

DIOCESE OF OXFORD

Christ Church – Governance Review Consultation Paper

A. Introduction

1. The structure of Christ Church, Oxford – or, to give it its full title, The Cathedral Church of Christ in Oxford of the Foundation of King Henry the Eighth - is unique in England. It is being reviewed by Christ Church following the experience of recent years. The diocese of Oxford is invited to give its views, which this paper seeks to discern. The complexities arise in particular from the Chapel of the College serving also as the Cathedral of the diocese, from the Dean of the Cathedral also being Head of the College, with there being no formal accountability to the diocesan bishop and with Christ Church (unlike all other Cathedrals) sitting outside the provisions of the Cathedrals Measure.

2. This paper sets out a vision and theological rationale, the historical context and then considers the main issues relevant to the diocese/ Church of England. It is envisaged as the vehicle through which Diocesan Synod might form a view at its November 2022 meeting on the response of the diocese (to be considered by the independent reviewer alongside the views of the Chapter of Christ Church and other stakeholders including the Church Commissioners). A final document would then be submitted by early December to the review, with the approval of Bishop's Council (as Standing Committee of the Synod).

B. Vision and Theological Rationale

3. “Stand at the crossroads, and look and ask for the ancient paths where the good way lies and walk in it and find rest for your souls”(Jeremiah 6.16)

4. The ministry of Oxford's Cathedral is distinctive among English Cathedrals because of its unique history, place and constitution as part of the joint foundation of Christ Church. This brings many opportunities for service, some particular responsibilities for its life and a small number of constraints on its activities¹.

5. Jeremiah's metaphor is apt in terms of history and present context. The city of Oxford was founded at a river crossing where north-south and east-west ways intersect. Christ Church was built close to Carfax, the historic centre of the city, on the site occupied by the Priory of St. Frideswide, the oldest place of prayer in Oxford. Oxford is now one of the oldest and finest centres of learning in the world: one of the greatest cultural and intellectual crossroads of modern times.

6. Christ Church is itself a crossroads: a meeting place between history and contemporary life; between the Church and the secular culture; between theology and the whole range of academic disciplines; between the United Kingdom and the world.

¹ See the parallel paper A future vision for Christ Church: a reflection by the Bishop of Oxford from which these paragraphs are taken. The paper also explores the images of the House of Christ and the Body of Christ alongside the image of the crossroads explored here.

7. There is no better place to have a Cathedral, a church of national significance, than at this great cultural crossroads. Through Christ Church, the Diocese of Oxford and the Church of England is able, potentially, to listen to and learn from current scholarship in the sciences, the arts and technology. Through Christ Church, the Church of England is able to offer contributions to the evolution of wisdom and knowledge in an outstanding place of tertiary education and learning.

8. The challenges of the present age call for the drawing together of different disciplines within conversations around (for example) climate change and biodiversity, the right use of technology, the challenge of new diseases and the massive political and economic challenges facing the world. The Church has a great deal to offer these conversations and much to learn. Christ Church offers unique opportunities both to host and contribute to this vital dialogue.

9. The four Canon Professors made possible through the joint foundation have a particular responsibility to lead and enable this dialogue between the Church and the wider academy. Their bridging roles are a vital part of the Foundation. The loss of these four Chairs would be significant for the University and for the Church. However, the whole of Christ Church and (to some degree) the whole of the Diocese has been shaped over centuries by this crossroads at the centre of our common life, drawing us all more deeply into dialogue for the common good.

10. The Church of England brings to Christ Church (and the wider University) a rich web of local, regional, national and global connections. These include deep relationships with every part of the city, county and Thames Valley region. Through the Diocese, the Cathedral and College are connected to other churches, faith communities, the third sector and civil society. The Church of England connects Christ Church to a different global community, the Anglican Communion and the wider global church and offers clear perspective on the needs of the world informed by justice, peace, care for the environment. The Church brings a deep commitment to and understanding of education and the formation of the whole person for the whole of life.

11. The Church of England has played a key role in the formation and development of the University of Oxford historically. The majority of the Colleges were religious houses and foundations. Theology was one of three core disciplines of the University, together with Medicine and Law. The University and Christ Church have played a key role in many of the great global movements which have shaped Christianity over the past seven centuries including the English Reformation and the vision of Henry VIII for the joint foundation; the ministries of John and Charles Wesley, who were ordained in Christ Church; the Oxford Movement; the ministry and writings of St. John Henry Newman and the ministry of Rowan Williams, one of the recent Canon Professors, who went on to be Archbishop of Wales and Archbishop of Canterbury.

