totals	476,752	476,752	100.0	0

OXFORD DEANERY

KIDLINGTON	91,000	81,000	89.0	10,000	OXFORD ST MARY THE VIRGIN	84,176	87,771	104.3	-3,595
NORTH HINKSEY	45,101	45,101	100.0	0	OXFORD ST MATTHEW & ST LUKE	69,459	70,030	100.8	-571
OXFORD ST ALDATE	114,082	125,000	109.6	-10,918	OXFORD ST MICHAEL, MARTIN, ALL SAINT	39,654	40,000	100.9	-346
OXFORD ST ANDREW	113,059	113,059	100.0	0	OXFORD SS PHILIP, JAMES, MARGARET	52,286	52,286	100.0	0
OXFORD SS BBAS & PAUL w ST THOMAS	56,801	56,801	100.0	0	SOUTH HINKSEY ST LAURENCE	22,292	22,292	100.0	0
OXFORD ST EBBE	103,369	103,369	100.0	0	SUMMERTOWN	69,536	69,536	100.0	0
OXFORD ST FRIDESWIDE & BINSEY	19,580	19,580	100.0	0	WOLVERCOTE	67,552	67,552	100.0	0
OXFORD ST GILES	54,745	54,745	100.0	0	WYTHAM	6,103	6,103	100.0	0
OXFORD ST MARY MAGDALEN	62,160	62,160	100.0	0	OXFORD DEANERY	58,525	2,782	4.8	55,743
					Deanery Totals	1,129,480	1,079,167	95.5	50,313

Archdeaconry Totals

1,606,232	1,555,919	96.9	50,313
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Appendix 3: Board Members

Bishop's Council/Diocesan Mission and Pastoral Committee *See page 6.*

Board of Patronage Lay members: Mr James Adam, Mr Paul Hirons, Mrs Patricia Michael, Mrs Susan Small and Mr Jonathan Thatcher. Clerical members: the Revd Dan Heyward and Mrs Hannah Hobday.

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Acronyms

CE	Church of England
CMD	Continuing Ministerial Development
CSOG	Communications Strategy Oversight Group
DAC	Diocesan Advisory Committee
DMPC	Diocesan Mission and Pastoral Committee
DT(O)L	Diocesan Trustees (Oxford) Ltd
EiG	Excellence in Governance
EiS	Excellence in Schools
FACTS	Family and Children Therapeutic Support Service
GDPR	General Data Protection Regulation
HMG	Her Majesty's Government
IME	Initial Ministerial Education
LLM	Licensed Lay Minister
LMP	Local Ministry Pathway (the Local Ministry Programme is part of the Pathway)
MAT	Multi-Academy Trust
ODBE	Oxford Diocesan Board of Education
ODBST	Oxford Diocesan Bucks School Trust
ODBF	Oxford Diocesan Board of Finance
ODCD	Oxford Diocesan Council for the Deaf and Hard of Hearing
Ofsted	Office for Standards in Education
RME	Resourcing Ministerial Education
PACT	Parents and Children Together
PCC	Parochial Church Council
PMC	Partnership for Missional Church
PWM	Partnership for World Mission
SIAMS	Statutory Inspection of Anglican and Methodist Schools
SLA	Service level agreements
SOFA	Statement of Financial Activities