



YOU WILL BE MY WITNESSES

Information Pack for the Oxfordshire Pastoral Area Review

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INTRODUCTION

In light of the publication of our Ten-Year Mission Plan, *You Will Be My Witnesses*, the time has come to discern local plans for the Plan's implementation. Information packs have been compiled to help guide and inform local discussions by providing data and discussion prompts.

Intended Audience

Pastoral Area Information Packs have been compiled for internal use, they may be shared among clergy, parish finance committees, evangelisation strategy teams and other individuals involved in planning for the future of the pastoral area. They contain sensitive information about our Diocese, clergy and employees and must not be shared in the public domain.

Data quality and accuracy of the information

There are many caveats around the reliability of data which has come from a variety of sources and there are opportunities for error. It should be noted that most of the financial information is taken from parish annual returns; categorisation may be inconsistent from one parish to another. If during your review you notice inaccurate data which you feel is material, please raise it in your local discussions so that others may make a note of it. This is your document.

Apples for apples

Statistics have been compiled based on the data available, and there are similar caveats around reliability. There are many different ways to present data, at a point in time, as an average, in ranges, etc.

We have endeavoured to be consistent to help with comparison, however some sections of the report are from different sources and across slightly different timeframes.

Please do read the detail to make sure you are comparing apples for apples. Unless otherwise stated, financial data is presented for the year starting 01 September 2021 and ending 31 August 2022 and other data for the calendar year 2022.

The crystal ball

There is no crystal ball and forecasting for the future is incredibly complex, while a couple of attempts have been made in these information packs they should be considered as indicative.

Key messages

Far more than the accuracy, the key is to focus on the trends and overall picture the numbers show. In many cases it is a challenging picture, and some of the trends look very discouraging.

However, there are also signs of hope, and the development of local plans in response to *You Will Be My Witnesses* is an opportunity for change, growth and renewal.

Beyond the numbers

There are many things which need to be considered which cannot be quantified, the packs include prompts for further thought to help each area review where it is starting from for each strand of *You Will Be My Witnesses*.

There may be many more aspects you wish to review and discuss as a pastoral area while developing your local plan. Please feel free to do so, these information packs are a guide, not a checklist.

A Note about names

Each pastoral area has been given a temporary geographic name to help with identification in the short term, it is envisaged that as part of the journey towards becoming a single parish, each area will choose its new name.

Concluding remarks

Thank you to all who have participated in the journey so far. We hope your discussions are fruitful and look forward to receiving your proposed local plans in response to *You Will Be My Witnesses*.



KEY DEFINITIONS

DIOCESE

The Diocese refers to the entire organisation; it is the sum total of all our parishes and all central functions.

The Diocese is recognised in civil law as the Catholic Diocese of Portsmouth, registered charity number 1199568.

CURIA

The Curia refers to the central functions of the Diocese, these include the Bishop's office, Tribunal, Chancery, Vicariates for Education, Evangelisation, and Vocation, Caritas, Bishop's Office for the Support of Clergy, as well as central administrative functions.

PARISH

Parishes are the local administrative entity of the Church. Whilst subsidiarity is a fundamental principle, our parishes are not recognised as independent entities in civil law.

The Diocese currently comprises 87 parishes and will comprise 24 by 2032.

PASTORAL AREA

Pastoral Areas are a collection of parishes. From July 2023, the Diocese will comprise 24 pastoral areas working towards becoming single parishes.

Figures for an average Pastoral Area have been calculated by dividing the total by 24.

OFFERTORY

For the purposes of this document, the offertory includes all income derived from loose plate donations (cash & contactless), online giving, planned giving (envelopes, standing orders and direct debits), Christmas and Easter collections and gift aid.

QUINTILE

Quintiles show an area's strength or weakness in a particular aspect (e.g., investments) relative to other pastoral areas/parishes.

Quintiles are bands calculated by ranking values and dividing the rank into 5 groups



THE OVERALL DIOCESAN PICTURE

"And when he had finished speaking, he said to Simon, 'Put out into the deep and let down your nets for a catch.'" Luke 5:4

PEOPLE OVERVIEW



92

Priests
in parish ministry



40

Deacons
in parish ministry



10

Seminarians



249

Paid Roles



107.2

FTE Employees



34,891

People attending
Mass in 2015



26%

Decline in Mass
attendance
between 2015 and 2022



25,370

People attending
Mass in 2022

2,281

Volunteers
with DBS checks

1,476

Baptisms

1,610

First Holy
Communions

667

Confirmations

60

Receptions into
the Church

270

Marriages

973

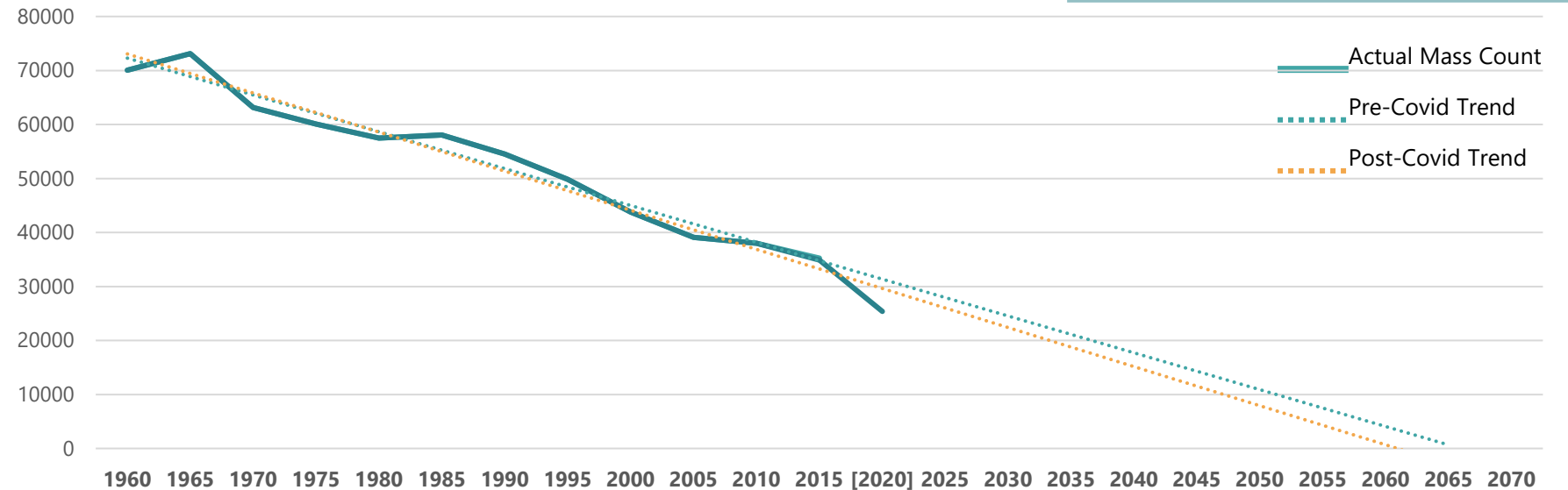
Funerals

109

Safeguarding
Ministers



IF NOTHING CHANGES...

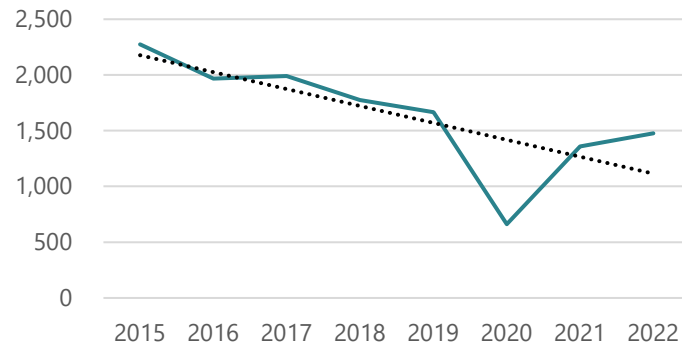


- Mass count has been steadily declining over the last 60 years (data before 1960 is not available).
- The figure shown for 2020 is the 2022 Mass count; to take into account the post-covid recovery which has been stronger than originally thought.
- If the pre-covid trend of decline continues, we could reach a Mass count of 0 by 2070. The trend of decline has accelerated following the covid-pandemic; if the 2022 trend continues we could reach a Mass count of 0 by 2065.
- In reality, the decline is unlikely to be completely linear; it may accelerate as the “critical mass” is lost and may then slow once a very small community is left.
- The decisions and actions we make as parishes and a Diocese may affect the forecasted trend; for better or worse.

SACRAMENTS



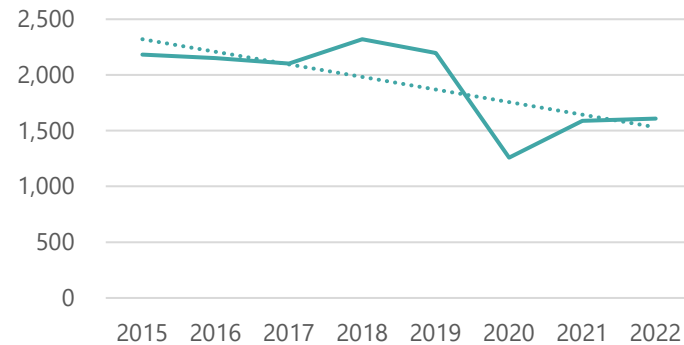
BAPTISM



- Baptisms declined by 35% between 2015 and 2022.



FIRST HOLY COMMUNION

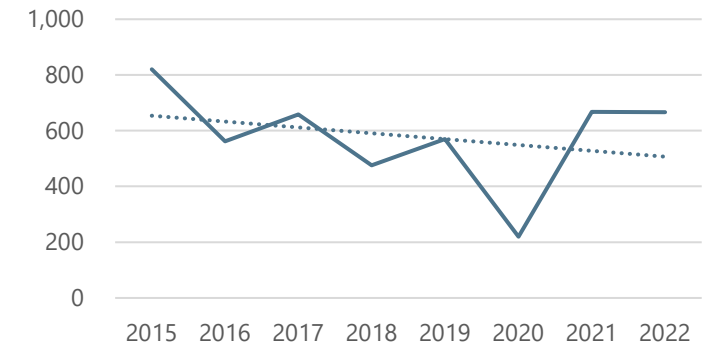


- First Holy Communion numbers declined by 26% between 2015 and 2022.
- 1,610 First Holy Communion numbers were celebrated in 2022. There were 1,327 pupils in Year 3 in Catholic schools across the Diocese.

The number of Confirmations celebrated is lower than FHCs, suggesting children do not remain engaged with the Church as they grow older.

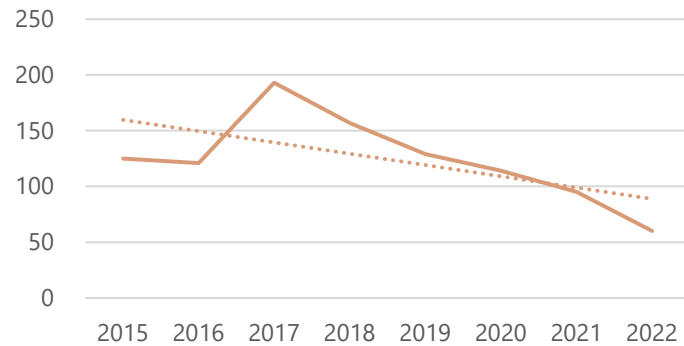


CONFIRMATION



- Confirmations declined by 16% between 2015 and 2022.
- However, confirmations declined by 31% between 2015 and 2019.
- 2021 and 2022 saw a recovery following lower numbers between 2016 and 2020.
- 677 Confirmations were celebrated in 2022. There were 1,328 Year 9 pupils in Catholic schools across the Diocese.

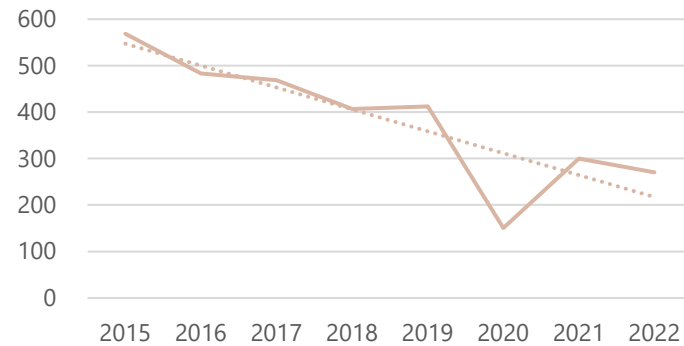
SACRAMENTS (CONT.)



- Receptions into the Catholic Church declined by 52% between 2015 and 2022.
- Numbers of Receptions are very small.



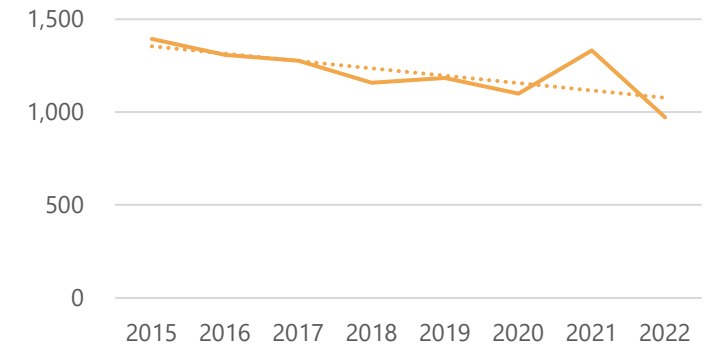
MARRIAGE



- Marriages declined by 53% between 2015 and 2022.



FUNERAL



- Funerals declined by 30% between 2015 and 2022.

ESTATE OVERVIEW

Employee costs associated with running an estate are in addition to this

33%

Expenditure spent on buildings in 2022 (maintenance, utilities & insurance)

£940K

Average spend on parish utilities per year

£2.7M

Average spend on maintaining parish buildings per year



135

Churches



113

Halls



102

Presbyteries



38

Parish Investment Properties



50 minutes

Longest travel time between churches within a pastoral area*



3 minutes

Shortest travel time between churches within a pastoral area



15 minutes

Average travel time between churches within a pastoral area*

62

Churches in **good** condition

39

Churches in **fair** condition

34

Churches in **poor** condition

41

Special Trusts

28

Listed

1791

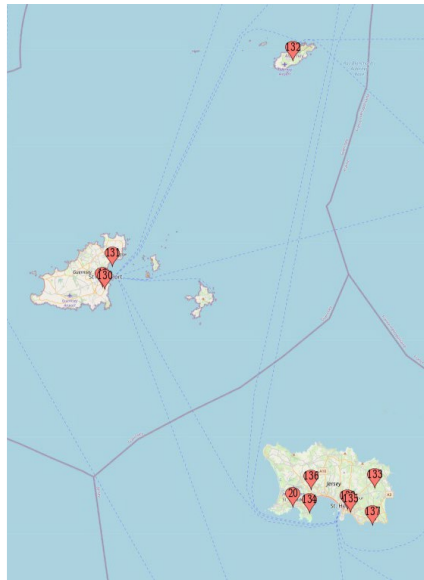
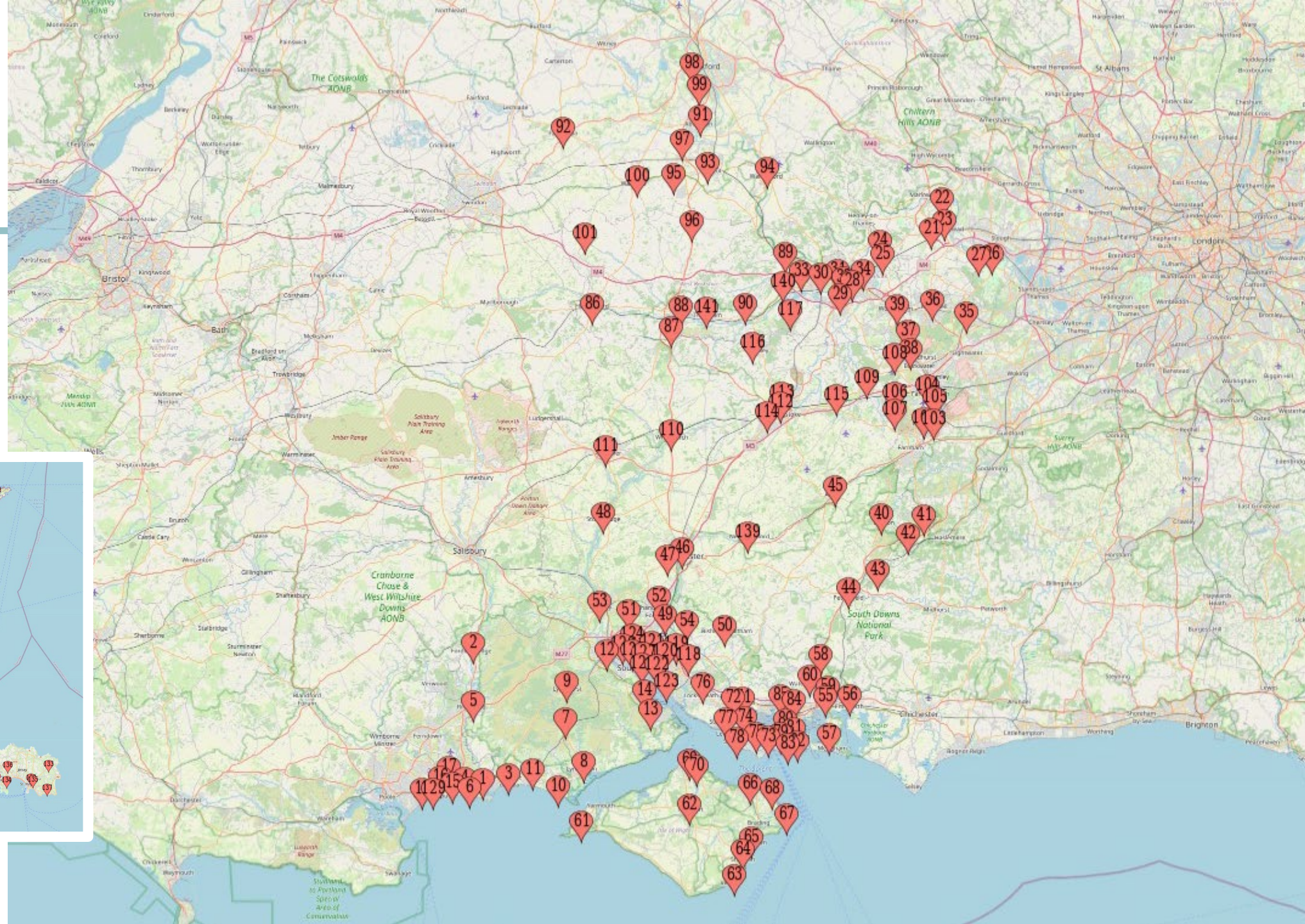
Oldest church built

2014

Newest church built

*excludes inter-island travel between Guernsey and Alderney

ESTATE



FINANCE OVERVIEW

$$\begin{array}{rcl} \text{£14.55M} & - & \text{£14.83M} \\ \text{Income} & & \text{Expenditure} \\ \hline & & \text{£282K} \\ & & \text{Operating Deficit} \end{array}$$

£18.6K

Average cost
per priest

£1M

Income from
Gift Aid



15.3%

Decline in income
between 2019 and 2022

(adjusted for inflation)



47%

of income came
from the offertory

7

out of last 9 years
in operational
deficit

£14.8K

Average cost
per employee

£5.45

Average
offertory per
parishioner per
week in
2021/2022

20
Overdrawn
parishes

£88

Per parishioner
was spent on
repairs and
maintenance of
property in an
average year.