12. The University of Oxford today retains and honours these deep roots in Christian faith through (for example) the motto of the University²; the retention of the regular University Sermons; the links between the University and the University Church of St. Mary the Virgin; and the presence of both Anglican chapels and chaplains across thirty of the thirty six

² Dominus illuminatio mea (the Lord is my light) from Psalm 27.1

Colleges. There are six permanent private halls founded by different Christian denominations which retain their religious character.

13. Postgraduate students from across the world are drawn to Oxford in part because of Oxford's place in Christian history and theology. Tourists and pilgrims are drawn to this great crossroads because of their knowledge of C.S.Lewis, J.R.R. Tolkein, Lewis Carroll, Dorothy L. Sayers and many others down the centuries. Over the centuries the joint foundation of Christ Church with its Cathedral and College has become and remains one of the keystones in the bridge built here between faith and reason, between the Church and the world.

14. Building on this keystone, the Church continues to make a significant contribution to the life of the University through scholarship and teaching in the chaplaincies, churches and private halls, in facilitating community engagement; through connecting the University to every part of the region, the nation and the world and bringing the resources of the Christian tradition into the debates on the critical issues of the age: the climate and environmental crises; medical ethics; the search for the common good and the future use of technology.

C. Context

Historical background

15. The land on which the cathedral is now situated was once the site of the Priory of St Frideswide. St Frideswide died around 737 AD and the buildings of her original priory have not survived. The cathedral and the buildings around the cloister at Christ Church are, however, the oldest, with the cathedral dating from the 12th century. This was originally the conventual church of the medieval priory formed in Frideswide's name.

16. In 1525 Cardinal Wolsey began his plans to re-create the site as Cardinal College, following his Bull from the Pope the previous year (5 April 1524) to dissolve the Augustinian Priory. His plan commenced with the demolition of the existing buildings. By the time of Wolsey's downfall in 1529 when he was stripped of his property, three sides of the great Tom Quad had been constructed, with the priory church remaining.

17. He had also constituted his new college with eight canons, a schoolmaster and choirboys, and undergraduates. After Wolsey's death in 1530, King Henry VIII assumed this new foundation, its property and endowments and renamed it as 'King Henry VIII's College'. It was not until 4 November 1546, under the Foundation Charter, *Ecclesia Christi Cathedralis Oxon: ex fundatione Regis Henrici Octavi [The Cathedral Church of Christ in Oxford of the Foundation of King Henry the Eighth]*, that King Henry VIII re-designated the former priory church as Christ Church Cathedral of the diocese of Oxford (the diocese having been recently formed in 1542 with the cathedral initially sited at the Abbey in Osney). At the same time, he also designated it as the chapel of the college. A further Charter of Donation followed on 11 December 1546 endowing the new institution. King Henry VIII died on 28 January 1547 before the statutes for his cathedral could be drawn up.

The Statutes and Governance

18. Though two ordinances were approved by Order in Council in 1858, full statutes were not, in fact, provided until the Christ Church (Oxford) Act 1867. The first Statutes were set out as a Schedule to the Act. The Dean's authority was affirmed in respect of both the College and the Cathedral, and the residentiary canons were reduced from eight to six, some of which then became attached to Regius Professorships. The Governing Body was also formed.

19. The statutes provided, "The Government of the Foundation, and the disposal and management of its Possessions and Revenues, including all Estates now vested in the Dean and Chapter, or in the Dean and Canons, or in the Dean and certain of the Canons, upon any Trust for purposes connected with the House, shall be vested in the Dean, Canons, and Senior Students". It was a compromise that brought the governance of Christ Church more or less into line with other colleges in the University, but which preserved its distinct character as a dual foundation.

20. The statutes were subsequently amended and extended by various Orders in Council under the Universities of Oxford and Cambridge Act 1923. There was a substantial revision in 2011 at which time Christ Church became formally registered with the Charity Commission. The present statutes can be found here:

https://www.chch.ox.ac.uk/sites/default/files/StatutesofChristChurchOxford.27.4.16_0.pdf

21. They divide the constitution of Christ Church into "the House" and "the Governing Body". The Statutes provide for a single Foundation consisting of the Dean, Canons, Students [broadly, academics] and Scholars [broadly, undergraduates and graduates], together with the Cathedral Chaplains, Schoolteacher [the Head of the Cathedral Choir School], Organist, Lay Clerks and Choristers attached to the service of the Cathedral Church.

