



Headington, Oxford
Parish Profile
2026

www.allsaintsheadington.org.uk



All Saints Highfield Parish Profile

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Bishop Steven Writes ...

All Saints Highfield is a faithful, caring community of Christians serving a significant parish in Headington with rich potential for growth and development. The parish has a strong choral tradition, values good preaching and is keen to reach out to the local community and build partnerships with other congregations locally.



In a recent consultation, the parish clearly demonstrated a commitment to remaining a single parish benefice rather than combining with a neighbouring Headington parish. Nevertheless it will be important for a future incumbent to relate well to the three other Anglican parishes in Headington, all flourishing in different traditions.

There is rich potential for ministry to the community of Oxford Brookes University and the Headington hospitals and all who work and serve there. You will find a supportive deanery and diocese keen to see All Saints grow in depth, in numbers, in maturity and in its outreach to Headington

Steven Oxford.



DIOCESE of OXFORD

A Christ-like Church for the sake of God's world

The Deanery Perspective:

Thank you for considering All Saints, Highfield. As Area Dean, and as a fellow parish priest within the deanery, I am very pleased to commend Cowley Deanery as a diverse, dynamic and missionally engaged part of the Diocese of Oxford. Cowley Deanery serves Oxford City to the East of the River Cherwell. It includes areas of wealth and privilege, alongside some of the most financially, and socially, challenged communities in the Diocese of Oxford.

Over the past two years, there has been significant change within the deanery, with many parishes welcoming new incumbents, experiencing vacancy, or approaching forthcoming retirements. This makes it a particularly exciting time to join us. You will find welcoming and supportive colleagues, monthly Chapter gatherings, and a strong commitment among ordained and lay leaders to collaborative ministry, mutual support and shared mission. You will find supportive colleagues in your neighbouring parishes in Headington.

Although All Saints has experienced a time of transition with two interim priests, they have also experienced a very encouraging growth in congregation numbers. We hope that the new incumbent would build on that growth, bringing a clear missional focus. As this is a 0.5 post there is room for other interests and commitments to flourish, and we hope that you might consider this role.

If you would like a conversation with me, please get in touch – areadeancowley@gmail.com



Revd Clare Hayns
Area Dean of Cowley and Vicar of St Mary's, Iffley

All Saints, all nations, all ages, all welcome

Could you be the minister who will lead us and help us to build on our strengths and address our weaknesses? All Saints stands in the ecclesiastically 'central' tradition, offering *Common Worship* Communion/Eucharist every Sunday, *BCP* Morning Prayer on one weekday, and monthly *BCP* choral evensong in church and also in St Luke's Hospital, which is in the parish. We are welcoming and ethnically diverse, while music is an important element in our worship and outreach. Labels can sometimes be misleading, but we might be described broadly as mainstream Protestant/low church/orthodox, with an acceptance of individuals from different traditions.

We seek to be a church that is learning, growing and serving.

Where we are now

Conversations with a range of people from the congregation and from the parish inform this characterisation of our Christian community:

- Commitment to our Christian faith. This is collectively expressed in thoughtfully prepared worship in this sacred place. Our liturgy is orderly and traditional, unfolding week by week the main tenets of the Christian message.
- Commitment to following Jesus Christ in all aspects of our lives, including showing love and generosity to those in need and taking care of our environment.
- Respect for fellow believers. We value our place in the worldwide communion of Christians; we work well with other churches.
- Friendliness and diversity. Visitors and newcomers remark on the welcome they receive. We truly are a community of people of many nations and aged from a few months to over 90.
- A strong musical tradition. The gift of music is harnessed in our praise and worship, and forms a basis of outreach. We have an excellent director of music, who has deep links within Headington. With an exceptional organ and piano, ample space and a good acoustic, we host local community choirs and ensembles.
- Very strong links with the local community. Our buildings provide a home for a huge range of groups and activities promoting the culture, health and general welfare of Headington, especially the young, and also for churches that minister to various ethnic groups that have recently arrived in Oxford.
- Good stewardship of our resources. We maintain well and share with our neighbours the buildings that our predecessors in the faith have had the vision, drive and generosity to build. Our plant and finances are in good order.