£91M
Assets

£10.2M
Liabilities

£80.8M

Net Assets
But most cannot
easily be realised

£84K

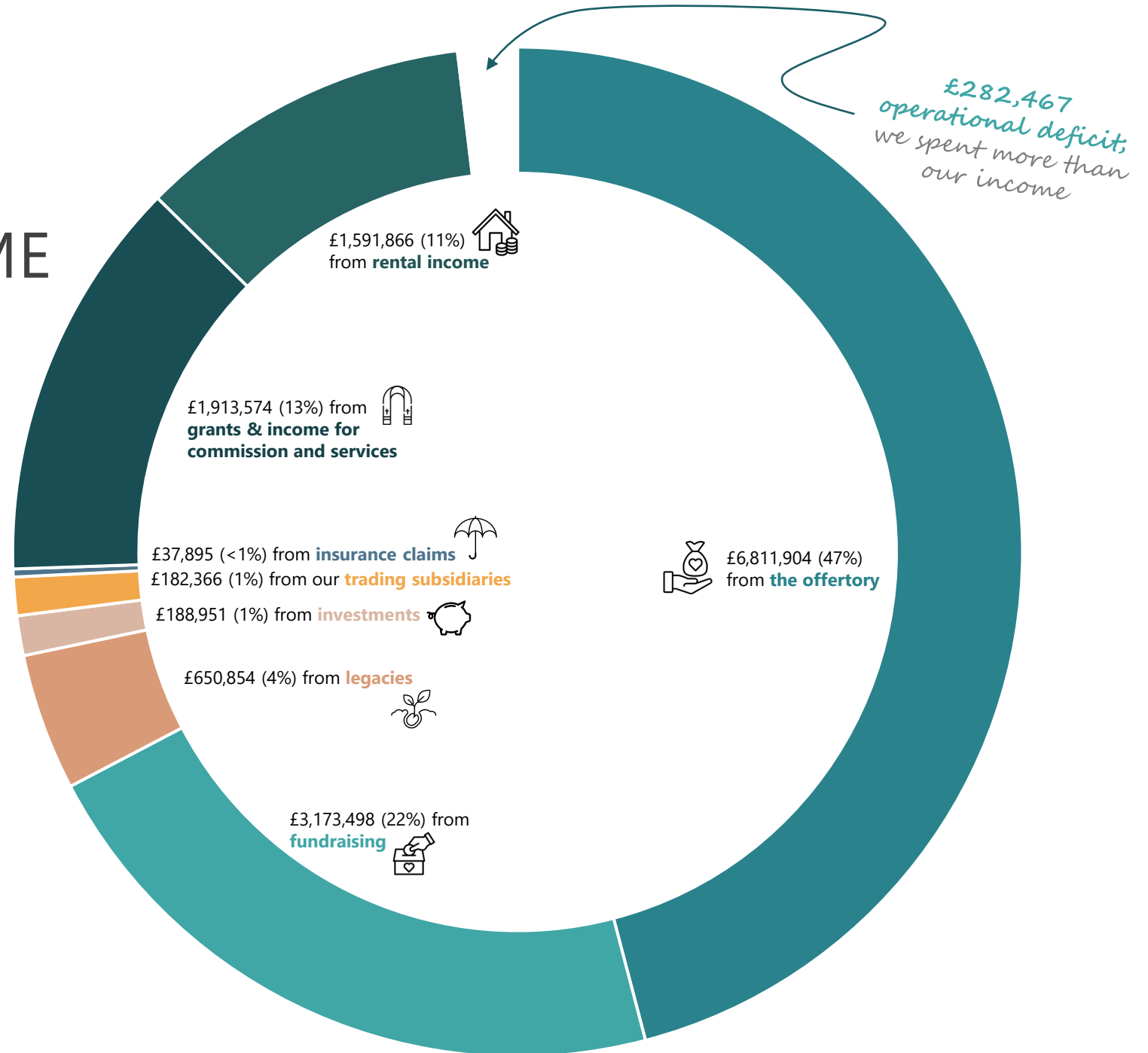
Average cost of
running a
church

SOURCES OF INCOME

(FOR THE 2021-22 FINANCIAL YEAR)

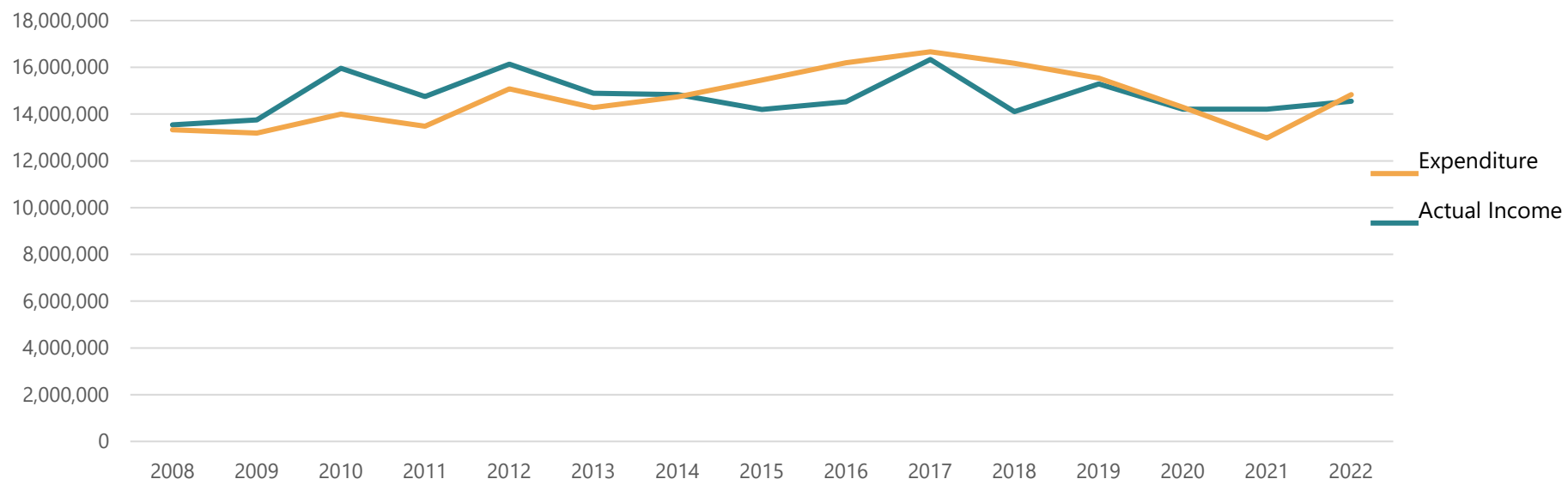
Key definitions:

- Offertory income includes loose plate, contactless giving, online giving gift aid and planned giving, which includes standing orders, envelopes and direct debits.
- Fundraising income includes the funds raised through the Closer to Christ campaign, the Christmas and Easter collection, and local fundraising initiatives.
- Income from grants, and income for commission and services includes stole fees and chaplaincy income.



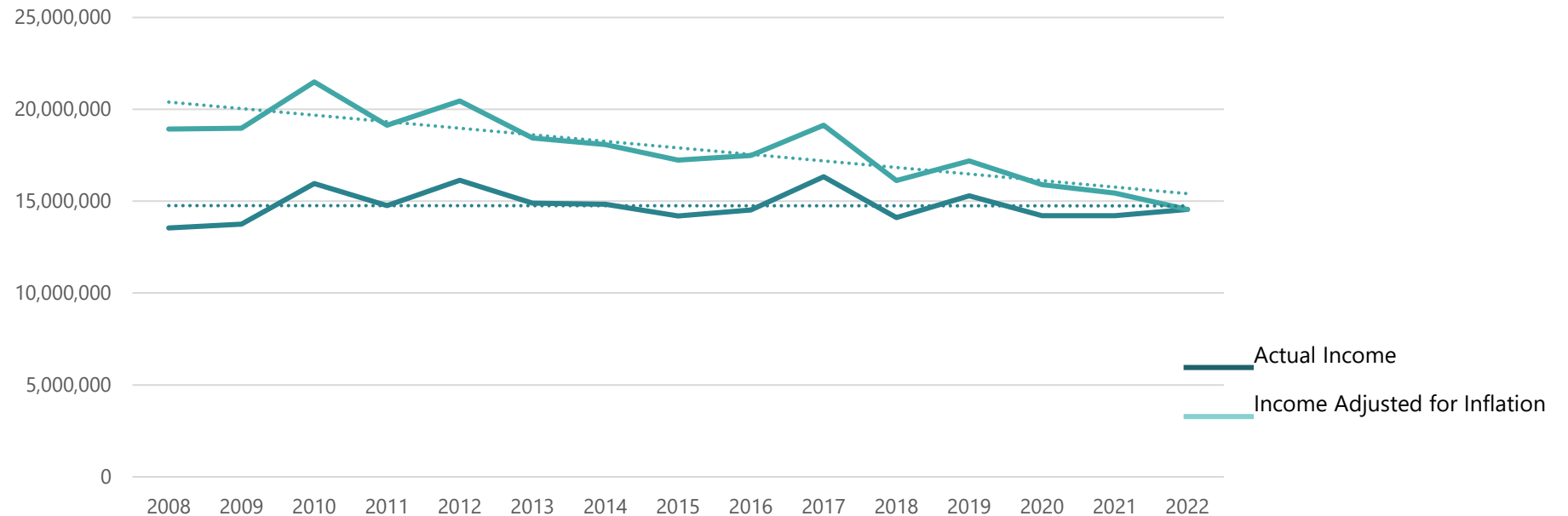


FINANCIAL POSITION OVER TIME



- As a Diocese, we have been operating at a deficit for 7 out of the last 15 years.
- In the short term, deficits can be maintained by spending reserves; 69% of our reserves belong to just 10 parishes. The Curia and most other parishes have very limited reserves or are in debt.
- There is a web of borrowing across the Diocese; parishes owe the Curia £4.4 million, while the Curia owes £2.62 million to parishes.
- Consistently running at deficit is not sustainable.

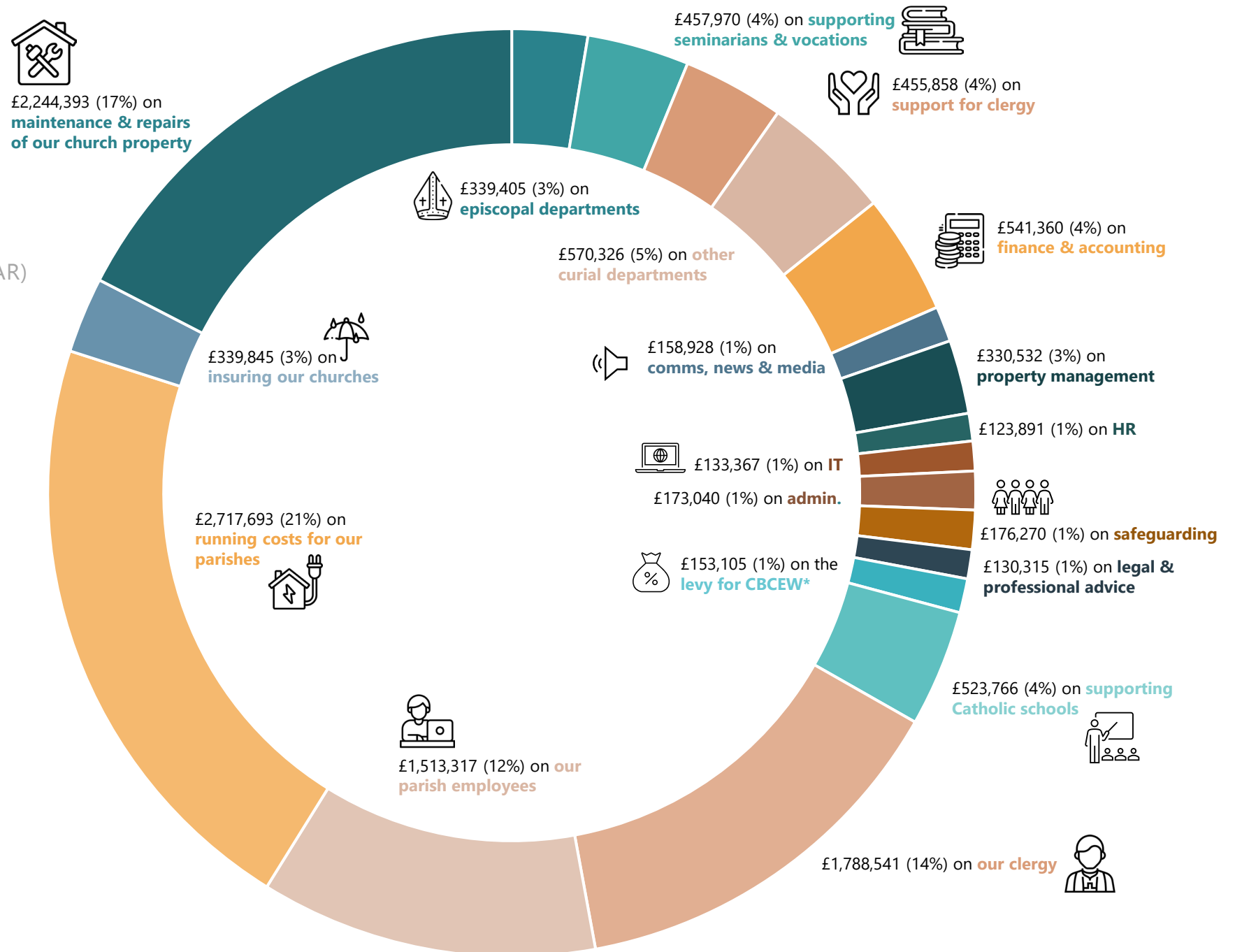
THE EFFECT OF INFLATION



- When the effect of inflation is taken into account, the changes in income over time are more pronounced. £1 in 2022 does not have the same purchase-power as it did in 2008.
- Actual income between 2008 and 2022 increased by 7%.
- Real income (adjusted for inflation) decreased by 23% between 2008 and 2022..
- Our income does not increase by the rate of inflation; as a Diocese we have less purchasing-power year on year. As costs increase, we become more financially vulnerable as surpluses reduce and/or deficits increase.

SPENDING

(FOR THE 2021-22 FINANCIAL YEAR)



*Catholic Bishops' Conference for England & Wales

** This chart excludes depreciation, and expenditure relating to trading subsidiaries and restricted funds



A CLOSER LOOK: OUR CLERGY

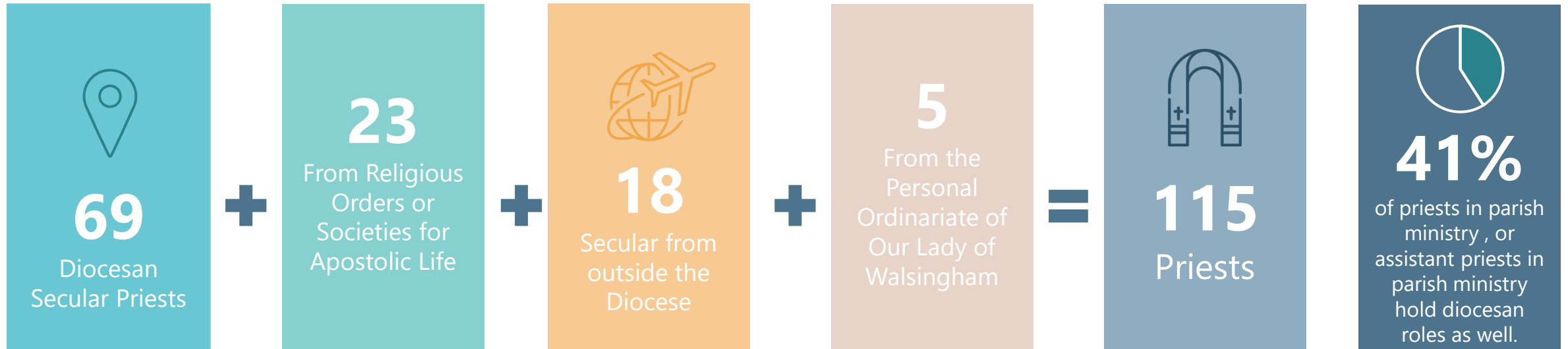
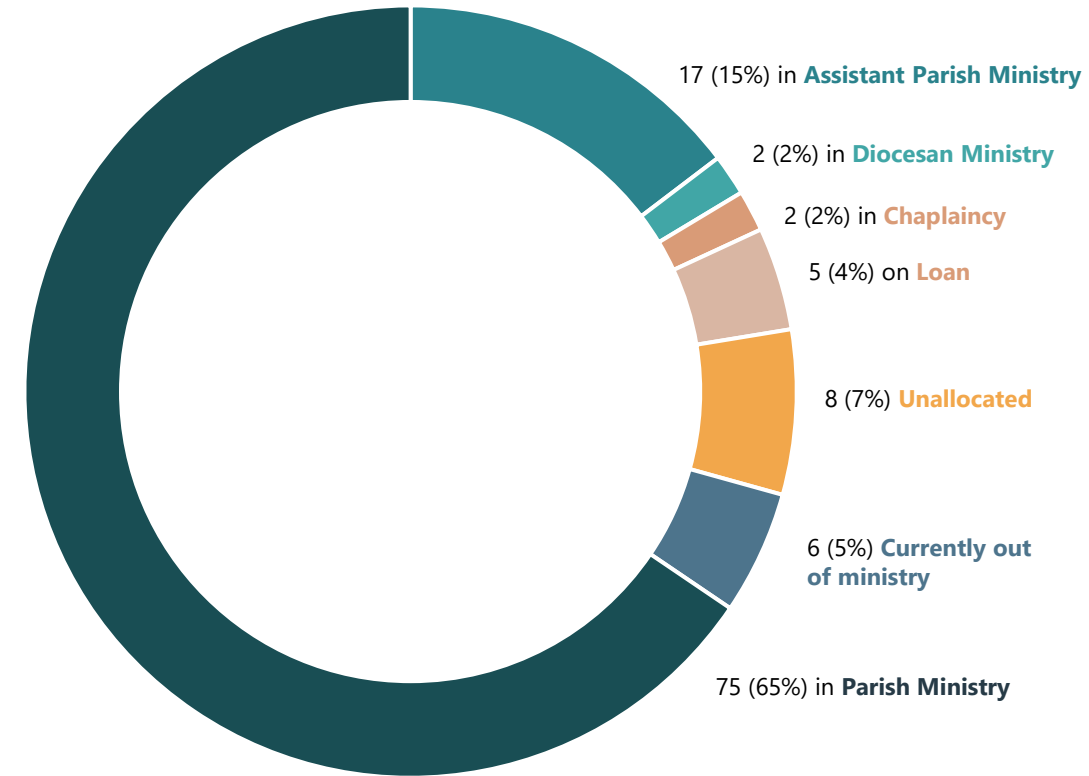
A CLOSER LOOK: PRIESTS

(AS AT MAY 2023)

THE PICTURE IN 2023



*Currently in ministry in the Diocese; excludes those out of ministry, unallocated, outside the Diocese or on loan.