- **Residentiary Canons**

22. They also provide that of the six Residentiary Canons, three are annexed to (i) the Regius Professorship of Divinity (ii) the Regius Professorship of Moral and Pastoral Theology and (iii) the Archdeaconry of Oxford. The Crown appointment of the Regius Professorship of Ecclesiastical History or the Lady Margaret's Professorship of Divinity also hold a Residentiary Canonry or a Lay Canonry.

- **Dean and Chapter**

23. The Dean and Chapter consists of the Dean, those Residentiary Canons plus an additional residentiary canon appointed by the Bishop of Oxford under the Cathedrals Measure 1963.

- **Governing Body**

24. The Statutes also provide that the Governing Body consists of:

- (i) the Dean,
- (ii) the Canons [the Residentiary Canons],
- (iii) all the Students [academics involved in the teaching work of the House, Professors and others elected by the Governing Body] , and
- (iv) such other persons as under the provisions of Statute XVI.3(a)(iii) may be elected members of the Governing Body.

25. Importantly, they also provide that (with the exception of certain powers reserved to the Dean and Chapter or Canons), “the government of the House, and the disposal and management of its possessions and revenues (including property held in trust for purposes connected with the House) shall be vested in the Governing Body”.

26. The Statutes provide that seniority in the Governing Body is determined as follows:

- (i) the Dean,
- (ii) the Canons, in each case reckoned from the date from which membership of the Governing Body as a Canon has been continuous, and
- (iii) the Students...

Objects

27. The Statutes provide that the objects of the House are:

(a) *the advancement of religion, education and learning, in particular but not exclusively by:*

(i) *the provision, support, conduct and maintenance of Christ Church Cathedral as the Cathedral of the Diocese of Oxford, together with its Choir;*

(ii) *the provision, support, conduct and maintenance of Christ Church as a college within the University of Oxford; and*

(iii) *the promotion of research in any branch of learning;*

and, in so far as it is not incompatible with the objects set out in (a) above,

(b) *the advancement of the arts, culture, heritage and science, in particular but not exclusively by:*

(i) *the preservation and conservation of collections of articles of historical, aesthetic or scientific interest;*

(ii) *the preservation and conservation of the Cathedral and its appurtenances including the Chapter House; and*

(iii) *the preservation and conservation of the other buildings of the House and its curtilage including the Meadow.*

Powers reserved to the Canons and Chapter/Canons

28. The powers reserved to the Dean and Chapter include those in respect of:

- (i) the Cathedral Church and its fabric and appurtenances, including the Chapter House;
- (ii) the Cathedral Chaplains, Organist, Lay Clerks, and Choristers, and other officers of the Cathedral Church;
- (iii) the residentiary houses at the date of these Statutes assigned for occupation by the Dean and the Canons together with Cloister House.

29. In relation to all of those things and persons, the Dean and Chapter also has all the powers ordinarily vested in the Dean and Chapter of a Cathedral Church, subject to Statute IV: “The Cathedral is the College Chapel of the House and the Cathedral of the Diocese of Oxford, and the Dean and Chapter shall facilitate its use in both of these capacities”.

30. The statutes also provide that the “Dean and Chapter shall have the exclusive disposal of the moneys to be annually set apart under the provisions of Statutes VI and VII as the “Cathedral Fabric Fund” and the “Chapter Fund”, but shall present their accounts to the Governing Body at least once in every year”. They are subject only to the legal authority of the Visitor (the Crown).

31. The powers reserved to the Dean and Canons relate to those exercised in relation to the Schoolteacher and the education (under the supervision of the Schoolteacher) of the Choristers. Again, in doing so, they are subject only to the legal authority of the Visitor, but the Governing Body has discretion in making land available for the purposes of the School.