Our aspirations for the future

Learning. Not just loyally maintaining the faith, but growing in it and developing the confidence to share it. There is a tradition of Bible study, prayer meetings and fellowship groups, but these have happened erratically and attendance has been very small. Other than sermons, the liturgy and a yearly Lent course, we have no coherent programme of teaching our faith to adults. We would like to rectify this.

After thirty years in which there was no formal provision, since 2021 children's work has been developing imaginatively, thanks to a small, gifted and faithful team. But we would love to connect better with young families and young people.

Growing. Over the last six years our congregation has grown (by over 50%) and diversified (especially as to geographical origin and cultural background, but to an extent also as regards age). While maintaining a care for individuals, we aim to use our gifts and facilities to draw others in and grow further across the full age range.

To enable this, we also aspire to nurture additional lay leaders, to relieve pressure on the faithful few and to develop God-given talents that we are already seeing.

Newcomers have been fruitfully involved in reading lessons, in the welcoming team and in serving coffee, but since a considerable proportion of them are shift workers (especially nurses) and/or from different traditions, they may not yet be prepared for leadership.

Serving – the congregation, the locality, and beyond.

Expanding visiting of and giving home communion to those who are older and/or cannot attend services.

Expanding our existing work at St Luke's Hospital to include communion services and regular visiting.

Using our wonderful buildings so that we can become a spiritual benefit as well as the social benefit we already are, through running a toddler group and activities for the lonely.

Building on our reputation as a music venue and using our musical resources to create a children's choir/musical holiday club to introduce children to church and to the rich variety of ways of worshipping God.

Becoming more actively involved with the Christian and other charities we support, locally, nationally and internationally.

Developing further our informal ties with other local churches to proclaim the Gospel in the city in both word and action.

Part-time post

This position will be part-time, 0.5 salary with parsonage, working Sundays and three other days per week. You could combine the position with other part-time posts or activities, for example, in chaplaincy, or with study/research, or with family commitments. There are many openings locally.

For context: the position of vicar of Highfield has existed from 1910. Since 1915, it has almost always been a part-time post combined with the role of chaplain to the succession of hospitals that have evolved into the Nuffield Orthopaedic Centre (in the parish). You should also note that, because the official parish is small, the number of occasional offices is modest (typically, four funerals, two weddings and one baptism a year).

The vicar's role

We wish to appoint a priest who will serve the Lord with faith, humility and joy, respect our central tradition and lead us forward into the future. We are looking for someone with a clear calling to parish ministry and a commitment to promote the Gospel of Jesus Christ, and a pastor who will nurture us and work with us.

As this is a part-time appointment, there would be flexibility to deploy your particular gifts and delegate some tasks to others. (The team we already have is detailed below.) In some areas, the emphasis might thus be on leadership and encouragement, rather than direct engagement. In recent years we have had a very elderly vicar (retired in 2020 aged 93) and two short-term interim ministers, and three periods of vacancy (Jan. 2020-July 2021; Sept. 2023-July 2024; Jan. 2026-). Church life has been sustained and moved forward by the lay members, and we have grown steadily. However, we need a leader with fresh ideas, who can give direction and, with us, find the best way to use our resources, and help those on the edge engage more, so that growth will take deeper root.