A CLOSER LOOK: SUCCESSION PLANNING

(AS AT MAY 2023)

THE PICTURE IN 2033

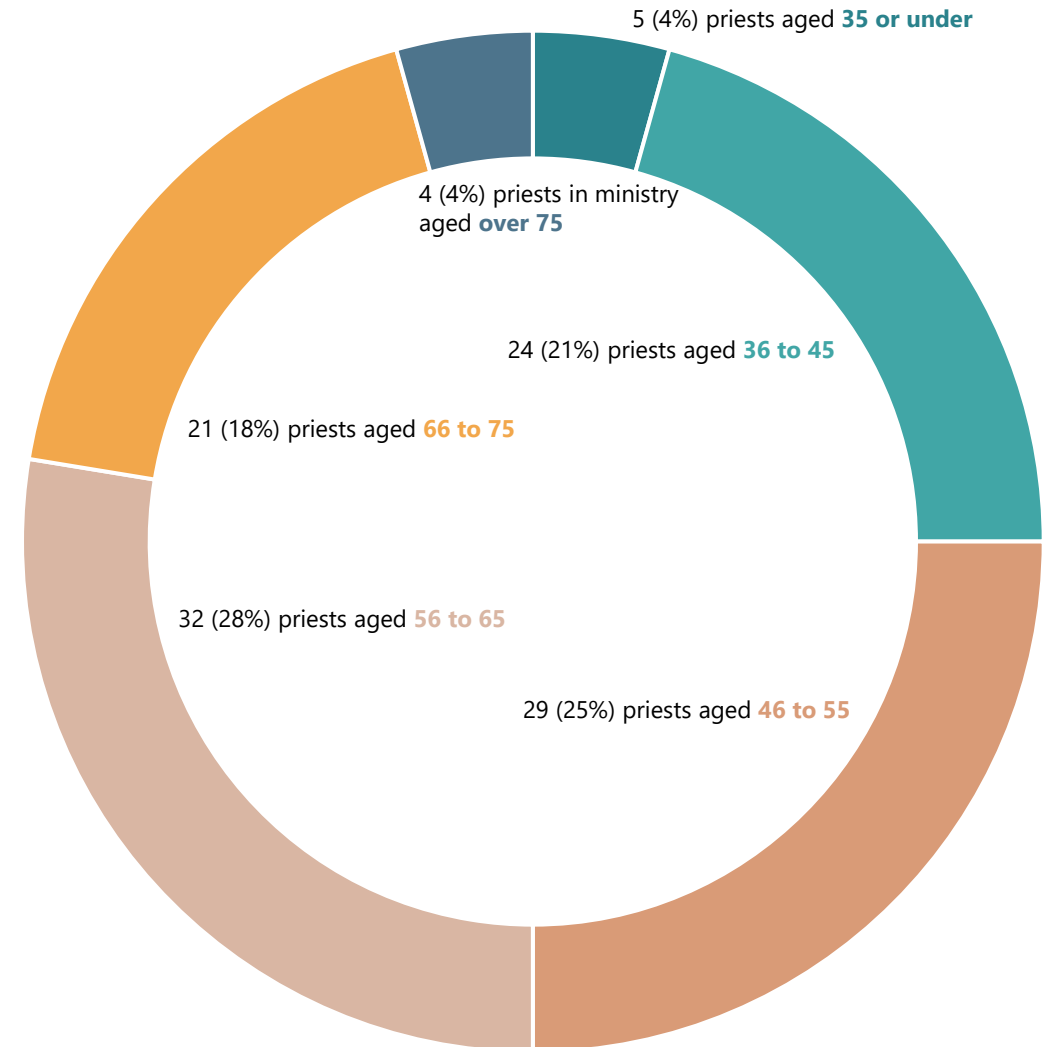


*Assumes a constant 15% are out of ministry, unallocated outside the Diocese or on loan AND that the number of parishioners falls to 22,000 AND the number of churches remain constant.

THE PICTURE IN 2043



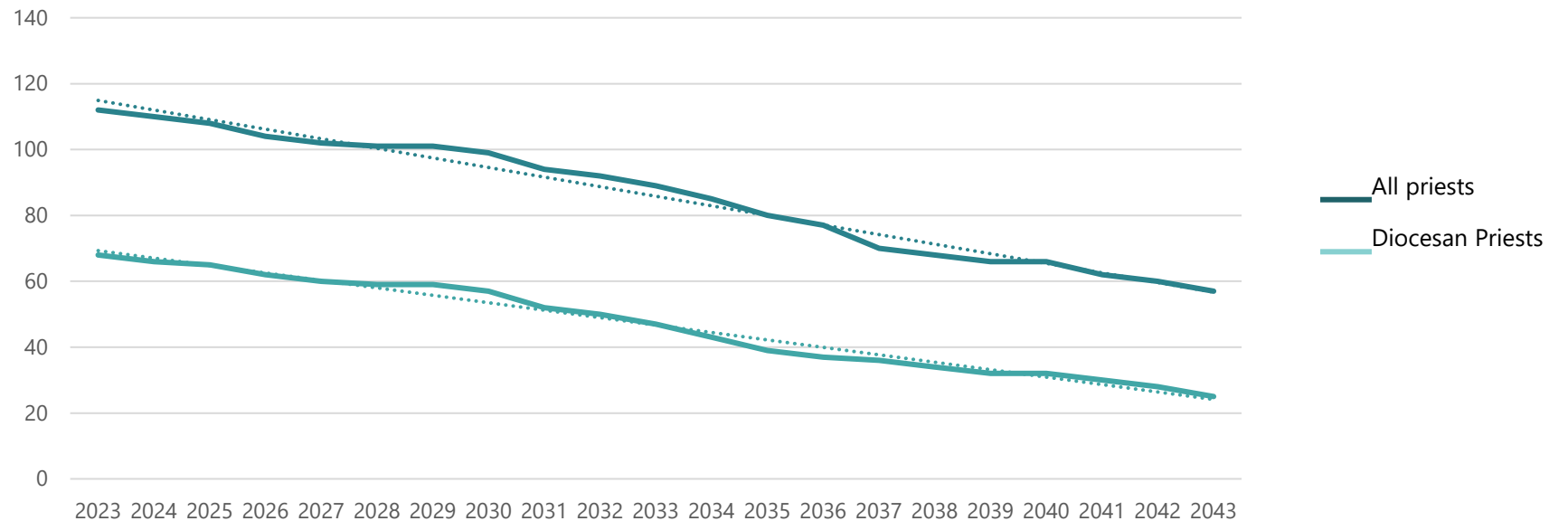
* Assumes a constant 15% are out of ministry, unallocated outside the Diocese or on loan AND that numbers of parishioners falls to 12,000 & the number of churches remain constant.





NUMBERS OF PRIESTS

(AS AT MAY 2023)

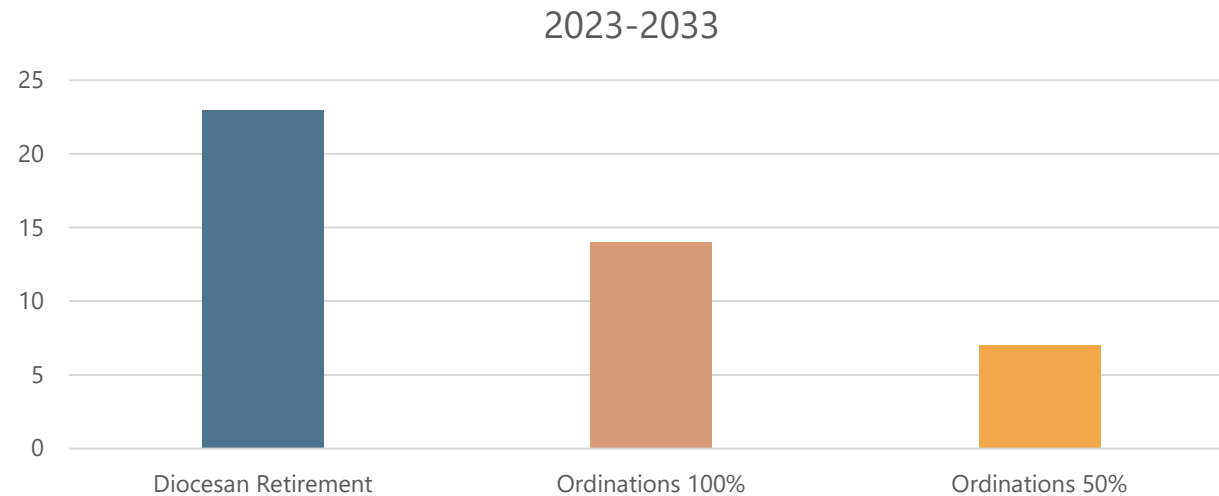


- Accurately forecasting the future is incredibly difficult, there are many factors which can affect future numbers. However, the indicative trend is that the number of priests will decline steadily over the next 20 years as priests retire.
- The projections above are based on the age of our current priests. It does not take into account those who may be out of ministry or on loan at any time (currently around 15% of the presbyterate), and the fact that some may die before 75. Nor does it show future ordinations or take into account that younger priests from outside the Diocese may come to minister here.
- As the numbers in ministry decrease, the numbers in retirement increases; and so will the cost of supporting our retired priests.



ORDINATIONS & RETIREMENT

(AS AT MAY 2023)



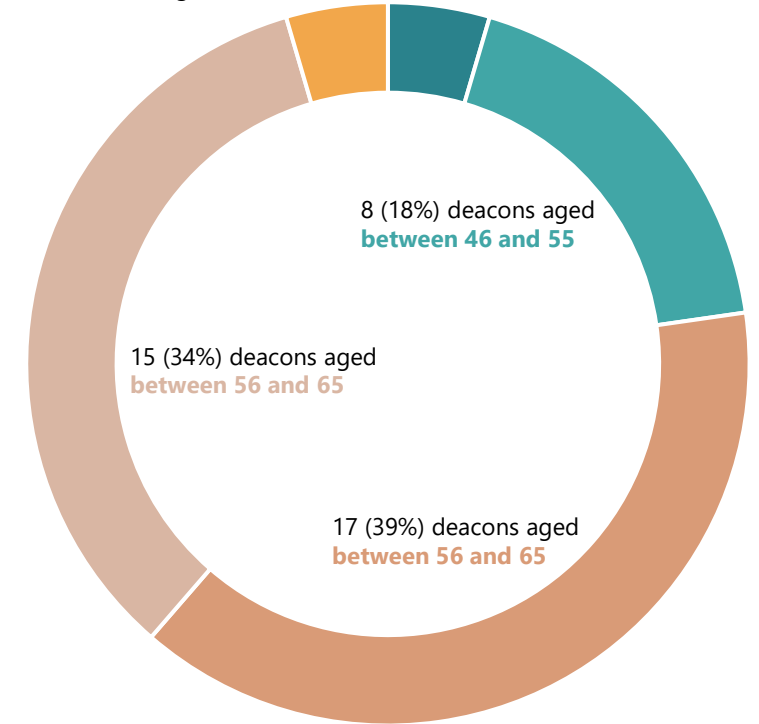
- Accurately forecasting the future is incredibly difficult, there are many factors which can affect future numbers. However, the indicative trend suggests that the number of diocesan secular priests retiring will outpace the number of ordinations into the Diocese.
- We are planning to support 14 men through seminary, God willing they will all be ordained to the priesthood. However, looking at international trends overtime, there could be up to a 50% attrition rate. If only 50% reach ordination, we would see 7 newly ordained priests by 2032 compared to 23 diocesan priests retiring.
- It is worth noting that the picture in Portsmouth is more positive than that of many other dioceses in England & Wales.
- It may be that further men become seminarians in our Diocese over the next few years, which would improve the picture.

A CLOSER LOOK: DEACONS

(AS AT MAY 2023)

2 (4%) deacons aged **over 75**

2 (4%) deacons aged **45 or under**



3

of Portsmouth deacons are based outside the Diocese.

17%

of deacons in parish ministry also hold a diocesan or chaplaincy role.

4

Deacons in ministry in our Diocese are from another Diocese.

24

Parishes have 1 deacon



5

Parishes have more than 1 deacon



4

Parishes share a deacon with another parish



54

Parishes do not have a deacon



38%

of parishes are supported by diaconal ministry

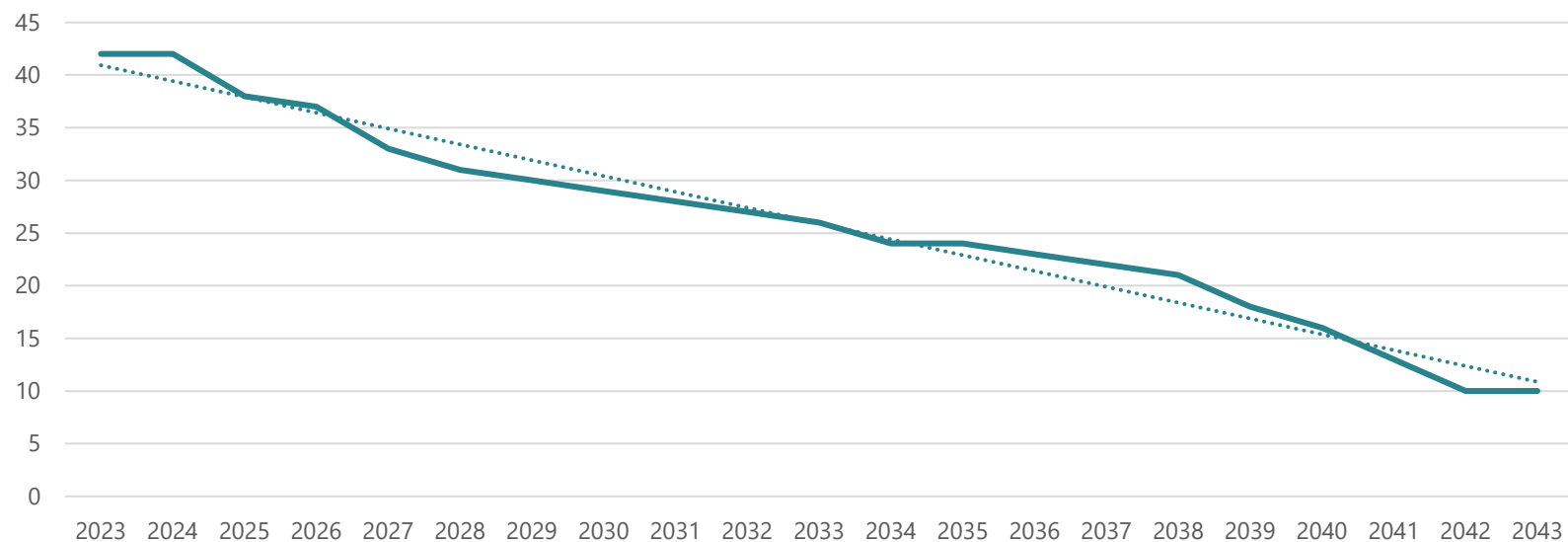
93%

of deacons are in parish ministry in our Diocese



NUMBERS OF DEACONS

(AS AT MAY 2023)



- Accurately forecasting the future is incredibly difficult, there are many factors which can affect future numbers. However, the indicative trend is that the number of deacons will decline steadily over the next 20 years as deacons retire.
- The projections above are based on the age of our current deacons. It does not take into account those who may be out of ministry or on loan at any time and the fact that some may die before 75. Nor does it show future ordinations or take into account that younger deacons from outside the Diocese may come to minister here.

OTHER CONSIDERATIONS

To think about when planning for the future



IMPACT OF VOCATIONS

The number of future ordinations will have a significant impact on future numbers.



PRESBYTERATE COMPOSITION

Priest from outside the Diocese, religious and members of societies for apostolic life all significantly contribute to the life of the Diocese.



RETIREMENT

Priests generally retire at 75; however, some retire early due to ill-health and not all priests below retirement age are in active ministry in the Diocese at any one time.



CLERGY WORKLOAD

The number of parishes, churches and diocesan roles have an impact on clergy workload, as well as other factors such as the number of volunteers/employees and the number of sacraments.



SUSTAINABILITY

The cost of maintaining a priest includes their national insurance, mileage, housekeeping, accommodation, seminary training, ongoing formation, health insurance and retirement.



A CLOSER LOOK: AGGREGATE PARISH POSITIONS

A CLOSER LOOK: OFFERTORY

(AGGREGATE PARISH POSITION FOR THE 2021-22 FINANCIAL YEAR)

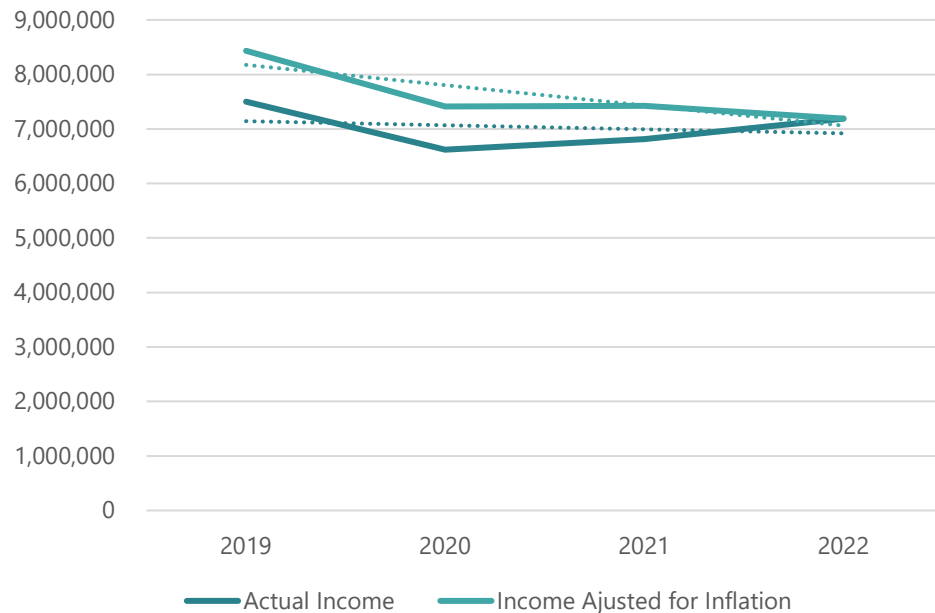
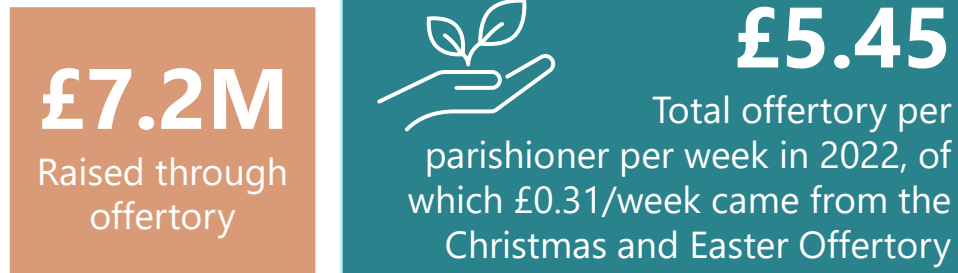
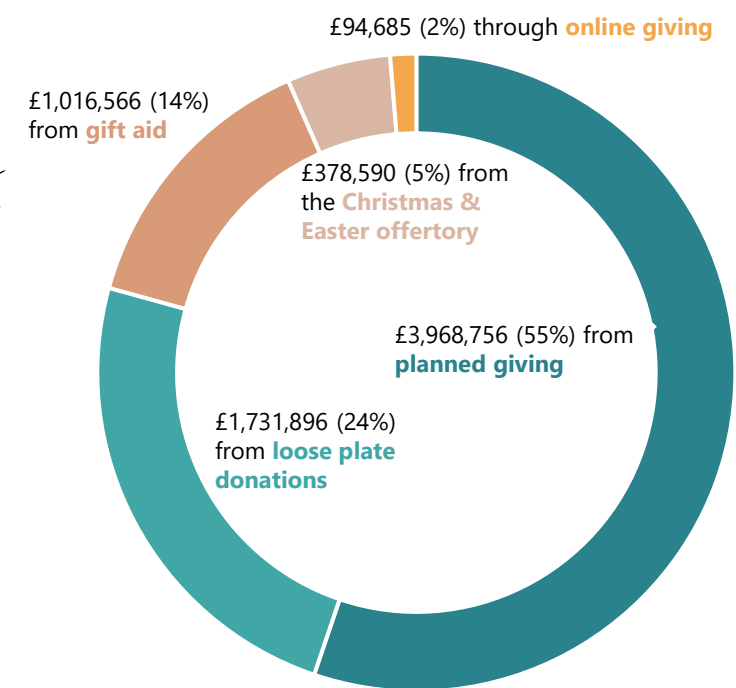
An increase despite a fall in Mass count suggests that only a small percentage of those attending Mass contribute regularly.

COMPARISONS

The pastoral area most affected by a decline in offertory experienced a **decline of 35%**; the least affected saw an **increase of 23%**



The most offertory-dependent pastoral area derived **84%** of its income from giving, the least affected **31%**.