Use of Governing Body’s funds for the Cathedral

32. The Governing Body is required to set apart from its own funds:

1. an annual amount to be under the exclusive control of the Dean and Chapter (to be known as “the Cathedral Fabric Fund”) designated for the costs of the repairs and maintenance of the Cathedral; and
2. an annual amount to be under the exclusive control of the Dean and Chapter (to be known as “the Chapter Fund”) designated for:
 - (i) payment of stipends or salaries to the Cathedral Chaplains, Schoolteacher, Organist, Lay Clerks, Choristers, and other officers of the Cathedral Church, and of all outgoings and expenses whatever (other than those provided for by the Cathedral Fabric Fund) on account of or in relation to the Cathedral Church or the celebration of services therein;
 - (ii) payment of Cathedral alms and pensions;
 - (iii) payment to the Dean of such sums as shall be appropriate by way of stipend or emoluments in respect of the office of Dean of the Cathedral Church and the exercise of the Dean’s powers under Statute I.5 and 6; and
 - (iv) payment to the Canons of their stipends or emoluments.

33. The statutes also provide that the Governing Body *may* at its discretion from time to time contribute, having regard to the funds at its disposal, such a sum as is necessary to pay all or part of the rates and taxes on the houses occupied by the Dean and Canons.

Relationship with the Bishop and Diocese of Oxford

34. The Dean is a royal appointment to a royal foundation and so is not licensed by or subject to the bishop’s appointment or subsequent Ordinary control. Unlike every other cathedral in England, the Dean, not the Bishop, exercises Ordinary jurisdiction in the cathedral, ie the Dean is the highest ranking ecclesiastical authority in the cathedral and is not subject to any other ecclesiastical authority insofar as the cathedral is concerned.

35. The Bishop of Oxford has no part to play in the Statutes (other than the appointment of the additional residentiary canon provided for by the Cathedrals Measure 1963).

D. Cathedral of and for the Diocese

36. Some have suggested that consideration should be given to the Cathedral for the diocese of Oxford being other than at Christ Church. In favour of this, Christ Church is not as accessible as most cathedrals will be as its position in the midst of a college of higher education

provides significant limitations. The Cathedral is also modest in capacity for such a large diocese. Dorchester Abbey is large and historic – it was the mother church of a diocese much earlier than Oxford.

37. However, many value the present building and whilst there are downsides to it being part of one of the top universities in the world there are also upsides, not least the link with the Canon Professors. It is far from clear that a substantial proportion of the funding would transfer from the Christ Church Foundation if the Church decided it favoured another building within the diocese instead being designated as the Cathedral. It is unlikely that the College will press for such a change. There would potentially be massive transitional and ongoing costs of establishing a Cathedral – and Choir School – elsewhere, including housing of members of the Chapter. The Church Commissioners would not step in to cover these costs, especially as their funding of other Cathedrals is essentially limited to the Dean and just two Canons plus modest grants in limited prescribed circumstances.

38. The modest size of the Cathedral and its distance from some parts of the diocese means that some events, such as Ordinations, tend to happen within the different episcopal areas, rather than diocese-wide.

39. In view of the established Area Scheme in the diocese and the developed practice for particular events and services to take place in larger churches in each Episcopal Area (such as St Mary the Virgin, Reading, Dorchester Abbey, Christ the Cornerstone, Milton Keynes), consideration could be given to attaching greater significance to those churches for events that might otherwise be directed to Christ Church Cathedral (ordinations, civic services, episcopal welcomes etc). Consideration would also have to be given as to what this would in practice add and whether or not it would weaken the coherence of the diocese.

40. Another role that would often be taken by a Cathedral is Civic: in the case of Oxfordshire some of this is taken by the City Church (St Michael at the North Gate) and in any event as the diocese covers three counties it would be difficult for a single Cathedral to perform the civic role across the diocese. The University Church (St Mary the Virgin) provides the location where official services would normally take place, which would in other cities often be in a cathedral.

41. It is recommended that we affirm that Christ Church remains the Cathedral of the diocese. Assuming we do so affirm, it is recognised that we need to communicate more fully and more widely to both the diocese and the University the value of this being the case.

42. We recommend that there should be an annual meeting between Christ Church and the diocese to help ensure that any issues arising are dealt with appropriately at an early opportunity and to keep under review the evolving relationship. We are envisaging that the appropriate attendees would include the Head of House and Dean (whether the same person or two individuals), the Censor Theologiae or Senior Censor, the Bishop of Oxford, another member of Bishop's Council and the Diocesan Secretary.