We seek to appoint someone who will:

Lead and inspire our worship

- Maintain and develop the worship of the parish
- Offer inspired, challenging and intelligently biblical preaching which connects with daily life and which will encourage the development of people's personal spiritual growth and discipleship, and the prayer life of the church as a whole
- Promote the Gospel values of welcome and inclusion
- Reach out to children, families and single people to engage their active involvement in the life of the church and to disciple new Christians
- Encourage and support the use of music for purposes of worship

Lead the church and work collaboratively

- Lead and work closely with the PCC and the ministry team
- Help develop confident and collaborative leadership and teamwork in the church
- Encourage all kinds of lay ministry
- Work closely with the Director of Music and other ministers, in planning services and inviting visiting preachers
- Assist the whole congregation to strengthen their relationship with Christ through personal learning, spiritual growth, Bible study and prayer

Be a pastor

- Give and co-ordinate the pastoral care within and outside the church community, visit members of our church, especially those who are unable to attend services in person.
- Encourage the congregation's care for each other and participation in the broader life of the church
- Encourage and support the development of small mid-week groups

Promote good stewardship

- Promote and encourage responsible stewardship by individuals, and of the church's financial resources
- Promote efficient and effective administration of the parish
- Lead us to reducing our environmental impact
- Share with Churchwardens the responsibility for satisfying legal and other Church requirements, including Health and Safety, Safeguarding, Data Protection

Lead and promote wider community engagement

- Strengthen engagement with our linked groups
- Work closely with neighbouring parishes in order to promote the Gospel
- Support the development of our digital, web and social media presence
- Encourage our charitable giving locally, nationally and internationally, and our involvement with associated projects

Additional responsibilities

- Participate in the Bishop's Ministerial Development Review scheme and engage in Continuing Ministerial Development
- Chair the meetings of the Church House Management Committee
- Carry out any other duties and responsibilities as required in line with benefice needs

Person specification

We appreciate that nobody will have all the skills and attributes we are looking for. What is important is that you should be someone who: -

- Has a clear and deeply rooted faith in Christ and is secure in both their spiritual and personal lives.
- Has theological depth and understanding, and can support and deepen the Christian faith of others. Someone whose faith is rooted in the Bible, and has a developing ability to share that faith.
- Can help us wrestle with Scripture and culture as we journey together as a church, but does not insist that other people share their own view.
- Is prayerful and enjoys leading worship appropriate to a variety of occasions, competently and authentically.
- A good listener who acts with godly wisdom and kindness.
- Has good communication skills, and can inspire our church family. Someone who can nurture increased commitment to the life of the church and its activities in the parish. Someone who will recognise the gifts people of every background have to offer.
- Is willing to become a visible presence in our parish and has the ability to engage with both worshipping and non-worshipping parishioners.
- Naturally works collegiately.
- Is supportive of men's and women's ministry and leadership equally, and also supports and encourages lay ministry in leading worship and prayer/study/fellowship groups and in preaching.
- Recognises and handles the diversity of opinions and experiences with regard to matters of sexuality and gender in a way that is pastorally sensitive.
- Is willing to collaborate constructively with other local churches for the enrichment of our Christian experience and the advancement of the Gospel.

How will you be supported?

Support within the parish

Within the parish you will be able to draw on the support of an able and experienced group of lay members who have plenty of experience of running the parish through three vacancies and long periods when the vicar who was in post from 1957 to 2020 was unwell. We have a very experienced director of music who has deep roots in the community, and many musical contacts in other churches and choirs. This is a paid post. He is assisted by a volunteer choir administrator. Many other administrative jobs are done by other volunteers: the churchwardens, an able treasurer, Safeguarding Officer, PCC secretary, and a social committee who run the many after-service social events and other occasions such as the parish lunch at All Saintside and church garden party in September. Our congregation includes members who are competent in areas of administration and ministry, and have practical skills including management of the website and social media, who will give generously of their time and experience to support you and all aspects of the operation of the parish. We have two licensed lay ministers and there are three or four other lay people who take weekday Morning Prayer or lead prayer/study groups and/or preach occasionally. During the vacancy we have been helped by several retired ministers, as well as curates from neighbouring parishes.

We would encourage and assist you to have a regular pattern of quiet days and an annual individual retreat.