A CLOSER LOOK: EMPLOYEES

(AGGREGATE PARISH POSITION BASED ON STAFF EMPLOYED AS OF APRIL 2023)

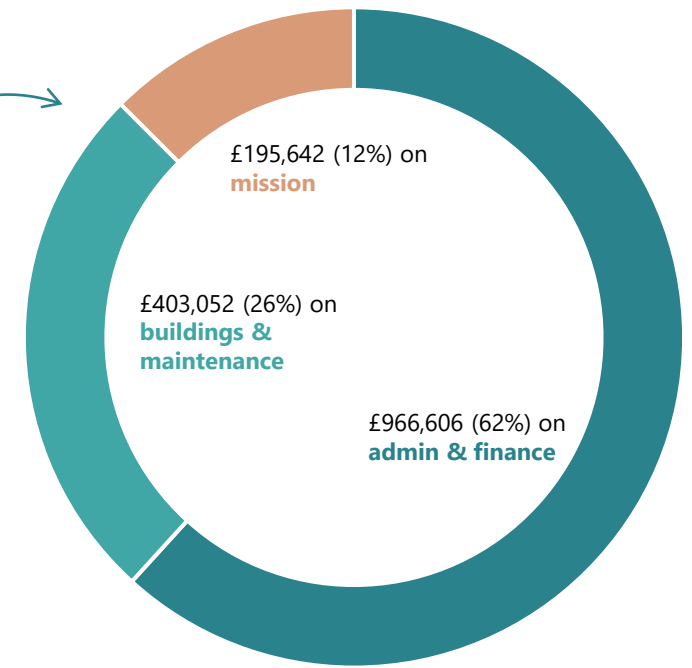
The pastoral area with the highest employee costs spends **£175,209/year**, the lowest spends **£20,475/year**.

The pastoral area with the highest staff costs per FTE spends **£34,555 per FTE/year**, the lowest spends **£17,872 per FTE/year**.



£23,159
Average per
FTE/year

*Is this in line
with our needs
& priorities?*



41.5FTE

working in
admin/finance
1,449hrs/pw



18.9FTE

working in
maintenance of
buildings
672hrs/pw



6.5FTE

working for
mission
227.5hrs/pw

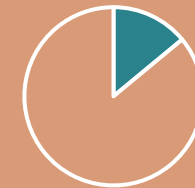


66.8FTE

parish
employees
2348.5hrs/pw

£1,565,299

Total parish staff
costs per year



These staff costs would
have accounted for

16%

of 2021/22 parish expenditure

A CLOSER LOOK: ESTATE

(AGGREGATE PARISH POSITION FROM 2019-2022)

The pastoral area with the smallest shortfall between actual and recommended spend on buildings per year needs to spend an additional **£82,067/year**, the largest needs to spend an additional **£1.9million/year**



The pastoral area which spends the least maintaining building per year spends an average of **£32,795/year**, the highest spends an average of **£381,606/year**.



How will we meet it? This does not include the additional spend needed to achieve Net Zero, how will that be met?

3%

Of insured value is the typical recommendation for spend on maintaining buildings to keep them in good repair. It varies according to type of building & use (e.g. listed buildings tend to need a higher spend)

£16.3 million

Shortfall between actual and indicative spend on maintaining buildings **per year**

£2.7 million

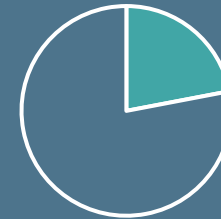
Spent maintaining parish buildings per year on average

£635M

Insured value of parish estate

£19 million

Benchmark guide to maintain parish buildings in good condition for the long term (spend per year)



22%

of parish income went towards building expenses on average



157%

of annual income should go towards building expenses to meet recommended annual maintenance targets

A CLOSER LOOK: INDIVIDUAL PARISHES

Debt means the parish has run out of funds and is living on someone else's; deficit means the parish spent more than its income, but may still have reserves

15%

(13) parishes are in overall debt

30%

(26) parishes ended 2022 in deficit

34%

(30) parishes accrued an aggregate deficit over the last 4 years.

24%

(21) parishes were in deficit for 3 years or more out for the last 4 years

OVERALL POSITION

The parish in the healthiest position has **£2,202,617 of reserves**, the most vulnerable is **£2,917,779 in debt**.



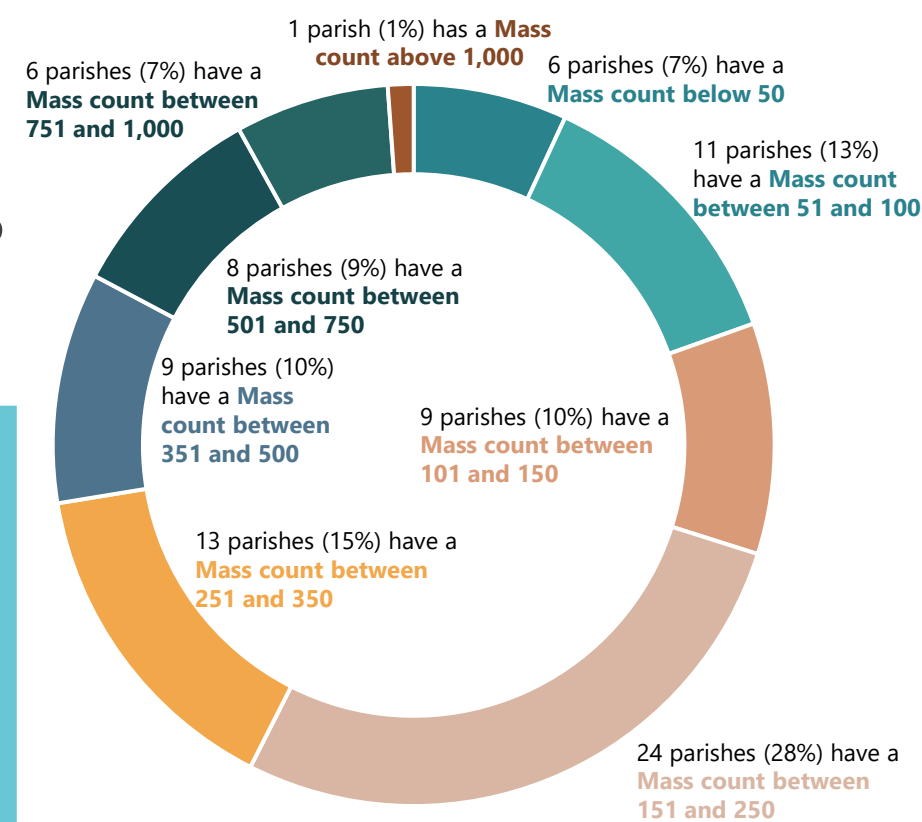
2022 SURPLUS OR DEFICIT

The parish in the healthiest I&E position for 2022, ended the year with a **£169,003 surplus**, the most vulnerable ended with a **£139,901 deficit**.



AGGREGATE SURPLUS/DEFICIT

The highest **aggregate surplus** accrued between 2019 and 2022 by a parish was **£792,132**, the greatest **aggregate deficit** was **£393,601**





A CLOSER LOOK: THE CURIA

OVERVIEW



1

Bishop



40

Priests*



3

Deacons*



40.4

FTE Employees

£3M
Income

£3.9M
Expenditure

=

£878K
Operating
Deficit

£10.4M
Shortfall
accrued
between 2014
and 2022

9
out of last 9
years in deficit

£49.5K
Average cost of
the curia per
parish per year
between 2014 and
2022

£22.4K
Average
contribution
towards the curia
per parish per year
between 2014 and
2022



48%
of expenditure is
covered by the parish levy

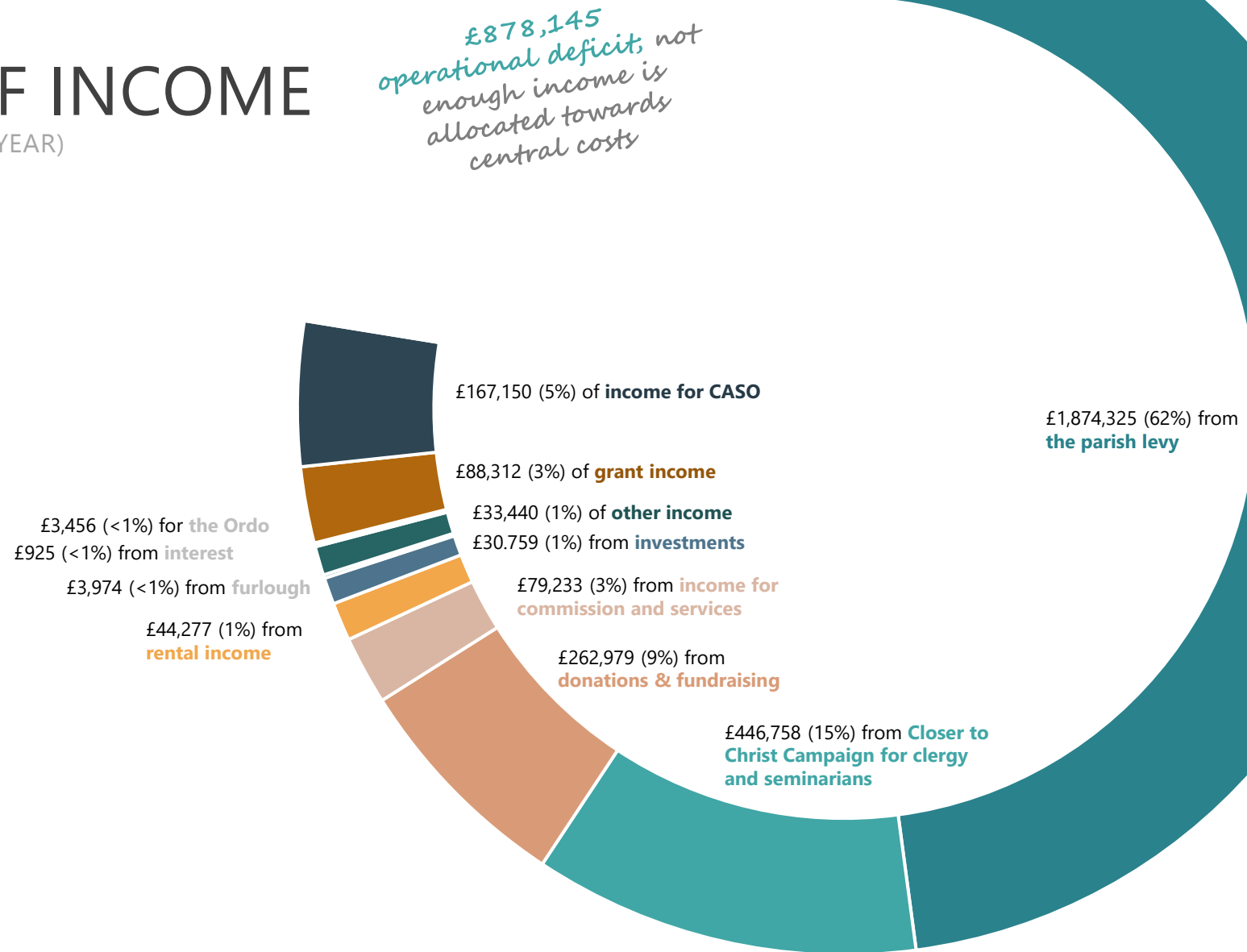


30%
Decline in income
between 2014 and 2022
(adjusted for inflation)

*Most are also in parish ministry alongside their Curia roles

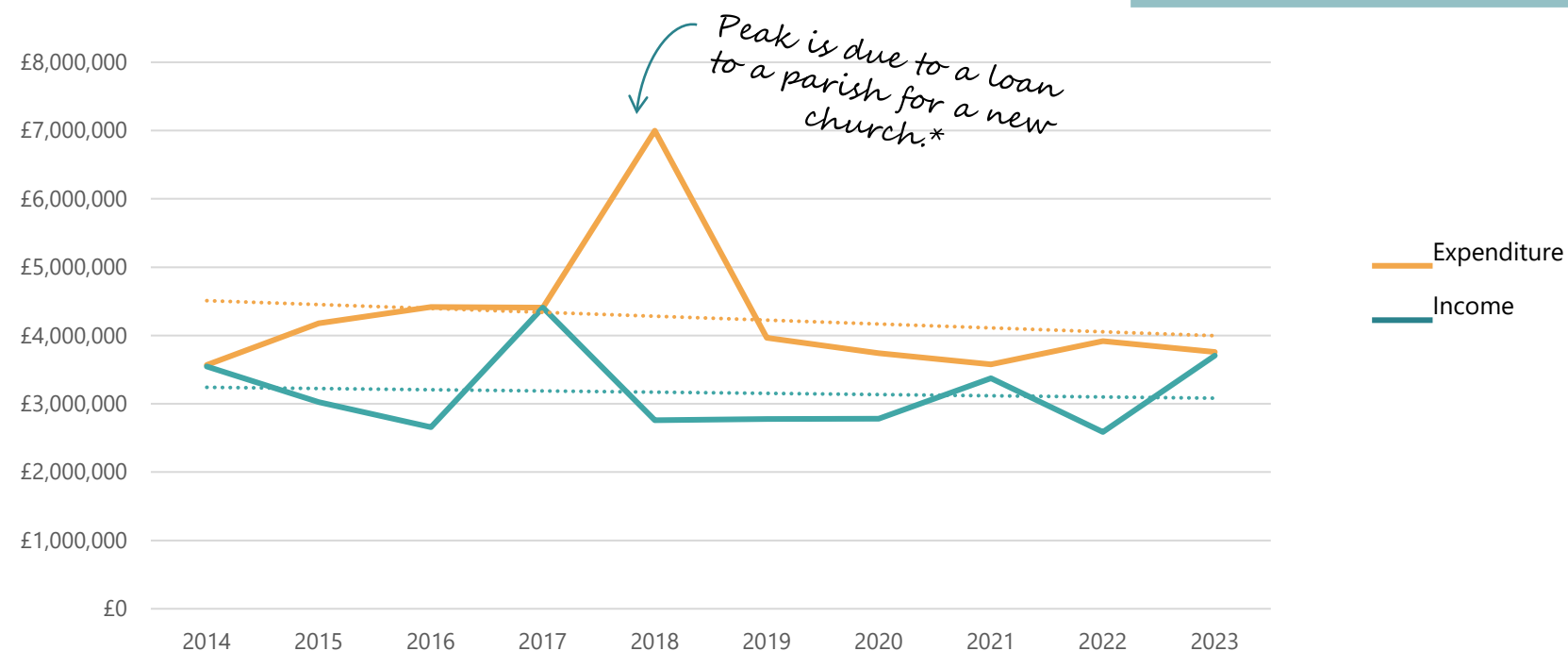
SOURCES OF INCOME

(FOR THE 2021-22 FINANCIAL YEAR)





CURIAL FINANCIAL POSITION OVER TIME

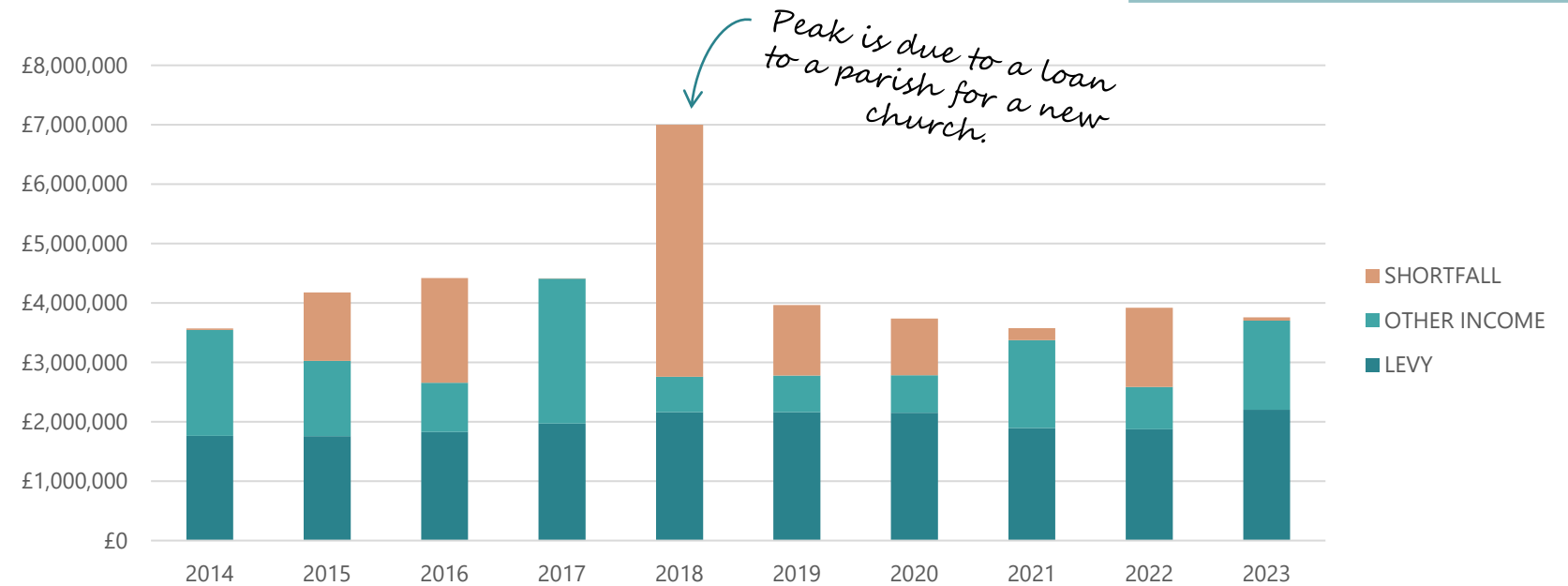


- Expenditure consistently outstrips income, the curia runs a deficit every year.
- Figures for 2023 are forecasted figures based on in-year performance. The size of the in-year deficit is expected to significantly reduce thanks to increased income from the recalculated levy and Closer to Christ Campaign and a 10% reduction in expenditure.

**the church was built in 2011, however the peak in expenditure shows in our accounts several years later because, on our auditors' advice, a provision was made in the accounts in case the parish is unable repay the full cost of building the church (which went over-budget). The parish still plans to repay the loan in full.*

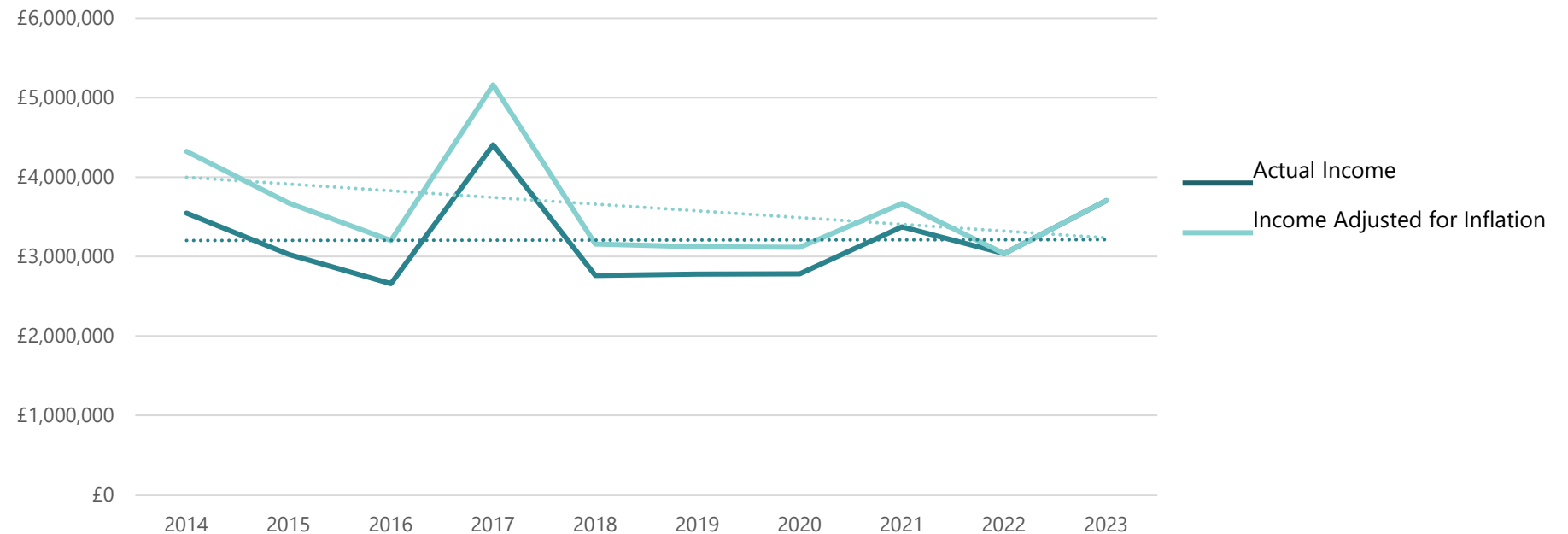


THE CENTRAL SHORTFALL OVER TIME



- The levy and other sources of curia income (e.g. investment income) do not cover central costs.