E. Role and Accountability of the Dean of Christ Church

43. There is known to be a desire amongst some within the College for change in the role and accountability of the Dean of Christ Church. We therefore need to take a view on what is important from the perspective of the Church of England and what would and would not be acceptable or desirable. The Dean's role whilst inextricable is considered to be approximately 25% relating to the Cathedral and 75% as Head of House (ie Principal of the College, with all the academic and other responsibilities that go with that). As a consequence, there is a full-time role of Sub-Dean, who subsumes some of what in other Cathedrals would be done by the Dean. This means that Christ Church may only consider as Head of House an individual in Holy Orders who has the ecclesiastical standing to serve as Dean, in addition to all that is required to be Head of a substantial academic institution with a large endowment.

44. One option is clearly the status quo. If this were the case, both College and the diocese are likely to want to consider the accountability of the Dean. In other dioceses, there would be an accountability of the dean to the diocesan bishop as Ordinary and as Visitor. A minimal change would be for the Bishop of Oxford to become both Visitor to the Cathedral Chapter and Ordinary. It would be essential for the Bishop of Oxford in future to be jointly involved in the appointment of future Deans and in any matters that arise subsequently that relate to the role of the Dean.

45. The other likely option (which may well be favoured by the College) is for future Deans not to be head of House but to be responsible solely for the Cathedral and Choir School, as is the case for other Cathedral Deans. This would raise the key issue of the accountability of future Deans. The Church of England would want to be confident that on all ecclesiastical matters a Dean was not subservient to a (secular) Head of House. Similarly, assurance would be needed that decisions that related to the Cathedral (particularly its use) would be made by the Dean and Chapter, rather than by a governing body that was no longer headed by a Dean in holy orders. A possibility might be for the Dean to be accountable only on certain matters (eg finance) to a Head of House (it would be for the College, following the recommendations for the Independent Review, to decide what the College's senior role was called) and otherwise to the Chapter (which he/ she would chair, as at present) and with the Bishop of Oxford acting as Visitor to the Chapter and Ordinary. Under this option, it will be important for both the Bishop of Oxford and the Head of House to lead the process to appoint future Deans.

F. Financial issues

46. Christ Church funds from its corporate revenues/ endowment all the costs of the Cathedral staff and fabric including the stipend and housing of the Dean and Canons. Whereas for all other English Cathedrals the Church Commissioners fund the costs of the Dean and two residentiary canons and provide a grant, in the case of Christ Church the only funding provided by the Church Commissioners is for the stipend (but not housing, which is usually a diocesan responsibility) of the diocesan canon, who may not statutorily be funded from Christ Church revenues.

47. Significantly, Christ Church also funds from endowed funds 50% of the costs of the Canons Professor – were this not the case, it is very unlikely that there would be as many as four, as University funding is not at all likely to pick up the balance which would have an adverse impact on the place of postgraduate studies and academic research in theology in the University of Oxford. Christ Church also funds the costs of the Choir School.

48. The 2021 accounts of the Cathedral show that £1.8m (78%) of its £2.3m income (including restricted funds) comprises its corporate grant from Christ Church. This was however substantially affected by Covid and the proportion funded by the corporate grant might in a normal year be around 50%. The 2021 accounts of Christ Church show total funds (almost all endowed) of £684 million. Of the total expenditure of Christ Church of £35m, almost £5m relate to the Cathedral and Cathedral School (about half to each), £2.7m net of income.

49. If, either at this or any future point, there were to be any kind of separation of the current joint foundation, the Church of England would expect that a substantial proportion of the assets would become the responsibility of the Church, recognising that the first objective for which the foundation exists is to provide a cathedral for the diocese.

50. Clearly, if there is not to be any such separation, the Church of England would need to be assured that there would be no change in the responsibility of the Foundation for providing a corporate grant to fund the balance of costs of the mission and ministry of the Cathedral and Choir School.

G. Cathedral Governance

51. The Cathedrals Working Group (CWG) Final Report was published in June 2018, and led to the Cathedrals Measure 2021 (CM21), and General Guidance for Cathedrals (Guidance) issued by the Church Commissioners in September 2021. The main driver for the formation of the CWG was governance issues arising within cathedrals, particularly those leading to precarious financial situations in some cathedrals. The financial issues do not apply to Christ Church cathedral, as it is financially underpinned by the significant endowments of the overall entity of Christ Church. However, were the current governance review to delegate the operation of the cathedral as a distinct part of the joint foundation, many of the governance recommendations of CWG/CM21 could and arguably should be adopted or mirrored. This would enable a closer, clearer working relationship between the cathedral and Oxford Diocese and also reflect best practice on governance.