Support from the wider diocese

Deanery Chapter is a network of clergy in the area, coordinated by the Area Dean, which meets every one to two months for lunch, information, and discussion.

A Parish Development Adviser is available for one-to-one support on many parish matters and can facilitate access to a work consultant or mentor as required.

Spiritual direction is available through the Spidir Network, an independent network with many members in or near Oxford Diocese. More information is available at <https://www.spidirnetwork.org.uk/about.html>

Ministry Development Review is a structured opportunity for reflection and review, with a handbook which can be found here: <https://www.oxford.anglican.org/ministry/ordained-ministry/ministerialdevelopment-review/>

Support for personal and family life

There are no schools within our small parish, but many good schools nearby. Windmill School is an OFSTED 'Outstanding' primary school, which almost all children of suitable age in the parish attend; it is less than 150 metres from the vicarage. The main secondary is Cheney School, which is popular and rated 'Good'. There are many private schools not far away.

Headington has a rich cultural life with several choirs and music groups, and has very easy access by bus or cycle to the centre of Oxford. There are several parks and open spaces, and plenty of sporting opportunities as well, both for adults and children. Several

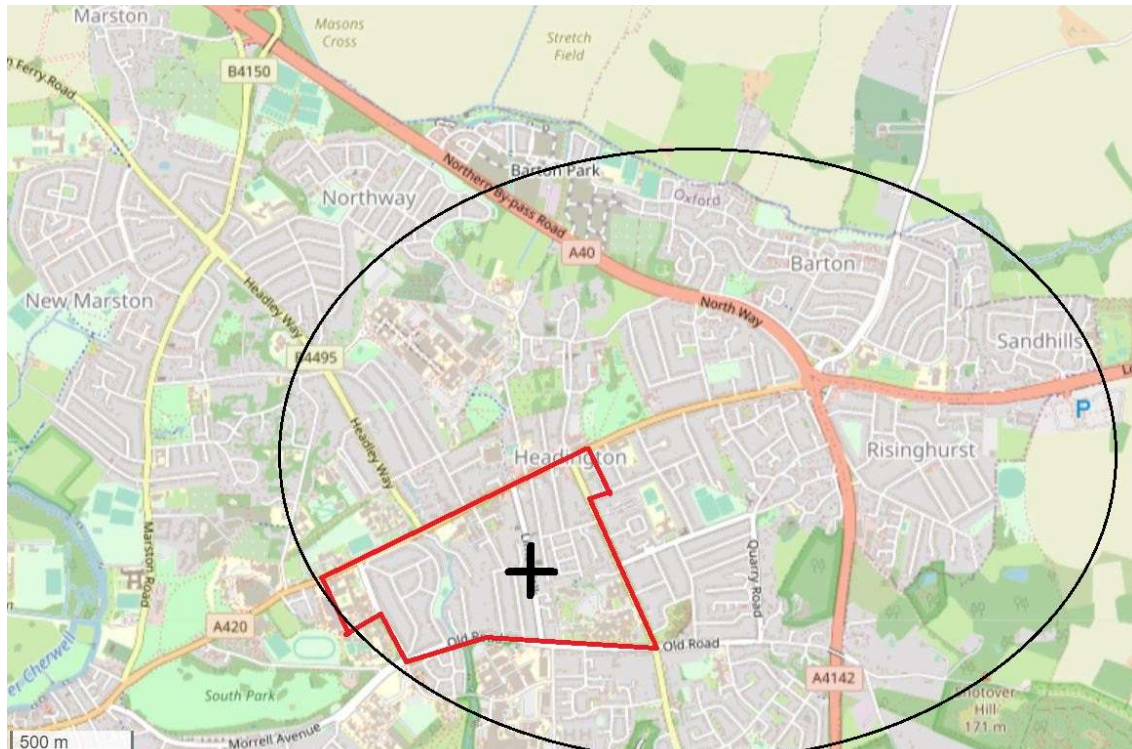
community sports groups use the excellent facilities of Oxford Brookes University, whose Centre for Sport is on the parish boundary.