THE EFFECT OF INFLATION

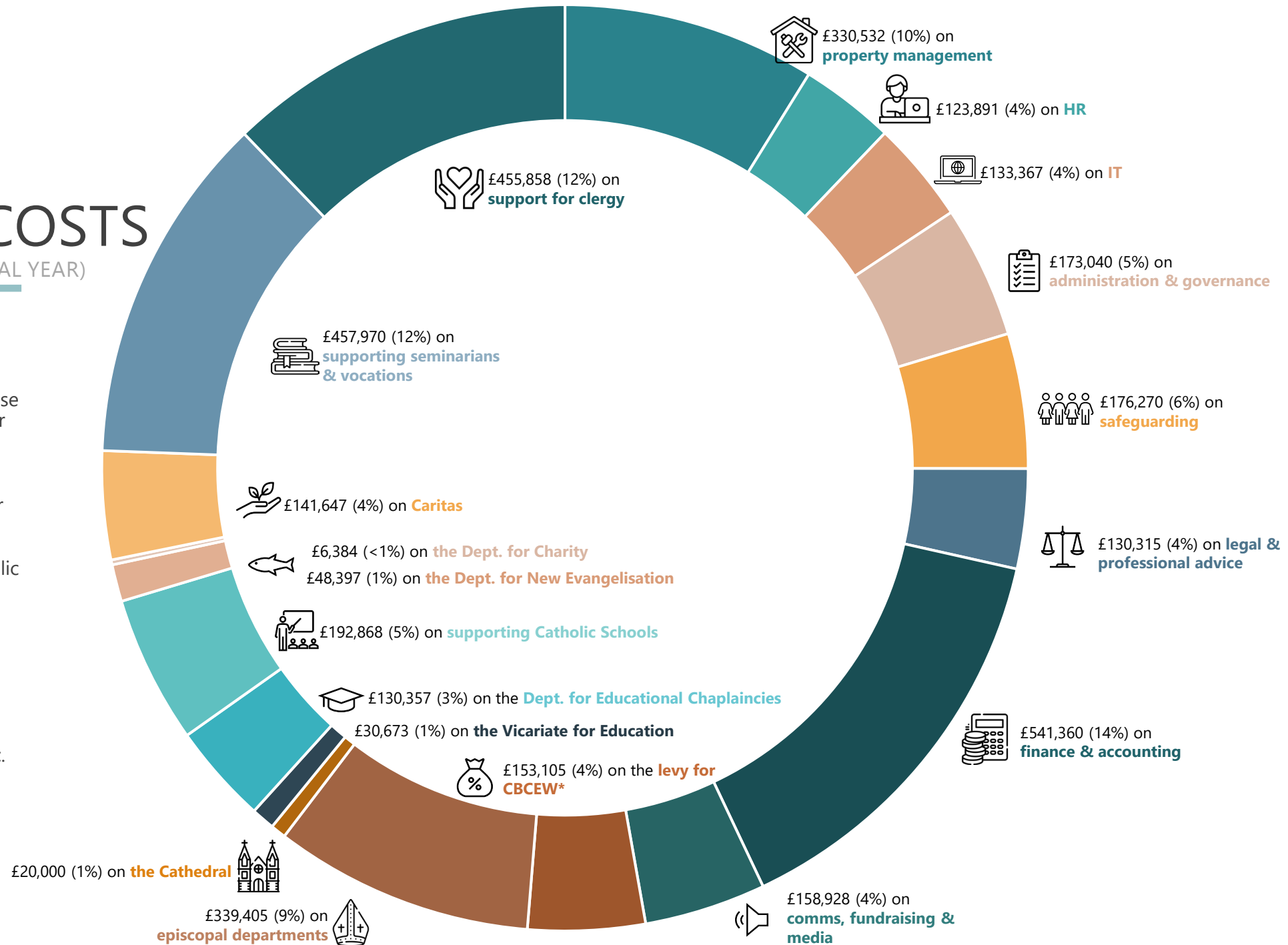


- When the effect of inflation is taken into account, the changes in income over time are more pronounced. £1 in 2022 does not have the same purchase-power as it did in 2019.
- Real income (adjusted for inflation) decreased by 30% between 2014 and 2022.
- The 2017 peak in income is due to legacies; £1.5million was received in legacy income.

CENTRAL COSTS

(FOR THE 2021-22 FINANCIAL YEAR)

- Some costs are incurred centrally
- Some are integral to our mission, these include: supporting & developing our clergy, training our seminarians, supporting our Bishop and retired Bishop, evangelisation projects, our contributions to Catholic schools, our cathedral, our communications and outreach, chancery, tribunal, charity and our contributions to other Catholic organisations such as the Bishop's Conference for England and Wales.
- Others are key to ensuring that we operate in a manner which is safe, efficient and in compliance with law and regulation, these include: Safeguarding, IT, audit costs, bank charges, finance, HR, governance, etc.



A CLOSER LOOK: EMPLOYEES

(BASED ON STAFF EMPLOYED AS OF APRIL 2023)

£1,526,155
Total curia staff
costs per year



These staff costs would
have accounted for
39%
of 2021/22 curia expenditure

£37,776
Average per
FTE/year

1.6 FTE (4%) in **Support for
Seminarians & Vocations**

2.7 FTE (7%) in
Support for Clergy

4.8 FTE (12%) in
Safeguarding

3.8 FTE (9%) in
Property Management

1.9 FTE (5%) in **Support
for Catholic Schools**

3.3 FTE (8%) in
**Other Curial
Depts**

5.8 FTE (14%) in **Finance**

2.4 FTE (14%) in **HR**

3.3 FTE (8%) for
Episcopal Depts

1.8 FTE (4%) in **Comms
& Fundraising**

2.8 FTE (7%) in **Caritas**



11.2FTE

working for
mission
392hrs/pw



2.1FTE

working to
support
Catholic schools
73.5hrs/pw



4.8FTE

working in
safeguarding
168hrs/pw



6.4FTE

working in
maintenance of
buildings
224hrs/pw



15.8FTE

working in
admin & finance
553hrs/pw



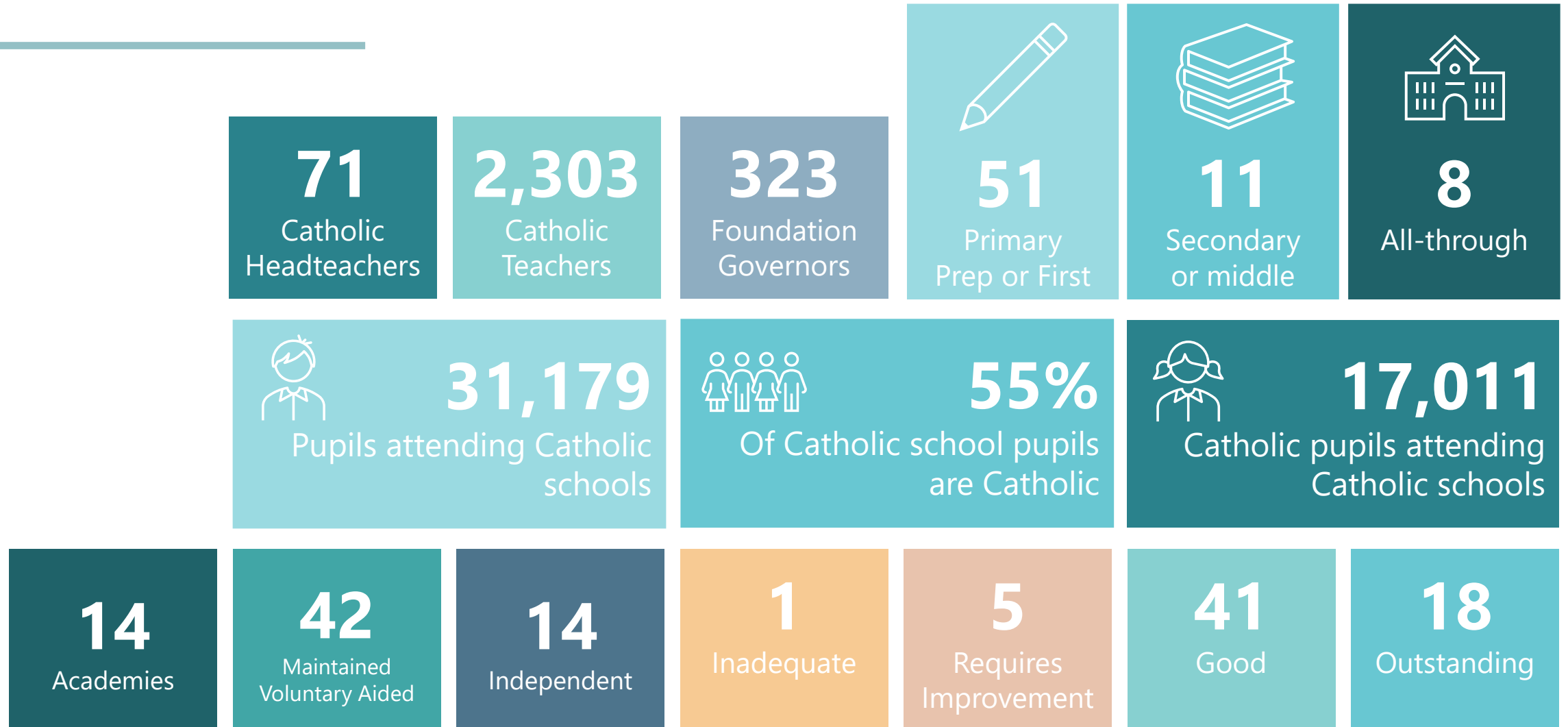
40.4FTE

curia employees
1,414hrs/pw

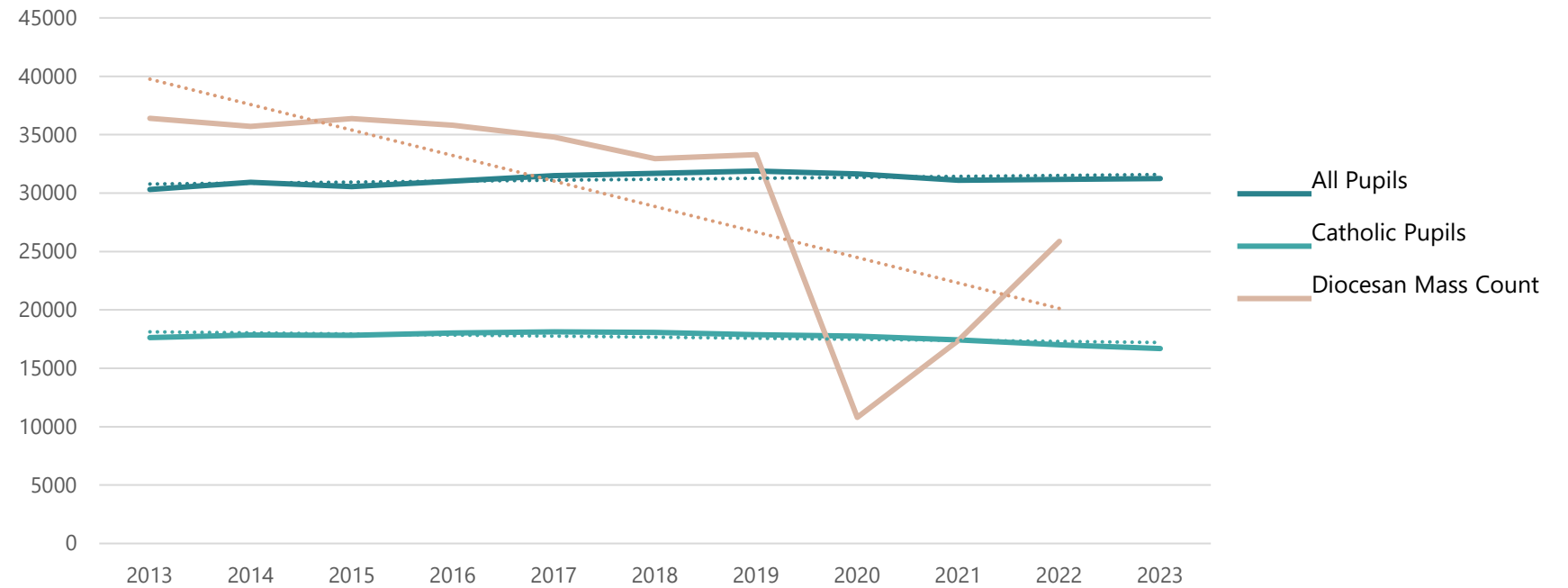


A CLOSER LOOK: AT CATHOLIC SCHOOLS

SCHOOLS OVERVIEW



SCHOOL ATTENDANCE OVER TIME



- The number of pupils attending Catholic schools has increased slightly over the last decade.
- The number of Catholic pupils attending Catholic schools has remained relatively stable, compared to a decreasing diocesan Mass count.



A CLOSER LOOK: AT THE WORLD AROUND US

THE WORLD AROUND US

Other considerations to think about when planning for the future

POLITICAL

Assisted Dying Bill, Academisation in Schools Bill and White Paper, Illegal Migration Bill, and more.

What will the Church's response be? How will these affect what we do and how we work?

ECONOMIC

Economic uncertainty, stagnant growth, rising costs.

How will this affect our outreach & pastoral care? Our income? Our costs? Our ability to recruit & retain employees?

SOCIOCULTURAL

37.2% of the England & Wales population identify as having "no religion"; numbers of Christians declined by 13% in the last decade

What are we doing to reach out? To be visible? To share the Word?

TECHNOLOGICAL

Social media, cashless society, phone usage, cybersecurity

Are our communication, fundraising and evangelisation methods adapted to the modern world?

ENVIRONMENTAL

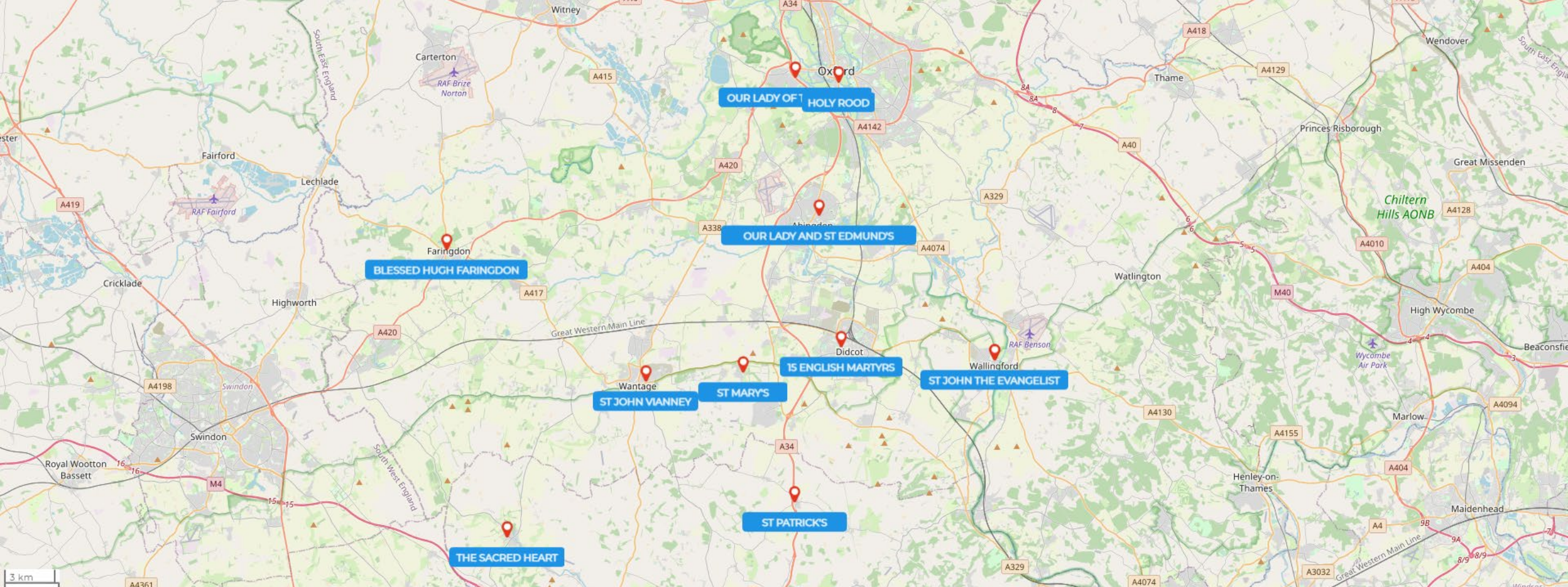
Effects of climate change, changing norms and legislation such as Net Zero by 2050.

Can we afford to adapt our estate? What other changes do we need to make?

LEGAL

Changing legislation & increasing regulation affecting charities, including financial controls, GDPR, charity law, Health & Safety etc.

What changes do we need to make to comply with them?