52. The 2021 Cathedrals Measure is at <https://www.legislation.gov.uk/ukcm/2021/2/schedule/1/enacted> and the Guidance: https://www.churchofengland.org/sites/default/files/2021-11/general_guidance_for_cathedrals_sept_2021.pdf. Section 52 explicitly states that CM21 does not apply to the cathedral church of Christ in Oxford. The only provision that relates to Christ Church in the 1963 and 2021 Cathedrals Measures is that specifying that the Christ Church funds may not be used for the diocesan canon role at Christ Church. These should potentially both be reversed ie to bring Christ Church within most of the provisions of the Measure and to repeal the statutory provision relating to the diocesan canon (which would more normally be a matter for agreement or variation locally over time).

53. Despite limited detail on the governance of the Cathedral within the statutes of the Foundation, it is clear that Christ Church as a whole would continue to own and have financial responsibility for maintenance of the land and buildings including those used by the Cathedral and its Canons and other staff. Aspects of the Cathedral's Measures that should be reflected in revised governance documents include the following:

- 1 Section 1 of CM21 confers a duty to have due regard to a cathedral's ecclesiastical purpose, specifically
 - (i) The fact that the cathedral is the seat of the bishop and a centre of worship and mission, and
 - (ii) The importance of each cathedral's role in providing a focus for the life and work of the Church of England in the diocese

which applies to Christ Church as to any cathedral.

- 2 Section 2, Section 11 and Schedule 1 contain detailed provisions regarding the Chapter of cathedrals. If the Chapter is delegated responsibility for the cathedral by the governing body of Christ Church, bringing the Chapter more into line with the provisions of CM21 could strengthen the relationship between cathedral and diocese.

Key changes could be

- (i) The inclusion of non-executive members, including lay members, which under the CM21 are expected to be greater in number than the executive members
 - (ii) The requirement to gain the bishop's approval of these non-executive members
 - (iii) The bishop to appoint the Senior Non Executive Member (SNEM), after consulting the Chapter, who would chair Chapter meetings in the absence of the Dean
 - (iv) A special meeting to be held each year between Chapter and Bishop to consult on the general direction and mission of the cathedral.
- 3 Section 3 contains provisions regarding the College of Canons, and the membership and responsibilities of this body in other cathedrals (which does vary) will help resolve what would be right for the College of Canons at Christ Church.
 - 4 Sections 4, 5, 6 & 7 outline provisions for the constitution and statutes of cathedrals. Some of these provisions relate to the fabric and finances of cathedrals and may have limited applicability, as these areas are more likely to be the responsibility of the governing body of Christ Church (rather than being delegated to the Chapter.) However, some provisions could be applicable, eg 4(1)(a) the object to advance the Christian religion in accordance with the faith and practice of the Church of England.
 - 5 Section 9 provides for the role and responsibilities of the bishop. The inclusion of these clauses, with minor amendment, could help define the bishop's role and ensure proper influence and cooperation between bishop and cathedral.
 - 6 Section 12 specifies the role and responsibilities of the Dean, and could helpfully be included to define the role of the Dean of Christ Church in relation to the cathedral.

- 7 Sections 35 to 39 relate to safeguarding. These should be reviewed to ensure anything relevant is included, in addition to other safeguarding provisions that will undoubtedly be included in the constitution of the whole Christ Church entity.
- 8 It may be useful to require the Dean and Chapter to have due regard to the Guidance, as far as it is applicable to Christ Church cathedral.

We stand ready to work collaboratively together on how these are best reflected.

H. Next Steps and Conclusion

54. Diocesan Synod is invited to conclude that the Diocese should state in its response to the Christ Church Governance Review that:

- It is committed to the continued value and potential of interconnected relationships within the Joint Foundation
- It is right theologically and ecclesiologically in the circumstances that Christ Church should remain the Cathedral of the diocese, continuing to be prioritised within its charitable objects, and funded in perpetuity, with the associated Choir School and Canon Professors
- The Ordinary of the Cathedral and Visitor of the Cathedral Chapter should become the Bishop of Oxford, with the Bishop fully involved in the appointment of all future Deans
- The Dean must be accountable on ecclesiastical matters to the Chapter and not to the governing body of Christ Church
- The Cathedral should conform to the requirements of the Cathedrals Measure except where its future relationship with Christ Church renders this unrealistic

As at 21 October 2022