There can hardly be anywhere in the world that has better medical facilities than Headington, with world-leading hospitals to treat every condition and innovative research on our doorstep.

Housing

The vicarage is a fine detached house, situated about 500 metres from the church, in a pleasant tree-lined road of mainly Edwardian houses. It has a large yet low maintenance garden, which is secure, private and safe as well as sunny, and has enclosed off-road space for the parking of two cars. There is a separate study (two inter-connected rooms) and downstairs WC accessible from the entrance hall, a very pleasant kitchen/dining room and a large sitting room, with three large bedrooms and two upstairs bathrooms. It is about ten minutes' walk from the Headington shops and, as stated, very close to a well-regarded primary school. Internally, it is in very good order. Our last interim minister, who had lived in many vicarages, rated it the best he had ever occupied. It now benefits from solar panels on the east, south and west facing roofs.





The black ellipse encloses Headington, the borders of which are not defined. Highfield Parish is inside the red line. The black cross is the church building.

Location and setting

Headington

Highfield is part of Headington, a large suburb comprising much of the NE quadrant of Oxford. Headington is a safe, pleasant and popular place to live, with good schools, shops and parks. The population is generally well educated; at the last census, 46% of the population were graduates. Unemployment is very low. However, there are some areas of relative deprivation surrounding it and in the west of the parish there is a very mixed ex-council estate with HMOs and low-income families as well as improved properties.

Oxford has many large employers, so many people are here in their first jobs. With all the medical care, it is a good place to retire. **However, the cost of housing is very high in many parts of the city, including in the Highfield area, which makes living here unaffordable for many.** This has a definite negative impact on our church, as the problem of finding housing often affects our younger members, and sadly means a few have had to move away over the years.

The Oxford University Hospitals Trust has almost 12,000 employees, the vast majority of whom work in its four Headington Hospitals. Many NHS workers at all levels are recruited from overseas, and so a characteristic of Headington is that it is quite racially diverse. This is reflected in our congregation, and we have a number of nurses and the occasional doctor from India and Nigeria. These complement incomers from other countries, and we work hard to be inclusive.

Another major employer is Oxford Brookes University, and many of its students live in Headington. BMW Plant Oxford, a large factory where the MINI is made, lies in the adjacent suburb of Cowley. Just south of the parish boundary is the Old Road Campus of Oxford University, which claims to be the largest medical research centre in Europe.

Highfield within Headington

The ecclesiastical parish of Highfield is one of four CofE parishes in Headington. It is a well-defined area within Headington as shown in the map above. The parish was created in 1910.

The parish does not correspond to any administrative areas, so the population is not recorded. However, there are about 1,500 different addresses, ranging from some very large houses, through family homes and terraced houses, with a significant number of HMOs, to a sheltered housing block with about 30 small flats. There are also two student housing complexes for Brookes University students, and part of the Brookes University Headington Campus. The parish has an area of only about 1 km². Since its formation other housing has appeared around its edge, and there are many houses outside the parish for whose occupants we are the nearest church.

Apart from some of the Brookes campus, the large Nuffield Orthopaedic Centre, and the small St Luke's Hospital, the parish is mainly residential. It has no schools, but there are several just on the edge of the parish. Similarly, it only has one small park, but two very large and pleasant parks just on the edge. There is only a small amount of social housing. About half of the Headington shops – located along London Road and Windmill Road – are in the parish.

Worship at All Saints

Our worship is centred around a 10:00am service of Holy Communion every Sunday, conducted according to *Common Worship* and following the lectionary. Our style is quite traditional, but undertaken with a good heart, reverence, and careful preparation; as mentioned earlier, the churchmanship is central. An unrobed choir leads the singing, usually drawn from across the range offered in *Common Praise* or *Ancient & Modern* (2013); Communion anthems range widely from the ancient to the modern. The average attendance is 45-50 over 16s and between 3 and 10 children and teenagers. The major festivals see a significant increase on this. During the service there are teaching activities for children led by a three-member team taking turns, with an average attendance of about 4. Occasionally we have had *Common Worship* Morning Prayer instead, and we would like to run this more regularly (?monthly) on Sundays with the accompanying option of Communion in the late afternoon for those who find morning attendance difficult.