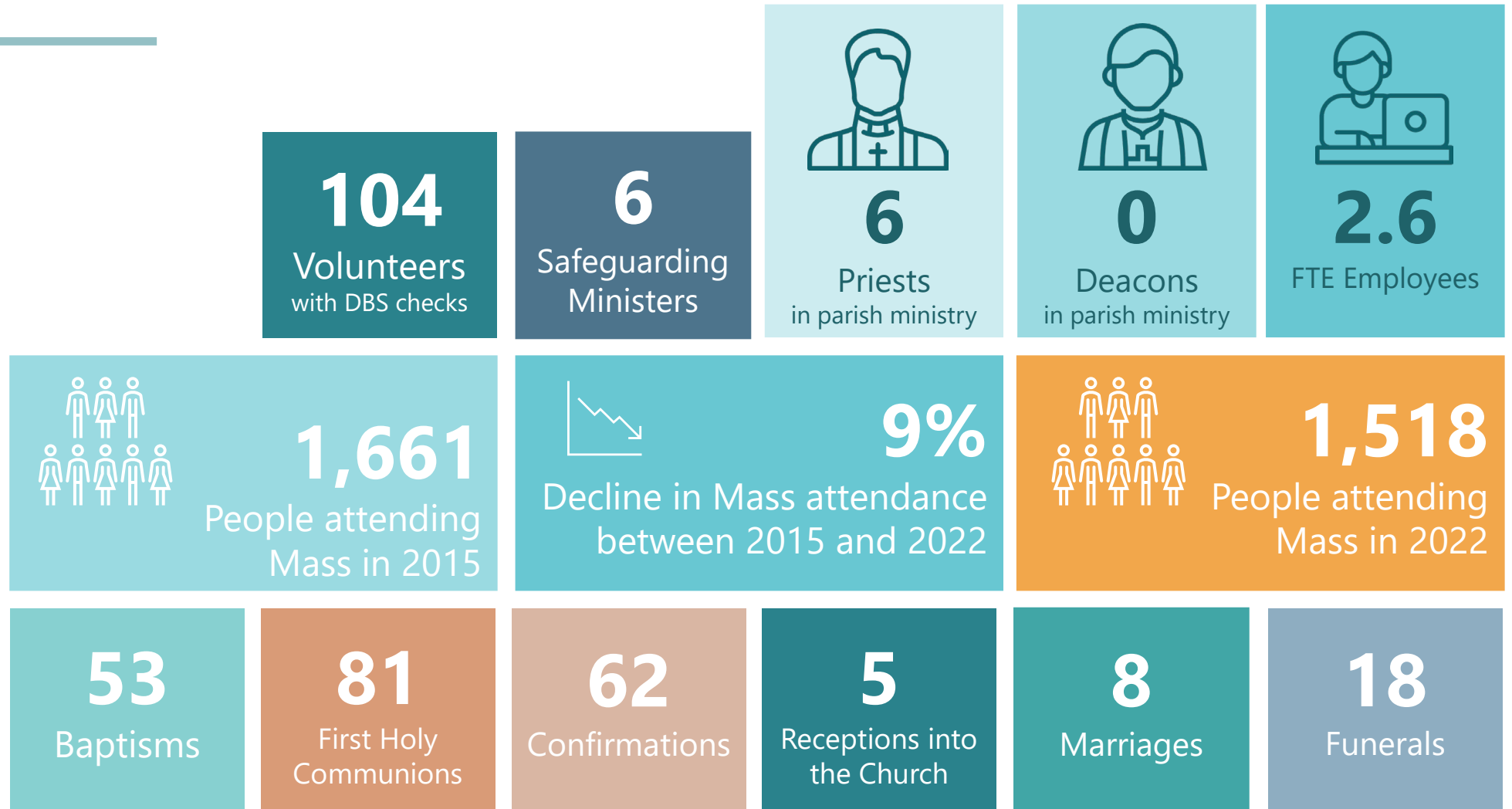


THE PICTURE IN THE OXFORDSHIRE PASTORAL AREA

Informing the Future

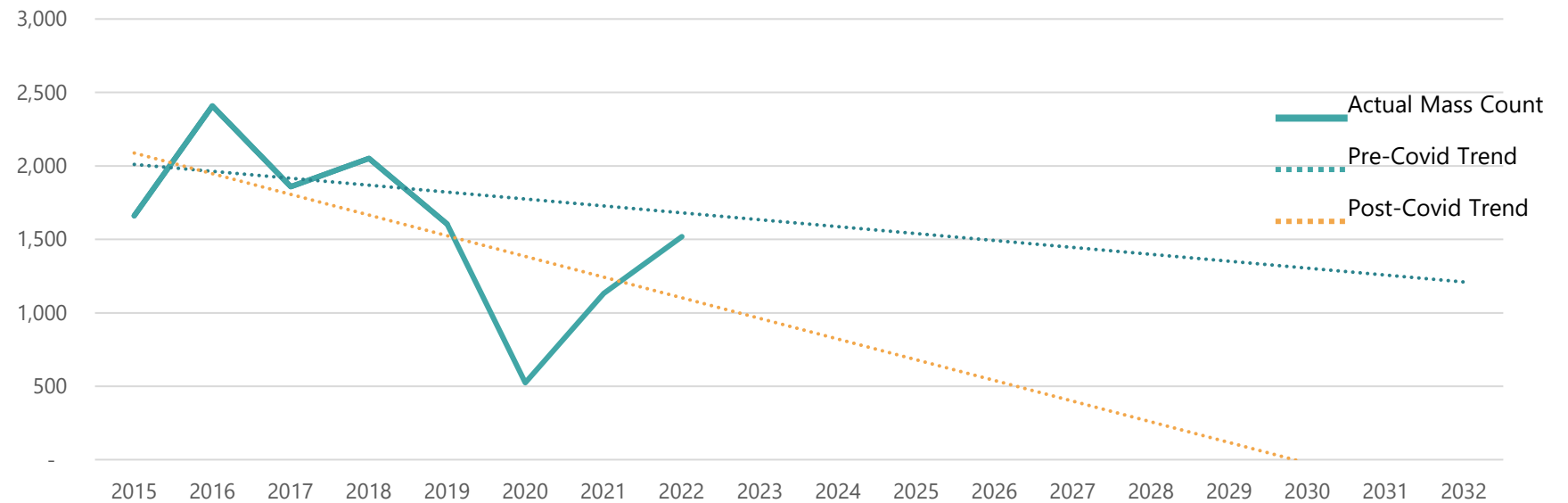
"For which of you, desiring to build a tower, does not first sit down and count the cost, whether he has enough to complete it?" Luke 14:28

PEOPLE OVERVIEW



*Based on the 2022 figures as available at April 2023, employee numbers are as at April 2023

MASS COUNT

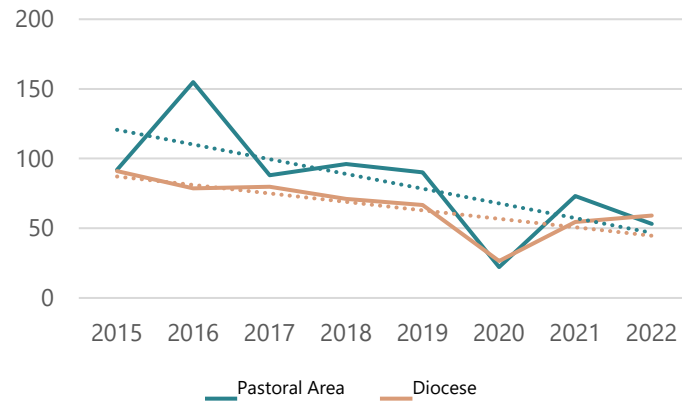


- Overall, Mass count is declining.
- The projections based on the pre-covid trend ignores the impact the covid-19 pandemic had on Mass attendance. Following this trend, while the area is projected to experience decline, it is slight and slow.
- Taking into account the effect of the covid-19 pandemic; the projected rate of decline is far more significant.
- While Mass count in the area has bounced back, it has not yet reached the levels expected by the pre-covid trend.

SACRAMENTS



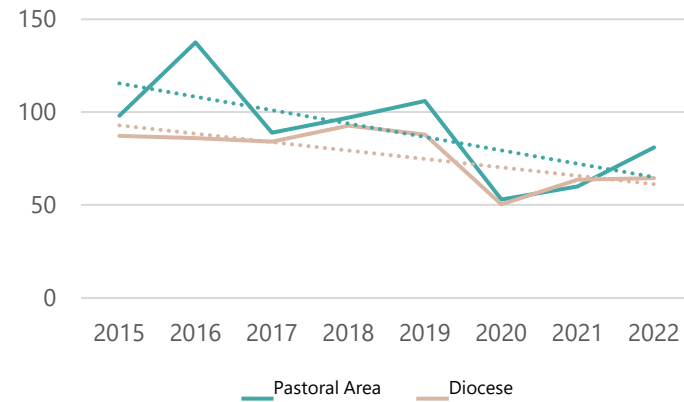
BAPTISM



- Baptisms declined by 66% between 2015 and 2022.
- Rate of decline is ranked in the fastest quintile.
- The number of baptisms is slightly higher than the diocesan average per pastoral area.



FIRST HOLY COMMUNION

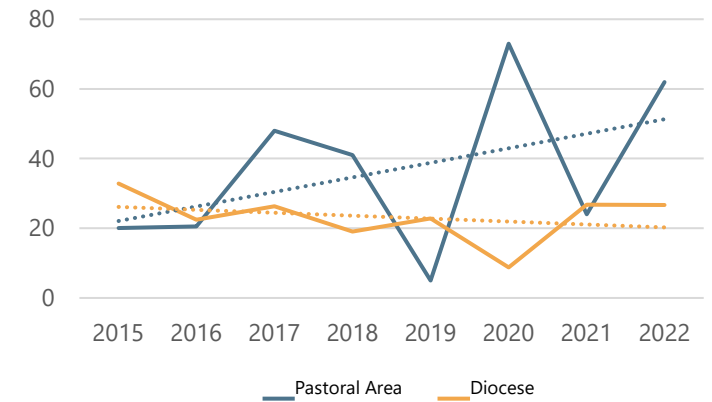


- First Holy Communion declined by 41% between 2015 and 2022.
- Rate of decline is ranked in the 2nd fastest quintile.
- The number of FHCs celebrated is slightly higher than the diocesan average per pastoral area.

The number of Confirmations celebrated is lower than FHCs, suggesting children do not remain engaged with the Church as they grow older.



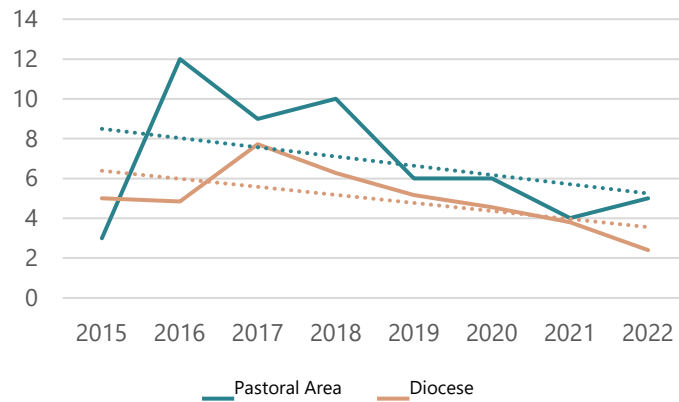
CONFIRMATION



- The number of confirmations varies widely year on year. Overall, confirmations increased by 202% between 2015 and 2022. It ranked in the highest quintile.
- The number of confirmations tends to be above the diocesan average per pastoral area.

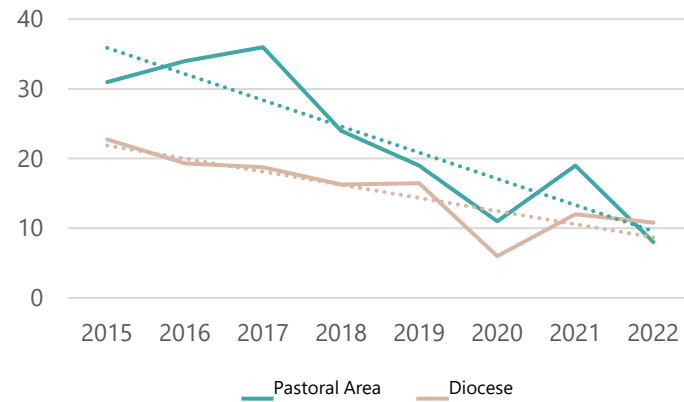
SACRAMENTS (CONT.)

RECEPTION INTO THE CATHOLIC CHURCH



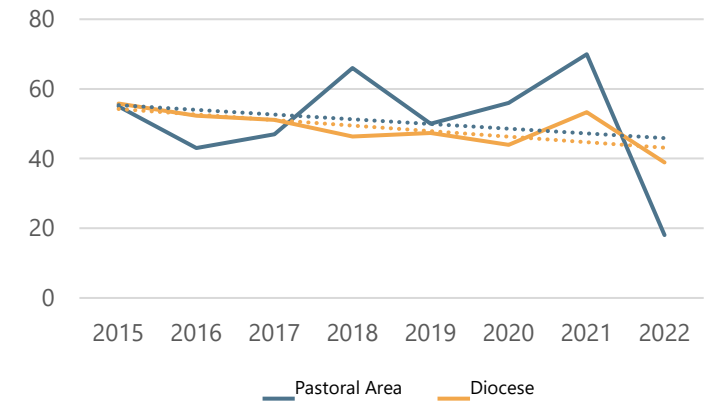
- The number of receptions into the Catholic Church is variable year on year. Overall, receptions increased by 67% between 2015 and 2022. It ranked in the highest quintile.
- Numbers of receptions are very small, in the area and across the Diocese.

MARRIAGE



- Marriages declined by 74% between 2015 and 2022.
- Rate of decline is ranked in the 2nd fastest quintile
- The overall number is generally higher than the diocesan average per pastoral area.

FUNERAL



- Funerals declined by 67% between 2015 and 2022.
- The number of funerals is similar to the diocesan average per pastoral area.

OTHER CONSIDERATIONS

To think about when planning for the future



TRADITION & CULTURE

Is your community homogeneous or a mix of many cultures and traditions? Do your activities & outreach reflect this diversity?



AGING POPULATION

Do you have an engaged younger population to support the parish in the future?



LANGUAGE

Are there language or cultural barriers which you need to consider when building community?



MISSING GENERATIONS

Who is missing from your pews? Are there particular age ranges or social groups which are not represented?



DIVERSITY & INCLUSION

Do your activities, events, and leadership structures reflect the diversity in your pews and wider community? Are certain groups excluded by physical or other barriers?

ESTATE OVERVIEW

Employee costs associated with running an estate are in addition to this

30%

Expenditure spent on buildings in 2022 (maintenance, utilities & insurance)

£55K

Average spend on utilities per year

£159K

Average spend on maintaining buildings per year



10

Churches



7

Halls



8

Presbyteries



0

Investment Properties



46 minutes

Longest travel time between churches



9 minutes

Shortest travel time between churches



23 minutes

Average travel time between churches

5

Churches in **good** condition

4

Churches in **fair** condition

1

Churches in **poor** condition

2

Special Trusts

4

Grade 2 Listed

1799

Oldest church built

1977

Newest church built



KEY DEFINITIONS

PROPERTY CONDITION RATINGS

Are based on the information provided in the last quinquennial inspection (QQ) where available.

Good: Works under £50,000 required to bring the estate into excellent condition

Fair: Estate is watertight but major repairs are required.

Poor: Estate is not watertight and major repairs are required.

SPECIAL TRUSTS

Special trust properties still belong to the Diocese; however, they are not held directly by the Catholic Diocese of Portsmouth. Rather they are held on trust by the Catholic Diocese of Portsmouth under a separate trust deed.

Terms of trust vary between our special trusts and need to be taken into consideration when looking at repurposing or disposing of the property.

EPC RATINGS

All properties sold or let in England and Wales must have an EPC rating of 'E' or above. Although no rent is charged, this includes presbyteries as from a legal point of view the relationship between priest and diocese in this aspect is that of tenant and landlord.

EPC requirements are changing. The current government policy is that all rental properties will require an EPC rating of 'C' or above by 2025 for new tenancies and 2028 for every existing tenancy.

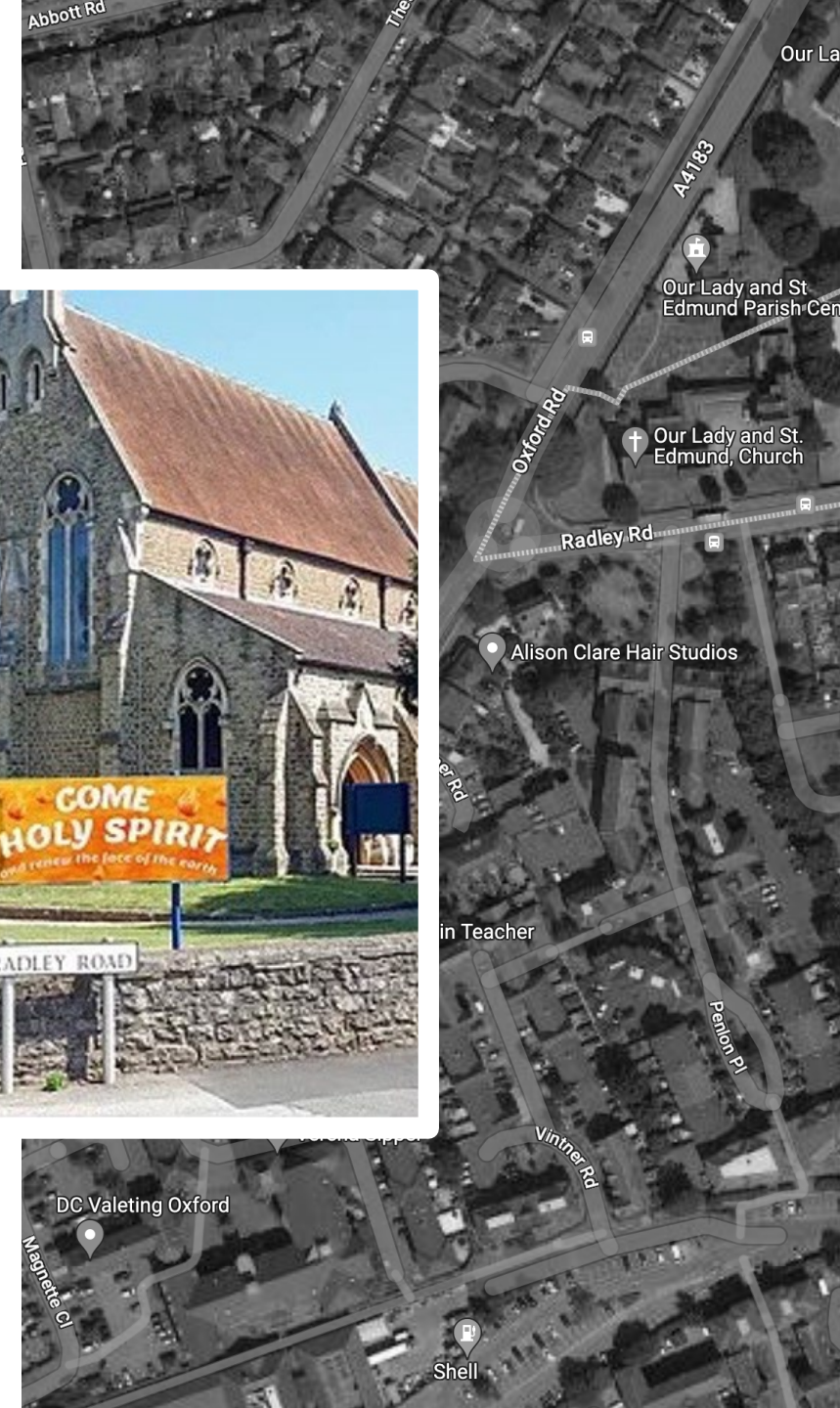
Not having a valid EPC could result in fines of up to £30,000.

Significant investment is required to bring properties up a rating of 'C'.