At present, there is a monthly late afternoon/early evening service, usually on the last Sunday. About seven times a year this is Choral Evensong (*BCP*); otherwise, it is Advent carols, Nine Lessons and Carols, or Easter carols. Friends join the choir, making it something of a 'Come and Sing' occasion. For the last few years a choral evensong has rounded off our local summer street party, which happens both outside and inside the church. The festival and street party choral events are well-attended. Meanwhile, we have weekly Morning

Prayer (*BCP*) at 8.30am on Tuesdays. We have *Common Worship* Communion services on Ash Wednesday and Maundy Thursday and a devotional service on Good Friday. There are also occasional special activities for children, such as the Christingle service on Christmas Eve (capacity congregation!), Easter Garden making on Good Friday morning, and a pancake party on Shrove Tuesday.

A subset of the choir lead Choral Evensong once a month in St Luke's Hospital, which has both elderly long-term residents and others staying for short-term respite or recuperation. Attendance averages about 16, with some very loyal participants. Once we have the resources, we should like to offer again, as at various points in the past, regular Communion services to residents of the Hospital and the adjacent McMaster House, a sheltered housing complex.

Our worshipping community

Our worshipping community is quite diverse. About half live within the parish; others live in areas where we are the nearest church and all but three live in Headington. There is a core of people mostly 50+, and much of the day-to-day work falls on those over 70, but recently the average age of the congregation has lowered. Since 2020, a number of our oldest members have died while their loss has been more than compensated for by the arrival of a few locals and more from overseas (health workers and professionals in their twenties-forties); nearly a quarter of our congregation, and most of our children, now come from outside the UK (mostly India, central Africa and China). This diversification is a source of joy and hope. The number on the electoral roll is 78 (May 2026), compared with 51 (April 2020).

Music

Music is a very important part of All Saints life. We employ a director of music/organist (arrived September 2021), who has lived in Headington a long time and has many music contacts in the local community; he is also part of the lay ministry team. On Sunday mornings choir numbers average about six; monthly choral evensong sees more like 16. There are no auditions: singers of all abilities are welcomed, provided they are willing to practise, and are enabled to improve; children have joined us occasionally, and with more time we would like to develop this. We have a very fine organ and a Bechstein grand piano; sometimes anthems are accompanied by harpsichord, flute or other instruments.

Safeguarding

Safeguarding is taken very seriously at All Saints and is an item on every PCC agenda. In addition to DBS checks, our Safeguarding Officer actively manages the safeguarding training arrangements for PCC members and all involved with children and vulnerable adults. Safer recruitment procedures are followed for volunteers.



10am service on a typical Sunday

Beaver Scouts visit



Patronal Festival Feast in Church House



Stall at Headington Festival



Garden Party



Easter Garden Making



Christ Church Cathedral visit



Choir for Advent Carol Service

Partnerships

All Saints is good at partnerships, and we work constructively with several churches and community groups in a variety of ways. Developing and maintaining these collaborations, and creating new ones, will be an important part of your role as you work with the congregation and lay leaders.

Other churches

In some ways our strongest link is with the **Oxford Chinese Christian Church (OxCCC)**. This is a large evangelical church with two congregations, one of which meets in the neighbouring Methodist church and operates in Mandarin. The larger Cantonese congregation (with two female pastors) has typically over 100 adults, and meets in our church on Sunday afternoons. We have good personal relations with this church, though they are drawn from a wide area, and only a few live in Headington. They support us financially and we provide them with a fine worship space. They also use our parish hall for their youth group. This congregation has arisen because of political turmoil in Hong Kong, but is a long-term feature, and there is plenty of scope for developing this link, as other churches in the diocese have done with Chinese churches. Currently we have the occasional joint service, and undertake specific joint projects, such as the recent improvements to the lighting (conversion to LED) and the installation of a data projector and screen.



Some of our team with OxCCC pastors and deacons

In different respects we have friendly and productive relations with Holy Trinity Headington Quarry (HTHQ) and St Ebbe's in Headington. With the former we have had joint services and shared singers; the latter help us with some resources and use our church for weddings. St Andrew's Old Headington has provided nearly half the cover for Communion services during this latest vacancy.

An important collaboration involves both HTHQ and Corpus Christi RC church in Margaret Road.

The **Thursday Lunch Club (TLC)** is an ambitious social action project for those who live alone and may be lonely, run by about 30 volunteers, It receives funding from various bodies and individuals. *Details can be found on our website.*

We also support two BAME churches which meet in our Parish Hall. Here the link is only at the level of providing a space, and payment of hire fees, although the relations are friendly. Our premises are also used by **Oxford Brookes University Christian Union**, who typically hold four outreach and social events each year, for which we make no charge. They find the size and flexibility of our church building very useful. (e.g. It is excellent for Ceilidhs!)

Community groups

Community partnerships bring many people inside the building and reveal what the church has to offer, encouraging them to return. They clearly contribute to footfall at major festivals.

Many of our partnerships are music-based. **Headington Singers** is a community choir, which gives three concerts each year with about 60 singers. Ever since its foundation in 1985, it has used All Saints as its concert venue, and since Covid they have also had their Tuesday evening practices in church. Several of its members are also in our church choir. Their concerts are occasions when the church is close to capacity. The **City of Oxford Choir** practise weekly in our church, but prefer a city centre venue for concerts. The **OXUS String Quartet**, a local group of professional musicians, has three concerts a year in the church, while the **Headington Chamber Orchestra** (recently set up by students at the Royal Academy of Music) and the **Isis Chamber Orchestra** now have regular slots. Other groups whom we welcome year by year for special events include the **Headington Rye School Prep Department** (Christingle and carol services) and the **Finnish Language School** (Christmas concert).

We have strong links with the **Highfield Residents Association**, which covers the central region of the parish. Their annual street parties are outside the church, and the garden is used, as well as inside to service teas, which are arranged by the Social Committee. HRA events are held in our parish hall or the church, depending on their nature. Several church members are involved in running the HRA.

The Church Buildings

The parish buildings are a huge strength and a great asset for mission. As well as the church there is a superb parish hall (Church House) and a 3-bed detached house (Church Garth), originally built to house a curate, respectively dating from 1967 and 1959. All three buildings are close together in the middle of the parish. The churchyard is very well maintained and passed by many each day; as an attractive garden, it is a good 'shop window'.

The Church

All Saints is a fine example of the fusion of traditional English architecture, with modern brick replacing stone. The large nave and two aisles were built in 1910, and the chancel added in 1937. The seating capacity is over 300 – more if lots of them are children. It is in sound condition, and faults identified in quinquennial inspections dealt with. The heating system is quite new and works well, although being such a large building, it is expensive to run. The electrical wiring was renewed about 15 years ago. The basic structure of plain brick is very low maintenance, especially as it was so well built.

The very large size of the building is not needed at our normal services, though we do now fill the church to near capacity for our Christmas services. Also, the Chinese Church often make full use of the space. Special events like some weddings and funerals have seen every space occupied.

Our church building is very large. However, there are many times when it is comfortably full with over 200 people – about 20 each year. These include some concerts, weddings, school carol services, as well as some church services, particularly the OxCCC. The seating is very flexible which helps with concerts.