OUR LADY & ST EDMUND

Abingdon, OX14 3PL

Built in	1857-1865
Listing	Not Listed (Listable)
Current condition	Fair
Date of last QQ	2017
Value of works recommended on QQ	£100,000
Held on special trust?	Yes
Includes a hall?	Yes
Includes a presbytery?	Yes
Current parish	Abingdon
Owned by	Held on trust by the Catholic Diocese of Portsmouth





BLESSED HUGH FARINGDON

Faringdon, SN7 7JE

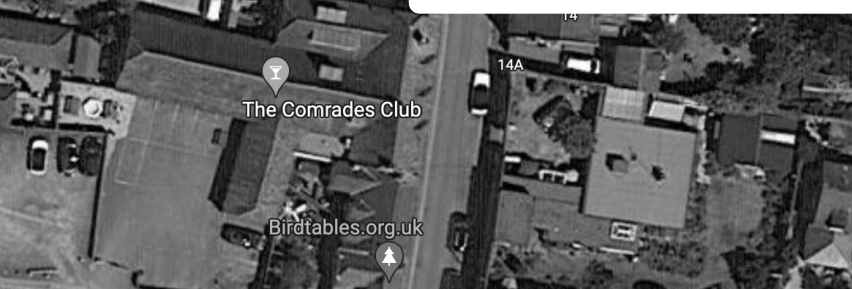
Built in	1840
Listing	Grade II Listed
Current condition	Poor
Date of last QQ	2022
Value of works recommended on QQ	£200,000
Held on special trust?	No
Includes a hall?	Yes
Includes a presbytery?	Yes
Current Parish	Buckland & Farringdon
Owned by	Catholic Diocese of Portsmouth

ENGLISH MARTYRS

Didcot, OX11 7AJ

Built in	1967
Listing	Not listed
Current condition	Fair
Date of last QQ	2015
Value of works recommended on QQ	Not available
Held on special trust?	Yes
Includes a hall?	Yes
Includes a presbytery?	Yes
Current parish	Didcot
Owned by	Held on trust by the Catholic Diocese of Portsmouth





ST JOHN THE EVANGELIST

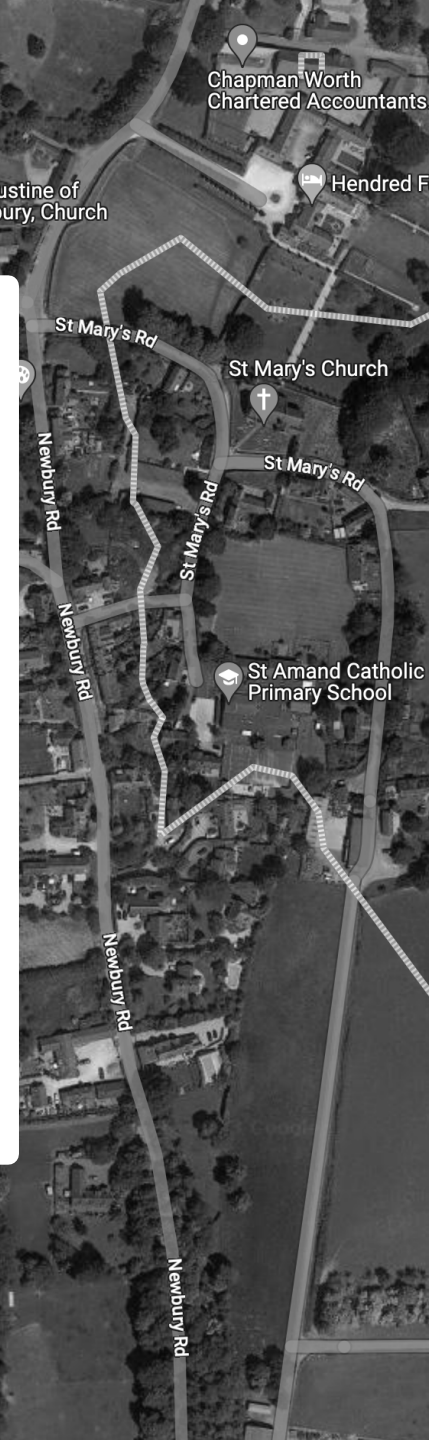
Wallingford, OX10 0EJ

Built in	1799
Listing	Not Listed
Current condition	Fair
Date of last QQ	2019
Value of works recommended on QQ	£100,000
Held on special trust?	No
Includes a hall?	No
Includes a presbytery?	Yes
Current Parish	Wallingford
Owned by	Catholic Diocese of Portsmouth

ST MARY

East Hendred, OX12 8LF

Built in	1863
Listing	Grade II Listed
Current condition	Good
Date of last QQ	2021
Value of works recommended on QQ	£6,500
Held on special trust?	No
Includes a hall?	No
Includes a presbytery?	No
Current parish	East Hendred
Owned by	East Hendred Consolidated Catholic Charities, charity number 309233





ST PATRICK

Newbury, RG20 7LU

Built in	1884 - 1914
Listing	Grade II Listed
Current condition	Good
Date of last QQ	2021
Value of works recommended on QQ	£11,000
Held on special trust?	Yes
Includes a hall?	Yes
Includes a presbytery?	No
Current Parish	East Hendred
Owned by	Held on trust by the Catholic Diocese of Portsmouth

HOLY ROOD

Folly Bridge, OX1 4LD

Built in	1963
Listing	Grade II
Current condition	Good
Date of last QQ	2017
Value of works recommended on QQ	£32,000
Held on special trust?	No
Includes a hall?	Yes
Includes a presbytery?	Yes
Current parish	North Hinksey
Owned by	Catholic Diocese of Portsmouth





OUR LADY OF THE ROSARY

North Hinksey, OX2 9BD

Built in	1954-57
Listing	Not Listed
Current condition	Good
Date of last QQ	2017
Value of works recommended on QQ	£1,000
Held on special trust?	No
Includes a hall?	Yes
Includes a presbytery?	Yes
Current Parish	North Hinksey
Owned by	Catholic Diocese of Portsmouth

THE SACRED HEART

Lambourne, RG17 8NU

Built in	1977
Listing	Not listed
Current condition	Good
Date of last QQ	2018
Value of works recommended on QQ	£44,405
Held on special trust?	No
Includes a hall?	Yes
Includes a presbytery?	Yes
Current parish	Wantage & Lambourne
Owned by	Catholic Diocese of Portsmouth





ST JOHN VIANNEY

Wantage, OX12 8ER

Built in	1960
Listing	Not Listed
Current condition	Fair
Date of last QQ	2018
Value of works recommended on QQ	Not available
Held on special trust?	No
Includes a hall?	Yes
Includes a presbytery?	Yes
Current Parish	Wantage & Lambourne
Owned by	Catholic Diocese of Portsmouth

TRAVEL BETWEEN CHURCHES

Distance Between Churches (Miles)		Our Lady & St Edmunds	Blessed Hugh Faringdon	15 English Martyrs	St John the Evangelist	St Mary	St Patrick	Holy Rood	Our Lady of the Rosary	The Sacred Heart	St John Vianney	Travel Times by Car Between Churches (Minutes)
	Our Lady & St Edmunds		27	17	22	18	20	13	10	38	22	
	Blessed Hugh Faringdon	15		32	46	28	34	33	27	26	20	
	15 English Martyrs	8	21		17	12	13	22	19	32	16	
	St John the Evangelist	11	27	6		26	25	23	23	46	30	
	St Mary	8	14	5	13		14	22	19	24	9	
	St Patrick	13	25	8	15	7		26	23	25	19	
	Holy Rood	6	19	13	12	13	26		10	42	26	
	Our Lady of the Rosary	6	18	14	13	14	23	10		38	25	
	The Sacred Heart	20	15	17	26	13	25	42	38		16	
	St John Vianney	11	10	8	16	4	19	26	25	16		

PRESBYTERIES, HALLS & RENTAL PROPERTY

(AFFECTED BY CHANGING EPC REQUIREMENTS)

	OUR LADY & ST EDMUND PRESBYTERY	BLESSED HUGH FARINGDON PRESBYTERY (NOT ON CHURCH SITE)	ENGLISH MARTYRS PRESBYTERY	ST JOHN THE EVANGELIST PRESBYTERY	HOLY ROOD PRESBYTERY	OUR LADY OF THE ROSARY PRESBYTERY
USE	Presbytery	Presbytery	Presbytery	Rental	Presbytery	Rental
RENT	Not applicable	Not applicable	Not applicable	£1,200pm	Not applicable	£1,275pm
IN LINE WITH MARKET	Not applicable	Not applicable	Not applicable	Yes	Not applicable	Not known
STATUS	Special trust	General	General	General	General	General
EPC RATING	EPC required	EPC required	EPC required	D	EPC required	D
CONDITION	Good	Good	Good	Poor	Good	Good
POSTCODE	OX14 3PL	SN7 7JX	OX11 7AJ	OX10 0BD	OX1 4LD	OX2 0LR

PRESBYTERIES, HALLS & RENTAL PROPERTY II

(AFFECTED BY CHANGING EPC REQUIREMENTS)

	THE SACRED HEART PRESBYTERY	ST JOHN VIANNEY PRESBYTERY	ST EDMUND LODGE	OUR LADY & ST EDMUNDS HALL	BLESSED HUGH FARINGDON HALL	ENGLISH MARTYRS HALL
USE	Rental	Presbytery	Rental	Community use	Community use	Community use
RENT	£1,200pm	Not applicable	£1,056pm	Sessional hall hire	Sessional hall hire	Sessional hall hire
IN LINE WITH MARKET	Not known	Not applicable	Yes	Not known	Not known	Not known
STATUS	General	General	Special trust	Special trust	General	Special trust
EPC RATING	D	EPC required	D	EPC required	EPC required	EPC required
CONDITION	Fair	Fair	Fair	Fair	Fair	Fair
POSTCODE	RG17 8NU	OX12 8ER	OX14 2EA	OX14 2EA	SN7 7JE	OX11 7AJ

PRESBYTERIES, HALLS & RENTAL PROPERTY III

(AFFECTED BY CHANGING EPC REQUIREMENTS)

	ST PATRICK HALL	HOLY ROOD HALL	OUR LADY OF THE ROSARY HALL	THE SACRED HEART HALL	ST JOHN VIANNEY HALL
USE	Community use	Community use	Community use	Community use	Community use
RENT	Sessional hall hire	Sessional hall hire	Sessional hall hire	Sessional hall hire	Sessional hall hire
IN LINE WITH MARKET	Not known	Not known	Not known	Not known	Not known
STATUS	General	General	General	General	General
EPC RATING	EPC required	EPC required	EPC required	EPC required	EPC required
CONDITION	Fair	Fair	Fair	Fair	Fair
POSTCODE	RG20 7LU	OX1 4LD	OX2 9BD	RG17 8NU	OX12 8ER

OTHER CONSIDERATIONS

To think about when planning for the future



LOCATION & OUTREACH

Which churches are close to a school, prison, hospital or other opportunity for chaplaincy & outreach?



NET-ZERO BY 2050

The ambitious national target to be net-zero by 2050 will require **significant investment** as legislation changes.



OPPORTUNITIES TO SHARE

Are there possible opportunities to share property with a school, other Christian denomination, etc.?



DEVELOPMENT PROJECTS

Are there large property development or maintenance projects on the horizon in your pastoral area?



THE COST OF MAINTENANCE

The more property we have, the higher the cost of maintenance and future investment. Can you afford it and is this where you wish to focus future resources?

FINANCE OVERVIEW

£598K
Income

£570K
Expenditure

£28K
Operating
Surplus

2
out of last 4
years in deficit

£385K
Cash

£521K
Investments

£59K
Deposits with
Diocese

£0
Loans

£965K
Overall financial
position

5
constituent
parishes in
deficit for 2 or
more years
since 2019



£5.74

Average offertory per
parishioner per week in
2021/2022



27%

Decline in income
between 2019 and 2022
(adjusted for inflation)



76%

of income came
from the offertory

OVERALL FINANCIAL HEALTH

AS OF 31 AUGUST 2022*

CASH

£385,178

Ranked in the middle quintile.



INVESTMENTS

£520,835

Ranked in the healthiest quintile.



DEPOSITS WITH DIOCESE

£58,718

Ranked in the 2nd healthiest quintile.



LOANS FROM DIOCESE

£0

No loans from the Diocese.



OVERALL POSITION

£964,731

Ranked in the 2nd healthiest quintile.



*Loans are illustrated as of April 2023 as there has been significant movement since August 2022

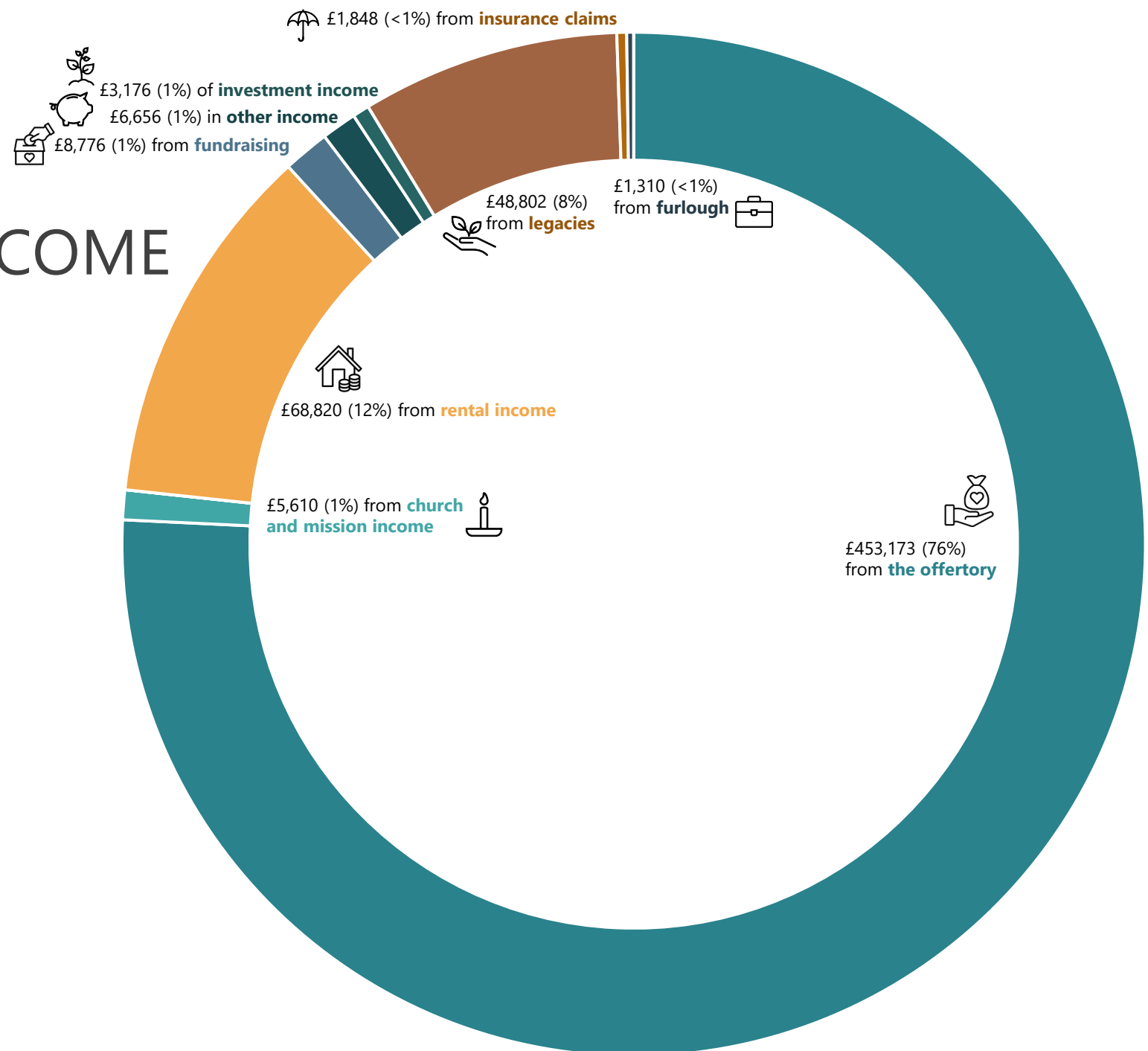
SOURCES OF INCOME

(FOR THE 2021-22 FINANCIAL YEAR)

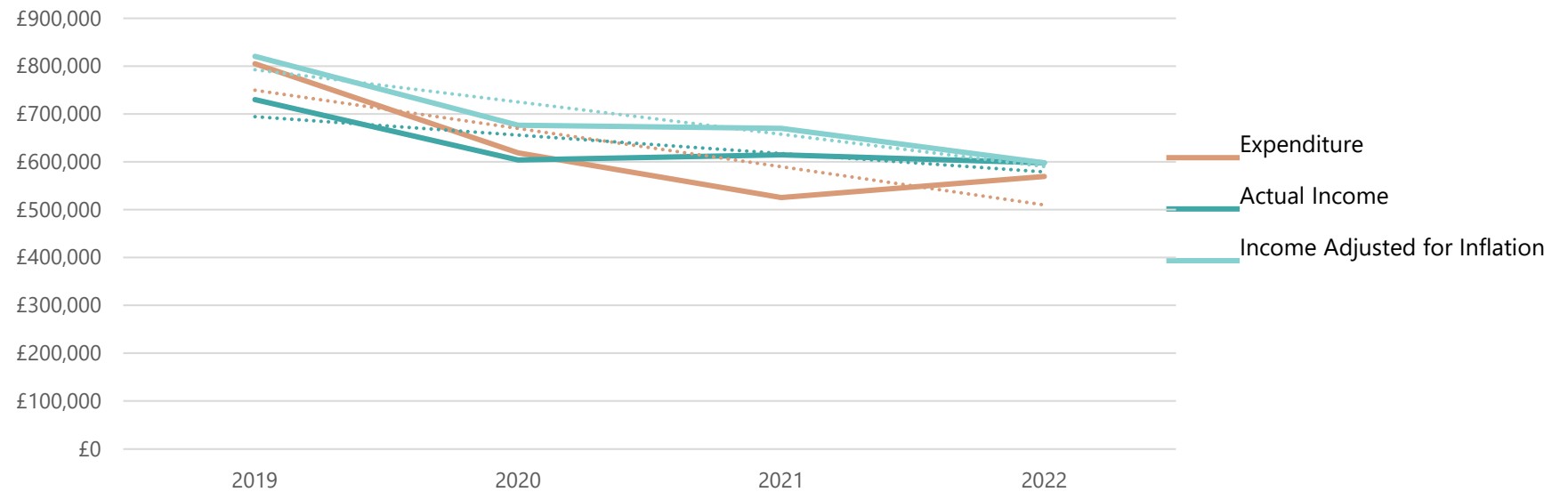
- No income was received through chaplaincies, stole fees or grants in this pastoral area.

Key definitions:

- Offertory income includes loose plate, gift aid, contactless giving, online giving and planned giving, which includes standing orders, envelopes and direct debits.
- Church and mission income includes repository income, income from candles, and similar items.



FINANCIAL POSITION OVER TIME



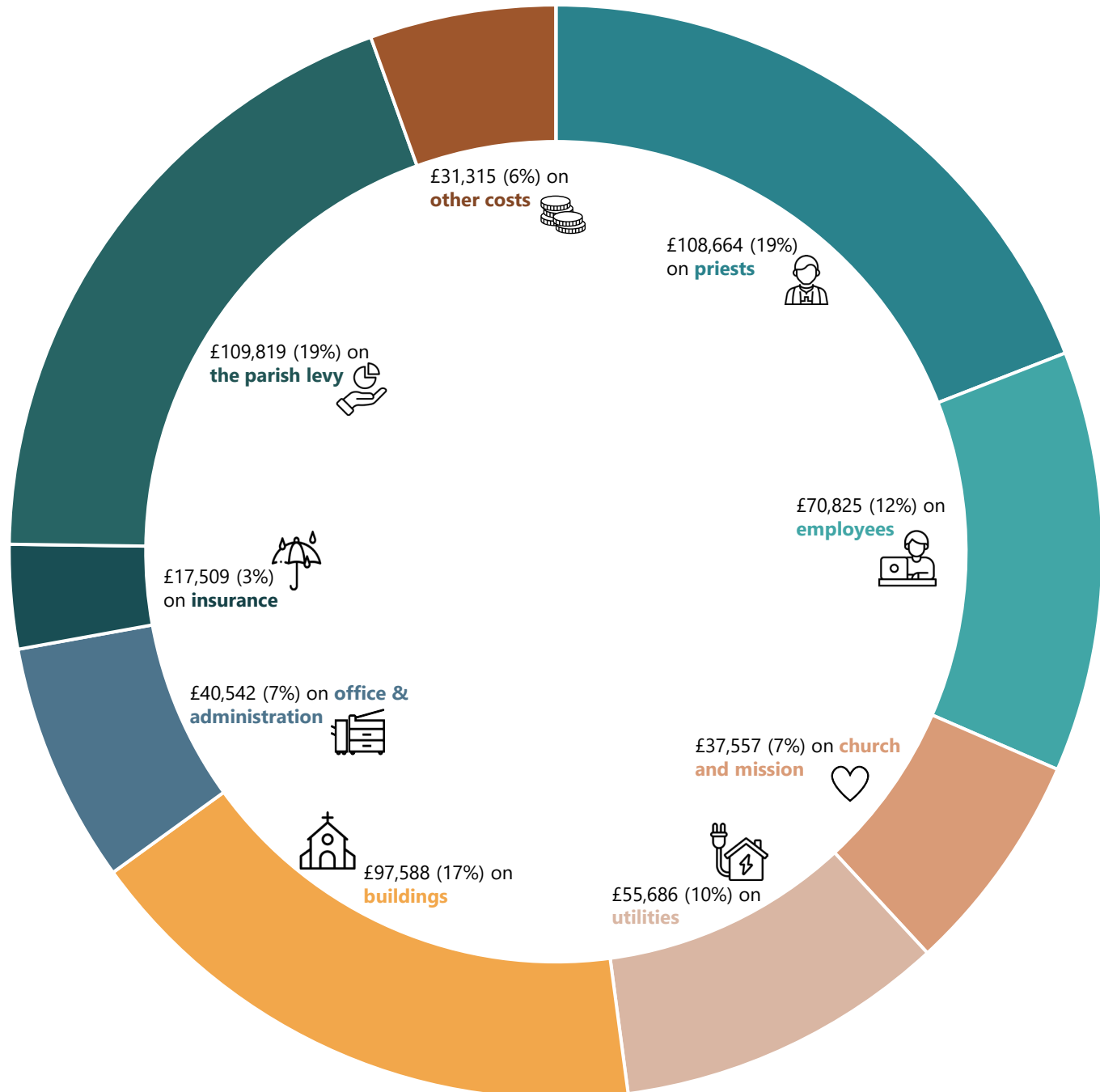
- Income and expenditure are variable year on year. The pastoral area ended 2 out of 4 financial years with an operational deficit; expenditure exceeded income.
- When the effect of inflation is taken into account, the changes in income over time are more pronounced. £1 in 2022 does not have the same purchase-power as it did in 2019. Real income decreased by 27% between 2019 and 2022 in this pastoral area.