Church House – the parish hall

Our hall is run by a separate management committee, and is a financially separate charity, but the PCC are the trustees. It has its own bank account, and all running and maintenance expenses are raised by hire fees. All surpluses are used to improve the building; this is written into the rules of the Parish Hall Trust charity, although looking to get this changed is something on our 'to do list'.



It was constructed in 1967, almost entirely funded by the congregation. Very functional, well built, it consists of two halls (large and small), one committee room, two kitchens, toilets and storage areas.

Each week the hall is used by about 15 different groups involving 350 different people. Some of these are potential contact points. The most obvious of these is the Monday morning playgroup, Little Sharks, but there is also a French language playgroup, Guides, judo, aerial gymnastics and Pilates classes. It is used by two BAME-led churches at the weekend: a Seventh Day Adventist congregation on Saturdays, and a group of Filipino Protestants on Sundays. In addition, the Oxford Chinese Christian Church has its Sunday afternoon youth group here in the upstairs hall.

Church Garth

Church Garth at 39C New High Street is a 3-bed detached house next door to Church House. It is a functional dwelling with gardens front and back, built in 1959 as a house for church staff, such as a curate. Several curates lived there, but as time went on it began to have other uses. For example, it was used as a 'house for duty' for two priests studying at Oxford University. It is now let commercially and generates a useful income.

Environmental Stewardship

We are developing our commitment to environmental responsibility and creation care, and are not yet at any level of registration. That is another task on the 'to do list'. However, our record is good. We have solar panels on two of our three buildings: a 10kWpk system on the parish hall, installed 11 years ago, which generates a useful income; and a 4kWpk system, with battery, in the house at 39C New High Street (installed 2023), that gives large savings on the electricity bill, which we pay. The vicarage also has solar panels. We also undertook the Diocese-sponsored energy audit, and have done about 90% of the recommendations; we are working on the rest. In 2023 we spent in excess of £15,000 on energy saving-measures on our various buildings.

Finances and other statistics

The parish benefits from a very generous congregation, who supply the greater part of our income. However, we also gain significant income from the letting of the house at 39C New High Street (Church Garth) and the letting of the church itself. Charity concerts raise money that goes straight out again in our donations to missions and charities.

By far the largest single expenditure is our contribution to the Cowley Deanery share. We have always paid our parish share in full, and indeed, have contributed above our allocation for the last few years in order to support the wider Cowley deanery. Just under ten percent of our income is given to the missions and charities we support. A similar proportion is spent on music, including organ maintenance, piano tuning and the DofM's salary. The rest of the expenditure is split over a number of items, though almost all of it is building-and-grounds-related, including energy.

Our total annual income is now over £100,000 pa, and so in 2025 we registered as a charity with the Charity Commission. Over the last few years income has exceeded expenditure reasonably healthily. We have about £140,000 on deposit, which has risen by about £40,000 in the last five years. Uncommitted reserves are c£89,000. One hope is that with a vicar in post, we can find ways to helpfully spend resources for additional mission work, which could include employing someone part-time.

Our figures for church attendance since just pre-Covid are markedly different from most of the Church of England, as shown in the table below. Three points that should be noted about these figures. The first is that they are from a very low base. The second is that the growth in all areas has been very steady, with no one year being significantly better than any other. Thirdly, the attendance figures are the number of different people – the simple sum of attendances is higher.

Aspect of All Saints	2019	2025 or '26	%age increase
Electoral roll	51	78 (2026)	53 %
Average week, October	43	67	56 %
Christmas services	150	275	83%
Gross Annual Income	£59,000	£107,000*	81%

* Actual income higher. A £5,000 legacy is excluded here, as not fair to include in a comparison table.

Registered Charity Number 1212996. As we are newly registered, there is only one year's data visible on the Charity Commission website, but the 2025 Annual Report and Accounts can be found from there. Go to 'Find a charity', then search using 1212996. Then follow the [Annual Accounts and Returns](#) link.

Do please visit our website to gather up-to-date information about our church: -

www.allsaintsheadington.org.uk