SPENDING

(FOR THE 2021-22 FINANCIAL YEAR)

Key definitions:

- Priest costs include stipends, national insurance contributions, stole fees, the Christmas and Easter offering (where applicable), travel expenses, housekeeping and supply priests.
- Church and mission expenditure includes altar and liturgical costs as well as any outreach projects.
- Office and administration costs included telephony, postage, printing, stationary, IT, photocopying, equipment and other costs related to the office, presbytery and grounds.
- More information about the parish levy can be found on slides 28-34.



OVERALL FINANCIAL HEALTH II

AS OF 31 AUGUST 2022

INCOME

£598,171

Ranked in the 2nd highest income quintile.



EXPENDITURE

£569,516

Ranked in the 2nd highest expenditure quintile.



SURPLUS OR DEFICIT

£28,655

Ranked in the 2nd most vulnerable quintile.



DEPENDENCE ON OFFERTORY

76% of income is derived from the offertory. Ranked in the most dependent quintile.



AGGREGATE SURPLUS/DEFICIT

£28,131

Aggregate surplus over the last 4 years. Ranked in the 2nd most vulnerable quintile.



YEARS IN DEFICIT

Ended **2** out of the last 4 years in deficit. Ranked in the 2nd most vulnerable quintile.





KEY DEFINITIONS

FTE (FULL TIME EQUIVALENT)

FTE (Full-Time Equivalent) is a unit of measurement representing the number of hours a single employee works in a 35hrs week. Standardising measurement makes comparisons easier.

INSURED VALUE

Insured value is the value of a building for insurance purposes; typically the cost of rebuilding it.

It is not the same as realisable value (e.g. from a sale); ecclesiastical estates tends to be sold at land value.

NET ZERO BY 2050

The UK Government Net Zero Strategy aims to decarbonise all sectors of the UK economy by 2050, it includes significant milestones set for 2030.

It will affect everybody; significant investment will be needed to ensure our estate and activities comply with changing policy.

A CLOSER LOOK: OFFERTORY

(FOR THE 2021-22 FINANCIAL YEAR)

An increase despite a fall in Mass count suggests that only a small percentage of those attending Mass contribute regularly.

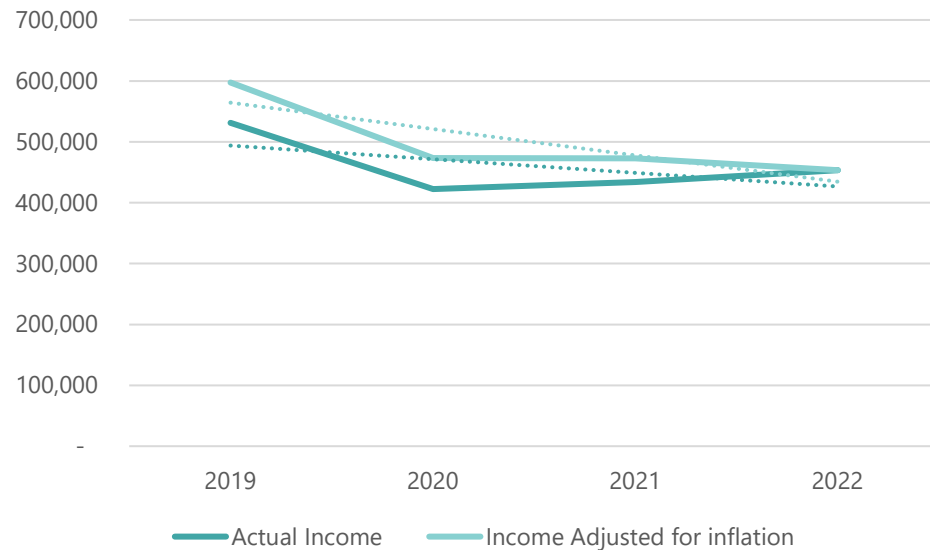
453K

Raised through
offertory



£5.74

Total offertory per
parishioner per week in 2022, of
which £0.36/week came from the
Christmas and Easter Offertory



Ranked among the parishes most
affected by a decline in offertory
between 2019 and 2022



Ranked in the 2nd least dependent
quintile for offertory derived from loose
plate donations



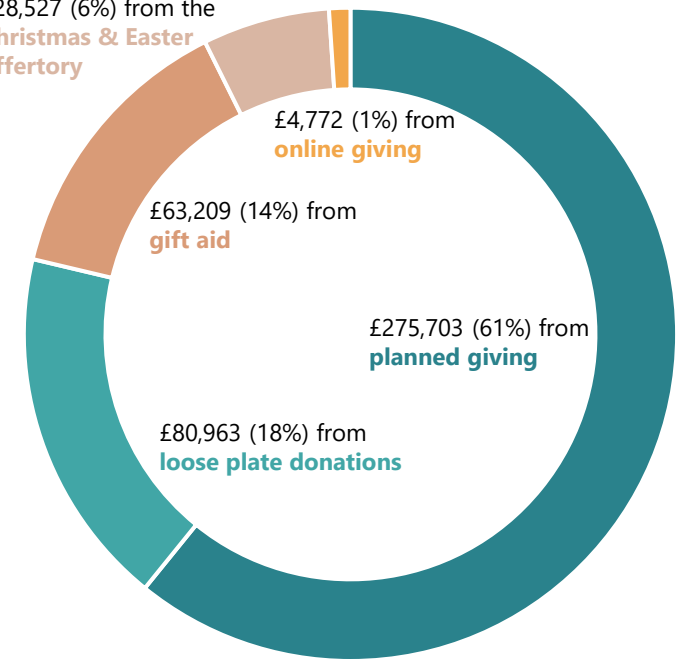
£28,527 (6%) from the
Christmas & Easter
offertory

£4,772 (1%) from
online giving

£63,209 (14%) from
gift aid

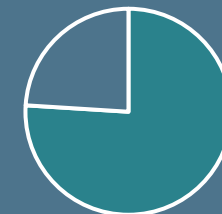
£275,703 (61%) from
planned giving

£80,963 (18%) from
loose plate donations



24%

Decline in offertory
between 2019 and 2022, when
adjusted for inflation



76%

of income comes
through offertory

A CLOSER LOOK: EMPLOYEES

(BASED ON STAFF EMPLOYED AS OF APRIL 2023)

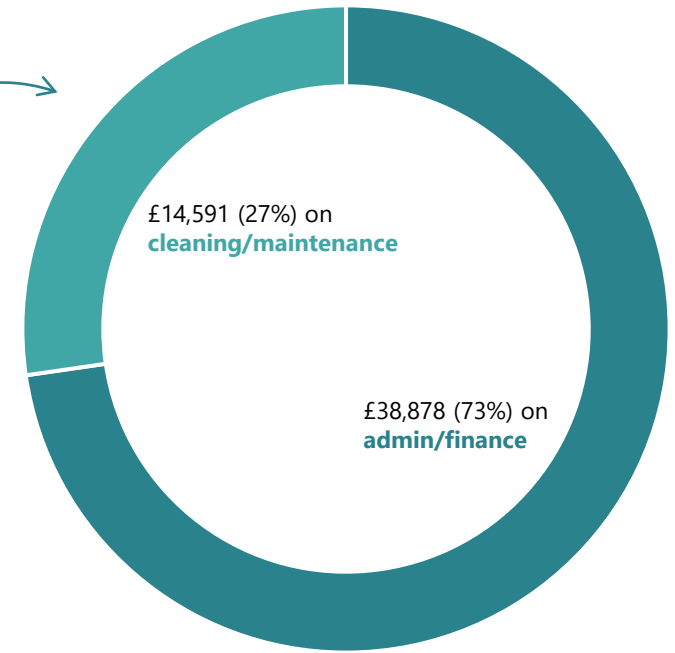
Ranked in middle for total staff costs.

Ranked in the 2nd lowest quintile for staff costs per FTE.



£20,333
Average per
FTE/year

*Is this in line
with your needs
& priorities?*



£14,591 (27%) on
cleaning/maintenance

£38,878 (73%) on
admin/finance

£53,469
Total staff costs per year

1.9FTE

working in
admin/finance
66.5hrs/pw



0.7FTE

working in
cleaning/
maintenance
24.5hrs/pw



0FTE

working for
Church/mission
0hrs/pw



2.6FTE

Employees
91hrs/pw



These staff costs would
have accounted for

9%

of 2021/22 expenditure

A CLOSER LOOK: ESTATE

(FROM 2019-2022)

Ranked in the 2nd greatest quintile for size of shortfall between actual and recommended spend per year.



Ranked in the highest quintile for average spend on buildings per year.



How will you meet it? This does not include the additional spend needed to achieve Net Zero, how will that be met?

3%

Of insured value is the typical recommendation for spend on maintaining buildings to keep them in good repair. It varies according to type of building & use (e.g. listed buildings tend to need a higher spend)

£31M
Insured value of estate

£158,791

Spent maintaining buildings per year on average

£922,805

Indicative spend on maintaining buildings per year to keep them in good condition for the long-term



27%

of income went towards building expenses on average



154%

of annual income should go towards building expenses to meet recommended annual maintenance targets

£764,014

Shortfall between actual and indicative spend on maintaining buildings **per year**

A CLOSER LOOK: INDIVIDUAL FINANCIAL POSITIONS

(AS OF 31 AUGUST 2022, EXCEPT LOANS WHICH ARE AS OF APRIL 2023)

£181,615

Overall financial position ranked in the
2nd healthiest quintile.



ABINGDON

0

Out of last 4
years in deficit.

£0

Loans



£29,438

Aggregate surplus
2019-2022.
Ranked in middle
quintile.

£128,793

Overall financial position ranked in the
middle quintile



BUCKLAND & FARRINGDON

2

Out of last 4
years in deficit.

£0

Loans



£27,235

Aggregate deficit
2019-2022.
Ranked in most
vulnerable quintile.

£146,085

Overall financial position ranked in the
2nd healthiest quintile



DIDCOT & WALLINGFORD

2

Out of last 4
years in deficit.

£0

Loans



£39,492

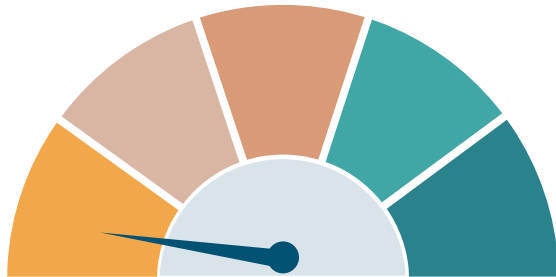
Aggregate surplus
2019-2022.
Ranked in 2nd
healthiest quintile.

A CLOSER LOOK: INDIVIDUAL FINANCIAL POSITIONS

(AS OF 31 AUGUST 2022, EXCEPT LOANS WHICH ARE AS OF APRIL 2023)

-£29,029

Overall financial position ranked in the most vulnerable quintile.



EAST HENDRED

2

Out of last 4 years in deficit.

£0

Loans



£16,527

Aggregate surplus 2019-2022.
Ranked in middle quintile.

£412,168

Overall financial position ranked in the healthiest quintile



NORTH HINKSEY

3

Out of last 4 years in deficit.

£0

Loans

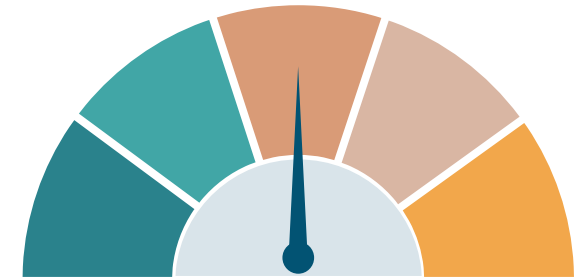


£79,510

Aggregate deficit 2019-2022.
Ranked in most vulnerable quintile.

£125,099

Overall financial position ranked in the middle quintile



WANTAGE & LAMBOURN

2

Out of last 4 years in deficit.

£0

Loans



£49,419

Aggregate surplus 2019-2022.
Ranked in 2nd healthiest quintile.

OTHER CONSIDERATIONS

To think about when planning for the future



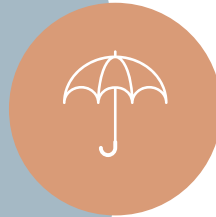
DEPENDENCE

How dependent is your future financial health on the contributions of a generous few?



SUSTAINABILITY

Can you sustain the current level of spending over the long term?



SECURITY NET

Do you have reserves for a rainy day? Do you have enough investments to generate an income?



PRIORITIES

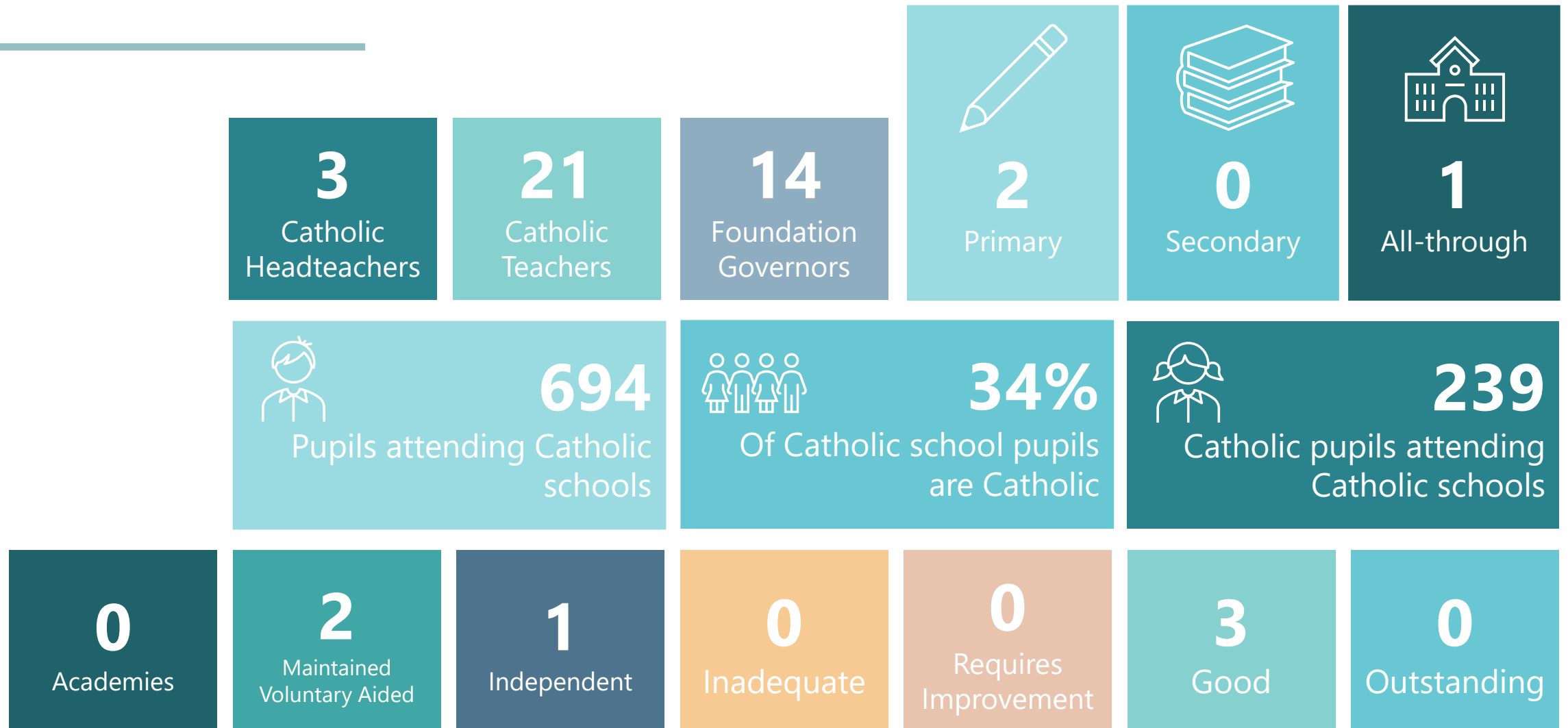
Does the current allocation of your resources reflect your priorities? What are you going without?



OUTSIDE PRESSURES

There are many outside pressures which will impact financial health, such as inflation, the economic security of our donors, changing government policy, etc.

SCHOOLS OVERVIEW



CATHOLIC SCHOOLS

	ST. EDMUND'S	OUR LADY'S	ST. AMAND'S
Level of School	Primary	All Through	Primary
Type of School	Voluntary Aided	Independent	Voluntary Aided
Number of Pupils	196	380	118
Number of Catholic Pupils	100 (51%)	85 (22%)	54 (46%)
Number of Teachers	11	57	9
Number of Catholic Teachers	3 (27%)	13 (23%)	5 (56%)
Catholic Headteacher	Yes	Yes	Yes
Chaplain	Parish Priest	Parish Priest	Parish Priest
Number of Foundation Governors	7	N/A	7
OFSTED/ISI Rating	Good	Good	Good
Section 48 Rating	Good		Outstanding
Current Parish	Abingdon	Abingdon	East Hendred

OTHER CONSIDERATIONS

To think about when planning for the future



WORKING TOGETHER

Do parishes and schools run events and activities jointly, or share resources? Are there further opportunities to explore?



AGING POPULATION

Do you have an engaged younger population to support the parish and school partnership in the future?



LEADERSHIP

Are school leaders involved in the parish? How will they contribute to developing the local plan?



CHALLENGES

What are the challenges of working together, how can these be overcome to create one missionary community?



WIDER SCHOOL COMMUNITY

Does the parish reach out to the wider school community? E.g., parents, siblings or friends of pupils attending Catholic schools?



THE JOURNEY FROM HERE

"Let us test and examine our ways, and return to the Lord!" Lamentations 3:40

THE JOURNEY FROM HERE

DISCERNING & DECIDING LOCAL PLANS

PUBLICATION

Ten-Year Mission Plan and accompanying Pastoral Area Information Packs published

GATHERING

Pastoral Area Finance Committee and Evangelisation Strategy Team formed and together with clergy form the local Leadership Team.

DISCERNING

Pastoral Area clergy, Finance Team and EST come together to consider the local context and options for the future.

Pastoral Area Leadership Team develop and agree local plan; including what to keep and what to close.

DECIDING

Proposed local plans are reviewed by the Bishop and his council.

APPROVAL

Implementation of the local plan can begin.

IMPLEMENTATION



THANK YOU

*"It is not for you to know times or seasons that the Father has fixed by His own authority. But you will receive power when the Holy spirit comes upon you, and **you will be my witnesses** in Jerusalem, and in all Judea and to the ends of the earth." Acts 1:8*

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